Volume II - Defense-Wide Data Book

Defense-Wide Civilian Personnel Costs

					Defense Wie		Defense Agenc Y 2015)	ies/Field Activitie	es)							
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	e Overtime <u>Pay</u>	(\$ in Thousa f Holiday Pay	nds) g Other O.C.11	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits <u>O.C.12/13</u>	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c n Comp & Benefits	h/d <u>0</u> % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	81,992	80,116	55,379	7,598,237	104,748	10,528	201,845	317,121	7,915,358	2,645,041	10,560,399	<u>\$137,204</u>	<u>\$142,931</u>	<u>\$190,693</u>	4.2%	<u>34.8%</u>
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	81,248 1,125 68,874 4,422 371 1 6,455	79,398 1,119 67,698 4,091 357 8 6,125	54,682 1,119 43,944 3,421 355 8 5,835	7,573,878 184,470 6,652,206 299,837 14,751 1,248 421,366	104,714 0 104,563 53 98 0 0	10,523 144 9,905 9 13 0 452	200,713 5,116 157,283 5,829 863 0 31,622	315,950 5,260 271,751 5,891 974 - 32,074	7,889,828 189,730 6,923,957 305,728 15,725 1,248 453,440	2,613,893 58,523 2,158,069 90,170 5,640 0 301,491	10,503,721 248,253 9,082,026 395,898 21,365 1,248 754,931	\$138,508 \$164,853 \$151,379 \$87,646 \$41,552 \$156,000 \$72,214	\$144,286 \$169,553 \$157,563 \$89,368 \$44,296 \$156,000 \$77,710	\$192,087 \$221,853 \$206,673 \$115,726 \$60,183 \$156,000 \$129,380	4.2% 2.9% 4.1% 2.0% 6.6% 0.0% 7.6%	34.5% 31.7% 32.4% 30.1% 38.2% 0.0% 71.6%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	434 81,682 310 <i>81,992</i>	419 79,817 299 <i>80,116</i>	415 55,097 282 55,379	14,113 7,587,991 10,246 <i>7,598,237</i>	34 104,748 0 104,748	5 10,528 0 10,528	1,032 201,745 100 <i>201,845</i>	1,071 317,021 100 <i>317,121</i>	15,184 7,905,012 10,346 <i>7,915,358</i>	3,982 2,617,875 964 2,618,839 26,202 11,887 150 14,165 0	19,166 10,522,887 11,310 10,534,197 26,202 11,887 150 14,165	\$34,007 \$137,721 \$36,333 \$137,204	\$36,588 \$143,474 \$36,688 \$142,931	\$46,183 \$190,988 \$40,106 \$190,220	7.6% 4.2% 1.0% 4.2%	28.2% 34.5% 9.4% 34.5%
Reimbursable Funded Personnel (includes OC 13)	1,893	1,990	2,043	202,303	1,564	80	7,386	9,030	211,333	58,228	269,561	\$99,023	\$103,442	\$131,944	4.5%	28.8%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire	1,888 3 1,827 0 0 0 0 58	1,985 2 1,912 0 0 9 62 0	2,038 4 1,971 0 0 1 62 0 2,038	202,303 964 192,335 0 0 0 9,004 0 202,303	1,564 0 1,564 0 0 0 0 0	80 0 80 0 0 0 0	7,386 24 7,295 0 0 67 0 7,386	9,030 24 8,939 - - - 67 - 9,030	211,333 988 201,274 - - 9,071	58,160 240 55,566 0 0 0 2,354	269,493 1,228 256,840 - - - 11,425 - 269,493	\$99,265 \$241,000 \$97,582 - - - - \$0 \$145,226	\$103,696 \$247,000 \$102,118 - - \$0 \$146,306	\$132,234 \$307,000 \$130,309 - - \$0 \$184,274	4.5% 2.5% 4.6% - - 0.7%	28.7% 24.9% 28.9% - - - 26.1%
R4. Indirect Hire Foreign Nationals (HIFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	5 1,893	5 1,990	5 2,043	202,303	0 1,564	0 80	0 7,386	9,030	211,333	0 58,160 68 68 0 0	269,493 68 68 -	\$0 \$99,023	\$0 \$103,442	\$0 \$131,910	4.5%	28.7%
Total Personnel (includes OC 13)	83,885	82,106	57,422	7,800,540	106,312	10,608	209,231	326,151	8,126,691	2,703,269	10,829,960	<u>\$135,846</u>	<u>\$141,526</u>	<u>\$188,603</u>	4.2%	<u>34.7%</u>
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	83,136 1,128 70,701 4,422 371 1 6,513	81,383 1,121 69,610 4,091 357 17 6,187	56,720 1,123 45,915 3,421 355 9 5,897	7,776,181 185,434 6,844,541 299,837 14,751 1,248 430,370	106,278 0 106,127 53 98 0	10,603 144 9,985 9 13 0 452	208,099 5,140 164,578 5,829 863 0 31,689	324,980 5,284 280,690 5,891 974 0 32,141	8,101,161 190,718 7,125,231 305,728 15,725 1,248 462,511	2,672,053 58,763 2,213,635 90,170 5,640 0 303,845	10,773,214 249,481 9,338,866 395,898 21,365 1,248 766,356	\$137,098 \$165,124 \$149,070 \$87,646 \$41,552 \$138,667 \$72,981	\$142,827 \$169,829 \$155,183 \$89,368 \$44,296 \$138,667 \$78,432	\$189,937 \$222,156 \$203,395 \$115,726 \$60,183 \$138,667 \$129,957	4.2% 2.8% 4.1% 2.0% 6.6% 0.0% 7.5%	34.4% 31.7% 32.3% 30.1% 38.2% 0.0% 70.6%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HHFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual	434 83,570 315 83,885	419 81,802 304 <i>82,106</i>	415 57,135 287 57,422	14,113 7,790,294 10,246 <i>7,800,540</i>	34 106,312 0 106,312	5 10,608 0 10,608	1,032 209,131 100 <i>209,231</i>	1,071 326,051 100 <i>326,151</i>	15,184 8,116,345 10,346 <i>8,126,691</i>	3,982 2,676,935 964 2,676,999 26,270 11,955 150 14,165 0	19,166 10,792,380 11,310 10,803,690 26,270 11,955 150 14,165 0	\$34,007 \$136,349 \$35,700 \$135,846	\$36,588 \$142,056 \$36,049 \$141,526	\$46,183 \$188,893 \$39,408 \$188,145	7.6% 4.2% 1.0% 4.2%	28.2% 34.4% 9.4% 34.3%

Volume II - Defense-Wide Data Book

					Defense Wi		Defense Agenc FY 2016)	ies/Field Activitie	es)							
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pav</u>	(\$ in Thousa f Holiday Pay	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits <u>O.C.12/13</u>	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>I</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c n Comp & Benefits	h/d º % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	81,856	84,025	81,008	7,814,489	133,245	14,630	243,559	391,434	8,205,923	2,751,289	10,957,212	<u>\$96,466</u>	<u>\$101,298</u>	<u>\$135,261</u>	5.0%	35.2%
DI. US Direct Hire (USDH) Dla. Senior Executive Schedule Dlb. General Schedule Dlc. Special Schedule Dld. Wage System Dle. Highly Qualified Experts Dlf. Other	81,155 1,127 68,710 4,588 345 8 6,377	83,284 1,125 70,847 4,589 346 1 6,376	80,297 1,122 68,902 3,843 342 1 6,087	7,783,708 191,425 6,825,552 329,944 14,310 150 422,327	133,239 0 132,982 53 184 0 20	14,630 160 13,944 7 22 0 497	242,500 5,707 210,977 8,504 337 0 16,975	390,369 5,867 357,903 8,564 543 - 17,492	8,174,077 197,292 7,183,455 338,508 14,853 150 439,819	2,727,228 64,929 2,235,247 101,813 5,195 81 319,963	10,901,305 262,221 9,418,702 440,321 20,048 231 759,782	\$96,936 \$170,611 \$99,062 \$85,856 \$41,842 \$150,000 \$69,382	\$101,798 \$175,840 \$104,256 \$88,084 \$43,430 \$150,000 \$72,255	\$135,762 \$233,709 \$136,697 \$114,577 \$58,620 \$231,000 \$124,820	5.0% 3.1% 5.2% 2.6% 3.8% 0.0% 4.1%	35.0% 33.9% 32.7% 30.9% 36.3% 54.0% 75.8%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN) Subbotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5b. Dollardy Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	421 81,576 280 81,856	456 83,740 285 <i>84,025</i>	442 80,739 269 <i>81,008</i>	18,017 7,801,725 12,764 <i>7,814,489</i>	6 133,245 0 133,245	0 14,630 0 14,630	1,032 243,532 27 243,559	1,038 391,407 27 <i>391,434</i>	19,055 8,193,132 12,791 <i>8,205,923</i>	4,708 2,731,936 460 2,732,396 18,893 10,493 0 8,400	23,763 10,925,068 13,251 10,938,319 18,893 10,493 8,400	\$40,762 \$96,629 \$47,450 \$96,466	\$43,111 \$101,477 \$47,550 \$101,298	\$53,762 \$135,313 \$49,260 \$135,028	5.8% 5.0% 0.2% 5.0%	26.1% 35.0% 3.6% 35.0%
Reimbursable Funded Personnel (includes OC 13)	1,722	1,509	1,607	179,137	2,388	148	7,269	<u>9,805</u>	188,942	52,649	241,591	<u>\$111,473</u>	<u>\$117,574</u>	<u>\$150,337</u>	<u>5.5%</u>	29.4%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1d. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	1,717 1 1,653 0 0 1 62	1,504 1 1,440 0 0 1 62	1,602 1 1,538 0 0 1 62	179,137 349 168,436 0 0 137 10,215	2,388 0 2,386 0 0 0 2	148 0 117 0 0 0 31	7,269 9 7,212 0 0 0 48	9,805 9 9,715 - - - 81	188,942 358 178,151 - 137 10,296	52,649 84 49,685 0 0 2,880	241,591 442 227,836 - 137 13,176	\$111,821 \$349,000 \$109,516 - - \$137,000 \$164,758	\$117,941 \$358,000 \$115,833 - - \$137,000 \$166,065	\$150,806 \$442,000 \$148,138 - - \$137,000 \$212,516	5.5% 2.6% 5.8% - 0.0% 0.8%	29.4% 24.1% 29.5% - 0.0% 28.2%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	0 1,717 5 1,722	0 1,504 5 <i>1,509</i>	0 1,602 5 <i>1,607</i>	0 179,137 0 <i>179,137</i>	0 2,388 0 <i>2,388</i>	0 148 0 148	7,269 0 7,269	9,805 - 9,805	188,942 	0 52,649 0 52,649 0 0 0	241,591 - 241,591 - - -	\$111,821 \$0 \$111,473	\$117,941 \$0 \$117,574	\$150,806 \$0 \$150,337	5.5% - 5.5%	29.4% - 29.4%
Total Personnel (includes OC 13)	83,578	85,534	82,615	7,993,626	135,633	14,778	250,828	401,239	8,394,865	2,803,938	11,198,803	<u>\$96,758</u>	<u>\$101,614</u>	<u>\$135,554</u>	5.0%	<u>35.1%</u>
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	82,872 1,128 70,363 4,588 345 9 6,439	84,788 1,126 72,287 4,589 346 2 6,438	81,899 1,123 70,440 3,843 342 2 6,149	7,962,845 191,774 6,993,988 329,944 14,310 287 432,542	135,627 0 135,368 53 184 0 22	14,778 160 14,061 7 22 0 528	249,769 5,716 218,189 8,504 337 0 17,023	400,174 5,876 367,618 8,564 543 0 17,573	8,363,019 197,650 7,361,606 338,508 14,853 287 450,115	2,779,877 65,013 2,284,932 101,813 5,195 81 322,843	11,142,896 262,663 9,646,538 440,321 20,048 368 772,958	\$97,228 \$170,769 \$99,290 \$85,856 \$41,842 \$143,500 \$70,343	\$102,114 \$176,002 \$104,509 \$88,084 \$43,430 \$143,500 \$73,201	\$136,057 \$233,894 \$136,947 \$114,577 \$58,620 \$184,000 \$125,705	5.0% 3.1% 5.3% 2.6% 3.8% 0.0% 4.1%	34.9% 33.9% 32.7% 30.9% 36.3% 28.2% 74.6%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HHFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual	421 83,293 285 <i>83,578</i>	456 85,244 290 <i>85,534</i>	442 82,341 274 <i>82,615</i>	18,017 7,980,862 12,764 <i>7,993,626</i>	6 135,633 0 135,633	0 14,778 0 14,778	1,032 250,801 27 250,828	1,038 401,212 27 401,239	19,055 8,382,074 12,791 <i>8,394,865</i>	4,708 2,784,585 460 <i>2,785,045</i> 18,893 10,493 0 8,400	23,763 11,166,659 13,251 11,179,910 18,893 10,493 0 8,400	\$40,762 \$96,925 \$46,584 \$96,758	\$43,111 \$101,797 \$46,682 \$101,614	\$53,762 \$135,615 \$48,361 \$135,325	5.8% 5.0% 0.2% 5.0%	26.1% 34.9% 3.6% 34.8%

Volume II - Defense-Wide Data Book

					Defense Wie		Defense Agenci Y 2017)	es/Field Activitie	es)							
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pav</u>	(\$ in Thousa <u>f</u> Holiday <u>Pay</u>	nds) g Other O.C.11	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits <u>O.C.12/13</u>	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>I</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>0</u> % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	83,896	84,577	81,118	7,937,217	97,203	9,995	177,589	284,787	8,222,004	2,804,480	11,026,484	<u>\$97,848</u>	<u>\$101,359</u>	<u>\$135,931</u>	3.6%	<u>35.3%</u>
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	83,153 1,125 69,689 5,616 346 1 6,376	83,861 1,125 71,057 5,281 364 3 6,031	80,429 1,124 68,465 4,680 361 3 5,796	7,908,881 194,178 6,858,342 432,870 15,459 150 407,882	97,190 46 96,611 303 210 0 20	9,992 255 9,102 127 26 0 482	176,532 5,405 141,570 9,590 375 0 19,592	283,714 5,706 247,283 10,020 611 - 20,094	8,192,595 199,884 7,105,625 442,890 16,070 150 427,976	2,781,650 62,342 2,276,923 131,522 5,410 81 305,372	10,974,245 262,226 9,382,548 574,412 21,480 231 733,348	\$98,334 \$172,756 \$100,173 \$92,494 \$42,823 \$50,000 \$70,373	\$101,861 \$177,833 \$103,785 \$94,635 \$44,515 \$50,000 \$73,840	\$136,446 \$233,297 \$137,042 \$122,738 \$59,501 \$77,000 \$126,527	3.6% 2.9% 3.6% 2.3% 4.0% 0.0% 4.9%	35.2% 32.1% 33.2% 30.4% 35.0% 54.0% 74.9%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	456 83,609 287 83,896	452 84,313 264 <i>84,577</i>	438 80,867 251 <i>81,118</i>	17,797 7,926,678 10,539 <i>7,937,217</i>	13 97,203 0 97,203	3 9,995 0 9,995	1,029 177,561 28 <i>177,589</i>	1,045 284,759 28 284,787	18,842 8,211,437 10,567 <i>8,222,004</i>	4,733 2,786,383 468 2,786,851 17,629 10,679 0 6,950 0	23,575 10,997,820 11,035 11,008,855 17,629 10,679	\$40,632 \$98,021 \$41,988 \$97,848	\$43,018 \$101,542 \$42,100 \$101,359	\$53,824 \$135,999 \$43,964 \$135,714	5.9% 3.6% 0.3% 3.6%	26.6% 35.2% 4.4% 35.1%
Reimbursable Funded Personnel (includes OC 13)	1,509	<u>1,501</u>	1,611	176,842	1,734	123	3,206	5,063	181,905	55,502	237,407	<u>\$109,772</u>	<u>\$112,914</u>	<u>\$147,366</u>	2.9%	<u>31.4%</u>
RI. US Direct Hire (USDH) RIa. Senior Executive Schedule RIb. General Schedule RIc. Special Schedule RId. Wage System RIe. Highly Qualified Experts RIf. Other	1,504 1 1,440 0 0 1 62	1,496 1 1,437 0 0 1 57	1,606 1 1,547 0 0 1 57	176,842 347 166,115 0 0 165 10,215	1,734 0 1,732 0 0 0	123 0 92 0 0 0 31	3,206 9 3,149 0 0 0 48	5,063 9 4,973 81	181,905 356 171,088 - 165 10,296	55,502 88 52,534 0 0 0 2,880	237,407 444 223,622 - 165 13,176	\$110,113 \$347,000 \$107,379 - - \$165,000 \$179,211	\$113,266 \$356,000 \$110,593 - \$165,000 \$180,632	\$147,825 \$444,000 \$144,552 - \$165,000 \$231,158	2.9% 2.6% 3.0% - 0.0% 0.8%	31.4% 25.4% 31.6% - 0.0% 28.2%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5c. Foreign National Separation Liability Accrual	0 1,504 5 <i>1,509</i>	0 1,496 5 <i>1,501</i>	0 1,606 5 <i>1,611</i>	0 176,842 0 176,842	0 1,734 0 1,734	0 123 0 123	3,206 0 3,206	5,063 5,063	181,905 181,905	0 55,502 0 55,502 - 0 0 0	237,407 - 237,407 - - -	\$110,113 \$0 \$109,772	\$113,266 \$0 \$112,914	\$147,825 \$0 \$147,366	2.9%	31.4%
Total Personnel (includes OC 13)	85,405	86,078	82,729	8,114,059	98,937	10,118	180,795	289,850	8,403,909	2,859,982	11,263,891	\$98,080	\$101,584	\$136,154	3.6%	35.2%
TI. US Direct Hire (USDH) Tla. Senior Executive Schedule Tlb. General Schedule Tlc. Special Schedule Tld. Wage System Tle. Highly Qualified Experts Tlf. Other	84,657 1,126 71,129 5,616 346 2 6,438	85,357 1,126 72,494 5,281 364 4 6,088	82,035 1,125 70,012 4,680 361 4 5,853	8,085,723 194,525 7,024,457 432,870 15,459 315 418,097	98,924 46 98,343 303 210 0 22	10,115 255 9,194 127 26 0 513	179,738 5,414 144,719 9,590 375 0 19,640	288,777 5,715 252,256 10,020 611 0 20,175	8,374,500 200,240 7,276,713 442,890 16,070 315 438,272	2,837,152 62,430 2,329,457 131,522 5,410 81 308,252	11,211,652 262,670 9,606,170 574,412 21,480 396 746,524	\$98,564 \$172,911 \$100,332 \$92,494 \$42,823 \$78,750 \$71,433	\$102,084 \$177,991 \$103,935 \$94,635 \$44,515 \$78,750 \$74,880	\$136,669 \$233,484 \$137,207 \$122,738 \$59,501 \$99,000 \$127,546	3.6% 2.9% 3.6% 2.3% 4.0% 0.0% 4.8%	35.1% 32.1% 33.2% 30.4% 35.0% 25.7% 73.7%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HHFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual	456 85,113 292 85,405	452 85,809 269 <i>86,078</i>	438 82,473 256 82,729	17,797 8,103,520 10,539 <i>8,114,059</i>	13 98,937 0 98,937	3 10,118 0 10,118	1,029 180,767 28 <i>180,795</i>	1,045 289,822 28 289,850	18,842 8,393,342 10,567 <i>8,403,909</i>	4,733 2,841,885 468 2,842,353 17,629 10,679 0 6,950 0	23,575 11,235,227 11,035 11,246,262 17,629 10,679 0 6,950 0	\$40,632 \$98,257 \$41,168 \$98,080	\$43,018 \$101,771 \$41,277 \$101,584	\$53,824 \$136,229 \$43,105 \$135,941	5.9% 3.6% 0.3% 3.6%	26.6% 35.1% 4.4% 35.0%

OP-8 Exhibit, Civilian Personnel Costs
OUSD(C)-306

							Maintenance I FY 2015)	² und								
	<u>a</u> Begin Strength	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	d Basic Comp	<u>e</u> Overtime <u>Pav</u>	(\$ in Thousa f Holiday Pay	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i+j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c n Comp & Benefits	h/d ⁰ / ₈ BC <u>Variables</u>	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	=	=	=	=	=
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	- - - - -	- - - - -	-	:	-	- - - - -	:		:	-	-	-	- - - - - -	-		-
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits	-	:	-	:	:	- - - -	-	- - - -	:	:		- - - -			- - - -	:
D3. URLF UNIFECT LASK 15 DEMENTS D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual																
Reimbursable Funded Personnel (includes OC 13)	<u>206</u>	<u>212</u>	202	19,713	<u>120</u>	240	238	<u>598</u>	20,311	5,626	25,937	<u>\$97,589</u>	<u>\$100,550</u>	<u>\$128,401</u>	<u>3.0%</u>	<u>28.5%</u>
RI. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	206 - 128 77 1	212 	202 - 126 75 1	19,713 - 12,789 6,877 47 -	120 - 72 48 - -	240 - 145 95 - -	238 - 141 95 2	598 - 358 238 - -	20,311 - 13,147 7,115 49 -	5,626 4,304 1,306 16	25,937 17,451 8,421 65	\$97,589 - \$101,500 \$91,693 \$47,000 -	\$100,550 - \$104,341 \$94,867 \$49,000	\$128,401 - \$138,500 \$112,280 \$65,000	3.0% - 2.8% 3.5% 4.3%	28.5% - 33.7% 19.0% 34.0%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	206 - 206	212 - 212	202 - 202	19,713 19,713	120 120	240 - 240	238 238	598	20,311 20,311	5,626	25,937 25,937 - - -	\$97,589 - \$97,589	\$100,550 - \$100,550	\$128,401 \$128,401	3.0%	28.5% - 28.5%
Total Personnel (includes OC 13)	206	212	202	19,713	<u>120</u>	240	238	<u>598</u>	20,311	5,626	25,937	<u>\$97,589</u>	<u>\$100,550</u>	<u>\$128,401</u>	3.0%	28.5%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	206 0 128 77 1 0	212 0 131 80 1 0	202 0 126 75 1 0	19,713 0 12,789 6,877 47 0	120 0 72 48 0 0	240 0 145 95 0 0	238 0 141 95 2 0	598 0 358 238 2 0 0	20,311 0 13,147 7,115 49 0	5,626 0 4,304 1,306 16 0	25,937 0 17,451 8,421 65 0	\$97,589 - \$101,500 \$91,693 \$47,000 - -	\$100,550 - \$104,341 \$94,867 \$49,000	\$128,401 - \$138,500 \$112,280 \$65,000	3.0% - 2.8% 3.5% 4.3%	28.5% - 33.7% 19.0% 34.0%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HHFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual	0 206 0 206	0 212 0 212	0 202 0 202	0 19,713 0 19,713	0 120 0 120	0 240 0 240	0 238 0 238	0 598 0 598	0 20,311 0 <i>20,311</i>	5,626 0 5,626 0 0 0	0 25,937 0 25,937 0 0 0	\$97,589 - \$97,589	\$100,550 \$100,550	\$128,401 - \$128,401	3.0%	28.5% - 28.5%

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							Maintenance l FY 2016)	und								
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pav</u>	(\$ in Thousa f Holiday Pay	g Other O.C.11	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i+j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp & Benefits	h/d o BC Variables	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	0	<u>0</u>	0	<u>0</u>	<u>0</u>	<u>0</u>	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	=	=	=	=	
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	-	- - - - -	-	- - - - -	- - - - -	- - - - -	-			- - - - -	-	-	: : : :	- - - - -	-	
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire Post Mationals (HHFN) And Indirect Hire Foreign Nationals (HHFN) Subtotal - Direct Fundeal (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH- Benefits for Former Employees D5b. DHFN- Benefits for Former Employees D5b. DHFN- Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	:	-	-	-	:	-	-	:	-	-	-		-	-	:	
Reimbursable Funded Personnel (includes OC 13)	234	<u>231</u>	<u>231</u>	21,027	<u>81</u>	<u>163</u>	<u>355</u>	<u>599</u>	21,626	5,974	27,600	<u>\$91,026</u>	<u>\$93,619</u>	<u>\$119,481</u>	2.8%	28.4%
RI. US Direct Hire (USDH) RIa. Senior Executive Schedule RIb. General Schedule RIc. Special Schedule RId. Wage System RIe. Highly Qualified Experts RIf. Other	234 - 147 86 1	231 144 86 1	231 - 144 86 1	21,027 - 13,511 7,473 43	81 - 23 58 -	163 - 86 77 -	355 226 127 2	335 262 2	21,626 13,846 7,735 45	5,875 3,426 2,433 16	27,501 17,272 10,168 61	\$91,026 - \$93,826 \$86,895 \$43,000 -	\$93,619 - \$96,153 \$89,942 \$45,000 -	\$119,052 - \$119,944 \$118,233 \$61,000	2.8% - 2.5% 3.5% 4.7%	27.9% - 25.4% 32.6% 37.2%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	234 234	231 231	231 231	21,027 -21,027	81 81	163 - 163	355 355	599 - 599	21,626	5,875 - 5,875 99 - - 99	27,501 - 27,501 99 - - 99	\$91,026 \$91,026	\$93,619 - \$93,619	\$119,052 \$119,052	2.8%	27.9% 27.9%
Total Personnel (includes OC 13)	234	231	231	21,027	<u>81</u>	163	355	<u>599</u>	21,626	5,974	27,600	<u>\$91,026</u>	<u>\$93,619</u>	<u>\$119,481</u>	2.8%	28.4%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	234 0 147 86 1 0	231 0 144 86 1 0	231 0 144 86 1 0	21,027 0 13,511 7,473 43 0	81 0 23 58 0 0	163 0 86 77 0 0	355 0 226 127 2 0 0	599 0 335 262 2 0 0	21,626 0 13,846 7,735 45 0	5,875 0 3,426 2,433 16 0	27,501 0 17,272 10,168 61 0	\$91,026 - \$93,826 \$86,895 \$43,000 -	\$93,619 - \$96,153 \$89,942 \$45,000	\$119,052 - \$119,944 \$118,233 \$61,000	2.8% - 2.5% 3.5% 4.7%	27.9% - 25.4% 32.6% 37.2%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual	0 234 0 234	0 231 0 231	0 231 0 231	0 21,027 0 21,027	0 81 0 81	0 163 0 163	0 355 0 355	0 599 0 599	21,626 0 21,626	5,875 0 5,875 99 0 0	0 27,501 0 27,501 99 0 0 99	\$91,026 \$91,026	\$93,619 \$93,619	\$119,052 \$119,052	2.8%	27.9% 27.9%

OP-8 Exhibit, Civilian Personnel Costs
OUSD(C)-308

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							Maintenance I FY 2017)	⁷ und								
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pav</u>	(\$ in Thousa f Holiday Pay	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i+j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c n Comp & Benefits	h/d 0 BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	=	=	:	:	=
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	-	- - - - -			-	- - - - -	-		:	-		-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire Post Mationals (HHFN) Subtotal - Direct Fundeal (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5b. Dollardy Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	:	-	-	-	-	-	-		-	- - - - - - - -	-	-	-	:	-	-
Reimbursable Funded Personnel (includes OC 13)	<u>231</u>	<u>204</u>	<u>204</u>	18,977	<u>77</u>	<u>135</u>	321	<u>533</u>	<u>19,510</u>	<u>5,379</u>	24,889	<u>\$93,025</u>	<u>\$95,637</u>	<u>\$122,005</u>	2.8%	<u>28.3%</u>
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire	231 	204 - 140 63 1 - -	204 - 140 63 1 - -	18,977 - 13,782 5,151 44 - - -	77 - 29 48 77	135 - 83 - 52 	321 - 227 92 - - - - 321	533 339 192 2 -	19,510 - 14,121 5,343 46 - - - 19,510	5,280 3,472 1,792 16	24,790 17,593 7,135 62	\$93,025 - \$98,443 \$81,762 \$44,000 - - \$93,025	\$95,637 - \$100,864 \$84,810 \$46,000 - - - \$95,637	\$121,520 - \$125,664 \$113,254 \$62,000 - - \$121,520	2.8% 2.5% 3.7% 4.5%	27.8% - 25.2% 34.8% 36.4% - - - 27.8%
R4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	231	204	204	18,977	77	135	321	533	19,510	5,280 99 - - - 99	24,790 99 - - 99	\$93,025	\$95,637	\$121,520	2.8%	27.8%
Total Personnel (includes OC 13)	231	<u>204</u>	204	18,977	<u>77</u>	<u>135</u>	<u>321</u>	<u>533</u>	19,510	<u>5,379</u>	24,889	<u>\$93,025</u>	<u>\$95,637</u>	<u>\$122,005</u>	2.8%	28.3%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	231 0 144 86 1 0	204 0 140 63 1 0	204 0 140 63 1 0	18,977 0 13,782 5,151 44 0	77 0 29 48 0 0	135 0 83 52 0 0	321 0 227 92 2 0	533 0 339 192 2 0	19,510 0 14,121 5,343 46 0	5,280 0 3,472 1,792 16 0	24,790 0 17,593 7,135 62 0	\$93,025 - \$98,443 \$81,762 \$44,000 -	\$95,637 - \$100,864 \$84,810 \$46,000 -	\$121,520 \$125,664 \$113,254 \$62,000	2.8% 2.5% 3.7% 4.5%	27.8% - 25.2% 34.8% 36.4%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HFFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual	0 231 0 231	0 204 0 204	0 204 0 204	0 18,977 0 18,977	0 77 0 77	0 135 0 135	0 321 0 321	0 533 0 533	0 19,510 0 19,510	0 5,280 0 5,280 99 0 0	0 24,790 0 24,790 99 0 0 99	\$93,025 \$93,025	\$95,637 \$95,637	\$121,520 \$121,520	2.8%	27.8% - 27.8%

					United S	States Court of	Appeals for th	e Armed Service	es							
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	d Basic Comp	e Overtime <u>Pav</u>	(\$ in Thousa f Holiday Pay	g Other O.C.11	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits <u>O.C.12/13</u>	i+j <u>k</u> Comp <u>& Benefits</u>	d/c <u>I</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c n Comp & Benefits	h/d ⁰ / ₈ BC <u>Variables</u>	j/d P % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	<u>59</u>	<u>52</u>	<u>52</u>	6,293	<u>0</u>	<u>0</u>	<u>253</u>	<u>253</u>	6,546	<u>1,717</u>	8,263	<u>\$121,019</u>	<u>\$125,885</u>	<u>\$158,904</u>	4.0%	<u>27.3%</u>
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	59 2 52 5 5	52 2 47 3	52 2 47 3	6,293 335 5,035 923	- - - - -	:	253 20 156 77 -	253 20 156 77	6,546 355 5,191 1,000	1,717 222 1,287 208	8,263 577 6,478 1,208	\$121,019 \$167,500 \$107,128 \$307,667 - -	\$125,885 \$177,500 \$110,447 \$333,333	\$158,904 \$288,500 \$137,830 \$402,667	4.0% 6.0% 3.1% 8.3%	27.3% 66.3% 25.6% 22.5%
D2. Direct Hire Program Foreign Nationals (DHFN)	_	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	59 - 59	52 52	52 52	6,293	:	:	253 253	253 253	6,546	1,717 - 1,717 - - - -	8,263 - 8,263 - - - -	\$121,019 \$121,019	\$125,885 \$125,885	\$158,904 - \$158,904	4.0%	27.3% - 27.3%
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	=	=	=	=	=
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	-	-			- - - - -				:	:	-					:
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	:	-	:	:	:	-	:	-	:	-	-	-	-	-	-	:
Total Personnel (includes OC 13)	<u>59</u>	<u>52</u>	<u>52</u>	6,293	<u>0</u>	<u>0</u>	<u>253</u>	<u>253</u>	6,546	<u>1,717</u>	8,263	<u>\$121,019</u>	<u>\$125,885</u>	<u>\$158,904</u>	4.0%	<u>27.3%</u>
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	59 2 52 5 0 0	52 2 47 3 0 0	52 2 47 3 0 0	6,293 335 5,035 923 0 0	0 0 0 0 0	0 0 0 0 0	253 20 156 77 0 0	253 20 156 77 0 0	6,546 355 5,191 1,000 0 0	1,717 222 1,287 208 0 0	8,263 577 6,478 1,208 0 0	\$121,019 \$167,500 \$107,128 \$307,667 - -	\$125,885 \$177,500 \$110,447 \$333,333	\$158,904 \$288,500 \$137,830 \$402,667 - -	4.0% 6.0% 3.1% 8.3%	27.3% 66.3% 25.6% 22.5%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accutal	0 59 0 59	0 52 0 52	0 52 0 52	0 6,293 0 6,293	0 - 0	0 - 0 -	0 253 0 253	0 253 0 253	0 6,546 0 6,546	0 1,717 0 1,717 - 0 0 0	8,263 0 8,263 - 0 0 0	\$121,019 - \$121,019	\$125,885 - \$125,885	\$158,904 - \$158,904	4.0%	27.3% - 27.3%

					United S		Appeals for tl (FY 2016)	ne Armed Service	es							
	<u>a</u> Begin Strength	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	d Basic Comp	<u>e</u> Overtime <u>Pav</u>	(\$ in Thous f Holiday <u>Pay</u>	g Other O.C.11	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits <u>O.C.12/13</u>	i+j <u>k</u> Comp <u>& Benefits</u>	d/c <u>I</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp & Benefits	h/d 0 % BC <u>Variables</u>	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	<u>59</u>	<u>59</u>	<u>59</u>	6,518	<u>0</u>	<u>0</u>	180	<u>180</u>	6,698	1,602	8,300	<u>\$110,475</u>	<u>\$113,525</u>	<u>\$140,678</u>	2.8%	24.6%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	59 2 52 - - - 5	59 2 52 - - - 5	59 2 52 - - - 5	6,518 435 5,160	- - - - -	-	180 20 160 - -	180 20 160 - -	6,698 455 5,320 - - - 923	1,602 107 1,287 - - - 208	8,300 562 6,607 - - 1,131	\$110,475 \$217,500 \$99,231 - - - \$184,600	\$113,525 \$227,500 \$102,308 - - - \$184,600	\$140,678 \$281,000 \$127,058 - - - \$226,200	2.8% 4.6% 3.1% - - 0.0%	24.6% 24.6% 24.9%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN) Subrotal - Direct Funded (excludes OC 13)	59 - 59	59 - 59	59 - 59	6,518 6,518	:	:	180 - 180	180 - 180	6,698 - 6,698	1,602 - 1,602	8,300 - 8,300	\$110,475 - \$110,475	\$113,525 - \$113,525	\$140,678 - \$140,678	2.8% - 2.8%	24.6% - 24.6%
DS. Other Object Class 13 Benefits DSa. USDH - Benefits for Former Employees DSb. DHFN - Benefits for Former Employees DSc. Voluntary Separation Incentive Pay (VSIP) DSd. Foreign National Separation Liability Accrual										-						
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	=	=	=	=	=
RI. US Direct Hire (USDH) Rla. Senior Executive Schedule Rlb. General Schedule Rlc. Special Schedule Rld. Wage System Rle. Highly Qualified Experts Rlf. Other	-				- - - - -		-	:	:	-	-			-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subbotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual		:	:	:	:	-	-	:	:	-	-	-	:	:	:	:
Total Personnel (includes OC 13)	59	<u>59</u>	<u>59</u>	6,518	0	0	180	180	6,698	1,602	8,300	\$110,475	\$113,525	\$140,678	2.8%	24.6%
TI. US Direct Hire (USDH) Tla. Senior Executive Schedule Tlb. General Schedule Tlc. Special Schedule Tld. Wage System Tle. Highly Qualified Experts Tlf. Other	59 2 52 52 0 0 0 5	59 2 52 0 0 0 5	59 2 52 0 0 0 5	6,518 435 5,160 0 0 0 923	0 0 0 0 0	- 0 0 0 0 0	180 20 160 0 0	180 20 160 0 0 0	6,698 455 5,320 0 0 0 923	1,602 107 1,287 0 0 0 208	8,300 562 6,607 0 0 0	\$110,475 \$217,500 \$99,231 - - \$184,600	\$113,525 \$227,500 \$102,308 - - - \$184,600	\$140,678 \$281,000 \$127,058 - - - \$226,200	2.8% 4.6% 3.1% - - 0.0%	24.6% 24.6% 24.9% - - - 22.5%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HHFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5b. DHFN - Senefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP)	0 59 0 59	0 59 0 59	0 59 0 59	0 6,518 0 6,518	0 - 0 -	0 - 0 -	0 180 0 180	0 180 0 180	0 6,698 0 6,698	0 1,602 0 1,602	8,300 0 8,300 - 0 0	\$110,475 \$110,475	\$113,525 \$113,525	\$140,678 \$140,678	2.8%	24.6% 24.6%

					United S		Appeals for tl (FY 2017)	ne Armed Service	es							
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousa <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits <u>O.C.12/13</u>	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>I</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c n Comp & Benefits	h/d º % BC <u>Variables</u>	j/d P % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	<u>59</u>	<u>59</u>	<u>59</u>	6,257	<u>0</u>	0	<u>181</u>	<u>181</u>	6,438	<u>1,616</u>	8,054	<u>\$106,051</u>	<u>\$109,119</u>	<u>\$136,508</u>	2.9%	<u>25.8%</u>
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	59 2 52 - - - 5	59 2 52 - - - 5	59 2 52 - - - 5	6,257 435 4,899 - - - 923	- - - - -	-	181 20 161 - -	181 20 161 - -	6,438 455 5,060 - - - 923	1,616 121 1,287 - - - 208	8,054 576 6,347 - - 1,131	\$106,051 \$217,500 \$94,212 - - - \$184,600	\$109,119 \$227,500 \$97,308 - - - \$184,600	\$136,508 \$288,000 \$122,058 - - - \$226,200	2.9% 4.6% 3.3% - - 0.0%	25.8% 27.8% 26.3% - - 22.5%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	59	59	59	6,257	:	:	181	181	6,438	1,616	8,054	\$106,051 -	\$109,119 -	\$136,508	2.9%	25.8%
Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	59	59	59	6,257	-	-	181	181	6,438	1,616 - - - - -	8,054 - - - -	\$106,051	\$109,119	\$136,508	2.9%	25.8%
Reimbursable Funded Personnel (includes OC 13)	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	=	=	=	=	=
RI. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	-	- - - -			- - - -	-	-	-	:	-	-			-	-	
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	:	-	- - -	-	-	- - -	-	-	1	-	-
Subtotal - Reimbursable Funded (excludes OC 13) RS. Other Object Class 13 Benefits RSa. USDH - Benefits for Former Employees RSb. DHFN - Benefits for Former Employees RSb. DHFN - Benefits for Former Employees RSc. Voluntary Separation Incentive Pay (VSIP) RSd. Foreign National Separation Liability Accrual	-	-	-	-	-		-	-	-	:		-		-	-	
Total Personnel (includes OC 13)	<u>59</u>	<u>59</u>	<u>59</u>	6,257	<u>0</u>	<u>0</u>	<u>181</u>	<u>181</u>	6,438	<u>1,616</u>	8,054	<u>\$106,051</u>	<u>\$109,119</u>	<u>\$136,508</u>	2.9%	25.8%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	59 2 52 0 0 0 0	59 2 52 0 0 0 5	59 2 52 0 0 0 5	6,257 435 4,899 0 0 0 923	0 0 0 0 0	0 0 0 0 0	181 20 161 0 0 0	181 20 161 0 0 0	6,438 455 5,060 0 0 0 923	1,616 121 1,287 0 0 0	8,054 576 6,347 0 0 0	\$106,051 \$217,500 \$94,212 - - - \$184,600	\$109,119 \$227,500 \$97,308 - - - \$184,600	\$136,508 \$288,000 \$122,058 - - - \$226,200	2.9% 4.6% 3.3% - - 0.0%	25.8% 27.8% 26.3% - - 22.5%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP)	0 59 0 59	0 59 0 59	0 59 0 59	0 6,257 0 6,257	0 - 0 -	0 - 0 -	0 181 0 181	0 181 0 181	6,438 0 6,438	0 1,616 0 1,616	0 8,054 0 <i>8,054</i> - 0	\$106,051 - \$106,051	\$109,119 - \$109,119	\$136,508 \$136,508	2.9%	25.8% - 25.8%

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	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pav</u>	(\$ in Thousa f Holiday Pay	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i+j <u>k</u> Comp <u>& Benefits</u>	d/c <u>I</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c n Comp & Benefits	h/d <u>0</u> % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	<u>751</u>	668	668	55,007	<u>115</u>	1,086	0	1,201	56,208	16,666	72,874	\$82,346	<u>\$84,144</u>	<u>\$109,093</u>	2.2%	<u>30.3%</u>
D1. US Direct Hire (USDH) Dla. Senior Executive Schedule Dlb. General Schedule Dlc. Special Schedule Dld. Wage System Dle. Highly Qualified Experts Dlf. Other	673 1 669 - 3	606 1 600 - 5	606 1 600 - 5	52,657 149 52,296 - 212	115 - 112 - 3	1,086 7 1,071 - 8	-	1,201 7 1,183 - 11	53,858 156 53,479 - 223	16,666 35 16,555 76	70,524 191 70,034 - 299	\$86,893 \$149,000 \$87,160 - \$42,400	\$88,875 \$156,000 \$89,132 - \$44,600	\$116,376 \$191,000 \$116,723 - \$59,800	2.3% 4.7% 2.3% - 5.2%	31.7% 23.5% 31.7% - 35.8%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Direct Funded (oxcludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	33 706 45 751	25 631 37 668	25 631 37 668	1,042 53,699 1,308 55,007	115	1,086 - 1,086	-	1,201 1,201	1,042 54,900 1,308 <i>56,208</i>	16,666 - 16,666 - - -	1,042 71,566 1,308 72,874	\$41,680 \$85,101 \$35,351 \$82,346	\$41,680 \$87,005 \$35,351 \$84,144	\$41,680 \$113,417 \$35,351 \$109,093	0.0% 2.2% 0.0% 2.2%	0.0% 31.0% 0.0% 30.3%
Reimbursable Funded Personnel (includes OC 13)	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	=	Ξ	=	=	=
RI. US Direct Hire (USDH) Rla. Senior Executive Schedule Rlb. General Schedule Rlc. Special Schedule Rld. Wage System Rle. Highly Qualified Experts Rlf. Other	-	-	-	:	-	:	:			-	-	-		-	-	
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	1	-	-	-	:	-	-	-
Total Personnel (includes OC 13)	<u>751</u>	668	668	55,007	<u>115</u>	1,086	<u>0</u>	1,201	56,208	16,666	72,874	\$82,346	<u>\$84,144</u>	\$109,093	2.2%	<u>30.3%</u>
TI. US Direct Hire (USDH) Tla. Senior Executive Schedule Tlb. General Schedule Tlc. Special Schedule Tld. Wage System Tle. Highly Qualified Experts Tlf. Other	673 1 669 0 3 0	606 1 600 0 5 0	606 1 600 0 5 0	52,657 149 52,296 0 212 0	115 0 112 0 3 0	1,086 7 1,071 0 8 0	0 0 0 0 0	1,201 7 1,183 0 11 0	53,858 156 53,479 0 223 0	16,666 35 16,555 0 76 0	70,524 191 70,034 0 299 0	\$86,893 \$149,000 \$87,160 - \$42,400	\$88,875 \$156,000 \$89,132 - \$44,600	\$116,376 \$191,000 \$116,723 - \$59,800	2.3% 4.7% 2.3% - 5.2%	31.7% 23.5% 31.7% - 35.8%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HHFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual	33 706 45 751	25 631 37 668	25 631 37 668	1,042 53,699 1,308 <i>55,007</i>	0 115 0 115	0 1,086 0 1,086	0 - 0 -	0 1,201 0 <i>1,201</i>	1,042 54,900 1,308 <i>56,208</i>	0 16,666 0 16,666 - 0 0	1,042 71,566 1,308 72,874 0 0	\$41,680 \$85,101 \$35,351 \$82,346	\$41,680 \$87,005 \$35,351 \$84,144	\$41,680 \$113,417 \$35,351 \$109,093	0.0% 2.2% 0.0% 2.2%	0.0% 31.0% 0.0% 30.3%

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	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pav</u>	(\$ in Thousa <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits <u>O.C.12/13</u>	i+j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c n Comp & Benefits	h/d º % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	668	<u>750</u>	<u>750</u>	56,296	<u>50</u>	1,800	<u>1,106</u>	2,956	59,252	14,242	73,494	<u>\$75,061</u>	<u>\$79,003</u>	<u>\$97,992</u>	<u>5.3%</u>	<u>25.3%</u>
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule	606 1 600	672 1 666	672 1 666	52,487 199 52,008	50 - 50 -	1,800 50 1,735	1,106 30 1,056	2,956 80 2,841	55,443 279 54,849	14,242 41 14,161	69,685 320 69,010	\$78,106 \$199,000 \$78,090	\$82,504 \$279,000 \$82,356	\$103,698 \$320,000 \$103,619	5.6% 40.2% 5.5%	27.1% 20.6% 27.2%
D1d. Wage System D1e. Highly Qualified Experts D1f. Other	5 -	5 - -	5 - -	280	-	15 - -	20 - -	35	315	40 - -	355	\$56,000 - -	\$63,000 - -	\$71,000 - -	12.5% - -	14.3% - -
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	25 631 37 668	33 705 45 <i>750</i>	33 705 45 750	2,052 54,539 1,757 <i>56,296</i>	50 - 50	1,800 1,800	1,106 - 1,106	2,956 -2,956	2,052 57,495 1,757 <i>59,252</i>	14,242 	2,052 71,737 1,757 73,494	\$62,182 \$77,360 \$39,044 \$75,061	\$62,182 \$81,553 \$39,044 \$79,003	\$62,182 \$101,755 \$39,044 \$97,992	0.0% 5.4% 0.0% 5.3%	0.0% 26.1% 0.0% 25.3%
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	=	=	=	=	=
RI. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	-	-	-	:	- - - - -	:	:			-	-					-
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire	-	-	-	-	-	-	-	1	-	:	:	-		:	1	1
R4. Indirect Hire Foreign Nationals (HFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	-		-	-	-		-		-	-	-	:		:	:	-
Total Personnel (includes OC 13)	668	<u>750</u>	<u>750</u>	56,296	<u>50</u>	1,800	<u>1,106</u>	2,956	59,252	14,242	73,494	<u>\$75,061</u>	<u>\$79,003</u>	<u>\$97,992</u>	<u>5.3%</u>	<u>25.3%</u>
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	606 1 600 0 5 0	672 1 666 0 5 0	672 1 666 0 5 0	52,487 199 52,008 0 280 0	50 0 50 0 0 0	1,800 50 1,735 0 15 0	1,106 30 1,056 0 20 0	2,956 80 2,841 0 35 0	55,443 279 54,849 0 315 0	14,242 41 14,161 0 40 0	69,685 320 69,010 0 355 0	\$78,106 \$199,000 \$78,090 - \$56,000 -	\$82,504 \$279,000 \$82,356 - \$63,000	\$103,698 \$320,000 \$103,619 - \$71,000	5.6% 40.2% 5.5% - 12.5%	27.1% 20.6% 27.2% - 14.3%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual	25 631 37 668	33 705 45 <i>750</i>	33 705 45 <i>750</i>	2,052 54,539 1,757 <i>56,296</i>	0 50 0 50	0 1,800 0 <i>1,800</i>	0 1,106 0 1,106	0 2,956 0 2,956	2,052 57,495 1,757 59,252	0 14,242 0 14,242 - 0 0 0	2,052 71,737 1,757 73,494 0 0 0	\$62,182 \$77,360 \$39,044 \$75,061	\$62,182 \$81,553 \$39,044 \$79,003	\$62,182 \$101,755 \$39,044 \$97,992	0.0% 5.4% 0.0% 5.3%	0.0% 26.1% 0.0% 25.3%

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	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime <u>Pav</u>	(\$ in Thousa <u>f</u> Holiday <u>Pay</u>	nds) g Other O.C.11	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	i Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>l</u> Basic Comp	i/c <u>m</u> Total Comp	Rates k/c n Comp & Benefits	h/d <u>0</u> % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	740	740	740	55,685	436	1,771	<u>751</u>	2,958	58,643	14,026	72,669	<u>\$75,250</u>	\$79,247	\$98,201	5.3%	25.2%
DI. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	662 1 656 - 5	662 1 656 - 5	662 1 656 - 5	51,925 198 51,443 - 284	436 421 - 15	1,771 50 1,702 - 19	751 30 671 - 50	2,958 80 2,794 - 84	54,883 278 54,237 - 368	14,026 40 13,945 - 41	68,909 318 68,182 - 409	\$78,437 \$198,000 \$78,419 - \$56,800	\$82,905 \$278,000 \$82,678 \$73,600	\$104.092 \$318,000 \$103,936 - \$81,800	5.7% 40.4% 5.4% - 29.6%	27.0% 20.2% 27.1% - 14.4%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire P4. Indirect Hire Foreign Nationals (HHFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	33 695 45 740	33 695 45 740	33 695 45 740	2,026 53,951 1,734 55,685	436	1,771 1,771	751	2,958 2,958	2,026 56,909 1,734 <i>58,643</i>	14,026 	2,026 70,935 1,734 72,669	\$61,394 \$77,627 \$38,533 \$75,250	\$61,394 \$81,883 \$38,533 \$79,247	\$61,394 \$102,065 \$38,533 \$98,201	0.0% 5.5% 0.0% 5.3%	0.0% 26.0% 0.0% 25.2%
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	=	=	=	=	=
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	- - - - - -	- - - - - -	-		- - - - - -	-	-	-				-		-		-
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HFFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	:	-	-	:	-		-	:	:	- - - - - - - -	-	:	:	:	:	-
Total Personnel (includes OC 13)	740	<u>740</u>	<u>740</u>	55,685	436	1,771	<u>751</u>	2,958	58,643	14,026	72,669	<u>\$75,250</u>	<u>\$79,247</u>	<u>\$98,201</u>	<u>5.3%</u>	25.2%
TI. US Direct Hire (USDH) Tla. Senior Executive Schedule Tlb. General Schedule Tlc. Special Schedule Tld. Wage System Tle. Highly Qualified Experts Tlf. Other	662 1 656 0 5 0	662 1 656 0 5 0	662 1 656 0 5 0	51,925 198 51,443 0 284 0	436 0 421 0 15 0	1,771 50 1,702 0 19 0	751 30 671 0 50 0	2,958 80 2,794 0 84 0	54,883 278 54,237 0 368 0	14,026 40 13,945 0 41 0	68,909 318 68,182 0 409 0	\$78,437 \$198,000 \$78,419 - \$56,800 -	\$82,905 \$278,000 \$82,678 - \$73,600	\$104,092 \$318,000 \$103,936 - \$81,800	5.7% 40.4% 5.4% - 29.6%	27.0% 20.2% 27.1% - 14.4%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual	33 695 45 740	33 695 45 740	33 695 45 740	2,026 53,951 1,734 <i>55,685</i>	0 436 0 436	0 1,771 0 1,771	0 751 0 <i>751</i>	0 2,958 0 2,958	2,026 56,909 1,734 <i>58,643</i>	0 14,026 0 14,026 - 0 0	2,026 70,935 1,734 72,669 0 0	\$61,394 \$77,627 \$38,533 \$75,250	\$61,394 \$81,883 \$38,533 \$79,247	\$61,394 \$102,065 \$38,533 \$98,201	0.0% 5.5% 0.0% 5.3%	0.0% 26.0% 0.0% 25.2%

							quisition Univ FY 2015)	ersity								
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pav</u>	(\$ in Thousa f Holiday Pay	nds) g Other O.C.11	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i+j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c n Comp & Benefits	h/d ⁰ / ₂ % BC <u>Variables</u>	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	666	<u>623</u>	<u>591</u>	73,365	<u>52</u>	2	1,640	1,694	75,059	19,988	95,047	<u>\$124,137</u>	<u>\$127,003</u>	<u>\$160,824</u>	2.3%	27.2%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	666 2 192 469 3	623 1 163 457 2	591 1 167 421 2	73,365 173 13,392 59,693 107	52 28 21 3	2 - 2	1,640 131 423 1,056 30	1,694 131 451 1,079 33	75,059 304 13,843 60,772 140	19,988 62 3,469 16,422 35	95,047 366 17,312 77,194 175	\$124,137 \$173,000 \$80,192 \$141,789 \$53,500	\$127,003 \$304,000 \$82,892 \$144,352 \$70,000	\$160,824 \$366,000 \$103,665 \$183,359 \$87,500	2.3% 75.7% 3.4% 1.8% 30.8%	27.2% 35.8% 25.9% 27.5% 32.7%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	- 666	623	591	73,365	52	2	1,640	1,694	75,059	19.988	95.047	- \$124.137	\$127,003	- \$160.824	2.3%	27.2%
D4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5b. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	666	623	591	73,365	52	2	1,640	1,694	75,059	19,988	95,047	\$124,137	\$127,003	\$160,824	2.3%	27.2%
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	=	Ξ	=	=	=
RI. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	-		-	:	-	:	:			-	-					- - - - -
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	:	1	- - - - - - - -	-	-	:	:	:	:
Total Personnel (includes OC 13)	666	<u>623</u>	<u>591</u>	73,365	<u>52</u>	2	1,640	1,694	75,059	19,988	95,047	<u>\$124,137</u>	<u>\$127,003</u>	<u>\$160,824</u>	2.3%	27.2%
TI. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	666 2 192 469 3 0	623 1 163 457 2 0	591 1 167 421 2 0 0	73,365 173 13,392 59,693 107 0	52 0 28 21 3 0	2 0 0 2 0 0 0	1,640 131 423 1,056 30 0	1,694 131 451 1,079 33 0 0	75,059 304 13,843 60,772 140 0	19,988 62 3,469 16,422 35 0	95,047 366 17,312 77,194 175 0	\$124,137 \$173,000 \$80,192 \$141,789 \$53,500	\$127,003 \$304,000 \$82,892 \$144,352 \$70,000	\$160,824 \$366,000 \$103,665 \$183,359 \$87,500	2.3% 75.7% 3.4% 1.8% 30.8%	27.2% 35.8% 25.9% 27.5% 32.7%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HHFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accual	0 666 0 666	0 623 0 623	0 591 0 <i>591</i>	73,365 0 73,365	0 52 0 52	0 2 0 2	0 1,640 0 <i>1,640</i>	0 1,694 0 <i>1,694</i>	75,059 0 75,059	0 19,988 0 19,988 - 0 0	95,047 0 95,047 - 0 0 0	\$124,137 - \$124,137	\$127,003 - \$127,003	\$160,824 \$160,824	2.3%	27.2% - 27.2%

							quisition Univ FY 2016)	ersity								
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousa f Holiday Pay	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i+j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp & Benefits	h/d 0 % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	623	<u>626</u>	<u>601</u>	72,183	<u>56</u>	<u>3</u>	1,782	1,841	74,024	21,473	95,497	<u>\$120,105</u>	<u>\$123,168</u>	<u>\$158,897</u>	2.6%	<u>29.7%</u>
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	623 1 163 457 2	626 2 162 460 2	601 2 164 433 2	72,183 296 13,168 58,616 103	56 - 27 25 4 -	3 3	1,782 65 528 1,165 24	1,841 65 555 1,193 28	74,024 361 13,723 59,809 131	21,473 92 3,592 17,760 29	95,497 453 17,315 77,569 160	\$120,105 \$148,000 \$80,293 \$135,372 \$51,500	\$123,168 \$180,500 \$83,677 \$138,127 \$65,500	\$158,897 \$226,500 \$105,579 \$179,143 \$80,000	2.6% 22.0% 4.2% 2.0% 27.2%	29.7% 31.1% 27.3% 30.3% 28.2%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	623 623	626 - 626	601 601	72,183 72,183	56 - 56	3 3	1,782 1,782	1,841 	74,024 - 74,024	21,473 21,473	95,497 - 95,497 - - -	\$120,105 - \$120,105	\$123,168 - \$123,168	\$158,897 - \$158,897	2.6%	29.7% - 29.7%
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	=	Ξ.	Ξ.	=	=
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	-	- - - - -			- - - - -	-	:			:	-					-
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire	:	:	-	-	-	-	-	-	-	-	-	:	-		-	
R4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	:	-	:	:	-	-	:	:	:	-	-	1	:	:	:	Ξ
Total Personnel (includes OC 13)	623	<u>626</u>	<u>601</u>	72,183	<u>56</u>	3	1,782	<u>1,841</u>	74,024	21,473	95,497	<u>\$120,105</u>	<u>\$123,168</u>	<u>\$158,897</u>	2.6%	29.7%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	623 1 163 457 2 0	626 2 162 460 2 0	601 2 164 433 2 0	72,183 296 13,168 58,616 103 0	56 0 27 25 4 0	3 0 0 3 0 0 0	1,782 65 528 1,165 24 0	1,841 65 555 1,193 28 0	74,024 361 13,723 59,809 131 0	21,473 92 3,592 17,760 29 0	95,497 453 17,315 77,569 160 0	\$120,105 \$148,000 \$80,293 \$135,372 \$51,500	\$123,168 \$180,500 \$83,677 \$138,127 \$65,500	\$158,897 \$226,500 \$105,579 \$179,143 \$80,000	2.6% 22.0% 4.2% 2.0% 27.2%	29.7% 31.1% 27.3% 30.3% 28.2%
12. Direct Hire Program Foreign Nationals (DHFN) 13. Total Direct Hire 14. Indirect Hire Foreign Nationals (HFN) Subtotal - Total Funded (excludes OC 13) 15. Other Object Class 13 Benefits 15a. USDH - Benefits for Former Employees 15b. DHFN - Benefits for Former Employees 15c. Voluntary Separation Incentive Pay (VSIP) 15d. Foreign National Separation Liability Accrual	0 623 0 623	0 626 0 626	0 601 0 <i>601</i>	72,183 0 72,183	0 56 0 56	0 3 0 3	0 1,782 0 1,782	0 1,841 0 <i>1,841</i>	0 74,024 0 <i>74,024</i>	0 21,473 0 21,473 - 0 0 0	95,497 0 95,497 - 0 0 0	\$120,105 - \$120,105	\$123,168 \$123,168	\$158,897 \$158,897	2.6%	29.7% - 29.7%

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							quisition Univ FY 2017)	ersity								
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	e Overtime <u>Pav</u>	(\$ in Thousa <u>f</u> Holiday <u>Pay</u>	onds) g Other O.C.11	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits <u>O.C.12/13</u>	i+j <u>k</u> Comp <u>& Benefits</u>	d/c <u>I</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp & Benefits	h/d <u>9</u> % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	626	<u>624</u>	<u>602</u>	73,132	<u>56</u>	<u>3</u>	<u>1,771</u>	<u>1,830</u>	74,962	21,313	96,275	<u>\$121,482</u>	<u>\$124,522</u>	<u>\$159,925</u>	2.5%	29.19
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	626 2 162 460 2	624 2 160 460 2	602 2 160 438 2	73,132 298 12,942 59,787 105	56 - 27 25 4 -	3	1,771 60 524 1,156 31	1,830 60 551 1,184 35	74,962 358 13,493 60,971 140	21,313 90 3,565 17,624 34	96,275 448 17,058 78,595 174	\$121,482 \$149,000 \$80,888 \$136,500 \$52,500	\$124,522 \$179,000 \$84,331 \$139,203 \$70,000	\$159,925 \$224,000 \$106,613 \$179,441 \$87,000	2.5% 20.1% 4.3% 2.0% 33.3%	29.19 30.29 27.59 29.59 32.49
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	626	624	602	73,132	56	3	1,771	1,830	74,962	21,313	96,275	\$121,482	\$124,522	\$159,925	2.5%	29.19
D4. Indirect Hire Foreign Nationals (HIFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	626	624	602	73,132	56	3	1,771	1,830	74,962	21,313	96,275	\$121,482	\$124,522	\$159,925	2.5%	29.19
Reimbursable Funded Personnel (includes OC 13)	0	0	<u>0</u>	0	<u>0</u>	<u>0</u>	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	=	=	=	=	
RI. US Direct Hire (USDH) RIa. Senior Executive Schedule RIb. General Schedule RIc. Special Schedule RId. Wage System RId. Highly Qualified Experts RIf. Other		-	-		-	- - - -	-			-	-	-				
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
83. Total Direct Hire 84. Indirect Hire Foreign Nationals (HFN) 8abtotal - Reimbursable Funded (excludes OC 13) 85. Other Object Class 13 Benefits 85. USDH - Benefits for Former Employees 85b. DHFN - Benefits for Former Employees 85b. Ovelmatry Separation Incentive Pay (VSIP) 85d. Foreign National Separation Liability Accrual	:	:	-	:	-	:	-	<u> </u>	:	-	-	-	:	:	<u> </u>	
Total Personnel (includes OC 13)	626	<u>624</u>	<u>602</u>	73,132	<u>56</u>	3	<u>1,771</u>	1,830	74,962	21,313	96,275	<u>\$121,482</u>	<u>\$124,522</u>	<u>\$159,925</u>	2.5%	<u>29.1</u>
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1d. Special Schedule T1d. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	626 2 162 460 2 0	624 2 160 460 2 0	602 2 160 438 2 0	73,132 298 12,942 59,787 105 0	56 0 27 25 4 0	3 0 0 3 0 0 0	1,771 60 524 1,156 31 0	1,830 60 551 1,184 35 0	74,962 358 13,493 60,971 140 0	21,313 90 3,565 17,624 34 0	96,275 448 17,058 78,595 174 0	\$121,482 \$149,000 \$80,888 \$136,500 \$52,500	\$124,522 \$179,000 \$84,331 \$139,203 \$70,000	\$159,925 \$224,000 \$106,613 \$179,441 \$87,000	2.5% 20.1% 4.3% 2.0% 33.3%	29.19 30.29 27.59 29.59 32.49
12. Direct Hire Program Foreign Nationals (DHFN) 13. Total Direct Hire 14. Indirect Hire Foreign Nationals (IHFN) whototal - Total Funded (excludes OC 13) 15. Other Object Class 13 Benefits 15. USDH - Benefits for Former Employees 15b. DHFN - Benefits for Former Employees 15c. Voluntary Separation Incentive Pay (VSIP) 15d. Foreign National Separation Liability Accrual	0 626 0 626	0 624 0 624	0 602 0 602	73,132 0 73,132	56 0 56	0 3 0 3	0 1,771 0 1,771	0 1,830 0 <i>1,830</i>	0 74,962 0 74,962	0 21,313 0 21,313 - 0 0 0	96,275 0 96,275 - 0 0 0	\$121,482 - \$121,482	\$124,522 \$124,522	\$159,925 \$159,925	2.5%	29.1 29.1

					DoD A	cquisition Wor	kforce Develo Y 2015)	pment Fund								
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pav</u>	(\$ in Thousa f Holiday Pay	nds) g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i+j <u>k</u> Comp <u>& Benefits</u>	d/c 1 Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp & Benefits	h/d ⁰ / ₈ BC <u>Variables</u>	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	2,628	2,029	2,628	139,622	<u>0</u>	<u>0</u>	7,237	7,237	146,859	44,843	191,702	<u>\$53,129</u>	<u>\$55,882</u>	<u>\$72,946</u>	5.2%	<u>32.1%</u>
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule	2,628 2,628	2,029 2,029	2,628 2,628	139,622 139,622	- - -	-	7,237 - 7,237 -	7,237 - 7,237 -	146,859 146,859	44,843 - 44,843	191,702 - 191,702	\$53,129 - \$53,129 -	\$55,882 - \$55,882	\$72,946 - \$72,946 -	5.2% - 5.2% -	32.1% - 32.1%
D1d. Wage System D1e. Highly Qualified Experts D1f. Other	-	-	-	-	-	-	-	-		-	-	-			-	-
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	2,628	2,029	2,628	139,622	-	-	7,237	7,237	146,859	44,843	191,702	\$53,129 -	\$55,882 -	\$72,946 -	5.2%	32.1%
Subbotal - Direct Fundeal (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	2,628	2,029	2,628	139,622	-	-	7,237	7,237	146,859	44,843 - - - - -	191,702 - - - - -	\$53,129	\$55,882	\$72,946	5.2%	32.1%
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	Ξ	=	=	=	=
RI. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	-		-	-	-	-			-	-	-	-	:			:
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. DHFN - Benefits for Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	:	-	-	-	:	-	-	-	:	- - - - - -	:	-	-	:	-	-
Total Personnel (includes OC 13)	2,628	2,029	2,628	139,622	<u>0</u>	0	7,237	7,237	146,859	44,843	191,702	<u>\$53,129</u>	<u>\$55,882</u>	<u>\$72,946</u>	5.2%	<u>32.1%</u>
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	2,628 0 2,628 0 0 0	2,029 0 2,029 0 0 0	2,628 0 2,628 0 0 0	139,622 0 139,622 0 0 0	0 0 0 0 0	0 0 0 0 0	7,237 0 7,237 0 0 0	7,237 0 7,237 0 0 0	146,859 0 146,859 0 0 0	44,843 0 44,843 0 0 0	191,702 0 191,702 0 0 0	\$53,129 - \$53,129 - - -	\$55,882 - \$55,882 - -	\$72,946 - \$72,946 - - -	5.2%	32.1% - 32.1% - -
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HHFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accual	0 2,628 0 2,628	0 2,029 0 2,029	0 2,628 0 2,628	0 139,622 0 139,622	0 - 0	0 - 0 -	0 7,237 0 7,237	0 7,237 0 7,237	0 146,859 0 <i>146,859</i>	0 44,843 0 44,843 - 0 0 0	0 191,702 0 191,702 - 0 0 0	\$53,129 - \$53,129	\$55,882 - \$55,882	\$72,946 - \$72,946	5.2% - 5.2%	32.1% - 32.1%

Volume II - Defense-Wide Data Book

					DoD A	cquisition Wor (F	kforce Develo (2016)	pment Fund								
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pav</u>	(\$ in Thousa f Holiday Pay	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i+j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>o</u> % BC <u>Variables</u>	j/d <u>p</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	2,029	2,045	1,952	125,624	<u>0</u>	<u>0</u>	6,512	6,512	132,136	40,347	172,483	<u>\$64,357</u>	<u>\$67,693</u>	<u>\$88,362</u>	5.2%	<u>32.1%</u>
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	2,029 - 2,029 - - -	2,045 - 2,045 - -	1,952 - 1,952 - -	125,624 - 125,624 - -	· · · ·	- - - - -	6,512 6,512	6,512 - 6,512 - -	132,136 - 132,136 - -	40,347 40,347 - - -	172,483 172,483 - - -	\$64,357 - \$64,357 - - -	\$67,693 - \$67,693 - - -	\$88,362 - \$88,362 - - -	5.2% - 5.2% - -	32.1% - 32.1% - -
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	2,029 - 2,029	2,045 - 2,045	1,952 <i>1,952</i>	125,624 125,624	-	-	6,512 6,512	6,512 6,512	132,136 - 132,136	40,347 - 40,347 	172,483 - 172,483 	\$64,357 - \$64,357	\$67,693 - \$67,693	\$88,362 \$88,362	5.2% 5.2%	32.1% - 32.1%
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	=	=	=	=	=
RI. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	-	:	-	- - - -	- - - - -	-			-	:	-	-	-	:		-
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	:	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	2,029	2,045	1,952	125,624	<u>0</u>	<u>0</u>	6,512	6,512	132,136	40,347	172,483	<u>\$64,357</u>	<u>\$67,693</u>	<u>\$88,362</u>	5.2%	<u>32.1%</u>
TI. US Direct Hire (USDH) Tla. Senior Executive Schedule Tlb. General Schedule Tlc. Special Schedule Tld. Wage System Tle. Highly Qualified Experts Tlf. Other	2,029 0 2,029 0 0 0	2,045 0 2,045 0 0 0	1,952 0 1,952 0 0 0	125,624 0 125,624 0 0 0	0 0 0 0 0	0 0 0 0 0	6,512 0 6,512 0 0 0	6,512 0 6,512 0 0 0	132,136 0 132,136 0 0 0	40,347 0 40,347 0 0 0	172,483 0 172,483 0 0 0	\$64,357 - \$64,357 - - -	\$67,693 - \$67,693 - -	\$88,362 - \$88,362 - - -	5.2% - 5.2% - -	32.1% - 32.1% - -
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HFFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual	0 2,029 0 2,029	0 2,045 0 2,045	0 1,952 0 1,952	0 125,624 0 125,624	0 - 0 -	0 - 0 -	6,512 0 6,512	0 6,512 0 6,512	0 132,136 0 132,136	0 40,347 0 40,347 - 0 0 0	0 172,483 0 172,483 - 0 0 0	\$64,357 - \$64,357	\$67,693 - \$67,693	\$88,362 \$88,362	5.2% 5.2%	32.1% - 32.1%

OP-8 Exhibit, Civilian Personnel Costs
OUSD(C)-320

					DoD A	equisition Wor (F	kforce Develo Y 2017)	pment Fund				1				
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	e Overtime <u>Pay</u>	(\$ in Thousa <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>I</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c n Comp & Benefits	h/d º/2 % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	2,045	1,931	2,032	118,511	<u>0</u>	<u>0</u>	6,143	6,143	124,654	38,063	162,717	<u>\$58,322</u>	<u>\$61,345</u>	<u>\$80,077</u>	5.2%	<u>32.1%</u>
D1. US Direct Hire (USDH)	2,045	1,931	2,032	118,511	-	-	6,143	6,143	124,654	38,063	162,717	\$58,322	\$61,345	\$80,077	5.2%	32.1%
D1a. Senior Executive Schedule D1b. General Schedule	2,045	1,931	2,032	118,511	-		6,143	6,143	124,654	38,063	162,717	\$58,322	\$61,345	\$80,077	5.2%	32.1%
D1c. Special Schedule D1d. Wage System		-	-		-	-	-	1	- 1	-	1	1	1			1
D1e. Highly Qualified Experts	-	-	-	-	-	-	-		-	-		-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-		-	-	-	•	-	-
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	2,045	1,931	2,032	118,511		-	6,143	6,143	124,654	38,063	162,717	\$58,322	\$61,345	\$80,077	5.2%	32.1%
D4. Indirect Hire Foreign Nationals (IHFN)		· -	· -	-	-	-	-	-			-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits	2,045	1,931	2,032	118,511	-	-	6,143	6,143	124,654	38,063	162,717	\$58,322	\$61,345	\$80,077	5.2%	32.1%
D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees										-	1					
D5c. Voluntary Separation Incentive Pay (VSIP)											-					
D5d. Foreign National Separation Liability Accrual										-	-					
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	0	<u>0</u>	<u>0</u>	<u>0</u>	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	=	=	=	=	=
R1. US Direct Hire (USDH)	_	_	_	_	_	_	_	_	_	_	_	_		-	-	-
R1a. Senior Executive Schedule R1b. General Schedule			- 1					1		- :	1	1 :		1		
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System R1e. Highly Qualified Experts	-				- :			1		-	1		1	1		1
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-		-	-		-			-	-	-	-	-
R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN)	1		-		- 1				- 1		1	1	1	1	1	1
Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees											1					
R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual										-	-					
Total Personnel (includes OC 13)	2,045	1,931	2,032	118,511	<u>0</u>	<u>0</u>	6,143	6,143	124,654	38,063	162,717	<u>\$58,322</u>	<u>\$61,345</u>	<u>\$80,077</u>	5.2%	<u>32.1%</u>
T1. US Direct Hire (USDH)	2,045	1,931	2,032	118,511	_	_	6,143	6,143	124,654	38,063	162,717	\$58,322	\$61,345	\$80,077	5.2%	32.1%
Tla. Senior Executive Schedule Tlb. General Schedule	0 2,045	0 1,931	0 2,032	0 118,511	0	0	0 6,143	0 6,143	0 124,654	0 38,063	0 162,717	\$58,322	\$61,345	\$80,077	5.2%	32.1%
T1c. Special Schedule	0	0	0	0	0	0	0,143	0	0	0	0	- 050,522	901,545	=	5.270	52.170
T1d. Wage System T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	1	1		1	1
Tlf. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN)	2,045 0	1,931	2,032	118,511 0	- 0	0	6,143	6,143 0	124,654	38,063	162,717 0	\$58,322	\$61,345	\$80,077	5.2%	32.1%
Subtotal - Total Funded (excludes OC 13)	2,045	1,931	2,032	118,511	-	-	6,143	6,143	124,654	38,063	162,717	\$58,322	\$61,345	\$80,077	5.2%	32.1%
T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees										0	0					
T5b. DHFN - Benefits for Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual	1									0	0					

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							tract Audit A FY 2015)	gency								
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pav</u>	(\$ in Thousa f Holiday Pay	nds) g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits <u>O.C.12/13</u>	i+j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c n Comp & Benefits	h/d ⁰ / ₈ BC <u>Variables</u>	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	4,497	4,179	4,230	361,703	1,707	<u>60</u>	<u>6,736</u>	<u>8,503</u>	370,206	124,290	494,496	<u>\$85,509</u>	<u>\$87,519</u>	<u>\$116,902</u>	2.4%	<u>34.4%</u>
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	4,496 18 4,477 - 1	4,179 18 4,161 - -	4,230 18 4,211 - 1	361,698 2,048 359,613 - 37	1,707 - 1,707 - - -	60 - 60 - -	6,736 126 6,610	8,503 126 8,377	370,201 2,174 367,990 - 37 -	124,131 512 123,611 - 8	494,332 2,686 491,601 - 45	\$85,508 \$113,778 \$85,398 - \$37,000	\$87,518 \$120,778 \$87,388 - \$37,000	\$116,863 \$149,222 \$116,742 - \$45,000	2.4% 6.2% 2.3% - 0.0%	34.3% 25.0% 34.4% - 21.6%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	1 4.497	4 170	4.220	5	1.707	- 60	-	9.502	5 370.206	-	5	ens son	- 607.510	-	0.0%	0.0%
D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	4,497 - 4,497	4,179 -4,179	4,230 - 4,230	361,703 361,703	1,707	60	6,736	8,503 - 8,503	370,206 - 370,206	124,131 - 124,131 159 159 - -	494,337 - 494,337 159 159	\$85,509 - \$85,509	\$87,519 - \$87,519	\$116,865 - \$116,865	2.4%	34.3%
Reimbursable Funded Personnel (includes OC 13)	<u>456</u>	<u>514</u>	<u>514</u>	43,952	<u>207</u>	7	<u>819</u>	1,033	44,985	14,858	59,843	<u>\$85,510</u>	<u>\$87,519</u>	<u>\$116,426</u>	2.4%	<u>33.8%</u>
RI. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	456 - 456 - - -	514 - 514 - -	514 - 514 - -	43,952 423 43,529	207 - 207 - - -	7 - 7 - - -	819 15 804	1,033 15 1,018	44,985 438 44,547	14,839 144 14,695 -	59,824 582 59,242 -	\$85,510 - \$84,687 - -	\$87,519 - \$86,667 - - -	\$116,389 - \$115,257 - - -	2.4% 3.5% 2.3%	33.8% 34.0% 33.8%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire	456	514	514	43,952	207	- 7	-	1,033	44,985	14,839	59,824	- \$85,510	- \$87,519	- \$116,389	- 2.4%	33.8%
R3. Iola Direct Here R4. Indirect Hire Foreign Nationals (IHFN) Subbotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	456	514	514	43,952	207	7	819 - 819	1,033	44,985	14,839 19 19 -	59,824 19 19	\$85,510	\$87,519 - \$87,519	\$116,389 \$116,389	2.4%	33.8%
Total Personnel (includes OC 13)	4,953	4,693	4,744	405,655	<u>1,914</u>	<u>67</u>	<u>7,555</u>	9,536	415,191	139,148	554,339	<u>\$85,509</u>	<u>\$87,519</u>	<u>\$116,851</u>	2.4%	<u>34.3%</u>
TI. US Direct Hire (USDH) Tla. Senior Executive Schedule Tlb. General Schedule Tlc. Special Schedule Tld. Wage System Tle. Highly Qualified Experts Tlf. Other	4,952 18 4,933 0 1 0 0	4,693 18 4,675 0 0 0	4,744 18 4,725 0 1 0 0	405,650 2,471 403,142 0 37 0	1,914 0 1,914 0 0 0	67 0 67 0 0 0	7,555 141 7,414 0 0 0	9,536 141 9,395 0 0 0	415,186 2,612 412,537 0 37 0	138,970 656 138,306 0 8 0	554,156 3,268 550,843 0 45 0	\$85,508 \$137,278 \$85,321 - \$37,000	\$87,518 \$145,111 \$87,309 - \$37,000	\$116,812 \$181,556 \$116,581 - \$45,000	2.4% 5.7% 2.3% - 0.0%	34.3% 26.5% 34.3% - 21.6%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HFN) Subtotal - Youl Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual	1 4,953 0 4,953	0 4,693 0 <i>4,693</i>	0 4,744 0 <i>4,744</i>	5 405,655 0 <i>405,655</i>	0 1,914 0 <i>1,914</i>	0 67 0 67	7,555 0 7,555	9,536 0 9,536	5 415,191 0 415,191	0 138,970 0 138,970 178 178 0 0	5 554,161 0 554,161 178 178 0 0	\$85,509 - \$85,509	\$87,519 - \$87,519	\$116,813	0.0% 2.4% - 2.4%	0.0% 34.3% - 34.3%

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							tract Audit A FY 2016)	gency								
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousa f Holiday Pay	nds) g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits <u>O.C.12/13</u>	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp <u>& Benefits</u>	h/d ° BC Variables	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	4,179	4,116	4,225	367,086	1,306	113	7,074	8,493	375,579	127,870	503,449	<u>\$86,884</u>	<u>\$88,894</u>	<u>\$119,160</u>	2.3%	34.8%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	4,179 18 4,161 - -	4,116 19 4,096 - 1	4,225 19 4,205	367,086 3,038 363,998 - 50	1,306 - 1,306 - - -	113 - 113 - -	7,074 133 6,941	8,493 133 8,360	375,579 3,171 372,358 - 50	127,870 642 127,217 - 11	503,449 3,813 499,575 61	\$86,884 \$159,895 \$86,563 - \$50,000	\$88,894 \$166,895 \$88,551 - \$50,000	\$119,160 \$200,684 \$118,805 - \$61,000	2.3% 4.4% 2.3% - 0.0%	34.8% 21.1% 34.9% - 22.0%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HIFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	4,179 -4,179	4,116 -4,116	4,225 -4,225	367,086 -367,086	1,306 1,306	113	7,074 7,074	8,493 8,493	375,579 - 375,579	127,870 - 127,870 - - - -	503,449	\$86,884 - \$86,884	\$88,894	\$119,160 \$119,160	2.3%	34.8%
Reimbursable Funded Personnel (includes OC 13)	<u>514</u>	238	238	19,305	<u>74</u>	<u>0</u>	<u>336</u>	<u>410</u>	19,715	6,603	26,318	<u>\$81,113</u>	<u>\$82,836</u>	<u>\$110,580</u>	2.1%	<u>34.2%</u>
RI. US Direct Hire (USDH) RIa. Senior Executive Schedule RIb. General Schedule RIc. Special Schedule RId. Wage System RIe. Highly Qualified Experts RIF. Other	514 	238	238 - 238 - - -	19,305 171 19,134 - -	74 - 74 - -	-	336 	410 - 410 - - - -	19,715 171 19,544 - -	6,603 36 6,567	26,318 207 26,111 - -	\$81,113 - \$80,395 - - -	\$82,836 - \$82,118 - - -	\$110,580 - \$109,710 - - - -	2.1% 0.0% 2.1% - -	34.2% 21.1% 34.3%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	514 - 514	238 238	238 238	19,305 19,305	74 - 74		336 336	410 -410	19,715 19,715	6,603 - 6,603 - - -	26,318 - 26,318 - - -	\$81,113 - \$81,113	\$82,836 \$82,836	\$110,580 - \$110,580	2.1%	34.2%
Total Personnel (includes OC 13)	4,693	4,354	4,463	386,391	1,380	113	7,410	8,903	395,294	134,473	529,767	\$86,577	\$88,571	\$118,702	2.3%	34.8%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	4,693 18 4,675 0 0 0	4,354 19 4,334 0 1 0 0	4,463 19 4,443 0 1 0 0	386,391 3,209 383,132 0 50 0	1,380 0 1,380 0 0 0	113 0 113 0 0 0 0	7,410 133 7,277 0 0 0	8,903 133 8,770 0 0 0	395,294 3,342 391,902 0 50 0	134,473 678 133,784 0 11 0	529,767 4,020 525,686 0 61 0	\$86,577 \$168,895 \$86,233 - \$50,000	\$88,571 \$175,895 \$88,207 - \$50,000	\$118,702 \$211,579 \$118,318 \$61,000	2.3% 4.1% 2.3% - 0.0%	34.8% 21.1% 34.9% - 22.0%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HHFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDII - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual	4,693 0 4,693	0 4,354 0 4,354	0 4,463 0 <i>4,463</i>	0 386,391 0 386,391	0 1,380 0 <i>1,380</i>	0 113 0 113	7,410 0 7,410	0 8,903 0 <i>8,903</i>	0 395,294 0 <i>395,294</i>	0 134,473 0 134,473 0 0 0	0 529,767 0 529,767 - 0 0 0	\$86,577 - \$86,577	\$88,571 \$88,571	\$118,702 - \$118,702	2.3%	34.8%

OP-8 Exhibit, Civilian Personnel Costs
OUSD(C)-323

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							tract Audit A FY 2017)	gency								
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(S in Thousa <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits <u>O.C.12/13</u>	i+j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp & Benefits	h/d º/2 % BC <u>Variables</u>	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	4,116	4,663	4,632	402,161	<u>586</u>	2	<u>6,783</u>	7,378	409,539	140,011	549,550	<u>\$86,822</u>	<u>\$88,415</u>	<u>\$118,642</u>	1.8%	<u>34.8%</u>
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	4,116 19 4,096 - 1	4,663 19 4,643 - 1	4,632 19 4,612	402,161 3,061 399,049 51	586 - 586 -	9 - 9 - - -	6,783 135 6,648	7,378 135 7,243	409,539 3,196 406,292	140,011 647 139,353 - 11	549,550 3,843 545,645	\$86,822 \$161,105 \$86,524 - \$51,000	\$88,415 \$168,211 \$88,095 - \$51,000	\$118,642 \$202,263 \$118,310 - \$62,000	1.8% 4.4% 1.8% 	34.8% 21.1% 34.9% - 21.6%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HIFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5b. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Acerual	4,116 - 4,116	4,663	4,632	402,161	586	• • •	6,783 6,783	7,378 	409,539 - 409,539	140,011 - 140,011 - - - -	549,550 - 549,550 - - -	\$86,822 - \$86,822	\$88,415 - \$88,415	\$118,642 - \$118,642	1.8%	34.8%
Reimbursable Funded Personnel (includes OC 13)	238	<u>59</u>	<u>59</u>	<u>5,154</u>	<u>75</u>	<u>0</u>	<u>186</u>	<u>261</u>	<u>5,415</u>	<u>1,957</u>	<u>7,372</u>	<u>\$87,356</u>	<u>\$91,780</u>	<u>\$124,949</u>	<u>5.1%</u>	<u>38.0%</u>
RI. US Direct Hire (USDH) Rla. Senior Executive Schedule Rlb. General Schedule Rlc. Special Schedule Rld. Wage System Rle. Highly Qualified Experts Rlf. Other	238	59 - 59 - - -	59 - 59 - - -	5,154 173 4,981	75 - 75 - -		186 - 186 - -	261 261 	5,415 173 5,242	1,957 36 1,921 - -	7,372 209 7,163 - -	\$87,356 - \$84,424 - - -	\$91,780 - \$88,847 - - -	\$124,949 - \$121,407 - - -	5.1% 0.0% 5.2%	38.0% 20.8% 38.6%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	238 - 238	59 - 59	59 - 59	5,154 5,154	75 - 75	- - - -	186 	261 261	5,415	1,957 - 1,957 - - - -	7,372 - 7,372 - - - -	\$87,356 - \$87,356	\$91,780 - \$91,780	\$124,949 - \$124,949	5.1% - 5.1%	38.0% - 38.0%
Total Personnel (includes OC 13)	4,354	4,722	4,691	407,315	<u>661</u>	9	6,969	7,639	414,954	141,968	556,922	<u>\$86,829</u>	<u>\$88,457</u>	<u>\$118,721</u>	<u>1.9%</u>	<u>34.9%</u>
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	4,354 19 4,334 0 1 0 0	4,722 19 4,702 0 1 0 0	4,691 19 4,671 0 1 0 0	407,315 3,234 404,030 0 51 0	661 0 661 0 0	9 0 9 0 0 0	6,969 135 6,834 0 0 0	7,639 135 7,504 0 0 0	414,954 3,369 411,534 0 51 0	141,968 683 141,274 0 11 0	556,922 4,052 552,808 0 62 0	\$86,829 \$170,211 \$86,498 - \$51,000	\$88,457 \$177,316 \$88,104 - \$51,000	\$118,721 \$213,263 \$118,349 \$62,000	1.9% 4.2% 1.9% - 0.0%	34.9% 21.1% 35.0% - 21.6%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Acerual	0 4,354 0 4,354	0 4,722 0 4,722	0 4,691 0 <i>4,691</i>	0 407,315 0 <i>407,315</i>	0 661 0 661	0 9 0 9	0 6,969 0 6,969	0 7,639 0 7,639	0 414,954 0 <i>414,954</i>	0 141,968 0 141,968 - 0 0	556,922 0 556,922 0 0 0 0	\$86,829 \$86,829	\$88,457 \$88,457	\$118,721 \$118,721	1.9% - 1.9%	34.9% - 34.9%

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					De	fense Contrac (F	t Managemen Y 2015)	t Agency								
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End Strength	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousand for the Holiday Pay	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i+j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c n Comp & Benefits	h/d º % BC <u>Variables</u>	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	10,156	10,566	10,023	821,901	4,833	248	10,559	15,640	837,541	270,374	1,107,915	<u>\$82,001</u>	<u>\$83,562</u>	<u>\$110,537</u>	1.9%	32.9%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	10,091 10 10,078 - 3 -	10,506 10 10,495 - 1	9,963 10 9,952 - 1	818,250 1,714 816,460 - 76	4,829 - 4,828 - 1	248 - 248 - - -	10,536 151 10,381 - 4	15,613 151 15,457 5	833,863 1,865 831,917 - 81	270,251 433 269,796 - 22	1,104,114 2,298 1,101,713 - 103	\$82,129 \$171,400 \$82,040 - \$76,000	\$83,696 \$186,500 \$83,593 - \$81,000	\$110,821 \$229,800 \$110,703 - \$103,000	1.9% 8.8% 1.9% - 6.6%	33.0% 25.3% 33.0% - 28.9%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	54 10,145 11 10,156	49 10,555 11 10,566	49 10,012 11 10,023	3,033 821,283 618 <i>821,901</i>	4,833 4,833	248 - 248	23 10,559 10,559	27 15,640 - 15,640	3,060 836,923 618 <i>837,541</i>	123 270,374 - 270,374 - -	3,183 1,107,297 618 1,107,915	\$61,898 \$82,030 \$56,182 \$82,001	\$62,449 \$83,592 \$56,182 \$83,562	\$64,959 \$110,597 \$56,182 \$110,537	0.9% 1.9% 0.0% 1.9%	4.1% 32.9% 0.0% 32.9%
Reimbursable Funded Personnel (includes OC 13)	618	<u>690</u>	<u>690</u>	85,143	<u>692</u>	<u>25</u>	4,858	<u>5,575</u>	90,718	23,750	114,468	<u>\$123,396</u>	<u>\$131,475</u>	<u>\$165,896</u>	<u>6.5%</u>	27.9%
RI. US Direct Hire (USDH) Rla. Senior Executive Schedule Rlb. General Schedule Rlc. Special Schedule Rld. Wage System Rle. Highly Qualified Experts Rlf. Other	618	690 - 690 - - -	690 - 690 - - -	85,143 85,143	692 - 692 - -	25 - 25 - -	4,858 - 4,858 - -	5,575 5,575 - -	90,718 - 90,718 - - -	23,750 23,750	114,468 	\$123,396 - \$123,396 - - -	\$131,475 - \$131,475 - - -	\$165,896 - \$165,896 - - -	6.5%	27.9% - 27.9% - -
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	618 - 618	690 - 690	690 - 690	85,143 - 85,143	692 692	25 - 25	4,858 - 4,858	5,575 5,575	90,718 - 90,718	23,750 - 23,750 - - -	114,468 - 114,468 - - -	\$123,396 - \$123,396	\$131,475 - \$131,475	\$165,896 - \$165,896	6.5%	27.9% - 27.9%
Total Personnel (includes OC 13)	10,774	11,256	10,713	907,044	5,525	273	15,417	21,215	928,259	294,124	1,222,383	<u>\$84,668</u>	<u>\$86,648</u>	<u>\$114,103</u>	2.3%	32.4%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	10,709 10 10,696 0 3 0	11,196 10 11,185 0 1 0	10,653 10 10,642 0 1 0	903,393 1,714 901,603 0 76 0	5,521 0 5,520 0 1 0 0	273 0 273 0 0 0	15,394 151 15,239 0 4 0	21,188 151 21,032 0 5 0	924,581 1,865 922,635 0 81 0	294,001 433 293,546 0 22 0	1,218,582 2,298 1,216,181 0 103 0	\$84,802 \$171,400 \$84,721 - \$76,000	\$86,791 \$186,500 \$86,698 - \$81,000	\$114,389 \$229,800 \$114,281 - \$103,000	2.3% 8.8% 2.3% - 6.6%	32.5% 25.3% 32.6% - 28.9%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN) Subtouta - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual	54 10,763 11 10,774	49 11,245 11 11,256	49 10,702 11 <i>10,713</i>	3,033 906,426 618 <i>907,044</i>	4 5,525 0 5,525	0 273 0 273	23 15,417 0 15,417	27 21,215 0 21,215	3,060 927,641 618 <i>928,259</i>	123 294,124 0 294,124 - 0 0 0	3,183 1,221,765 618 1,222,383 0 0 0	\$61,898 \$84,697 \$56,182 \$84,668	\$62,449 \$86,679 \$56,182 \$86,648	\$64,959 \$114,162 \$56,182 \$114,103	0.9% 2.3% 0.0% 2.3%	4.1% 32.4% 0.0% 32.4%

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					De	efense Contrac (F	t Managemen Y 2016)	t Agency								
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End Strength	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousand for the state of	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c n Comp & Benefits	h/d 0 8 BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	10,566	10,854	10,286	847,410	5,010	<u>257</u>	10,889	16,156	863,566	278,749	1,142,315	<u>\$82,385</u>	<u>\$83,955</u>	<u>\$111,055</u>	<u>1.9%</u>	32.9%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	10,506 10 10,495 - 1	10,774 10 10,763 - 1	10,206 10 10,195 - 1	842,600 1,765 840,758 - 77	5,004 - 5,004 - -	257 - 257 - -	10,858 163 10,691 - 4	16,119 163 15,952 - 4	858,719 1,928 856,710 - 81 -	278,624 558 278,044 - 22	1,137,343 2,486 1,134,754 - 103	\$82,559 \$176,500 \$82,468 - \$77,000	\$84,139 \$192,800 \$84,032 - \$81,000	\$111,439 \$248,600 \$111,305 - \$103,000	1.9% 9.2% 1.9% - 5.2%	33.1% 31.6% 33.1% - 28.6%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	49 10,555 11 10,566	67 10,841 13 10,854	67 10,273 13 <i>10,286</i>	4,184 846,784 626 <i>847,410</i>	5,010 5,010	257 - 257	31 10,889 - 10,889	37 16,156 - 16,156	4,221 862,940 626 <i>863,566</i>	125 278,749 - 278,749 - - -	4,346 1,141,689 626 1,142,315	\$62,448 \$82,428 \$48,154 \$82,385	\$63,000 \$84,001 \$48,154 \$83,955	\$64,866 \$111,135 \$48,154 \$111,055	0.9% 1.9% 0.0% 1.9%	3.0% 32.9% 0.0% 32.9%
Reimbursable Funded Personnel (includes OC 13)	690	<u>692</u>	<u>692</u>	83,459	<u>778</u>	<u>22</u>	4,900	5,700	89,159	23,403	112,562	<u>\$120,605</u>	<u>\$128,842</u>	<u>\$162,662</u>	6.8%	28.0%
RI. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	690 - 690 - - -	692 - 692 - -	692 - 692 - -	83,459 - 83,459 - -	778 - 778 - - -	22 - 22 - -	4,900 - 4,900 - - -	5,700 - 5,700 - - -	89,159 - 89,159 - - -	23,403 23,403	112,562 112,562	\$120,605 - \$120,605 - - -	\$128,842 - \$128,842 - - -	\$162,662 - \$162,662 - -	6.8% - 6.8% - - -	28.0% - 28.0% - - -
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	690 - 690	692 692	692 - 692	83,459 83,459	778 - 778	22 - 22	4,900	5,700 5,700	89,159 - 89,159	23,403 23,403	112,562 	\$120,605 - \$120,605	\$128,842 - \$128,842	\$162,662 \$162,662	6.8%	28.0%
Total Personnel (includes OC 13)	11,256	11,546	10,978	930,869	5,788	<u>279</u>	15,789	21,856	952,725	302,152	1,254,877	<u>\$84,794</u>	<u>\$86,785</u>	<u>\$114,308</u>	2.3%	<u>32.5%</u>
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	11,196 10 11,185 0 1 0	11,466 10 11,455 0 1 0	10,898 10 10,887 0 1 0	926,059 1,765 924,217 0 77 0 0	5,782 0 5,782 0 0 0	279 0 279 0 0 0	15,758 163 15,591 0 4 0	21,819 163 21,652 0 4 0	947,878 1,928 945,869 0 81 0	302,027 558 301,447 0 22 0	1,249,905 2,486 1,247,316 0 103 0	\$84,975 \$176,500 \$84,892 - \$77,000	\$86,977 \$192,800 \$86,881 - \$81,000	\$114,691 \$248,600 \$114,569 - \$103,000	2.4% 9.2% 2.3% - 5.2%	32.6% 31.6% 32.6% - 28.6%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HFN) Subtout - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual	49 11,245 11 11,256	67 11,533 13 11,546	67 10,965 13 <i>10,978</i>	4,184 930,243 626 <i>930,869</i>	5,788 0 5,788	0 279 0 279	31 15,789 0 15,789	37 21,856 0 21,856	4,221 952,099 626 952,725	125 302,152 0 302,152 0 0 0	4,346 1,254,251 626 1,254,877 0 0	\$62,448 \$84,837 \$48,154 \$84,794	\$63,000 \$86,831 \$48,154 \$86,785	\$64,866 \$114,387 \$48,154 \$114,308	0.9% 2.3% 0.0% 2.3%	3.0% 32.5% 0.0% 32.5%

OP-8 Exhibit, Civilian Personnel Costs
OUSD(C)-326

Volume II - Defense-Wide Data Book

					De	efense Contrac (F	t Managemen Y 2017)	t Agency								
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End Strength	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousar f Holiday Pay	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits <u>O.C.12/13</u>	i+j <u>k</u> Comp <u>& Benefits</u>	d/c <u>I</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c n Comp & Benefits	h/d 9 8 BC Variables	j/d P % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	10,854	11,074	10,466	875,009	<u>5,158</u>	274	11,254	16,686	891,695	288,073	1,179,768	<u>\$83,605</u>	<u>\$85,199</u>	<u>\$112,724</u>	<u>1.9%</u>	<u>32.9%</u>
DI. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	10,774 10 10,763 - 1	10,994 10 10,983 - 1	10,386 10 10,375 - 1	870,126 1,827 868,220 - 79	5,152 5,152	274 274 - - -	11,222 171 11,047 - 4	16,648 171 16,473 - 4	886,774 1,998 884,693 - 83 -	287,946 577 287,347 - 22	1,174,720 2,575 1,172,040 - 105	\$83,779 \$182,700 \$83,684 - \$79,000	\$85,382 \$199,800 \$85,272 - \$83,000	\$113,106 \$257,500 \$112,968 - \$105,000	1.9% 9.4% 1.9% - 5.1%	33.1% 31.6% 33.1% - 27.8%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire P4. Indirect Hire Foreign Nationals (HHFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	67 10,841 13 10,854	67 11,061 13 11,074	67 10,453 13 10,466	4,247 874,373 636 <i>875,009</i>	5,158 5,158	274 274	32 11,254 11,254	38 16,686 - 16,686	4,285 891,059 636 891,695	127 288,073 - 288,073 - - -	4,412 1,179,132 636 1,179,768	\$63,388 \$83,648 \$48,923 \$83,605	\$63,955 \$85,244 \$48,923 \$85,199	\$65,851 \$112,803 \$48,923 \$112,724	0.9% 1.9% 0.0% 1.9%	3.0% 32.9% 0.0% 32.9%
Reimbursable Funded Personnel (includes OC 13)	692	<u>898</u>	<u>898</u>	95,202	<u>177</u>	2	1,090	1,269	96,471	30,466	126,937	<u>\$106,016</u>	<u>\$107,429</u>	<u>\$141,355</u>	<u>1.3%</u>	32.0%
RI. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	692 - 692 	898 - 898 - - -	898 - 898 - - -	95,202 95,202	177 - 177 - - -	2	1,090 - 1,090 - - -	1,269 1,269 - -	96,471 - 96,471 - - -	30,466 30,466	126,937 126,937 - -	\$106,016 - \$106,016 - - -	\$107,429 - \$107,429 - - -	\$141,355 - \$141,355 - - -	1.3% - 1.3% - -	32.0% 32.0%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	692 692	898 - 898	898 - 898	95,202 - 95,202	177 177	2 - 2	1,090 - 1,090	1,269 1,269	96,471 96,471	30,466 - 30,466 - -	126,937 - 126,937 - - -	\$106,016 \$106,016	\$107,429 - \$107,429	\$141,355 \$141,355	1.3% - 1.3%	32.0%
Total Personnel (includes OC 13)	11,546	11,972	11,364	970,211	<u>5,335</u>	276	12,344	17,955	988,166	318,539	1,306,705	\$85,376	\$86,956	<u>\$114,986</u>	1.9%	32.8%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	11,466 10 11,455 0 1 0	11,892 10 11,881 0 1 0 0	11,284 10 11,273 0 1 0 0	965,328 1,827 963,422 0 79 0	5,329 0 5,329 0 0 0	276 0 276 0 0 0	12,312 171 12,137 0 4 0	17,917 171 17,742 0 4 0	983,245 1,998 981,164 0 83 0	318,412 577 317,813 0 22 0	1,301,657 2,575 1,298,977 0 105 0	\$85,548 \$182,700 \$85,463 - \$79,000	\$87,136 \$199,800 \$87,037 - \$83,000	\$115,354 \$257,500 \$115,229 \$105,000	1.9% 9.4% 1.8%	33.0% 31.6% 33.0% - 27.8%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN) Subtoud - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual	67 11,533 13 11,546	67 11,959 13 11,972	67 11,351 13 11,364	4,247 969,575 636 <i>970,211</i>	6 5,335 0 5,335	0 276 0 276	32 12,344 0 <i>12,344</i>	38 17,955 0 17,955	4,285 987,530 636 <i>988,166</i>	127 318,539 0 318,539 - 0 0 0	4,412 1,306,069 636 1,306,705 0 0	\$63,388 \$85,418 \$48,923 \$85,376	\$63,955 \$86,999 \$48,923 \$86,956	\$65,851 \$115,062 \$48,923 \$114,986	0.9% 1.9% 0.0% 1.9%	3.0% 32.9% 0.0% 32.8%

							missary Agend (2015)	ey								
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousa <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i+j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>9</u> % BC <u>Variables</u>	j/d <u>p</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	=	=	=	=	=
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	-	- - - - -		-	- - - - -	-	-	- - - - -		- - - - -	-	-	-	- - - - -	- - - - -	- - - - -
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN) Subbotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5b. Dollardy Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	-	-	-	-		-	-	-	:			-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	=	=	=	=	=
RI. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	-	- - - - -	:	:	-		-	-	-	- - - - -	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. Uslumary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	:	- - - - - - - - -		-	-	-	1	-
Total Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	_	=	=	=	=
TI. US Direct Hire (USDH) Tla. Senior Executive Schedule Tlb. General Schedule Tlc. Special Schedule Tld. Wage System Tle. Highly Qualified Experts Tlf. Other	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	- 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0		-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN) Subtoata - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5.a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual	0 - 0	0 - 0	0 - 0 -	0 - 0 -	0 - 0 -	0 - 0 -	0 - 0 -	0 - 0	0 - 0 -	0 - 0 - - 0 0 0 0	0 - 0 - - 0 0 0	-	-	:	:	-

						Defense Com (FY	missary Agen (2016)	cy								
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousa <u>f</u> Holiday <u>Pay</u>	ands) <u>g</u> Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i+j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>0</u> % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefit</u>
Direct Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	0	0	<u>0</u>	0	<u>0</u>	<u>0</u>	0	<u>0</u>	<u>0</u>	=	Ξ	=	=	
D1. US Direct Hire (USDH)	_				_	-	_	_		_	_	_		-	_	
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-		-		
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
DTI. Other	-	-	-	-	-	-	-	-	-	-	-	-		-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)																
D3. Total Direct Hire		_	_	_	_		_	1		_		1		1	1	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-		-	-	-	-		-	-		-	-	-	
Subtotal - Direct Funded (excludes OC 13)	-	-			-	-	-	-		-	-	-		-	-	
D5. Other Object Class 13 Benefits										-	-					
D5a. USDH - Benefits for Former Employees										-	-					
D5b. DHFN - Benefits for Former Employees										-	-					
D5c. Voluntary Separation Incentive Pay (VSIP)										-	-					
D5d. Foreign National Separation Liability Accrual										-	-					
Reimbursable Funded Personnel (includes OC 13)	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	=	=	=	=	
R1. US Direct Hire (USDH)																
R1a. Senior Executive Schedule													1			
R1b. General Schedule												_				
R1c. Special Schedule	_	_	_	_	_	_	_	_	_	_	_	_			_	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	_		-		
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)																
R3. Total Direct Hire				- 1					- 1		1	1 :	- 1		1	
R4. Indirect Hire Foreign Nationals (IHFN)			_	_	_	_	_				1	1	1		1	
Subtotal - Reimbursable Funded (excludes OC 13)	_	2	_	2	2	2	2	_	_	2		_	2			
R5. Other Object Class 13 Benefits										_	_					
R5a. USDH - Benefits for Former Employees										-	-					
R5b. DHFN - Benefits for Former Employees										-	-					
R5c. Voluntary Separation Incentive Pay (VSIP)										-	-					
R5d. Foreign National Separation Liability Accrual										-	-					
Total Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	=	Ξ	=	=	
Γ1. US Direct Hire (USDH)																
[1a. Senior Executive Schedule		0	0	0	0	0	0	0	0	0	0	1 [
F1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0		- 1			
Γlc. Special Schedule	Ŏ	0	0	ő	0	0	0	ő	ő	0	0				1	
Γld. Wage System	0	0	0	Ō	Ö	0	Ö	0	0	0	0	-		-	-	
Γle. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-		-	-	
Γ1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	
12. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	
T3. Total Direct Hire	- 0	-	0	-	-	0	-	0	-	- 0	0	-	-	-	-	
Γ4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	
Subtotal - Total Funded (excludes OC 13) F5. Other Object Class 13 Benefits	- 1	-			-	-	-	-	-		-		-	-	-	
T5a. USDH - Benefits for Former Employees											0					
T5b. DHFN - Benefits for Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
F5d. Foreign National Separation Liability Accrual	1									U	0	1				

							missary Agen (2017)	cy								
						(\$ in Thousa		e + f + g	d + h		i+j	d/c	i/c	Rates k/c	h/d	j/d
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	Overtime <u>Pay</u>	Holiday <u>Pay</u>	Other O.C.11	<u>h</u> Total <u>Variables</u>	<u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	<u>k</u> Comp <u>& Benefits</u>	I Basic Comp	<u>m</u> Total <u>Comp</u>	n Comp & Benefits	% BC <u>Variables</u>	% BC Benefits
Direct Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	=	=	:	=	=
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule D1b. General Schedule		-	-	-	-	-	-	1	- 1	-		1 1	1	1	1	- 1
D1c. Special Schedule								1	- 1				- 1	1	1	- 1
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-
Dle. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-		-	1	-
Subtotal - Direct Funded (excludes OC 13)						- 1			1			1 1			1	
D5. Other Object Class 13 Benefits										-	-					
D5a. USDH - Benefits for Former Employees										-	-					
D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP)										-	-					
D5d. Foreign National Separation Liability Accrual											- 1					
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	=	=	=	=	=
R1. US Direct Hire (USDH)	-	-	-		-	-	-	-	_	-	_	-		-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-
R1b. General Schedule R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-			-	-	-
R1d. Wage System					-			- 1	1	-	- 1	1 1	- 1		1	1
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-		-	-	_		-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)		_				_					_					
R3. Total Direct Hire		_							1				1		1	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees										-	-					
R5b. DHFN - Benefits for Former Employees											- 1					
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual										-	-					
Total Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	<u>0</u>	<u>0</u>	-				-
	1	-	_	-	-	-	-	-	_	-	-		-	-	-	-
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule	-	0	- 0	0	0	-	0	- 0	- 0	0	0	-		-	-	-
T1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0		1	1	1	- 1
T1c. Special Schedule	ő	ő	0	0	0	Ö	0	ő	0	0	0	-		-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
Tle. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-		-	-	-
T3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-		-	-	-
Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits	-	-			-	-	-	-	-	-	-	-		-	-	-
T5a. USDH - Benefits for Former Employees										0	0					
T5b. DHFN - Benefits for Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability Accrual										0	0					

					Defe	ense Finance an (FY	d Accounting (2015)	Service								
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(S in Thousa <u>f</u> Holiday <u>Pay</u>	g Other O.C.11	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i+j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp <u>& Benefits</u>	h/d º % BC Variables	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	=	=	Ξ	=	=
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	-	- - - - -		-	-	-	-	- - - - -	-	- - - - -	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	-	:	-	-	-	-		:	:	-	:			:	:	-
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	=	=	Ξ.	Ξ.	=
RI. US Direct Hire (USDH) Rla. Senior Executive Schedule Rlb. General Schedule Rlc. Special Schedule Rld. Wage System Rle. Highly Qualified Experts Rlf. Other	-	-			-	:	-	-	-	- - - -	-	-	-	-	-	- - - - -
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	:	-	-		-	- - -	:	-	-
Total Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	<u>0</u>	_	-	-	=	
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	- 0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	-		-	-	
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN) Subtoula - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5.a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual	0 - 0	0 - 0	0 - 0 -	0 - 0 -	0 - 0	0 - 0 -	0 - 0 -	0 - 0	0 - 0 -	0 - 0 - - 0 0 0	0 - 0 - - 0 0 0	-	-	:	-	:

					Defe	ense Finance an (FY	d Accounting 2016)	Service								
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousa f Holiday Pay	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits <u>O.C.12/13</u>	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp <u>& Benefits</u>	h/d ° BC Variables	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	=	=	=	=	=
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	-	- - - - -		-	-	-	:	:		- - - - -	-	-	-	-	-	:
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	:	:	-	-	:	-	:	:	:	-	:	-	-	:	:	:
Reimbursable Funded Personnel (includes OC 13)	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	=	=	=	Ξ.	=
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	-	- - - - -			-		- - - - -		-	- - - -	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire	-	-	-	-	-	-	-	1	1	-	1	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	-		:	:	<u>.</u>	:	:	:	:	- - - - -	- - - - - -	-	[<u> </u>		:
Total Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	=	=	=	=	=
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	-	-	-		-
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HHFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual	0 - 0 -	0 - 0 -	0 - 0 -	0 - 0 -	0 - 0 -	0 - 0 -	0 - 0 -	0 - 0 -	0 - 0 -	0 - 0 - - 0 0 0	0 - 0 - 0 0 0	-	-	-	:	:

					Defe	ense Finance ar (FY	nd Accounting (2017)	Service								
		b	<u>c</u>	<u>d</u>		(\$ in Thousa	ands)	e + f + g h	d + h <u>i</u>	i	i + j <u>k</u>	d/c I	i/c <u>m</u>	Rates k/c n	h/d o	j/d
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	FTEs	Basic Comp	Overtime <u>Pay</u>	Holiday <u>Pay</u>	Other O.C.11	Total <u>Variables</u>	Comp <u>O.C.11</u>	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total <u>Comp</u>	Comp & Benefits	% BC <u>Variables</u>	% BC Benefits
Direct Funded Personnel (includes OC 13)	0	<u>0</u>	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	=	=	=	=	=
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule D1b. General Schedule			- 1					1			1	1 1	1	1	1	1
D1c. Special Schedule			-	-	_	_				-	_		1	1	1	_
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts D1f. Other	-			-	-				1	-		1 1	1	-	1	1
D2. Direct Hire Program Foreign Nationals (DHFN)																
D3. Total Direct Hire	1 1		_					1				1 1	- 1	1	1	- 1
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits	-		-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees										-	-					
D5c. Voluntary Separation Incentive Pay (VSIP)										-	-					
D5d. Foreign National Separation Liability Accrual										-	-					
Reimbursable Funded Personnel (includes OC 13)	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	=	=	=	=	=
R1. US Direct Hire (USDH)	_	_			_		-	_	_	_	-	_		-	_	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule R1c. Special Schedule	-	-	-	-	-	-	-		-	-	-	-		-		-
R1d. Wage System								1	1			1 1	- 1		1	1
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)		-	-	-		-		-			-	_		-	_	
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reimbursable Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5. Other Object Class 13 Benefits	1	-			-	-	-	-	-	1		-		-	-	-
R5a. USDH - Benefits for Former Employees										-						
R5b. DHFN - Benefits for Former Employees										-	-					
R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual										-	1					
Rou. Poreign National Separation Liability Acciual																
Total Personnel (includes OC 13)	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	=	=	=	=	=
T1. US Direct Hire (USDH)	_	_		_	_	_	_	_	_	_	_	_	_	_	_	_
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	
T1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1c. Special Schedule T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0			-	-	
Tle. Highly Qualified Experts		0	0	0	0	0	0	0	0	0	0			1	1	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	n	0	0	0	0	0	0	0	_				_
T3. Total Direct Hire	"	-	-	-	-	-	-	-	-	-	-	1 [- 1	1	1	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees										-	- 0					
T5b. DHFN - Benefits for Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability Accrual										0	0					

						Defense Huma	nn Resources FY 2015)	Activity								
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousa f Holiday Pay	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i+j <u>k</u> Comp <u>& Benefits</u>	d/c <u>I</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c n Comp & Benefits	h/d º % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	1,067	1,100	1,041	114,793	<u>259</u>	7	2,199	2,465	117,258	33,167	150,425	<u>\$110,272</u>	<u>\$112,640</u>	<u>\$144,500</u>	2.1%	28.9%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	1,067 10 1,057 - - -	1,100 13 1,087	1,041 13 1,028	114,793 1,725 113,068	259 - 259 - -	7 - 7 - - -	2,199 53 2,146	2,465 53 2,412	117,258 1,778 115,480	33,167 456 32,711	150,425 2,234 148,191 - -	\$110,272 \$132,692 \$109,988 - - -	\$112,640 \$136,769 \$112,335 - - -	\$144,500 \$171,846 \$144,155 - - -	2.1% 3.1% 2.1%	28.9% 26.4% 28.9%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	1.067	1 100	1.041	114,793	259	- 7	2,199	2,465	117,258	33,167	150,425	\$110.272	\$112.640	- \$144.500	2.1%	28.9%
D3. 10al Direct Hire Foreign Nationals (1HFN) Subbotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	1,067	1,100 - 1,100	1,041 - 1,041	114,793	259	7	2,199	2,465	117,258	33,167	150,425	\$110,272	\$112,640 - \$112,640	\$144,500 - \$144,500	2.1%	28.9%
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	=	=	=	=	=
RI. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	-	-	-	- - - - -	-	:	:	-	-		-	-				
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	-	-	:	:	-	-	:	:	:	-	-	-	:	-	:	-
Total Personnel (includes OC 13)	1,067	1,100	1,041	114,793	259	7	2,199	2,465	117,258	33,167	150,425	\$110,272	<u>\$112,640</u>	<u>\$144,500</u>	2.1%	28.9%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	1,067 10 1,057 0 0 0	1,100 13 1,087 0 0 0	1,041 13 1,028 0 0 0	114,793 1,725 113,068 0 0 0	259 0 259 0 0 0	7 0 7 0 0 0	2,199 53 2,146 0 0 0	2,465 53 2,412 0 0 0 0	117,258 1,778 115,480 0 0 0	33,167 456 32,711 0 0 0	150,425 2,234 148,191 0 0 0	\$110,272 \$132,692 \$109,988 - -	\$112,640 \$136,769 \$112,335 - -	\$144,500 \$171,846 \$144,155 - - -	2.1% 3.1% 2.1% - -	28.9% 26.4% 28.9% - -
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual	0 1,067 0 1,067	0 1,100 0 1,100	0 1,041 0 1,041	0 114,793 0 114,793	0 259 0 259	0 7 0 7	0 2,199 0 2,199	0 2,465 0 2,465	0 117,258 0 117,258	33,167 0 33,167 - 0 0 0	0 150,425 0 150,425 - 0 0 0	\$110,272 - \$110,272	\$112,640 - \$112,640	\$144,500 - \$144,500	2.1% - 2.1%	28.9%

						Defense Huma	an Resources A FY 2016)	Activity								
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pav</u>	(\$ in Thousa f Holiday Pay	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>I</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c n Comp & Benefits	h/d 9 % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	1,100	<u>1,110</u>	<u>1,110</u>	116,459	143	8	3,360	<u>3,511</u>	119,970	34,367	154,337	<u>\$104,918</u>	<u>\$108,081</u>	<u>\$139,042</u>	3.0%	<u>29.5%</u>
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	1,100 13 1,087 - - -	1,110 13 1,097 - -	1,110 13 1,097 - -	116,459 1,725 114,734	143 - 143 - -	8 - 8 - - -	3,360 62 3,298	3,511 62 3,449	119,970 1,787 118,183 - -	34,367 465 33,902	154,337 2,252 152,085	\$104,918 \$132,692 \$104,589 - - -	\$108,081 \$137,462 \$107,733 - - -	\$139,042 \$173,231 \$138,637 - - -	3.0% 3.6% 3.0% - -	29.5% 27.0% 29.5%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	1,100 - 1,100	1,110 - 1,110	1,110 - 1,110	116,459 116,459	143 143	8 - 8	3,360 3,360	3,511 3,511	119,970 - 119,970	34,367 - 34,367 	154,337 	\$104,918 - \$104,918	\$108,081 - \$108,081	\$139,042 - \$139,042	3.0% - 3.0%	29.5%
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	Ξ	Ξ.	=	Ξ.	=
RI. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	-		-		- - - - -	:		-	- - - - -	-	-	-				-
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire	-	-	-	-	-	-	-	-	:	-	-	-		-	:	
R4. Indirect Hire Foreign Nationals (HFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	-	-	Ī	-	-	-	:	-	Ī	- - - - -	-	-	-	-	:	
Total Personnel (includes OC 13)	1,100	<u>1,110</u>	<u>1,110</u>	116,459	143	8	3,360	3,511	119,970	34,367	154,337	<u>\$104,918</u>	<u>\$108,081</u>	<u>\$139,042</u>	<u>3.0%</u>	<u>29.5%</u>
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	1,100 13 1,087 0 0 0	1,110 13 1,097 0 0 0	1,110 13 1,097 0 0 0	116,459 1,725 114,734 0 0 0	143 0 143 0 0 0	8 0 8 0 0 0	3,360 62 3,298 0 0 0	3,511 62 3,449 0 0 0	119,970 1,787 118,183 0 0 0	34,367 465 33,902 0 0 0	154,337 2,252 152,085 0 0 0	\$104,918 \$132,692 \$104,589 - - -	\$108,081 \$137,462 \$107,733 - - -	\$139,042 \$173,231 \$138,637 - - -	3.0% 3.6% 3.0%	29.5% 27.0% 29.5%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual	0 1,100 0 1,100	0 1,110 0 1,110	0 1,110 0 1,110	0 116,459 0 116,459	0 143 0 143	0 8 0 8	3,360 0 3,360	0 3,511 0 3,511	0 119,970 0 119,970	0 34,367 0 34,367 - 0 0 0	0 154,337 0 154,337 0 0 0	\$104,918 - \$104,918	\$108,081 - \$108,081	\$139,042 - \$139,042	3.0%	29.5%

						Defense Huma	n Resources . FY 2017)	Activity				1				
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pav</u>	(\$ in Thousa f Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits <u>O.C.12/13</u>	i+j <u>k</u> Comp <u>& Benefits</u>	d/c I Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c n Comp & Benefits	h/d 9 8 BC Variables	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	1,110	1,186	1,186	127,968	<u>0</u>	<u>0</u>	4,080	4,080	132,048	34,350	166,398	<u>\$107,899</u>	<u>\$111,339</u>	<u>\$140,302</u>	3.2%	<u>26.8%</u>
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	1,110 13 1,097 - - -	1,186 13 1,173 - -	1,186 13 1,173 - -	127,968 1,748 126,220		-	4,080 70 4,010 - - -	4,080 70 4,010 - - -	132,048 1,818 130,230	34,350 472 33,878	166,398 2,290 164,108	\$107,899 \$134,462 \$107,604 - -	\$111,339 \$139,846 \$111,023 - - -	\$140,302 \$176,154 \$139,905 - - -	3.2% 4.0% 3.2%	26.8% 27.0% 26.8%
D2. Direct Hire Program Foreign Nationals (DHFN)		1.106	1.106	127.070	-	-	4.000	4 000	-	24.250	166 200		-	6140.202	2.20/	26.00/
D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	1,110 - 1,110	1,186 1,186	1,186 - 1,186	127,968 - 127,968	:	:	4,080	4,080 - 4,080	132,048 - 132,048	34,350 - - - - - -	166,398 - 166,398 - - - -	\$107,899 - \$107,899	\$111,339 - \$111,339	\$140,302 - \$140,302	3.2%	26.8%
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	=	=	=	=	=
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other		-	-	-	- - - - -	:			-	-	-	-		-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)			_					_	_		_	_	_	_		_
R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HIFN) Subtotal - Reimbursable Finded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	:	-	:	:	:	-	-	į	:	-	- - - - - - -	:	:	-	-	-
Total Personnel (includes OC 13)	1,110	1,186	1,186	127,968	<u>0</u>	<u>0</u>	4,080	4,080	132,048	34,350	166,398	<u>\$107,899</u>	<u>\$111,339</u>	\$140,302	3.2%	26.8%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	1,110 13 1,097 0 0 0	1,186 13 1,173 0 0 0	1,186 13 1,173 0 0 0	127,968 1,748 126,220 0 0 0	0 0 0 0 0 0	0 0 0 0 0 0	4,080 70 4,010 0 0 0	4,080 70 4,010 0 0 0	132,048 1,818 130,230 0 0 0	34,350 472 33,878 0 0 0	166,398 2,290 164,108 0 0 0	\$107,899 \$134,462 \$107,604 - - -	\$111,339 \$139,846 \$111,023 - - -	\$140,302 \$176,154 \$139,905 - - -	3.2% 4.0% 3.2%	26.8% 27.0% 26.8%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HHFN) Subtotal - Votal Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual	0 1,110 0 1,110	0 1,186 0 1,186	0 1,186 0 1,186	0 127,968 0 127,968	0 - 0 -	0 - 0 -	0 4,080 0 <i>4,080</i>	0 4,080 0 <i>4,080</i>	0 132,048 0 132,048	34,350 0 34,350 - 0 0 0	0 166,398 0 166,398 - 0 0	\$107,899	\$111,339 \$111,339	\$140,302 \$140,302	3.2%	26.8%

Volume II - Defense-Wide Data Book

					1	Defense Inform (I	ation Systems Y 2015)	s Agency								
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pav</u>	(\$ in Thousa f Holiday Pay	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits <u>O.C.12/13</u>	i+j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c n Comp & Benefits	h/d 9 8C Variables	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	2,304	2,034	1,990	215,438	<u>588</u>	<u>201</u>	3,903	4,692	220,130	69,300	289,430	<u>\$108,260</u>	<u>\$110,618</u>	<u>\$145,442</u>	2.2%	32.2%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	2,304 21 2,283	2,034 15 2,019	1,990 19 1,971 - -	215,438 3,078 212,360	588 - 588 - -	201 - 201 - - -	3,855 503 3,352	4,644 503 4,141	220,082 3,581 216,501	68,516 824 67,692	288,598 4,405 284,193	\$108,260 \$162,000 \$107,742 - - -	\$110,594 \$188,474 \$109,843 - - -	\$145,024 \$231,842 \$144,187 - - -	2.2% 16.3% 1.9%	31.8% 26.8% 31.9%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	2,304 2,304	2,034 2,034	1,990 - 1,990	215,438 215,438	588 588	201	3,855 48 3,903	4,644 48 4,692	220,082 48 220,130	68,516 784 - 784	288,598 48 288,646 784	\$108,260 \$108,260	\$110,594 - \$110,618	\$145,024 \$145,048	2.2%	31.8%
Reimbursable Funded Personnel (includes OC 13)	<u>55</u>	<u>61</u>	<u>81</u>	7,721	<u>0</u>	<u>0</u>	1	1	7,722	<u>37</u>	7,759	<u>\$95,321</u>	<u>\$95,333</u>	<u>\$95,790</u>	0.0%	0.5%
RI. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1E. Other	50 - 50 - -	56 - 56 - -	76 - 76 - - -	7,721 - 7,721 - - -	-		1 - 1	1 1 	7,722 - 7,722 - - -	37 - 37 - -	7,759 - 7,759 - -	\$101,592 - \$101,592 - - -	\$101,605 - \$101,605 - - -	\$102,092 - \$102,092 - - -	0.0%	0.5%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	50 5 5 55	56 5 61	76 5 81	7,721 -7,721	:	-	1	i i	7,722 - 7,722	37 - 37 	7,759 - 7,759 - - - -	\$101,592 \$0 \$95,321	\$101,605 \$0 \$95,333	\$102,092 \$0 \$95,790	0.0%	0.5%
Total Personnel (includes OC 13)	2,359	2,095	2,071	223,159	<u>588</u>	<u>201</u>	3,904	4,693	227,852	69,337	297,189	<u>\$107,754</u>	<u>\$110,020</u>	<u>\$143,500</u>	2.1%	<u>31.1%</u>
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	2,354 21 2,333 0 0 0	2,090 15 2,075 0 0 0	2,066 19 2,047 0 0 0	223,159 3,078 220,081 0 0 0	588 0 588 0 0 0	201 0 201 0 0 0	3,856 503 3,353 0 0 0	4,645 503 4,142 0 0 0	227,804 3,581 224,223 0 0 0	68,553 824 67,729 0 0 0	296,357 4,405 291,952 0 0 0	\$108,015 \$162,000 \$107,514 - - -	\$110,263 \$188,474 \$109,537 - - -	\$143,445 \$231,842 \$142,624 - - -	2.1% 16.3% 1.9%	30.7% 26.8% 30.8%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual	0 2,354 5 2,359	0 2,090 5 2,095	0 2,066 5 2,071	0 223,159 0 223,159	0 588 0 588	0 201 0 201	0 3,856 48 <i>3,904</i>	0 4,645 48 <i>4,693</i>	0 227,804 48 227,852	0 68,553 0 68,553 784 0 0 784	0 296,357 48 296,405 784 0 0 784	\$108,015 \$0 \$107,754	\$110,263 \$9,600 \$110,020	\$143,445 \$9,600 \$143,122	2.1%	30.7%

					1	Defense Inform (I	nation Systems FY 2016)	s Agency								
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pav</u>	(S in Thousa <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits <u>O.C.12/13</u>	i+j <u>k</u> Comp <u>& Benefits</u>	d/c <u>I</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp & Benefits	h/d 0 % BC Variables	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	2,034	2,028	2,013	207,679	<u>627</u>	<u>216</u>	2,286	3,129	210,808	54,760	265,568	<u>\$103,169</u>	<u>\$104,723</u>	<u>\$131,926</u>	<u>1.5%</u>	26.4%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	2,034 15 2,019 - -	2,028 23 2,005	2,013 23 1,990	207,679 2,585 205,094	627 - 627 -	216 	2,286 134 2,152	3,129 134 2,995	210,808 2,719 208,089	54,760 695 54,065 -	265,568 3,414 262,154	\$103,169 \$112,391 \$103,062 - -	\$104,723 \$118,217 \$104,567 - - -	\$131,926 \$148,435 \$131,736 - -	1.5% 5.2% 1.5%	26.4% 26.9% 26.4%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	2,034 2,034	2,028 2,028	2,013 2,013	207,679	627 - 627	216 - 216	2,286 2,286	3,129 3,129	210,808 - 210,808	54,760 - 54,760	265,568 - 265,568 - -	\$103,169 \$103,169	\$104,723 \$104,723	\$131,926 - \$131,926	1.5%	26.4%
Reimbursable Funded Personnel (includes OC 13)	<u>61</u>	<u>97</u>	<u>97</u>	10,868	<u>33</u>	<u>11</u>	<u>110</u>	<u>154</u>	11,022	2,865	13,887	<u>\$112,041</u>	<u>\$113,629</u>	<u>\$143,165</u>	<u>1.4%</u>	26.4%
RI. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	56 - 56 - -	92 - 92 - -	92 - 92 - - -	10,868 - 10,868 - -	33 33 -	11 	110 - 110 - - -	154 154 	11,022 - 11,022 - - -	2,865 - 2,865 - -	13,887 	\$118,130 - \$118,130 - - -	\$119,804 - \$119,804 - - -	\$150,946 - \$150,946 - - -	1.4% - 1.4% - -	26.4% - 26.4% - -
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	56 5 61	92 5 97	92 5 97	10,868 - 10,868	33 33 33	11 11	110 - 110	154 - 154	11,022 - 11,022	2,865 	13,887 	\$118,130 \$0 \$112,041	\$119,804 \$0 \$113,629	\$150,946 \$0 \$143,165	1.4% - 1.4%	26.4% - 26.4%
Total Personnel (includes OC 13)	2,095	2,125	2,110	218,547	<u>660</u>	227	2,396	3,283	221,830	57,625	279,455	<u>\$103,577</u>	<u>\$105,133</u>	<u>\$132,443</u>	1.5%	26.4%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	2,090 15 2,075 0 0 0	2,120 23 2,097 0 0 0	2,105 23 2,082 0 0 0	218,547 2,585 215,962 0 0 0	660 0 660 0 0 0	227 0 227 0 0 0	2,396 134 2,262 0 0 0	3,283 134 3,149 0 0 0	221,830 2,719 219,111 0 0 0	57,625 695 56,930 0 0	279,455 3,414 276,041 0 0 0	\$103,823 \$112,391 \$103,728 - - -	\$105,382 \$118,217 \$105,241 - -	\$132,758 \$148,435 \$132,585 - - -	1.5% 5.2% 1.5%	26.4% 26.9% 26.4%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual	0 2,090 5 2,095	0 2,120 5 2,125	0 2,105 5 2,110	0 218,547 0 218,547	0 660 0 660	0 227 0 227	0 2,396 0 2,396	0 3,283 0 3,283	0 221,830 0 221,830	0 57,625 0 57,625 0 0	0 279,455 0 279,455 0 0 0	\$103,823 \$0 \$103,577	\$105,382 \$0 \$105,133	\$132,758 \$0 \$132,443	1.5%	26.4% - 26.4%

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					I	Defense Inform (I	ation System FY 2017)	s Agency								
	<u>a</u> Begin Strength	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousa f Holiday Pay	nds) g Other O.C.11	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i+j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c n Comp & Benefits	h/d º % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	2,028	2,550	2,535	265,124	<u>783</u>	<u>259</u>	2,662	3,704	268,828	69,883	338,711	<u>\$104,585</u>	<u>\$106,047</u>	<u>\$133,614</u>	1.4%	<u>26.4%</u>
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	2,028 23 2,005 - -	2,550 23 2,527	2,535 23 2,512	265,124 2,933 262,191	783 - 783 	259 - 259 - -	2,662 141 2,521	3,704 141 3,563	268,828 3,074 265,754	69,883 789 69,094 - -	338,711 3,863 334,848	\$104,585 \$127,522 \$104,375 - -	\$106,047 \$133,652 \$105,794 - -	\$133,614 \$167,957 \$133,299 - - - -	1.4% 4.8% 1.4% - -	26.4% 26.9% 26.4%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	2,028 -2,028	2,550 2,550	2,535 2,535	265,124 265,124	783 -783	259 259	2,662 2,662	3,704 3,704	268,828 - 268,828	69,883 	338,711 338,711	\$104,585 \$104,585	\$106,047 \$106,047	\$133,614 \$133,614	1.4%	26.4%
Reimbursable Funded Personnel (includes OC 13)	97	<u>97</u>	<u>97</u>	11,000	<u>33</u>	<u>11</u>	111	<u>155</u>	11,155	2,899	14,054	<u>\$113,402</u>	<u>\$115,000</u>	<u>\$144,887</u>	1.4%	<u>26.4%</u>
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	92 - 92 	92 - 92 - - -	92 - 92 - - -	11,000 - 11,000 - - -	33 - 33 - -	11 	111 	155 155 	11,155 11,155 	2,899 - 2,899 - - - -	14,054 - 14,054 - - -	\$119,565 - \$119,565 - - - -	\$121,250 - \$121,250 - - -	\$152,761 - \$152,761 - - -	1.4% - 1.4% - - -	26.4% - 26.4% - -
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	92 5 97	92 5 97	92 5 97	11,000 - 11,000	33	11 11	111	155 155	11,155 11,155	2,899 - - - - - -	14,054	\$119,565 \$0 \$113,402	\$121,250 \$0 \$115,000	\$152,761 \$0 \$144,887	1.4% - 1.4%	26.4% 26.4%
Total Personnel (includes OC 13)	2,125	2,647	2,632	276,124	816	270	2,773	3,859	279,983	72,782	352,765	\$104,910	\$106,377	\$134,029	1.4%	26.4%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	2,120 23 2,097 0 0 0	2,642 23 2,619 0 0	2,627 23 2,604 0 0	276,124 2,933 273,191 0 0 0	816 0 816 0 0 0	270 0 270 0 0 0 0	2,773 141 2,632 0 0 0	3,859 141 3,718 0 0 0	279,983 3,074 276,909 0 0	72,782 789 71,993 0 0	352,765 3,863 348,902 0 0	\$105,110 \$127,522 \$104,912	\$106,579 \$133,652 \$106,340	\$134,284 \$167,957 \$133,987 - -	1.4% 4.8% 1.4%	26.4% 26.9% 26.4%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual	0 2,120 5 2,125	0 2,642 5 2,647	0 2,627 5 2,632	0 276,124 0 276,124	0 816 0 816	0 270 0 270	0 2,773 0 2,773	0 3,859 0 <i>3,859</i>	0 279,983 0 279,983	0 72,782 0 72,782 - 0 0 0	352,765 0 352,765 - 0 0 0	\$105,110 \$0 \$104,910	\$106,579 \$0 \$106,377	\$134,284 \$0 \$134,029	1.4% - 1.4%	26.4%

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							Logistics Agen FY 2015)	icy								
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pav</u>	(\$ in Thousa f Holiday Pay	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits <u>O.C.12/13</u>	i+j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c n Comp & Benefits	h/d 9 8 BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	210	<u>141</u>	149	18,362	<u>140</u>	<u>42</u>	433	<u>615</u>	18,977	16,655	35,632	<u>\$123,235</u>	<u>\$127,362</u>	<u>\$239,141</u>	3.3%	90.7%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	210 - 210 - -	141 - 141 - -	149 - 149 - -	18,362 - 18,362 -	140 - 140 - -	42 - 42 -	433 433 -	615 	18,977 - 18,977 - -	5,203 5,203	24,180 - 24,180 - -	\$123,235 - \$123,235 - -	\$127,362 - \$127,362 - -	\$162,282 - \$162,282 - -	3.3% - 3.3% - -	28.3% - 28.3% - -
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire From Nationals (HHFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accual	210 210 210	141 141	149 - 149	18,362 18,362	140 - 140	42 - 42	433	615	18,977 - 18,977	5,203 5,203 11,452 11,452	24,180 24,180 11,452 11,452	\$123,235 \$123,235	\$127,362 - \$127,362	\$162,282 \$162,282	3.3%	28.3% - 28.3%
Reimbursable Funded Personnel (includes OC 13)	48	<u>28</u>	<u>41</u>	4,445	<u>51</u>	7	99	<u>157</u>	4,602	1,296	5,898	<u>\$108,415</u>	<u>\$112,244</u>	<u>\$143,854</u>	3.5%	29.2%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	48 - 48 - -	28 - 28 - -	41 - 41 - -	4,445 - 4,445 - -	51 - 51 -	7 - 7 - -	99 - 99 - - -	157 157 -	4,602 - 4,602 - -	1,247 - 1,247 - -	5,849 - 5,849	\$108,415 - \$108,415 - -	\$112,244 - \$112,244 - -	\$142,659 - \$142,659 - -	3.5%	28.1% - 28.1% - -
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN) Subbotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	48 - 48	28 - 28	41 - 41	4,445 <i>4,445</i>	51 51	7 - 7	99 - 99	157	4,602	1,247 - 1,247 49 49 -	5,849 - 5,849 49 - -	\$108,415 - \$108,415	\$112,244 - \$112,244	\$142,659 \$142,659	3.5%	28.1% - 28.1%
Total Personnel (includes OC 13)	258	169	190	22,807	191	49	532	772	23,579	17,951	41,530	\$120,037	\$124,100	\$218,579	3.4%	78.7%
TI. US Direct Hire (USDH) Tla. Senior Executive Schedule Tlb. General Schedule Tlc. Special Schedule Tld. Wage System Tle. Highly Qualified Experts Tlf. Other	258 0 258 0 0 0 0	169 0 169 0 0 0	190 0 190 0 0 0	22,807 0 22,807 0 0 0	191 0 191 0 0 0	49 0 49 0 0 0	532 0 532 0 0 0	772 0 772 0 0 0 0	23,579 0 23,579 0 0 0	6,450 0 6,450 0 0 0	30,029 0 30,029 0 0 0	\$120,037 - \$120,037 - -	\$124,100 - \$124,100 - -	\$158,047 \$158,047	3.4%	28.3%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HHFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accusal	0 258 0 258	0 169 0 169	0 190 0 190	0 22,807 0 22,807	0 191 0 191	0 49 0 49	0 532 0 532	0 772 0 772	0 23,579 0 23,579	0 6,450 0 6,450 11,501 11,501 0	30,029 0 30,029 11,501 11,501 0 0	\$120,037 \$120,037	\$124,100 \$124,100	\$158,047 - \$158,047	3.4%	28.3% - 28.3%

	1						Logistics Age FY 2016)	ncy								
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pav</u>	(\$ in Thousa f Holiday Pay	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp & Benefits	h/d º % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	<u>167</u>	149	<u>167</u>	17,994	<u>559</u>	<u>0</u>	0	<u>559</u>	18,553	15,079	33,632	<u>\$107,749</u>	<u>\$111,096</u>	<u>\$201,389</u>	<u>3.1%</u>	83.8%
D1. US Direct Hire (USDH)	167	149	167	17,994	559	-	-	559	18,553	4,586	23,139	\$107,749	\$111,096	\$138,557	3.1%	25.5%
D1a. Senior Executive Schedule D1b. General Schedule	167	149	167	17,994	559	-	-	559	18,553	4,586	23,139	\$107,749	\$111,096	\$138,557	3.1%	25.5%
D1c. Special Schedule D1d. Wage System											1				1	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-		-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	167	1.40	167	17.004	-	-	-	-	18,553	4,586	23,139	6107.740	-	\$138,557	2.107	25.5%
D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	167	149	167	17,994	559			559	-	-	· ·	\$107,749 -	\$111,096 -	\$138,337	3.1%	
Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits	167	149	167	17,994	559	-	-	559	18,553	4,586 10,493	23,139 10,493	\$107,749	\$111,096	\$138,557	3.1%	25.5%
D5a. USDH - Benefits for Former Employees										10,493	10,493					
D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP)										:						
D5d. Foreign National Separation Liability Accrual																
Reimbursable Funded Personnel (includes OC 13)	41	<u>38</u>	<u>41</u>	5,438	<u>132</u>	<u>0</u>	<u>0</u>	132	<u>5,570</u>	1,402	6,972	<u>\$132,634</u>	<u>\$135,854</u>	<u>\$170,049</u>	2.4%	25.8%
R1. US Direct Hire (USDH)	41	38	41	5,438	132	_	_	132	5,570	1,402	6,972	\$132,634	\$135,854	\$170,049	2.4%	25.8%
R1a. Senior Executive Schedule R1b. General Schedule	41	38	41	5.438	132	-	-	132	5.570	1.402	6.972	\$132,634	\$135.854	\$170.049	2.4%	25.8%
R1c. Special Schedule	-	-	-		132			132	-	1,402	0,972	\$132,034 -	\$133,634	3170,049	2.470	23.676
R1d. Wage System R1e. Highly Qualified Experts	-	-	-	-	-	-	-	1		-			1		1	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-					-	-		-				-			
R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN)	41	38	41	5,438	132	-	-	132	5,570	1,402	6,972	\$132,634	\$135,854	\$170,049	2.4%	25.8%
Subtotal - Reimbursable Funded (excludes OC 13)	41	38	41	5,438	132	-	-	132	5,570	1,402	6,972	\$132,634	\$135,854	\$170,049	2.4%	25.8%
R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees										-						
R5b. DHFN - Benefits for Former Employees										-	-					
R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual																
Total Personnel (includes OC 13)	208	<u>187</u>	208	23,432	<u>691</u>	<u>0</u>	<u>0</u>	<u>691</u>	24,123	16,481	40,604	<u>\$112,654</u>	<u>\$115,976</u>	<u>\$195,212</u>	2.9%	<u>70.3%</u>
T1. US Direct Hire (USDH)	208	187	208	23,432	691		_	691	24,123	5,988	30,111	\$112,654	\$115,976	\$144,764	2.9%	25.6%
T1a. Senior Executive Schedule T1b. General Schedule	0 208	0 187	0 208	0 23.432	0 691	0	0	0 691	0 24.123	0 5.988	0 30,111	- \$112,654	\$115,976	- \$144.764	2.9%	25.6%
T1c. Special Schedule	0	0	208 0	23,432	0	0	0	0	24,123	5,988 0	0	\$112,034	\$113,970	\$144,704 -	2.9%	23.0%
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
Tle. Highly Qualified Experts Tlf. Other	0	0 0	0 0	0	0	0	0	0 0	0	0	0 0		1	1	1	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0					
T3. Total Direct Hire	208	187	208	23,432	691	1		691	24,123	5,988	30,111	\$112,654	\$115,976	\$144,764	2.9%	25.6%
T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13)	0 208	0 187	0 208	0 23,432	0 <i>691</i>	0	0	0 <i>691</i>	0 24,123	0 5,988	0 <i>30,111</i>	- \$112,654	\$115,976	- \$144,764	2.9%	25.6%
T5. Other Object Class 13 Benefits	200	107	200	23,732	091			091	27,123	10,493	10,493	0112,054	0115,770	ψ177,704	2.770	25.070
T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees										10,493	10,493 0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability Accrual										0	0					

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	<u>a</u> Begin <u>Strength</u>	<u>b</u> End Strength	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousa f Holiday Pay	nds) g Other O.C.11	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits <u>O.C.12/13</u>	i+j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp & Benefits	h/d 0 % BC <u>Variables</u>	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	149	147	<u>145</u>	19,631	<u>645</u>	<u>0</u>	<u>0</u>	<u>645</u>	20,276	<u>15,997</u>	36,273	<u>\$135,386</u>	<u>\$139,834</u>	<u>\$250,159</u>	<u>3.3%</u>	<u>81.5%</u>
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	149 - 149 - - -	147 - 147 - - -	145 - 145 - -	19,631 - 19,631 - -	645 - 645 - -	-	-	645	20,276 - 20,276 - - -	5,318 - 5,318 - - -	25,594 25,594	\$135,386 - \$135,386 - - -	\$139,834 - \$139,834 - - -	\$176,510 - \$176,510 - - - -	3.3% - 3.3% - -	27.1% - 27.1% - -
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	149 149	147 - 147	145 145	19,631 19,631	645 645	-	-	645 645	20,276	5,318 5,318 10,679 10,679	25,594 25,594 10,679 10,679	\$135,386 \$135,386	\$139,834 - \$139,834	\$176,510 \$176,510	3.3%	27.1% - 27.1%
Reimbursable Funded Personnel (includes OC 13)	38	<u>38</u>	<u>38</u>	<u>5,492</u>	<u>134</u>	<u>0</u>	<u>0</u>	<u>134</u>	<u>5,626</u>	<u>1,416</u>	<u>7,042</u>	<u>\$144,526</u>	<u>\$148,053</u>	<u>\$185,316</u>	2.4%	<u>25.8%</u>
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	38 - 38 - - - -	38 - 38 - - -	38 - 38 - - -	5,492 - 5,492 - -	134 - 134 - -	-	-	134 	5,626 - 5,626 - -	1,416 - 1,416 - - -	7,042 - 7,042 - - -	\$144,526 - \$144,526 - - - -	\$148,053 - \$148,053 - - - -	\$185,316 - \$185,316 - - - -	2.4%	25.8% - 25.8% - -
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HFFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	38 - 38	38 38	38 38	5,492 5,492	134 	-	-	134 	5,626 5,626	1,416 	7,042 - 7,042 - - -	\$144,526 - \$144,526	\$148,053 \$148,053	\$185,316 \$185,316	2.4%	25.8% 25.8%
Total Personnel (includes OC 13)	<u>187</u>	<u>185</u>	<u>183</u>	25,123	<u>779</u>	<u>0</u>	<u>0</u>	<u>779</u>	25,902	<u>17,413</u>	43,315	<u>\$137,284</u>	<u>\$141,541</u>	<u>\$236,694</u>	<u>3.1%</u>	69.3%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	187 0 187 0 0 0	185 0 185 0 0 0	183 0 183 0 0 0	25,123 0 25,123 0 0 0	779 0 779 0 0 0	0 0 0 0 0	0 0 0 0 0	779 0 779 0 0 0	25,902 0 25,902 0 0 0	6,734 0 6,734 0 0 0	32,636 0 32,636 0 0 0	\$137,284 - \$137,284 - - -	\$141,541 \$141,541 - - -	\$178,339 - \$178,339 - - - -	3.1%	26.8%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HFN) Subtoud - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual	0 187 0 187	0 185 0 185	0 183 0 183	0 25,123 0 25,123	0 779 0 779	0 - 0 -	0 - 0 -	0 779 0 779	0 25,902 0 25,902	0 6,734 0 6,734 10,679 10,679 0 0	0 32,636 0 32,636 10,679 10,679 0 0	\$137,284 - \$137,284	\$141,541 \$141,541	\$178,339 - \$178,339	3.1% - 3.1%	26.8%

							gal Services A FY 2015)	gency								
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pav</u>	(\$ in Thousa <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i+j <u>k</u> Comp <u>& Benefits</u>	d/c <u>I</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c n Comp & Benefits	h/d º % BC <u>Variables</u>	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	224	<u>207</u>	<u>207</u>	31,165	<u>185</u>	<u>5</u>	8,812	9,002	40,167	8,828	48,995	<u>\$150,556</u>	<u>\$194,043</u>	<u>\$236,691</u>	28.9%	28.3%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	224 5 219 - - -	207 4 203 - - -	207 4 203 - - -	31,165 771 30,394	185 - 185 - -	5	8,812 28 244 - - - 8,540	9,002 28 434 - - - 8,540	40,167 799 30,828 - - - 8,540	8,828 190 8,638	48,995 989 39,466 - - - 8,540	\$150,556 \$192,750 \$149,724 - - -	\$194,043 \$199,750 \$151,862 - - -	\$236,691 \$247,250 \$194,414 - - -	28.9% 3.6% 1.4% - -	28.3% 24.6% 28.4% - -
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	224	207	207	31,165	185	5	8,812	9,002	40,167	8,828	48,995	- \$150.556	- \$194,043	\$236.691	28 9%	28.3%
D3. 10tal Direct Her D4. Indirect Hire Foreign Nationals (HHFN) Subbotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5b. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	224	207	207	31,165	185	5	8,812 - 8,812	9,002 - 9,002	40,167	8,828 - - - - - -	48,995	\$150,556 - \$150,556	\$194,043 - \$194,043	\$236,691	28.9%	28.3%
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	=	=	=	=	=
RI. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	-	:	-		-		-			-	-	-				-
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	:	-	:	:	:	-	-	-	:	-	-	-	-	-	-	:
Total Personnel (includes OC 13)	224	<u>207</u>	<u>207</u>	31,165	<u>185</u>	<u>5</u>	<u>8,812</u>	9,002	40,167	8,828	48,995	<u>\$150,556</u>	<u>\$194,043</u>	<u>\$236,691</u>	28.9%	28.3%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	224 5 219 0 0 0	207 4 203 0 0 0	207 4 203 0 0 0	31,165 771 30,394 0 0 0	185 0 185 0 0 0	5 0 5 0 0 0	8,812 28 244 0 0 0 8,540	9,002 28 434 0 0 0 8,540	40,167 799 30,828 0 0 0 8,540	8,828 190 8,638 0 0	48,995 989 39,466 0 0 0 8,540	\$150,556 \$192,750 \$149,724 - - -	\$194,043 \$199,750 \$151,862 - -	\$236,691 \$247,250 \$194,414 - - -	28.9% 3.6% 1.4% - -	28.3% 24.6% 28.4%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual	0 224 0 224	0 207 0 207	0 207 0 207	0 31,165 0 31,165	0 185 0 185	0 5 0 5	8,812 0 8,812	9,002 0 9,002	0 40,167 0 40,167	0 8,828 0 8,828 - 0 0 0	0 48,995 0 48,995 - 0 0 0	\$150,556 - \$150,556	\$194,043 - \$194,043	\$236,691 - \$236,691	28.9% - 28.9%	28.3% - 28.3%

							gal Services A FY 2016)	gency								
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pav</u>	(\$ in Thousa <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i+j <u>k</u> Comp <u>& Benefits</u>	d/c <u>I</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c n Comp & Benefits	h/d 9 8 BC Variables	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	<u>211</u>	<u>285</u>	285	33,051	<u>100</u>	<u>0</u>	<u>844</u>	944	33,995	<u>8,786</u>	42,781	<u>\$115,968</u>	<u>\$119,281</u>	<u>\$150,109</u>	2.9%	26.6%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	211 4 207 - - -	285 5 280	285 5 280	33,051 1,050 32,001	100 - 100 - - -	- - - - -	844 24 820	944 24 920 - -	33,995 1,074 32,921 - -	8,786 224 8,562	42,781 1,298 41,483	\$115,968 \$210,000 \$114,289 - - -	\$119,281 \$214,800 \$117,575 - -	\$150,109 \$259,600 \$148,154 - - -	2.9% 2.3% 2.9% - -	26.6% 21.3% 26.8%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	211	285	285	33,051	100	-	844	944	33,995	8,786	42,781	\$115,968 -	\$119,281 -	\$150,109 -	2.9%	26.6% -
Subtotal - Direct Fundeal (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	211	285	285	33,051	100	-	844	944	33,995	8,786 - - - -	42,781 - - - - -	\$115,968	\$119,281	\$150,109	2.9%	26.6%
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	=	=	=	=	=
RI. US Direct Hire (USDH) Rla. Senior Executive Schedule Rlb. General Schedule Rlc. Special Schedule Rld. Wage System Rle. Highly Qualified Experts Rlf. Other	-	-		-	- - - - -	-	-	-	:	-	-	-				-
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire recign Nationals (HFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	:	-	-		:	-	-	-	-	-		-	-	:	-	-
Total Personnel (includes OC 13)	211	<u>285</u>	<u>285</u>	33,051	<u>100</u>	<u>0</u>	<u>844</u>	944	33,995	<u>8,786</u>	42,781	<u>\$115,968</u>	<u>\$119,281</u>	<u>\$150,109</u>	2.9%	26.6%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	211 4 207 0 0 0	285 5 280 0 0 0 0	285 5 280 0 0 0	33,051 1,050 32,001 0 0 0	100 0 100 0 0 0	0 0 0 0 0	844 24 820 0 0 0	944 24 920 0 0 0	33,995 1,074 32,921 0 0 0	8,786 224 8,562 0 0 0	42,781 1,298 41,483 0 0 0	\$115,968 \$210,000 \$114,289 - - -	\$119,281 \$214,800 \$117,575 - - -	\$150,109 \$259,600 \$148,154 - - -	2.9% 2.3% 2.9%	26.6% 21.3% 26.8%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HHFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual	0 211 0 211	0 285 0 285	0 285 0 285	33,051 0 33,051	0 100 0 100	0 - 0 -	0 844 0 844	0 944 0 <i>944</i>	33,995 0 33,995	8,786 0 8,786 - 0 0	0 42,781 0 42,781 - 0 0 0	\$115,968 \$115,968	\$119,281 \$119,281	\$150,109 \$150,109	2.9%	26.6% - 26.6%

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							gal Services A FY 2017)	gency								
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousa f Holiday Pay	nds) g Other O.C.11	e + f + g <u>h</u> Total <u>Variables</u>	d + h i Comp <u>O.C.11</u>	i Benefits <u>O.C.12/13</u>	i+j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp <u>& Benefits</u>	h/d º BC Variables	j/d P % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	136	131	<u>131</u>	18,799	90	<u>0</u>	<u>481</u>	<u>571</u>	19,370	4,975	24,345	<u>\$143,504</u>	<u>\$147,863</u>	<u>\$185,840</u>	3.0%	<u>26.5%</u>
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	136 5 131 - -	131 5 126	131 5 126 - -	18,799 1,050 17,749 - -	90 - 90 - - -	-	481 24 457 - -	571 24 547 - -	19,370 1,074 18,296 - - -	4,975 224 4,751	24,345 1,298 23,047	\$143,504 \$210,000 \$140,865 - - -	\$147,863 \$214,800 \$145,206 - - -	\$185,840 \$259,600 \$182,913 - - -	3.0% 2.3% 3.1%	26.5% 21.3% 26.8%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN) Subbotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	136 - 136	131 - 131	131 131	18,799 - 18,799	90 - 90	-	481	571 571	19,370 - 19,370	4,975 - 4,975 - - -	24,345 24,345	\$143,504 - \$143,504	\$147,863 - \$147,863	\$185,840	3.0%	26.5% 26.5%
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	=	=	=	=	=
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	-		-		-			-	- - - - -	-	-					
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	-		:	:	-	-	-	-	:	- - - - - - - -	-	-	-	-	-	-
Total Personnel (includes OC 13)	136	131	131	18,799	90	<u>0</u>	481	<u>571</u>	19,370	4,975	24,345	<u>\$143,504</u>	<u>\$147,863</u>	<u>\$185,840</u>	3.0%	26.5%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	136 5 131 0 0 0	131 5 126 0 0 0	131 5 126 0 0 0	18,799 1,050 17,749 0 0 0	90 0 90 0 0 0	0 0 0 0 0 0	481 24 457 0 0 0	571 24 547 0 0 0	19,370 1,074 18,296 0 0 0	4,975 224 4,751 0 0 0	24,345 1,298 23,047 0 0 0	\$143,504 \$210,000 \$140,865 - - -	\$147,863 \$214,800 \$145,206 - -	\$185,840 \$259,600 \$182,913 - - -	3.0% 2.3% 3.1%	26.5% 21.3% 26.8%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual	0 136 0 136	0 131 0 131	0 131 0 131	0 18,799 0 18,799	0 90 0 90	0 - 0 -	0 481 0 <i>481</i>	0 571 0 571	0 19,370 0 19,370	0 4,975 0 4,975 - 0 0 0	0 24,345 0 24,345 - 0 0 0	\$143,504 - \$143,504	\$147,863 - \$147,863	\$185,840 - \$185,840	3.0%	26.5%

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					Dep	artment of De	fense Educati Y 2015)	on Agency								
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pav</u>	(\$ in Thousar f Holiday Pay	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits <u>O.C.12/13</u>	i+j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c n Comp & Benefits	h/d ⁰ % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	14,269	13,436	11,663	765,038	<u>426</u>	<u>463</u>	24,680	25,569	790,607	421,927	1,212,534	<u>\$65,595</u>	<u>\$67,788</u>	<u>\$103,964</u>	3.3%	55.2%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	13,970 6 3,683 3,872 298 - 6,111	13,134 6 3,480 3,563 293 - 5,792	11,378 6 2,642 2,929 292 5,509	756,618 972 140,669 230,656 10,793	426 - 399 4 23 -	463 - 12 - - - 451	24,680 28 4,461 4,607 750 - 14,834	25,569 28 4,872 4,611 773 - 15,285	782,187 1,000 145,541 235,267 11,566 - 388,813	415,407 361 51,758 70,002 4,308	1,197,594 1,361 197,299 305,269 15,874 -	\$66,498 \$162,000 \$53,243 \$78,749 \$36,962	\$68,746 \$166,667 \$55,087 \$80,323 \$39,610	\$105,255 \$226,833 \$74,678 \$104,223 \$54,363	3.4% 2.9% 3.5% 2.0% 7.2%	54.9% 37.1% 36.8% 30.3% 39.9%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benfits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	80 14,050 219 14,269	79 13,213 223 13,436	79 11,457 206 11,663	2,295 758,913 6,125 <i>765,038</i>	426 426	463 - 463	24,680 24,680	25,569 25,569	2,295 784,482 6,125 790,607	618 416,025 416,025 5,902 138 150 5,614	2,913 1,200,507 6,125 1,206,632 5,902 138 150 5,614	\$29,051 \$66,240 \$29,733 \$65,595	\$29,051 \$68,472 \$29,733 \$67,788	\$36,873 \$104,784 \$29,733 \$103,458	0.0% 3.4% 0.0% 3.3%	26.9% 54.8% 0.0% 54.4%
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	=	=	=	=	=
RI. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	-	-	-	-	-	:	-	-	-	-	-	-	-			
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	-	-	:	-	-	-	-	:	:	-	-	:	:	:	:	-
Total Personnel (includes OC 13)	14,269	13,436	11,663	765,038	<u>426</u>	463	24,680	25,569	790,607	421,927	1,212,534	<u>\$65,595</u>	<u>\$67,788</u>	<u>\$103,964</u>	3.3%	<u>55.2%</u>
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	13,970 6 3,683 3,872 298 0 6,111	13,134 6 3,480 3,563 293 0 5,792	11,378 6 2,642 2,929 292 0 5,509	756,618 972 140,669 230,656 10,793 0 373,528	426 0 399 4 23 0	463 0 12 0 0 0 0 451	24,680 28 4,461 4,607 750 0 14,834	25,569 28 4,872 4,611 773 0 15,285	782,187 1,000 145,541 235,267 11,566 0 388,813	415,407 361 51,758 70,002 4,308 0 288,978	1,197,594 1,361 197,299 305,269 15,874 0 677,791	\$66,498 \$162,000 \$53,243 \$78,749 \$36,962	\$68,746 \$166,667 \$55,087 \$80,323 \$39,610	\$105,255 \$226,833 \$74,678 \$104,223 \$54,363	3.4% 2.9% 3.5% 2.0% 7.2%	54.9% 37.1% 36.8% 30.3% 39.9%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual	80 14,050 219 14,269	79 13,213 223 <i>13,436</i>	79 11,457 206 <i>11,663</i>	2,295 7 58,913 6,125 765,038	0 426 0 426	0 463 0 463	0 24,680 0 24,680	0 25,569 0 <i>25,569</i>	2,295 784,482 6,125 790,607	618 416,025 0 416,025 5,902 138 150 5,614	2,913 1,200,507 6,125 <i>1,206,632</i> 5,902 138 150 5,614 0	\$29,051 \$66,240 \$29,733 \$65,595	\$29,051 \$68,472 \$29,733 \$67,788	\$36,873 \$104,784 \$29,733 \$103,458	0.0% 3.4% 0.0% 3.3%	26.9% 54.8% 0.0% 54.4%

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					Dep	oartment of De	fense Educati Y 2016)	on Agency								
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousar f Holiday Pay	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i+j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c n Comp & Benefits	h/d 0 8 BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	14,347	14,343	12,413	801,653	<u>505</u>	<u>522</u>	27,161	28,188	829,841	444,941	1,274,782	<u>\$64,582</u>	<u>\$66,853</u>	<u>\$102,697</u>	<u>3.5%</u>	<u>55.5%</u>
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	14,062 6 3,686 4,060 281 - 6,029	14,057 6 3,682 4,060 281 - 6,028	12,143 6 2,764 3,341 279 - 5,753	789,765 982 142,375 262,366 10,150	505 - 373 13 119 -	522 - 38 - - - 484	27,161 105 3,635 7,215 236	28,188 105 4,046 7,228 355 16,454	817,953 1,087 146,421 269,594 10,505	444,156 348 52,128 80,716 3,882 307,082	1,262,109 1,435 198,549 350,310 14,387 697,428	\$65,039 \$163,667 \$51,510 \$78,529 \$36,380	\$67,360 \$181,167 \$52,974 \$80,693 \$37,652	\$103,937 \$239,167 \$71,834 \$104,852 \$51,566	3.6% 10.7% 2.8% 2.8% 3.5%	56.2% 35.4% 36.6% 30.8% 38.2%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire P4. Indirect Hire Foreign Nationals (HHFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	81 14,143 204 14,347	81 14,138 205 14,343	81 12,224 189 12,413	2,650 792,415 9,238 <i>801,653</i>	505 505	522 522	27,161 27,161	28,188 28,188	2,650 820,603 9,238 <i>829,841</i>	785 444,941 - 444,941 - - -	3,435 1,265,544 9,238 1,274,782	\$32,716 \$64,825 \$48,878 \$64,582	\$32,716 \$67,130 \$48,878 \$66,853	\$42,407 \$103,529 \$48,878 \$102,697	0.0% 3.6% 0.0% 3.5%	29.6% 56.1% 0.0% 55.5%
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	=	=	=	=	=
RI. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	-	-	-	-	- - - -	:			-	-	-	-	-	-		-
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN) Subtoata - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	14,347	14,343	12,413	801,653	<u>505</u>	<u>522</u>	27,161	28,188	829,841	444,941	1,274,782	<u>\$64,582</u>	<u>\$66,853</u>	<u>\$102,697</u>	3.5%	<u>55.5%</u>
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	14,062 6 3,686 4,060 281 0 6,029	14,057 6 3,682 4,060 281 0 6,028	12,143 6 2,764 3,341 279 0 5,753	789,765 982 142,375 262,366 10,150 0 373,892	505 0 373 13 119 0	522 0 38 0 0 0 484	27,161 105 3,635 7,215 236 0 15,970	28,188 105 4,046 7,228 355 0 16,454	817,953 1,087 146,421 269,594 10,505 0 390,346	444,156 348 52,128 80,716 3,882 0 307,082	1,262,109 1,435 198,549 350,310 14,387 0 697,428	\$65,039 \$163,667 \$51,510 \$78,529 \$36,380	\$67,360 \$181,167 \$52,974 \$80,693 \$37,652 \$67,851	\$103,937 \$239,167 \$71,834 \$104,852 \$51,566	3.6% 10.7% 2.8% 2.8% 3.5%	56.2% 35.4% 36.6% 30.8% 38.2% - 82.1%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accual	81 14,143 204 14,347	81 14,138 205 14,343	81 12,224 189 <i>12,413</i>	2,650 792,415 9,238 <i>801,653</i>	0 505 0 <i>505</i>	0 522 0 522	0 27,161 0 27,161	0 28,188 0 28,188	2,650 820,603 9,238 <i>829,841</i>	785 444,941 0 444,941 - 0 0 0	3,435 1,265,544 9,238 1,274,782 0 0	\$32,716 \$64,825 \$48,878 \$64,582	\$32,716 \$67,130 \$48,878 \$66,853	\$42,407 \$103,529 \$48,878 \$102,697	0.0% 3.6% 0.0% 3.5%	29.6% 56.1% 0.0% 55.5%

Volume II - Defense-Wide Data Book

					Dep	partment of De	fense Education Y 2017)	on Agency								
	<u>a</u> Begin Strength	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousar f Holiday Pay	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i+j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c n Comp & Benefits	h/d 0 8 BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	14,343	13,688	11,975	775,148	<u>520</u>	<u>511</u>	26,219	27,250	802,398	426,792	1,229,190	<u>\$64,731</u>	<u>\$67,006</u>	<u>\$102,646</u>	3.5%	<u>55.1%</u>
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	14,057 6 3,682 4,060 281 - 6,028	13,427 6 3,720 3,726 299 - 5,676	11,727 6 2,809 3,167 298 - 5,447	765,735 989 146,939 250,060 11,179	520 377 12 131	511 42 - - - 469	26,219 105 3,771 6,887 237 - 15,219	27,250 105 4,190 6,899 368 - 15,688	792,985 1,094 151,129 256,959 11,547 - 372,256	426,064 350 53,913 76,683 4,158 - 290,960	1,219,049 1,444 205,042 333,642 15,705 - 663,216	\$65,297 \$164,833 \$52,310 \$78,958 \$37,513 - \$65,461	\$67,620 \$182,333 \$53,802 \$81,136 \$38,748 - \$68,341	\$103,952 \$240,667 \$72,995 \$105,350 \$52,701	3.6% 10.6% 2.9% 2.8% 3.3%	55.6% 35.4% 36.7% 30.7% 37.2%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	81 14,138 205 14,343	77 13,504 184 <i>13,688</i>	77 11,804 171 11,975	2,405 768,140 7,008 <i>775,148</i>	520 520	511 511	26,219 26,219	27,250 - 27,250	2,405 795,390 7,008 <i>802,398</i>	728 426,792 - 426,792 - - -	3,133 1,222,182 7,008 1,229,190	\$31,234 \$65,075 \$40,982 \$64,731	\$31,234 \$67,383 \$40,982 \$67,006	\$40,688 \$103,540 \$40,982 \$102,646	0.0% 3.5% 0.0% 3.5%	30.3% 55.6% 0.0% 55.1%
Reimbursable Funded Personnel (includes OC 13)	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	0	=	=	=	=	=
RI. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	-			-	-	:	:		-	-	-	-	:	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees		:	-	:		:	- - -	:	:	:	- - - - -	-	:	:	:	:
R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual										-	-					
Total Personnel (includes OC 13)	14,343	13,688	11,975	775,148	<u>520</u>	<u>511</u>	26,219	27,250	802,398	426,792	1,229,190	<u>\$64,731</u>	<u>\$67,006</u>	\$102,646	<u>3.5%</u>	<u>55.1%</u>
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	14,057 6 3,682 4,060 281 0 6,028	13,427 6 3,720 3,726 299 0 5,676	11,727 6 2,809 3,167 298 0 5,447	765,735 989 146,939 250,060 11,179 0 356,568	520 0 377 12 131 0	511 0 42 0 0 0 0 469	26,219 105 3,771 6,887 237 0 15,219	27,250 105 4,190 6,899 368 0 15,688	792,985 1,094 151,129 256,959 11,547 0 372,256	426,064 350 53,913 76,683 4,158 0 290,960	1,219,049 1,444 205,042 333,642 15,705 0 663,216	\$65,297 \$164,833 \$52,310 \$78,958 \$37,513 - \$65,461	\$67,620 \$182,333 \$53,802 \$81,136 \$38,748	\$103,952 \$240,667 \$72,995 \$105,350 \$52,701	3.6% 10.6% 2.9% 2.8% 3.3%	55.6% 35.4% 36.7% 30.7% 37.2%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN) Subtouta - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual	81 14,138 205 14,343	77 13,504 184 <i>13,688</i>	77 11,804 171 <i>11,975</i>	2,405 768,140 7,008 775,148	0 520 0 520	0 511 0 511	26,219 0 26,219	0 27,250 0 27,250	2,405 795,390 7,008 <i>802,398</i>	728 426,792 0 426,792 - 0 0	3,133 1,222,182 7,008 1,229,190 0 0	\$31,234 \$65,075 \$40,982 \$64,731	\$31,234 \$67,383 \$40,982 \$67,006	\$40,688 \$103,540 \$40,982 \$102,646	0.0% 3.5% 0.0% 3.5%	30.3% 55.6% 0.0% 55.1%

							W/MIA Office (2015)									
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pav</u>	(\$ in Thousa f Holiday Pay	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp & Benefits	h/d <u>9</u> % BC <u>Variables</u>	j/d <u>P</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>			=	=	=
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	-	-			-						-					
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN) Subtoata - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual		:	:	-	:			:	-	-	-		-	:	:	:
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	=	:	=	=	=
RI. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	-	-			-	:			-	-	- - - - -	-		:	-	-
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire General Nationals (HHFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees	-	-	:	:	-	:	-	-	:	- - - - -	- - - - -	-	:	-	-	:
R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual																
Total Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	=	=	=	=	=
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	-		-	-	
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T3d. Foreign National Separation Liability Accrual	0 - 0	0 - 0	0 - 0 -	0 - 0 -	0 - 0	0 - 0 -	0 - 0 -	0 - 0 -	0 - 0 -	0 - 0 - - 0 0 0	0 - 0 - - 0 0 0 0	-	-	-	-	-

							W/MIA Office (2016)	2								
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	e Overtime <u>Pay</u>	(S in Thousa <u>f</u> Holiday <u>Pay</u>	ands) <u>g</u> Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i+j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>0</u> % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefit</u>
Direct Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	0	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	0	<u>0</u>	<u>0</u>	=	Ξ	=	=	
D1. US Direct Hire (USDH)	_	_	-	_	_	_	_	_		-	-	_		-	_	
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Olc. Special Schedule Old. Wage System	-	-	-	-	-	-	-	-		-	-	-	-	-	-	
Did. Wage System Die. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	_		•	-	
D1f. Other				- 1	-			1		-	1	1 -	- 1	1	1	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	1	-	-	•	-	-	-	-	-	-		1		-	-	
Subtotal - Direct Funded (excludes OC 13)		-			-	-						1				
D5. Other Object Class 13 Benefits	_	_	_	_	_	_	_		_			_	_		_	
D5a. USDH - Benefits for Former Employees											-					
D5b. DHFN - Benefits for Former Employees											-					
D5c. Voluntary Separation Incentive Pay (VSIP)										-	-					
D5d. Foreign National Separation Liability Accrual										-	-					
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	=	=	=	=	
R1. US Direct Hire (USDH)	_	_	_	_	_	_	_	_	_	_	_	_		_	_	
Na. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	_				
R1b. General Schedule	-	-	-	-	-	-	-		-	-		-		-		
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-		-	-			-		-	-	_	-	-	-	
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Reimbursable Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	-	-	-	-		-	
R5. Other Object Class 13 Benefits										-	-					
R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees										-						
R56. Voluntary Separation Incentive Pay (VSIP)										-						
R5d. Foreign National Separation Liability Accrual											1					
otal Personnel (includes OC 13)	0	0	0	0	0	<u>0</u>	<u>0</u>	0	0	0	<u>0</u>	_		=	=	
	_	_	_	_	_	_		_	_	_	_	-	_	-	-	
1. US Direct Hire (USDH) 1a. Senior Executive Schedule	- 0	0	-	0	0	-	0	0	0	0	0	-	-	-	-	
Ta. Senior Executive Schedule Tb. General Schedule	0	0	0	0	0	0	0	0	0	0	0	1		-	-	
16. General Schedule 1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0			-	-	
rte. Special Schedule	0	0	0	n	0	0	0	0	0	0	0	1	- 1		1	
Te. Highly Qualified Experts	0	0	0	0	0	0	0	0	ő	0	0	1		1	1	
1f. Other	0	0	0	Ö	Ö	Õ	Ö	ő	0	0	0	-		-	-	
2. Direct Hire Program Foreign Nationals (DHFN)		0	0	0	0	0	0	0		0	0					
2. Direct Hire Program Foreign Nationals (DHFN) 73. Total Direct Hire	1	0	0	0	0	0	0	0	0	0	0	1		-	1	
74. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	1 :	- 1		1	
Subtotal - Total Funded (excludes OC 13)		-	-	-	-	-	-	-	-	-	-			1	1	
F5. Other Object Class 13 Benefits										_	_					
Γ5a. USDH - Benefits for Former Employees										0	0					
Γ5b. DHFN - Benefits for Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
5d. Foreign National Separation Liability Accrual	1									0	0	1				

							W/MIA Office 2017)	!								
						(\$ in Thousa	ands)	e + f + g	d + h		i+j	d/c	i/c	Rates k/c	h/d	j/d
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	Overtime <u>Pay</u>	<u>f</u> Holiday <u>Pay</u>	9 Other <u>O.C.11</u>	h Total Variables	<u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	<u>k</u> Comp <u>& Benefits</u>	l Basic Comp	<u>m</u> Total <u>Comp</u>	Comp & Benefits	% BC Variables	P % BC Benefits
Direct Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	=	=	=	=	=
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	-	-	-	-	-	-	-	-	-	- - - - -	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits	-	-	-		-	-	-		-	-		-		-		-
D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual										- - - -	-					
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	=	=	=	=	=
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System	-	-	-	-		:			-	-	-	-				:
R1e. Highly Qualified Experts R1f. Other	-	-	-	-	-	-	-	-		-	1	-			-	-
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN) Subbotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual		:		-	<u>:</u> :]]	-	-	-]]]]	-
Total Personnel (includes OC 13)	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	=	=	=	=	=
T1. US Direct Hire (USDH) Tla. Senior Executive Schedule Tlb. General Schedule Tlc. Special Schedule Tld. Wage System Tle. Highly Qualified Experts Tlf. Other	0 0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0 0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HHFN) Subtouta - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual	0 - 0	0 - 0 -	0 - 0 -	0 - 0 -	0 - 0 -	0 - 0 -	0 - 0 -	0 - 0 -	0 - 0 -	0 - 0 - - 0 0 0	0 - 0 - 0 0 0		:	-	:	:

					Ī	Defense Person	nel Accountin FY 2015)	g Agency								
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pav</u>	(\$ in Thousa f Holiday Pay	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i+j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c n Comp & Benefits	h/d 0 % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	387	<u>387</u>	<u>387</u>	37,368	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	37,368	<u>176</u>	37,544	<u>\$96,558</u>	<u>\$96,558</u>	<u>\$97,013</u>	<u>0.0%</u>	0.5%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	387 - 387 - -	387 	387 	37,368 37,368	-	-	-	-	37,368 - 37,368 - - -	151 - 151 - -	37,519 - 37,519 - -	\$96,558 - \$96,558 - - -	\$96,558 - \$96,558 - - -	\$96,948 - \$96,948 - - -	0.0%	0.4% - 0.4% - -
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN) Subtoal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	387 - 387	387 -387	387 - 387	37,368 <i>37,368</i>	:	:	-	:	37,368	151 151 25 25	37,519 - 37,519 25 25	\$96,558 - \$96,558	\$96,558 \$96,558	\$96,948 - \$96,948	0.0%	0.4% - 0.4%
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	0	0	<u>0</u>	<u>0</u>	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	=	=	=	=	=
RI. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	-			:	-	-		-	-	-	-	-				
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	:	-	-	-	:	-	-	:	:	- - - - - - - -	- - - - - - - -	:	:	:	:	
Total Personnel (includes OC 13)	387	<u>387</u>	<u>387</u>	37,368	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	37,368	<u>176</u>	37,544	<u>\$96,558</u>	<u>\$96,558</u>	<u>\$97,013</u>	0.0%	0.5%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	387 0 387 0 0 0	387 0 387 0 0 0	387 0 387 0 0 0	37,368 0 37,368 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	37,368 0 37,368 0 0 0	151 0 151 0 0 0	37,519 0 37,519 0 0 0	\$96,558 - \$96,558 - - -	\$96,558 - \$96,558 - -	\$96,948 - \$96,948 - - -	0.0%	0.4% - 0.4% - - -
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HHFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accutal	0 387 0 387	0 387 0 387	0 387 0 <i>387</i>	37,368 0 37,368	0 - 0 -	0 - 0 -	0 - 0 -	0 - 0 -	37,368 0 37,368	0 151 0 151 25 25 0 0	37,519 0 37,519 25 25 0 0	\$96,558 - \$96,558	\$96,558 \$96,558	\$96,948 \$96,948	0.0%	0.4% 0.4%

					1	Defense Person	nel Accountin FY 2016)	g Agency								
	<u>a</u> Begin Strength	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pav</u>	(\$ in Thousa <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c n Comp & Benefits	h/d º % BC <u>Variables</u>	j/d P % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	343	343	343	38,633	<u>0</u>	0	0	<u>0</u>	38,633	100	38,733	<u>\$112,633</u>	<u>\$112,633</u>	<u>\$112,924</u>	0.0%	0.3%
D1. US Direct Hire (USDH)	343	343	343	38,633	_	-	_	-	38,633	100	38,733	\$112,633	\$112,633	\$112,924	0.0%	0.3%
D1a. Senior Executive Schedule D1b. General Schedule	343	343	343	38,633	-	-	-		38,633	100	38,733	\$112,633	\$112,633	\$112,924	0.0%	0.3%
D1c. Special Schedule D1d. Wage System	-	- :	-	-			- :		-	:	-		1	1	1	1
D1e. Highly Qualified Experts	-	-	-	-	-	-	-				-	-		-	1	1
D1f. Other	-	-	-	-	-	-	-	-	-			-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	343	343	343	38,633	-	-	-	-	38,633	100	38,733	- \$112,633	\$112,633	- \$112,924	0.0%	0.3%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	38,033				1	· ·	-	· ·	\$112,033	\$112,033	\$112,924	0.0%	-
Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits	343	343	343	38,633	-	-	-	-	38,633	100	38,733	\$112,633	\$112,633	\$112,924	0.0%	0.3%
D5a. USDH - Benefits for Former Employees										-	1					
D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP)										-						
D5d. Foreign National Separation Liability Accrual																
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	=	Ξ	=	=	=
R1. US Direct Hire (USDH)	_	_	_	_	_	_	_	_	_	_	_	_	-	-	-	-
R1a. Senior Executive Schedule R1b. General Schedule	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1c. Special Schedule								1	1	-	1] [1	1	1	- 1
R1d. Wage System R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-		-		-
R1f. Other	-			- :		- :		1	1		1	1	1	1	1	1
R2. Direct Hire Program Foreign Nationals (DHFN)	_		_								_	_	_		_	_
R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	- 1	-		-		-
Subtotal - Reimbursable Funded (excludes OC 13)			- 1	- 1			- 1	1	1		1]	1		1	- 1
R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees										-	-					
R5b. DHFN - Benefits for Former Employees										-	1					
R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual										-	-					
										•						
Total Personnel (includes OC 13)	343	<u>343</u>	<u>343</u>	38,633	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	38,633	<u>100</u>	38,733	<u>\$112,633</u>	<u>\$112,633</u>	<u>\$112,924</u>	<u>0.0%</u>	<u>0.3%</u>
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule	343 0	343	343 0	38,633	- 0	0	0	- 0	38,633	100 0	38,733	\$112,633	\$112,633	\$112,924	0.0%	0.3%
T1b. General Schedule	343	343	343	38,633	Ö	0	0	0	38,633	100	38,733	\$112,633	\$112,633	\$112,924	0.0%	0.3%
T1c. Special Schedule T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0			-		1
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0			1	1	- 1
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-		-		-
T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN)	343	343 0	343 0	38,633	- 0	0	0	- 0	38,633	100 0	38,733 0	\$112,633	\$112,633	\$112,924	0.0%	0.3%
Subtotal - Total Funded (excludes OC 13)	343	343	343	38,633	-	-	-	-	38,633	100	38,733	\$112,633	\$112,633	\$112,924	0.0%	0.3%
T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees										- 0	0					
T5b. DHFN - Benefits for Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual										0	0					

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]	Defense Person	nel Accountin FY 2017)	ig Agency								
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	(\$ in Thousa f Holiday Pay	g Other O.C.11	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp O.C.11	i Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>l</u> Basic Comp	i/c <u>m</u> Total <u>Comp</u>	Rates k/c n Comp & Benefits	h/d <u>9</u> % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	341	341	341	36,580	<u>ray</u> 0	<u>ray</u>	0.0.11	variables	36,580	400	36,980	\$107,273	\$107,273	\$108,446	0.0%	1.1%
					<u>u</u>	<u>v</u>	⊻	<u>u</u>								
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule	341	341 3	341 3	36,580 665		- 1	- 1	1	36,580 665	200	36,780 665	\$107,273 \$221.667	\$107,273 \$221,667	\$107,859 \$221.667	0.0% 0.0%	0.5% 0.0%
D1b. General Schedule	338	338	338	35,915	-	-	-	-	35,915	200	36,115	\$106,257	\$106,257	\$106,849	0.0%	0.6%
D1c. Special Schedule D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Dle. Highly Qualified Experts								1	- 1		1	1	1	1	1	- 1
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	_	_	_		_			_	_	_	_	_	-	-	_	
D3. Total Direct Hire	341	341	341	36,580	-	-	-	-	36,580	200	36,780	\$107,273	\$107,273	\$107,859	0.0%	0.5%
D4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Direct Funded (excludes OC 13)	341	341	341	36.580		-	-	1	36.580	200	36.780	\$107,273	\$107,273	\$107.859	0.0%	0.5%
D5. Other Object Class 13 Benefits	341	341	341	30,300	_	_	_	_	30,300	200	200	\$107,275	0107,275	\$107,037	0.070	0.570
D5a. USDH - Benefits for Former Employees										-	-					
D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP)										200	200					
D5d. Foreign National Separation Liability Accrual																
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	=	=	=	=	=
R1. US Direct Hire (USDH)												_				
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1d. Wage System								1	- 1		1	1 1	1	1	1	1
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	•	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	- 1	-	-	-	-	
Subtotal - Reimbursable Funded (excludes OC 13)		-	- 1				- 1	1	- 1		1	1 1	1	1	1	
R5. Other Object Class 13 Benefits										-	-					
R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)										-	-					
R5d. Foreign National Separation Liability Accrual										-	-					
Total Personnel (includes OC 13)	341	<u>341</u>	<u>341</u>	36,580	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	36,580	<u>400</u>	36,980	<u>\$107,273</u>	<u>\$107,273</u>	<u>\$108,446</u>	<u>0.0%</u>	<u>1.1%</u>
T1. US Direct Hire (USDH)	341	341	341	36,580	_	_	_	_	36,580	200	36,780	\$107,273	\$107,273	\$107,859	0.0%	0.5%
T1a. Senior Executive Schedule T1b. General Schedule	3	3 338	3	665 35,915	0	0	0	0	665	0 200	665	\$221,667 \$106,257	\$221,667	\$221,667 \$106,849	0.0% 0.0%	0.0% 0.6%
T1b. General Schedule T1c. Special Schedule	338	338	338 0	35,915 0	0	0	U 0	0	35,915 0	200	36,115 0	\$100,257	\$106,257	\$100,849	0.0%	0.0%
Tld. Wage System	0	0	Ō	0	0	Ö	0	ő	Ō	Ō	0	-		1	1	-
T1e. Highly Qualified Experts T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
TH. One		U	U	0	U	U	U	U	U	U	U	_	-	-		-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	- 0.001	-
T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN)	341	341 0	341	36,580	- 0	0	0	0	36,580	200 0	36,780	\$107,273	\$107,273	\$107,859	0.0%	0.5%
Subtotal - Total Funded (excludes OC 13)	341	341	341	36,580	-	-	-	-	36,580	200	36,780	\$107,273	\$107,273	\$107,859	0.0%	0.5%
T5. Other Object Class 13 Benefits										200	200					
T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees										0	0 0					
T5c. Voluntary Separation Incentive Pay (VSIP)										200	200					
T5d. Foreign National Separation Liability Accrual										0	0					

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						Defense Securi	ty Cooperativ	e Agency								
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End Strength	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousa f Holiday Pay	nds) g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i+j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp & Benefits	h/d º % BC <u>Variables</u>	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	360	333	333	32,778	<u>79</u>	<u>25</u>	<u>545</u>	<u>649</u>	33,427	13,313	46,740	<u>\$98,432</u>	<u>\$100,381</u>	<u>\$140,360</u>	2.0%	<u>40.6%</u>
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	334 1 252 81 -	308 - 237 71 - -	308 - 237 71 - -	30,919 - 21,431 9,488 - -	79 - 51 28 -	25 - 18 7 -	493 - 327 166 - -	597 - 396 201 - -	31,516 - 21,827 9,689 - -	12,299 - 8,553 3,746 - -	43,815 30,380 13,435	\$100,386 - \$90,426 \$133,634 - -	\$102,325 - \$92,097 \$136,465 - -	\$142,256 - \$128,186 \$189,225 - -	1.9% - 1.8% 2.1% - -	39.8% - 39.9% 39.5% - -
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	334 26 360	308 25 333	308 25 333	30,919 1,859 32,778	79 - 79	25 - 25	493 52 545	597 52 649	31,516 1,911 <i>33,427</i>	12,299 964 13,263 50	43,815 2,875 46,690 50	\$100,386 \$74,360 \$98,432	\$102,325 \$76,440 \$100,381	\$142,256 \$115,000 \$140,210	1.9% 2.8% 2.0%	39.8% 51.9% 40.5%
Reimbursable Funded Personnel (includes OC 13)	18	18	18	1,658	<u>56</u>	<u>5</u>	<u>18</u>	<u>79</u>	1,737	<u>514</u>	2,251	<u>\$92,111</u>	<u>\$96,500</u>	<u>\$125,056</u>	4.8%	<u>31.0%</u>
RI. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	18 - 18 - -	18 - 18 - -	18 - 18 - - -	1,658 - 1,658 - -	56 - 56 - -	5	18 - 18 - -	79 - 79 - - -	1,737 - 1,737 - - -	514 - 514 - -	2,251 - 2,251 - -	\$92,111 - \$92,111 - - -	\$96,500 - \$96,500 - - -	\$125,056 - \$125,056 - -	4.8%	31.0% - 31.0% - -
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HFFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	18 - 18	18 - 18	18 - 18	1,658 - 1,658	56	5 5	18 - 18	79 - 79	1,737 - 1,737	514 - 514 - - -	2,251	\$92,111 - \$92,111	\$96,500 - \$96,500	\$125,056 \$125,056	4.8%	31.0% - 31.0%
Total Personnel (includes OC 13)	378	<u>351</u>	<u>351</u>	34,436	<u>135</u>	30	<u>563</u>	<u>728</u>	35,164	13,827	48,991	<u>\$98,108</u>	\$100,182	<u>\$139,575</u>	2.1%	40.2%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	352 1 270 81 0 0	326 0 255 71 0 0	326 0 255 71 0 0	32,577 0 23,089 9,488 0 0	135 0 107 28 0 0	30 0 23 7 0 0	511 0 345 166 0 0	676 0 475 201 0 0	33,253 0 23,564 9,689 0 0	12,813 0 9,067 3,746 0 0	46,066 0 32,631 13,435 0 0	\$99,929 - \$90,545 \$133,634 - -	\$102,003 \$92,408 \$136,465	\$141,307 - \$127,965 \$189,225 - -	2.1% - 2.1% 2.1% - -	39.3% 39.3% 39.5%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HFFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual	0 352 26 378	0 326 25 351	0 326 25 351	0 32,577 1,859 <i>34,436</i>	0 135 0 135	0 30 0 30	0 511 52 563	0 676 52 728	0 33,253 1,911 35,164	0 12,813 964 13,777 50 0 0 50	0 46,066 2,875 48,941 50 0 0 50	\$99,929 \$74,360 \$98,108	\$102,003 \$76,440 \$100,182	\$141,307 \$115,000 \$139,433	2.1% 2.8% 2.1%	39.3% 51.9% 40.0%

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						Defense Securit	ty Cooperativ FY 2016)	e Agency								
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pav</u>	(\$ in Thousa <u>f</u> Holiday <u>Pay</u>	nds) g Other O.C.11	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c n Comp & Benefits	h/d º % BC <u>Variables</u>	j/d P % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	321	349	349	33,850	<u>90</u>	<u>17</u>	<u>456</u>	<u>563</u>	34,413	13,246	47,659	<u>\$96,991</u>	<u>\$98,605</u>	<u>\$136,559</u>	<u>1.7%</u>	<u>39.1%</u>
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	296 - 225 71 - -	336 - 267 69 -	267 69	32,964 - 24,002 8,962 - -	90 - 75 15 - -	17 - 13 4 - -	429 - 305 124 - -	536 393 143 -	33,500 - 24,395 9,105 - -	12,786 9,449 3,337	46,286 33,844 12,442	\$98,107 - \$89,895 \$129,884 - - -	\$99,702 - \$91,367 \$131,957 - -	\$137,756 - \$126,757 \$180,319 - -	1.6% - 1.6% 1.6% - -	38.8% - 39.4% 37.2% - -
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	296 25 321	336 13 349	336 13 349	32,964 886 33,850	90 - 90	17 - 17	429 27 456	536 27 563	33,500 913 34,413	12,786 460 13,246	46,286 1,373 47,659	\$98,107 \$68,154 \$96,991	\$99,702 \$70,231 \$98,605	\$137,756 \$105,615 \$136,559	1.6% 3.0% 1.7%	38.8% 51.9% 39.1%
Reimbursable Funded Personnel (includes OC 13)	30	<u>32</u>	<u>32</u>	2,779	<u>56</u>	<u>5</u>	<u>28</u>	<u>89</u>	2,868	1,187	4,055	<u>\$86,844</u>	<u>\$89,625</u>	<u>\$126,719</u>	3.2%	<u>42.7%</u>
RI. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	30	32 32	32 32	2,779 - 2,779 - - -	56 - 56 - -	5	28 - 28 - - -	89 - 89 - - -	2,868 - 2,868 - - -	1,187 - 1,187 - -	4,055 - 4,055 - -	\$86,844 - \$86,844 - -	\$89,625 - \$89,625 - -	\$126,719 - \$126,719 - - -	3.2% - 3.2% - -	42.7% - 42.7% - -
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN) Subtoal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	30 - 30	32 - 32	32 32	2,779 - 2,779	56	5 5	28 - 28	89 - 89	2,868	1,187 - 1,187 	4,055	\$86,844 - \$86,844	\$89,625 - \$89,625	\$126,719 \$126,719	3.2%	42.7%
Total Personnel (includes OC 13)	351	<u>381</u>	<u>381</u>	36,629	<u>146</u>	<u>22</u>	<u>484</u>	<u>652</u>	37,281	14,433	<u>51,714</u>	<u>\$96,139</u>	<u>\$97,850</u>	<u>\$135,732</u>	<u>1.8%</u>	<u>39.4%</u>
T1. US Direct Hire (USDH) Tla. Senior Executive Schedule Tlb. General Schedule Tlc. Special Schedule Tld. Wage System Tle. Highly Qualified Experts Tlf. Other	326 0 255 71 0 0	368 0 299 69 0 0	368 0 299 69 0 0	35,743 0 26,781 8,962 0 0	146 0 131 15 0 0	22 0 18 4 0 0	457 0 333 124 0 0	625 0 482 143 0 0	36,368 0 27,263 9,105 0 0	13,973 0 10,636 3,337 0 0	50,341 0 37,899 12,442 0 0	\$97,128 - \$89,569 \$129,884 - - -	\$98,826 - \$91,181 \$131,957 - -	\$136,796 - \$126,753 \$180,319 - - -	1.7% - 1.8% 1.6% - -	39.1% - 39.7% 37.2% - -
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual	0 326 25 351	0 368 13 <i>381</i>	0 368 13 <i>381</i>	0 35,743 886 36,629	0 146 0 146	0 22 0 22	0 457 27 484	0 625 27 652	0 36,368 913 <i>37,281</i>	0 13,973 460 14,433 0 0 0	0 50,341 1,373 <i>51,714</i> 0 0 0 0	\$97,128 \$68,154 \$96,139	\$98,826 \$70,231 \$97,850	\$136,796 \$105,615 \$135,732	1.7% 3.0% 1.8%	39.1% 51.9% 39.4%

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					1	Defense Securit	ty Cooperativ FY 2017)	e Agency								
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pav</u>	(\$ in Thousa <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i+j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp & Benefits	h/d ⁰ / ₂ Wariables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	351	348	348	34,055	<u>115</u>	<u>116</u>	<u>425</u>	<u>656</u>	34,711	13,139	47,850	<u>\$97,859</u>	<u>\$99,744</u>	<u>\$137,500</u>	<u>1.9%</u>	<u>38.6%</u>
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule	336 - 267	335 266	335 266	33,156 24,072	115 - 100	116 - 52	397 306	628 - 458	33,784 24,530	12,671 9,343	46,455 33,873	\$98,973 - \$90,496	\$100,848 - \$92,218	\$138,672 - \$127,342	1.9% - 1.9%	38.2% - 38.8%
D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	69	69 - -	69 - - -	9,084 - -	15 - -	64	91 - -	170 - - -	9,254 - - -	3,328	12,582	\$131,652 - - -	\$134,116 - - -	\$182,348 - - -	1.9% - - -	36.6%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN) Subtoat - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	336 15 351	335 13 348	335 13 348	33,156 899 34,055	115 115	116 - 116	397 28 425	628 28 656	33,784 927 34,711	12,671 468 13,139	46,455 1,395 47,850	\$98,973 \$69,154 \$97,859	\$100,848 \$71,308 \$99,744	\$138,672 \$107,308 \$137,500	1.9% 3.1% 1.9%	38.2% 52.1% 38.6%
Reimbursable Funded Personnel (includes OC 13)	32	<u>32</u>	32	2,793	28	<u>0</u>	28	<u>56</u>	2,849	1,167	4,016	<u>\$87,281</u>	\$89,031	<u>\$125,500</u>	2.0%	41.8%
RI. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	32 32 -	32 32 -	32 32 -	2,793 - 2,793 - - -	28 - 28 - -		28 - 28 - - -	56 - 56 - -	2,849 - 2,849 - - -	1,167 - 1,167 - -	4,016 - 4,016 - -	\$87,281 - \$87,281 - - -	\$89,031 - \$89,031 - - -	\$125,500 - \$125,500 - - -	2.0%	41.8% - 41.8% - - -
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	32 32	32 32	32 32	2,793 -2,793	28 - 28	-	28 28	56 56	2,849 - 2,849	1,167 - 1,167 - - -	4,016 - - - - - -	\$87,281 \$87,281	\$89,031 \$89,031	\$125,500 \$125,500	2.0%	41.8%
Total Personnel (includes OC 13)	383	380	380	36,848	143	116	453	712	37,560	14,306	51,866	\$96,968	\$98,842	\$136,489	1.9%	38.8%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	368 0 299 69 0 0	367 0 298 69 0 0	367 0 298 69 0 0	35,949 0 26,865 9,084 0 0	143 0 128 15 0 0	116 0 52 64 0 0	425 0 334 91 0 0	684 0 514 170 0 0	36,633 0 27,379 9,254 0 0	13,838 0 10,510 3,328 0 0	50,471 0 37,889 12,582 0 0	\$97,954 - \$90,151 \$131,652 -	\$99,817 - \$91,876 \$134,116 - -	\$137,523 - \$127,144 \$182,348 - -	1.9% - 1.9% 1.9%	38.5% 39.1% 36.6%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual	0 368 15 383	0 367 13 <i>380</i>	0 367 13 <i>380</i>	0 35,949 899 <i>36,848</i>	0 143 0 143	0 116 0 116	0 425 28 453	0 684 28 712	0 36,633 927 <i>37,560</i>	0 13,838 468 14,306 0 0	0 50,471 1,395 51,866 0 0	\$97,954 \$69,154 \$96,968	\$99,817 \$71,308 \$98,842	\$137,523 \$107,308 \$136,489	1.9% 3.1% 1.9%	38.5% 52.1% 38.8%

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						Defense Three	at Reduction . FY 2015)	Agency								
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	d Basic Comp	<u>e</u> Overtime <u>Pav</u>	(\$ in Thousa f Holiday Pay	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i+j <u>k</u> Comp <u>& Benefits</u>	d/c <u>I</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp & Benefits	h/d 0 % BC Variables	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	1,094	1,065	1,065	118,536	<u>116</u>	<u>62</u>	1,385	1,563	120,099	35,582	155,681	<u>\$111,301</u>	<u>\$112,769</u>	<u>\$146,179</u>	1.3%	30.0%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	1,094 13 1,050 - - - 31	1,065 11 1,024 - - - 30	1,065 12 1,024 - - 29	118,536 2,033 113,297	116 	62 - 61 - - - 1	1,385 86 1,275	1,563 86 1,452	120,099 2,119 114,749 - - 3,231	35,507 438 34,097 - - 972	155,606 2,557 148,846 - - - 4,203	\$111,301 \$169,417 \$110,642 - - - \$110,552	\$112,769 \$176,583 \$112,060 - - - \$111,414	\$146,109 \$213,083 \$145,357 - - - \$144,931	1.3% 4.2% 1.3% - - 0.8%	30.0% 21.5% 30.1% 30.3%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	1,094 - 1,094	1,065 1,065	1,065 - 1,065	118,536 - 118,536	116 - 116	62 62	1,385 1,385	1,563	120,099 - 120,099	35,507 75 75	155,606 	\$111,301 \$111,301	\$112,769 \$112,769	\$146,109 - \$146,109	1.3%	30.0% 30.0%
Reimbursable Funded Personnel (includes OC 13)	101	<u>104</u>	<u>102</u>	12,896	1	1	<u>109</u>	<u>111</u>	13,007	3,830	16,837	<u>\$126,431</u>	<u>\$127,520</u>	<u>\$165,069</u>	0.9%	29.7%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	101 1 100 - - -	104 1 103 - -	102 2 100 - -	12,896 320 12,576	1 1 -	1 - 1 - -	109 9 100 - - -	111 9 102 - -	13,007 329 12,678	3,830 96 3,734	16,837 425 16,412 - -	\$126,431 \$160,000 \$125,760 - -	\$127,520 \$164,500 \$126,780 - -	\$165,069 \$212,500 \$164,120 - -	0.9% 2.8% 0.8% - -	29.7% 30.0% 29.7%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	101 - 101	104 - 104	102 - 102	12,896 - 12,896	1	1	109 - 109	111 111	13,007 - 13,007	3,830	16,837 	\$126,431 \$126,431	\$127,520 - \$127,520	\$165,069 \$165,069	0.9%	29.79 29.79
Total Personnel (includes OC 13)	1,195	1,169	1,167	131,432	117	<u>63</u>	1,494	1,674	133,106	39,412	172,518	<u>\$112,624</u>	\$114,058	<u>\$147,830</u>	1.3%	30.0%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	1,195 14 1,150 0 0 0 31	1,169 12 1,127 0 0 0 30	1,167 14 1,124 0 0 0 0	131,432 2,353 125,873 0 0 0 3,206	117 0 117 0 0 0	63 0 62 0 0 0	1,494 95 1,375 0 0 0 24	1,674 95 1,554 0 0 0 25	133,106 2,448 127,427 0 0 0 3,231	39,337 534 37,831 0 0 0 972	172,443 2,982 165,258 0 0 0 4,203	\$112,624 \$168,071 \$111,987 - - - \$110,552	\$114,058 \$174,857 \$113,369 - - - \$111,414	\$147,766 \$213,000 \$147,027 - - - \$144,931	1.3% 4.0% 1.2% - - - 0.8%	29.9% 22.7% 30.1% - - 30.3%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HHFN) Subtout - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accual	1,195 0 1,195	0 1,169 0 1,169	0 1,167 0 1,167	0 131,432 0 131,432	0 117 0 117	0 63 0 63	0 1,494 0 <i>1,494</i>	0 1,674 0 <i>1,674</i>	0 133,106 0 133,106	39,337 0 39,337 75 75 0 0	0 172,443 0 172,443 75 75 0 0	\$112,624 \$112,624	\$114,058 \$114,058	\$147,766 \$147,766	1.3%	29.9% 29.9%

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						Defense Three	at Reduction A	Agency								
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousa f Holiday Pay	nds) g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits <u>O.C.12/13</u>	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp <u>& Benefits</u>	h/d ° BC Variables	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	1,065	1,073	1,053	118,100	<u>253</u>	<u>72</u>	43,710	44,035	162,135	33,884	196,019	<u>\$112,156</u>	<u>\$153,974</u>	<u>\$186,153</u>	<u>37.3%</u>	28.7%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	1,065 11 1,024 - - - 30	1,073 14 1,027 - - 32	1,053 14 1,007 - - - 32	118,100 2,508 112,034 - - 3,558	253 - 246 - - - 7	72 - 70 - - - 2	43,710 126 43,538 - - - 46	44,035 126 43,854 - - - 55	162,135 2,634 155,888 - - - 3,613	33,884 555 32,308 - - 1,021	196,019 3,189 188,196 - - 4,634	\$112,156 \$179,143 \$111,255 - - - \$111,188	\$153,974 \$188,143 \$154,804 - - - \$112,906	\$186,153 \$227,786 \$186,888 - - - \$144,813	37.3% 5.0% 39.1% - - 1.5%	28.7% 22.1% 28.8% - - 28.7%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	1,065 - 1,065	1,073 1,073	1,053 - 1,053	118,100 - 118,100	253 253	72 - 72	43,710 43,710	44,035 <i>44,035</i>	162,135 162,135	33,884 - 33,884 	196,019 - 196,019 - - - -	\$112,156 \$112,156	\$153,974 \$153,974	\$186,153 \$186,153	37.3% - 37.3%	28.7% - 28.7%
Reimbursable Funded Personnel (includes OC 13)	104	<u>141</u>	134	16,976	7	3	<u>177</u>	<u>187</u>	17,163	4,807	21,970	<u>\$126,687</u>	\$128,082	<u>\$163,955</u>	<u>1.1%</u>	28.3%
RI. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	104 1 103 - - -	141 1 140 - - -	134 1 133 - - -	16,976 178 16,798	7 - 7 - -	3 - 3	177 9 168 - - -	187 9 178 - -	17,163 187 16,976 - -	4,807 48 4,759 - -	21,970 235 21,735 - -	\$126,687 \$178,000 \$126,301 - -	\$128,082 \$187,000 \$127,639 - - -	\$163,955 \$235,000 \$163,421 - -	1.1% 5.1% 1.1%	28.3% 27.0% 28.3%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	104 - 104	141 - 141	134 - 134	16,976 - 16,976	- 7 - 7	3 - 3	177 - 177	187 - 187	17,163 - 17,163	4,807 - - - - - -	21,970 - 21,970 - - - -	\$126,687 - \$126,687	\$128,082 - \$128,082	\$163,955 \$163,955	1.1% - 1.1%	28.3% - 28.3%
Total Personnel (includes OC 13)	1,169	1,214	1,187	135,076	260	<u>75</u>	43,887	44,222	179,298	38,691	217,989	<u>\$113,796</u>	<u>\$151,051</u>	<u>\$183,647</u>	32.7%	28.6%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	1,169 12 1,127 0 0 0 30	1,214 15 1,167 0 0 0 32	1,187 15 1,140 0 0 0 0 32	135,076 2,686 128,832 0 0 0 3,558	260 0 253 0 0 0 7	75 0 73 0 0 0	43,887 135 43,706 0 0 0 46	44,222 135 44,032 0 0 0 55	179,298 2,821 172,864 0 0 0 3,613	38,691 603 37,067 0 0 0	217,989 3,424 209,931 0 0 0 4,634	\$113,796 \$179,067 \$113,011 - - \$111,188	\$151,051 \$188,067 \$151,635 - - \$112,906	\$183,647 \$228,267 \$184,150 - - - \$144,813	32.7% 5.0% 34.2% - - 1.5%	28.6% 22.4% 28.8% - - - 28.7%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HHFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T3a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T3d. Foreign National Separation Liability Accrual	0 1,169 0 1,169	0 1,214 0 1,214	0 1,187 0 1,187	0 135,076 0 135,076	0 260 0 260	0 75 0 75	0 43,887 0 <i>43,887</i>	0 44,222 0 44,222	0 179,298 0 179,298	0 38,691 0 38,691 0 0	0 217,989 0 217,989 - 0 0 0	\$113,796 \$113,796	\$151,051 \$151,051	\$183,647 - \$183,647	32.7% - 32.7%	28.6%

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						Defense Thre	at Reduction . FY 2017)	Agency								
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(S in Thousa f Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits <u>O.C.12/13</u>	i+j <u>k</u> Comp <u>& Benefits</u>	d/c <u>I</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c n Comp & Benefits	h/d ⁰ / ₂ ⁸ / _{BC} <u>Variables</u>	j/d P % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	1,073	1,072	1,052	120,092	<u>258</u>	<u>62</u>	1,628	1,948	122,040	35,506	157,546	<u>\$114,156</u>	<u>\$116,008</u>	<u>\$149,759</u>	<u>1.6%</u>	<u>29.6%</u>
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts	1,073 14 - 1,027 -	1,072 14 - 1,026	1,052 14 - 1,006	120,092 2,528 - 113,939	258 - 251	62 - 60 -	1,628 126 - 1,456	1,948 126 - 1,767	122,040 2,654 - 115,706	35,506 559 - 33,887	157,546 3,213 - 149,593	\$114,156 \$180,571 - \$113,259 -	\$116,008 \$189,571 - \$115,016 - -	\$149,759 \$229,500 - \$148,701	1.6% 5.0% - 1.6%	29.6% 22.1% - 29.7%
D1f. Other	32	32	32	3,625	7	2	46	55	3,680	1,060	4,740	\$113,281	\$115,000	\$148,125	1.5%	29.2%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	1,073 1,073	1,072 1,072	1,052 1,052	120,092 - 120,092	258 258	62 - 62	1,628	1,948 1,948	122,040 - 122,040	35,506 	157,546 	\$114,156 \$114,156	\$116,008 \$116,008	\$149,759 \$149,759	1.6%	29.6% - 29.6%
Reimbursable Funded Personnel (includes OC 13)	141	<u>147</u>	<u>140</u>	18,069	1	1	188	<u>190</u>	18,259	<u>5,365</u>	23,624	<u>\$129,064</u>	<u>\$130,421</u>	<u>\$168,743</u>	<u>1.1%</u>	<u>29.7%</u>
RI. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	141 1 140 - -	147 1 146 - -	140 1 139 - - -	18,069 174 17,895	1 1 - -	1 - 1 - -	188 9 179 - - -	190 9 181 - -	18,259 183 18,076	5,365 52 5,313	23,624 235 23,389	\$129,064 \$174,000 \$128,741 - -	\$130,421 \$183,000 \$130,043	\$168,743 \$235,000 \$168,266	1.1% 5.2% 1.0%	29.7% 29.9% 29.7% - -
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	141 - 141	147 147	- 140 - 140	18,069 - 18,069	1 1 1	1	188 - 188	190 - 190	18,259 	5,365 - 5,365 - - -	23,624 - 23,624 - -	\$129,064 - \$129,064	\$130,421 \$130,421	\$168,743 - \$168,743	1.1% - 1.1%	29.7% - 29.7%
Total Personnel (includes OC 13)	1,214	1,219	1,192	138,161	<u>259</u>	<u>63</u>	1,816	2,138	140,299	40,871	181,170	<u>\$115,907</u>	<u>\$117,701</u>	<u>\$151,988</u>	<u>1.5%</u>	29.6%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	1,214 15 140 1,027 0 0 32	1,219 15 146 1,026 0 0 32	1,192 15 139 1,006 0 0 32	138,161 2,702 17,895 113,939 0 0 3,625	259 0 1 251 0 0 7	63 0 1 60 0 0 2	1,816 135 179 1,456 0 0 46	2,138 135 181 1,767 0 0 55	140,299 2,837 18,076 115,706 0 0 3,680	40,871 611 5,313 33,887 0 0 1,060	181,170 3,448 23,389 149,593 0 0 4,740	\$115,907 \$180,133 \$128,741 \$113,259 - \$113,281	\$117,701 \$189,133 \$130,043 \$115,016	\$151,988 \$229,867 \$168,266 \$148,701 - - \$148,125	1.5% 5.0% 1.0% 1.6% - - 1.5%	29.6% 22.6% 29.7% 29.7% - - 29.2%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HIFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Acerual	0 1,214 0 1,214	0 1,219 0 <i>1,219</i>	0 1,192 0 1,192	0 138,161 0 138,161	0 259 0 259	0 63 0 63	0 1,816 0 <i>1,816</i>	0 2,138 0 2,138	0 140,299 0 <i>140,299</i>	0 40,871 0 40,871 - 0 0	0 181,170 0 181,170 - 0 0 0	\$115,907 - \$115,907	\$117,701 \$117,701	\$151,988 - \$151,988	1.5% - 1.5%	29.6% - 29.6%

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					Def	ense Technolog	y Security Ad FY 2015)	ministration								
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	d Basic Comp	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousa f Holiday Pay	g Other <u>O.C.11</u>	e + f + g h Total Variables	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i+j <u>k</u> Comp <u>& Benefits</u>	d/c <u>I</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c n Comp & Benefits	h/d 0 % BC Variables	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	129	124	124	17,169	<u>30</u>	<u>0</u>	<u>162</u>	<u>192</u>	17,361	4,839	22,200	<u>\$138,460</u>	\$140,008	<u>\$179,032</u>	<u>1.1%</u>	28.2%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	129 2 127 - - -	124 2 122 - -	124 2 122 - - -	17,169 360 16,809	30 - 30 - - -	-	162 24 138	192 24 168 - -	17,361 384 16,977	4,839 88 4,751	22,200 472 21,728	\$138,460 \$180,000 \$137,779 - - -	\$140,008 \$192,000 \$139,156 - -	\$179,032 \$236,000 \$178,098 - - -	1.1% 6.7% 1.0% - -	28.2% 24.4% 28.3% - -
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) Subbotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	129 129	124 - 124	124 - 124	17,169 17,169	30 30	-	162 162	192 192	17,361 17,361	4,839 	22,200 - 22,200 - - -	\$138,460 \$138,460	\$140,008 - \$140,008	\$179,032 \$179,032	1.1%	28.2% 28.2%
Reimbursable Funded Personnel (includes OC 13)	7	7	7	<u>599</u>	<u>5</u>	0	0	<u>5</u>	604	107	<u>711</u>	<u>\$85,571</u>	\$86,286	<u>\$101,571</u>	0.8%	<u>17.9%</u>
RI. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	7 - 7 - -	7 - 7 - -	7 - 7 - - -	599 - 599 - - -	5 - 5 - -		-	5 5 -	604 - 604 - - -	107 - 107 - - -	711 - 711 - -	\$85,571 - \$85,571 - - -	\$86,286 - \$86,286 - -	\$101,571 - \$101,571 - - -	0.8%	17.9% - 17.9% - -
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HFFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	7 7 7	7 - 7	7 - 7	599 - 599	5 - 5	-	-	5 - 5	604 - 604	107 - 107 	711	\$85,571 - \$85,571	\$86,286 - \$86,286	\$101,571 \$101,571	0.8%	17.9% - 17.9%
Total Personnel (includes OC 13)	136	131	131	17,768	<u>35</u>	<u>0</u>	162	<u>197</u>	17,965	4,946	22,911	<u>\$135,634</u>	<u>\$137,137</u>	<u>\$174,893</u>	1.1%	27.8%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	136 2 134 0 0 0	131 2 129 0 0 0	131 2 129 0 0 0	17,768 360 17,408 0 0 0	35 0 35 0 0 0	0 0 0 0 0	162 24 138 0 0 0	197 24 173 0 0 0	17,965 384 17,581 0 0 0	4,946 88 4,858 0 0 0	22,911 472 22,439 0 0 0	\$135,634 \$180,000 \$134,946 - - -	\$137,137 \$192,000 \$136,287	\$174,893 \$236,000 \$173,946 - - -	1.1% 6.7% 1.0% - -	27.8% 24.4% 27.9%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T3d. Foreign National Separation Liability Accual	0 136 0 136	0 131 0 131	0 131 0 131	0 17,768 0 17,768	0 35 0 35	0 - 0 -	0 162 0 162	0 197 0 197	0 17,965 0 17,965	0 4,946 0 4,946 - 0 0	0 22,911 0 22,911 - 0 0 0	\$135,634 - \$135,634	\$137,137 - \$137,137	\$174,893 - \$174,893	1.1% - 1.1%	27.8% - 27.8%

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					Defe	ense Technolog	y Security Ad FY 2016)	lministration								
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousa f Holiday Pay	g Other O.C.11	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits <u>O.C.12/13</u>	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>I</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>9</u> % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	129	129	129	18,199	<u>40</u>	<u>0</u>	<u>355</u>	395	18,594	4,852	23,446	<u>\$141,078</u>	<u>\$144,140</u>	<u>\$181,752</u>	2.2%	26.7%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	129 2 127 - -	129 2 127 - -	129 2 127 - -	18,199 392 17,807	40 - 40 - - -	- - - - -	355 30 325	395 30 365 - -	18,594 422 18,172	4,852 89 4,763	23,446 511 22,935	\$141,078 \$196,000 \$140,213 - - -	\$144,140 \$211,000 \$143,087 - -	\$181,752 \$255,500 \$180,591 - -	2.2% 7.7% 2.0% - -	26.7% 22.7% 26.7% - -
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	129 129	129 - 129	129 - 129	18,199 - 18,199	40	-	355 355	395	18,594 18,594	4,852 	23,446 	\$141,078 \$141,078	\$144,140 - \$144,140	\$181,752 \$181,752	2.2%	26.7% - 26.7%
Reimbursable Funded Personnel (includes OC 13)	7	7	7	1,283	<u>25</u>	<u>0</u>	<u>89</u>	<u>114</u>	1,397	<u>199</u>	1,596	<u>\$183,286</u>	<u>\$199,571</u>	\$228,000	<u>8.9%</u>	<u>15.5%</u>
RI. US Direct Hire (USDH) RIa. Senior Executive Schedule RIb. General Schedule RIc. Special Schedule RId. Wage System RIe. Highly Qualified Experts RIF. Other	7 - 7 - - -	7 - 7 - - -	7 - 7 - - -	1,283 1,283	25 - 25 - -	- - - - -	89 - 89 - - -	114 	1,397 - 1,397 - - -	199 - 199 - - -	1,596	\$183,286 - \$183,286 - - - -	\$199,571 - \$199,571 - - -	\$228,000 - \$228,000 - - -	8.9% - 8.9% - - -	15.5% - 15.5% - -
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	7 7	7 - 7	- 7 - 7	1,283 - 1,283	25 - 25	-	89 - 89	114 - 114	1,397 - 1,397	199 - 199 - - - -	1,596 - 1,596 - - -	\$183,286 - \$183,286	\$199,571 - \$199,571	\$228,000 - \$228,000	8.9% - 8.9%	15.5% - 15.5%
Total Personnel (includes OC 13)	136	136	136	19,482	65	0	444	509	19,991	5,051	25,042	\$143,250	\$146,993	\$184,132	2.6%	25.9%
TI. US Direct Hire (USDH) Tla. Senior Executive Schedule Tlb. General Schedule Tlc. Special Schedule Tld. Wage System Tle. Highly Qualified Experts Tlf. Other	136 2 134 0 0 0	136 2 134 0 0 0	136 2 134 0 0 0	19,482 392 19,090 0 0	65 0 65 0 0 0	- 0 0 0 0 0	444 30 414 0 0 0	509 30 479 0 0 0	19,991 422 19,569 0 0	5,051 89 4,962 0 0	25,042 511 24,531 0 0	\$143,250 \$196,000 \$142,463	\$146,993 \$211,000 \$146,037 - -	\$184,132 \$255,500 \$183,067	2.6% 7.7% 2.5%	25.9% 22.7% 26.0%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T3d. Foreign National Separation Liability Accrual	0 136 0 136	0 136 0 136	0 136 0 136	0 19,482 0 19,482	0 65 0 65	0 - 0 -	0 444 0 444	0 509 0 509	0 19,991 0 <i>19,991</i>	0 5,051 0 5,051 - 0 0 0	0 25,042 0 25,042 - 0 0 0	\$143,250 - \$143,250	\$146,993 \$146,993	\$184,132 - \$184,132	2.6%	25.9% - 25.9%

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					Defe	ense Technolog	y Security Ad FY 2017)	ministration								
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	e Overtime <u>Pay</u>	(\$ in Thousa f Holiday Pay	nds) g Other O.C.11	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i+j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c n Comp & Benefits	h/d º % BC <u>Variables</u>	j/d P % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	129	<u>131</u>	<u>131</u>	18,526	<u>30</u>	<u>15</u>	<u>367</u>	412	18,938	<u>5,137</u>	24,075	<u>\$141,420</u>	<u>\$144,565</u>	<u>\$183,779</u>	2.2%	<u>27.7%</u>
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	129 2 127 - -	131 2 129 - -	131 2 129 - -	18,526 398 18,128	30 - 30 - - -	15 - 15 - -	367 30 337 - -	412 30 382 - -	18,938 428 18,510	5,137 91 5,046 - -	24,075 519 23,556	\$141,420 \$199,000 \$140,527 - - -	\$144,565 \$214,000 \$143,488 - - -	\$183,779 \$259,500 \$182,605 - - -	2.2% 7.5% 2.1%	27.7% 22.9% 27.8%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	129 - 129	131 - /3/	131 131	18,526 - 18,526	30 - 30	15 15	367 367	412	18,938 - 18,938	5,137 5,137 - - - -	24,075 - 24,075 - - -	\$141,420 - \$141,420	\$144,565 - \$144,565	\$183,779 \$183,779	2.2%	27.7% - 27.7%
Reimbursable Funded Personnel (includes OC 13)	7	3	<u>3</u>	<u>583</u>	<u>25</u>	<u>5</u>	<u>84</u>	<u>114</u>	<u>697</u>	<u>199</u>	<u>896</u>	<u>\$194,333</u>	<u>\$232,333</u>	<u>\$298,667</u>	<u>19.6%</u>	<u>34.1%</u>
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	7 - 7 - - -	3	3 - 3 - -	583 - 583 - -	25 - 25 - -	5	84 - 84 - -	114 - 114 - - -	697 - 697 - - -	199 - 199 - - -	896 - 896 - - -	\$194,333 - \$194,333 - - - -	\$232,333 - \$232,333 - - - -	\$298,667 - \$298,667 - - -	19.6% - 19.6% - - -	34.1% - 34.1% - - -
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HFN) Subtoids - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	7 7 7	3	3 3	583 583	25 - 25	5 5	84 - 84	114 - - 114	697 - 697	199 - 199 - - - -	896 - 896 - - -	\$194,333 - \$194,333	\$232,333 \$232,333	\$298,667 \$298,667	19.6% - 19.6%	34.1% - 34.1%
Total Personnel (includes OC 13)	136	134	134	19,109	<u>55</u>	<u>20</u>	<u>451</u>	<u>526</u>	19,635	5,336	24,971	<u>\$142,604</u>	<u>\$146,530</u>	<u>\$186,351</u>	2.8%	<u>27.9%</u>
TI. US Direct Hire (USDH) Tla. Senior Executive Schedule Tlb. General Schedule Tlc. Special Schedule Tld. Wage System Tle. Highly Qualified Experts Tlf. Other	136 2 134 0 0 0	134 2 132 0 0 0	134 2 132 0 0 0 0	19,109 398 18,711 0 0 0	55 0 55 0 0 0	20 0 20 0 0 0	451 30 421 0 0 0	526 30 496 0 0 0	19,635 428 19,207 0 0 0	5,336 91 5,245 0 0 0	24,971 519 24,452 0 0 0	\$142,604 \$199,000 \$141,750 - -	\$146,530 \$214,000 \$145,508	\$186,351 \$259,500 \$185,242	2.8% 7.5% 2.7%	27.9% 22.9% 28.0%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HHFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual	0 136 0 136	0 134 0 134	0 134 0 134	0 19,109 0 19,109	0 55 0 55	0 20 0 20	0 451 0 <i>451</i>	0 526 0 526	0 19,635 0 19,635	0 5,336 0 5,336 - 0 0 0	0 24,971 0 24,971 - 0 0 0	\$142,604 - \$142,604	\$146,530 - \$146,530	\$186,351 - \$186,351	2.8%	27.9% - 27.9%

					Natio	onal Defense St (F	ockpile Trans Y 2015)	ection Fund								
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pav</u>	(\$ in Thousa f Holiday Pay	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits <u>O.C.12/13</u>	i+j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c n Comp & Benefits	h/d 0 % BC <u>Variables</u>	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	=	=	:	=	=
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other		-		-	- - - - -	- - - - -	-	-	:	- - - - -	-	-	-	:	-	-
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	-		:	:	:	-	-	:	:	-	-	-	-	:	:	:
Reimbursable Funded Personnel (includes OC 13)	60	<u>70</u>	<u>65</u>	5,684	4	<u>279</u>	<u>167</u>	<u>450</u>	6,134	1,957	8,091	<u>\$87,446</u>	<u>\$94,369</u>	<u>\$124,477</u>	7.9%	<u>34.4%</u>
RI. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	60	70 - 70 - - -	65	5,684 - 5,684 -	4 - 4	279 - 279 - -	167 - 167 - -	450 - 450 - -	6,134 6,134	1,957 - 1,957 - -	8,091 - 8,091 - -	\$87,446 - \$87,446 - - -	\$94,369 - \$94,369 - -	\$124,477 - \$124,477 - - -	7.9% - 7.9% - -	34.4% - 34.4% - -
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	60	70 70	65 65	5,684 5,684	4	279 279	167 167	450	6,134 <i>6,134</i>	1,957 	8,091 - 8,091 - - -	\$87,446 \$87,446	\$94,369 \$94,369	\$124,477 \$124,477	7.9%	34.4%
Total Personnel (includes OC 13)	60	70	65	5,684	4	279	167	450	6,134	1,957	8,091	\$87,446	\$94,369	\$124,477	7.9%	34.4%
TI. US Direct Hire (USH) Tla. Seniori Executive Schedule Tlb. General Schedule Tlc. Special Schedule Tld. Wage System Tle. Highly Qualified Experts Tlf. Other	60 0 60 0 0 0	70 0 70 0 0 0 0	65 0 65 0 0 0	5,684 0 5,684 0 0 0	4 0 4 0 0 0	279 0 279 0 0 0 0	167 0 167 0 0 0	450 0 450 0 0 0 0	6,134 0 6,134 0 0 0	1,957 0 1,957 0 0,0 0	8,091 0 8,091 0 0 0 0	\$87,446 - \$87,446 - -	\$94,369 - \$94,369 - - -	\$124,477 \$124,477 - - -	7.9% - 7.9% - - -	34.4%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HHFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual	0 60 0 60	0 70 0 70	0 65 0 65	5,684 0 5,684	0 4 0 4	0 279 0 279	0 167 0 167	0 450 0 450	0 6,134 0 6,134	0 1,957 0 1,957 - 0 0 0	0 8,091 0 8,091 - 0 0 0	\$87,446 - \$87,446	\$94,369 - \$94,369	\$124,477 \$124,477	7.9% - 7.9%	34.4% - 34.4%

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					Natio	onal Defense St (F	ockpile Trans Y 2016)	action Fund								
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousa f Holiday Pay	g Other O.C.11	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits <u>O.C.12/13</u>	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>o</u> % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	=	=	=	=	=
DI. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other		- - - - -		:	- - - - -	- - - - -	-	-		- - - - -	-	-	-	-		-
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	:	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	<u>70</u>	<u>80</u>	<u>86</u>	7,424	<u>99</u>	<u>296</u>	<u>396</u>	<u>791</u>	<u>8,215</u>	1,782	9,997	<u>\$86,326</u>	<u>\$95,523</u>	<u>\$116,244</u>	<u>10.7%</u>	24.0%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	70 - 70 - - -	80 - 80 - - -	86 - 86 - - -	7,424 - 7,424 - - -	99 - 99 - - -	296 - 296 - -	396 - 396 - -	791 - 791 - - -	8,215 8,215	1,682 - 1,682 - -	9,897 - 9,897 - - -	\$86,326 - \$86,326 - - -	\$95,523 - \$95,523 - - -	\$115,081 - \$115,081 - - -	10.7% - 10.7% - - -	22.7% - 22.7% - - -
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subtotal - Reimbursable Findled (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	70 - 70	80 - 80	86 - 86	7,424 7,424	- 99 - 99	296 - 296	396 396	791	8,215 8,215	1,682 1,682 100	9,897 100	\$86,326 \$86,326	\$95,523 \$95,523	\$115,081 \$115,081	10.7%	22.7%
Total Personnel (includes OC 13)	70	80	86	7,424	99	296	396	791	8,215	1,782	9,997	\$86,326	\$95,523	\$116,244	10.7%	24.0%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	70 0 70 0 0 0 0	80 0 80 0 0 0	86 0 86 0 0 0	7,424 0 7,424 0 0 0 0	99 0 99 0 0 0	296 0 296 0 0 0 0	396 0 396 0 0 0	791 0 791 0 0 0 0	8,215 0 8,215 0 0 0	1,682 0 1,682 0 0 0 0	9,897 0 9,897 0 0 0 0	\$86,326 - \$86,326 - - -	\$95,523 \$95,523 - \$95,523	\$115,081 \$115,081	10.7% - 10.7%	22.7%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual	0 70 0 70	0 80 0 80	0 86 0 86	0 7,424 0 <i>7,424</i>	0 99 0 99	0 296 0 296	0 396 0 396	0 791 0 791	8,215 0 8,215	1,682 0 1,682 100 0 0 100	0 9,897 0 9,897 100 0 100	\$86,326	\$95,523 - \$95,523	\$115,081 \$115,081	10.7% - 10.7%	22.7%

					Natio	onal Defense St (F	ockpile Trans Y 2017)	action Fund								
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> <u>FTEs</u>	d Basic Comp	<u>e</u> Overtime <u>Pav</u>	(\$ in Thousa	onds) g Other O.C.11	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits <u>O.C.12/13</u>	i+j <u>k</u> Comp <u>& Benefits</u>	d/c l Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c n Comp & Benefits	h/d ⁰ / ₂ % BC <u>Variables</u>	j/d P % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	=	=	=	=	=
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other		-			-	- - - - -			- - - - - -	- - - - -	-	-		-		-
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual			:	:		-	-	:	:	-	-		:	-	:	-
Reimbursable Funded Personnel (includes OC 13)	80	<u>81</u>	<u>85</u>	<u>6,517</u>	<u>33</u>	<u>504</u>	<u>526</u>	1,063	7,580	<u>2,546</u>	10,126	<u>\$76,671</u>	<u>\$89,176</u>	<u>\$119,129</u>	<u>16.3%</u>	<u>39.1%</u>
RI. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	80 - 80 - - -	81 - 81 - -	85 - - - -	6,517 - 6,517 - - -	33	504 - 504 - -	526 	1,063 - 1,063 - - -	7,580 - 7,580 - - -	2,396 - 2,396 - -	9,976 - 9,976 - - -	\$76,671 - \$76,671 - - -	\$89,176 - \$89,176 - - -	\$117,365 - \$117,365 - - -	16.3% - 16.3% - -	36.8% - 36.8% - -
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN) Subtoal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	80 - 80	81 81	85	6,517 - 6,517	33 33 33	504 - 504	526 526	1,063 - 1,063	7,580 - 7,580	2,396 - 2,396 150 - - 150	9,976 150 - 150	\$76,671 - \$76,671	\$89,176 - \$89,176	\$117,365 \$117,365	16.3%	36.8%
Total Personnel (includes OC 13)	80	<u>81</u>	<u>85</u>	6,517	33	504	526	1,063	7,580	2,546	10,126	\$76,671	\$89,176	\$119,129	16.3%	39.1%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	80 0 80 0 0 0	81 0 81 0 0 0	85 0 85 0 0 0	6,517 0 6,517 0 0 0	33 0 33 0 0 0 0	504 0 504 0 0 0	526 0 526 0 0 0	1,063 0 1,063 0 0 0	7,580 0 7,580 0 0 0	2,396 0 2,396 0 0 0	9,976 0 9,976 0 0 0	\$76,671 - \$76,671 - -	\$89,176 - \$89,176 - - -	\$117,365 - \$117,365 - - -	16.3% - 16.3% - -	36.8%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HHFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Acerual	0 80 0 80	0 81 0 81	0 85 0 85	0 6,517 0 6,517	0 33 0 33	0 504 0 504	0 526 0 526	0 1,063 0 <i>1,063</i>	7,580 0 7,580	0 2,396 0 2,396 150 0 150	9,976 0 9,976 150 0 150	\$76,671 \$76,671	\$89,176 - \$89,176	\$117,365 \$117,365	16.3% 16.3%	36.8%

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							Defense Univer FY 2015)	rsity								
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pav</u>	(\$ in Thousa f Holiday Pay	g Other <u>O.C.11</u>	e + f + g h Total Variables	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits <u>O.C.12/13</u>	i+j <u>k</u> Comp <u>& Benefits</u>	d/c <u>I</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c n Comp & Benefits	h/d ⁰ % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	406	<u>385</u>	390	39,415	<u>83</u>	<u>3</u>	<u>767</u>	<u>853</u>	40,268	11,316	51,584	<u>\$101,064</u>	<u>\$103,251</u>	<u>\$132,267</u>	2.2%	28.7%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	406 - 217 - 10 1 178	385 - 204 - 11 - 170	390 - 214 - 11 - 165	39,415 17,346 502 - 21,567	83 - 69 - 14 -	3 - 2 - 1	767 - 491 - - - 276	853 562 	40,268 17,908 517 - 21,843	11,229 - 4,798 - 217 - 6,214	51,497 22,706 734 - 28,057	\$101,064 - \$81,056 - \$45,636 - \$130,709	\$103,251 - \$83,682 - \$47,000 - \$132,382	\$132,044 - \$106,103 - \$66,727 - \$170,042	2.2% - 3.2% - 3.0% - 1.3%	28.5% - 27.7% - 43.2% - 28.8%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	406 - 406	385 385	390	39,415 39,415	83 - 83	3 3	767 - 767	853 853	40,268	11,229 - 11,229 87 - 87	51,497 - 51,497 87 - 87	\$101,064 - \$101,064	\$103,251 \$103,251	\$132,044 - \$132,044	2.2%	28.5% - 28.5%
Reimbursable Funded Personnel (includes OC 13)	77	<u>90</u>	<u>90</u>	10,411	<u>96</u>	<u>13</u>	215	<u>324</u>	10,735	2,912	13,647	<u>\$115,678</u>	<u>\$119,278</u>	<u>\$151,633</u>	<u>3.1%</u>	28.0%
RI. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	77 - 19 - - - 58	90 - 28 - - - 62	90 - 28 - - - 62	10,411 - 1,407 - - - 9,004	96 - 96 - -	13 - 13 - -	215 	324 - 257 - - - 67	10,735 - 1,664 - - - 9,071	2,912 - 558 - - - 2,354	13,647 - 2,222 - - - 11,425	\$115,678 - \$50,250 - - - \$145,226	\$119,278 - \$59,429 - - - \$146,306	\$151,633 - \$79,357 - - - \$184,274	3.1% - 18.3% - - - 0.7%	28.0% - 39.7% - - - 26.1%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HFFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	77 77	90 - 90	90 - 90	10,411 10,411	96 - 96	13 - 13	215 215	324 324	10,735 10,735	2,912 	13,647	\$115,678 \$115,678	\$119,278 - \$119,278	\$151,633 \$151,633	3.1%	28.0%
Total Personnel (includes OC 13)	483	<u>475</u>	480	49,826	<u>179</u>	<u>16</u>	982	1,177	51,003	14,228	65,231	<u>\$103,804</u>	<u>\$106,256</u>	<u>\$135,898</u>	2.4%	28.6%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	483 0 236 0 10 1 236	475 0 232 0 11 0 232	480 0 242 0 11 0 227	49,826 0 18,753 0 502 0 30,571	179 0 165 0 14 0	16 0 15 0 1 0 0	982 0 639 0 0 0 343	1,177 0 819 0 15 0 343	51,003 0 19,572 0 517 0 30,914	14,141 0 5,356 0 217 0 8,568	65,144 0 24,928 0 734 0 39,482	\$103,804 - \$77,492 - \$45,636 - \$134,674	\$106,256 \$80,876 \$47,000 \$136,185	\$135,717 - \$103,008 - \$66,727 - \$173,930	2.4% - 4.4% 3.0% - 1.1%	28.4%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN) Subtout - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual	0 483 0 483	0 475 0 475	0 480 0 480	0 49,826 0 49,826	0 179 0 179	0 16 0 16	0 982 0 982	0 1,177 0 1,177	51,003 0 51,003	0 14,141 0 14,141 87 0 0 87	65,144 0 65,144 87 0 0 87	\$103,804 \$103,804	\$106,256 \$106,256	\$135,717 \$135,717	2.4%	28.4% - 28.4%

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							efense Univer FY 2016)	rsity								
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pav</u>	(\$ in Thousa <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i+j <u>k</u> Comp <u>& Benefits</u>	d/c <u>I</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c n Comp & Benefits	h/d º % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	402	402	399	41,357	<u>76</u>	<u>25</u>	443	<u>544</u>	41,901	10,496	52,397	<u>\$103,652</u>	<u>\$105,015</u>	<u>\$131,321</u>	<u>1.3%</u>	25.4%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1c. Special Schedule D1d. Wage System	216 - 11	216 - 11	399 - 214 - 11	41,357 - 17,819 - 530	76 - 45 - 18	25 - 10 - 4	443 - 144	544 - 199 - 22	41,901 - 18,018 - 552	10,496 - 4,684 - 175	52,397 - 22,702 - 727	\$103,652 - \$83,266 - \$48,182	\$105,015 - \$84,196 - \$50,182	\$131,321 - \$106,084 - \$66,091	1.3% - 1.1% - 4.2%	25.4% - 26.3% - 33.0%
Dle. Highly Qualified Experts Dlf. Other	175	175	174	23,008	13	11	299	323	23,331	5,637	28,968	\$132,230	\$134,086	\$166,483	1.4%	24.5%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Senefits for Former Employees	402 - 402	402 402	399 - 399	41,357 <i>41,357</i>	76	25 25 25	443	544	41,901 41,901	10,496 	52,397 52,397	\$103,652 - \$103,652	\$105,015 \$105,015	\$131,321 \$131,321	1.3%	25.4% - 25.4%
D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual										-						
Reimbursable Funded Personnel (includes OC 13)	91	<u>91</u>	<u>91</u>	12,258	<u>11</u>	<u>46</u>	<u>195</u>	<u>252</u>	12,510	<u>3,425</u>	15,935	<u>\$134,703</u>	<u>\$137,473</u>	<u>\$175,110</u>	2.1%	27.9%
RI. US Direct Hire (USDH) RIa. Senior Executive Schedule RIb. General Schedule RIc. Special Schedule RId. Wage System RId. Highly Oualified Experts	91 - 28 - -	91 - 28 - - 1	91 - 28 - -	12,258 - 1,906 - - 137	11 - 9 - -	46 - 15 - -	195 - 147 - -	252 - 171 - -	12,510 - 2,077 - - 137	3,425 545	15,935 - 2,622 - - 137	\$134,703 - \$68,071 - - \$137,000	\$137,473 - \$74,179 - - \$137,000	\$175,110 - \$93,643 - - \$137,000	2.1% - 9.0% - - 0.0%	27.9% - 28.6% - - 0.0%
R1f. Other R2. Direct Hire Program Foreign Nationals (DHFN)	62	62	62	10,215	2	31	48	81	10,296	2,880	13,176	\$164,758	\$166,065	\$212,516	0.8%	28.2%
R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	91 - 91	91 - 91	91 - 91	12,258 - 12,258	11	46 - 46	195 195	252 - 252	12,510 - 12,510	3,425 - 3,425 - - - -	15,935 	\$134,703 - \$134,703	\$137,473 - \$137,473	\$175,110 - \$175,110	2.1%	27.9% 27.9%
Total Personnel (includes OC 13)	493	493	<u>490</u>	53,615	<u>87</u>	<u>71</u>	638	<u>796</u>	54,411	13,921	68,332	<u>\$109,418</u>	<u>\$111,043</u>	<u>\$139,453</u>	<u>1.5%</u>	26.0%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	493 0 244 0 11 1 237	493 0 244 0 11 1 237	490 0 242 0 11 1 236	53,615 0 19,725 0 530 137 33,223	87 0 54 0 18 0	71 0 25 0 4 0 42	638 0 291 0 0 0 347	796 0 370 0 22 0 404	54,411 0 20,095 0 552 137 33,627	13,921 0 5,229 0 175 0 8,517	68,332 0 25,324 0 727 137 42,144	\$109,418 - \$81,508 - \$48,182 \$137,000 \$140,775	\$111,043 - \$83,037 - \$50,182 \$137,000 \$142,487	\$139,453 \$104,645 - \$66,091 \$137,000 \$178,576	1.5% 1.9% - 4.2% 0.0% 1.2%	26.0% - 26.5% - 33.0% 0.0% 25.6%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual	0 493 0 493	0 493 0 493	0 490 0 490	53,615 0 53,615	0 87 0 87	0 71 0 71	0 638 0 638	0 796 0 796	0 54,411 0 54,411	0 13,921 0 13,921 - 0 0 0	0 68,332 0 68,332 0 0	\$109,418 \$109,418	\$111,043 \$111,043	\$139,453 \$139,453	1.5%	26.0% - 26.0%

							Defense Univer FY 2017)	rsity								
						(\$ in Thousa	ands)	e + f + g	d + h		i+j	d/c	i/c	Rates k/c	h/d	j/d
	Begin Strength	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	Overtime <u>Pay</u>	<u>f</u> Holiday <u>Pay</u>	Other O.C.11	<u>h</u> Total <u>Variables</u>	<u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	<u>k</u> Comp <u>& Benefits</u>	<u>I</u> Basic <u>Comp</u>	<u>m</u> Total <u>Comp</u>	n Comp & Benefits	% BC Variables	% BC Benefits
Direct Funded Personnel (includes OC 13)	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	=	=	=	=	=
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	-	- - - - -	-		- - - - -	-	-	-		- - - - -	-	-	-	- - - - -	-	- - - - -
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-		-	-	-		-	-
D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Direct Funded (excludes OC 13)	-	-	-		-	-				•	-	-	- 1			-
DS. Other Object Class 13 Benefits DSa. USDH - Benefits for Former Employees DSb. DHFN - Benefits for Former Employees DSc. Voluntary Separation Incentive Pay (VSIP) DSd. Foreign National Separation Liability Accrual										:						
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	=	=	=	=	=
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System			-	- - - -	- - - -	:	:		- - - -	:	:	-	- - - -	:	:	-
R1e. Highly Qualified Experts R1f. Other	-	-	-	- :	-	-	-	:	-	-	1	-		-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	:			:	-		-	:	:	-	-		:	:	-	<u> </u>
Total Personnel (includes OC 13)	0	<u>0</u>	<u>0</u>	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	=	=	=	=	=
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	-	- - - - -	- - - - -	-	-
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HHFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees	0 - 0 -	0 - 0 -	0 - 0 -	0 - 0 -	0 - 0 -	0 - 0 -	0 - 0 -	0 - 0 -	0 - 0 -	0 - 0 - - 0	0 - 0 - - 0 0		- - - -	- - - -	-	-
T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual										0 0 0	0 0 0					

							onomic Adjus FY 2015)	stment								
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pav</u>	(\$ in Thousa f Holiday Pay	g Other <u>O.C.11</u>	e + f + g h Total Variables	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits <u>O.C.12/13</u>	i+j <u>k</u> Comp <u>& Benefits</u>	d/c <u>I</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c n Comp & Benefits	h/d ⁰ / ₈ BC <u>Variables</u>	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	38	38	<u>36</u>	4,295	<u>0</u>	<u>0</u>	<u>13</u>	<u>13</u>	4,308	<u>78</u>	4,386	<u>\$119,306</u>	<u>\$119,667</u>	<u>\$121,833</u>	<u>0.3%</u>	<u>1.8%</u>
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	38 1 37 - - -	38 1 37 - -	36 1 35 - -	4,295 170 4,125	- - - - -	-	13 9 4 -	13 9 4 - -	4,308 179 4,129	78 42 36 - -	4,386 221 4,165	\$119,306 \$170,000 \$117,857 - - -	\$119,667 \$179,000 \$117,971 - - -	\$121,833 \$221,000 \$119,000 - - -	0.3% 5.3% 0.1% - -	1.8% 24.7% 0.9% - -
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	26	-	-	-	-	-	4 200	-	4.386	-	-	6121.022	- 0.20/	- 1.00/
D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	38 - 38	38 - 38	36 - 36	4,295 - 4,295	-	-	13	13	4,308 - 4,308	78 - 78 - - - -	4,386 	\$119,306 \$119,306	\$119,667 \$119,667	\$121,833 - \$121,833	0.3%	1.8% - 1.8%
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	0	<u>0</u>	<u>0</u>	0	<u>0</u>	<u>0</u>	=	=	=	=	=
RI. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	-	-			-			-	-	-	-					-
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	:	-		-	:	-	:	-	:	-	-	-	:	-	-	:
Total Personnel (includes OC 13)	38	38	<u>36</u>	4,295	<u>0</u>	<u>0</u>	<u>13</u>	<u>13</u>	4,308	<u>78</u>	4,386	<u>\$119,306</u>	<u>\$119,667</u>	<u>\$121,833</u>	<u>0.3%</u>	<u>1.8%</u>
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1d. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	38 1 37 0 0 0	38 1 37 0 0 0	36 1 35 0 0 0	4,295 170 4,125 0 0 0	- 0 0 0 0 0	- 0 0 0 0 0	13 9 4 0 0 0	13 9 4 0 0 0	4,308 179 4,129 0 0 0	78 42 36 0 0 0	4,386 221 4,165 0 0 0	\$119,306 \$170,000 \$117,857 - - -	\$119,667 \$179,000 \$117,971 - - -	\$121,833 \$221,000 \$119,000 - - -	0.3% 5.3% 0.1% - -	1.8% 24.7% 0.9%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HHFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accutal	0 38 0 38	0 38 0 38	0 36 0 36	0 4,295 0 4,295	0 - 0	0 - 0 -	0 13 0 13	0 13 0 13	0 4,308 0 <i>4,308</i>	0 78 0 78 - 0 0 0	0 4,386 0 4,386 - 0 0 0	\$119,306 - \$119,306	\$119,667 - \$119,667	\$121,833 \$121,833	0.3%	1.8% - 1.8%

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	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thous: f Holiday Pay	g Other O.C.11	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits <u>O.C.12/13</u>	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>o</u> % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	38	38	38	4,950	<u>0</u>	<u>0</u>	<u>50</u>	<u>50</u>	5,000	1,200	6,200	<u>\$130,263</u>	<u>\$131,579</u>	<u>\$163,158</u>	1.0%	24.2%
DI. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	38 1 37 - -	38 1 37 - -	38 1 37 - -	4,950 170 4,780	-	-	50 9 41 - -	50 9 41 - -	5,000 179 4,821 - -	1,200 42 1,158	6,200 221 5,979	\$130,263 \$170,000 \$129,189 - - -	\$131,579 \$179,000 \$130,297 - - -	\$163,158 \$221,000 \$161,595 - - -	1.0% 5.3% 0.9%	24.2% 24.7% 24.2%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	38 - 38	38 - 38	38 - 38	4,950 - <i>4,950</i>	-	:	50 - 50	50	5,000 - <i>5,000</i>	1,200 - 1,200 - - -	6,200 - 6,200 - - - -	\$130,263 \$130,263	\$131,579 \$131,579	\$163,158 \$163,158	1.0% - 1.0%	24.2%
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	=	=	=	=	=
RI. US Direct Hire (USDH) RIa. Senior Executive Schedule RIb. General Schedule RIc. Special Schedule RId. Wage System RIe. Highly Qualified Experts RIf. Other	- - - - -	- - - - -		-	-	- - - - -	-	- - - - -	-	:		-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual		-	-	:			-	:	:	- - - - - - -	-	-	:	:	:	
Total Personnel (includes OC 13)	38	38	38	4,950	<u>0</u>	<u>0</u>	50	50	5,000	1,200	6,200	\$130,263	<u>\$131,579</u>	<u>\$163,158</u>	1.0%	24.2%
TI. US Direct Hire (USDH) Tla. Senior Executive Schedule Tlb. General Schedule Tlc. Special Schedule Tld. Wage System Tle. Highly Qualified Experts Tlf. Other	38 1 37 0 0 0	38 1 37 0 0 0	38 1 37 0 0 0	4,950 170 4,780 0 0 0	- 0 0 0 0 0	- 0 0 0 0 0	50 9 41 0 0 0	50 9 41 0 0 0	5,000 179 4,821 0 0 0	1,200 42 1,158 0 0 0	6,200 221 5,979 0 0	\$130,263 \$170,000 \$129,189 - -	\$131,579 \$179,000 \$130,297 - -	\$163,158 \$221,000 \$161,595	1.0% 5.3% 0.9%	24.2% 24.7% 24.2% - -
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T3d. Foreign National Separation Liability Accrual	0 38 0 38	0 38 0 38	0 38 0 38	0 4,950 0 <i>4,950</i>	0 - 0 -	0 - 0 -	0 50 0 50	0 50 0 50	0 5,000 0 5,000	0 1,200 0 1,200 - 0 0 0	0 6,200 0 6,200 - 0 0	\$130,263 \$130,263	\$131,579 - \$131,579	\$163,158 - \$163,158	1.0% - 1.0%	24.2%

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							conomic Adju (FY 2017)	stment								
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousa <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>I</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c n Comp & Benefits	h/d ^Q % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	38	<u>38</u>	38	4,706	<u>0</u>	0	<u>14</u>	<u>14</u>	4,720	1,200	<u>5,920</u>	<u>\$123,842</u>	<u>\$124,211</u>	<u>\$155,789</u>	0.3%	<u>25.5%</u>
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	38 1 37 - -	38 1 37 - -	38 1 37 - -	4,706 173 4,533	- - - -	-	14 - - - -	14 - 14 - -	4,720 173 4,547	1,200 42 1,158 - -	5,920 215 5,705 - -	\$123,842 \$173,000 \$122,514 - -	\$124,211 \$173,000 \$122,892 - - -	\$155,789 \$215,000 \$154,189 - -	0.3% 0.0% 0.3% - -	25.5% 24.3% 25.5%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	38	38	38	4,706	:	:	14	14	4,720	1,200	5,920	\$123,842 -	\$124,211 -	\$155,789 -	0.3%	25.5%
Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	38	38	38	4,706	-	-	14	14	4,720	1,200 - - - - -	5,920 - - - - -	\$123,842	\$124,211	\$155,789	0.3%	25.5%
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	=	=	=	=	=
RI. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	-	- - - -			- - - -	-	-	-		-	-			-		:
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN)	:	-	-	-	-	:	-		:	- -	- - -	-	-	-	-	-
Subtotal - Reimbursable Funded (excludes OC 13) RS. Other Object Class 13 Benefits RSa. USDH - Benefits for Former Employees RSb. DHFN - Benefits for Former Employees RSb. DHFN - Benefits for Former Employees RSc. Voluntary Separation Incentive Pay (VSIP) RSd. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	- - - - -		-	-	-	-	-
Total Personnel (includes OC 13)	38	<u>38</u>	38	4,706	<u>0</u>	<u>0</u>	<u>14</u>	<u>14</u>	4,720	1,200	5,920	<u>\$123,842</u>	<u>\$124,211</u>	<u>\$155,789</u>	0.3%	25.5%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	38 1 37 0 0 0	38 1 37 0 0 0	38 1 37 0 0 0	4,706 173 4,533 0 0 0	0 0 0 0 0	- 0 0 0 0 0	14 0 14 0 0 0	14 0 14 0 0 0	4,720 173 4,547 0 0 0	1,200 42 1,158 0 0 0	5,920 215 5,705 0 0 0	\$123,842 \$173,000 \$122,514 - - -	\$124,211 \$173,000 \$122,892 - - -	\$155,789 \$215,000 \$154,189 - -	0.3% 0.0% 0.3% - -	25.5% 24.3% 25.5%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HHFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP)	0 38 0 38	0 38 0 38	0 38 0 38	0 4,706 0 <i>4,706</i>	0 - 0 -	0 - 0 -	0 14 0 14	0 14 0 14	0 4,720 0 4,720	0 1,200 0 1,200 - 0 0	0 5,920 0 5,920 - 0 0	\$123,842 \$123,842	\$124,211 - \$124,211	\$155,789 \$155,789	0.3%	25.5% - 25.5%

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							ctor General FY 2015)									
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousa f Holiday Pay	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i+j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c n Comp & Benefits	h/d º % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	1,536	1,490	1,495	157,978	<u>528</u>	<u>0</u>	14,454	14,982	172,960	61,588	234,548	<u>\$105,671</u>	<u>\$115,692</u>	<u>\$156,888</u>	9.5%	<u>39.0%</u>
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	1,535 21 1,514 - -	1,489 21 1,468	1,494 21 1,473 - -	157,978 5,356 152,431 - - 191	528 - 528 - -	- - - - -	14,454 161 14,293	14,982 161 14,821 - -	172,960 5,517 167,252 - - - 191	61,588 2,024 59,564	234,548 7,541 226,816 - - 191	\$105,742 \$255,048 \$103,483	\$115,770 \$262,714 \$113,545 - - -	\$156,993 \$359,095 \$153,982 - -	9.5% 3.0% 9.7% - - - 0.0%	39.0% 37.8% 39.1% - - 0.0%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	1,535 1 1,536	1,489 1 1,490	1,494 1 1,495	157,978 - 157,978	528 528	-	14,454 14,454	14,982 - 14,982	172,960 - 172,960	61,588	234,548	\$105,742 \$0 \$105,671	\$115,770 \$0 \$115,692	\$156,993 \$0 \$156,888	9.5% - 9.5%	39.0% - 39.0%
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>327</u>	<u>0</u>	<u>0</u>	<u>171</u>	<u>171</u>	498	<u>0</u>	<u>498</u>	=	=	=	<u>52.3%</u>	0.0%
RI. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	-		-	327 327 -	- - - - -		171 171 - - -	171 - 171 - - -	498 - 498 - - -		498 - 498 - - -	-			52.3%	0.0% - 0.0% - - -
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	-	-	-	327 - 327	:	-	171 171	171 171	498 - 498	-	498 - 498 - - - -		:	-	52.3% 52.3%	0.0%
Total Personnel (includes OC 13)	1,536	1,490	1,495	158,305	<u>528</u>	<u>0</u>	14,625	15,153	173,458	61,588	235,046	<u>\$105,890</u>	<u>\$116,025</u>	<u>\$157,221</u>	9.6%	38.9%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	1,535 21 1,514 0 0 0	1,489 21 1,468 0 0 0	1,494 21 1,473 0 0 0	158,305 5,356 152,758 0 0 0	528 0 528 0 0 0	0 0 0 0 0	14,625 161 14,464 0 0 0	15,153 161 14,992 0 0 0	173,458 5,517 167,750 0 0 0	61,588 2,024 59,564 0 0	235,046 7,541 227,314 0 0 0	\$105,961 \$255,048 \$103,705 - - -	\$116,103 \$262,714 \$113,883	\$157,327 \$359,095 \$154,320 - -	9.6% 3.0% 9.8%	38.9% 37.8% 39.0% - - 0.0%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual	0 1,535 1 1,536	0 1,489 1 1,490	0 1,494 1 1,495	0 158,305 0 158,305	0 528 0 528	0 - 0 -	0 14,625 0 14,625	0 15,153 0 15,153	0 173,458 0 173,458	0 61,588 0 61,588 - 0 0	0 235,046 0 235,046 - 0 0 0	\$105,961 \$0 \$105,890	\$116,103 \$0 \$116,025	\$157,327 \$0 \$157,221	9.6% - 9.6%	38.9% - 38.9%

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							ctor General FY 2016)									
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End Strength	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousa f Holiday <u>Pay</u>	nds) g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i+j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp <u>& Benefits</u>	h/d o BC Variables	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	1,542	1,675	1,537	159,443	<u>0</u>	<u>0</u>	17,526	17,526	176,969	66,615	243,584	<u>\$103,736</u>	<u>\$115,139</u>	<u>\$158,480</u>	11.0%	41.8%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	1,541 21 1,520	1,674 21 1,653	1,536 21 1,515	159,443 3,364 156,079		-	17,526 15 17,511	17,526 15 17,511	176,969 3,379 173,590	66,615 1,056 65,559	243,584 4,435 239,149	\$103,804 \$160,190 \$103,022 - - -	\$115,214 \$160,905 \$114,581 - -	\$158,583 \$211,190 \$157,854 - - -	11.0% 0.4% 11.2% - -	41.8% 31.4% 42.0%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	1,541 1 1,542	1,674 1 1,675	1,536 1 1,537	159,443 - 159,443	-	-	17,526 17,526	17,526 17,526	176,969 - 176,969	66,615	243,584 	\$103,804 \$0 \$103,736	\$115,214 \$0 \$115,139	\$158,583 \$0 \$158,480	11.0%	41.8% - 41.8%
Reimbursable Funded Personnel (includes OC 13)	0	<u>0</u>	<u>0</u>	<u>10</u>	<u>0</u>	<u>0</u>	<u>19</u>	<u>19</u>	<u>29</u>	4	<u>33</u>	=	=	=	<u>190.0%</u>	40.0%
RI. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	-		-	10 - 10 - - -	- - - - -		19 - 19 - - -	19 - 19 - - -	29 - 29 - - -	4	33 33 -	-			190.0% - 190.0% - - -	40.0%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	-	-	-	10 - 10	-	-	19 - 19	19 19	29 - 29	4	33 - 33 - - -		-	-	190.0% - 190.0%	40.0%
Total Personnel (includes OC 13)	1,542	1,675	1,537	159,453	<u>0</u>	<u>0</u>	17,545	17,545	176,998	66,619	243,617	<u>\$103,743</u>	<u>\$115,158</u>	<u>\$158,502</u>	11.0%	41.8%
T1. US Direct Hire (USDH) Tla. Senior Executive Schedule Tlb. General Schedule Tlc. Special Schedule Tld. Wage System Tle. Highly Qualified Experts Tlf. Other	1,541 21 1,520 0 0 0	1,674 21 1,653 0 0 0	1,536 21 1,515 0 0 0	159,453 3,364 156,089 0 0 0	0 0 0 0 0	0 0 0 0 0 0	17,545 15 17,530 0 0 0	17,545 15 17,530 0 0 0	176,998 3,379 173,619 0 0 0	66,619 1,056 65,563 0 0	243,617 4,435 239,182 0 0 0	\$103,811 \$160,190 \$103,029 - - -	\$115,233 \$160,905 \$114,600 - -	\$158,605 \$211,190 \$157,876 - - -	11.0% 0.4% 11.2% - -	41.8% 31.4% 42.0%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual	0 1,541 1 1,542	0 1,674 1 1,675	0 1,536 1 1,537	0 159,453 0 159,453	0 - 0 -	0 - 0 -	0 17,545 0 17,545	0 17,545 0 17,545	0 176,998 0 176,998	0 66,619 0 66,619 0 0	0 243,617 0 243,617 - 0 0 0	\$103,811 \$0 \$103,743	\$115,233 \$0 \$115,158	\$158,605 \$0 \$158,502	11.0% - 11.0%	41.8%

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							ector General FY 2017)									
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pav</u>	(\$ in Thousa f Holiday Pay	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c n Comp & Benefits	h/d º % BC <u>Variables</u>	j/d <u>p</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	1,645	1,635	1,587	165,531	683	<u>0</u>	12,196	12,879	178,410	68,578	246,988	<u>\$104,304</u>	<u>\$112,420</u>	<u>\$155,632</u>	7.8%	41.4%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	1,644 21 1,623 - -	1,634 21 1,613 - -	1,586 21 1,565	165,531 3,399 162,132	683 - 683 - -	- - - - -	12,196 16 12,180	12,879 16 12,863	178,410 3,415 174,995	68,578 1,341 67,237	246,988 4,756 242,232 - -	\$104,370 \$161,857 \$103,599 - - -	\$112,491 \$162,619 \$111,818 - - -	\$155,730 \$226,476 \$154,781 - - -	7.8% 0.5% 7.9% - -	41.4% 39.5% 41.5%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	1,644	1,634	1,586	165,531	683	-	12,196	12,879	178,410	68,578	246,988	\$104,370	- \$112,491	\$155,730	- 7.8%	41.4%
D3. Indirect Hire Foreign Nationals (IHFN) Subtoal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	1,044	1,635 1,635	1,580 1 1,587	165,531	683	-	12,196	12,879	178,410	68,578	246,988	\$104,370 \$0 \$104,304	\$112,491 \$0 \$112,420	\$155,750 \$0 \$155,632	7.8%	41.4%
Reimbursable Funded Personnel (includes OC 13)	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	=	=	=	=	-
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	-	-	-		-	-	-		-	-	-	-		-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	_								_		_	_	-	_	_	_
R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	:	:	:	:	:	:	-]	i	-	[- - - -	:	:	Ξ.	Ī	:
Total Personnel (includes OC 13)	1,645	1,635	1,587	165,531	<u>683</u>	<u>0</u>	12,196	12,879	178,410	68,578	246,988	<u>\$104,304</u>	<u>\$112,420</u>	<u>\$155,632</u>	<u>7.8%</u>	41.4%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	1,644 21 1,623 0 0 0	1,634 21 1,613 0 0 0	1,586 21 1,565 0 0 0	165,531 3,399 162,132 0 0 0	683 0 683 0 0 0	0 0 0 0 0	12,196 16 12,180 0 0 0	12,879 16 12,863 0 0 0	178,410 3,415 174,995 0 0 0	68,578 1,341 67,237 0 0 0	246,988 4,756 242,232 0 0 0	\$104,370 \$161,857 \$103,599 - - -	\$112,491 \$162,619 \$111,818 - - -	\$155,730 \$226,476 \$154,781 - -	7.8% 0.5% 7.9% - -	41.4% 39.5% 41.5%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HHFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual	0 1,644 1 1,645	0 1,634 1 1,635	0 1,586 1 1,587	0 165,531 0 165,531	0 683 0 683	0 - 0 -	0 12,196 0 12,196	0 12,879 0 12,879	0 178,410 0 178,410	0 68,578 0 68,578 - 0 0	0 246,988 0 246,988 - 0 0 0	\$104,370 \$0 \$104,304	\$112,491 \$0 \$112,420	\$155,730 \$0 \$155,632	7.8% - 7.8%	41.4% - 41.4%

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							ecretary of De FY 2015)	fense								
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	e Overtime <u>Pay</u>	(\$ in Thousa f Holiday Pay	nds) g Other O.C.11	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits <u>O.C.12/13</u>	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>I</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp & Benefits	h/d º BC <u>Variables</u>	j/d <u>p</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	1,866	1,839	1,839	261,890	1,112	138	14,857	16,107	277,997	74,008	352,005	<u>\$142,409</u>	<u>\$151,167</u>	<u>\$191,411</u>	6.2%	28.3%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	1,866 238 1,595 - 2	1,839 262 1,537 - 2 8 30	1,839 262 1,537 2 8 30	261,890 41,192 214,549 - 99 1,248 4,802	1,112 - 1,112 - -	138 - 138 - -	14,857 - 7,647 7,210	16,107 - 8,897 - - - 7,210	277,997 41,192 223,446 99 1,248 12.012	73,740 14,447 58,967 - 27 - 299	351,737 55,639 282,413 126 1,248 12,311	\$142,409 \$157,221 \$139,589 - \$49,500 \$156,000 \$160,067	\$151,167 \$157,221 \$145,378 - \$49,500 \$156,000 \$400,400	\$191,265 \$212,363 \$183,743 - \$63,000 \$156,000 \$410,367	6.2% 0.0% 4.1% - 0.0% 0.0% 150.1%	28.2% 35.1% 27.5% - 27.3% 0.0% 6.2%
D1. Other D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	1,866 	1,839 - 1,839	1,839 - 1,839	261,890 261,890	1,112 1,112	138 138	14,857 14,857	16,107	277,997 277,997	73,740 268 - 268	351,737 351,737 268 	\$142,409 - \$142,409	\$151,167 \$151,167	\$191,265 \$191,265	6.2%	28.2% 28.2%
Reimbursable Funded Personnel (includes OC 13)	0	<u>0</u>	<u>0</u>	1,341	<u>0</u>	<u>0</u>	<u>49</u>	<u>49</u>	1,390	<u>0</u>	1,390	=	Ξ.	=	3.7%	0.0%
RI. US Direct Hire (USDH) Rla. Senior Executive Schedule Rlb. General Schedule Rlc. Special Schedule Rld. Wage System Rle. Highly Qualified Experts Rlf. Other	-		-	1,341 - 1,341 - -	- - - - -	:	49 - 49 - - -	49 - 49 - - -	1,390 - 1,390 - - -	-	1,390 - 1,390 - - -	-			3.7%	0.0% - 0.0% - -
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	-	-	-	1,341 1,341	-	-	49	49 - 49	1,390 - 1,390	-	1,390 - 1,390 - - -	- - - -	-	:	3.7% - 3.7%	0.0% - 0.0%
Total Personnel (includes OC 13)	1,866	1,839	1,839	263,231	1,112	138	14,906	16,156	279,387	74,008	353,395	<u>\$143,138</u>	<u>\$151,923</u>	<u>\$192,167</u>	6.1%	28.1%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	1,866 238 1,595 0 2 0 31	1,839 262 1,537 0 2 8 30	1,839 262 1,537 0 2 8 30	263,231 41,192 215,890 0 99 1,248 4,802	1,112 0 1,112 0 0 0	138 0 138 0 0 0	14,906 0 7,696 0 0 0 7,210	16,156 0 8,946 0 0 0 7,210	279,387 41,192 224,836 0 99 1,248 12,012	73,740 14,447 58,967 0 27 0 299	353,127 55,639 283,803 0 126 1,248 12,311	\$143,138 \$157,221 \$140,462 - \$49,500 \$156,000 \$160,067	\$151,923 \$157,221 \$146,282 \$49,500 \$156,000 \$400,400	\$192,021 \$212,363 \$184,647 - \$63,000 \$156,000 \$410,367	6.1% 0.0% 4.1% - 0.0% 0.0% 150.1%	28.0% 35.1% 27.3% - 27.3% 0.0% 6.2%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HFN) Subtoul - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual	1,866 0 1,866	1,839 0 1,839	0 1,839 0 1,839	0 263,231 0 263,231	0 1,112 0 1,112	0 138 0 138	0 14,906 0 14,906	0 16,156 0 16,156	0 279,387 0 279,387	73,740 0 73,740 268 0 0 268	353,127 0 353,127 268 0 0 268	\$143,138 \$143,138	\$151,923 \$151,923	\$192,021 \$192,021	6.1%	28.0% - 28.0%

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	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pav</u>	(S in Thousa <u>f</u> Holiday <u>Pay</u>	nds) g Other O.C.11	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i+j <u>k</u> Comp <u>& Benefits</u>	d/c <u>I</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c n Comp & Benefits	h/d º % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	1,839	1,806	<u>1,919</u>	265,515	1,469	<u>539</u>	16,364	18,372	283,887	71,673	355,560	<u>\$138,361</u>	<u>\$147,935</u>	<u>\$185,284</u>	6.9%	27.0%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	1,839 262 1,537 - 2 8 30	1,806 238 1,537 2 1 28	1,919 238 1,650 - 2 1 28	265,515 41,427 219,053 - 139 150 4,746	1,469 - 1,469 - - -	539 - 539 - -	16,364 1,147 15,134 - - 83	18,372 1,147 17,142 - - - 83	283,887 42,574 236,195 - 139 150 4,829	71,173 11,928 58,236 	355,060 54,502 294,431 	\$138,361 \$174,063 \$132,759 - \$69,500 \$150,000 \$169,500	\$147,935 \$178,882 \$143,148 - \$69,500 \$150,000 \$172,464	\$185,023 \$229,000 \$178,443 - \$69,500 \$231,000 \$205,607	6.9% 2.8% 7.8% - 0.0% 0.0% 1.7%	26.8% 28.8% 26.6% - 0.0% 54.0% 19.6%
D2. Direct Hire Program Foreign Nationals (DHFN)		-			-			-	-		-	-	-	-	-	-
D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Direct Funded (excludes OC 13)	1,839 - 1.839	1,806 - 1.806	1,919 - 1,919	265,515 265,515	1,469 - 1.469	539 - 539	16,364 - 16,364	18,372 - 18,372	283,887 - 283,887	71,173 - 71,173	355,060 - 355,060	\$138,361 - \$138,361	\$147,935 - \$147,935	\$185,023 - \$185,023	6.9% - 6.9%	26.8% - 26.8%
D5. Other Object Class 13 Benefits	1,839	1,800	1,919	203,313	1,409	339	10,304	18,372	283,887	500	500	\$138,301	\$147,933	\$185,025	0.9%	20.8%
D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual										500	500					
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	=	=	=	=	=
RI. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	-	-	-	-	- - - - -	-	-		-	-	-	-		:		-
R2. Direct Hire Program Foreign Nationals (DHFN)	_	_	_	_		_	_		_			_	_	_	_	_
R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN)	-	-	- 1	-	1	-						-	1	1		1
Subtotal - Reimbursable Funded (excludes OC 13) RS. Other Object Class 13 Benefits RSa. USDH - Benefits for Former Employees RSb. DHFN - Benefits for Former Employees RSb. Voluntary Separation Incentive Pay (VSIP) RSd. Foreign National Separation Liability Accrual	-	-	-	-		-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	1,839	1,806	1,919	<u>265,515</u>	1,469	<u>539</u>	16,364	18,372	283,887	71,673	355,560	<u>\$138,361</u>	<u>\$147,935</u>	<u>\$185,284</u>	6.9%	27.0%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	1,839 262 1,537 0 2 8 30	1,806 238 1,537 0 2 1 28	1,919 238 1,650 0 2 1 28	265,515 41,427 219,053 0 139 150 4,746	1,469 0 1,469 0 0 0	539 0 539 0 0 0	16,364 1,147 15,134 0 0 0 83	18,372 1,147 17,142 0 0 0 83	283,887 42,574 236,195 0 139 150 4,829	71,173 11,928 58,236 0 0 81 928	355,060 54,502 294,431 0 139 231 5,757	\$138,361 \$174,063 \$132,759 - \$69,500 \$150,000 \$169,500	\$147,935 \$178,882 \$143,148 - \$69,500 \$150,000 \$172,464	\$185,023 \$229,000 \$178,443 - \$69,500 \$231,000 \$205,607	6.9% 2.8% 7.8% - 0.0% 0.0% 1.7%	26.8% 28.8% 26.6% - 0.0% 54.0% 19.6%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN) Subtout - Total Funded (excludes OC T3) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual	0 1,839 0 1,839	0 1,806 0 1,806	0 1,919 0 <i>1,919</i>	0 265,515 0 265,515	0 1,469 0 <i>1,469</i>	0 539 0 539	0 16,364 0 <i>16,364</i>	0 18,372 0 18,372	0 283,887 0 283,887	71,173 0 71,173 500 0 0 500	355,060 0 355,060 500 0 0 500	\$138,361 - \$138,361	\$147,935 - \$147,935	\$185,023 \$185,023	6.9%	26.8%

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	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	e Overtime <u>Pay</u>	(\$ in Thousa <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c n Comp & Benefits	h/d º % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	1,806	1,860	1,846	264,385	<u>46</u>	<u>94</u>	15,189	15,329	279,714	70,730	350,444	<u>\$143,220</u>	<u>\$151,524</u>	<u>\$189,840</u>	5.8%	26.8%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System	1,806 238 1,537	1,860 238 1,592	1,846 238 1,578	264,385 41,427 217,923	46 46 -	94 94 -	15,189 1,147 10,769	15,329 1,287 10,769	279,714 42,714 228,692	70,230 11,928 56,603	349,944 54,642 285,295	\$143,220 \$174,063 \$138,101 - \$70,000	\$151,524 \$179,471 \$144,925 - \$70,000	\$189,569 \$229,588 \$180,795 - \$70,000	5.8% 3.1% 4.9% -	26.6% 28.8% 26.0% - 0.0%
D1d. Wage System D1e. Highly Qualified Experts D1f. Other	1 28	3 25	3 25	150 4,745	-	-	3,273	3,273	150 8,018	81 1,618	231 9,636	\$50,000 \$50,000 \$189,800	\$50,000 \$50,000 \$320,720	\$70,000 \$77,000 \$385,440	0.0% 0.0% 69.0%	54.0% 34.1%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	1,806	1,860	1,846	264,385	46	- 94 - 94	15,189	15,329	279,714	70,230	349,944	\$143,220	\$151,524	\$189,569	5.8%	26.6%
Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees	1,806	1,860	1,846	264,385	46	94	15,189	15,329	279,714	70,230 500 -	349,944 500 -	\$143,220	\$151,524	\$189,569	5.8%	26.6%
D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual										500	500					
Reimbursable Funded Personnel (includes OC 13)	0	0	<u>0</u>	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	0	<u>0</u>	0	=	=	=	=	=
RI. US Direct Hire (USDH) Rla. Senior Executive Schedule Rlb. General Schedule Rlc. Special Schedule	=	:	:	-	:	:	-		:	-		-			:	:
RId. Wage System RIe. Highly Qualified Experts RIf. Other	-	-		-	-	:	- - -	-		-	-	-	-	1		-
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-		-	-	-	-	-	-	-	-
Subtotal - Reimbursable Funded (excludes OC 13) RS. Other Object Class 13 Benefits RSa USDH - Benefits for Former Employees RSb. DHFN - Benefits for Former Employees RSc. Voluntary Separation Incentive Pay (VSIP) RSd Foreign National Separation Liability Accrual	-	-	-	-		-	-	-	-	-		-	-	-	-	-
Total Personnel (includes OC 13)	1,806	1,860	1,846	264,385	<u>46</u>	94	15,189	15,329	279,714	70,730	350,444	<u>\$143,220</u>	<u>\$151,524</u>	<u>\$189,840</u>	5.8%	26.8%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1c. Highly Qualified Experts T1f. Other	1,806 238 1,537 0 2 1	1,860 238 1,592 0 2 3 25	1,846 238 1,578 0 2 3 25	264,385 41,427 217,923 0 140 150 4,745	46 46 0 0 0 0	94 94 0 0 0 0	15,189 1,147 10,769 0 0 0 3,273	15,329 1,287 10,769 0 0 0 3,273	279,714 42,714 228,692 0 140 150 8,018	70,230 11,928 56,603 0 81	349,944 54,642 285,295 0 140 231 9,636	\$143,220 \$174,063 \$138,101 - \$70,000 \$50,000 \$189,800	\$151,524 \$179,471 \$144,925 - \$70,000 \$50,000 \$320,720	\$189,569 \$229,588 \$180,795 - \$70,000 \$77,000 \$385,440	5.8% 3.1% 4.9% - 0.0% 6.0%	26.6% 28.8% 26.0% - 0.0% 54.0% 34.1%
72. Direct Hire Program Foreign Nationals (DHFN) 73. Total Direct Hire 74. Indirect Hire Foreign Nationals (IHFN) Subtoal - Total Funded (excludes OC 13) 75. Other Object Class 13 Benefits 75a. USDH - Benefits for Former Employees 75b. DHFN - Benefits for Former Employees 75c. Voluntary Separation Incentive Pay (VSIP)	0 1,806 0 1,806	0 1,860 0 1,860	0 1,846 0 1,846	0 264,385 0 264,385	0 46 0 46	0 94 0 94	0 15,189 0 15,189	0 15,329 0 15,329	0 279,714 0 279,714	70,230 0 70,230 500 0 0	0 349,944 0 349,944 500 0	\$143,220 \$143,220	\$151,524 \$151,524	\$189,569	5.8%	26.6%

					Pent	agon Reservati (I	on Maintenan	ce Rev Fund								
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	d Basic Comp	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousa f Holiday Pay	nds) g Other O.C.11	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits <u>O.C.12/13</u>	i+j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c n Comp & Benefits	h/d 0 8 BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	=	=	=	=	=
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	- - - - -	-	- - - - -	-	- - - - - -	-		- - - - - -		-		-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-		-	-	-	-	-	-	-	
D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	-	:	-	-	:	-	:		:	-		-	-	-		-
Reimbursable Funded Personnel (includes OC 13)	1,670	1,627	<u>1,601</u>	129,862	4,590	2,784	12,353	19,727	149,589	47,720	197,309	<u>\$81,113</u>	<u>\$93,435</u>	<u>\$123,241</u>	<u>15.2%</u>	<u>36.7%</u>
RI. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	1,670 3 800 682 185	1,627 3 762 633 229	1,601 3 747 640 211	129,862 535 67,535 48,889 12,903	1,900 1,348 1,342	2,784 - 775 1,926 83	12,353 21 7,311 4,856 165	19,727 21 9,986 8,130 1,590	149,589 556 77,521 57,019 14,493	47,695 132 24,766 18,232 4,565	197,284 688 102,287 75,251 19,058	\$81,113 \$178,333 \$90,408 \$76,389 \$61,152	\$93,435 \$185,333 \$103,776 \$89,092 \$68,687	\$123,225 \$229,333 \$136,930 \$117,580 \$90,322	15.2% 3.9% 14.8% 16.6% 12.3%	36.7% 24.7% 36.7% 37.3% 35.4%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire	1,670	1,627	1,601	129,862	4,590	2,784	12,353	19,727	149,589	47,695	197,284	- \$81,113	- \$93,435	- \$123,225	15.2%	- 36.7%
R4. Indirect Hire Foreign Nationals (HHFN) Subtotal - Reimbursuble Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accual	1,670	1,627	1,601	129,862	4,590	2,784	12,353	19,727	149,589	47,695 25 - - 25	197,284 25 - - 25	\$81,113	\$93,435	\$123,225	15.2%	36.7%
Total Personnel (includes OC 13)	1,670	1,627	1,601	129,862	4,590	2,784	12,353	19,727	149,589	47,720	197,309	<u>\$81,113</u>	<u>\$93,435</u>	<u>\$123,241</u>	<u>15.2%</u>	<u>36.7%</u>
TI. US Direct Hire (USDH) Tla. Senior Executive Schedule Tlb. General Schedule Tlc. Special Schedule Tld. Wage System Tle. Highly Qualified Experts Tlf. Other	1,670 3 800 682 185 0	1,627 3 762 633 229 0	1,601 3 747 640 211 0	129,862 535 67,535 48,889 12,903 0	4,590 0 1,900 1,348 1,342 0	2,784 0 775 1,926 83 0	12,353 21 7,311 4,856 165 0	19,727 21 9,986 8,130 1,590 0	149,589 556 77,521 57,019 14,493 0	47,695 132 24,766 18,232 4,565 0	197,284 688 102,287 75,251 19,058 0	\$81,113 \$178,333 \$90,408 \$76,389 \$61,152	\$93,435 \$185,333 \$103,776 \$89,092 \$68,687	\$123,225 \$229,333 \$136,930 \$117,580 \$90,322	15.2% 3.9% 14.8% 16.6% 12.3%	36.7% 24.7% 36.7% 37.3% 35.4%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HFFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual	1,670 0 1,670	0 1,627 0 1,627	0 1,601 0 1,601	0 129,862 0 129,862	4,590 0 4,590	0 2,784 0 2,784	12,353 0 12,353	0 19,727 0 19,727	0 149,589 0 149,589	0 47,695 0 47,695 25 0 0 25	0 197,284 0 197,284 25 0 0 25 0	\$81,113 \$81,113	\$93,435 - \$93,435	\$123,225 \$123,225	15.2% 15.2%	36.7% - 36.7%

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					Pent	agon Reservati (l	on Maintenar FY 2016)	nce Rev Fund								
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pav</u>	(S in Thousa f Holiday Pay	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>9</u> % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	=	=	=	=	=
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other		- - - - -		- - - - -	- - - - -	- - - - -	-			-		-	-	- - - - -	-	
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-		:	- - - - - - -		-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	1,790	1,785	1,783	158,276	2,573	<u>886</u>	3,211	6,670	164,946	47,334	212,280	\$88,769	<u>\$92,510</u>	<u>\$119,058</u>	4.2%	29.9%
RI. US Direct Hire (USDH) RIa. Senior Executive Schedule RIb. General Schedule RIc. Special Schedule RId. Wage System RIe. Highly Qualified Experts RIf. Other	1,790 3 825 697 265	1,785 3 804 710 268	1,783 3 803 709 268	158,276 515 77,884 61,961 17,916	2,573 934 479 1,160	886 - 121 684 81 -	3,211 50 1,284 1,725 152	6,670 50 2,339 2,888 1,393	164,946 565 80,223 64,849 19,309	47,034 131 23,695 17,376 5,832	211,980 696 103,918 82,225 25,141	\$88,769 \$171,667 \$96,991 \$87,392 \$66,851	\$92,510 \$188,333 \$99,904 \$91,465 \$72,049	\$118,890 \$232,000 \$129,412 \$115,973 \$93,810	4.2% 9.7% 3.0% 4.7% 7.8%	29.7% 25.4% 30.4% 28.0% 32.6%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	1,790 - 1,790	1,785 - 1,785	1,783 1,783	158,276 158,276	2,573 - 2,573	886 - 886	3,211 3,211	6,670	164,946 - 164,946	47,034 47,034 300	211,980 211,980 300	\$88,769 - \$88,769	\$92,510 \$92,510	\$118,890 - \$118,890	4.2%	29.7%
	4.500		4.500	150.056		007			161016			000 740	602.510	6110.050	4.20/	20.00/
Total Personnel (includes OC 13) T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	1,790 1,790 3 825 697 265 0	1,785 1,785 3 804 710 268 0	1,783 1,783 3 803 709 268 0	158,276 515 77,884 61,961 17,916 0	2,573 2,573 0 934 479 1,160 0	886 0 121 684 81 0	3,211 50 1,284 1,725 152 0	6,670 50 2,339 2,888 1,393 0	164,946 164,946 565 80,223 64,849 19,309 0	47,034 131 23,695 17,376 5,832 0	212,280 211,980 696 103,918 82,225 25,141 0 0	\$88,769 \$88,769 \$171,667 \$96,991 \$87,392 \$66,851	\$92,510 \$92,510 \$188,333 \$99,904 \$91,465 \$72,049	\$118,890 \$232,000 \$129,412 \$115,973 \$93,810	4.2% 4.2% 9.7% 3.0% 4.7% 7.8%	29.9% 29.7% 25.4% 30.4% 28.0% 32.6%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN) Subtout - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Acerual	1,790 0 1,790	0 1,785 0 1,785	0 1,783 0 1,783	0 158,276 0 158,276	0 2,573 0 2,573	886 0 886	3,211 0 3,211	0 6,670 0 6,670	0 164,946 0 <i>164,946</i>	0 47,034 0 47,034 300 0 0 300	0 211,980 0 211,980 300 0 0 300 0	\$88,769 - \$88,769	\$92,510 - \$92,510	\$118,890 - \$118,890	4.2%	29.7%

OP-8 Exhibit, Civilian Personnel Costs
OUSD(C)-380

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					Pent	ngon Reservati (I	on Maintenan FY 2017)	ice Rev Fund				I				
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousa f Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c I Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c n Comp & Benefits	h/d 0 BC Variables	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	=	=	=	=	=
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	-	- - - - -	- - - - -		- - - - -	-				-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	-	-	-	-		-	-		:	- - - - - - - -			-		-	:
Reimbursable Funded Personnel (includes OC 13)	1,785	<u>1,753</u>	<u>1,753</u>	159,201	2,703	<u>867</u>	3,122	6,692	165,893	47,607	213,500	<u>\$90,816</u>	<u>\$94,634</u>	<u>\$121,791</u>	<u>4.2%</u>	<u>29.9%</u>
RI. US Direct Hire (USDH) Rla. Senior Executive Schedule Rlb. General Schedule Rlc. Special Schedule Rld. Wage System Rle. Highly Qualified Experts Rlf. Other	1,785 3 804 710 268	1,753 4 801 710 238	1,753 4 801 710 238	159,201 672 79,316 62,662 16,551	2,703 1,426 660 617	867 - 138 682 47 -	3,122 50 1,537 1,443 92	6,692 50 3,101 2,785 756	165,893 722 82,417 65,447 17,307	47,307 181 23,431 17,690 6,005	213,200 903 105,848 83,137 23,312	\$90,816 \$168,000 \$99,021 \$88,256 \$69,542	\$94,634 \$180,500 \$102,893 \$92,179 \$72,718	\$121,620 \$225,750 \$132,145 \$117,094 \$97,950	4.2% 7.4% 3.9% 4.4% 4.6%	29.7% 26.9% 29.5% 28.2% 36.3%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5.a USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	1,785 1,785	1,753 - 1,753	1,753 1,753	159,201 - 159,201	2,703 - 2,703	867 - 867	3,122 3,122	6,692 -6,692	165,893 - 165,893	47,307 47,307 300	213,200 213,200 300 - 300	\$90,816 \$90,816	\$94,634 - \$94,634	\$121,620 \$121,620	4.2%	29.7% - 29.7%
Total Personnel (includes OC 13)	1,785	1,753	1,753	159,201	2,703	<u>867</u>	3,122	6,692	165,893	47,607	213,500	<u>\$90,816</u>	<u>\$94,634</u>	<u>\$121,791</u>	4.2%	29.9%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	1,785 3 804 710 268 0	1,753 4 801 710 238 0 0	1,753 4 801 710 238 0 0	159,201 672 79,316 62,662 16,551 0	2,703 0 1,426 660 617 0	867 0 138 682 47 0	3,122 50 1,537 1,443 92 0	50 3,101 2,785 756 0	165,893 722 82,417 65,447 17,307 0	47,307 181 23,431 17,690 6,005 0	213,200 903 105,848 83,137 23,312 0	\$90,816 \$168,000 \$99,021 \$88,256 \$69,542	\$94,634 \$180,500 \$102,893 \$92,179 \$72,718	\$121,620 \$225,750 \$132,145 \$117,094 \$97,950	4.2% 7.4% 3.9% 4.4% 4.6%	29.7% 26.9% 29.5% 28.2% 36.3%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Acerual	0 1,785 0 1,785	0 1,753 0 1,753	0 1,753 0 1,753	0 159,201 0 159,201	0 2,703 0 2,703	0 867 0 867	0 3,122 0 3,122	0 6,692 0 6,692	0 165,893 0 165,893	0 47,307 0 47,307 300 0 0 300	0 213,200 0 213,200 300 0 0 300	\$90,816 - \$90,816	\$94,634 - \$94,634	\$121,620 \$121,620	4.2% - 4.2%	29.7% - 29.7%

						U.S., Special C	perations Co Y 2015)	mmand								
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	d Basic Comp	<u>e</u> Overtime <u>Pav</u>	(\$ in Thousa f Holiday Pay	g Other O.C.11	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits <u>O.C.12/13</u>	i+j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c n Comp & Benefits	h/d 0 % BC Variables	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	6,028	6,224	6,224	514,006	13,910	1,499	<u>9,551</u>	24,960	538,966	156,940	695,906	<u>\$82,585</u>	<u>\$86,595</u>	<u>\$111,810</u>	4.9%	<u>30.5%</u>
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule	6,028	6,224	6,224	514,006	13,910	1,499	9,551	24,960	538,966	156,790	695,756	\$82,585	\$86,595 -	\$111,786 -	4.9%	30.5%
Dib. General Schedule Dic. Special Schedule Did. Wage System Die. Highly Qualified Experts Dif. Other	6,028	6,224 - - - -	6,224	514,006	13,910	1,499 - - -	9,551 - - -	24,960	538,966	156,790 - - - -	695,756 - - -	\$82,585 - - - -	\$86,595 - - - -	\$111,786 - - - -	4.9% - - - -	30.5%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	6,028	6,224	6,224	514,006	13,910	1,499	9,551	24,960	538,966	156,790	695,756	\$82,585	- \$86,595	- \$111,786	4.9%	30.5%
D4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5b. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	6,028	6,224	6,224	514,006	13,910	1,499	9,551	24,960	538,966	156,790 150 150	695,756 150 150	\$82,585	\$86,595	\$111,786	4.9%	30.5%
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	=	=	=	=	Ξ
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	-		-	-	- - - - -				-	-	-	-	-			:
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual		-	-	-	-	-	:	:	:	-	-	:	-	-	-	-
Total Personnel (includes OC 13)	6,028	6,224	6,224	514,006	13,910	1,499	9,551	24,960	538,966	156,940	695,906	<u>\$82,585</u>	\$86,595	<u>\$111,810</u>	4.9%	<u>30.5%</u>
TI. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	6,028 0 6,028 0 0 0	6,224 0 6,224 0 0 0	6,224 0 6,224 0 0 0	514,006 0 514,006 0 0 0	13,910 0 13,910 0 0 0	1,499 0 1,499 0 0 0	9,551 0 9,551 0 0 0	24,960 0 24,960 0 0 0	538,966 0 538,966 0 0 0	156,790 0 156,790 0 0 0	695,756 0 695,756 0 0 0	\$82,585 - \$82,585 - - -	\$86,595 - \$86,595 - - -	\$111,786 - \$111,786 - - -	4.9% - - 4.9% - - -	30.5%
12. Direct Hire Program Foreign Nationals (DHFN) 13. Total Direct Hire 14. Indirect Hire Foreign Nationals (HHFN) Subtotal - Total Funded (excludes OC 13) 15. Other Object Class 13 Benefits 15a. USDH - Benefits for Former Employees 15b. DHFN - Benefits for Former Employees 15c. Voluntary Separation Incentive Pay (VSIP) 15d. Foreign National Separation Liability Accrual	0 6,028 0 6,028	6,224 0 6,224	0 6,224 0 6,224	514,006 0 514,006	13,910 0 13,910	0 1,499 0 1,499	9,551 0 9,551	0 24,960 0 24,960	538,966 0 538,966	156,790 0 156,790 150 150 0 0	0 695,756 0 695,756 150 150 0	\$82,585 - \$82,585	\$86,595 \$86,595	\$111,786 \$111,786	4.9%	30.5%

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						U.S., Special (Operations Co FY 2016)	mmand								
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	e Overtime <u>Pay</u>	(\$ in Thousa f Holiday Pay	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>o</u> % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	6,224	6,556	6,556	533,511	21,620	<u>1,116</u>	<u>0</u>	22,736	556,247	121,762	678,009	<u>\$81,378</u>	<u>\$84,845</u>	<u>\$103,418</u>	4.3%	22.8%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	6,224 9 5,966 - 249	6,556 9 6,298 - 249	6,556 9 6,298 249	533,511 1,363 506,639 - 25,509	21,620 21,368 - 252	1,116 - 1,105 - 11	-	22,736 	556,247 1,363 529,112 - 25,772	121,762 440 113,987 - 7,335	678,009 1,803 643,099 - 33,107	\$81,378 \$151,444 \$80,444 - \$102,446	\$84,845 \$151,444 \$84,013 - \$103,502	\$103,418 \$200,333 \$102,112 - \$132,960	4.3% 0.0% 4.4% - 1.0%	22.8% 32.3% 22.5% - 28.8%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	6,224 6,224	6,556 6,556	6,556 -6,556	533,511 533,511	21,620 21,620	1,116 - 1,116	-	22,736 22,736	556,247 556,247	121,762 	678,009 - 678,009 - - -	\$81,378 - \$81,378	\$84,845 \$84,845	\$103,418 \$103,418	4.3%	22.8%
Reimbursable Funded Personnel (includes OC 13)	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	=	=	=	=	=
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-		-	-	-	-		-			-	-	-	
R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	-	:	-	:	-	:	Ē		:	-	-	-	į.	:	Ē	Ē
Total Personnel (includes OC 13)	6,224	6,556	6,556	533,511	21,620	1,116	<u>0</u>	22,736	556,247	121,762	678,009	<u>\$81,378</u>	<u>\$84,845</u>	<u>\$103,418</u>	4.3%	22.8%
TI. US Direct Hire (USDH) Tla. Senior Executive Schedule Tlb. General Schedule Tlc. Special Schedule Tld. Wage System Tle. Highly Qualified Experts Tlf. Oher	6,224 9 5,966 0 249 0	6,556 9 6,298 0 249 0	6,556 9 6,298 0 249 0	533,511 1,363 506,639 0 25,509 0	21,620 0 21,368 0 252 0	1,116 0 1,105 0 11 0	0 0 0 0 0	22,736 0 22,473 0 263 0	556,247 1,363 529,112 0 25,772 0	121,762 440 113,987 0 7,335 0	678,009 1,803 643,099 0 33,107 0	\$81,378 \$151,444 \$80,444 - \$102,446	\$84,845 \$151,444 \$84,013 - \$103,502	\$103,418 \$200,333 \$102,112 - \$132,960	4.3% 0.0% 4.4% - 1.0%	22.8% 32.3% 22.5% - 28.8%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HIFN) Subtoual - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual	0 6,224 0 6,224	0 6,556 0 6,556	0 6,556 0 6,556	533,511 0 533,511	0 21,620 0 21,620	0 1,116 0 1,116	0 - 0 -	0 22,736 0 22,736	0 556,247 0 556,247	0 121,762 0 121,762 - 0 0 0	0 678,009 0 678,009 - 0 0 0	\$81,378 - \$81,378	\$84,845 - \$84,845	\$103,418 - \$103,418	4.3% - 4.3%	22.8%

OP-8 Exhibit, Civilian Personnel Costs
OUSD(C)-383

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						U.S., Special (Operations Co FY 2017)	mmand								
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(S in Thousa <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits <u>O.C.12/13</u>	i+j <u>k</u> Comp <u>& Benefits</u>	d/c <u>I</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c n Comp & Benefits	h/d º % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	6,599	6,599	6,599	599,550	14,184	1,253	0	15,437	614,987	136,834	751,821	<u>\$90,855</u>	<u>\$93,194</u>	<u>\$113,930</u>	2.6%	22.8%
D1. US Direct Hire (USDH)	6,599	6,599	6,599	599,550	14,184	1,253	-	15,437	614,987	136,834	751,821	\$90,855	\$93,194	\$113,930	2.6%	22.8%
D1a. Senior Executive Schedule D1b. General Schedule	6,326	6,326	6,326	1,532 569,897	13,353	1,241		14,594	1,532 584,491	495 128,096	2,027 712,587	\$170,222 \$90,088	\$170,222 \$92,395	\$225,222 \$112,644	0.0% 2.6%	32.3% 22.5%
D1c. Special Schedule D1d. Wage System	264	264	264	28,121	831	12		843	28,964	8,243	37.207	\$106,519	\$109,712	\$140,936	3.0%	29.39
D1e. Highly Qualified Experts D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
		-	-	-	-	-	-	-	-	-	-	-	•	•	-	
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	6,599	6,599	6,599	599,550	14,184	1,253	- 1	15,437	614,987	136,834	751,821	\$90,855	\$93,194	\$113,930	2.6%	22.89
D4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Direct Funded (excludes OC 13)	6.599	6.599	6,599	599.550	14.184	1.253	-	15,437	614.987	136.834	751.821	\$90.855	\$93.194	\$113.930	2.6%	22.89
Sanotal - Direct Funded (excludes OC 17) Bo. Other Object Class 13 Benefits DSa. USDH - Benefits for Former Employees DSb. DHFN - Benefits for Former Employees DSc. Voluntary Separation Incentive Pay (VSIP) DSd. Foreign National Separation Liability Accrual	0,399	0,399	0,399	399,330	14,104	1,233		13,437	014,967		731,821	\$90,633	393,194	\$115,930	2.076	22.07
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	=	=	=	=	
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule	-	-	-	-	-	-	-	Ī	Ī	-	-	:	1	1	:	
R1c. Special Schedule	1 - 1								1			1	1	1	1	
R1d. Wage System R1e. Highly Qualified Experts		-	-	-	-	-						-	1	1	1	
R1f. Other	-	-	-	-		-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN)							- 1		- 1		1		1	1	1	
Subtotal - Reimbursable Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees										-						
R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual																
Total Personnel (includes OC 13)	6,599	6,599	6,599	599,550	14,184	1,253	<u>0</u>	15,437	614,987	136,834	<u>751,821</u>	<u>\$90,855</u>	<u>\$93,194</u>	<u>\$113,930</u>	2.6%	22.8
11. US Direct Hire (USDH)	6,599	6,599	6,599	599,550	14,184	1,253		15,437	614,987	136,834	751,821	\$90,855	\$93,194	\$113,930	2.6%	22.8
Ta. Senior Executive Schedule Tb. General Schedule	6,326	6,326	6,326	1,532 569,897	0 13,353	0 1,241	0 0	0 14,594	1,532 584,491	495 128,096	2,027 712,587	\$170,222 \$90,088	\$170,222 \$92,395	\$225,222 \$112,644	0.0% 2.6%	32.3 22.5
Tic. Special Schedule Tid. Wage System	0 264	0 264	0 264	0 28,121	0 831	0 12	0	0 843	0 28,964	0 8,243	0 37,207	- \$106,519	\$109,712	- \$140,936	3.0%	29.3
Γle. Highly Qualified Experts	0	0	0	0	0	0	Ö	0	0	0	0	\$100,519	\$109,712	\$140,930	3.0%	29.3
If. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	•	-	
2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	600.055	-	-	2.000	22.6
3. Total Direct Hire 4. Indirect Hire Foreign Nationals (IHFN)	6,599 0	6,599 0	6,599 0	599,550 0	14,184 0	1,253 0	0	15,437 0	614,987 0	136,834 0	751,821 0	\$90,855 -	\$93,194 -	\$113,930 -	2.6%	22.8
Subtotal - Total Funded (excludes OC 13) F5. Other Object Class 13 Benefits	6,599	6,599	6,599	599,550	14,184	1,253	-	15,437	614,987	136,834	751,821	\$90,855	\$93,194	\$113,930	2.6%	22.8
F5a. USDH - Benefits for Former Employees F5b. DHFN - Benefits for Former Employees										0	0					
5c. Voluntary Separation Incentive Pay (VSIP) 5d. Foreign National Separation Liability Accrual										0	0					

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							Joint Staff FY 2015)									
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousa f Holiday Pay	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i+j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c n Comp & Benefits	h/d º % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	712	<u>714</u>	<u>731</u>	82,589	<u>0</u>	<u>0</u>	3,470	3,470	86,059	23,880	109,939	<u>\$112,981</u>	<u>\$117,728</u>	<u>\$150,395</u>	4.2%	28.9%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	712 13 698 - 1	714 9 704 - 1	731 10 720 - 1	82,589 2,781 79,760 - 48	- - - - -	-	3,470 103 3,359 - 8	3,470 103 3,359 - 8	86,059 2,884 83,119 - 56 -	23,842 1,228 22,605 - 9	109,901 4,112 105,724 - 65 -	\$112,981 \$278,100 \$110,778 - \$48,000	\$117,728 \$288,400 \$115,443 - \$56,000	\$150,343 \$411,200 \$146,839 - \$65,000	4.2% 3.7% 4.2% - 16.7%	28.9% 44.2% 28.3% - 18.8%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation incentive Pay (VSIP)	712 712	714 - 714	731 - 731	82,589 <i>82,589</i>	:	-	3,470 3,470	3,470 3,470	86,059 -86,059	23,842 23,842 38 38	109,901 	\$112,981 \$112,981	\$117,728 \$117,728	\$150,343 - \$150,343	4.2%	28.9% 28.9%
D5d. Foreign National Separation Liability Accrual	-									-	-	60.455				0.00/
Reimbursable Funded Personnel (includes OC 13) RI. US Direct Hire (USDH) Rla. Senior Executive Schedule Rlb. General Schedule Rlc. Special Schedule Rld. Wage System Rlc. Highly Qualified Experts Rlf. Other	224 224 2 2222 - -	222 222 1 212 - 9	214 214 2 211 - - 1	530 530 221 309	<u>0</u> - - - - - -	<u>0</u> - - - - - -	<u>0</u> - - - - -	<u>0</u> - - - - -	530 530 221 309	<u>0</u> - - - - - -	530 530 221 309 - -	\$2,477 \$2,477 \$110,500 \$1,464 - - \$0	\$2,477 \$2,477 \$110,500 \$1,464 - - \$0	\$2,477 \$2,477 \$110,500 \$1,464 - - \$0	0.0% 0.0% 0.0% 0.0% - -	0.0% 0.0% 0.0% 0.0%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	224 - 224	222 - 222	214 - 214	530 - 530	:	-	-	:	530 - 530	-	530 - 530 - - -	\$2,477 \$2,477	\$2,477 - \$2,477	\$2,477 \$2,477	0.0%	0.0%
Total Personnel (includes OC 13)	936	936	945	83,119	<u>0</u>	<u>0</u>	3,470	3,470	86,589	23,880	110,469	\$87,957	<u>\$91,629</u>	\$116,898	4.2%	28.7%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	936 15 920 0 1 0	936 10 916 0 1 9	945 12 931 0 1 1	83,119 3,002 80,069 0 48 0	0 0 0 0 0 0	0 0 0 0 0	3,470 103 3,359 0 8 0	3,470 103 3,359 0 8 0	86,589 3,105 83,428 0 56 0	23,842 1,228 22,605 0 9 0	110,431 4,333 106,033 0 65 0	\$87,957 \$250,167 \$86,003 - \$48,000 \$0	\$91,629 \$258,750 \$89,611 \$56,000 \$0	\$116,858 \$361,083 \$113,892 \$65,000 \$0	4.2% 3.4% 4.2% - 16.7%	28.7% 40.9% 28.2% - 18.8%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN) Subtouta - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual	936 0 936	9 36 0 936	0 945 0 945	83,119 0 83,119	0 - 0	0 - 0 -	3,470 0 3,470	0 3,470 0 <i>3,470</i>	0 86,589 0 86,589	0 23,842 0 23,842 38 38 0 0	0 110,431 0 110,431 38 38 0 0	\$87,957 - \$87,957	\$91,629 \$91,629	\$116,858 \$116,858	4.2%	28.7% - 28.7%

							Joint Staff FY 2016)									
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousa <u>f</u> Holiday <u>Pay</u>	g Other O.C.11	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i+j <u>k</u> Comp <u>& Benefits</u>	d/c <u>I</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c n Comp & Benefits	h/d º % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	981	<u>981</u>	<u>981</u>	98,779	<u>0</u>	<u>0</u>	3,625	3,625	102,404	32,326	134,730	\$100,692	<u>\$104,387</u>	<u>\$137,339</u>	<u>3.7%</u>	<u>32.7%</u>
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	981 15 965 - 1	981 15 965 - 1	981 15 965 - 1	98,779 2,738 95,997 - 44	: : :	- - - - -	3,625 101 3,522 - 2	3,625 101 3,522 - 2	102,404 2,839 99,519 - 46 -	32,326 903 31,408 - 15	134,730 3,742 130,927 61	\$100,692 \$182,533 \$99,479 - \$44,000	\$104,387 \$189,267 \$103,128 - \$46,000	\$137,339 \$249,467 \$135,676 - \$61,000	3.7% 3.7% 3.7% - 4.5%	32.7% 33.0% 32.7% - 34.1%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	981	981	981	98 , 779	-	-	3,625	3,625	102,404	32,326	134,730	\$100,692	\$104,387	- \$137,339	3.7%	32.7%
D3. India Direct Hire Foreign Nationals (IHFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	981	981	981	98,779	-	-	3,625	3,625	102,404	32,326	134,730	\$100,692	\$104,387 - \$104,387	\$137,339	3.7%	32.7%
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	Ξ	Ξ	=	Ξ	=
RI. US Direct Hire (USDH) Rla. Senior Executive Schedule Rlb. General Schedule Rlc. Special Schedule Rld. Wage System Rle. Highly Qualified Experts Rlf. Other	-	-	-	-	-	-	-		-	-	-	-			-	-
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	:	-	Ē	-		-	-	:	-	-
Subtotal - Reimbursable Funded (excludes OC 13) RS. Other Object Class 13 Benefits RSa. USDH - Benefits for Former Employees RSb. DHFN - Benefits for Former Employees RSc. Voluntary Separation Incentive Pay (VSIP) RSd. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	- - - -	-	-	-	-	-	-
Total Personnel (includes OC 13)	981	<u>981</u>	<u>981</u>	98,779	<u>0</u>	<u>0</u>	3,625	<u>3,625</u>	102,404	32,326	134,730	\$100,692	<u>\$104,387</u>	<u>\$137,339</u>	3.7%	<u>32.7%</u>
TI. US Direct Hire (USDH) Tla. Senior Executive Schedule Tlb. General Schedule Tlc. Special Schedule Tld. Wage System Tle. Highly Qualified Experts Tlf. Other	981 15 965 0 1 0	981 15 965 0 1 0	981 15 965 0 1 0	98,779 2,738 95,997 0 44 0	0 0 0 0 0	0 0 0 0 0	3,625 101 3,522 0 2 0 0	3,625 101 3,522 0 2 0 0	102,404 2,839 99,519 0 46 0	32,326 903 31,408 0 15 0	134,730 3,742 130,927 0 61 0	\$100,692 \$182,533 \$99,479 - \$44,000	\$104,387 \$189,267 \$103,128 - \$46,000	\$137,339 \$249,467 \$135,676 - \$61,000	3.7% 3.7% 3.7% - 4.5%	32.7% 33.0% 32.7% - 34.1%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HHFN) Subtoutal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual	981 0 981	0 981 0 <i>981</i>	0 981 0 <i>981</i>	98,779 0 98,779	0 - 0 -	0 - 0 -	0 3,625 0 3,625	3,625 0 3,625	0 102,404 0 102,404	32,326 0 32,326 0 0 0 0	0 134,730 0 134,730 - 0 0 0	\$100,692 \$100,692	\$104,387 \$104,387	\$137,339 \$137,339	3.7%	32.7% 32.7%

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	The Joint Staff (FY 2017)															
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(S in Thousa f Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits <u>O.C.12/13</u>	i+j <u>k</u> Comp <u>& Benefits</u>	d/c <u>I</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c n Comp & Benefits	h/d º % BC <u>Variables</u>	j/d P % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	1,382	1,392	1,384	140,411	<u>110</u>	<u>25</u>	3,977	<u>4,112</u>	144,523	45,673	<u>190,196</u>	<u>\$101,453</u>	<u>\$104,424</u>	<u>\$137,425</u>	2.9%	<u>32.5%</u>
DI. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule	1,382 14 1,181	1,392 14 1,181	1,384 14 1,179	140,411 2,506 113,519	110 - 80	25 - 10	3,977 88 3,584	4,112 88 3,674	144,523 2,594 117,193	45,673 872 38,960	190,196 3,466 156,153	\$101,453 \$179,000 \$96,284	\$104,424 \$185,286 \$99,400	\$137,425 \$247,571 \$132,445	2.9% 3.5% 3.2%	32.5% 34.8% 34.3%
D1d. Wage System D1e. Highly Qualified Experts D1f. Other	12 - 175	12 - 185	12 - 179	652 - 23,734	17 - 13	4 - 11	303	23 - 327	675 - 24,061	5,729	787 - 29,790	\$54,333 - \$132,592	\$56,250 - \$134,419	\$65,583 - \$166,425	3.5% - 1.4%	17.2% - 24.1%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) Subtotal - Direct Funded (excludes OC 13)	1,382 - 1,382	1,392 - 1,392	1,384 - 1,384	140,411 - 140,411	- 110 - 110	25 25	3,977 3,977	4,112 - 4,112	144,523 	45,673 - 45,673	190,196 - 190,196	\$101,453 - \$101,453	\$104,424 - \$104,424	\$137,425 - \$137,425	2.9% - 2.9%	32.5% - 32.5%
DS. Other Object Class 13 Benefits DSa. USDH - Benefits for Former Employees DSb. DHFN - Benefits for Former Employees DSc. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual										:						
Reimbursable Funded Personnel (includes OC 13)	<u>91</u>	<u>86</u>	<u>86</u>	12,417	<u>42</u>	<u>46</u>	<u>167</u>	<u>255</u>	12,672	3,470	16,142	<u>\$144,384</u>	<u>\$147,349</u>	<u>\$187,698</u>	2.1%	27.9%
RI. US Direct Hire (USDH) Rla. Senior Executive Schedule Rlb. General Schedule Rlc. Special Schedule Rld. Wage System	91 - 28 -	86 - 28 -	86 - 28 -	12,417 2,037	42 - 40 -	46 - 15 -	167 - 119 -	255 174	2,211	3,470 - 590 -	2,801	\$144,384 - \$72,750 -	\$147,349 - \$78,964 -	\$187,698 - \$100,036 -	2.1% - 8.5% -	27.9% - 29.0% -
R1e. Highly Qualified Experts R1f. Other	1 62	1 57	1 57	165 10,215	2	31	48	81	165 10,296	2,880	165 13,176	\$165,000 \$179,211	\$165,000 \$180,632	\$165,000 \$231,158	0.0% 0.8%	0.0% 28.2%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN)	91	86	86	12,417	42	46	167	255	12,672	3,470	16,142	\$144,384 -	\$147,349 -	\$187,698 -	2.1%	27.9%
Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	91	86	86	12,417	42	46	167	255	12,672	3,470 - - - -	16,142 - - - - -	\$144,384	\$147,349	\$187,698	2.1%	27.9%
Total Personnel (includes OC 13)	1,473	1,478	1,470	152,828	<u>152</u>	<u>71</u>	4,144	4,367	<u>157,195</u>	49,143	206,338	<u>\$103,965</u>	<u>\$106,935</u>	<u>\$140,366</u>	2.9%	32.2%
T1. US Direct Hire (USDH) Tla. Senior Executive Schedule Tlb. General Schedule Tlc. Special Schedule Tlc. Special Schedule Tld. Wase System	1,473 14 1,209 0	1,478 14 1,209 0	1,470 14 1,207 0 12	152,828 2,506 115,556 0 652	152 0 120 0 17	71 0 25 0 4	4,144 88 3,703 0 2	4,367 88 3,848 0 23	157,195 2,594 119,404 0 675	49,143 872 39,550 0	206,338 3,466 158,954 0 787	\$103,965 \$179,000 \$95,738 - \$54,333	\$106,935 \$185,286 \$98,926 - \$56,250	\$140,366 \$247,571 \$131,693 - \$65,583	2.9% 3.5% 3.3% - 3.5%	32.2% 34.8% 34.2%
Tie. Highly Qualified Experts Tlf. Other	1 237	1 1 242	1 236	165 33,949	0 15	0 42	0 351	0 408	165 34,357	8,609	165 42,966	\$165,000 \$143,852	\$165,000 \$145,581	\$165,000 \$182,059	0.0% 1.2%	0.0% 25.4%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees	0 1,473 0 1,473	0 1,478 0 1,478	0 1,470 0 1,470	0 152,828 0 152,828	0 152 0 152	0 71 0 71	0 4,144 0 <i>4,144</i>	0 4,367 0 <i>4,367</i>	0 157,195 0 <i>157,195</i>	0 49,143 0 49,143	0 206,338 0 206,338	\$103,965 - \$103,965	\$106,935 - \$106,935	\$140,366 - \$140,366	2.9%	32.2% - 32.2%
T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual										0 0 0	0 0 0					

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						Washington H	leadquarters S FY 2015)	Services								
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousa f Holiday <u>Pay</u>	nds) g Other O.C.11	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i+j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c n Comp & Benefits	h/d ⁰ / ₂ % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	1,263	1,429	1,377	129,974	2,162	<u>33</u>	3,366	<u>5,561</u>	135,535	39,916	175,451	<u>\$94,389</u>	<u>\$98,428</u>	<u>\$127,415</u>	4.3%	<u>30.7%</u>
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	1,263 14 1,249 - - -	1,429 16 1,413 - -	1,377 14 1,363 - -	129,974 1,722 128,252 - -	2,162 - 2,162 - -	33 - 33 - - -	3,366 74 3,292	5,561 74 5,487	135,535 1,796 133,739	39,842 528 39,314	175,377 2,324 173,053	\$94,389 \$123,000 \$94,095 - - -	\$98,428 \$128,286 \$98,121 - - -	\$127,362 \$166,000 \$126,965 - - -	4.3% 4.3% 4.3%	30.7% 30.7% 30.7%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	1,263	1,429	1,377	129,974	2,162	33	3,366	5,561	135,535	39,842	175,377	- \$94.389	- \$98.428	\$127.362	4.3%	30.7%
D3. Iola Direct Hire Foreign Nationals (IHFN) Subbotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	1,263	1,429	1,377	129,974	2,162	33	3,366	5,561	135,535	39,842 74 - 74	175,377 74 - - 74	\$94,389 - \$94,389	\$98,428	\$127,362	4.3%	30.7%
Reimbursable Funded Personnel (includes OC 13)	65	<u>29</u>	42	<u>5,954</u>	<u>0</u>	<u>0</u>	415	415	6,369	1,278	<u>7,647</u>	<u>\$141,762</u>	<u>\$151,643</u>	<u>\$182,071</u>	<u>7.0%</u>	21.5%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	65 - 65 - -	29 - 29 - -	42 - 42 - -	5,954 - 5,954	- - - -		415 415	415 415	6,369 - 6,369 - -	1,278 - 1,278 - -	7,647 - 7,647	\$141,762 - \$141,762 - -	\$151,643 - \$151,643 - -	\$182,071 - \$182,071 - - -	7.0% - 7.0% - -	21.5%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HFFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accual	65 65	29 - 29	42 - 42	5,954 <i>5,954</i>	:	-	415	415	6,369 -6,369	1,278 	7,647 - 7,647 - - -	\$141,762 \$141,762	\$151,643 \$151,643	\$182,071 \$182,071	7.0%	21.5%
Total Personnel (includes OC 13)	1,328	1,458	1,419	135,928	2,162	33	3,781	5,976	141,904	41,194	183,098	<u>\$95,791</u>	<u>\$100,003</u>	<u>\$129,033</u>	4.4%	<u>30.3%</u>
TI. US Direct Hire (USDH) Tla. Senior Executive Schedule Tlb. General Schedule Tlc. Special Schedule Tld. Wage System Tle. Highly Qualified Experts Tlf. Other	1,328 14 1,314 0 0 0	1,458 16 1,442 0 0 0	1,419 14 1,405 0 0 0	135,928 1,722 134,206 0 0 0	2,162 0 2,162 0 0 0	33 0 33 0 0 0	3,781 74 3,707 0 0 0	5,976 74 5,902 0 0 0	141,904 1,796 140,108 0 0 0	41,120 528 40,592 0 0 0	183,024 2,324 180,700 0 0 0	\$95,791 \$123,000 \$95,520 - -	\$100,003 \$128,286 \$99,721 - -	\$128,981 \$166,000 \$128,612 - - -	4.4% 4.3% 4.4%	30.3% 30.7% 30.2%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HFFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual	0 1,328 0 1,328	0 1,458 0 1,458	0 1,419 0 1,419	0 135,928 0 135,928	0 2,162 0 2,162	0 33 0 33	3,781 0 3,781	0 5,976 0 5,976	0 141,904 0 141,904	0 41,120 0 41,120 74 0 0 74	0 183,024 0 183,024 74 0 0 74	\$95,791 - \$95,791	\$100,003 - \$100,003	\$128,981 \$128,981	4.4%	30.3%

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						Washington H	leadquarters (FY 2016)	Services								
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pav</u>	(\$ in Thousa f Holiday <u>Pay</u>	nds) g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits <u>O.C.12/13</u>	i+j <u>k</u> Comp <u>& Benefits</u>	d/c <u>I</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c n Comp & Benefits	h/d 0 % BC Variables	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	1,429	1,409	1,407	147,298	2,263	<u>37</u>	3,443	<u>5,743</u>	153,041	39,439	192,480	<u>\$104,689</u>	<u>\$108,771</u>	<u>\$136,802</u>	3.9%	<u>26.8%</u>
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	1,429 16 1,413 - -	1,409 16 1,393	1,407 16 1,391 - -	147,298 1,773 145,525	2,263 2,263	37 - 37 - -	3,443 144 3,299	5,743 144 5,599	153,041 1,917 151,124 - -	39,249 399 38,850	192,290 2,316 189,974	\$104,689 \$110,813 \$104,619 - - -	\$108,771 \$119,813 \$108,644 - -	\$136,667 \$144,750 \$136,574 - - -	3.9% 8.1% 3.8% - -	26.6% 22.5% 26.7%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	1,429	1,409	1,407	147,298	2,263	37	3,443	5,743	153,041	39,249	192,290	- \$104,689	\$108,771	- \$136,667	3.9%	26.6%
D4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees	1,429	1,409	1,407	147,298	2,263	37	3,443	5,743	153,041	39,249 39,249 190	192,290 192,290 190	\$104,689	\$108,771	\$136,667	3.9%	26.6%
D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual										190	190					
Reimbursable Funded Personnel (includes OC 13)	<u>29</u>	<u>18</u>	<u>18</u>	1,985	<u>0</u>	<u>0</u>	<u>83</u>	<u>83</u>	2,068	<u>531</u>	2,599	<u>\$110,278</u>	<u>\$114,889</u>	<u>\$144,389</u>	4.2%	26.8%
RI. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule	29 - 29	18 - 18	18 - 18	1,985 1,985	:	-	83 83	83 - 83	2,068 2,068	531 531	2,599 - 2,599	\$110,278 - \$110,278	\$114,889 - \$114,889	\$144,389 - \$144,389	4.2% - 4.2%	26.8% - 26.8%
R1d. Wage System R1e. Highly Qualified Experts R1f. Other		-	-	-	:	-	-			-		-		:		
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN)	29	18	18	1,985	-	-	83	83	2,068	531	2,599	\$110,278	\$114,889	\$144,389 -	4.2%	26.8%
Subtotal - Reimbursable Funded (excludes OC 13) RS. Other Object Class 13 Benefits RSa. USDH - Benefits for Former Employees RSb. DHFN - Benefits for Former Employees RSc. Voluntary Separation Incentive Pay (VSIP) RSd. Foreign National Separation Liability Accrual	29	18	18	1,985	-	-	83	83	2,068	531 - - - -	2,599 - - - - -	\$110,278	\$114,889	\$144,389	4.2%	26.8%
Total Personnel (includes OC 13)	1,458	1,427	1,425	149,283	2,263	<u>37</u>	3,526	5,826	155,109	39,970	195,079	<u>\$104,760</u>	<u>\$108,848</u>	<u>\$136,898</u>	<u>3.9%</u>	26.8%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	1,458 16 1,442 0 0 0	1,427 16 1,411 0 0 0	1,425 16 1,409 0 0 0	149,283 1,773 147,510 0 0 0	2,263 0 2,263 0 0 0	37 0 37 0 0 0	3,526 144 3,382 0 0 0	5,826 144 5,682 0 0 0	155,109 1,917 153,192 0 0 0	39,780 399 39,381 0 0	194,889 2,316 192,573 0 0	\$104,760 \$110,813 \$104,691 - - -	\$108,848 \$119,813 \$108,724 - - -	\$136,764 \$144,750 \$136,674 - - -	3.9% 8.1% 3.9%	26.6% 22.5% 26.7%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HFFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual	0 1,458 0 1,458	0 1,427 0 1,427	0 1,425 0 1,425	0 149,283 0 149,283	0 2,263 0 2,263	0 37 0 37	3,526 0 3,526	5,826 0 5,826	0 155,109 0 155,109	0 39,780 0 39,780 190 0 0	0 194,889 0 194,889 190 0 0	\$104,760 - \$104,760	\$108,848 - \$108,848	\$136,764 - \$136,764	3.9% - 3.9%	26.6%

OP-8 Exhibit, Civilian Personnel Costs
OUSD(C)-389

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						Washington H	eadquarters S Y 2017)	Services								
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	d Basic Comp	e Overtime Pay	(\$ in Thousa f Holiday Pay		e + f + g h Total Variables	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i+j <u>k</u> Comp & Benefits	d/c <u>I</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c n Comp & Benefits	h/d 0 % BC Variables	j/d D % BC Benefits
Direct Funded Personnel (includes OC 13)	1,409	1,424	1,384	140,386	<u>2,175</u>	<u>36</u>	3,272	5,483	145,869	37,310	183,179	<u>\$101,435</u>	<u>\$105,397</u>	<u>\$132,355</u>	<u>3.9%</u>	<u>26.6%</u>
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	1,409 16 1,393 - -	1,424 16 1,408 - -	1,384 16 1,368	140,386 1,881 138,505	2,175 - 2,175 - - -	36 - 36 - -	3,272 153 3,119	5,483 153 5,330	145,869 2,034 143,835	37,120 424 36,696	182,989 2,458 180,531	\$101,435 \$117,563 \$101,246 - - -	\$105,397 \$127,125 \$105,143 - - -	\$132,217 \$153,625 \$131,967 - -	3.9% 8.1% 3.8%	26.4% 22.5% 26.5%
D2. Direct Hire Program Foreign Nationals (DHFN)	-		-	-	-		-		-	-	-	-	-	-	-	26.004
D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	1,409 - 1,409	1,424 - 1,424	1,384 - 1,384	140,386 - 140,386	2,175 2,175	36 - 36	3,272 3,272	5,483 5,483	145,869 145,869	37,120 - 37,120 190 - - 190	182,989 182,989 190	\$101,435 - \$101,435	\$105,397 - \$105,397	\$132,217 - \$132,217	3.9% - 3.9%	26.4% - 26.4%
Reimbursable Funded Personnel (includes OC 13)	18	<u>11</u>	<u>11</u>	1,249	<u>0</u>	<u>0</u>	<u>52</u>	<u>52</u>	<u>1,301</u>	<u>325</u>	<u>1,626</u>	<u>\$113,545</u>	<u>\$118,273</u>	<u>\$147,818</u>	4.2%	<u>26.0%</u>
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule	18 - 18	11 - 11	11 11	1,249 1,249	-	-	52 52	52 52	1,301 1,301	325 325	1,626 1,626	\$113,545 - \$113,545	\$118,273 - \$118,273	\$147,818 - \$147,818	4.2% - 4.2%	26.0% - 26.0%
R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	-	- - -	-	-	- - -	-			-	-	-				-	
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees	18 - 18	11	11	1,249 - 1,249	:	-	52 52	52 52	1,301 - 1,301	325 325	1,626 	\$113,545 - \$113,545	\$118,273 - \$118,273	\$147,818 - \$147,818	4.2%	26.0% - 26.0%
R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual											1					
Total Personnel (includes OC 13) T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	1,427 1,427 16 1,411 0 0 0	1,435 1,435 16 1,419 0 0 0	1,395 1,395 16 1,379 0 0 0	141,635 141,635 1,881 139,754 0 0 0	2,175 2,175 0 2,175 0 0 0 0	36 36 0 36 0 0 0	3,324 3,324 153 3,171 0 0 0	5,535 5,535 153 5,382 0 0 0	147,170 147,170 2,034 145,136 0 0 0	37,635 37,445 424 37,021 0 0 0	184,805 184,615 2,458 182,157 0 0 0	\$101,530 \$101,530 \$117,563 \$101,344	\$105,498 \$105,498 \$127,125 \$105,247 - - -	\$132,477 \$132,341 \$153,625 \$132,094	3.9% 3.9% 8.1% 3.9%	26.6% 26.4% 22.5% 26.5%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HHFN) Subtouta - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Senaration Liability Accrual	0 1,427 0 1,427	0 1,435 0 1,435	0 1,395 0 1,395	0 141,635 0 141,635	0 2,175 0 2,175	0 36 0 36	0 3,324 0 <i>3,324</i>	0 5,535 0 5,535	0 147,170 0 147,170	0 37,445 0 37,445 190 0 0 190	0 184,615 0 184,615 190 0 0 190	\$101,530 \$101,530	\$105,498 \$105,498	\$132,341 \$132,341	3.9%	26.4%