

Office of the Secretary of Defense  
Fiscal Year (FY) 2018 President's Budget

Volume II - Defense-Wide Data Book

# Defense-Wide Civilian Personnel Costs

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Office of the Secretary of Defense  
Fiscal Year (FY) 2018 President's Budget

Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide	Defense Media Activity TOTAL CIVILIAN PERSONNEL COSTS OP-8: OF&A (PB) FY 2018 President's Budget (FY 2016)												Date: May 2017					
	(\$ in Thousands)																	
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	r
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II/13	Comp & Benefits	Basic Comp	Total Comp	Benefits & Benefits	% BC	% BC	% BC	% BC
<b>Direct Funded Personnel (includes OC 13)</b>	672	643	660	56,011	94	20	1,104	1,218	57,229	17,214	74,443	\$84,865	\$86,711	\$112,792	2.2%	36.7%		
<b>D1. US Direct Hire (USDH)</b>	596	581	598	53,987	94	20	1,104	1,218	55,205	17,214	72,419	\$90,279	\$92,516	\$121,102	2.3%	31.9%		
D1a. Senior Executive Schedule	1	1	1	165	-	-	-	-	165	38	203	\$165,000	\$165,000	\$203,000	0.0%	23.0%		
D1b. General Schedule	591	575	592	53,588	91	20	1,104	1,215	54,803	17,090	71,893	\$90,520	\$92,573	\$121,441	2.3%	31.9%		
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	4	5	5	234	3	-	-	3	237	86	323	\$46,800	\$47,000	\$64,600	1.3%	36.8%		
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	33	25	25	526	-	-	-	-	526	-	526	\$21,040	\$21,040	\$21,040	0.0%	0.0%		
<b>D3. Total Direct Hire</b>	629	606	623	54,513	94	20	1,104	1,218	55,731	17,214	72,945	\$87,501	\$89,456	\$117,087	2.2%	31.6%		
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	43	37	37	1,498	-	-	-	-	1,498	-	1,498	\$40,486	\$40,486	\$40,486	0.0%	0.0%		
<i>Subtotal - Direct Funded (excludes OC 13)</i>	672	643	660	56,011	94	20	1,104	1,218	57,229	17,214	74,443	\$84,865	\$86,711	\$112,792	2.2%	36.7%		
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Reimbursable Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>R1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Personnel (includes OC 13)</b>	672	643	660	56,011	94	20	1,104	1,218	57,229	17,214	74,443	\$84,865	\$86,711	\$112,792	2.2%	36.7%		
<b>T1. US Direct Hire (USDH)</b>	596	581	598	53,987	94	20	1,104	1,218	55,205	17,214	72,419	\$90,279	\$92,516	\$121,102	2.3%	31.9%		
T1a. Senior Executive Schedule	1	1	1	165	0	0	0	0	165	38	203	\$165,000	\$165,000	\$203,000	0.0%	23.0%		
T1b. General Schedule	591	575	592	53,588	91	20	1,104	1,215	54,803	17,090	71,893	\$90,520	\$92,573	\$121,441	2.3%	31.9%		
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-
T1d. Wage System	4	5	5	234	3	0	0	3	237	86	323	\$46,800	\$47,000	\$64,600	1.3%	36.8%		
T1e. 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	-	-	-	-	-	-	-
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	33	25	25	526	0	0	0	0	526	0	526	\$21,040	\$21,040	\$21,040	0.0%	0.0%		
<b>T3. Total Direct Hire</b>	629	606	623	54,513	94	20	1,104	1,218	55,731	17,214	72,945	\$87,501	\$89,456	\$117,087	2.2%	31.6%		
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	43	37	37	1,498	0	0	0	0	1,498	0	1,498	\$40,486	\$40,486	\$40,486	0.0%	0.0%		
<i>Subtotal - Total Funded (excludes OC 13)</i>	672	643	660	56,011	94	20	1,104	1,218	57,229	17,214	74,443	\$84,865	\$86,711	\$112,792	2.2%	36.7%		
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Defense Media Activity TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP& (PB) FY 2018 President's Budget (FY 2017)													Date: May 2017				
	(\$ in Thousands)												Rates				
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC	% BC
<b>Direct Funded Personnel (includes OC 13)</b>	740	740	740	55,685	436	1,771	751	2,958	58,643	14,026	72,669	\$75,250	\$79,247	\$98,201	5.8%	25.2%	
<b>D1. US Direct Hire (USDH)</b>	662	662	662	\$1,925	436	1,771	751	2,958	54,883	14,026	68,909	\$78,437	\$82,903	\$104,092	5.7%	27.0%	
D1a. Senior Executive Schedule	1	1	1	198	-	-	30	80	278	40	318	\$198,000	\$278,000	\$318,000	40.4%	20.3%	
D1b. General Schedule	656	656	656	51,443	421	1,702	671	2,794	54,237	13,945	68,182	\$78,419	\$82,678	\$103,936	5.4%	27.1%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	5	5	5	284	15	19	50	84	368	41	409	\$58,800	\$73,600	\$81,800	29.6%	14.4%	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	33	33	33	2,026	-	-	-	-	2,026	-	2,026	\$61,394	\$61,394	\$61,394	0.0%	0.0%	
<b>D3. Total Direct Hire</b>	695	695	695	\$3,951	436	1,771	751	2,958	56,909	14,026	70,935	\$77,627	\$81,883	\$102,065	5.5%	26.0%	
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	45	45	45	1,734	-	-	-	-	1,734	-	1,734	\$38,533	\$38,533	\$38,533	0.0%	0.0%	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	740	740	740	55,685	436	1,771	751	2,958	58,643	14,026	72,669	\$75,250	\$79,247	\$98,201	5.8%	25.2%	
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Reimbursable Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>R1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Personnel (includes OC 13)</b>	740	740	740	55,685	436	1,771	751	2,958	58,643	14,026	72,669	\$75,250	\$79,247	\$98,201	5.8%	25.2%	
<b>T1. US Direct Hire (USDH)</b>	662	662	662	\$1,925	436	1,771	751	2,958	54,883	14,026	68,909	\$78,437	\$82,903	\$104,092	5.7%	27.0%	
T1a. Senior Executive Schedule	1	1	1	198	0	-	30	80	278	40	318	\$198,000	\$278,000	\$318,000	40.4%	20.2%	
T1b. General Schedule	656	656	656	51,443	421	1,702	671	2,794	54,237	13,945	68,182	\$78,419	\$82,678	\$103,936	5.4%	27.1%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T1d. Wage System	5	5	5	284	15	19	50	84	368	41	409	\$58,800	\$73,600	\$81,800	29.6%	14.4%	
T1e. 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	-	-	-	-	-	-
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	33	33	33	2,026	0	0	0	0	2,026	0	2,026	\$61,394	\$61,394	\$61,394	0.0%	0.0%	
<b>T3. Total Direct Hire</b>	695	695	695	\$3,951	436	1,771	751	2,958	56,909	14,026	70,935	\$77,627	\$81,883	\$102,065	5.5%	26.0%	
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	45	45	45	1,734	0	0	0	0	1,734	0	1,734	\$38,533	\$38,533	\$38,533	0.0%	0.0%	
<i>Subtotal - Total Funded (excludes OC 13)</i>	740	740	740	55,685	436	1,771	751	2,958	58,643	14,026	72,669	\$75,250	\$79,247	\$98,201	5.8%	25.2%	
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-



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Operation and Maintenance, Defense-Wide	Defense Media Activity TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP&M FY 2018 President's Budget (FY 2018)												Date: May 2017				
	(\$ in Thousands)											Rates					
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC Benefits	
<b>Direct Funded Personnel (includes OC 13)</b>	<b>684</b>	<b>680</b>	<b>680</b>	<b>59,084</b>	<b>421</b>	<b>19</b>	<b>671</b>	<b>1,111</b>	<b>60,195</b>	<b>17,918</b>	<b>78,113</b>	<b>\$86,888</b>	<b>\$88,522</b>	<b>\$114,872</b>	<b>1.9%</b>	<b>30.3%</b>	
<b>D1. US Direct Hire (USDH)</b>	<b>606</b>	<b>616</b>	<b>616</b>	<b>56,909</b>	<b>421</b>	<b>19</b>	<b>671</b>	<b>1,111</b>	<b>58,020</b>	<b>17,918</b>	<b>75,938</b>	<b>\$92,385</b>	<b>\$94,188</b>	<b>\$123,276</b>	<b>2.0%</b>	<b>31.3%</b>	
D1a. Senior Executive Schedule	1	1	1	167	-	-	-	-	167	41	208	\$167,000	\$167,000	\$208,000	0.0%	24.6%	
D1b. General Schedule	600	610	610	56,501	421	19	671	1,111	57,612	17,788	75,400	\$92,625	\$94,446	\$123,607	2.0%	31.3%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	5	5	5	241	-	-	-	-	241	89	330	\$48,200	\$48,200	\$66,000	0.0%	36.9%	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	<b>33</b>	<b>27</b>	<b>27</b>	<b>625</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>625</b>	<b>-</b>	<b>625</b>	<b>\$23,148</b>	<b>\$23,148</b>	<b>\$23,148</b>	<b>0.0%</b>	<b>0.0%</b>	
<b>D3. Total Direct Hire</b>	<b>639</b>	<b>643</b>	<b>643</b>	<b>57,534</b>	<b>421</b>	<b>19</b>	<b>671</b>	<b>1,111</b>	<b>58,645</b>	<b>17,918</b>	<b>76,563</b>	<b>\$89,477</b>	<b>\$91,205</b>	<b>\$119,072</b>	<b>1.9%</b>	<b>31.1%</b>	
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	<b>45</b>	<b>37</b>	<b>37</b>	<b>1,550</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>1,550</b>	<b>-</b>	<b>1,550</b>	<b>\$41,892</b>	<b>\$41,892</b>	<b>\$41,892</b>	<b>0.0%</b>	<b>0.0%</b>	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>684</i>	<i>680</i>	<i>680</i>	<i>59,084</i>	<i>421</i>	<i>19</i>	<i>671</i>	<i>1,111</i>	<i>60,195</i>	<i>17,918</i>	<i>78,113</i>	<i>\$86,888</i>	<i>\$88,522</i>	<i>\$114,872</i>	<i>1.9%</i>	<i>30.3%</i>	
<b>D5. Other Object Class 13 Benefits</b>																	
D5a. USDH - Benefits for Former Employees																	
D5b. DHFN - Benefits for Former Employees																	
D5c. Voluntary Separation Incentive Pay (VSIP)																	
D5d. Foreign National Separation Liability Accrual																	
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	
<b>R1. US Direct Hire (USDH)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	
<b>R3. Total Direct Hire</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	
<b>R5. Other Object Class 13 Benefits</b>																	
R5a. USDH - Benefits for Former Employees																	
R5b. DHFN - Benefits for Former Employees																	
R5c. Voluntary Separation Incentive Pay (VSIP)																	
R5d. Foreign National Separation Liability Accrual																	
<b>Total Personnel (includes OC 13)</b>	<b>684</b>	<b>680</b>	<b>680</b>	<b>59,084</b>	<b>421</b>	<b>19</b>	<b>671</b>	<b>1,111</b>	<b>60,195</b>	<b>17,918</b>	<b>78,113</b>	<b>\$86,888</b>	<b>\$88,522</b>	<b>\$114,872</b>	<b>1.9%</b>	<b>30.3%</b>	
<b>T1. US Direct Hire (USDH)</b>	<b>606</b>	<b>616</b>	<b>616</b>	<b>56,909</b>	<b>421</b>	<b>19</b>	<b>671</b>	<b>1,111</b>	<b>58,020</b>	<b>17,918</b>	<b>75,938</b>	<b>\$92,385</b>	<b>\$94,188</b>	<b>\$123,276</b>	<b>2.0%</b>	<b>31.3%</b>	
T1a. Senior Executive Schedule	1	1	1	167	0	0	0	0	167	41	208	\$167,000	\$167,000	\$208,000	0.0%	24.6%	
T1b. General Schedule	600	610	610	56,501	421	19	671	1,111	57,612	17,788	75,400	\$92,625	\$94,446	\$123,607	2.0%	31.3%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	5	5	5	241	0	0	0	0	241	89	330	\$48,200	\$48,200	\$66,000	0.0%	36.9%	
T1e. 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	-	-	-	-	-	
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	<b>33</b>	<b>27</b>	<b>27</b>	<b>625</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>625</b>	<b>0</b>	<b>625</b>	<b>\$23,148</b>	<b>\$23,148</b>	<b>\$23,148</b>	<b>0.0%</b>	<b>0.0%</b>	
<b>T3. Total Direct Hire</b>	<b>639</b>	<b>643</b>	<b>643</b>	<b>57,534</b>	<b>421</b>	<b>19</b>	<b>671</b>	<b>1,111</b>	<b>58,645</b>	<b>17,918</b>	<b>76,563</b>	<b>\$89,477</b>	<b>\$91,205</b>	<b>\$119,072</b>	<b>1.9%</b>	<b>31.1%</b>	
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	<b>45</b>	<b>37</b>	<b>37</b>	<b>1,550</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,550</b>	<b>0</b>	<b>1,550</b>	<b>\$41,892</b>	<b>\$41,892</b>	<b>\$41,892</b>	<b>0.0%</b>	<b>0.0%</b>	
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>684</i>	<i>680</i>	<i>680</i>	<i>59,084</i>	<i>421</i>	<i>19</i>	<i>671</i>	<i>1,111</i>	<i>60,195</i>	<i>17,918</i>	<i>78,113</i>	<i>\$86,888</i>	<i>\$88,522</i>	<i>\$114,872</i>	<i>1.9%</i>	<i>30.3%</i>	
<b>T5. Other Object Class 13 Benefits</b>																	
T5a. USDH - Benefits for Former Employees																	
T5b. DHFN - Benefits for Former Employees																	
T5c. Voluntary Separation Incentive Pay (VSIP)																	
T5d. Foreign National Separation Liability Accrual																	

Office of the Secretary of Defense  
Fiscal Year (FY) 2018 President's Budget

Volume II - Defense-Wide Data Book

Defense Acquisition University TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP& (PB) FY 2018 President's Budget (FY 2016)											Date: May 2017					
	(\$ in Thousands)										Rates					
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC
<b>Direct Funded Personnel (includes OC 13)</b>	<b>623</b>	<b>626</b>	<b>601</b>	<b>74,648</b>	<b>56</b>	<b>3</b>	<b>1,766</b>	<b>1,825</b>	<b>76,473</b>	<b>21,147</b>	<b>97,620</b>	<b>\$124,206</b>	<b>\$127,243</b>	<b>\$162,429</b>	<b>2.4%</b>	<b>28.3%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>623</b>	<b>626</b>	<b>601</b>	<b>74,648</b>	<b>56</b>	<b>3</b>	<b>1,766</b>	<b>1,825</b>	<b>76,473</b>	<b>21,147</b>	<b>97,620</b>	<b>\$134,206</b>	<b>\$127,243</b>	<b>\$162,429</b>	<b>2.4%</b>	<b>28.4%</b>
D1a. Senior Executive Schedule	1	2	2	296	-	-	65	65	361	92	453	\$148,000	\$160,500	\$226,500	22.0%	31.1%
D1b. General Schedule	163	162	164	13,168	27	-	528	555	13,723	3,592	17,315	\$80,293	\$83,477	\$103,379	4.2%	27.4%
D1c. Special Schedule	457	460	433	61,081	25	3	1,149	1,177	62,258	17,434	79,692	\$141,055	\$143,783	\$184,046	1.9%	28.5%
D1d. Wage System	2	2	2	103	4	-	24	28	131	29	160	\$51,500	\$63,500	\$80,000	27.2%	28.2%
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D3. Total Direct Hire</b>	<b>623</b>	<b>626</b>	<b>601</b>	<b>74,648</b>	<b>56</b>	<b>3</b>	<b>1,766</b>	<b>1,825</b>	<b>76,473</b>	<b>21,147</b>	<b>97,620</b>	<b>\$124,206</b>	<b>\$127,243</b>	<b>\$162,429</b>	<b>2.4%</b>	<b>28.3%</b>
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>623</i>	<i>626</i>	<i>601</i>	<i>74,648</i>	<i>56</i>	<i>3</i>	<i>1,766</i>	<i>1,825</i>	<i>76,473</i>	<i>21,147</i>	<i>97,620</i>	<i>\$124,206</i>	<i>\$127,243</i>	<i>\$162,429</i>	<i>2.4%</i>	<i>28.4%</i>
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>R1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Personnel (includes OC 13)</b>	<b>623</b>	<b>626</b>	<b>601</b>	<b>74,648</b>	<b>56</b>	<b>3</b>	<b>1,766</b>	<b>1,825</b>	<b>76,473</b>	<b>21,147</b>	<b>97,620</b>	<b>\$124,206</b>	<b>\$127,243</b>	<b>\$162,429</b>	<b>2.4%</b>	<b>28.3%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>623</b>	<b>626</b>	<b>601</b>	<b>74,648</b>	<b>56</b>	<b>3</b>	<b>1,766</b>	<b>1,825</b>	<b>76,473</b>	<b>21,147</b>	<b>97,620</b>	<b>\$124,206</b>	<b>\$127,243</b>	<b>\$162,429</b>	<b>2.4%</b>	<b>28.3%</b>
T1a. Senior Executive Schedule	1	2	2	296	0	0	65	65	361	92	453	\$148,000	\$160,500	\$226,500	22.0%	31.1%
T1b. General Schedule	163	162	164	13,168	27	0	528	555	13,723	3,592	17,315	\$80,293	\$83,477	\$103,379	4.2%	27.5%
T1c. Special Schedule	457	460	433	61,081	25	3	1,149	1,177	62,258	17,434	79,692	\$141,055	\$143,783	\$184,046	1.9%	28.5%
T1d. Wage System	2	2	2	103	4	0	24	28	131	29	160	\$51,500	\$63,500	\$80,000	27.2%	28.2%
T1e. 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	-	-	-	-	-
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>T3. Total Direct Hire</b>	<b>623</b>	<b>626</b>	<b>601</b>	<b>74,648</b>	<b>56</b>	<b>3</b>	<b>1,766</b>	<b>1,825</b>	<b>76,473</b>	<b>21,147</b>	<b>97,620</b>	<b>\$124,206</b>	<b>\$127,243</b>	<b>\$162,429</b>	<b>2.4%</b>	<b>28.3%</b>
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>623</i>	<i>626</i>	<i>601</i>	<i>74,648</i>	<i>56</i>	<i>3</i>	<i>1,766</i>	<i>1,825</i>	<i>76,473</i>	<i>21,147</i>	<i>97,620</i>	<i>\$124,206</i>	<i>\$127,243</i>	<i>\$162,429</i>	<i>2.4%</i>	<i>28.3%</i>
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Operation and Maintenance, Defense-Wide	Defense Acquisition University TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP&P(B) FY 2018 President's Budget (FY 2017)											Date: May 2017				
	(\$ in Thousands)															
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II.13	Comp & Benefits	Basic Comp	Total Comp	Benefits & Benefits	% BC	% BC
<b>Direct Funded Personnel (includes OC 13)</b>	626	661	602	76,696	56	3	1,708	1,767	78,463	21,625	100,088	\$127,402	\$130,337	\$166,259	2.5%	28.2%
<b>D1. US Direct Hire (USDH)</b>	626	661	602	76,696	56	3	1,708	1,767	78,463	21,625	100,088	\$127,402	\$130,337	\$166,259	2.5%	28.2%
D1a. Senior Executive Schedule	2	1	1	189	-	-	20	20	209	59	268	\$189,000	\$209,000	\$268,000	10.6%	31.2%
D1b. General Schedule	162	158	157	15,150	27	-	500	527	15,677	3,585	19,262	\$96,497	\$99,854	\$122,688	3.5%	23.7%
D1c. Special Schedule	460	500	442	61,250	25	3	1,156	1,184	62,434	17,946	80,380	\$138,375	\$141,233	\$181,855	1.9%	29.3%
D1d. Wage System	2	2	2	107	4	-	32	36	143	35	178	\$53,500	\$71,500	\$89,000	33.6%	32.7%
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D3. Total Direct Hire</b>	626	661	602	76,696	56	3	1,708	1,767	78,463	21,625	100,088	\$127,402	\$130,337	\$166,259	2.5%	28.2%
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	626	661	602	76,696	56	3	1,708	1,767	78,463	21,625	100,088	\$127,402	\$130,337	\$166,259	2.5%	28.2%
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Reimbursable Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>R1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Personnel (includes OC 13)</b>	626	661	602	76,696	56	3	1,708	1,767	78,463	21,625	100,088	\$127,402	\$130,337	\$166,259	2.5%	28.2%
<b>T1. US Direct Hire (USDH)</b>	626	661	602	76,696	56	3	1,708	1,767	78,463	21,625	100,088	\$127,402	\$130,337	\$166,259	2.5%	28.2%
T1a. Senior Executive Schedule	2	1	1	189	0	0	20	20	209	59	268	\$189,000	\$209,000	\$268,000	10.6%	31.2%
T1b. General Schedule	162	158	157	15,150	27	0	500	527	15,677	3,585	19,262	\$96,497	\$99,854	\$122,688	3.5%	23.7%
T1c. Special Schedule	460	500	442	61,250	25	3	1,156	1,184	62,434	17,946	80,380	\$138,375	\$141,233	\$181,855	1.9%	29.3%
T1d. Wage System	2	2	2	107	4	0	32	36	143	35	178	\$53,500	\$71,500	\$89,000	33.6%	32.7%
T1e. 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	-	-	-	-	-
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<b>T3. Total Direct Hire</b>	626	661	602	76,696	56	3	1,708	1,767	78,463	21,625	100,088	\$127,402	\$130,337	\$166,259	2.5%	28.2%
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	626	661	602	76,696	56	3	1,708	1,767	78,463	21,625	100,088	\$127,402	\$130,337	\$166,259	2.5%	28.2%
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Operation and Maintenance, Defense-Wide	Defense Acquisition University TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP& (P) FY 2018 President's Budget (FY 2018)											Date: May 2017				
	(\$ in Thousands)															
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.I.I	Total Variables	Comp O.C.I.I	Benefits O.C.I.I	Comp & Benefits	Basic Comp	Total Comp	Benefits & Benefits	% BC	% BC
<b>Direct Funded Personnel (includes OC 13)</b>	661	675	603	78,114	55	5	1,730	1,790	79,904	22,371	102,275	\$129,542	\$132,511	\$169,610	2.8%	28.6%
<b>D1. US Direct Hire (USDH)</b>	661	675	603	78,114	55	5	1,730	1,790	79,904	22,371	102,275	\$129,542	\$132,511	\$169,610	2.8%	28.6%
D1a. Senior Executive Schedule	1	2	2	386	-	-	30	30	416	100	516	\$193,000	\$208,000	\$255,000	7.8%	25.9%
D1b. General Schedule	158	169	156	15,398	27	-	450	477	15,875	3,527	19,402	\$98,705	\$101,763	\$124,372	3.1%	22.9%
D1c. Special Schedule	500	502	443	62,210	25	3	1,245	1,273	63,483	18,693	82,176	\$140,429	\$143,302	\$185,499	2.0%	30.0%
D1d. Wage System	2	2	2	120	3	2	5	10	130	51	181	\$60,000	\$63,000	\$90,500	8.3%	42.5%
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D3. Total Direct Hire</b>	661	675	603	78,114	55	5	1,730	1,790	79,904	22,371	102,275	\$129,542	\$132,511	\$169,610	2.8%	28.6%
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	661	675	603	78,114	55	5	1,730	1,790	79,904	22,371	102,275	\$129,542	\$132,511	\$169,610	2.8%	28.6%
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Reimbursable Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>R1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Personnel (includes OC 13)</b>	661	675	603	78,114	55	5	1,730	1,790	79,904	22,371	102,275	\$129,542	\$132,511	\$169,610	2.8%	28.6%
<b>T1. US Direct Hire (USDH)</b>	661	675	603	78,114	55	5	1,730	1,790	79,904	22,371	102,275	\$129,542	\$132,511	\$169,610	2.8%	28.6%
T1a. Senior Executive Schedule	1	2	2	386	0	0	30	30	416	100	516	\$193,000	\$208,000	\$255,000	7.8%	25.9%
T1b. General Schedule	158	169	156	15,398	27	0	450	477	15,875	3,527	19,402	\$98,705	\$101,763	\$124,372	3.1%	22.9%
T1c. Special Schedule	500	502	443	62,210	25	3	1,245	1,273	63,483	18,693	82,176	\$140,429	\$143,302	\$185,499	2.0%	30.0%
T1d. Wage System	2	2	2	120	3	2	5	10	130	51	181	\$60,000	\$63,000	\$90,500	8.3%	42.5%
T1e. 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	-	-	-	-	-
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<b>T3. Total Direct Hire</b>	661	675	603	78,114	55	5	1,730	1,790	79,904	22,371	102,275	\$129,542	\$132,511	\$169,610	2.8%	28.6%
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	661	675	603	78,114	55	5	1,730	1,790	79,904	22,371	102,275	\$129,542	\$132,511	\$169,610	2.8%	28.6%
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-



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Operation and Maintenance, Defense-Wide	Defense Contract Audit Agency TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP&A (PB) FY 2018 President's Budget (FY 2016)											Date: May 2017				
	(\$ in thousands)															
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II,13	Comp & Benefits	Basic Comp	Total Comp	Benefits & Benefits	% BC	% BC
<b>Direct Funded Personnel (includes OC 13)</b>	4,179	4,140	4,187	371,546	1,715	58	7,662	9,435	380,981	129,894	510,875	\$88,718	\$90,991	\$121,015	2.5%	34.6%
<b>D1. US Direct Hire (USDH)</b>	4,179	4,140	4,187	371,546	1,715	58	7,662	9,435	380,980	129,767	510,747	\$88,738	\$90,991	\$121,984	2.5%	34.9%
D1a. Senior Executive Schedule	18	16	16	2,400	-	-	-	109	2,509	692	3,201	\$150,000	\$156,813	\$200,063	4.5%	28.8%
D1b. General Schedule	4,161	4,123	4,170	369,096	1,715	58	7,553	9,326	378,422	129,063	507,485	\$88,512	\$90,749	\$121,699	2.5%	35.0%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	1	49	-	-	-	-	49	12	61	\$49,000	\$49,000	\$61,000	0.0%	24.5%
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D3. Total Direct Hire</b>	4,179	4,140	4,187	371,546	1,715	58	7,662	9,435	380,981	129,767	510,748	\$88,738	\$90,991	\$121,984	2.5%	34.9%
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	4,179	4,140	4,187	371,546	1,715	58	7,662	9,435	380,981	129,767	510,748	\$88,738	\$90,991	\$121,984	2.5%	34.9%
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	127	127	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Reimbursable Funded Personnel (includes OC 13)</b>	514	208	208	18,359	85	1	368	454	18,813	6,356	25,169	\$88,264	\$90,447	\$121,005	2.5%	34.6%
<b>R1. US Direct Hire (USDH)</b>	514	208	208	18,359	85	1	368	454	18,813	6,356	25,169	\$88,264	\$90,447	\$121,005	2.5%	34.6%
R1a. Senior Executive Schedule	-	-	-	119	-	-	-	5	124	34	158	-	-	-	-	-
R1b. General Schedule	514	208	208	18,240	85	1	363	449	18,689	6,322	25,011	\$87,692	\$89,831	\$120,245	2.5%	34.7%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R3. Total Direct Hire</b>	514	208	208	18,359	85	1	368	454	18,813	6,356	25,169	\$88,264	\$90,447	\$121,005	2.5%	34.6%
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	514	208	208	18,359	85	1	368	454	18,813	6,356	25,169	\$88,264	\$90,447	\$121,005	2.5%	34.6%
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Personnel (includes OC 13)</b>	4,693	4,348	4,395	389,905	1,800	59	8,030	9,889	399,794	136,250	536,044	\$88,716	\$90,966	\$121,967	2.5%	34.9%
<b>T1. US Direct Hire (USDH)</b>	4,693	4,348	4,395	389,904	1,800	59	8,030	9,889	399,793	136,123	535,916	\$88,715	\$90,965	\$121,958	2.5%	34.9%
T1a. Senior Executive Schedule	18	16	16	2,510	0	0	0	114	2,623	726	3,359	\$157,438	\$164,563	\$200,938	4.5%	28.8%
T1b. General Schedule	4,675	4,331	4,378	387,336	1,800	59	7,916	9,775	387,111	135,385	532,496	\$88,473	\$90,706	\$121,639	2.5%	35.0%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	1	1	49	0	0	0	0	49	12	61	\$49,000	\$49,000	\$61,000	0.0%	24.5%
T1e. 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	-	-	-	-	-
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<b>T3. Total Direct Hire</b>	4,693	4,348	4,395	389,905	1,800	59	8,030	9,889	399,794	136,123	535,917	\$88,716	\$90,966	\$121,958	2.5%	34.9%
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	4,693	4,348	4,395	389,905	1,800	59	8,030	9,889	399,794	136,123	535,917	\$88,716	\$90,966	\$121,958	2.5%	34.9%
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	127	127	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Defense Contract Audit Agency TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP& (PB) FY 2018 President's Budget (FY 2017)													Date: May 2017				
	(\$ In Thousands)										Rates						
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC	
<b>Direct Funded Personnel (includes OC 13)</b>	<b>4,140</b>	<b>4,314</b>	<b>4,283</b>	<b>372,098</b>	<b>542</b>	<b>8</b>	<b>6,276</b>	<b>6,826</b>	<b>378,924</b>	<b>129,545</b>	<b>508,469</b>	<b>\$86,878</b>	<b>\$88,472</b>	<b>\$118,718</b>	<b>1.8%</b>	<b>34.8%</b>	
<b>D1. US Direct Hire (USDH)</b>	<b>4,140</b>	<b>4,314</b>	<b>4,283</b>	<b>372,098</b>	<b>542</b>	<b>8</b>	<b>6,276</b>	<b>6,826</b>	<b>378,924</b>	<b>129,545</b>	<b>508,469</b>	<b>\$86,878</b>	<b>\$88,472</b>	<b>\$118,718</b>	<b>1.8%</b>	<b>34.8%</b>	
D1a. Senior Executive Schedule	16	19	19	2,832	-	-	125	125	2,957	599	3,556	\$149,053	\$155,632	\$187,158	4.4%	21.3%	
D1b. General Schedule	4,123	4,294	4,263	369,219	542	8	6,151	6,701	375,920	128,936	504,856	\$86,610	\$88,182	\$118,427	1.8%	34.9%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	47	-	-	-	-	47	10	57	\$47,000	\$47,000	\$57,000	0.0%	21.3%	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D3. Total Direct Hire</b>	<b>4,140</b>	<b>4,314</b>	<b>4,283</b>	<b>372,098</b>	<b>542</b>	<b>8</b>	<b>6,276</b>	<b>6,826</b>	<b>378,924</b>	<b>129,545</b>	<b>508,469</b>	<b>\$86,878</b>	<b>\$88,472</b>	<b>\$118,718</b>	<b>1.8%</b>	<b>34.8%</b>	
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>4,140</i>	<i>4,314</i>	<i>4,283</i>	<i>372,098</i>	<i>542</i>	<i>8</i>	<i>6,276</i>	<i>6,826</i>	<i>378,924</i>	<i>129,545</i>	<i>508,469</i>	<i>\$86,878</i>	<i>\$88,472</i>	<i>\$118,718</i>	<i>1.8%</i>	<i>34.8%</i>	
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>208</b>	<b>59</b>	<b>59</b>	<b>5,154</b>	<b>75</b>	<b>0</b>	<b>186</b>	<b>261</b>	<b>5,415</b>	<b>1,957</b>	<b>7,372</b>	<b>\$87,556</b>	<b>\$91,780</b>	<b>\$124,949</b>	<b>5.1%</b>	<b>38.0%</b>	
<b>R1. US Direct Hire (USDH)</b>	<b>208</b>	<b>59</b>	<b>59</b>	<b>5,154</b>	<b>75</b>	<b>-</b>	<b>186</b>	<b>261</b>	<b>5,415</b>	<b>1,957</b>	<b>7,372</b>	<b>\$87,556</b>	<b>\$91,780</b>	<b>\$124,949</b>	<b>5.1%</b>	<b>38.0%</b>	
R1a. Senior Executive Schedule	-	-	-	173	-	-	-	-	173	36	209	-	-	-	0.0%	20.8%	
R1b. General Schedule	208	59	59	4,981	75	-	186	261	5,242	1,921	7,163	\$84,424	\$88,847	\$121,407	5.2%	38.6%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R3. Total Direct Hire</b>	<b>208</b>	<b>59</b>	<b>59</b>	<b>5,154</b>	<b>75</b>	<b>-</b>	<b>186</b>	<b>261</b>	<b>5,415</b>	<b>1,957</b>	<b>7,372</b>	<b>\$87,556</b>	<b>\$91,780</b>	<b>\$124,949</b>	<b>5.1%</b>	<b>38.0%</b>	
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>208</i>	<i>59</i>	<i>59</i>	<i>5,154</i>	<i>75</i>	<i>-</i>	<i>186</i>	<i>261</i>	<i>5,415</i>	<i>1,957</i>	<i>7,372</i>	<i>\$87,556</i>	<i>\$91,780</i>	<i>\$124,949</i>	<i>5.1%</i>	<i>38.0%</i>	
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Total Personnel (includes OC 13)</b>	<b>4,348</b>	<b>4,373</b>	<b>4,342</b>	<b>377,252</b>	<b>617</b>	<b>8</b>	<b>6,462</b>	<b>7,087</b>	<b>384,339</b>	<b>131,502</b>	<b>515,841</b>	<b>\$86,884</b>	<b>\$88,517</b>	<b>\$118,803</b>	<b>1.9%</b>	<b>34.9%</b>	
<b>T1. US Direct Hire (USDH)</b>	<b>4,348</b>	<b>4,373</b>	<b>4,342</b>	<b>377,252</b>	<b>617</b>	<b>8</b>	<b>6,462</b>	<b>7,087</b>	<b>384,339</b>	<b>131,502</b>	<b>515,841</b>	<b>\$86,884</b>	<b>\$88,517</b>	<b>\$118,803</b>	<b>1.9%</b>	<b>34.9%</b>	
T1a. Senior Executive Schedule	16	19	19	3,005	0	0	125	125	3,130	635	3,765	\$158,158	\$164,737	\$198,158	4.2%	21.1%	
T1b. General Schedule	4,331	4,353	4,322	374,260	617	8	6,337	6,962	381,162	130,857	512,019	\$86,500	\$88,191	\$118,468	1.9%	35.0%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	1	1	1	47	0	0	0	0	47	10	57	\$47,000	\$47,000	\$57,000	0.0%	21.3%	
T1e. 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	-	-	-	-	-	
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	
<b>T3. Total Direct Hire</b>	<b>4,348</b>	<b>4,373</b>	<b>4,342</b>	<b>377,252</b>	<b>617</b>	<b>8</b>	<b>6,462</b>	<b>7,087</b>	<b>384,339</b>	<b>131,502</b>	<b>515,841</b>	<b>\$86,884</b>	<b>\$88,517</b>	<b>\$118,803</b>	<b>1.9%</b>	<b>34.9%</b>	
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>4,348</i>	<i>4,373</i>	<i>4,342</i>	<i>377,252</i>	<i>617</i>	<i>8</i>	<i>6,462</i>	<i>7,087</i>	<i>384,339</i>	<i>131,502</i>	<i>515,841</i>	<i>\$86,884</i>	<i>\$88,517</i>	<i>\$118,803</i>	<i>1.9%</i>	<i>34.9%</i>	
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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Defense Contract Audit Agency TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP-8 (P) FY 2018 President's Budget (FY 2018)													Date: May 2017				
	(\$ in Thousands)											Rates					
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC	
<b>Operation and Maintenance, Defense-Wide</b>																	
<b>Direct Funded Personnel (includes OC 13)</b>	4,249	4,241	4,207	372,914	697	9	6,666	7,372	380,286	129,377	509,663	\$88,641	\$90,394	\$121,146	2.0%	34.7%	
<b>D1. US Direct Hire (USDH)</b>	4,249	4,241	4,207	372,914	697	9	6,666	7,372	380,286	129,377	509,663	\$88,641	\$90,394	\$121,146	2.0%	34.7%	
D1a. Senior Executive Schedule	19	19	19	3,121	-	-	138	138	3,259	659	3,918	\$164,263	\$171,526	\$206,211	4.4%	21.1%	
D1b. General Schedule	4,229	4,221	4,187	369,741	697	9	6,528	7,234	376,975	128,707	505,682	\$88,307	\$90,035	\$120,774	2.0%	34.8%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	52	-	-	-	-	52	11	63	\$52,000	\$52,000	\$63,000	0.0%	21.2%	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D3. Total Direct Hire</b>	4,249	4,241	4,207	372,914	697	9	6,666	7,372	380,286	129,377	509,663	\$88,641	\$90,394	\$121,146	2.0%	34.7%	
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	4,249	4,241	4,207	372,914	697	9	6,666	7,372	380,286	129,377	509,663	\$88,641	\$90,394	\$121,146	2.0%	34.7%	
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Reimbursable Funded Personnel (includes OC 13)</b>	473	376	376	32,576	76	0	220	296	32,872	11,156	44,028	\$86,638	\$87,426	\$117,096	0.9%	34.2%	
<b>R1. US Direct Hire (USDH)</b>	473	376	376	32,576	76	0	220	296	32,872	11,156	44,028	\$86,638	\$87,426	\$117,096	0.9%	34.2%	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	473	376	376	32,576	76	0	220	296	32,872	11,156	44,028	\$86,638	\$87,426	\$117,096	0.9%	34.2%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R3. Total Direct Hire</b>	473	376	376	32,576	76	0	220	296	32,872	11,156	44,028	\$86,638	\$87,426	\$117,096	0.9%	34.2%	
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	473	376	376	32,576	76	0	220	296	32,872	11,156	44,028	\$86,638	\$87,426	\$117,096	0.9%	34.2%	
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Total Personnel (includes OC 13)</b>	4,722	4,617	4,583	405,490	773	9	6,886	7,668	413,158	140,533	553,691	\$88,477	\$90,150	\$120,814	1.9%	34.7%	
<b>T1. US Direct Hire (USDH)</b>	4,722	4,617	4,583	405,490	773	9	6,886	7,668	413,158	140,533	553,691	\$88,477	\$90,150	\$120,814	1.9%	34.7%	
T1a. Senior Executive Schedule	19	19	19	3,121	0	0	138	138	3,259	659	3,918	\$164,263	\$171,526	\$206,211	4.4%	21.1%	
T1b. General Schedule	4,702	4,597	4,563	402,317	773	9	6,748	7,530	409,847	139,863	549,710	\$88,169	\$89,820	\$120,471	1.9%	34.8%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	1	1	1	52	0	0	0	0	52	11	63	\$52,000	\$52,000	\$63,000	0.0%	21.2%	
T1e. 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	-	-	-	-	-	
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<b>T3. Total Direct Hire</b>	4,722	4,617	4,583	405,490	773	9	6,886	7,668	413,158	140,533	553,691	\$88,477	\$90,150	\$120,814	1.9%	34.7%	
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<i>Subtotal - Total Funded (excludes OC 13)</i>	4,722	4,617	4,583	405,490	773	9	6,886	7,668	413,158	140,533	553,691	\$88,477	\$90,150	\$120,814	1.9%	34.7%	
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	



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Defense Contract Management Agency TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP& (PB) FY 2018 President's Budget (FY 2016)													Date: May 2017				
	(\$ in Thousands)											Rates					
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II.13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC Benefits	
<b>Direct Funded Personnel (includes OC 13)</b>	10,566	10,622	10,346	848,589	5,472	309	12,622	18,403	863,992	283,616	1,147,608	\$81,731	\$83,510	\$110,923	2.2%	33.5%	
<b>D1. US Direct Hire (USDH)</b>	10,506	10,562	10,286	841,869	5,472	309	12,661	18,382	860,251	283,362	1,143,613	\$81,846	\$83,433	\$111,182	2.2%	33.7%	
D1a. Senior Executive Schedule	10	9	9	1,523	-	-	64	70	1,657	418	2,075	\$169,222	\$184,111	\$230,556	8.8%	27.4%	
D1b. General Schedule	10,493	10,552	10,276	840,294	5,472	242	12,530	18,244	858,538	282,923	1,141,461	\$81,772	\$83,348	\$110,880	2.2%	33.7%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	1	1	1	52	-	3	1	4	56	21	77	\$52,000	\$56,000	\$77,000	7.7%	40.4%	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	49	49	49	3,096	-	-	21	21	3,117	254	3,371	\$63,184	\$63,612	\$68,796	0.7%	8.2%	
<b>D3. Total Direct Hire</b>	10,555	10,611	10,335	844,965	5,472	309	12,622	18,403	863,368	283,616	1,146,984	\$81,758	\$83,538	\$110,981	2.2%	33.6%	
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	11	11	11	624	-	-	-	-	624	-	624	\$56,727	\$56,727	\$56,727	0.0%	0.0%	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	10,566	10,622	10,346	848,589	5,472	309	12,622	18,403	863,992	283,616	1,147,608	\$81,751	\$83,510	\$110,923	2.2%	33.5%	
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Reimbursable Funded Personnel (includes OC 13)</b>	690	859	859	108,501	98	5	2,260	2,363	110,864	36,419	147,283	\$126,311	\$129,062	\$171,459	2.2%	33.6%	
<b>R1. US Direct Hire (USDH)</b>	690	859	859	108,501	98	5	2,260	2,363	110,864	36,419	147,283	\$126,311	\$129,062	\$171,459	2.2%	33.6%	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	690	859	859	108,501	98	5	2,260	2,363	110,864	36,419	147,283	\$126,311	\$129,062	\$171,459	2.2%	33.6%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R3. Total Direct Hire</b>	690	859	859	108,501	98	5	2,260	2,363	110,864	36,419	147,283	\$126,311	\$129,062	\$171,459	2.2%	33.6%	
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	690	859	859	108,501	98	5	2,260	2,363	110,864	36,419	147,283	\$126,311	\$129,062	\$171,459	2.2%	33.6%	
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Total Personnel (includes OC 13)</b>	11,256	11,481	11,205	954,090	5,570	314	14,882	20,766	974,856	320,035	1,294,891	\$85,149	\$87,002	\$115,564	2.2%	33.5%	
<b>T1. US Direct Hire (USDH)</b>	11,196	11,421	11,145	950,370	5,570	314	14,861	20,745	971,115	319,781	1,290,896	\$85,273	\$87,133	\$115,827	2.2%	33.6%	
T1a. Senior Executive Schedule	10	9	9	1,523	0	64	70	134	1,657	418	2,075	\$169,222	\$184,111	\$230,556	8.8%	27.4%	
T1b. General Schedule	11,185	11,411	11,135	948,793	5,570	247	14,790	20,607	969,402	319,342	1,288,744	\$85,208	\$87,059	\$115,738	2.2%	33.7%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	1	1	1	52	0	3	1	4	56	21	77	\$52,000	\$56,000	\$77,000	7.7%	40.4%	
T1e. 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	-	-	-	-	-	
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	49	49	49	3,096	0	0	21	21	3,117	254	3,371	\$63,184	\$63,612	\$68,796	0.7%	8.2%	
<b>T3. Total Direct Hire</b>	11,245	11,470	11,194	953,466	5,570	314	14,882	20,766	974,232	320,035	1,294,267	\$85,177	\$87,032	\$115,621	2.2%	33.6%	
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	11	11	11	624	0	0	0	0	624	0	624	\$56,727	\$56,727	\$56,727	0.0%	0.0%	
<i>Subtotal - Total Funded (excludes OC 13)</i>	11,256	11,481	11,205	954,090	5,570	314	14,882	20,766	974,856	320,035	1,294,891	\$85,149	\$87,002	\$115,564	2.2%	33.5%	
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

**Office of the Secretary of Defense  
Fiscal Year (FY) 2018 President's Budget**

**Volume II - Defense-Wide Data Book**

Defense Contract Management Agency TOTAL CIVILIAN PERSONNEL COSTS OP-8: OF&A (PB) FY 2018 President's Budget (FY 2017)													Date: May 2017				
	(\$ in Thousands)											Rates					
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II,13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC Benefits	
<b>Direct Funded Personnel (includes OC 13)</b>	<b>10,854</b>	<b>11,074</b>	<b>10,466</b>	<b>875,009</b>	<b>5,158</b>	<b>274</b>	<b>11,254</b>	<b>16,686</b>	<b>891,695</b>	<b>288,073</b>	<b>1,179,768</b>	<b>\$83,605</b>	<b>\$85,199</b>	<b>\$112,724</b>	<b>1.9%</b>	<b>32.9%</b>	
<b>D1. US Direct Hire (USDH)</b>	<b>10,774</b>	<b>10,994</b>	<b>10,386</b>	<b>870,126</b>	<b>5,152</b>	<b>274</b>	<b>11,232</b>	<b>16,648</b>	<b>886,774</b>	<b>287,946</b>	<b>1,174,720</b>	<b>\$83,779</b>	<b>\$85,182</b>	<b>\$111,106</b>	<b>1.9%</b>	<b>33.1%</b>	
D1a. Senior Executive Schedule	10	10	10	1,827	-	171	171	171	1,998	577	2,575	\$182,700	\$199,800	\$257,500	9.4%	31.6%	
D1b. General Schedule	10,763	10,983	10,375	868,220	5,152	274	11,047	16,475	884,693	287,347	1,172,040	\$83,684	\$85,272	\$112,968	1.9%	33.1%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	1	1	1	79	-	-	4	4	83	22	105	\$79,000	\$83,000	\$105,000	5.1%	27.8%	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	<b>67</b>	<b>67</b>	<b>67</b>	<b>4,247</b>	<b>6</b>	<b>-</b>	<b>32</b>	<b>38</b>	<b>4,285</b>	<b>127</b>	<b>4,412</b>	<b>\$63,388</b>	<b>\$63,955</b>	<b>\$65,851</b>	<b>0.9%</b>	<b>3.0%</b>	
<b>D3. Total Direct Hire</b>	<b>10,841</b>	<b>11,061</b>	<b>10,453</b>	<b>874,373</b>	<b>5,158</b>	<b>274</b>	<b>11,254</b>	<b>16,686</b>	<b>891,059</b>	<b>288,073</b>	<b>1,179,132</b>	<b>\$83,645</b>	<b>\$85,244</b>	<b>\$112,803</b>	<b>1.9%</b>	<b>32.9%</b>	
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	<b>13</b>	<b>13</b>	<b>13</b>	<b>636</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>636</b>	<b>-</b>	<b>636</b>	<b>\$48,923</b>	<b>\$48,923</b>	<b>\$48,923</b>	<b>0.0%</b>	<b>0.0%</b>	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>10,854</i>	<i>11,074</i>	<i>10,466</i>	<i>875,009</i>	<i>5,158</i>	<i>274</i>	<i>11,254</i>	<i>16,686</i>	<i>891,695</i>	<i>288,073</i>	<i>1,179,768</i>	<i>\$83,605</i>	<i>\$85,199</i>	<i>\$112,724</i>	<i>1.9%</i>	<i>32.9%</i>	
<b>D5. Other Object Class 13 Benefits</b>																	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>859</b>	<b>898</b>	<b>898</b>	<b>111,200</b>	<b>349</b>	<b>3</b>	<b>2,073</b>	<b>2,425</b>	<b>113,625</b>	<b>37,265</b>	<b>150,890</b>	<b>\$123,831</b>	<b>\$126,531</b>	<b>\$168,029</b>	<b>2.2%</b>	<b>33.5%</b>	
<b>R1. US Direct Hire (USDH)</b>	<b>859</b>	<b>898</b>	<b>898</b>	<b>111,200</b>	<b>349</b>	<b>3</b>	<b>2,073</b>	<b>2,425</b>	<b>113,625</b>	<b>37,265</b>	<b>150,890</b>	<b>\$123,831</b>	<b>\$126,531</b>	<b>\$168,029</b>	<b>2.2%</b>	<b>33.5%</b>	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	859	898	898	111,200	349	3	2,073	2,425	113,625	37,265	150,890	\$123,831	\$126,531	\$168,029	2.2%	33.5%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	
<b>R3. Total Direct Hire</b>	<b>859</b>	<b>898</b>	<b>898</b>	<b>111,200</b>	<b>349</b>	<b>3</b>	<b>2,073</b>	<b>2,425</b>	<b>113,625</b>	<b>37,265</b>	<b>150,890</b>	<b>\$123,831</b>	<b>\$126,531</b>	<b>\$168,029</b>	<b>2.2%</b>	<b>33.5%</b>	
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>859</i>	<i>898</i>	<i>898</i>	<i>111,200</i>	<i>349</i>	<i>3</i>	<i>2,073</i>	<i>2,425</i>	<i>113,625</i>	<i>37,265</i>	<i>150,890</i>	<i>\$123,831</i>	<i>\$126,531</i>	<i>\$168,029</i>	<i>2.2%</i>	<i>33.5%</i>	
<b>R5. Other Object Class 13 Benefits</b>																	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Total Personnel (includes OC 13)</b>	<b>11,713</b>	<b>11,972</b>	<b>11,364</b>	<b>986,209</b>	<b>5,507</b>	<b>277</b>	<b>13,327</b>	<b>19,111</b>	<b>1,005,320</b>	<b>325,338</b>	<b>1,330,658</b>	<b>\$86,784</b>	<b>\$88,465</b>	<b>\$117,094</b>	<b>1.9%</b>	<b>33.0%</b>	
<b>T1. US Direct Hire (USDH)</b>	<b>11,633</b>	<b>11,892</b>	<b>11,284</b>	<b>981,326</b>	<b>5,501</b>	<b>277</b>	<b>13,295</b>	<b>19,073</b>	<b>1,000,399</b>	<b>325,211</b>	<b>1,325,610</b>	<b>\$86,966</b>	<b>\$88,636</b>	<b>\$117,477</b>	<b>1.9%</b>	<b>33.1%</b>	
T1a. Senior Executive Schedule	10	10	10	1,827	0	171	171	171	1,998	577	2,575	\$182,700	\$199,800	\$257,500	9.4%	31.6%	
T1b. General Schedule	11,622	11,881	11,273	979,420	5,501	277	13,120	18,898	998,318	324,612	1,322,930	\$86,882	\$88,558	\$117,354	1.9%	33.1%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	1	1	1	79	0	0	4	4	83	22	105	\$79,000	\$83,000	\$105,000	5.1%	27.8%	
T1e. 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	-	-	-	-	-	
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	<b>67</b>	<b>67</b>	<b>67</b>	<b>4,247</b>	<b>6</b>	<b>0</b>	<b>32</b>	<b>38</b>	<b>4,285</b>	<b>127</b>	<b>4,412</b>	<b>\$63,388</b>	<b>\$63,955</b>	<b>\$65,851</b>	<b>0.9%</b>	<b>3.0%</b>	
<b>T3. Total Direct Hire</b>	<b>11,700</b>	<b>11,959</b>	<b>11,351</b>	<b>985,573</b>	<b>5,507</b>	<b>277</b>	<b>13,327</b>	<b>19,111</b>	<b>1,004,684</b>	<b>325,338</b>	<b>1,330,022</b>	<b>\$86,827</b>	<b>\$88,513</b>	<b>\$117,172</b>	<b>1.9%</b>	<b>33.0%</b>	
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	<b>13</b>	<b>13</b>	<b>13</b>	<b>636</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>636</b>	<b>0</b>	<b>636</b>	<b>\$48,923</b>	<b>\$48,923</b>	<b>\$48,923</b>	<b>0.0%</b>	<b>0.0%</b>	
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>11,713</i>	<i>11,972</i>	<i>11,364</i>	<i>986,209</i>	<i>5,507</i>	<i>277</i>	<i>13,327</i>	<i>19,111</i>	<i>1,005,320</i>	<i>325,338</i>	<i>1,330,658</i>	<i>\$86,784</i>	<i>\$88,465</i>	<i>\$117,094</i>	<i>1.9%</i>	<i>33.0%</i>	
<b>T5. Other Object Class 13 Benefits</b>																	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

Office of the Secretary of Defense  
Fiscal Year (FY) 2018 President's Budget

Volume II - Defense-Wide Data Book

Defense Contract Management Agency TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP& (PB) FY 2018 President's Budget (FY 2018)													Date: May 2017				
	(\$ in thousands)											Rates					
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II.13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC	
<b>Operation and Maintenance, Defense-Wide</b>	<b>9,953</b>	<b>10,451</b>	<b>10,301</b>	<b>872,697</b>	<b>4,876</b>	<b>317</b>	<b>11,315</b>	<b>16,508</b>	<b>889,205</b>	<b>292,030</b>	<b>1,181,235</b>	<b>\$84,720</b>	<b>\$86,322</b>	<b>\$114,672</b>	<b>1.9%</b>	<b>33.5%</b>	
<b>Direct Funded Personnel (includes OC 13)</b>	<b>9,893</b>	<b>10,391</b>	<b>10,241</b>	<b>868,833</b>	<b>4,876</b>	<b>317</b>	<b>11,293</b>	<b>16,486</b>	<b>885,319</b>	<b>291,766</b>	<b>1,177,085</b>	<b>\$84,839</b>	<b>\$86,448</b>	<b>\$114,938</b>	<b>1.9%</b>	<b>33.4%</b>	
<b>D1. US Direct Hire (USDH)</b>	<b>9</b>	<b>9</b>	<b>9</b>	<b>1,572</b>	<b>-</b>	<b>54</b>	<b>66</b>	<b>120</b>	<b>1,692</b>	<b>431</b>	<b>2,123</b>	<b>\$174,667</b>	<b>\$188,000</b>	<b>\$235,889</b>	<b>7.6%</b>	<b>27.4%</b>	
D1a. Senior Executive Schedule																	
D1b. General Schedule	9,883	10,381	10,231	867,205	4,876	263	11,226	16,365	883,570	291,312	1,174,882	\$84,762	\$86,362	\$114,853	1.9%	33.6%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	1	1	1	56	-	-	1	1	57	23	80	\$56,000	\$57,000	\$80,000	1.8%	41.1%	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	<b>49</b>	<b>49</b>	<b>49</b>	<b>3,216</b>	<b>-</b>	<b>-</b>	<b>22</b>	<b>22</b>	<b>3,238</b>	<b>264</b>	<b>3,502</b>	<b>\$65,633</b>	<b>\$66,082</b>	<b>\$71,469</b>	<b>0.7%</b>	<b>8.2%</b>	
<b>D3. Total Direct Hire</b>	<b>9,942</b>	<b>10,440</b>	<b>10,290</b>	<b>872,049</b>	<b>4,876</b>	<b>317</b>	<b>11,315</b>	<b>16,508</b>	<b>888,557</b>	<b>292,030</b>	<b>1,180,587</b>	<b>\$84,747</b>	<b>\$86,532</b>	<b>\$114,731</b>	<b>1.9%</b>	<b>33.5%</b>	
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	<b>11</b>	<b>11</b>	<b>11</b>	<b>648</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>648</b>	<b>-</b>	<b>648</b>	<b>\$58,909</b>	<b>\$58,909</b>	<b>\$58,909</b>	<b>0.0%</b>	<b>0.0%</b>	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>9,953</i>	<i>10,451</i>	<i>10,301</i>	<i>872,697</i>	<i>4,876</i>	<i>317</i>	<i>11,315</i>	<i>16,508</i>	<i>889,205</i>	<i>292,030</i>	<i>1,181,235</i>	<i>\$84,720</i>	<i>\$86,322</i>	<i>\$114,672</i>	<i>1.9%</i>	<i>33.5%</i>	
<b>D5. Other Object Class 13 Benefits</b>																	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>898</b>	<b>950</b>	<b>950</b>	<b>126,210</b>	<b>75</b>	<b>5</b>	<b>1,726</b>	<b>1,806</b>	<b>128,016</b>	<b>40,995</b>	<b>169,011</b>	<b>\$132,853</b>	<b>\$134,754</b>	<b>\$177,906</b>	<b>1.4%</b>	<b>32.5%</b>	
<b>R1. US Direct Hire (USDH)</b>	<b>898</b>	<b>950</b>	<b>950</b>	<b>126,210</b>	<b>75</b>	<b>5</b>	<b>1,726</b>	<b>1,806</b>	<b>128,016</b>	<b>40,995</b>	<b>169,011</b>	<b>\$132,853</b>	<b>\$134,754</b>	<b>\$177,906</b>	<b>1.4%</b>	<b>32.5%</b>	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	898	950	950	126,210	75	5	1,726	1,806	128,016	40,995	169,011	\$132,853	\$134,754	\$177,906	1.4%	32.5%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	
<b>R3. Total Direct Hire</b>	<b>898</b>	<b>950</b>	<b>950</b>	<b>126,210</b>	<b>75</b>	<b>5</b>	<b>1,726</b>	<b>1,806</b>	<b>128,016</b>	<b>40,995</b>	<b>169,011</b>	<b>\$132,853</b>	<b>\$134,754</b>	<b>\$177,906</b>	<b>1.4%</b>	<b>32.5%</b>	
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>898</i>	<i>950</i>	<i>950</i>	<i>126,210</i>	<i>75</i>	<i>5</i>	<i>1,726</i>	<i>1,806</i>	<i>128,016</i>	<i>40,995</i>	<i>169,011</i>	<i>\$132,853</i>	<i>\$134,754</i>	<i>\$177,906</i>	<i>1.4%</i>	<i>32.5%</i>	
<b>R5. Other Object Class 13 Benefits</b>																	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Total Personnel (includes OC 13)</b>	<b>10,851</b>	<b>11,401</b>	<b>11,251</b>	<b>998,907</b>	<b>4,951</b>	<b>322</b>	<b>13,041</b>	<b>18,314</b>	<b>1,017,221</b>	<b>333,025</b>	<b>1,350,246</b>	<b>\$88,784</b>	<b>\$90,412</b>	<b>\$120,011</b>	<b>1.8%</b>	<b>33.3%</b>	
<b>T1. US Direct Hire (USDH)</b>	<b>10,791</b>	<b>11,341</b>	<b>11,191</b>	<b>895,043</b>	<b>4,951</b>	<b>322</b>	<b>13,019</b>	<b>18,292</b>	<b>1,013,335</b>	<b>332,761</b>	<b>1,346,096</b>	<b>\$88,915</b>	<b>\$90,549</b>	<b>\$120,284</b>	<b>1.8%</b>	<b>33.4%</b>	
T1a. Senior Executive Schedule	9	9	9	1,572	0	54	66	120	1,692	431	2,123	\$174,667	\$188,000	\$235,889	7.6%	27.4%	
T1b. General Schedule	10,781	11,331	11,181	893,471	4,951	268	12,952	18,171	1,011,586	332,367	1,343,893	\$88,848	\$90,474	\$120,194	1.8%	33.5%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	1	1	1	56	0	0	1	1	57	23	80	\$56,000	\$57,000	\$80,000	1.8%	41.1%	
T1e. 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	-	-	-	-	-	
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	<b>49</b>	<b>49</b>	<b>49</b>	<b>3,216</b>	<b>0</b>	<b>0</b>	<b>22</b>	<b>22</b>	<b>3,238</b>	<b>264</b>	<b>3,502</b>	<b>\$65,633</b>	<b>\$66,082</b>	<b>\$71,469</b>	<b>0.7%</b>	<b>8.2%</b>	
<b>T3. Total Direct Hire</b>	<b>10,840</b>	<b>11,390</b>	<b>11,240</b>	<b>998,259</b>	<b>4,951</b>	<b>322</b>	<b>13,041</b>	<b>18,314</b>	<b>1,016,573</b>	<b>333,025</b>	<b>1,349,598</b>	<b>\$88,915</b>	<b>\$90,412</b>	<b>\$120,071</b>	<b>1.8%</b>	<b>33.4%</b>	
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	<b>11</b>	<b>11</b>	<b>11</b>	<b>648</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>648</b>	<b>0</b>	<b>648</b>	<b>\$58,909</b>	<b>\$58,909</b>	<b>\$58,909</b>	<b>0.0%</b>	<b>0.0%</b>	
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>10,851</i>	<i>11,401</i>	<i>11,251</i>	<i>998,907</i>	<i>4,951</i>	<i>322</i>	<i>13,041</i>	<i>18,314</i>	<i>1,017,221</i>	<i>333,025</i>	<i>1,350,246</i>	<i>\$88,784</i>	<i>\$90,412</i>	<i>\$120,011</i>	<i>1.8%</i>	<i>33.3%</i>	
<b>T5. Other Object Class 13 Benefits</b>																	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	



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Operation and Maintenance, Defense-Wide	Defense Commissary Agency TOTAL CIVILIAN PERSONNEL COSTS OP-8E: OFA (FB) FY 2018 President's Budget (FY 2016)											Date: May 2017				
	(\$ in Thousands)											Rates				
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	% BC & Benefits	% BC Variables	% BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<b>D1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D2. Direct Hire Program Foreign Nationals (DHPN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHPN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Reimbursable Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<b>R1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R2. Direct Hire Program Foreign Nationals (DHPN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHPN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<b>T1. US Direct Hire (USDH)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
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	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. 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	-	-	-	-	-
<b>T2. Direct Hire Program Foreign Nationals (DHPN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<b>T3. Total Direct Hire</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<b>T5. Other Object Class 13 Benefits</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T5b. DHPN - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-

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Operation and Maintenance, Defense-Wide	Defense Commissary Agency TOTAL CIVILIAN PERSONNEL COSTS OP-8E: OF&A (PB) FY 2018 President's Budget (FY 2017)											Date: May 2017				
	(\$ in Thousands)										Rates					
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	% BC & Benefits	% BC Variables	% BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<b>D1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Reimbursable Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<b>R1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<b>T1. US Direct Hire (USDH)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
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	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. 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	-	-	-	-	-
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<b>T3. Total Direct Hire</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<b>T5. Other Object Class 13 Benefits</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-

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

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



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

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

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Operation and Maintenance, Defense-Wide	Defense Human Resources Activity TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP& (PB) FY 2018 President's Budget (FY 2016)											Date: May 2017				
	(\$ in Thousands)										Rates					
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II,13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC
<b>Direct Funded Personnel (includes OC 13)</b>	<b>1,100</b>	<b>1,101</b>	<b>1,101</b>	<b>125,267</b>	<b>64</b>	<b>4</b>	<b>1,373</b>	<b>1,441</b>	<b>126,708</b>	<b>37,482</b>	<b>164,190</b>	<b>\$113,776</b>	<b>\$115,084</b>	<b>\$148,714</b>	<b>1.2%</b>	<b>29.8%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>1,100</b>	<b>1,101</b>	<b>1,101</b>	<b>125,267</b>	<b>64</b>	<b>4</b>	<b>1,373</b>	<b>1,441</b>	<b>126,708</b>	<b>37,026</b>	<b>163,734</b>	<b>\$113,776</b>	<b>\$115,084</b>	<b>\$148,714</b>	<b>1.2%</b>	<b>29.6%</b>
D1a. Senior Executive Schedule	13	13	13	1,741	-	-	47	47	1,788	469	2,257	\$132,923	\$137,538	\$173,615	2.7%	36.9%
D1b. General Schedule	1,087	1,088	1,088	123,526	64	4	1,326	1,394	124,920	36,557	161,477	\$113,535	\$114,816	\$148,416	1.1%	29.6%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D3. Total Direct Hire</b>	<b>1,100</b>	<b>1,101</b>	<b>1,101</b>	<b>125,267</b>	<b>64</b>	<b>4</b>	<b>1,373</b>	<b>1,441</b>	<b>126,708</b>	<b>37,026</b>	<b>163,734</b>	<b>\$113,776</b>	<b>\$115,084</b>	<b>\$148,714</b>	<b>1.2%</b>	<b>29.6%</b>
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>1,100</i>	<i>1,101</i>	<i>1,101</i>	<i>125,267</i>	<i>64</i>	<i>4</i>	<i>1,373</i>	<i>1,441</i>	<i>126,708</i>	<i>37,026</i>	<i>163,734</i>	<i>\$113,776</i>	<i>\$115,084</i>	<i>\$148,714</i>	<i>1.2%</i>	<i>29.6%</i>
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	456	456	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	456	456	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>R1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Personnel (includes OC 13)</b>	<b>1,100</b>	<b>1,101</b>	<b>1,101</b>	<b>125,267</b>	<b>64</b>	<b>4</b>	<b>1,373</b>	<b>1,441</b>	<b>126,708</b>	<b>37,482</b>	<b>164,190</b>	<b>\$113,776</b>	<b>\$115,084</b>	<b>\$148,714</b>	<b>1.2%</b>	<b>29.8%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>1,100</b>	<b>1,101</b>	<b>1,101</b>	<b>125,267</b>	<b>64</b>	<b>4</b>	<b>1,373</b>	<b>1,441</b>	<b>126,708</b>	<b>37,026</b>	<b>163,734</b>	<b>\$113,776</b>	<b>\$115,084</b>	<b>\$148,714</b>	<b>1.2%</b>	<b>29.6%</b>
T1a. Senior Executive Schedule	13	13	13	1,741	0	0	47	47	1,788	469	2,257	\$132,923	\$137,538	\$173,615	2.7%	36.9%
T1b. General Schedule	1,087	1,088	1,088	123,526	64	4	1,326	1,394	124,920	36,557	161,477	\$113,535	\$114,816	\$148,416	1.1%	29.6%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. 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	-	-	-	-	-
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>T3. Total Direct Hire</b>	<b>1,100</b>	<b>1,101</b>	<b>1,101</b>	<b>125,267</b>	<b>64</b>	<b>4</b>	<b>1,373</b>	<b>1,441</b>	<b>126,708</b>	<b>37,026</b>	<b>163,734</b>	<b>\$113,776</b>	<b>\$115,084</b>	<b>\$148,714</b>	<b>1.2%</b>	<b>29.6%</b>
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>1,100</i>	<i>1,101</i>	<i>1,101</i>	<i>125,267</i>	<i>64</i>	<i>4</i>	<i>1,373</i>	<i>1,441</i>	<i>126,708</i>	<i>37,026</i>	<i>163,734</i>	<i>\$113,776</i>	<i>\$115,084</i>	<i>\$148,714</i>	<i>1.2%</i>	<i>29.6%</i>
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	456	456	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	456	456	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Defense Human Resources Activity TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP& (PB) FY 2018 President's Budget (FY 2017)													Date: May 2017				
	(\$ in Thousands)											Rates					
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II,13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC	
<b>Direct Funded Personnel (includes OC 13)</b>	<b>1,101</b>	<b>1,139</b>	<b>1,139</b>	<b>123,291</b>	<b>63</b>	<b>4</b>	<b>1,352</b>	<b>1,419</b>	<b>124,710</b>	<b>36,890</b>	<b>161,600</b>	<b>\$109,245</b>	<b>\$109,491</b>	<b>\$141,879</b>	<b>1.2%</b>	<b>29.9%</b>	
<b>D1. US Direct Hire (USDH)</b>	<b>1,101</b>	<b>1,139</b>	<b>1,139</b>	<b>123,291</b>	<b>63</b>	<b>4</b>	<b>1,352</b>	<b>1,419</b>	<b>124,710</b>	<b>36,890</b>	<b>161,600</b>	<b>\$109,245</b>	<b>\$109,491</b>	<b>\$141,879</b>	<b>1.2%</b>	<b>29.9%</b>	
D1a. Senior Executive Schedule	13	13	13	1,741	-	-	47	47	1,788	469	2,257	\$132,923	\$137,538	\$173,615	2.7%	26.9%	
D1b. General Schedule	1,088	1,126	1,126	121,550	63	4	1,305	1,372	122,922	36,421	159,343	\$107,948	\$109,167	\$141,312	1.1%	30.0%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D3. Total Direct Hire</b>	<b>1,101</b>	<b>1,139</b>	<b>1,139</b>	<b>123,291</b>	<b>63</b>	<b>4</b>	<b>1,352</b>	<b>1,419</b>	<b>124,710</b>	<b>36,890</b>	<b>161,600</b>	<b>\$109,245</b>	<b>\$109,491</b>	<b>\$141,879</b>	<b>1.2%</b>	<b>29.9%</b>	
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>1,101</i>	<i>1,139</i>	<i>1,139</i>	<i>123,291</i>	<i>63</i>	<i>4</i>	<i>1,352</i>	<i>1,419</i>	<i>124,710</i>	<i>36,890</i>	<i>161,600</i>	<i>\$109,245</i>	<i>\$109,491</i>	<i>\$141,879</i>	<i>1.2%</i>	<i>29.9%</i>	
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	
<b>R1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Total Personnel (includes OC 13)</b>	<b>1,101</b>	<b>1,139</b>	<b>1,139</b>	<b>123,291</b>	<b>63</b>	<b>4</b>	<b>1,352</b>	<b>1,419</b>	<b>124,710</b>	<b>36,890</b>	<b>161,600</b>	<b>\$109,245</b>	<b>\$109,491</b>	<b>\$141,879</b>	<b>1.2%</b>	<b>29.9%</b>	
<b>T1. US Direct Hire (USDH)</b>	<b>1,101</b>	<b>1,139</b>	<b>1,139</b>	<b>123,291</b>	<b>63</b>	<b>4</b>	<b>1,352</b>	<b>1,419</b>	<b>124,710</b>	<b>36,890</b>	<b>161,600</b>	<b>\$109,245</b>	<b>\$109,491</b>	<b>\$141,879</b>	<b>1.2%</b>	<b>29.9%</b>	
T1a. Senior Executive Schedule	13	13	13	1,741	0	0	47	47	1,788	469	2,257	\$132,923	\$137,538	\$173,615	2.7%	26.9%	
T1b. General Schedule	1,088	1,126	1,126	121,550	63	4	1,305	1,372	122,922	36,421	159,343	\$107,948	\$109,167	\$141,312	1.1%	30.0%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. 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	-	-	-	-	-	
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>T3. Total Direct Hire</b>	<b>1,101</b>	<b>1,139</b>	<b>1,139</b>	<b>123,291</b>	<b>63</b>	<b>4</b>	<b>1,352</b>	<b>1,419</b>	<b>124,710</b>	<b>36,890</b>	<b>161,600</b>	<b>\$109,245</b>	<b>\$109,491</b>	<b>\$141,879</b>	<b>1.2%</b>	<b>29.9%</b>	
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>1,101</i>	<i>1,139</i>	<i>1,139</i>	<i>123,291</i>	<i>63</i>	<i>4</i>	<i>1,352</i>	<i>1,419</i>	<i>124,710</i>	<i>36,890</i>	<i>161,600</i>	<i>\$109,245</i>	<i>\$109,491</i>	<i>\$141,879</i>	<i>1.2%</i>	<i>29.9%</i>	
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	



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Operation and Maintenance, Defense-Wide	Defense Human Resources Activity TOTAL CIVILIAN PERSONNEL COSTS OP-8B: OP&A (PB) FY 2018 President's Budget (FY 2018)												Date: May 2017					
	(\$ in Thousands)																	
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	r
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.I.I	Total Variables	Comp O.C.I.I	Benefits O.C.I.I	Comp & Benefits	Basic Comp	Total Comp	Benefits & Benefits	% BC	% BC	% BC	% BC
<b>Direct Funded Personnel (includes OC 13)</b>	1,139	1,187	1,198	132,635	89	5	2,073	2,167	134,802	38,620	173,422	\$110,714	\$112,523	\$144,760	1.6%	29.1%		
<b>D1. US Direct Hire (USDH)</b>	1,139	1,187	1,198	132,635	89	5	2,073	2,167	134,802	38,620	173,422	\$110,714	\$112,523	\$144,760	1.6%	29.1%		
D1a. Senior Executive Schedule	13	13	13	1,766	-	-	35	35	1,801	469	2,270	\$13,846	\$18,538	\$174,615	2.0%	26.6%		
D1b. General Schedule	1,126	1,174	1,185	130,869	89	5	2,038	2,132	133,001	38,151	171,152	\$110,438	\$112,237	\$144,432	1.6%	29.2%		
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D3. Total Direct Hire</b>	1,139	1,187	1,198	132,635	89	5	2,073	2,167	134,802	38,620	173,422	\$110,714	\$112,523	\$144,760	1.6%	29.1%		
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	1,139	1,187	1,198	132,635	89	5	2,073	2,167	134,802	38,620	173,422	\$110,714	\$112,523	\$144,760	1.6%	29.1%		
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Reimbursable Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>R1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Personnel (includes OC 13)</b>	1,139	1,187	1,198	132,635	89	5	2,073	2,167	134,802	38,620	173,422	\$110,714	\$112,523	\$144,760	1.6%	29.1%		
<b>T1. US Direct Hire (USDH)</b>	1,139	1,187	1,198	132,635	89	5	2,073	2,167	134,802	38,620	173,422	\$110,714	\$112,523	\$144,760	1.6%	29.1%		
T1a. Senior Executive Schedule	13	13	13	1,766	0	0	35	35	1,801	469	2,270	\$13,846	\$18,538	\$174,615	2.0%	26.6%		
T1b. General Schedule	1,126	1,174	1,185	130,869	89	5	2,038	2,132	133,001	38,151	171,152	\$110,438	\$112,237	\$144,432	1.6%	29.2%		
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-
T1e. 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	-	-	-	-	-	-	-
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-
<b>T3. Total Direct Hire</b>	1,139	1,187	1,198	132,635	89	5	2,073	2,167	134,802	38,620	173,422	\$110,714	\$112,523	\$144,760	1.6%	29.1%		
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	1,139	1,187	1,198	132,635	89	5	2,073	2,167	134,802	38,620	173,422	\$110,714	\$112,523	\$144,760	1.6%	29.1%		
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Defense Information Systems Agency TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP-8 (PB) FY 2018 President's Budget (FY 2016)													Date: May 2017				
	(\$ in Thousands)										Rates						
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.II	h Total Variables	i Comp O.C.II	j Benefits O.C.II,13	k Comp & Benefits	l Basic Comp	m Total Comp	n B Comp & Benefits	o h/d % BC	p i/d % BC	
<b>Direct Funded Personnel (includes OC 13)</b>	<b>2,031</b>	<b>2,105</b>	<b>1,996</b>	<b>218,694</b>	<b>654</b>	<b>320</b>	<b>4,140</b>	<b>5,114</b>	<b>223,808</b>	<b>71,621</b>	<b>295,429</b>	<b>\$109,566</b>	<b>\$112,128</b>	<b>\$148,011</b>	<b>2.8%</b>	<b>32.7%</b>	
<b>D1. US Direct Hire (USDH)</b>	<b>2,034</b>	<b>2,105</b>	<b>1,996</b>	<b>218,694</b>	<b>654</b>	<b>320</b>	<b>4,092</b>	<b>5,066</b>	<b>223,760</b>	<b>71,577</b>	<b>295,337</b>	<b>\$109,566</b>	<b>\$112,104</b>	<b>\$147,964</b>	<b>2.8%</b>	<b>32.7%</b>	
D1a. Senior Executive Schedule	15	15	15	2,540	-	-	-	117	117	3,438	781	\$169,333	\$177,133	\$229,200	4.6%	30.7%	
D1b. General Schedule	2,019	2,090	1,981	216,154	654	320	3,975	4,949	221,103	70,796	291,899	\$109,114	\$111,612	\$147,349	2.3%	32.8%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D3. Total Direct Hire</b>	<b>2,034</b>	<b>2,105</b>	<b>1,996</b>	<b>218,694</b>	<b>654</b>	<b>320</b>	<b>4,092</b>	<b>5,066</b>	<b>223,760</b>	<b>71,577</b>	<b>295,337</b>	<b>\$109,566</b>	<b>\$112,104</b>	<b>\$147,964</b>	<b>2.8%</b>	<b>32.7%</b>	
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>2,034</i>	<i>2,105</i>	<i>1,996</i>	<i>218,694</i>	<i>654</i>	<i>320</i>	<i>4,140</i>	<i>5,114</i>	<i>223,808</i>	<i>71,577</i>	<i>295,385</i>	<i>\$109,566</i>	<i>\$112,128</i>	<i>\$147,968</i>	<i>2.8%</i>	<i>32.7%</i>	
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>61</b>	<b>58</b>	<b>58</b>	<b>6,545</b>	<b>0</b>	<b>0</b>	<b>57</b>	<b>57</b>	<b>6,602</b>	<b>130</b>	<b>6,732</b>	<b>\$112,845</b>	<b>\$113,828</b>	<b>\$116,069</b>	<b>0.9%</b>	<b>2.0%</b>	
<b>R1. US Direct Hire (USDH)</b>	<b>56</b>	<b>53</b>	<b>53</b>	<b>6,545</b>	<b>-</b>	<b>-</b>	<b>57</b>	<b>57</b>	<b>6,602</b>	<b>130</b>	<b>6,732</b>	<b>\$123,491</b>	<b>\$124,566</b>	<b>\$127,019</b>	<b>0.9%</b>	<b>2.0%</b>	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	56	53	53	6,545	-	-	57	57	6,602	130	6,732	\$123,491	\$124,566	\$127,019	0.9%	2.0%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R3. Total Direct Hire</b>	<b>56</b>	<b>53</b>	<b>53</b>	<b>6,545</b>	<b>-</b>	<b>-</b>	<b>57</b>	<b>57</b>	<b>6,602</b>	<b>130</b>	<b>6,732</b>	<b>\$123,491</b>	<b>\$124,566</b>	<b>\$127,019</b>	<b>0.9%</b>	<b>2.0%</b>	
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>61</i>	<i>58</i>	<i>58</i>	<i>6,545</i>	<i>0</i>	<i>0</i>	<i>57</i>	<i>57</i>	<i>6,602</i>	<i>130</i>	<i>6,732</i>	<i>\$112,845</i>	<i>\$113,828</i>	<i>\$116,069</i>	<i>0.9%</i>	<i>2.0%</i>	
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Total Personnel (includes OC 13)</b>	<b>2,095</b>	<b>2,163</b>	<b>2,054</b>	<b>225,239</b>	<b>654</b>	<b>320</b>	<b>4,197</b>	<b>5,171</b>	<b>230,410</b>	<b>71,751</b>	<b>302,161</b>	<b>\$109,659</b>	<b>\$112,176</b>	<b>\$147,109</b>	<b>2.8%</b>	<b>31.8%</b>	
<b>T1. US Direct Hire (USDH)</b>	<b>2,090</b>	<b>2,158</b>	<b>2,049</b>	<b>225,239</b>	<b>654</b>	<b>320</b>	<b>4,149</b>	<b>5,123</b>	<b>230,362</b>	<b>71,707</b>	<b>302,069</b>	<b>\$109,926</b>	<b>\$112,427</b>	<b>\$147,423</b>	<b>2.8%</b>	<b>31.8%</b>	
T1a. Senior Executive Schedule	15	15	15	2,540	0	0	117	117	2,657	781	3,438	\$169,333	\$177,133	\$229,200	4.6%	30.7%	
T1b. General Schedule	2,075	2,144	2,034	222,699	654	320	4,032	5,066	227,705	70,926	298,631	\$109,488	\$111,949	\$146,820	2.2%	31.8%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. 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	-	-	-	-	-	
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>T3. Total Direct Hire</b>	<b>2,090</b>	<b>2,158</b>	<b>2,049</b>	<b>225,239</b>	<b>654</b>	<b>320</b>	<b>4,149</b>	<b>5,123</b>	<b>230,362</b>	<b>71,707</b>	<b>302,069</b>	<b>\$109,926</b>	<b>\$112,427</b>	<b>\$147,423</b>	<b>2.8%</b>	<b>31.8%</b>	
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>2,095</i>	<i>2,163</i>	<i>2,054</i>	<i>225,239</i>	<i>654</i>	<i>320</i>	<i>4,197</i>	<i>5,171</i>	<i>230,410</i>	<i>71,707</i>	<i>302,117</i>	<i>\$109,659</i>	<i>\$112,176</i>	<i>\$147,087</i>	<i>2.8%</i>	<i>31.8%</i>	
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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Fiscal Year (FY) 2018 President's Budget

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Defense Information Systems Agency TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP& (PB) FY 2018 President's Budget (FY 2017)													Date: May 2017				
	(\$ in Thousands)										Rates						
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.I.I	Total Variables	Comp O.C.I.I	Benefits O.C.I.I	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC	
<b>Direct Funded Personnel (includes OC 13)</b>	<b>2,028</b>	<b>2,550</b>	<b>2,535</b>	<b>265,124</b>	<b>783</b>	<b>259</b>	<b>2,662</b>	<b>3,704</b>	<b>268,828</b>	<b>69,883</b>	<b>338,711</b>	<b>\$104,585</b>	<b>\$106,047</b>	<b>\$133,614</b>	<b>1.4%</b>	<b>26.4%</b>	
<b>D1. US Direct Hire (USDH)</b>	<b>2,028</b>	<b>2,550</b>	<b>2,535</b>	<b>265,124</b>	<b>783</b>	<b>259</b>	<b>2,662</b>	<b>3,704</b>	<b>268,828</b>	<b>69,883</b>	<b>338,711</b>	<b>\$104,585</b>	<b>\$106,047</b>	<b>\$133,614</b>	<b>1.4%</b>	<b>26.4%</b>	
D1a. Senior Executive Schedule	23	23	23	2,933	-	-	141	141	3,074	789	3,863	\$127,522	\$133,632	\$167,957	4.8%	26.9%	
D1b. General Schedule	2,005	2,527	2,512	262,191	783	259	2,521	3,563	265,754	69,094	334,848	\$104,375	\$105,794	\$133,299	1.4%	26.4%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D3. Total Direct Hire</b>	<b>2,028</b>	<b>2,550</b>	<b>2,535</b>	<b>265,124</b>	<b>783</b>	<b>259</b>	<b>2,662</b>	<b>3,704</b>	<b>268,828</b>	<b>69,883</b>	<b>338,711</b>	<b>\$104,585</b>	<b>\$106,047</b>	<b>\$133,614</b>	<b>1.4%</b>	<b>26.4%</b>	
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>2,028</i>	<i>2,550</i>	<i>2,535</i>	<i>265,124</i>	<i>783</i>	<i>259</i>	<i>2,662</i>	<i>3,704</i>	<i>268,828</i>	<i>69,883</i>	<i>338,711</i>	<i>\$104,585</i>	<i>\$106,047</i>	<i>\$133,614</i>	<i>1.4%</i>	<i>26.4%</i>	
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>97</b>	<b>97</b>	<b>97</b>	<b>11,000</b>	<b>33</b>	<b>11</b>	<b>111</b>	<b>155</b>	<b>11,155</b>	<b>2,899</b>	<b>14,054</b>	<b>\$113,402</b>	<b>\$115,000</b>	<b>\$144,887</b>	<b>1.4%</b>	<b>26.4%</b>	
<b>R1. US Direct Hire (USDH)</b>	<b>97</b>	<b>97</b>	<b>97</b>	<b>11,000</b>	<b>33</b>	<b>11</b>	<b>111</b>	<b>155</b>	<b>11,155</b>	<b>2,899</b>	<b>14,054</b>	<b>\$119,565</b>	<b>\$121,250</b>	<b>\$152,761</b>	<b>1.4%</b>	<b>26.4%</b>	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	92	92	92	11,000	33	11	111	155	11,155	2,899	14,054	\$119,565	\$121,250	\$152,761	1.4%	26.4%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R3. Total Direct Hire</b>	<b>97</b>	<b>97</b>	<b>97</b>	<b>11,000</b>	<b>33</b>	<b>11</b>	<b>111</b>	<b>155</b>	<b>11,155</b>	<b>2,899</b>	<b>14,054</b>	<b>\$119,565</b>	<b>\$121,250</b>	<b>\$152,761</b>	<b>1.4%</b>	<b>26.4%</b>	
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>97</i>	<i>97</i>	<i>97</i>	<i>11,000</i>	<i>33</i>	<i>11</i>	<i>111</i>	<i>155</i>	<i>11,155</i>	<i>2,899</i>	<i>14,054</i>	<i>\$113,402</i>	<i>\$115,000</i>	<i>\$144,887</i>	<i>1.4%</i>	<i>26.4%</i>	
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Total Personnel (includes OC 13)</b>	<b>2,125</b>	<b>2,647</b>	<b>2,632</b>	<b>276,124</b>	<b>816</b>	<b>270</b>	<b>2,773</b>	<b>3,859</b>	<b>279,983</b>	<b>72,782</b>	<b>352,765</b>	<b>\$104,910</b>	<b>\$106,377</b>	<b>\$134,029</b>	<b>1.4%</b>	<b>26.4%</b>	
<b>T1. US Direct Hire (USDH)</b>	<b>2,120</b>	<b>2,642</b>	<b>2,627</b>	<b>276,124</b>	<b>816</b>	<b>270</b>	<b>2,773</b>	<b>3,859</b>	<b>279,983</b>	<b>72,782</b>	<b>352,765</b>	<b>\$105,110</b>	<b>\$106,579</b>	<b>\$134,284</b>	<b>1.4%</b>	<b>26.4%</b>	
T1a. Senior Executive Schedule	23	23	23	2,933	0	0	141	141	3,074	789	3,863	\$127,522	\$133,632	\$167,957	4.8%	26.9%	
T1b. General Schedule	2,097	2,619	2,604	273,191	816	270	2,632	3,718	276,909	71,993	348,902	\$104,912	\$106,349	\$133,987	1.4%	26.4%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. 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	-	-	-	-	-	
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>T3. Total Direct Hire</b>	<b>2,120</b>	<b>2,642</b>	<b>2,627</b>	<b>276,124</b>	<b>816</b>	<b>270</b>	<b>2,773</b>	<b>3,859</b>	<b>279,983</b>	<b>72,782</b>	<b>352,765</b>	<b>\$105,110</b>	<b>\$106,579</b>	<b>\$134,284</b>	<b>1.4%</b>	<b>26.4%</b>	
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>2,125</i>	<i>2,647</i>	<i>2,632</i>	<i>276,124</i>	<i>816</i>	<i>270</i>	<i>2,773</i>	<i>3,859</i>	<i>279,983</i>	<i>72,782</i>	<i>352,765</i>	<i>\$104,910</i>	<i>\$106,377</i>	<i>\$134,029</i>	<i>1.4%</i>	<i>26.4%</i>	
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	



Office of the Secretary of Defense  
Fiscal Year (FY) 2018 President's Budget

Volume II - Defense-Wide Data Book

Defense Information Systems Agency TOTAL CIVILIAN PERSONNEL COSTS OP-8B: OP& (PB) FY 2018 President's Budget (FY 2018)													Date: May 2017				
	(\$ in Thousands)											Rates					
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II,13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC	
<b>Direct Funded Personnel (includes OC 13)</b>	<b>2,450</b>	<b>3,019</b>	<b>3,019</b>	<b>324,754</b>	<b>958</b>	<b>317</b>	<b>3,233</b>	<b>4,508</b>	<b>329,262</b>	<b>85,599</b>	<b>414,861</b>	<b>\$107,570</b>	<b>\$109,063</b>	<b>\$137,417</b>	<b>1.4%</b>	<b>26.4%</b>	
<b>D1. US Direct Hire (USDH)</b>	<b>2,550</b>	<b>3,019</b>	<b>3,019</b>	<b>324,754</b>	<b>958</b>	<b>317</b>	<b>3,233</b>	<b>4,508</b>	<b>329,262</b>	<b>85,599</b>	<b>414,861</b>	<b>\$107,570</b>	<b>\$109,063</b>	<b>\$137,417</b>	<b>1.4%</b>	<b>26.4%</b>	
D1a. Senior Executive Schedule	23	20	20	3,485	-	-	165	165	3,650	919	4,569	\$174,250	\$182,500	\$220,450	4.7%	26.4%	
D1b. General Schedule	2,527	2,999	2,999	321,269	958	317	3,068	4,343	325,612	84,680	410,292	\$107,125	\$108,574	\$136,810	1.4%	26.4%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D3. Total Direct Hire</b>	<b>2,550</b>	<b>3,019</b>	<b>3,019</b>	<b>324,754</b>	<b>958</b>	<b>317</b>	<b>3,233</b>	<b>4,508</b>	<b>329,262</b>	<b>85,599</b>	<b>414,861</b>	<b>\$107,570</b>	<b>\$109,063</b>	<b>\$137,417</b>	<b>1.4%</b>	<b>26.4%</b>	
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>2,350</i>	<i>3,019</i>	<i>3,019</i>	<i>324,754</i>	<i>958</i>	<i>317</i>	<i>3,233</i>	<i>4,508</i>	<i>329,262</i>	<i>85,599</i>	<i>414,861</i>	<i>\$107,570</i>	<i>\$109,063</i>	<i>\$137,417</i>	<i>1.4%</i>	<i>26.4%</i>	
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>97</b>	<b>97</b>	<b>97</b>	<b>11,874</b>	<b>36</b>	<b>11</b>	<b>118</b>	<b>165</b>	<b>12,039</b>	<b>3,130</b>	<b>15,169</b>	<b>\$122,412</b>	<b>\$124,113</b>	<b>\$156,381</b>	<b>1.4%</b>	<b>26.4%</b>	
<b>R1. US Direct Hire (USDH)</b>	<b>92</b>	<b>92</b>	<b>92</b>	<b>11,874</b>	<b>36</b>	<b>11</b>	<b>118</b>	<b>165</b>	<b>12,039</b>	<b>3,130</b>	<b>15,169</b>	<b>\$129,065</b>	<b>\$130,859</b>	<b>\$164,880</b>	<b>1.4%</b>	<b>26.4%</b>	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	92	92	92	11,874	36	11	118	165	12,039	3,130	15,169	\$129,065	\$130,859	\$164,880	1.4%	26.4%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R3. Total Direct Hire</b>	<b>92</b>	<b>92</b>	<b>92</b>	<b>11,874</b>	<b>36</b>	<b>11</b>	<b>118</b>	<b>165</b>	<b>12,039</b>	<b>3,130</b>	<b>15,169</b>	<b>\$129,065</b>	<b>\$130,859</b>	<b>\$164,880</b>	<b>1.4%</b>	<b>26.4%</b>	
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>-</b>	<b>-</b>	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>97</i>	<i>97</i>	<i>97</i>	<i>11,874</i>	<i>36</i>	<i>11</i>	<i>118</i>	<i>165</i>	<i>12,039</i>	<i>3,130</i>	<i>15,169</i>	<i>\$122,412</i>	<i>\$124,113</i>	<i>\$156,381</i>	<i>1.4%</i>	<i>26.4%</i>	
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Total Personnel (includes OC 13)</b>	<b>2,647</b>	<b>3,116</b>	<b>3,116</b>	<b>336,628</b>	<b>994</b>	<b>328</b>	<b>3,351</b>	<b>4,673</b>	<b>341,301</b>	<b>88,729</b>	<b>430,030</b>	<b>\$108,032</b>	<b>\$109,532</b>	<b>\$138,007</b>	<b>1.4%</b>	<b>26.4%</b>	
<b>T1. US Direct Hire (USDH)</b>	<b>2,642</b>	<b>3,111</b>	<b>3,111</b>	<b>336,628</b>	<b>994</b>	<b>328</b>	<b>3,351</b>	<b>4,673</b>	<b>341,301</b>	<b>88,729</b>	<b>430,030</b>	<b>\$108,206</b>	<b>\$109,708</b>	<b>\$138,229</b>	<b>1.4%</b>	<b>26.4%</b>	
T1a. Senior Executive Schedule	23	20	20	3,485	0	0	165	165	3,650	919	4,569	\$174,250	\$182,500	\$220,450	4.7%	26.4%	
T1b. General Schedule	2,619	3,091	3,091	333,143	994	328	3,186	4,508	337,651	87,810	425,461	\$107,778	\$109,237	\$137,643	1.4%	26.4%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. 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	-	-	-	-	-	
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	
<b>T3. Total Direct Hire</b>	<b>2,642</b>	<b>3,111</b>	<b>3,111</b>	<b>336,628</b>	<b>994</b>	<b>328</b>	<b>3,351</b>	<b>4,673</b>	<b>341,301</b>	<b>88,729</b>	<b>430,030</b>	<b>\$108,206</b>	<b>\$109,708</b>	<b>\$138,229</b>	<b>1.4%</b>	<b>26.4%</b>	
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>-</b>	<b>-</b>	
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>2,647</i>	<i>3,116</i>	<i>3,116</i>	<i>336,628</i>	<i>994</i>	<i>328</i>	<i>3,351</i>	<i>4,673</i>	<i>341,301</i>	<i>88,729</i>	<i>430,030</i>	<i>\$108,032</i>	<i>\$109,532</i>	<i>\$138,007</i>	<i>1.4%</i>	<i>26.4%</i>	
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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	(\$ in Thousands)											Rates				
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II.13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC
<b>Direct Funded Personnel (includes OC 13)</b>	147	126	134	16,509	96	33	331	460	16,969	15,411	32,380	\$123,201	\$126,634	\$241,642	2.8%	29.3%
<b>D1. US Direct Hire (USDH)</b>	147	126	134	16,509	96	33	331	460	16,969	4,858	21,827	\$123,201	\$126,634	\$162,888	2.8%	29.4%
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	140	125	133	16,358	96	26	328	450	16,808	4,822	21,630	\$122,992	\$126,376	\$162,652	2.8%	29.3%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	1	1	1	151	-	7	3	10	161	36	197	\$151,000	\$161,000	\$197,000	6.6%	23.8%
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D3. Total Direct Hire</b>	147	126	134	16,509	96	33	331	460	16,969	4,858	21,827	\$123,201	\$126,634	\$162,888	2.8%	29.4%
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	147	126	134	16,509	96	33	331	460	16,969	4,858	21,827	\$123,201	\$126,634	\$162,888	2.8%	29.4%
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	10,553	10,553	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	10,553	10,553	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Reimbursable Funded Personnel (includes OC 13)</b>	38	40	29	3,925	49	5	60	114	4,039	1,121	5,160	\$155,345	\$139,276	\$177,931	2.9%	28.6%
<b>R1. US Direct Hire (USDH)</b>	38	40	29	3,925	49	5	60	114	4,039	1,121	5,160	\$155,345	\$139,276	\$177,931	2.9%	28.6%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	38	40	29	3,925	49	5	60	114	4,039	1,121	5,160	\$155,345	\$139,276	\$177,931	2.9%	28.6%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R3. Total Direct Hire</b>	38	40	29	3,925	49	5	60	114	4,039	1,121	5,160	\$155,345	\$139,276	\$177,931	2.9%	28.6%
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	38	40	29	3,925	49	5	60	114	4,039	1,121	5,160	\$155,345	\$139,276	\$177,931	2.9%	28.6%
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Personnel (includes OC 13)</b>	185	166	163	20,434	145	38	391	574	21,008	16,532	37,540	\$125,362	\$128,883	\$240,307	2.8%	29.3%
<b>T1. US Direct Hire (USDH)</b>	185	166	163	20,434	145	38	391	574	21,008	5,979	26,987	\$125,362	\$128,883	\$165,364	2.8%	29.3%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	184	165	162	20,283	145	31	388	564	20,847	5,043	26,790	\$125,204	\$128,683	\$165,370	2.8%	29.3%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	1	1	1	151	0	7	3	10	161	36	197	\$151,000	\$161,000	\$197,000	6.6%	23.8%
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<b>T3. Total Direct Hire</b>	185	166	163	20,434	145	38	391	574	21,008	5,979	26,987	\$125,362	\$128,883	\$165,364	2.8%	29.3%
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	185	166	163	20,434	145	38	391	574	21,008	5,979	26,987	\$125,362	\$128,883	\$165,364	2.8%	29.3%
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	10,553	10,553	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	10,553	10,553	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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	(\$ in Thousands)											Rates					
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II.13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC	
<b>Operation and Maintenance, Defense-Wide</b>	149	147	145	19,631	645	0	0	645	20,276	15,997	36,273	\$135,386	\$139,834	\$250,159	3.3%	31.5%	
<b>Direct Funded Personnel (includes OC 13)</b>	149	147	145	19,631	645	0	0	645	20,276	15,997	36,273	\$135,386	\$139,834	\$250,159	3.3%	31.5%	
<b>D1. US Direct Hire (USDH)</b>	149	147	145	19,631	645	-	-	645	20,276	5,318	25,594	\$135,386	\$139,834	\$176,510	3.3%	27.1%	
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1b. General Schedule	149	147	145	19,631	645	-	-	645	20,276	5,318	25,594	\$135,386	\$139,834	\$176,510	3.3%	27.1%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D3. Total Direct Hire</b>	149	147	145	19,631	645	-	-	645	20,276	5,318	25,594	\$135,386	\$139,834	\$176,510	3.3%	27.1%	
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	149	147	145	19,631	645	-	-	645	20,276	5,318	25,594	\$135,386	\$139,834	\$176,510	3.3%	27.1%	
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	10,679	10,679	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	10,679	10,679	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Reimbursable Funded Personnel (includes OC 13)</b>	40	60	60	8,115	171	0	0	171	8,286	2,503	10,789	\$135,250	\$138,100	\$179,817	2.1%	30.8%	
<b>R1. US Direct Hire (USDH)</b>	40	60	60	8,115	171	-	-	171	8,286	2,503	10,789	\$135,250	\$138,100	\$179,817	2.1%	30.8%	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	40	60	60	8,115	171	-	-	171	8,286	2,503	10,789	\$135,250	\$138,100	\$179,817	2.1%	30.8%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R3. Total Direct Hire</b>	40	60	60	8,115	171	-	-	171	8,286	2,503	10,789	\$135,250	\$138,100	\$179,817	2.1%	30.8%	
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	40	60	60	8,115	171	-	-	171	8,286	2,503	10,789	\$135,250	\$138,100	\$179,817	2.1%	30.8%	
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Total Personnel (includes OC 13)</b>	189	207	205	27,746	816	0	0	816	28,562	18,500	47,062	\$135,346	\$139,327	\$229,577	2.9%	46.7%	
<b>T1. US Direct Hire (USDH)</b>	189	207	205	27,746	816	-	-	816	28,562	7,821	36,383	\$135,346	\$139,327	\$177,478	2.9%	28.2%	
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1b. General Schedule	189	207	205	27,746	816	0	0	816	28,562	7,821	36,383	\$135,346	\$139,327	\$177,478	2.9%	28.2%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. 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	-	-	-	-	-	
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<b>T3. Total Direct Hire</b>	189	207	205	27,746	816	-	-	816	28,562	7,821	36,383	\$135,346	\$139,327	\$177,478	2.9%	28.2%	
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<i>Subtotal - Total Funded (excludes OC 13)</i>	189	207	205	27,746	816	-	-	816	28,562	7,821	36,383	\$135,346	\$139,327	\$177,478	2.9%	28.2%	
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	10,679	10,679	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	10,679	10,679	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	



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	(\$ in Thousands)											Rates				
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.I.	Total Variables	Comp O.C.I.	Benefits O.C.I.	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC
<b>Direct Funded Personnel (includes OC 13)</b>	147	144	144	18,083	701	0	0	701	18,784	16,460	35,244	\$125,576	\$130,444	\$241,750	3.9%	31.8%
<b>D1. US Direct Hire (USDH)</b>	147	144	144	18,083	701	-	-	701	18,784	5,435	24,219	\$125,576	\$130,444	\$168,188	3.9%	30.1%
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	146	143	143	17,932	701	-	-	701	18,633	5,435	24,068	\$123,399	\$130,301	\$168,368	3.9%	30.5%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	1	1	1	151	-	-	-	-	151	-	151	\$151,000	\$151,000	\$151,000	0.0%	0.0%
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D3. Total Direct Hire</b>	147	144	144	18,083	701	-	-	701	18,784	5,435	24,219	\$125,576	\$130,444	\$168,188	3.9%	30.1%
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	147	144	144	18,083	701	-	-	701	18,784	5,435	24,219	\$125,576	\$130,444	\$168,188	3.9%	30.1%
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	11,025	11,025	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	11,025	11,025	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Reimbursable Funded Personnel (includes OC 13)</b>	60	57	57	8,167	174	0	0	174	8,341	2,517	10,858	\$143,281	\$146,333	\$190,491	2.1%	30.8%
<b>R1. US Direct Hire (USDH)</b>	60	57	57	8,167	174	-	-	174	8,341	2,517	10,858	\$143,281	\$146,333	\$190,491	2.1%	30.8%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	60	57	57	8,167	174	-	-	174	8,341	2,517	10,858	\$143,281	\$146,333	\$190,491	2.1%	30.8%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R3. Total Direct Hire</b>	60	57	57	8,167	174	-	-	174	8,341	2,517	10,858	\$143,281	\$146,333	\$190,491	2.1%	30.8%
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	60	57	57	8,167	174	-	-	174	8,341	2,517	10,858	\$143,281	\$146,333	\$190,491	2.1%	30.8%
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Personnel (includes OC 13)</b>	207	201	201	26,250	875	0	0	875	27,125	18,977	46,102	\$149,597	\$154,950	\$229,363	3.2%	32.2%
<b>T1. US Direct Hire (USDH)</b>	207	201	201	26,250	875	-	-	875	27,125	7,952	35,077	\$130,397	\$134,930	\$174,512	3.3%	30.3%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	206	200	200	26,099	875	0	0	875	26,974	7,952	34,926	\$130,495	\$134,870	\$174,630	3.4%	30.5%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	1	1	1	151	0	0	0	0	151	0	151	\$151,000	\$151,000	\$151,000	0.0%	0.0%
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<b>T3. Total Direct Hire</b>	207	201	201	26,250	875	-	-	875	27,125	7,952	35,077	\$130,397	\$134,930	\$174,512	3.3%	30.3%
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	207	201	201	26,250	875	-	-	875	27,125	7,952	35,077	\$130,397	\$134,930	\$174,512	3.3%	30.3%
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	11,025	11,025	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	11,025	11,025	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Defense Legal Services Agency TOTAL CIVILIAN PERSONNEL COSTS OP-8B: OP& (PB) FY 2018 President's Budget (FY 2016)													Date: May 2017				
	(\$ in Thousands)																
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC Benefits	
<b>Direct Funded Personnel (includes OC 13)</b>	285	228	228	31,370	242	20	486	748	32,118	9,999	42,117	\$137,588	\$140,868	\$184,724	2.4%	31.9%	
<b>D1. US Direct Hire (USDH)</b>	285	228	228	31,370	242	20	486	748	32,118	9,999	42,117	\$137,588	\$140,868	\$184,724	2.4%	31.9%	
D1a. Senior Executive Schedule	5	5	5	792	-	-	18	18	810	239	1,049	\$158,400	\$162,000	\$209,800	2.3%	30.2%	
D1b. General Schedule	280	223	223	30,578	242	20	468	730	31,308	9,760	41,068	\$137,121	\$140,395	\$184,161	2.4%	31.9%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D3. Total Direct Hire</b>	285	228	228	31,370	242	20	486	748	32,118	9,999	42,117	\$137,588	\$140,868	\$184,724	2.4%	31.9%	
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	285	228	228	31,370	242	20	486	748	32,118	9,999	42,117	\$137,588	\$140,868	\$184,724	2.4%	31.9%	
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Reimbursable Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
<b>R1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Total Personnel (includes OC 13)</b>	285	228	228	31,370	242	20	486	748	32,118	9,999	42,117	\$137,588	\$140,868	\$184,724	2.4%	31.9%	
<b>T1. US Direct Hire (USDH)</b>	285	228	228	31,370	242	20	486	748	32,118	9,999	42,117	\$137,588	\$140,868	\$184,724	2.4%	31.9%	
T1a. Senior Executive Schedule	5	5	5	792	0	0	18	18	810	239	1,049	\$158,400	\$162,000	\$209,800	2.3%	30.2%	
T1b. General Schedule	280	223	223	30,578	242	20	468	730	31,308	9,760	41,068	\$137,121	\$140,395	\$184,161	2.4%	31.9%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. 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	-	-	-	-	-	
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<b>T3. Total Direct Hire</b>	285	228	228	31,370	242	20	486	748	32,118	9,999	42,117	\$137,588	\$140,868	\$184,724	2.4%	31.9%	
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<i>Subtotal - Total Funded (excludes OC 13)</i>	285	228	228	31,370	242	20	486	748	32,118	9,999	42,117	\$137,588	\$140,868	\$184,724	2.4%	31.9%	
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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Operation and Maintenance, Defense-Wide	Defense Legal Services Agency TOTAL CIVILIAN PERSONNEL COSTS OP-8B: OP&A (PB) FY 2018 President's Budget (FY 2017)												Date: May 2017				
	(\$ in Thousands)																
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC	
<b>Direct Funded Personnel (includes OC 13)</b>	136	131	131	18,799	90	0	481	571	19,370	4,975	24,345	\$143,504	\$147,863	\$185,840	3.0%	26.5%	
<b>D1. US Direct Hire (USDH)</b>	136	131	131	18,799	90	-	481	571	19,370	4,975	24,345	\$143,504	\$147,863	\$185,840	3.0%	26.5%	
D1a. Senior Executive Schedule	5	5	5	1,050	-	-	24	24	1,074	224	1,298	\$210,000	\$214,000	\$259,600	2.3%	21.3%	
D1b. General Schedule	131	126	126	17,749	90	-	457	547	18,296	4,751	23,047	\$140,855	\$145,206	\$182,913	3.1%	26.8%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D3. Total Direct Hire</b>	136	131	131	18,799	90	-	481	571	19,370	4,975	24,345	\$143,504	\$147,863	\$185,840	3.0%	26.5%	
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	136	131	131	18,799	90	-	481	571	19,370	4,975	24,345	\$143,504	\$147,863	\$185,840	3.0%	26.5%	
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Reimbursable Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
<b>R1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Total Personnel (includes OC 13)</b>	136	131	131	18,799	90	0	481	571	19,370	4,975	24,345	\$143,504	\$147,863	\$185,840	3.0%	26.5%	
<b>T1. US Direct Hire (USDH)</b>	136	131	131	18,799	90	-	481	571	19,370	4,975	24,345	\$143,504	\$147,863	\$185,840	3.0%	26.5%	
T1a. Senior Executive Schedule	5	5	5	1,050	0	0	24	24	1,074	224	1,298	\$210,000	\$214,000	\$259,600	2.3%	21.3%	
T1b. General Schedule	131	126	126	17,749	90	0	457	547	18,296	4,751	23,047	\$140,855	\$145,206	\$182,913	3.1%	26.8%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. 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	-	-	-	-	-	
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<b>T3. Total Direct Hire</b>	136	131	131	18,799	90	-	481	571	19,370	4,975	24,345	\$143,504	\$147,863	\$185,840	3.0%	26.5%	
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	-	0	0	0	0	0	-	-	-	-	-	
<i>Subtotal - Total Funded (excludes OC 13)</i>	136	131	131	18,799	90	-	481	571	19,370	4,975	24,345	\$143,504	\$147,863	\$185,840	3.0%	26.5%	
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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Operation and Maintenance, Defense-Wide	Defense Legal Services Agency TOTAL CIVILIAN PERSONNEL COSTS OP-8B: OP&A (PB) FY 2018 President's Budget (FY 2018)													Date: May 2017				
	(\$ in Thousands)																	
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	r
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.I.I	Total Variables	Comp O.C.I.I	Benefits O.C.I.I	Comp & Benefits	Basic Comp	Total Comp	Benefits & Benefits	% BC	% BC	% BC	% BC
<b>Direct Funded Personnel (includes OC 13)</b>	121	125	125	17,965	90	0	438	528	18,493	4,772	23,265	\$143,720	\$147,944	\$186,120	2.9%	26.6%		
<b>D1. US Direct Hire (USDH)</b>	121	125	125	17,965	90	-	438	528	18,493	4,772	23,265	\$143,720	\$147,944	\$186,120	2.9%	26.6%		
D1a. Senior Executive Schedule	5	6	6	1,050	-	-	24	24	1,074	224	1,298	\$175,000	\$179,000	\$216,533	2.3%	21.3%		
D1b. General Schedule	116	119	119	16,915	90	-	414	504	17,419	4,548	21,967	\$142,143	\$146,378	\$184,597	3.0%	26.9%		
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D3. Total Direct Hire</b>	121	125	125	17,965	90	-	438	528	18,493	4,772	23,265	\$143,720	\$147,944	\$186,120	2.9%	26.6%		
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	121	125	125	17,965	90	-	438	528	18,493	4,772	23,265	\$143,720	\$147,944	\$186,120	2.9%	26.6%		
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Reimbursable Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>R1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Personnel (includes OC 13)</b>	121	125	125	17,965	90	0	438	528	18,493	4,772	23,265	\$143,720	\$147,944	\$186,120	2.9%	26.6%		
<b>T1. US Direct Hire (USDH)</b>	121	125	125	17,965	90	-	438	528	18,493	4,772	23,265	\$143,720	\$147,944	\$186,120	2.9%	26.6%		
T1a. Senior Executive Schedule	5	6	6	1,050	0	0	24	24	1,074	224	1,298	\$175,000	\$179,000	\$216,533	2.3%	21.3%		
T1b. General Schedule	116	119	119	16,915	90	0	414	504	17,419	4,548	21,967	\$142,143	\$146,378	\$184,597	3.0%	26.9%		
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-
T1e. 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	-	-	-	-	-	-	-
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-
<b>T3. Total Direct Hire</b>	121	125	125	17,965	90	-	438	528	18,493	4,772	23,265	\$143,720	\$147,944	\$186,120	2.9%	26.6%		
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	121	125	125	17,965	90	-	438	528	18,493	4,772	23,265	\$143,720	\$147,944	\$186,120	2.9%	26.6%		
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-



Office of the Secretary of Defense  
Fiscal Year (FY) 2018 President's Budget

Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide	Department of Defense Education Agency TOTAL CIVILIAN PERSONNEL COSTS OP-8B: OP&R (PB) FY 2018 President's Budget (FY 2016)											Date: May 2017				
	(\$ in Thousands)															
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II,13	Comp & Benefits	Basic Comp	Total Comp	Benefits & Benefits	% BC	% RC
<b>Direct Funded Personnel (includes OC 13)</b>	<b>14,347</b>	<b>12,301</b>	<b>11,826</b>	<b>758,255</b>	<b>567</b>	<b>5,898</b>	<b>17,111</b>	<b>23,576</b>	<b>781,831</b>	<b>411,512</b>	<b>1,193,343</b>	<b>\$64,118</b>	<b>\$66,111</b>	<b>\$100,908</b>	<b>3.1%</b>	<b>54.3%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>14,062</b>	<b>12,050</b>	<b>11,575</b>	<b>748,831</b>	<b>567</b>	<b>5,898</b>	<b>17,111</b>	<b>23,576</b>	<b>772,407</b>	<b>406,558</b>	<b>1,178,965</b>	<b>\$64,694</b>	<b>\$66,731</b>	<b>\$101,854</b>	<b>3.1%</b>	<b>54.3%</b>
D1a. Senior Executive Schedule	6	5	5	698	-	5	12	17	715	260	975	\$139,600	\$143,000	\$195,000	2.4%	37.2%
D1b. General Schedule	3,686	2,900	2,609	139,779	495	38	3,381	3,914	143,693	57,606	201,389	\$53,576	\$55,076	\$77,190	2.8%	41.3%
D1c. Special Schedule	4,060	2,957	2,928	209,146	2	1	5,051	5,054	214,200	69,762	283,962	\$71,430	\$73,156	\$96,982	2.4%	33.4%
D1d. Wage System	281	291	287	10,879	70	38	203	311	11,190	4,330	15,520	\$37,906	\$38,990	\$54,077	2.9%	39.8%
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	6,029	5,897	5,746	388,329	-	5,816	8,464	14,280	402,609	274,510	677,119	\$67,582	\$70,968	\$117,842	3.7%	70.7%
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	81	78	78	1,252	-	-	-	-	1,252	418	1,670	\$16,051	\$16,051	\$21,410	0.0%	33.4%
<b>D3. Total Direct Hire</b>	<b>14,143</b>	<b>12,128</b>	<b>11,653</b>	<b>750,083</b>	<b>567</b>	<b>5,898</b>	<b>17,111</b>	<b>23,576</b>	<b>773,659</b>	<b>406,976</b>	<b>1,180,635</b>	<b>\$64,368</b>	<b>\$66,391</b>	<b>\$101,316</b>	<b>3.1%</b>	<b>54.3%</b>
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	204	173	173	8,172	-	-	-	-	8,172	-	-	\$47,237	\$47,237	\$47,237	0.0%	0.0%
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>14,347</i>	<i>12,301</i>	<i>11,826</i>	<i>758,255</i>	<i>567</i>	<i>5,898</i>	<i>17,111</i>	<i>23,576</i>	<i>781,831</i>	<i>406,976</i>	<i>1,188,607</i>	<i>\$64,118</i>	<i>\$66,111</i>	<i>\$100,525</i>	<i>3.1%</i>	<i>53.7%</i>
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees										71	71					
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)										4,009	4,009					
D5d. Foreign National Separation Liability Accrual										456	456					
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>R1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees										71	71					
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)										4,009	4,009					
R5d. Foreign National Separation Liability Accrual										456	456					
<b>Total Personnel (includes OC 13)</b>	<b>14,347</b>	<b>12,301</b>	<b>11,826</b>	<b>758,255</b>	<b>567</b>	<b>5,898</b>	<b>17,111</b>	<b>23,576</b>	<b>781,831</b>	<b>411,512</b>	<b>1,193,343</b>	<b>\$64,118</b>	<b>\$66,111</b>	<b>\$100,908</b>	<b>3.1%</b>	<b>54.3%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>14,062</b>	<b>12,050</b>	<b>11,575</b>	<b>748,831</b>	<b>567</b>	<b>5,898</b>	<b>17,111</b>	<b>23,576</b>	<b>772,407</b>	<b>406,558</b>	<b>1,178,965</b>	<b>\$64,694</b>	<b>\$66,731</b>	<b>\$101,854</b>	<b>3.1%</b>	<b>54.3%</b>
T1a. Senior Executive Schedule	6	5	5	698	0	5	12	17	715	260	975	\$139,600	\$143,000	\$195,000	2.4%	37.2%
T1b. General Schedule	3,686	2,900	2,609	139,779	495	38	3,381	3,914	143,693	57,606	201,389	\$53,576	\$55,076	\$77,190	2.8%	41.3%
T1c. Special Schedule	4,060	2,957	2,928	209,146	2	1	5,051	5,054	214,200	69,762	283,962	\$71,430	\$73,156	\$96,982	2.4%	33.4%
T1d. Wage System	281	291	287	10,879	70	38	203	311	11,190	4,330	15,520	\$37,906	\$38,990	\$54,077	2.9%	39.8%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	6,029	5,897	5,746	388,329	0	5,816	8,464	14,280	402,609	274,510	677,119	\$67,582	\$70,968	\$117,842	3.7%	70.7%
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	81	78	78	1,252	0	0	0	0	1,252	418	1,670	\$16,051	\$16,051	\$21,410	0.0%	33.4%
<b>T3. Total Direct Hire</b>	<b>14,143</b>	<b>12,128</b>	<b>11,653</b>	<b>750,083</b>	<b>567</b>	<b>5,898</b>	<b>17,111</b>	<b>23,576</b>	<b>773,659</b>	<b>406,976</b>	<b>1,180,635</b>	<b>\$64,368</b>	<b>\$66,391</b>	<b>\$101,316</b>	<b>3.1%</b>	<b>54.3%</b>
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	204	173	173	8,172	0	0	0	0	8,172	0	0	\$47,237	\$47,237	\$47,237	0.0%	0.0%
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>14,347</i>	<i>12,301</i>	<i>11,826</i>	<i>758,255</i>	<i>567</i>	<i>5,898</i>	<i>17,111</i>	<i>23,576</i>	<i>781,831</i>	<i>406,976</i>	<i>1,188,607</i>	<i>\$64,118</i>	<i>\$66,111</i>	<i>\$100,525</i>	<i>3.1%</i>	<i>53.7%</i>
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees										71	71					
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)										4,009	4,009					
T5d. Foreign National Separation Liability Accrual										456	456					

**Office of the Secretary of Defense  
Fiscal Year (FY) 2018 President's Budget**

**Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide	Department of Defense Education Agency TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP& (PB) FY 2018 President's Budget (FY 2017)												Date: May 2017				
	(\$ in Thousands)																
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% RC	
<b>Direct Funded Personnel (includes OC 13)</b>	<b>14,343</b>	<b>13,688</b>	<b>11,975</b>	<b>775,148</b>	<b>\$20</b>	<b>\$11</b>	<b>26,219</b>	<b>27,250</b>	<b>802,398</b>	<b>426,792</b>	<b>1,229,190</b>	<b>\$64,731</b>	<b>\$67,006</b>	<b>\$102,646</b>	<b>3.5%</b>	<b>55.1%</b>	
<b>D1. US Direct Hire (USDH)</b>	<b>14,057</b>	<b>13,427</b>	<b>11,727</b>	<b>765,735</b>	<b>\$20</b>	<b>\$11</b>	<b>26,219</b>	<b>27,250</b>	<b>792,985</b>	<b>426,064</b>	<b>1,219,049</b>	<b>\$65,297</b>	<b>\$67,620</b>	<b>\$103,952</b>	<b>3.6%</b>	<b>55.6%</b>	
D1a. Senior Executive Schedule	6	6	6	989	-	-	105	105	1,094	350	1,444	\$164,833	\$162,333	\$240,667	10.0%	35.4%	
D1b. General Schedule	3,682	3,720	2,809	146,939	377	42	3,771	4,190	151,129	53,913	205,042	\$52,310	\$53,002	\$72,995	2.9%	36.7%	
D1c. Special Schedule	4,060	3,726	3,167	250,060	12	-	6,887	6,899	256,959	76,683	333,642	\$78,958	\$81,136	\$105,350	2.8%	30.7%	
D1d. Wage System	281	299	298	11,179	131	-	237	368	11,547	4,158	15,705	\$37,313	\$38,748	\$52,701	3.3%	37.2%	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	6,028	5,676	5,447	356,568	-	469	15,219	15,888	372,236	290,960	663,216	\$65,461	\$68,341	\$121,758	4.4%	81.6%	
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	81	77	77	2,405	-	-	-	-	2,405	728	3,133	\$31,234	\$31,234	\$40,688	0.0%	30.3%	
<b>D3. Total Direct Hire</b>	<b>14,138</b>	<b>13,504</b>	<b>11,804</b>	<b>768,140</b>	<b>\$20</b>	<b>\$11</b>	<b>26,219</b>	<b>27,250</b>	<b>795,390</b>	<b>426,792</b>	<b>1,222,182</b>	<b>\$65,075</b>	<b>\$67,383</b>	<b>\$103,540</b>	<b>3.5%</b>	<b>55.6%</b>	
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	205	184	171	7,008	-	-	-	-	7,008	-	-	\$40,982	\$40,982	\$40,982	0.0%	0.0%	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>14,343</i>	<i>13,688</i>	<i>11,975</i>	<i>775,148</i>	<i>\$20</i>	<i>\$11</i>	<i>26,219</i>	<i>27,250</i>	<i>802,398</i>	<i>426,792</i>	<i>1,229,190</i>	<i>\$64,731</i>	<i>\$67,006</i>	<i>\$102,646</i>	<i>3.5%</i>	<i>55.1%</i>	
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>R1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Total Personnel (includes OC 13)</b>	<b>14,343</b>	<b>13,688</b>	<b>11,975</b>	<b>775,148</b>	<b>\$20</b>	<b>\$11</b>	<b>26,219</b>	<b>27,250</b>	<b>802,398</b>	<b>426,792</b>	<b>1,229,190</b>	<b>\$64,731</b>	<b>\$67,006</b>	<b>\$102,646</b>	<b>3.5%</b>	<b>55.1%</b>	
<b>T1. US Direct Hire (USDH)</b>	<b>14,057</b>	<b>13,427</b>	<b>11,727</b>	<b>765,735</b>	<b>\$20</b>	<b>\$11</b>	<b>26,219</b>	<b>27,250</b>	<b>792,985</b>	<b>426,064</b>	<b>1,219,049</b>	<b>\$65,297</b>	<b>\$67,620</b>	<b>\$103,952</b>	<b>3.6%</b>	<b>55.6%</b>	
T1a. Senior Executive Schedule	6	6	6	989	0	0	105	105	1,094	350	1,444	\$164,833	\$162,333	\$240,667	10.0%	35.4%	
T1b. General Schedule	3,682	3,720	2,809	146,939	377	42	3,771	4,190	151,129	53,913	205,042	\$52,310	\$53,002	\$72,995	2.9%	36.7%	
T1c. Special Schedule	4,060	3,726	3,167	250,060	12	0	6,887	6,899	256,959	76,683	333,642	\$78,958	\$81,136	\$105,350	2.8%	30.7%	
T1d. Wage System	281	299	298	11,179	151	0	237	368	11,547	4,158	15,705	\$37,313	\$38,748	\$52,701	3.3%	37.2%	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	6,028	5,676	5,447	356,568	0	469	15,219	15,888	372,236	290,960	663,216	\$65,461	\$68,341	\$121,758	4.4%	81.6%	
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	81	77	77	2,405	0	0	0	0	2,405	728	3,133	\$31,234	\$31,234	\$40,688	0.0%	30.3%	
<b>T3. Total Direct Hire</b>	<b>14,138</b>	<b>13,504</b>	<b>11,804</b>	<b>768,140</b>	<b>\$20</b>	<b>\$11</b>	<b>26,219</b>	<b>27,250</b>	<b>795,390</b>	<b>426,792</b>	<b>1,222,182</b>	<b>\$65,075</b>	<b>\$67,383</b>	<b>\$103,540</b>	<b>3.5%</b>	<b>55.6%</b>	
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	205	184	171	7,008	0	0	0	0	7,008	0	7,008	\$40,982	\$40,982	\$40,982	0.0%	0.0%	
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>14,343</i>	<i>13,688</i>	<i>11,975</i>	<i>775,148</i>	<i>\$20</i>	<i>\$11</i>	<i>26,219</i>	<i>27,250</i>	<i>802,398</i>	<i>426,792</i>	<i>1,229,190</i>	<i>\$64,731</i>	<i>\$67,006</i>	<i>\$102,646</i>	<i>3.5%</i>	<i>55.1%</i>	
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

Office of the Secretary of Defense  
Fiscal Year (FY) 2018 President's Budget

Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide	Department of Defense Education Agency TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP& (PB) FY 2018 President's Budget (FY 2018)													Date: May 2017				
	(\$ in Thousands)																	
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p		
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II,13	Comp & Benefits	Basic Comp	Total Comp	Benefits & Benefits	% BC	% BC		
<b>Direct Funded Personnel (includes OC 13)</b>	<b>13,688</b>	<b>12,461</b>	<b>11,972</b>	<b>789,777</b>	<b>536</b>	<b>523</b>	<b>26,740</b>	<b>27,799</b>	<b>817,576</b>	<b>435,938</b>	<b>1,253,514</b>	<b>\$65,969</b>	<b>\$68,291</b>	<b>\$104,704</b>	<b>3.5%</b>	<b>55.2%</b>		
<b>D1. US Direct Hire (USDH)</b>	<b>13,427</b>	<b>12,213</b>	<b>11,724</b>	<b>786,176</b>	<b>536</b>	<b>523</b>	<b>26,740</b>	<b>27,799</b>	<b>807,975</b>	<b>435,196</b>	<b>1,243,171</b>	<b>\$66,545</b>	<b>\$68,916</b>	<b>\$106,036</b>	<b>3.6%</b>	<b>55.8%</b>		
D1a. Senior Executive Schedule	6	6	6	1,008	-	-	107	107	1,115	357	1,472	\$168,000	\$183,833	\$245,333	10.0%	35.4%		
D1b. General Schedule	3,720	3,101	2,791	146,464	391	43	3,812	4,246	150,710	54,596	205,306	\$32,477	\$33,999	\$73,560	2.9%	37.3%		
D1c. Special Schedule	3,726	3,198	3,167	255,073	12	-	7,021	7,033	262,106	78,128	340,234	\$80,541	\$82,762	\$107,431	2.8%	30.6%		
D1d. Wage System	299	303	298	11,398	133	-	242	375	11,773	4,239	16,012	\$38,248	\$39,307	\$53,732	3.3%	37.2%		
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1f. Other	5,676	5,605	5,462	366,233	-	480	15,558	16,038	382,271	297,876	680,147	\$67,051	\$69,987	\$124,523	4.4%	81.3%		
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	77	77	77	2,452	-	-	-	-	2,452	742	3,194	\$31,844	\$31,844	\$41,481	0.0%	30.3%		
<b>D3. Total Direct Hire</b>	<b>13,504</b>	<b>12,290</b>	<b>11,801</b>	<b>788,628</b>	<b>536</b>	<b>523</b>	<b>26,740</b>	<b>27,799</b>	<b>810,427</b>	<b>435,938</b>	<b>1,246,365</b>	<b>\$66,519</b>	<b>\$68,674</b>	<b>\$105,615</b>	<b>3.6%</b>	<b>55.7%</b>		
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	184	171	171	7,149	-	-	-	-	7,149	-	-	\$41,807	\$41,807	\$41,807	0.0%	0.0%		
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>13,688</i>	<i>12,461</i>	<i>11,972</i>	<i>789,777</i>	<i>536</i>	<i>523</i>	<i>26,740</i>	<i>27,799</i>	<i>817,576</i>	<i>435,938</i>	<i>1,253,514</i>	<i>\$65,969</i>	<i>\$68,291</i>	<i>\$104,704</i>	<i>3.5%</i>	<i>55.2%</i>		
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
<b>R1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
<b>R3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>		
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
<b>Total Personnel (includes OC 13)</b>	<b>13,688</b>	<b>12,461</b>	<b>11,972</b>	<b>789,777</b>	<b>536</b>	<b>523</b>	<b>26,740</b>	<b>27,799</b>	<b>817,576</b>	<b>435,938</b>	<b>1,253,514</b>	<b>\$65,969</b>	<b>\$68,291</b>	<b>\$104,704</b>	<b>3.5%</b>	<b>55.2%</b>		
<b>T1. US Direct Hire (USDH)</b>	<b>13,427</b>	<b>12,213</b>	<b>11,724</b>	<b>786,176</b>	<b>536</b>	<b>523</b>	<b>26,740</b>	<b>27,799</b>	<b>807,975</b>	<b>435,196</b>	<b>1,243,171</b>	<b>\$66,545</b>	<b>\$68,916</b>	<b>\$106,036</b>	<b>3.6%</b>	<b>55.8%</b>		
T1a. Senior Executive Schedule	6	6	6	1,008	0	0	107	107	1,115	357	1,472	\$168,000	\$183,833	\$245,333	10.0%	35.4%		
T1b. General Schedule	3,720	3,101	2,791	146,464	391	43	3,812	4,246	150,710	54,596	205,306	\$32,477	\$33,999	\$73,560	2.9%	37.3%		
T1c. Special Schedule	3,726	3,198	3,167	255,073	12	0	7,021	7,033	262,106	78,128	340,234	\$80,541	\$82,762	\$107,431	2.8%	30.6%		
T1d. Wage System	299	303	298	11,398	133	0	242	375	11,773	4,239	16,012	\$38,248	\$39,307	\$53,732	3.3%	37.2%		
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T1f. Other	5,676	5,605	5,462	366,233	0	480	15,558	16,038	382,271	297,876	680,147	\$67,051	\$69,987	\$124,523	4.4%	81.3%		
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	77	77	77	2,452	0	0	0	0	2,452	742	3,194	\$31,844	\$31,844	\$41,481	0.0%	30.3%		
<b>T3. Total Direct Hire</b>	<b>13,504</b>	<b>12,290</b>	<b>11,801</b>	<b>788,628</b>	<b>536</b>	<b>523</b>	<b>26,740</b>	<b>27,799</b>	<b>810,427</b>	<b>435,938</b>	<b>1,246,365</b>	<b>\$66,519</b>	<b>\$68,674</b>	<b>\$105,615</b>	<b>3.6%</b>	<b>55.7%</b>		
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	184	171	171	7,149	0	0	0	0	7,149	-	-	\$41,807	\$41,807	\$41,807	0.0%	0.0%		
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>13,688</i>	<i>12,461</i>	<i>11,972</i>	<i>789,777</i>	<i>536</i>	<i>523</i>	<i>26,740</i>	<i>27,799</i>	<i>817,576</i>	<i>435,938</i>	<i>1,253,514</i>	<i>\$65,969</i>	<i>\$68,291</i>	<i>\$104,704</i>	<i>3.5%</i>	<i>55.2%</i>		
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		



Office of the Secretary of Defense  
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Defense Personnel Accounting Agency TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP-8 (PB) FY 2018 President's Budget (FY 2016)													Date: May 2017				
	(\$ in Thousands)																
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.I.	Total Variables	Comp O.C.I.	Benefits O.C.I.13	Comp & Benefits	Basic Comp	Total Comp	Benefits & Variables	% BC	% BC Benefits	
<b>Direct Funded Personnel (includes OC 13)</b>	279	286	280	25,889	0	0	600	600	26,489	10,212	36,701	\$92,461	\$94,604	\$130,911	2.3%	39.4%	
<b>D1. US Direct Hire (USDH)</b>	279	286	280	25,889	-	-	600	600	26,489	10,166	36,655	\$92,461	\$94,604	\$130,911	2.3%	39.4%	
D1a. Senior Executive Schedule	1	2	2	-	-	-	-	-	-	-	-	\$0	\$0	\$0	-	-	
D1b. General Schedule	278	284	278	25,889	-	-	600	600	26,489	10,166	36,655	\$92,126	\$95,284	\$131,853	2.3%	39.3%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D3. Total Direct Hire</b>	279	286	280	25,889	-	-	600	600	26,489	10,166	36,655	\$92,461	\$94,604	\$130,911	2.3%	39.3%	
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	279	286	280	25,889	-	-	600	600	26,489	10,166	36,655	\$92,461	\$94,604	\$130,911	2.3%	39.3%	
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	46	46	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	46	46	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Reimbursable Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<b>R1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Total Personnel (includes OC 13)</b>	279	286	280	25,889	0	0	600	600	26,489	10,212	36,701	\$92,461	\$94,604	\$130,911	2.3%	39.4%	
<b>T1. US Direct Hire (USDH)</b>	279	286	280	25,889	-	-	600	600	26,489	10,166	36,655	\$92,461	\$94,604	\$130,911	2.3%	39.3%	
T1a. Senior Executive Schedule	1	2	2	0	0	0	0	0	0	0	0	\$0	\$0	\$0	-	-	
T1b. General Schedule	278	284	278	25,889	0	0	600	600	26,489	10,166	36,655	\$92,126	\$95,284	\$131,853	2.3%	39.3%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. 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	-	-	-	-	-	
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<b>T3. Total Direct Hire</b>	279	286	280	25,889	-	-	600	600	26,489	10,166	36,655	\$92,461	\$94,604	\$130,911	2.3%	39.3%	
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<i>Subtotal - Total Funded (excludes OC 13)</i>	279	286	280	25,889	-	-	600	600	26,489	10,166	36,655	\$92,461	\$94,604	\$130,911	2.3%	39.3%	
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	46	46	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	46	46	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	



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Defense Personnel Accounting Agency TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP&P(B) FY 2018 President's Budget (FY 2017)													Date: May 2017				
	(\$ in Thousands)											Rates					
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II,13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC	
<b>Direct Funded Personnel (includes OC 13)</b>	341	341	341	36,580	0	0	0	0	36,580	400	36,980	\$107,273	\$107,273	\$108,416	0.0%	1.1%	
<b>D1. US Direct Hire (USDH)</b>	341	341	341	36,580	-	-	-	-	36,580	200	36,780	\$107,273	\$107,273	\$107,859	0.0%	0.5%	
D1a. Senior Executive Schedule	3	3	3	665	-	-	-	-	665	-	665	\$221,667	\$221,667	\$221,667	0.0%	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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D3. Total Direct Hire</b>	341	341	341	36,580	-	-	-	-	36,580	200	36,780	\$107,273	\$107,273	\$107,859	0.0%	0.5%	
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	341	341	341	36,580	-	-	-	-	36,580	200	36,780	\$107,273	\$107,273	\$107,859	0.0%	0.5%	
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	200	200	-	-	-	-	-	
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Reimbursable Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<b>R1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Total Personnel (includes OC 13)</b>	341	341	341	36,580	0	0	0	0	36,580	400	36,980	\$107,273	\$107,273	\$108,416	0.0%	1.1%	
<b>T1. US Direct Hire (USDH)</b>	341	341	341	36,580	-	-	-	-	36,580	200	36,780	\$107,273	\$107,273	\$107,859	0.0%	0.5%	
T1a. Senior Executive Schedule	3	3	3	665	0	0	0	0	665	0	665	\$221,667	\$221,667	\$221,667	0.0%	0.0%	
T1b. General Schedule	338	338	338	35,915	0	0	0	0	35,915	200	36,115	\$106,257	\$106,257	\$106,849	0.0%	0.6%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. 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	-	-	-	-	-	
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<b>T3. Total Direct Hire</b>	341	341	341	36,580	-	-	-	-	36,580	200	36,780	\$107,273	\$107,273	\$107,859	0.0%	0.5%	
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<i>Subtotal - Total Funded (excludes OC 13)</i>	341	341	341	36,580	-	-	-	-	36,580	200	36,780	\$107,273	\$107,273	\$107,859	0.0%	0.5%	
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	200	200	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	200	200	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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Defense Personnel Accounting Agency TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP&P(B) FY 2018 President's Budget (FY 2018)													Date: May 2017				
	(\$ in Thousands)										Rates						
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II,13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC Benefits	
<b>Direct Funded Personnel (includes OC 13)</b>	<b>334</b>	<b>334</b>	<b>334</b>	<b>30,940</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>30,940</b>	<b>10,665</b>	<b>41,605</b>	<b>\$92,635</b>	<b>\$92,635</b>	<b>\$124,566</b>	<b>6.0%</b>	<b>34.5%</b>	
<b>D1. US Direct Hire (USDH)</b>	<b>312</b>	<b>312</b>	<b>312</b>	<b>30,306</b>	-	-	-	-	<b>30,306</b>	<b>10,479</b>	<b>40,785</b>	<b>\$97,135</b>	<b>\$97,135</b>	<b>\$130,721</b>	<b>0.0%</b>	<b>34.6%</b>	
D1a. Senior Executive Schedule	2	2	2	370	-	-	-	-	370	125	495	\$183,000	\$183,000	\$247,500	0.0%	33.8%	
D1b. General Schedule	309	309	309	29,759	-	-	-	-	29,759	10,294	40,053	\$96,307	\$96,307	\$129,621	0.0%	34.6%	
D1c. Special Schedule	1	1	1	177	-	-	-	-	177	60	237	\$172,000	\$172,000	\$237,000	0.0%	33.9%	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D3. Total Direct Hire</b>	<b>312</b>	<b>312</b>	<b>312</b>	<b>30,306</b>	-	-	-	-	<b>30,306</b>	<b>10,479</b>	<b>40,785</b>	<b>\$97,135</b>	<b>\$97,135</b>	<b>\$130,721</b>	<b>0.0%</b>	<b>34.6%</b>	
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	<b>22</b>	<b>22</b>	<b>22</b>	<b>634</b>	-	-	-	-	<b>634</b>	<b>0</b>	<b>634</b>	<b>\$28,818</b>	<b>\$28,818</b>	<b>\$28,818</b>	<b>0.0%</b>	<b>0.0%</b>	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>334</i>	<i>334</i>	<i>334</i>	<i>30,940</i>	-	-	-	-	<i>30,940</i>	<i>10,479</i>	<i>41,419</i>	<i>\$92,635</i>	<i>\$92,635</i>	<i>\$124,009</i>	<i>0.0%</i>	<i>33.9%</i>	
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	<b>186</b>	<b>186</b>	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	186	186	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	
<b>R1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Total Personnel (includes OC 13)</b>	<b>334</b>	<b>334</b>	<b>334</b>	<b>30,940</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>30,940</b>	<b>10,665</b>	<b>41,605</b>	<b>\$92,635</b>	<b>\$92,635</b>	<b>\$124,566</b>	<b>6.0%</b>	<b>34.5%</b>	
<b>T1. US Direct Hire (USDH)</b>	<b>312</b>	<b>312</b>	<b>312</b>	<b>30,306</b>	-	-	-	-	<b>30,306</b>	<b>10,479</b>	<b>40,785</b>	<b>\$97,135</b>	<b>\$97,135</b>	<b>\$130,721</b>	<b>0.0%</b>	<b>34.6%</b>	
T1a. Senior Executive Schedule	2	2	2	370	0	0	0	0	370	125	495	\$183,000	\$183,000	\$247,500	0.0%	33.8%	
T1b. General Schedule	309	309	309	29,759	0	0	0	0	29,759	10,294	40,053	\$96,307	\$96,307	\$129,621	0.0%	34.6%	
T1c. Special Schedule	1	1	1	177	0	0	0	0	177	60	237	\$172,000	\$172,000	\$237,000	0.0%	33.9%	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. 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	-	-	-	-	-	
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	
<b>T3. Total Direct Hire</b>	<b>312</b>	<b>312</b>	<b>312</b>	<b>30,306</b>	-	-	-	-	<b>30,306</b>	<b>10,479</b>	<b>40,785</b>	<b>\$97,135</b>	<b>\$97,135</b>	<b>\$130,721</b>	<b>0.0%</b>	<b>34.6%</b>	
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	<b>22</b>	<b>22</b>	<b>22</b>	<b>634</b>	-	-	-	-	<b>634</b>	<b>0</b>	<b>634</b>	<b>\$28,818</b>	<b>\$28,818</b>	<b>\$28,818</b>	<b>0.0%</b>	<b>0.0%</b>	
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>334</i>	<i>334</i>	<i>334</i>	<i>30,940</i>	-	-	-	-	<i>30,940</i>	<i>10,479</i>	<i>41,419</i>	<i>\$92,635</i>	<i>\$92,635</i>	<i>\$124,009</i>	<i>0.0%</i>	<i>33.9%</i>	
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	<b>186</b>	<b>186</b>	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	186	186	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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Defense Security Cooperative Agency TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP& (PB) FY 2018 President's Budget (FY 2016)													Date: May 2017				
	(\$ in Thousands)											Rates					
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II.13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC	
<b>Direct Funded Personnel (includes OC 13)</b>	333	354	359	32,730	79	36	510	625	33,355	13,648	47,003	\$91,170	\$92,911	\$130,928	1.9%	41.7%	
<b>D1. US Direct Hire (USDH)</b>	308	330	334	30,949	79	36	488	573	31,522	12,684	44,206	\$92,662	\$94,377	\$132,353	1.9%	41.0%	
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1b. General Schedule	237	254	258	21,698	56	25	321	402	22,100	8,803	30,903	\$84,101	\$85,639	\$120,128	1.9%	41.0%	
D1c. Special Schedule	71	76	76	9,251	23	11	137	171	9,422	3,791	13,213	\$121,724	\$123,974	\$173,855	1.8%	41.0%	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D3. Total Direct Hire</b>	308	330	334	30,949	79	36	488	573	31,522	12,684	44,206	\$92,662	\$94,377	\$132,353	1.9%	41.0%	
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	25	24	25	1,781	-	-	52	52	1,833	964	2,797	\$71,240	\$73,320	\$111,860	2.9%	54.1%	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	333	354	359	32,730	79	36	510	625	33,355	13,648	47,003	\$91,170	\$92,911	\$130,928	1.9%	41.7%	
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Reimbursable Funded Personnel (includes OC 13)</b>	18	18	18	1,713	44	6	16	66	1,779	545	2,324	\$95,167	\$98,833	\$129,111	3.9%	31.8%	
<b>R1. US Direct Hire (USDH)</b>	18	18	18	1,713	44	6	16	66	1,779	545	2,324	\$95,167	\$98,833	\$129,111	3.9%	31.8%	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	18	18	18	1,713	44	6	16	66	1,779	545	2,324	\$95,167	\$98,833	\$129,111	3.9%	31.8%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R3. Total Direct Hire</b>	18	18	18	1,713	44	6	16	66	1,779	545	2,324	\$95,167	\$98,833	\$129,111	3.9%	31.8%	
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	18	18	18	1,713	44	6	16	66	1,779	545	2,324	\$95,167	\$98,833	\$129,111	3.9%	31.8%	
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Total Personnel (includes OC 13)</b>	351	372	377	34,443	123	42	526	691	35,134	14,193	49,327	\$91,361	\$93,194	\$130,841	2.0%	41.2%	
<b>T1. US Direct Hire (USDH)</b>	326	348	352	32,662	123	42	474	639	33,301	13,229	46,530	\$92,790	\$94,605	\$132,188	2.0%	40.5%	
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1b. General Schedule	255	272	276	23,411	100	51	337	468	23,879	9,438	33,317	\$84,822	\$86,518	\$120,714	2.0%	40.3%	
T1c. Special Schedule	71	76	76	9,251	23	11	137	171	9,422	3,791	13,213	\$121,724	\$123,974	\$173,855	1.8%	41.0%	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. 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	-	-	-	-	-	
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<b>T3. Total Direct Hire</b>	326	348	352	32,662	123	42	474	639	33,301	13,229	46,530	\$92,790	\$94,605	\$132,188	2.0%	40.5%	
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	25	24	25	1,781	0	0	52	52	1,833	964	2,797	\$71,240	\$73,320	\$111,860	2.9%	54.1%	
<i>Subtotal - Total Funded (excludes OC 13)</i>	351	372	377	34,443	123	42	526	691	35,134	14,193	49,327	\$91,361	\$93,194	\$130,841	2.0%	41.2%	
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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	(\$ in Thousands)											Rates					
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC	
<b>Operation and Maintenance, Defense-Wide</b>																	
<b>Direct Funded Personnel (includes OC 13)</b>	352	370	360	33,443	83	36	481	600	34,043	13,692	47,735	\$92,897	\$94,564	\$132,597	1.8%	40.8%	
<b>D1. US Direct Hire (USDH)</b>	328	365	345	32,338	83	36	481	600	32,938	13,150	46,088	\$92,733	\$95,472	\$133,368	1.9%	40.7%	
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1b. General Schedule	252	277	269	22,913	60	25	340	425	23,338	9,287	32,625	\$83,178	\$86,758	\$121,283	1.9%	40.5%	
D1c. Special Schedule	76	78	76	9,425	23	11	141	175	9,600	3,863	13,463	\$124,013	\$126,316	\$177,145	1.9%	41.0%	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	24	15	15	1,105	-	-	-	-	1,105	542	1,647	\$73,667	\$73,667	\$109,800	0.0%	49.0%	
<b>D3. Total Direct Hire</b>	352	370	360	33,443	83	36	481	600	34,043	13,692	47,735	\$92,897	\$94,564	\$132,597	1.8%	40.9%	
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	352	370	360	33,443	83	36	481	600	34,043	13,692	47,735	\$92,897	\$94,564	\$132,597	1.8%	40.9%	
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Reimbursable Funded Personnel (includes OC 13)</b>	18	20	19	1,745	45	6	16	67	1,812	555	2,367	\$91,842	\$95,368	\$124,579	3.8%	31.8%	
<b>R1. US Direct Hire (USDH)</b>	18	20	19	1,745	45	6	16	67	1,812	555	2,367	\$91,842	\$95,368	\$124,579	3.8%	31.8%	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	18	20	19	1,745	45	6	16	67	1,812	555	2,367	\$91,842	\$95,368	\$124,579	3.8%	31.8%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R3. Total Direct Hire</b>	18	20	19	1,745	45	6	16	67	1,812	555	2,367	\$91,842	\$95,368	\$124,579	3.8%	31.8%	
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	18	20	19	1,745	45	6	16	67	1,812	555	2,367	\$91,842	\$95,368	\$124,579	3.8%	31.8%	
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Total Personnel (includes OC 13)</b>	370	390	379	35,188	128	42	497	667	35,855	14,247	50,102	\$92,844	\$94,604	\$132,195	1.9%	40.5%	
<b>T1. US Direct Hire (USDH)</b>	346	375	364	34,083	128	42	497	667	34,750	13,705	48,455	\$92,635	\$95,467	\$133,118	2.0%	40.2%	
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1b. General Schedule	270	297	288	24,658	105	31	356	492	25,150	9,842	34,992	\$85,618	\$87,326	\$121,500	2.0%	39.9%	
T1c. Special Schedule	76	78	76	9,425	23	11	141	175	9,600	3,863	13,463	\$124,013	\$126,316	\$177,145	1.9%	41.0%	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. 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	-	-	-	-	-	
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	24	15	15	1,105	0	0	0	0	1,105	542	1,647	\$73,667	\$73,667	\$109,800	0.0%	49.0%	
<b>T3. Total Direct Hire</b>	370	390	379	35,188	128	42	497	667	35,855	14,247	50,102	\$92,844	\$94,604	\$132,195	1.9%	40.5%	
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<i>Subtotal - Total Funded (excludes OC 13)</i>	370	390	379	35,188	128	42	497	667	35,855	14,247	50,102	\$92,844	\$94,604	\$132,195	1.9%	40.5%	
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	



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	(\$ in Thousands)																
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.I.	Total Variables	Comp O.C.I.	Benefits O.C.I.	Comp & Benefits	Basic Comp	Total Comp	Benefits & Benefits	% BC	% BC	
<b>Direct Funded Personnel (includes OC 13)</b>	368	403	402	36,282	87	38	528	653	36,935	14,616	51,551	\$90,254	\$91,878	\$128,236	1.8%	40.3%	
<b>D1. US Direct Hire (USDH)</b>	353	388	387	35,156	87	38	528	653	35,809	14,063	49,872	\$89,842	\$92,330	\$128,868	1.9%	40.0%	
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1b. General Schedule	278	312	312	25,570	63	27	385	475	26,045	10,132	36,177	\$81,935	\$83,478	\$113,952	1.9%	39.6%	
D1c. Special Schedule	75	76	75	9,586	24	11	143	178	9,764	3,931	13,695	\$127,813	\$130,187	\$182,600	1.9%	41.0%	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	15	15	15	1,126	-	-	-	-	1,126	553	1,679	\$75,067	\$75,067	\$111,933	0.0%	49.1%	
<b>D3. Total Direct Hire</b>	368	403	402	36,282	87	38	528	653	36,935	14,616	51,551	\$90,254	\$91,878	\$128,236	1.8%	40.3%	
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	368	403	402	36,282	87	38	528	653	36,935	14,616	51,551	\$90,254	\$91,878	\$128,236	1.8%	40.3%	
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Reimbursable Funded Personnel (includes OC 13)</b>	20	27	25	2,247	58	9	21	88	2,335	715	3,050	\$89,880	\$93,400	\$122,000	3.9%	31.8%	
<b>R1. US Direct Hire (USDH)</b>	20	27	25	2,247	58	9	21	88	2,335	715	3,050	\$89,880	\$93,400	\$122,000	3.9%	31.8%	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	20	27	25	2,247	58	9	21	88	2,335	715	3,050	\$89,880	\$93,400	\$122,000	3.9%	31.8%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R3. Total Direct Hire</b>	20	27	25	2,247	58	9	21	88	2,335	715	3,050	\$89,880	\$93,400	\$122,000	3.9%	31.8%	
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	20	27	25	2,247	58	9	21	88	2,335	715	3,050	\$89,880	\$93,400	\$122,000	3.9%	31.8%	
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Total Personnel (includes OC 13)</b>	388	430	427	38,529	145	47	549	741	39,270	15,331	54,601	\$99,232	\$99,967	\$127,871	1.9%	39.8%	
<b>T1. US Direct Hire (USDH)</b>	373	415	412	37,403	145	47	549	741	38,144	14,778	52,922	\$90,784	\$92,583	\$126,451	2.0%	39.5%	
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1b. General Schedule	298	339	337	27,817	121	56	406	563	28,380	10,847	39,227	\$82,543	\$84,214	\$116,401	2.0%	39.0%	
T1c. Special Schedule	75	76	75	9,586	24	11	143	178	9,764	3,931	13,695	\$127,813	\$130,187	\$182,600	1.9%	41.0%	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. 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	-	-	-	-	-	
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	15	15	15	1,126	0	0	0	0	1,126	553	1,679	\$75,067	\$75,067	\$111,933	0.0%	49.1%	
<b>T3. Total Direct Hire</b>	388	430	427	38,529	145	47	549	741	39,270	15,331	54,601	\$99,232	\$99,967	\$127,871	1.9%	39.8%	
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<i>Subtotal - Total Funded (excludes OC 13)</i>	388	430	427	38,529	145	47	549	741	39,270	15,331	54,601	\$99,232	\$99,967	\$127,871	1.9%	39.8%	
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

Office of the Secretary of Defense  
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Volume II - Defense-Wide Data Book

Defense Security Service TOTAL CIVILIAN PERSONNEL COSTS OP-8B: OP-8 (PB) FY 2018 President's Budget (FY 2016)													Date: May 2017				
	(\$ in Thousands)											Rates					
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC	
<b>Direct Funded Personnel (includes OC 13)</b>	<b>856</b>	<b>871</b>	<b>857</b>	<b>92,157</b>	<b>260</b>	<b>5</b>	<b>1,036</b>	<b>1,301</b>	<b>93,458</b>	<b>28,938</b>	<b>122,396</b>	<b>\$107,534</b>	<b>\$109,033</b>	<b>\$142,819</b>	<b>1.4%</b>	<b>31.4%</b>	
<b>D1. US Direct Hire (USDH)</b>	<b>856</b>	<b>871</b>	<b>857</b>	<b>92,157</b>	<b>260</b>	<b>5</b>	<b>1,036</b>	<b>1,301</b>	<b>93,458</b>	<b>28,938</b>	<b>122,396</b>	<b>\$107,534</b>	<b>\$109,033</b>	<b>\$142,819</b>	<b>1.4%</b>	<b>31.4%</b>	
D1a. Senior Executive Schedule	15	14	14	2,289	-	-	240	240	2,529	581	3,110	\$163,500	\$160,643	\$222,143	10.5%	25.4%	
D1b. General Schedule	641	857	843	89,868	260	5	796	1,061	90,929	28,357	119,286	\$106,605	\$107,964	\$141,502	1.2%	31.6%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D3. Total Direct Hire</b>	<b>856</b>	<b>871</b>	<b>857</b>	<b>92,157</b>	<b>260</b>	<b>5</b>	<b>1,036</b>	<b>1,301</b>	<b>93,458</b>	<b>28,938</b>	<b>122,396</b>	<b>\$107,534</b>	<b>\$109,033</b>	<b>\$142,819</b>	<b>1.4%</b>	<b>31.4%</b>	
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>856</i>	<i>871</i>	<i>857</i>	<i>92,157</i>	<i>260</i>	<i>5</i>	<i>1,036</i>	<i>1,301</i>	<i>93,458</i>	<i>28,938</i>	<i>122,396</i>	<i>\$107,534</i>	<i>\$109,033</i>	<i>\$142,819</i>	<i>1.4%</i>	<i>31.4%</i>	
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>R1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Total Personnel (includes OC 13)</b>	<b>856</b>	<b>871</b>	<b>857</b>	<b>92,157</b>	<b>260</b>	<b>5</b>	<b>1,036</b>	<b>1,301</b>	<b>93,458</b>	<b>28,938</b>	<b>122,396</b>	<b>\$107,534</b>	<b>\$109,033</b>	<b>\$142,819</b>	<b>1.4%</b>	<b>31.4%</b>	
<b>T1. US Direct Hire (USDH)</b>	<b>856</b>	<b>871</b>	<b>857</b>	<b>92,157</b>	<b>260</b>	<b>5</b>	<b>1,036</b>	<b>1,301</b>	<b>93,458</b>	<b>28,938</b>	<b>122,396</b>	<b>\$107,534</b>	<b>\$109,033</b>	<b>\$142,819</b>	<b>1.4%</b>	<b>31.4%</b>	
T1a. Senior Executive Schedule	15	14	14	2,289	0	0	240	240	2,529	581	3,110	\$163,500	\$160,643	\$222,143	10.5%	25.4%	
T1b. General Schedule	841	857	843	89,868	260	5	796	1,061	90,929	28,357	119,286	\$106,605	\$107,964	\$141,502	1.2%	31.6%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. 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	-	-	-	-	-	
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<b>T3. Total Direct Hire</b>	<b>856</b>	<b>871</b>	<b>857</b>	<b>92,157</b>	<b>260</b>	<b>5</b>	<b>1,036</b>	<b>1,301</b>	<b>93,458</b>	<b>28,938</b>	<b>122,396</b>	<b>\$107,534</b>	<b>\$109,033</b>	<b>\$142,819</b>	<b>1.4%</b>	<b>31.4%</b>	
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>856</i>	<i>871</i>	<i>857</i>	<i>92,157</i>	<i>260</i>	<i>5</i>	<i>1,036</i>	<i>1,301</i>	<i>93,458</i>	<i>28,938</i>	<i>122,396</i>	<i>\$107,534</i>	<i>\$109,033</i>	<i>\$142,819</i>	<i>1.4%</i>	<i>31.4%</i>	
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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Operation and Maintenance, Defense-Wide	Defense Security Service TOTAL CIVILIAN PERSONNEL COSTS OP-8B: OP&A (PB) FY 2018 President's Budget (FY 2017)												Date: May 2017				
	(\$ in Thousands)											Rates					
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.I.I	Total Variables	Comp O.C.I.I	Benefits O.C.I.I	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC Benefits	
<b>Direct Funded Personnel (includes OC 13)</b>	<b>871</b>	<b>889</b>	<b>859</b>	<b>91,172</b>	<b>264</b>	<b>5</b>	<b>1,053</b>	<b>1,322</b>	<b>92,494</b>	<b>29,909</b>	<b>122,403</b>	<b>\$106,137</b>	<b>\$107,676</b>	<b>\$142,495</b>	<b>1.5%</b>	<b>32.8%</b>	
<b>D1. US Direct Hire (USDH)</b>	<b>871</b>	<b>889</b>	<b>859</b>	<b>91,172</b>	<b>264</b>	<b>5</b>	<b>1,053</b>	<b>1,322</b>	<b>92,494</b>	<b>29,909</b>	<b>122,403</b>	<b>\$106,137</b>	<b>\$107,676</b>	<b>\$142,495</b>	<b>1.5%</b>	<b>32.8%</b>	
D1a. Senior Executive Schedule	14	14	14	2,525	-	-	244	244	2,769	590	3,359	\$180,357	\$197,786	\$259,929	9.7%	24.4%	
D1b. General Schedule	857	875	845	88,647	264	5	809	1,078	89,725	29,319	119,044	\$104,908	\$106,183	\$140,880	1.2%	33.1%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D3. Total Direct Hire</b>	<b>871</b>	<b>889</b>	<b>859</b>	<b>91,172</b>	<b>264</b>	<b>5</b>	<b>1,053</b>	<b>1,322</b>	<b>92,494</b>	<b>29,909</b>	<b>122,403</b>	<b>\$106,137</b>	<b>\$107,676</b>	<b>\$142,495</b>	<b>1.5%</b>	<b>32.8%</b>	
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>871</i>	<i>889</i>	<i>859</i>	<i>91,172</i>	<i>264</i>	<i>5</i>	<i>1,053</i>	<i>1,322</i>	<i>92,494</i>	<i>29,909</i>	<i>122,403</i>	<i>\$106,137</i>	<i>\$107,676</i>	<i>\$142,495</i>	<i>1.5%</i>	<i>32.8%</i>	
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>R1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Total Personnel (includes OC 13)</b>	<b>871</b>	<b>889</b>	<b>859</b>	<b>91,172</b>	<b>264</b>	<b>5</b>	<b>1,053</b>	<b>1,322</b>	<b>92,494</b>	<b>29,909</b>	<b>122,403</b>	<b>\$106,137</b>	<b>\$107,676</b>	<b>\$142,495</b>	<b>1.5%</b>	<b>32.8%</b>	
<b>T1. US Direct Hire (USDH)</b>	<b>871</b>	<b>889</b>	<b>859</b>	<b>91,172</b>	<b>264</b>	<b>5</b>	<b>1,053</b>	<b>1,322</b>	<b>92,494</b>	<b>29,909</b>	<b>122,403</b>	<b>\$106,137</b>	<b>\$107,676</b>	<b>\$142,495</b>	<b>1.5%</b>	<b>32.8%</b>	
T1a. Senior Executive Schedule	14	14	14	2,525	0	0	244	244	2,769	590	3,359	\$180,357	\$197,786	\$259,929	9.7%	24.4%	
T1b. General Schedule	857	875	845	88,647	264	5	809	1,078	89,725	29,319	119,044	\$104,908	\$106,183	\$140,880	1.2%	33.1%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. 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	-	-	-	-	-	
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>T3. Total Direct Hire</b>	<b>871</b>	<b>889</b>	<b>859</b>	<b>91,172</b>	<b>264</b>	<b>5</b>	<b>1,053</b>	<b>1,322</b>	<b>92,494</b>	<b>29,909</b>	<b>122,403</b>	<b>\$106,137</b>	<b>\$107,676</b>	<b>\$142,495</b>	<b>1.5%</b>	<b>32.8%</b>	
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>871</i>	<i>889</i>	<i>859</i>	<i>91,172</i>	<i>264</i>	<i>5</i>	<i>1,053</i>	<i>1,322</i>	<i>92,494</i>	<i>29,909</i>	<i>122,403</i>	<i>\$106,137</i>	<i>\$107,676</i>	<i>\$142,495</i>	<i>1.5%</i>	<i>32.8%</i>	
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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Defense Security Service TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP-8 (PB) FY 2018 President's Budget (FY 2018)													Date: May 2017					
	(\$ in Thousands)																	
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	r
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II,13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% RC	Variables	Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	889	907	877	93,954	268	5	1,080	1,353	95,307	30,713	126,020	\$107,131	\$108,674	\$143,694	1.4%	32.7%		
<b>D1. US Direct Hire (USDH)</b>	889	907	877	93,954	268	5	1,080	1,353	95,307	30,713	126,020	\$107,131	\$108,674	\$143,694	1.4%	32.7%		
D1a. Senior Executive Schedule	14	14	14	2,607	-	-	248	248	2,855	632	3,487	\$186,214	\$203,929	\$249,071	9.5%	24.2%		
D1b. General Schedule	875	893	863	91,347	268	5	832	1,105	92,452	30,081	122,533	\$103,848	\$107,129	\$141,983	1.2%	32.9%		
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D3. Total Direct Hire</b>	889	907	877	93,954	268	5	1,080	1,353	95,307	30,713	126,020	\$107,131	\$108,674	\$143,694	1.4%	32.7%		
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	889	907	877	93,954	268	5	1,080	1,353	95,307	30,713	126,020	\$107,131	\$108,674	\$143,694	1.4%	32.7%		
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Reimbursable Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>R1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Personnel (includes OC 13)</b>	889	907	877	93,954	268	5	1,080	1,353	95,307	30,713	126,020	\$107,131	\$108,674	\$143,694	1.4%	32.7%		
<b>T1. US Direct Hire (USDH)</b>	889	907	877	93,954	268	5	1,080	1,353	95,307	30,713	126,020	\$107,131	\$108,674	\$143,694	1.4%	32.7%		
T1a. Senior Executive Schedule	14	14	14	2,607	0	0	248	248	2,855	632	3,487	\$186,214	\$203,929	\$249,071	9.5%	24.2%		
T1b. General Schedule	875	893	863	91,347	268	5	832	1,105	92,452	30,081	122,533	\$103,848	\$107,129	\$141,983	1.2%	32.9%		
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-
T1e. 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	-	-	-	-	-	-	-
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-
<b>T3. Total Direct Hire</b>	889	907	877	93,954	268	5	1,080	1,353	95,307	30,713	126,020	\$107,131	\$108,674	\$143,694	1.4%	32.7%		
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	889	907	877	93,954	268	5	1,080	1,353	95,307	30,713	126,020	\$107,131	\$108,674	\$143,694	1.4%	32.7%		
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-



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Defense Threat Reduction Agency TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP& (PB) FY 2018 President's Budget (FY 2016)													Date: May 2017				
	(\$ in Thousands)																
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.I.I	Total Variables	Comp O.C.I.I	Benefits O.C.I.I/13	Comp & Benefits	Basic Comp	Total Comp	Benefits & Benefits	% BC	% BC	
<b>Direct Funded Personnel (includes OC 13)</b>	<b>1,065</b>	<b>1,019</b>	<b>1,021</b>	<b>116,683</b>	<b>119</b>	<b>66</b>	<b>1,353</b>	<b>1,538</b>	<b>118,221</b>	<b>35,786</b>	<b>154,007</b>	<b>\$114,283</b>	<b>\$115,789</b>	<b>\$150,819</b>	<b>1.3%</b>	<b>36.7%</b>	
<b>D1. US Direct Hire (USDH)</b>	<b>1,065</b>	<b>1,019</b>	<b>1,021</b>	<b>116,683</b>	<b>119</b>	<b>66</b>	<b>1,353</b>	<b>1,538</b>	<b>118,221</b>	<b>35,698</b>	<b>153,919</b>	<b>\$114,283</b>	<b>\$115,789</b>	<b>\$150,753</b>	<b>1.3%</b>	<b>36.6%</b>	
D1a. Senior Executive Schedule	11	11	11	2,168	-	-	80	80	2,248	468	2,716	\$197,091	\$204,364	\$246,909	4.7%	21.6%	
D1b. General Schedule	1,054	1,008	1,010	114,515	119	66	1,273	1,458	115,973	35,230	151,203	\$113,881	\$114,825	\$149,706	1.3%	36.8%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D3. Total Direct Hire</b>	<b>1,065</b>	<b>1,019</b>	<b>1,021</b>	<b>116,683</b>	<b>119</b>	<b>66</b>	<b>1,353</b>	<b>1,538</b>	<b>118,221</b>	<b>35,698</b>	<b>153,919</b>	<b>\$114,283</b>	<b>\$115,789</b>	<b>\$150,753</b>	<b>1.3%</b>	<b>36.6%</b>	
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>1,065</i>	<i>1,019</i>	<i>1,021</i>	<i>116,683</i>	<i>119</i>	<i>66</i>	<i>1,353</i>	<i>1,538</i>	<i>118,221</i>	<i>35,698</i>	<i>153,919</i>	<i>\$114,283</i>	<i>\$115,789</i>	<i>\$150,753</i>	<i>1.3%</i>	<i>36.6%</i>	
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	<b>88</b>	<b>88</b>	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	88	88	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>104</b>	<b>104</b>	<b>102</b>	<b>12,891</b>	<b>1</b>	<b>2</b>	<b>121</b>	<b>124</b>	<b>13,015</b>	<b>3,916</b>	<b>16,931</b>	<b>\$126,382</b>	<b>\$127,598</b>	<b>\$165,990</b>	<b>1.0%</b>	<b>36.4%</b>	
<b>R1. US Direct Hire (USDH)</b>	<b>104</b>	<b>104</b>	<b>102</b>	<b>12,891</b>	<b>1</b>	<b>2</b>	<b>121</b>	<b>124</b>	<b>13,015</b>	<b>3,916</b>	<b>16,931</b>	<b>\$126,382</b>	<b>\$127,598</b>	<b>\$165,990</b>	<b>1.0%</b>	<b>36.4%</b>	
R1a. Senior Executive Schedule	1	1	1	175	-	-	9	9	184	52	236	\$175,000	\$184,000	\$236,000	5.1%	29.7%	
R1b. General Schedule	103	103	101	12,716	1	2	112	115	12,831	3,864	16,695	\$125,901	\$127,040	\$165,297	0.9%	36.4%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R3. Total Direct Hire</b>	<b>104</b>	<b>104</b>	<b>102</b>	<b>12,891</b>	<b>1</b>	<b>2</b>	<b>121</b>	<b>124</b>	<b>13,015</b>	<b>3,916</b>	<b>16,931</b>	<b>\$126,382</b>	<b>\$127,598</b>	<b>\$165,990</b>	<b>1.0%</b>	<b>36.4%</b>	
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>104</i>	<i>104</i>	<i>102</i>	<i>12,891</i>	<i>1</i>	<i>2</i>	<i>121</i>	<i>124</i>	<i>13,015</i>	<i>3,916</i>	<i>16,931</i>	<i>\$126,382</i>	<i>\$127,598</i>	<i>\$165,990</i>	<i>1.0%</i>	<i>36.4%</i>	
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Total Personnel (includes OC 13)</b>	<b>1,169</b>	<b>1,123</b>	<b>1,123</b>	<b>129,574</b>	<b>120</b>	<b>68</b>	<b>1,474</b>	<b>1,662</b>	<b>131,236</b>	<b>39,702</b>	<b>170,938</b>	<b>\$115,582</b>	<b>\$116,862</b>	<b>\$152,215</b>	<b>1.3%</b>	<b>36.6%</b>	
<b>T1. US Direct Hire (USDH)</b>	<b>1,169</b>	<b>1,123</b>	<b>1,123</b>	<b>129,574</b>	<b>120</b>	<b>68</b>	<b>1,474</b>	<b>1,662</b>	<b>131,236</b>	<b>39,614</b>	<b>170,850</b>	<b>\$115,582</b>	<b>\$116,862</b>	<b>\$152,137</b>	<b>1.3%</b>	<b>36.6%</b>	
T1a. Senior Executive Schedule	12	12	12	2,343	0	0	89	89	2,432	520	2,952	\$192,250	\$202,607	\$246,000	3.8%	22.2%	
T1b. General Schedule	1,157	1,111	1,111	127,231	120	68	1,385	1,573	128,304	39,094	167,398	\$114,519	\$115,935	\$151,123	1.2%	36.7%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. 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	-	-	-	-	-	
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>T3. Total Direct Hire</b>	<b>1,169</b>	<b>1,123</b>	<b>1,123</b>	<b>129,574</b>	<b>120</b>	<b>68</b>	<b>1,474</b>	<b>1,662</b>	<b>131,236</b>	<b>39,614</b>	<b>170,850</b>	<b>\$115,582</b>	<b>\$116,862</b>	<b>\$152,137</b>	<b>1.3%</b>	<b>36.6%</b>	
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>1,169</i>	<i>1,123</i>	<i>1,123</i>	<i>129,574</i>	<i>120</i>	<i>68</i>	<i>1,474</i>	<i>1,662</i>	<i>131,236</i>	<i>39,614</i>	<i>170,850</i>	<i>\$115,582</i>	<i>\$116,862</i>	<i>\$152,137</i>	<i>1.3%</i>	<i>36.6%</i>	
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	<b>88</b>	<b>88</b>	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	88	88	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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Defense Threat Reduction Agency TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP& (PB) FY 2018 President's Budget (FY 2017)													Date: May 2017				
	(\$ in Thousands)										Rates						
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.II	h Total Variables	i Comp O.C.II	j Benefits O.C.II/13	k Comp & Benefits	l Basic Comp	m Total Comp	n B Comp & Benefits	o h/d % BC	p i/d % BC Benefits	
<b>Direct Funded Personnel (includes OC 13)</b>	1,073	1,072	1,052	120,092	258	62	1,628	1,948	122,040	35,506	157,546	\$114,156	\$116,008	\$149,759	1.6%	29.6%	
<b>D1. US Direct Hire (USDH)</b>	1,073	1,072	1,052	120,092	258	62	1,628	1,948	122,040	35,506	157,546	\$114,156	\$116,008	\$149,759	1.6%	29.6%	
D1a. Senior Executive Schedule	14	14	14	2,528	-	-	126	126	2,654	559	3,213	\$160,571	\$169,571	\$229,500	5.0%	32.1%	
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1c. Special Schedule	1,027	1,026	1,006	113,939	251	60	1,456	1,767	115,706	33,887	149,593	\$113,259	\$115,016	\$148,701	1.6%	29.7%	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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%	
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D3. Total Direct Hire</b>	1,073	1,072	1,052	120,092	258	62	1,628	1,948	122,040	35,506	157,546	\$114,156	\$116,008	\$149,759	1.6%	29.6%	
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	1,073	1,072	1,052	120,092	258	62	1,628	1,948	122,040	35,506	157,546	\$114,156	\$116,008	\$149,759	1.6%	29.6%	
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Reimbursable Funded Personnel (includes OC 13)</b>	104	147	140	18,069	1	1	188	190	18,259	5,365	23,624	\$129,064	\$130,421	\$168,743	1.1%	29.7%	
<b>R1. US Direct Hire (USDH)</b>	104	147	140	18,069	1	1	188	190	18,259	5,365	23,624	\$129,064	\$130,421	\$168,743	1.1%	29.7%	
R1a. Senior Executive Schedule	1	1	1	174	-	-	9	9	183	52	235	\$174,000	\$183,000	\$235,000	5.2%	29.9%	
R1b. General Schedule	103	146	139	17,895	1	1	179	181	18,076	5,313	23,389	\$128,741	\$130,043	\$168,266	1.0%	29.7%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R3. Total Direct Hire</b>	104	147	140	18,069	1	1	188	190	18,259	5,365	23,624	\$129,064	\$130,421	\$168,743	1.1%	29.7%	
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	104	147	140	18,069	1	1	188	190	18,259	5,365	23,624	\$129,064	\$130,421	\$168,743	1.1%	29.7%	
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Total Personnel (includes OC 13)</b>	1,177	1,219	1,192	138,161	259	63	1,816	2,138	140,299	40,871	181,170	\$115,207	\$117,701	\$151,988	1.5%	29.6%	
<b>T1. US Direct Hire (USDH)</b>	1,177	1,219	1,192	138,161	259	63	1,816	2,138	140,299	40,871	181,170	\$115,207	\$117,701	\$151,988	1.5%	29.6%	
T1a. Senior Executive Schedule	15	15	15	2,702	0	0	135	135	2,837	611	3,448	\$190,133	\$199,133	\$229,867	5.0%	22.6%	
T1b. General Schedule	103	146	139	17,895	1	1	179	181	18,076	5,313	23,389	\$128,741	\$130,043	\$168,266	1.0%	29.7%	
T1c. Special Schedule	1,027	1,026	1,006	113,939	251	60	1,456	1,767	115,706	33,887	149,593	\$113,259	\$115,016	\$148,701	1.6%	29.8%	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. 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%	
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<b>T3. Total Direct Hire</b>	1,177	1,219	1,192	138,161	259	63	1,816	2,138	140,299	40,871	181,170	\$115,207	\$117,701	\$151,988	1.5%	29.6%	
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<i>Subtotal - Total Funded (excludes OC 13)</i>	1,177	1,219	1,192	138,161	259	63	1,816	2,138	140,299	40,871	181,170	\$115,207	\$117,701	\$151,988	1.5%	29.6%	
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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Defense Threat Reduction Agency TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP& (PB) FY 2018 President's Budget (FY 2018)													Date: May 2017				
	(\$ in Thousands)																
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II,13	Comp & Benefits	Basic Comp	Total Comp	Benefits & Benefits	% BC	% BC	
<b>Direct Funded Personnel (includes OC 13)</b>	1,302	1,291	1,284	152,882	918	82	3,010	4,010	156,892	45,726	202,618	\$119,067	\$122,190	\$157,802	2.6%	29.8%	
<b>D1. US Direct Hire (USDH)</b>	1,302	1,291	1,284	152,882	918	82	3,010	4,010	156,892	45,726	202,618	\$119,067	\$122,190	\$157,802	2.6%	29.8%	
D1a. Senior Executive Schedule	17	17	17	3,066	-	-	230	230	3,296	732	4,028	\$160,353	\$193,882	\$236,941	7.5%	24.9%	
D1b. General Schedule	1,285	1,274	1,267	149,816	918	82	2,780	3,780	153,596	44,994	198,590	\$118,245	\$121,228	\$156,740	2.5%	30.0%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D3. Total Direct Hire</b>	1,302	1,291	1,284	152,882	918	82	3,010	4,010	156,892	45,726	202,618	\$119,067	\$122,190	\$157,802	2.6%	29.8%	
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	1,302	1,291	1,284	152,882	918	82	3,010	4,010	156,892	45,726	202,618	\$119,067	\$122,190	\$157,802	2.6%	29.8%	
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Reimbursable Funded Personnel (includes OC 13)</b>	147	145	138	18,222	1	1	285	287	18,509	5,411	23,920	\$132,043	\$134,123	\$173,333	1.6%	29.7%	
<b>R1. US Direct Hire (USDH)</b>	147	145	138	18,222	1	1	285	287	18,509	5,411	23,920	\$132,043	\$134,123	\$173,333	1.6%	29.7%	
R1a. Senior Executive Schedule	1	1	1	184	-	-	14	14	198	55	253	\$184,000	\$198,000	\$253,000	7.0%	29.9%	
R1b. General Schedule	146	144	137	18,038	1	1	271	273	18,311	5,356	23,667	\$131,664	\$133,637	\$172,732	1.5%	29.7%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R3. Total Direct Hire</b>	147	145	138	18,222	1	1	285	287	18,509	5,411	23,920	\$132,043	\$134,123	\$173,333	1.6%	29.7%	
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	147	145	138	18,222	1	1	285	287	18,509	5,411	23,920	\$132,043	\$134,123	\$173,333	1.6%	29.7%	
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Total Personnel (includes OC 13)</b>	1,449	1,436	1,422	171,104	919	83	3,295	4,297	175,401	51,137	226,538	\$120,326	\$123,348	\$159,309	2.5%	29.8%	
<b>T1. US Direct Hire (USDH)</b>	1,449	1,436	1,422	171,104	919	83	3,295	4,297	175,401	51,137	226,538	\$120,326	\$123,348	\$159,309	2.5%	29.8%	
T1a. Senior Executive Schedule	18	18	18	3,250	0	0	244	244	3,494	787	4,281	\$180,356	\$194,111	\$237,833	7.5%	24.2%	
T1b. General Schedule	1,431	1,418	1,404	167,854	918	83	3,051	4,053	171,907	50,350	222,257	\$119,554	\$122,441	\$158,363	2.4%	30.0%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. 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	-	-	-	-	-	
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<b>T3. Total Direct Hire</b>	1,449	1,436	1,422	171,104	919	83	3,295	4,297	175,401	51,137	226,538	\$120,326	\$123,348	\$159,309	2.5%	29.8%	
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<i>Subtotal - Total Funded (excludes OC 13)</i>	1,449	1,436	1,422	171,104	919	83	3,295	4,297	175,401	51,137	226,538	\$120,326	\$123,348	\$159,309	2.5%	29.8%	
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	



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Defense Technology Security Administration TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP&P(B) FY 2018 President's Budget (FY 2016)													Date: May 2017			
	(\$ in Thousands)															
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	Benefits & Benefits	% BC	% BC
<b>Direct Funded Personnel (includes OC 13)</b>	129	123	123	17,390	40	0	405	445	17,835	5,104	22,939	\$141,382	\$145,000	\$186,496	2.6%	29.4%
<b>D1. US Direct Hire (USDH)</b>	129	123	123	17,390	40	-	405	445	17,835	5,104	22,939	\$141,382	\$145,000	\$186,496	2.6%	29.4%
D1a. Senior Executive Schedule	2	2	2	392	-	-	30	30	422	89	511	\$196,000	\$211,000	\$255,500	7.7%	22.7%
D1b. General Schedule	127	121	121	16,998	40	-	375	415	17,413	5,015	22,428	\$140,479	\$143,909	\$183,353	2.4%	29.5%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D3. Total Direct Hire</b>	129	123	123	17,390	40	-	405	445	17,835	5,104	22,939	\$141,382	\$145,000	\$186,496	2.6%	29.4%
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	129	123	123	17,390	40	-	405	445	17,835	5,104	22,939	\$141,382	\$145,000	\$186,496	2.6%	29.4%
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Reimbursable Funded Personnel (includes OC 13)</b>	7	2	2	406	4	0	5	9	415	74	489	\$203,000	\$207,500	\$244,500	2.2%	18.2%
<b>R1. US Direct Hire (USDH)</b>	7	2	2	406	4	-	5	9	415	74	489	\$203,000	\$207,500	\$244,500	2.2%	18.2%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	7	2	2	406	4	-	5	9	415	74	489	\$203,000	\$207,500	\$244,500	2.2%	18.2%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R3. Total Direct Hire</b>	7	2	2	406	4	-	5	9	415	74	489	\$203,000	\$207,500	\$244,500	2.2%	18.2%
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	7	2	2	406	4	-	5	9	415	74	489	\$203,000	\$207,500	\$244,500	2.2%	18.2%
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Personnel (includes OC 13)</b>	136	125	125	17,796	44	0	410	454	18,250	5,178	23,428	\$142,368	\$146,000	\$187,424	2.6%	29.1%
<b>T1. US Direct Hire (USDH)</b>	136	125	125	17,796	44	-	410	454	18,250	5,178	23,428	\$142,368	\$146,000	\$187,424	2.6%	29.1%
T1a. Senior Executive Schedule	2	2	2	392	0	0	30	30	422	89	511	\$196,000	\$211,000	\$255,500	7.7%	22.7%
T1b. General Schedule	134	123	123	17,404	44	0	380	424	17,828	5,089	22,917	\$141,496	\$144,943	\$186,317	2.4%	29.2%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. 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	-	-	-	-	-
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<b>T3. Total Direct Hire</b>	136	125	125	17,796	44	-	410	454	18,250	5,178	23,428	\$142,368	\$146,000	\$187,424	2.6%	29.1%
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	136	125	125	17,796	44	-	410	454	18,250	5,178	23,428	\$142,368	\$146,000	\$187,424	2.6%	29.1%
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-



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Defense Technology Security Administration TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP& (P) FY 2018 President's Budget (FY 2017)													Date: May 2017				
	(\$ in Thousands)										Rates						
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC Benefits	
<b>Direct Funded Personnel (includes OC 13)</b>	129	131	131	18,526	30	15	367	412	18,938	5,137	24,075	\$141,420	\$144,565	\$183,779	2.2%	27.7%	
<b>D1. US Direct Hire (USDH)</b>	129	131	131	18,526	30	15	367	412	18,938	5,137	24,075	\$141,420	\$144,565	\$183,779	2.2%	27.7%	
D1a. Senior Executive Schedule	2	2	2	398	-	-	30	30	428	91	519	\$199,000	\$214,000	\$259,500	7.5%	22.9%	
D1b. General Schedule	127	129	129	18,128	30	15	337	382	18,510	5,046	23,556	\$140,327	\$143,488	\$182,603	2.1%	27.8%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D3. Total Direct Hire</b>	129	131	131	18,526	30	15	367	412	18,938	5,137	24,075	\$141,420	\$144,565	\$183,779	2.2%	27.7%	
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	129	131	131	18,526	30	15	367	412	18,938	5,137	24,075	\$141,420	\$144,565	\$183,779	2.2%	27.7%	
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Reimbursable Funded Personnel (includes OC 13)</b>	3	3	3	583	25	5	84	114	697	199	896	\$194,333	\$232,333	\$298,667	19.0%	34.1%	
<b>R1. US Direct Hire (USDH)</b>	3	3	3	583	25	5	84	114	697	199	896	\$194,333	\$232,333	\$298,667	19.0%	34.1%	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	3	3	3	583	25	5	84	114	697	199	896	\$194,333	\$232,333	\$298,667	19.0%	34.1%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R3. Total Direct Hire</b>	3	3	3	583	25	5	84	114	697	199	896	\$194,333	\$232,333	\$298,667	19.0%	34.1%	
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	3	3	3	583	25	5	84	114	697	199	896	\$194,333	\$232,333	\$298,667	19.0%	34.1%	
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Total Personnel (includes OC 13)</b>	132	134	134	19,109	55	20	451	526	19,635	5,336	24,971	\$142,604	\$146,530	\$186,351	2.8%	27.9%	
<b>T1. US Direct Hire (USDH)</b>	132	134	134	19,109	55	20	451	526	19,635	5,336	24,971	\$142,604	\$146,530	\$186,351	2.8%	27.9%	
T1a. Senior Executive Schedule	2	2	2	398	0	0	30	30	428	91	519	\$199,000	\$214,000	\$259,500	7.5%	22.9%	
T1b. General Schedule	130	132	132	18,711	55	20	421	486	19,207	5,245	24,452	\$141,750	\$145,508	\$185,242	2.7%	28.0%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. 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	-	-	-	-	-	
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<b>T3. Total Direct Hire</b>	132	134	134	19,109	55	20	451	526	19,635	5,336	24,971	\$142,604	\$146,530	\$186,351	2.8%	27.9%	
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<i>Subtotal - Total Funded (excludes OC 13)</i>	132	134	134	19,109	55	20	451	526	19,635	5,336	24,971	\$142,604	\$146,530	\$186,351	2.8%	27.9%	
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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Defense Technology Security Administration TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP&R (P) FY 2018 President's Budget (FY 2018)													Date: May 2017				
	(\$ in Thousands)											Rates					
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC	
<b>Direct Funded Personnel (includes OC 13)</b>	129	129	129	18,757	40	0	422	462	19,219	5,141	24,360	\$145,403	\$148,984	\$188,837	2.5%	27.4%	
<b>D1. US Direct Hire (USDH)</b>	129	129	129	18,757	40	-	422	462	19,219	5,141	24,360	\$145,403	\$148,984	\$188,837	2.5%	27.4%	
D1a. Senior Executive Schedule	2	2	2	412	-	-	28	38	440	104	544	\$206,000	\$220,603	\$272,000	6.8%	25.3%	
D1b. General Schedule	127	127	127	18,345	40	-	394	434	18,779	5,037	23,816	\$144,449	\$147,866	\$187,528	2.4%	27.5%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D3. Total Direct Hire</b>	129	129	129	18,757	40	-	422	462	19,219	5,141	24,360	\$145,403	\$148,984	\$188,837	2.5%	27.4%	
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	129	129	129	18,757	40	-	422	462	19,219	5,141	24,360	\$145,403	\$148,984	\$188,837	2.5%	27.4%	
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Reimbursable Funded Personnel (includes OC 13)</b>	3	3	3	424	7	0	51	58	482	177	659	\$141,333	\$160,667	\$219,667	13.7%	41.7%	
<b>R1. US Direct Hire (USDH)</b>	3	3	3	424	7	-	51	58	482	177	659	\$141,333	\$160,667	\$219,667	13.7%	41.7%	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	3	3	3	424	7	-	51	58	482	177	659	\$141,333	\$160,667	\$219,667	13.7%	41.7%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R3. Total Direct Hire</b>	3	3	3	424	7	-	51	58	482	177	659	\$141,333	\$160,667	\$219,667	13.7%	41.7%	
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	3	3	3	424	7	-	51	58	482	177	659	\$141,333	\$160,667	\$219,667	13.7%	41.7%	
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Total Personnel (includes OC 13)</b>	132	132	132	19,181	47	0	473	520	19,701	5,318	25,019	\$145,311	\$149,250	\$189,538	2.7%	27.7%	
<b>T1. US Direct Hire (USDH)</b>	132	132	132	19,181	47	-	473	520	19,701	5,318	25,019	\$145,311	\$149,250	\$189,538	2.7%	27.7%	
T1a. Senior Executive Schedule	2	2	2	412	0	0	28	28	440	104	544	\$206,000	\$220,603	\$272,000	6.8%	25.2%	
T1b. General Schedule	130	130	130	18,769	47	0	445	492	19,264	5,214	24,478	\$144,377	\$148,162	\$188,269	2.6%	27.8%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. 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	-	-	-	-	-	
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<b>T3. Total Direct Hire</b>	132	132	132	19,181	47	-	473	520	19,701	5,318	25,019	\$145,311	\$149,250	\$189,538	2.7%	27.7%	
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<i>Subtotal - Total Funded (excludes OC 13)</i>	132	132	132	19,181	47	-	473	520	19,701	5,318	25,019	\$145,311	\$149,250	\$189,538	2.7%	27.7%	
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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	(\$ in Thousands)											Rates				
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II.13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC
<b>Operation and Maintenance, Defense-Wide</b>	<b>382</b>	<b>384</b>	<b>377</b>	<b>39,671</b>	<b>0</b>	<b>0</b>	<b>820</b>	<b>820</b>	<b>40,491</b>	<b>11,655</b>	<b>52,146</b>	<b>\$165,228</b>	<b>\$167,403</b>	<b>\$128,318</b>	<b>2.1%</b>	<b>29.4%</b>
<b>Direct Funded Personnel (includes OC 13)</b>	<b>382</b>	<b>384</b>	<b>377</b>	<b>39,671</b>	<b>0</b>	<b>0</b>	<b>820</b>	<b>820</b>	<b>40,491</b>	<b>11,555</b>	<b>52,046</b>	<b>\$165,228</b>	<b>\$167,403</b>	<b>\$128,033</b>	<b>2.1%</b>	<b>29.1%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>382</b>	<b>384</b>	<b>377</b>	<b>39,671</b>	<b>-</b>	<b>-</b>	<b>820</b>	<b>820</b>	<b>40,491</b>	<b>11,555</b>	<b>52,046</b>	<b>\$165,228</b>	<b>\$167,403</b>	<b>\$128,033</b>	<b>2.1%</b>	<b>29.1%</b>
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	202	205	203	17,409	-	-	441	441	17,850	4,972	22,822	\$83,759	\$87,931	\$112,424	2.5%	28.6%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	11	9	9	505	-	-	-	-	505	154	659	\$56,111	\$56,111	\$73,222	0.0%	30.5%
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	169	170	165	21,757	-	-	379	379	22,136	6,429	28,565	\$134,861	\$134,158	\$173,121	1.7%	29.5%
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>D3. Total Direct Hire</b>	<b>382</b>	<b>384</b>	<b>377</b>	<b>39,671</b>	<b>-</b>	<b>-</b>	<b>820</b>	<b>820</b>	<b>40,491</b>	<b>11,555</b>	<b>52,046</b>	<b>\$165,228</b>	<b>\$167,403</b>	<b>\$128,033</b>	<b>2.1%</b>	<b>29.1%</b>
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>382</i>	<i>384</i>	<i>377</i>	<i>39,671</i>	<i>-</i>	<i>-</i>	<i>820</i>	<i>820</i>	<i>40,491</i>	<i>11,555</i>	<i>52,046</i>	<i>\$165,228</i>	<i>\$167,403</i>	<i>\$128,033</i>	<i>2.1%</i>	<i>29.1%</i>
<b>D5. Other Object Class 13 Benefits</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>100</b>	<b>100</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	100	100	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>93</b>	<b>87</b>	<b>79</b>	<b>11,512</b>	<b>0</b>	<b>0</b>	<b>284</b>	<b>284</b>	<b>11,796</b>	<b>3,425</b>	<b>15,221</b>	<b>\$145,722</b>	<b>\$149,316</b>	<b>\$192,671</b>	<b>2.5%</b>	<b>29.8%</b>
<b>R1. US Direct Hire (USDH)</b>	<b>93</b>	<b>87</b>	<b>79</b>	<b>11,512</b>	<b>-</b>	<b>-</b>	<b>284</b>	<b>284</b>	<b>11,796</b>	<b>3,425</b>	<b>15,221</b>	<b>\$145,722</b>	<b>\$149,316</b>	<b>\$192,671</b>	<b>2.5%</b>	<b>29.8%</b>
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	30	29	24	4,152	-	-	108	108	4,260	1,301	5,561	\$172,000	\$177,509	\$231,708	3.0%	31.8%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	1	-	-	165	-	-	-	-	165	-	165	-	-	-	0.0%	0.0%
R1f. Other	62	58	55	7,195	-	-	176	176	7,371	2,124	9,495	\$130,818	\$134,918	\$172,636	2.4%	29.5%
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>R3. Total Direct Hire</b>	<b>93</b>	<b>87</b>	<b>79</b>	<b>11,512</b>	<b>-</b>	<b>-</b>	<b>284</b>	<b>284</b>	<b>11,796</b>	<b>3,425</b>	<b>15,221</b>	<b>\$145,722</b>	<b>\$149,316</b>	<b>\$192,671</b>	<b>2.5%</b>	<b>29.8%</b>
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>93</i>	<i>87</i>	<i>79</i>	<i>11,512</i>	<i>-</i>	<i>-</i>	<i>284</i>	<i>284</i>	<i>11,796</i>	<i>3,425</i>	<i>15,221</i>	<i>\$145,722</i>	<i>\$149,316</i>	<i>\$192,671</i>	<i>2.5%</i>	<i>29.8%</i>
<b>R5. Other Object Class 13 Benefits</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Personnel (includes OC 13)</b>	<b>475</b>	<b>471</b>	<b>456</b>	<b>51,183</b>	<b>0</b>	<b>0</b>	<b>1,104</b>	<b>1,104</b>	<b>52,287</b>	<b>15,080</b>	<b>67,367</b>	<b>\$112,243</b>	<b>\$114,664</b>	<b>\$147,735</b>	<b>2.2%</b>	<b>29.5%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>475</b>	<b>471</b>	<b>456</b>	<b>51,183</b>	<b>0</b>	<b>0</b>	<b>1,104</b>	<b>1,104</b>	<b>52,287</b>	<b>14,980</b>	<b>67,267</b>	<b>\$112,243</b>	<b>\$114,664</b>	<b>\$147,515</b>	<b>2.2%</b>	<b>29.3%</b>
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	232	234	227	21,561	0	0	549	549	22,110	6,273	28,383	\$94,902	\$97,401	\$125,035	2.5%	29.1%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	11	9	9	505	0	0	0	0	505	154	659	\$56,111	\$56,111	\$73,222	0.0%	30.5%
T1e. Highly Qualified Experts	1	0	0	165	0	0	0	0	165	0	165	-	-	-	0.0%	0.0%
T1f. Other	231	228	220	28,932	0	0	555	555	29,507	8,533	38,060	\$131,600	\$134,123	\$173,000	1.9%	29.5%
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>T3. Total Direct Hire</b>	<b>475</b>	<b>471</b>	<b>456</b>	<b>51,183</b>	<b>0</b>	<b>0</b>	<b>1,104</b>	<b>1,104</b>	<b>52,287</b>	<b>14,980</b>	<b>67,267</b>	<b>\$112,243</b>	<b>\$114,664</b>	<b>\$147,515</b>	<b>2.2%</b>	<b>29.3%</b>
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>475</i>	<i>471</i>	<i>456</i>	<i>51,183</i>	<i>0</i>	<i>0</i>	<i>1,104</i>	<i>1,104</i>	<i>52,287</i>	<i>14,980</i>	<i>67,267</i>	<i>\$112,243</i>	<i>\$114,664</i>	<i>\$147,515</i>	<i>2.2%</i>	<i>29.3%</i>
<b>T5. Other Object Class 13 Benefits</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>100</b>	<b>100</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	100	100	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide	National Defense University TOTAL CIVILIAN PERSONNEL COSTS OP-8E: OP-8 (P) FY 2018 President's Budget (FY 2017)											Date: May 2017				
	(\$ in Thousands)										Rates					
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	% BC & Benefits	% BC Variables	% BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<b>D1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D2. Direct Hire Program Foreign Nationals (DHPN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHPN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Reimbursable Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<b>R1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R2. Direct Hire Program Foreign Nationals (DHPN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHPN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<b>T1. US Direct Hire (USDH)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
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	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. 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	-	-	-	-	-
<b>T2. Direct Hire Program Foreign Nationals (DHPN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<b>T3. Total Direct Hire</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<b>T5. Other Object Class 13 Benefits</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T5b. DHPN - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-



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Operation and Maintenance, Defense-Wide	National Defense University TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP&A (PB) FY 2018 President's Budget (FY 2018)											Date: May 2017				
	(\$ in Thousands)										Rates					
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II/13	Comp & Benefits	Basic Comp	Total Comp	% BC & Benefits	% BC Variables	% BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>D1. US Direct Hire (USDH)</b>																
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D2. Direct Hire Program Foreign Nationals (DHPN)</b>																
<b>D3. Total Direct Hire</b>																
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>																
<i>Subtotal - Direct Funded (excludes OC 13)</i>																
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHPN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>R1. US Direct Hire (USDH)</b>																
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R2. Direct Hire Program Foreign Nationals (DHPN)</b>																
<b>R3. Total Direct Hire</b>																
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>																
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>																
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHPN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>T1. US Direct Hire (USDH)</b>																
T1a. Senior Executive Schedule	0	0	0	0	0	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	0	0	0	0	0
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>T2. Direct Hire Program Foreign Nationals (DHPN)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>T3. Total Direct Hire</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<i>Subtotal - Total Funded (excludes OC 13)</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
T5b. DHPN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

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Office of Economic Adjustment TOTAL CIVILIAN PERSONNEL COSTS OP-8B: OP-8 (PB) FY 2018 President's Budget (FY 2016)													Date: May 2017				
	(\$ in Thousands)											Rates					
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.I.	Total Variables	Comp O.C.I.	Benefits O.C.I./13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC Benefits	
<b>Direct Funded Personnel (includes OC 13)</b>	38	38	38	4,424	0	0	50	50	4,474	1,319	5,793	\$116,421	\$117,737	\$152,447	1.1%	29.8%	
<b>D1. US Direct Hire (USDH)</b>	38	38	38	4,424	-	-	50	50	4,474	1,319	5,793	\$116,421	\$117,737	\$152,447	1.1%	29.8%	
D1a. Senior Executive Schedule	1	1	1	175	-	-	-	-	175	52	227	\$175,000	\$175,000	\$227,000	0.0%	29.7%	
D1b. General Schedule	37	37	37	4,249	-	-	50	50	4,299	1,267	5,566	\$114,858	\$116,189	\$150,452	1.2%	29.8%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D3. Total Direct Hire</b>	38	38	38	4,424	-	-	50	50	4,474	1,319	5,793	\$116,421	\$117,737	\$152,447	1.1%	29.8%	
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	38	38	38	4,424	-	-	50	50	4,474	1,319	5,793	\$116,421	\$117,737	\$152,447	1.1%	29.8%	
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Reimbursable Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<b>R1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Total Personnel (includes OC 13)</b>	38	38	38	4,424	0	0	50	50	4,474	1,319	5,793	\$116,421	\$117,737	\$152,447	1.1%	29.8%	
<b>T1. US Direct Hire (USDH)</b>	38	38	38	4,424	-	-	50	50	4,474	1,319	5,793	\$116,421	\$117,737	\$152,447	1.1%	29.8%	
T1a. Senior Executive Schedule	1	1	1	175	0	0	0	0	175	52	227	\$175,000	\$175,000	\$227,000	0.0%	29.7%	
T1b. General Schedule	37	37	37	4,249	0	0	50	50	4,299	1,267	5,566	\$114,858	\$116,189	\$150,452	1.2%	29.8%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. 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	-	-	-	-	-	
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<b>T3. Total Direct Hire</b>	38	38	38	4,424	-	-	50	50	4,474	1,319	5,793	\$116,421	\$117,737	\$152,447	1.1%	29.8%	
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<i>Subtotal - Total Funded (excludes OC 13)</i>	38	38	38	4,424	0	0	50	50	4,474	1,319	5,793	\$116,421	\$117,737	\$152,447	1.1%	29.8%	
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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Office of Economic Adjustment TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP-8 (PB) FY 2018 President's Budget (FY 2017)													Date: May 2017				
	(\$ in Thousands)											Rates					
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II.13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC Benefits	
<b>Direct Funded Personnel (includes OC 13)</b>	38	38	38	4,706	0	0	14	14	4,720	1,200	5,920	\$123,842	\$124,211	\$155,789	0.3%	25.5%	
<b>D1. US Direct Hire (USDH)</b>	38	38	38	4,706	-	-	14	14	4,720	1,200	5,920	\$123,842	\$124,211	\$155,789	0.3%	25.5%	
D1a. Senior Executive Schedule	1	1	1	173	-	-	-	-	173	42	215	\$173,000	\$173,000	\$215,000	0.0%	24.3%	
D1b. General Schedule	37	37	37	4,533	-	-	14	14	4,547	1,158	5,705	\$122,514	\$122,892	\$154,189	0.3%	25.5%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D3. Total Direct Hire</b>	38	38	38	4,706	-	-	14	14	4,720	1,200	5,920	\$123,842	\$124,211	\$155,789	0.3%	25.5%	
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	38	38	38	4,706	-	-	14	14	4,720	1,200	5,920	\$123,842	\$124,211	\$155,789	0.3%	25.5%	
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Reimbursable Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<b>R1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Total Personnel (includes OC 13)</b>	38	38	38	4,706	0	0	14	14	4,720	1,200	5,920	\$123,842	\$124,211	\$155,789	0.3%	25.5%	
<b>T1. US Direct Hire (USDH)</b>	38	38	38	4,706	-	-	14	14	4,720	1,200	5,920	\$123,842	\$124,211	\$155,789	0.3%	25.5%	
T1a. Senior Executive Schedule	1	1	1	173	0	0	0	0	173	42	215	\$173,000	\$173,000	\$215,000	0.0%	24.3%	
T1b. General Schedule	37	37	37	4,533	0	0	14	14	4,547	1,158	5,705	\$122,514	\$122,892	\$154,189	0.3%	25.5%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. 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	-	-	-	-	-	
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<b>T3. Total Direct Hire</b>	38	38	38	4,706	-	-	14	14	4,720	1,200	5,920	\$123,842	\$124,211	\$155,789	0.3%	25.5%	
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	-	-	0	0	0	0	0	-	-	-	-	-	
<i>Subtotal - Total Funded (excludes OC 13)</i>	38	38	38	4,706	-	-	14	14	4,720	1,200	5,920	\$123,842	\$124,211	\$155,789	0.3%	25.5%	
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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	(\$ in Thousands)											Rates					
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC	
<b>Direct Funded Personnel (includes OC 13)</b>	38	38	38	4,403	0	0	200	200	4,603	1,400	6,003	\$115,868	\$121,132	\$157,974	4.5%	31.8%	
<b>D1. US Direct Hire (USDH)</b>	38	38	38	4,403	-	-	200	200	4,603	1,400	6,003	\$115,868	\$121,132	\$157,974	4.5%	31.8%	
D1a. Senior Executive Schedule	1	1	1	174	-	-	14	14	188	158	346	\$174,000	\$188,000	\$346,000	8.0%	90.8%	
D1b. General Schedule	37	37	37	4,229	-	-	186	186	4,415	1,242	5,657	\$114,297	\$119,324	\$152,892	4.4%	29.4%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D3. Total Direct Hire</b>	38	38	38	4,403	-	-	200	200	4,603	1,400	6,003	\$115,868	\$121,132	\$157,974	4.5%	31.8%	
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	38	38	38	4,403	-	-	200	200	4,603	1,400	6,003	\$115,868	\$121,132	\$157,974	4.5%	31.8%	
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Reimbursable Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<b>R1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Total Personnel (includes OC 13)</b>	38	38	38	4,403	0	0	200	200	4,603	1,400	6,003	\$115,868	\$121,132	\$157,974	4.5%	31.8%	
<b>T1. US Direct Hire (USDH)</b>	38	38	38	4,403	-	-	200	200	4,603	1,400	6,003	\$115,868	\$121,132	\$157,974	4.5%	31.8%	
T1a. Senior Executive Schedule	1	1	1	174	0	0	14	14	188	158	346	\$174,000	\$188,000	\$346,000	8.0%	90.8%	
T1b. General Schedule	37	37	37	4,229	0	0	186	186	4,415	1,242	5,657	\$114,297	\$119,324	\$152,892	4.4%	29.4%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. 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	-	-	-	-	-	
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<b>T3. Total Direct Hire</b>	38	38	38	4,403	-	-	200	200	4,603	1,400	6,003	\$115,868	\$121,132	\$157,974	4.5%	31.8%	
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<i>Subtotal - Total Funded (excludes OC 13)</i>	38	38	38	4,403	-	-	200	200	4,603	1,400	6,003	\$115,868	\$121,132	\$157,974	4.5%	31.8%	
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	



**Office of the Secretary of Defense  
Fiscal Year (FY) 2018 President's Budget**

**Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide	Office of Secretary of Defense TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP-8 (PB) FY 2018 President's Budget (FY 2016)											Date: May 2017				
	(\$ in Thousands)										Rates					
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.I.I	Total Variables	Comp O.C.I.I	Benefits O.C.I.I.13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC
<b>Direct Funded Personnel (includes OC 13)</b>	<b>1,809</b>	<b>1,778</b>	<b>1,847</b>	<b>268,527</b>	<b>77</b>	<b>7</b>	<b>9,294</b>	<b>9,378</b>	<b>277,905</b>	<b>77,733</b>	<b>355,638</b>	<b>\$145,385</b>	<b>\$150,463</b>	<b>\$192,519</b>	<b>3.5%</b>	<b>28.8%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>1,809</b>	<b>1,778</b>	<b>1,847</b>	<b>268,527</b>	<b>77</b>	<b>7</b>	<b>9,294</b>	<b>9,378</b>	<b>277,905</b>	<b>77,365</b>	<b>355,270</b>	<b>\$145,385</b>	<b>\$150,463</b>	<b>\$192,350</b>	<b>3.5%</b>	<b>28.8%</b>
D1a. Senior Executive Schedule	262	238	265	41,199	-	-	2,635	2,635	43,834	10,965	54,799	\$155,468	\$165,411	\$206,789	6.4%	26.6%
D1b. General Schedule	1,537	1,537	1,558	224,337	16	6	6,642	6,644	231,001	65,883	296,884	\$143,990	\$148,268	\$190,555	3.0%	29.4%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	2	2	2	98	61	-	-	62	160	42	202	\$49,000	\$80,000	\$101,000	63.3%	42.9%
D1e. Highly Qualified Experts	8	1	22	2,893	-	1	16	17	2,910	475	3,385	\$131,500	\$132,273	\$153,864	0.0%	16.4%
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D3. Total Direct Hire</b>	<b>1,809</b>	<b>1,778</b>	<b>1,847</b>	<b>268,527</b>	<b>77</b>	<b>7</b>	<b>9,294</b>	<b>9,378</b>	<b>277,905</b>	<b>77,365</b>	<b>355,270</b>	<b>\$145,385</b>	<b>\$150,463</b>	<b>\$192,350</b>	<b>3.5%</b>	<b>28.8%</b>
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>1,809</i>	<i>1,778</i>	<i>1,847</i>	<i>268,527</i>	<i>77</i>	<i>7</i>	<i>9,294</i>	<i>9,378</i>	<i>277,905</i>	<i>77,365</i>	<i>355,270</i>	<i>\$145,385</i>	<i>\$150,463</i>	<i>\$192,350</i>	<i>3.5%</i>	<i>28.8%</i>
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>0</b>	<b>0</b>	<b>11</b>	<b>1,465</b>	<b>1</b>	<b>0</b>	<b>350</b>	<b>351</b>	<b>1,816</b>	<b>290</b>	<b>2,106</b>	<b>\$133,182</b>	<b>\$165,091</b>	<b>\$191,455</b>	<b>24.0%</b>	<b>19.8%</b>
<b>R1. US Direct Hire (USDH)</b>	-	-	<b>11</b>	<b>1,465</b>	<b>1</b>	-	<b>350</b>	<b>351</b>	<b>1,816</b>	<b>290</b>	<b>2,106</b>	<b>\$133,182</b>	<b>\$165,091</b>	<b>\$191,455</b>	<b>24.0%</b>	<b>19.8%</b>
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	11	1,465	1	-	350	351	1,816	290	2,106	\$133,182	\$165,091	\$191,455	24.0%	19.8%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R3. Total Direct Hire</b>	-	-	<b>11</b>	<b>1,465</b>	<b>1</b>	-	<b>350</b>	<b>351</b>	<b>1,816</b>	<b>290</b>	<b>2,106</b>	<b>\$133,182</b>	<b>\$165,091</b>	<b>\$191,455</b>	<b>24.0%</b>	<b>19.8%</b>
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>-</i>	<i>-</i>	<i>11</i>	<i>1,465</i>	<i>1</i>	<i>-</i>	<i>350</i>	<i>351</i>	<i>1,816</i>	<i>290</i>	<i>2,106</i>	<i>\$133,182</i>	<i>\$165,091</i>	<i>\$191,455</i>	<i>24.0%</i>	<i>19.8%</i>
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Personnel (includes OC 13)</b>	<b>1,809</b>	<b>1,778</b>	<b>1,858</b>	<b>269,992</b>	<b>78</b>	<b>7</b>	<b>9,644</b>	<b>9,729</b>	<b>279,721</b>	<b>78,023</b>	<b>357,744</b>	<b>\$145,512</b>	<b>\$150,550</b>	<b>\$192,543</b>	<b>3.6%</b>	<b>28.9%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>1,809</b>	<b>1,778</b>	<b>1,858</b>	<b>269,992</b>	<b>78</b>	<b>7</b>	<b>9,644</b>	<b>9,729</b>	<b>279,721</b>	<b>77,655</b>	<b>357,376</b>	<b>\$145,512</b>	<b>\$150,550</b>	<b>\$192,344</b>	<b>3.6%</b>	<b>28.8%</b>
T1a. Senior Executive Schedule	262	238	265	41,199	0	0	2,635	2,635	43,834	10,965	54,799	\$155,468	\$165,411	\$206,789	6.4%	26.6%
T1b. General Schedule	1,537	1,537	1,569	225,802	17	6	6,992	7,015	232,817	66,173	298,990	\$143,915	\$148,386	\$190,561	3.1%	29.3%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	2	2	2	98	61	0	0	62	160	42	202	\$49,000	\$80,000	\$101,000	63.3%	42.9%
T1e. Highly Qualified Experts	8	1	22	2,893	0	1	16	17	2,910	475	3,385	\$131,500	\$132,273	\$153,864	0.0%	16.4%
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>T3. Total Direct Hire</b>	<b>1,809</b>	<b>1,778</b>	<b>1,858</b>	<b>269,992</b>	<b>78</b>	<b>7</b>	<b>9,644</b>	<b>9,729</b>	<b>279,721</b>	<b>77,655</b>	<b>357,376</b>	<b>\$145,512</b>	<b>\$150,550</b>	<b>\$192,344</b>	<b>3.6%</b>	<b>28.8%</b>
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>1,809</i>	<i>1,778</i>	<i>1,858</i>	<i>269,992</i>	<i>78</i>	<i>7</i>	<i>9,644</i>	<i>9,729</i>	<i>279,721</i>	<i>77,655</i>	<i>357,376</i>	<i>\$145,512</i>	<i>\$150,550</i>	<i>\$192,344</i>	<i>3.6%</i>	<i>28.8%</i>
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Office of the Secretary of Defense  
Fiscal Year (FY) 2018 President's Budget

Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide	Office of Secretary of Defense TOTAL CIVILIAN PERSONNEL COSTS OP-8B: OP-8 (PB) FY 2018 President's Budget (FY 2017)													Date: May 2017				
	(\$ in Thousands)																	
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	r
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II.13	Comp & Benefits	Basic Comp	Total Comp	Benefits & Benefits	% BC	% BC	Variables	Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>1,806</b>	<b>1,860</b>	<b>1,846</b>	<b>264,385</b>	<b>46</b>	<b>94</b>	<b>15,189</b>	<b>15,329</b>	<b>279,714</b>	<b>70,730</b>	<b>349,444</b>	<b>\$143,220</b>	<b>\$151,524</b>	<b>\$189,840</b>	<b>5.8%</b>	<b>26.6%</b>		
<b>D1. US Direct Hire (USDH)</b>	<b>1,806</b>	<b>1,860</b>	<b>1,846</b>	<b>264,385</b>	<b>46</b>	<b>94</b>	<b>15,189</b>	<b>15,329</b>	<b>279,714</b>	<b>70,730</b>	<b>349,444</b>	<b>\$143,220</b>	<b>\$151,524</b>	<b>\$189,840</b>	<b>5.8%</b>	<b>26.6%</b>		
D1a. Senior Executive Schedule	238	238	238	41,427	46	94	1,147	1,287	42,714	11,928	54,642	\$174,093	\$179,471	\$229,588	4.1%	28.8%		
D1b. General Schedule	1,537	1,592	1,578	217,923	-	-	10,769	10,769	228,692	56,603	285,295	\$138,101	\$144,925	\$160,795	4.9%	26.0%		
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	2	2	2	140	-	-	-	-	140	-	140	\$70,000	\$70,000	\$70,000	0.0%	0.0%		
D1e. Highly Qualified Experts	1	3	3	150	-	-	-	-	150	81	231	\$50,000	\$50,000	\$77,000	0.0%	54.0%		
D1f. Other	28	25	25	4,745	-	-	3,273	3,273	8,018	1,618	9,636	\$189,800	\$320,720	\$385,440	69.0%	34.1%		
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D3. Total Direct Hire</b>	<b>1,806</b>	<b>1,860</b>	<b>1,846</b>	<b>264,385</b>	<b>46</b>	<b>94</b>	<b>15,189</b>	<b>15,329</b>	<b>279,714</b>	<b>70,730</b>	<b>349,444</b>	<b>\$143,220</b>	<b>\$151,524</b>	<b>\$189,840</b>	<b>5.8%</b>	<b>26.6%</b>		
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>1,806</i>	<i>1,860</i>	<i>1,846</i>	<i>264,385</i>	<i>46</i>	<i>94</i>	<i>15,189</i>	<i>15,329</i>	<i>279,714</i>	<i>70,730</i>	<i>349,444</i>	<i>\$143,220</i>	<i>\$151,524</i>	<i>\$189,840</i>	<i>5.8%</i>	<i>26.6%</i>		
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>R1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Personnel (includes OC 13)</b>	<b>1,806</b>	<b>1,860</b>	<b>1,846</b>	<b>264,385</b>	<b>46</b>	<b>94</b>	<b>15,189</b>	<b>15,329</b>	<b>279,714</b>	<b>70,730</b>	<b>349,444</b>	<b>\$143,220</b>	<b>\$151,524</b>	<b>\$189,840</b>	<b>5.8%</b>	<b>26.6%</b>		
<b>T1. US Direct Hire (USDH)</b>	<b>1,806</b>	<b>1,860</b>	<b>1,846</b>	<b>264,385</b>	<b>46</b>	<b>94</b>	<b>15,189</b>	<b>15,329</b>	<b>279,714</b>	<b>70,730</b>	<b>349,444</b>	<b>\$143,220</b>	<b>\$151,524</b>	<b>\$189,840</b>	<b>5.8%</b>	<b>26.6%</b>		
T1a. Senior Executive Schedule	238	238	238	41,427	46	94	1,147	1,287	42,714	11,928	54,642	\$174,093	\$179,471	\$229,588	4.1%	28.8%		
T1b. General Schedule	1,537	1,592	1,578	217,923	0	0	10,769	10,769	228,692	56,603	285,295	\$138,101	\$144,925	\$160,795	4.9%	26.0%		
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-
T1d. Wage System	2	2	2	140	0	0	0	0	140	0	140	\$70,000	\$70,000	\$70,000	0.0%	0.0%		
T1e. Highly Qualified Experts	1	3	3	150	0	0	0	0	150	81	231	\$50,000	\$50,000	\$77,000	0.0%	54.0%		
T1f. Other	28	25	25	4,745	0	0	3,273	3,273	8,018	1,618	9,636	\$189,800	\$320,720	\$385,440	69.0%	34.1%		
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>T3. Total Direct Hire</b>	<b>1,806</b>	<b>1,860</b>	<b>1,846</b>	<b>264,385</b>	<b>46</b>	<b>94</b>	<b>15,189</b>	<b>15,329</b>	<b>279,714</b>	<b>70,730</b>	<b>349,444</b>	<b>\$143,220</b>	<b>\$151,524</b>	<b>\$189,840</b>	<b>5.8%</b>	<b>26.6%</b>		
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>1,806</i>	<i>1,860</i>	<i>1,846</i>	<i>264,385</i>	<i>46</i>	<i>94</i>	<i>15,189</i>	<i>15,329</i>	<i>279,714</i>	<i>70,730</i>	<i>349,444</i>	<i>\$143,220</i>	<i>\$151,524</i>	<i>\$189,840</i>	<i>5.8%</i>	<i>26.6%</i>		
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Office of the Secretary of Defense  
Fiscal Year (FY) 2018 President's Budget

Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide	Office of Secretary of Defense TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP-8 (P) FY 2018 President's Budget (FY 2018)											Date: May 2017				
	(\$ in Thousands)										Rates					
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.I.I	Total Variables	Comp O.C.I.I	Benefits O.C.I.I	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>1,823</b>	<b>1,820</b>	<b>1,801</b>	<b>287,974</b>	<b>843</b>	<b>84</b>	<b>7,171</b>	<b>8,098</b>	<b>296,072</b>	<b>70,540</b>	<b>366,612</b>	<b>\$159,897</b>	<b>\$164,393</b>	<b>\$203,560</b>	<b>2.8%</b>	<b>24.5%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>1,823</b>	<b>1,820</b>	<b>1,801</b>	<b>287,974</b>	<b>843</b>	<b>84</b>	<b>7,171</b>	<b>8,098</b>	<b>296,072</b>	<b>68,546</b>	<b>364,618</b>	<b>\$159,897</b>	<b>\$164,393</b>	<b>\$202,453</b>	<b>2.8%</b>	<b>23.8%</b>
D1a. Senior Executive Schedule	262	262	265	45,863	-	-	3,040	3,040	48,903	12,362	61,265	\$173,068	\$164,540	\$221,189	6.0%	27.0%
D1b. General Schedule	1,537	1,534	1,512	239,032	789	84	4,114	4,987	244,019	55,659	299,678	\$158,090	\$161,388	\$198,260	2.1%	23.5%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	2	2	2	140	54	-	1	55	195	43	238	\$70,000	\$97,500	\$119,000	39.2%	39.7%
D1e. Highly Qualified Experts	22	22	22	2,939	-	-	16	16	2,955	482	3,437	\$133,391	\$134,318	\$156,227	0.5%	16.4%
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D3. Total Direct Hire</b>	<b>1,823</b>	<b>1,820</b>	<b>1,801</b>	<b>287,974</b>	<b>843</b>	<b>84</b>	<b>7,171</b>	<b>8,098</b>	<b>296,072</b>	<b>68,546</b>	<b>364,618</b>	<b>\$159,897</b>	<b>\$164,393</b>	<b>\$202,453</b>	<b>2.8%</b>	<b>23.8%</b>
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>1,823</i>	<i>1,820</i>	<i>1,801</i>	<i>287,974</i>	<i>843</i>	<i>84</i>	<i>7,171</i>	<i>8,098</i>	<i>296,072</i>	<i>68,546</i>	<i>364,618</i>	<i>\$159,897</i>	<i>\$164,393</i>	<i>\$202,453</i>	<i>2.8%</i>	<i>23.8%</i>
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	<b>1,994</b>	<b>1,994</b>	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	1,994	1,994	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>R1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Personnel (includes OC 13)</b>	<b>1,823</b>	<b>1,820</b>	<b>1,801</b>	<b>287,974</b>	<b>843</b>	<b>84</b>	<b>7,171</b>	<b>8,098</b>	<b>296,072</b>	<b>70,540</b>	<b>366,612</b>	<b>\$159,897</b>	<b>\$164,393</b>	<b>\$203,560</b>	<b>2.8%</b>	<b>24.5%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>1,823</b>	<b>1,820</b>	<b>1,801</b>	<b>287,974</b>	<b>843</b>	<b>84</b>	<b>7,171</b>	<b>8,098</b>	<b>296,072</b>	<b>68,546</b>	<b>364,618</b>	<b>\$159,897</b>	<b>\$164,393</b>	<b>\$202,453</b>	<b>2.8%</b>	<b>23.8%</b>
T1a. Senior Executive Schedule	262	262	265	45,863	0	0	3,040	3,040	48,903	12,362	61,265	\$173,068	\$164,540	\$221,189	6.0%	27.0%
T1b. General Schedule	1,537	1,534	1,512	239,032	789	84	4,114	4,987	244,019	55,659	299,678	\$158,090	\$161,388	\$198,260	2.1%	23.5%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	2	2	2	140	54	0	1	55	195	43	238	\$70,000	\$97,500	\$119,000	39.2%	39.7%
T1e. Highly Qualified Experts	22	22	22	2,939	0	0	16	16	2,955	482	3,437	\$133,391	\$134,318	\$156,227	0.5%	16.4%
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>T3. Total Direct Hire</b>	<b>1,823</b>	<b>1,820</b>	<b>1,801</b>	<b>287,974</b>	<b>843</b>	<b>84</b>	<b>7,171</b>	<b>8,098</b>	<b>296,072</b>	<b>68,546</b>	<b>364,618</b>	<b>\$159,897</b>	<b>\$164,393</b>	<b>\$202,453</b>	<b>2.8%</b>	<b>23.8%</b>
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>1,823</i>	<i>1,820</i>	<i>1,801</i>	<i>287,974</i>	<i>843</i>	<i>84</i>	<i>7,171</i>	<i>8,098</i>	<i>296,072</i>	<i>68,546</i>	<i>364,618</i>	<i>\$159,897</i>	<i>\$164,393</i>	<i>\$202,453</i>	<i>2.8%</i>	<i>23.8%</i>
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	<b>1,994</b>	<b>1,994</b>	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	1,994	1,994	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-



Office of the Secretary of Defense  
Fiscal Year (FY) 2018 President's Budget

Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide	U.S. Special Operations Command TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP-8 (PB) FY 2018 President's Budget (FY 2016)													Date: May 2017						
	(\$ in Thousands)																			
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	r	s	t
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II,13	Comp & Benefits	Basic Comp	Total Comp	Benefits & Benefits	% BC	% BC	% BC	% BC	% BC	
<b>Direct Funded Personnel (includes OC 13)</b>	<b>6,224</b>	<b>6,334</b>	<b>6,334</b>	<b>541,731</b>	<b>13,110</b>	<b>1,383</b>	<b>13,837</b>	<b>28,330</b>	<b>570,061</b>	<b>165,757</b>	<b>735,818</b>	<b>\$85,527</b>	<b>\$90,000</b>	<b>\$116,159</b>	<b>5.2%</b>	<b>30.6%</b>				
<b>D1. US Direct Hire (USDH)</b>	<b>6,224</b>	<b>6,334</b>	<b>6,334</b>	<b>541,731</b>	<b>13,110</b>	<b>1,383</b>	<b>13,837</b>	<b>28,330</b>	<b>570,061</b>	<b>165,690</b>	<b>735,751</b>	<b>\$85,527</b>	<b>\$90,000</b>	<b>\$116,159</b>	<b>5.2%</b>	<b>30.6%</b>				
D1a. Senior Executive Schedule	0	0	0	1,621	12	-	136	148	1,769	469	2,238	\$162,100	\$176,900	\$223,800	9.1%	28.9%				
D1b. General Schedule	5,966	5,994	5,971	518,392	12,871	1,369	12,512	26,752	545,144	157,041	702,185	\$86,818	\$91,299	\$117,599	5.2%	30.5%				
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	249	331	353	21,718	227	14	1,189	1,430	23,148	8,180	31,328	\$61,324	\$65,575	\$88,748	6.0%	37.7%				
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>																				
<b>D3. Total Direct Hire</b>	<b>6,224</b>	<b>6,334</b>	<b>6,334</b>	<b>541,731</b>	<b>13,110</b>	<b>1,383</b>	<b>13,837</b>	<b>28,330</b>	<b>570,061</b>	<b>165,690</b>	<b>735,751</b>	<b>\$85,527</b>	<b>\$90,000</b>	<b>\$116,159</b>	<b>5.2%</b>	<b>30.6%</b>				
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>																				
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>6,224</i>	<i>6,334</i>	<i>6,334</i>	<i>541,731</i>	<i>13,110</i>	<i>1,383</i>	<i>13,837</i>	<i>28,330</i>	<i>570,061</i>	<i>165,690</i>	<i>735,751</i>	<i>\$85,527</i>	<i>\$90,000</i>	<i>\$116,159</i>	<i>5.2%</i>	<i>30.6%</i>				
<b>D5. Other Object Class 13 Benefits</b>																				
D5a. USDH - Benefits for Former Employees										67	67									
D5b. DHFN - Benefits for Former Employees																				
D5c. Voluntary Separation Incentive Pay (VSIP)																				
D5d. Foreign National Separation Liability Accrual																				
<b>Reimbursable Funded Personnel (includes OC 13)</b>																				
<b>R1. US Direct Hire (USDH)</b>																				
R1a. Senior Executive Schedule																				
R1b. General Schedule																				
R1c. Special Schedule																				
R1d. Wage System																				
R1e. Highly Qualified Experts																				
R1f. Other																				
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>																				
<b>R3. Total Direct Hire</b>																				
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>																				
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>																				
<b>R5. Other Object Class 13 Benefits</b>																				
R5a. USDH - Benefits for Former Employees										67	67									
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R5c. Voluntary Separation Incentive Pay (VSIP)																				
R5d. Foreign National Separation Liability Accrual																				
<b>Total Personnel (includes OC 13)</b>	<b>6,224</b>	<b>6,334</b>	<b>6,334</b>	<b>541,731</b>	<b>13,110</b>	<b>1,383</b>	<b>13,837</b>	<b>28,330</b>	<b>570,061</b>	<b>165,757</b>	<b>735,818</b>	<b>\$85,527</b>	<b>\$90,000</b>	<b>\$116,170</b>	<b>5.2%</b>	<b>30.6%</b>				
<b>T1. US Direct Hire (USDH)</b>	<b>6,224</b>	<b>6,334</b>	<b>6,334</b>	<b>541,731</b>	<b>13,110</b>	<b>1,383</b>	<b>13,837</b>	<b>28,330</b>	<b>570,061</b>	<b>165,690</b>	<b>735,751</b>	<b>\$85,527</b>	<b>\$90,000</b>	<b>\$116,159</b>	<b>5.2%</b>	<b>30.6%</b>				
T1a. Senior Executive Schedule	0	0	0	1,621	12	0	136	148	1,769	469	2,238	\$162,100	\$176,900	\$223,800	9.1%	28.9%				
T1b. General Schedule	5,966	5,994	5,971	518,392	12,871	1,369	12,512	26,752	545,144	157,041	702,185	\$86,818	\$91,299	\$117,599	5.2%	30.5%				
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-
T1d. Wage System	249	331	353	21,718	227	14	1,189	1,430	23,148	8,180	31,328	\$61,324	\$65,575	\$88,748	6.0%	37.7%				
T1e. 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	-	-	-	-	-	-	-	-	-
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>																				
<b>T3. Total Direct Hire</b>	<b>6,224</b>	<b>6,334</b>	<b>6,334</b>	<b>541,731</b>	<b>13,110</b>	<b>1,383</b>	<b>13,837</b>	<b>28,330</b>	<b>570,061</b>	<b>165,690</b>	<b>735,751</b>	<b>\$85,527</b>	<b>\$90,000</b>	<b>\$116,159</b>	<b>5.2%</b>	<b>30.6%</b>				
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>																				
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>6,224</i>	<i>6,334</i>	<i>6,334</i>	<i>541,731</i>	<i>13,110</i>	<i>1,383</i>	<i>13,837</i>	<i>28,330</i>	<i>570,061</i>	<i>165,690</i>	<i>735,751</i>	<i>\$85,527</i>	<i>\$90,000</i>	<i>\$116,159</i>	<i>5.2%</i>	<i>30.6%</i>				
<b>T5. Other Object Class 13 Benefits</b>																				
T5a. USDH - Benefits for Former Employees										67	67									
T5b. DHFN - Benefits for Former Employees																				
T5c. Voluntary Separation Incentive Pay (VSIP)																				
T5d. Foreign National Separation Liability Accrual																				



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Operation and Maintenance, Defense-Wide	U.S. Special Operations Command TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP& (PB) FY 2018 President's Budget (FY 2017)											Date: May 2017				
	(\$ in Thousands)															
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II/13	Comp & Benefits	Basic Comp	Total Comp	Benefits & Benefits	% BC	% BC
<b>Direct Funded Personnel (includes OC 13)</b>	6,599	6,599	6,220	599,550	14,184	1,253	0	15,437	614,987	136,834	751,821	\$96,391	\$98,873	\$120,872	2.6%	22.8%
<b>D1. US Direct Hire (USDH)</b>	6,599	6,599	6,220	599,550	14,184	1,253	-	15,437	614,987	136,834	751,821	\$96,391	\$98,873	\$120,872	2.6%	22.8%
D1a. Senior Executive Schedule	0	0	0	1,532	-	-	-	1,532	495	2,027	\$170,222	\$170,222	\$225,222	0.0%	31.3%	
D1b. General Schedule	6,326	6,326	5,947	569,897	13,353	1,241	-	14,594	584,491	128,096	712,587	\$93,829	\$98,283	\$119,823	2.9%	22.5%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	264	264	264	28,121	831	12	-	843	28,964	8,243	37,207	\$106,319	\$109,712	\$140,936	3.0%	29.5%
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D3. Total Direct Hire</b>	6,599	6,599	6,220	599,550	14,184	1,253	-	15,437	614,987	136,834	751,821	\$96,391	\$98,873	\$120,872	2.6%	22.8%
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	6,599	6,599	6,220	599,550	14,184	1,253	-	15,437	614,987	136,834	751,821	\$96,391	\$98,873	\$120,872	2.6%	22.8%
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Reimbursable Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>R1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Personnel (includes OC 13)</b>	6,599	6,599	6,220	599,550	14,184	1,253	0	15,437	614,987	136,834	751,821	\$96,391	\$98,873	\$120,872	2.6%	22.8%
<b>T1. US Direct Hire (USDH)</b>	6,599	6,599	6,220	599,550	14,184	1,253	-	15,437	614,987	136,834	751,821	\$96,391	\$98,873	\$120,872	2.6%	22.8%
T1a. Senior Executive Schedule	0	0	0	1,532	0	0	0	1,532	495	2,027	\$170,222	\$170,222	\$225,222	0.0%	32.3%	
T1b. General Schedule	6,326	6,326	5,947	569,897	13,353	1,241	0	14,594	584,491	128,096	712,587	\$93,829	\$98,283	\$119,823	2.9%	22.5%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	264	264	264	28,121	831	12	0	843	28,964	8,243	37,207	\$106,319	\$109,712	\$140,936	3.0%	29.5%
T1e. 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	-	-	-	-	-
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<b>T3. Total Direct Hire</b>	6,599	6,599	6,220	599,550	14,184	1,253	-	15,437	614,987	136,834	751,821	\$96,391	\$98,873	\$120,872	2.6%	22.8%
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	6,599	6,599	6,220	599,550	14,184	1,253	-	15,437	614,987	136,834	751,821	\$96,391	\$98,873	\$120,872	2.6%	22.8%
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Operation and Maintenance, Defense-Wide	U.S. Special Operations Command TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP& (PB) FY 2018 President's Budget (FY 2018)													Date: May 2017				
	(\$ in Thousands)										Rates							
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p		
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II,13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC		
<b>Direct Funded Personnel (includes OC 13)</b>	<b>6,623</b>	<b>6,623</b>	<b>6,424</b>	<b>\$39,917</b>	<b>16,170</b>	<b>1,262</b>	<b>9,740</b>	<b>27,172</b>	<b>\$67,089</b>	<b>190,305</b>	<b>787,394</b>	<b>\$84,047</b>	<b>\$88,277</b>	<b>\$117,890</b>	<b>5.0%</b>	<b>35.2%</b>		
<b>D1. US Direct Hire (USDH)</b>	<b>6,623</b>	<b>6,623</b>	<b>6,424</b>	<b>\$39,917</b>	<b>16,170</b>	<b>1,262</b>	<b>9,740</b>	<b>27,172</b>	<b>\$67,089</b>	<b>190,235</b>	<b>787,324</b>	<b>\$84,047</b>	<b>\$88,277</b>	<b>\$117,890</b>	<b>5.0%</b>	<b>35.2%</b>		
D1a. Senior Executive Schedule	0	0	0	1,585	0	0	183	183	1,768	630	2,398	\$176,111	\$196,444	\$266,444	11.5%	39.7%		
D1b. General Schedule	6,349	6,349	6,159	\$17,552	15,910	1,249	8,181	25,340	\$42,892	178,602	721,494	\$84,032	\$88,146	\$117,145	4.9%	34.5%		
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
D1d. Wage System	265	265	256	20,780	260	13	1,376	1,649	22,429	11,003	33,432	\$81,172	\$87,613	\$130,594	7.9%	52.9%		
D1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
<b>D3. Total Direct Hire</b>	<b>6,623</b>	<b>6,623</b>	<b>6,424</b>	<b>\$39,917</b>	<b>16,170</b>	<b>1,262</b>	<b>9,740</b>	<b>27,172</b>	<b>\$67,089</b>	<b>190,235</b>	<b>787,324</b>	<b>\$84,047</b>	<b>\$88,277</b>	<b>\$117,890</b>	<b>5.0%</b>	<b>35.2%</b>		
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>6,623</i>	<i>6,623</i>	<i>6,424</i>	<i>\$39,917</i>	<i>16,170</i>	<i>1,262</i>	<i>9,740</i>	<i>27,172</i>	<i>\$67,089</i>	<i>190,235</i>	<i>787,324</i>	<i>\$84,047</i>	<i>\$88,277</i>	<i>\$117,890</i>	<i>5.0%</i>	<i>35.2%</i>		
<b>D5. Other Object Class 13 Benefits</b>	0	0	0	0	0	0	0	0	0	70	70	0	0	0	0	0		
D5a. USDH - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
D5b. DHFN - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
D5c. Voluntary Separation Incentive Pay (VSIP)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
D5d. Foreign National Separation Liability Accrual	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
<b>Reimbursable Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
<b>R1. US Direct Hire (USDH)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
R1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
R1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
R1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
<b>R3. Total Direct Hire</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>		
<b>R5. Other Object Class 13 Benefits</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
R5a. USDH - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
R5b. DHFN - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
R5c. Voluntary Separation Incentive Pay (VSIP)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
R5d. Foreign National Separation Liability Accrual	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
<b>Total Personnel (includes OC 13)</b>	<b>6,623</b>	<b>6,623</b>	<b>6,424</b>	<b>\$39,917</b>	<b>16,170</b>	<b>1,262</b>	<b>9,740</b>	<b>27,172</b>	<b>\$67,089</b>	<b>190,305</b>	<b>787,394</b>	<b>\$84,047</b>	<b>\$88,277</b>	<b>\$117,901</b>	<b>5.0%</b>	<b>35.2%</b>		
<b>T1. US Direct Hire (USDH)</b>	<b>6,623</b>	<b>6,623</b>	<b>6,424</b>	<b>\$39,917</b>	<b>16,170</b>	<b>1,262</b>	<b>9,740</b>	<b>27,172</b>	<b>\$67,089</b>	<b>190,235</b>	<b>787,324</b>	<b>\$84,047</b>	<b>\$88,277</b>	<b>\$117,890</b>	<b>5.0%</b>	<b>35.2%</b>		
T1a. Senior Executive Schedule	0	0	0	1,585	0	0	183	183	1,768	630	2,398	\$176,111	\$196,444	\$266,444	11.5%	39.7%		
T1b. General Schedule	6,349	6,349	6,159	\$17,552	15,910	1,249	8,181	25,340	\$42,892	178,602	721,494	\$84,032	\$88,146	\$117,145	4.9%	34.5%		
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
T1d. Wage System	265	265	256	20,780	260	13	1,376	1,649	22,429	11,003	33,432	\$81,172	\$87,613	\$130,594	7.9%	52.9%		
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
<b>T3. Total Direct Hire</b>	<b>6,623</b>	<b>6,623</b>	<b>6,424</b>	<b>\$39,917</b>	<b>16,170</b>	<b>1,262</b>	<b>9,740</b>	<b>27,172</b>	<b>\$67,089</b>	<b>190,235</b>	<b>787,324</b>	<b>\$84,047</b>	<b>\$88,277</b>	<b>\$117,890</b>	<b>5.0%</b>	<b>35.2%</b>		
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>6,623</i>	<i>6,623</i>	<i>6,424</i>	<i>\$39,917</i>	<i>16,170</i>	<i>1,262</i>	<i>9,740</i>	<i>27,172</i>	<i>\$67,089</i>	<i>190,235</i>	<i>787,324</i>	<i>\$84,047</i>	<i>\$88,277</i>	<i>\$117,890</i>	<i>5.0%</i>	<i>35.2%</i>		
<b>T5. Other Object Class 13 Benefits</b>	0	0	0	0	0	0	0	0	0	70	70	0	0	0	0	0		
T5a. USDH - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
T5b. DHFN - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
T5c. Voluntary Separation Incentive Pay (VSIP)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
T5d. Foreign National Separation Liability Accrual	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		

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Operation and Maintenance, Defense-Wide	The Joint Staff TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP-8 (PB) FY 2018 President's Budget (FY 2016)													Date: May 2017				
	(\$ in Thousands)											Rates						
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p		
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.I.I	Total Variables	Comp O.C.I.I	Benefits O.C.I.I.13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC		
<b>Direct Funded Personnel (includes OC 13)</b>	935	912	969	106,082	0	0	1,841	1,841	107,923	31,355	139,278	\$109,476	\$111,376	\$143,714	1.7%	26.6%		
<b>D1. US Direct Hire (USDH)</b>	935	912	969	106,082	-	-	1,841	1,841	107,923	30,899	138,822	\$109,476	\$111,376	\$143,263	1.7%	29.1%		
D1a. Senior Executive Schedule	10	15	15	4,172	-	-	51	51	4,223	863	5,086	\$278,133	\$281,533	\$339,067	1.2%	20.7%		
D1b. General Schedule	915	886	951	101,822	-	-	1,789	1,789	103,611	30,022	133,633	\$107,068	\$108,950	\$140,318	1.8%	29.5%		
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1d. Wage System	1	1	1	88	-	-	1	1	89	14	103	\$88,000	\$89,000	\$103,000	1.1%	15.9%		
D1e. Highly Qualified Experts	9	10	2	0	-	-	0	0	0	0	0	\$0	\$0	\$0	-	-		
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
<b>D3. Total Direct Hire</b>	935	912	969	106,082	-	-	1,841	1,841	107,923	30,899	138,822	\$109,476	\$111,376	\$143,263	1.7%	29.1%		
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
<i>Subtotal - Direct Funded (excludes OC 13)</i>	935	912	969	106,082	-	-	1,841	1,841	107,923	30,899	138,822	\$109,476	\$111,376	\$143,263	1.7%	29.1%		
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	278	278	-	-	-	-	-		
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	178	178	-	-	-	-	-		
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
<b>Reimbursable Funded Personnel (includes OC 13)</b>	0	0	0	81	0	0	93	93	174	8	182	-	-	-	114.8%	9.9%		
<b>R1. US Direct Hire (USDH)</b>	-	-	-	81	-	-	93	93	174	8	182	-	-	-	114.8%	9.9%		
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1b. General Schedule	-	-	-	81	-	-	93	93	174	8	182	-	-	-	114.8%	9.9%		
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
<b>R3. Total Direct Hire</b>	-	-	-	81	-	-	93	93	174	8	182	-	-	-	114.8%	9.9%		
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	81	-	-	93	93	174	8	182	-	-	-	114.8%	9.9%		
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
<b>Total Personnel (includes OC 13)</b>	935	912	969	106,163	0	0	1,934	1,934	108,097	31,363	139,460	\$109,559	\$111,555	\$143,922	1.8%	29.5%		
<b>T1. US Direct Hire (USDH)</b>	935	912	969	106,163	-	-	1,934	1,934	108,097	30,907	139,004	\$109,559	\$111,555	\$143,451	1.8%	29.1%		
T1a. Senior Executive Schedule	10	15	15	4,172	0	0	51	51	4,223	863	5,086	\$278,133	\$281,533	\$339,067	1.2%	20.7%		
T1b. General Schedule	915	886	951	101,903	0	0	1,882	1,882	103,785	30,030	133,815	\$107,154	\$109,132	\$140,719	1.8%	28.5%		
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T1d. Wage System	1	1	1	88	0	0	1	1	89	14	103	\$88,000	\$89,000	\$103,000	1.1%	15.9%		
T1e. Highly Qualified Experts	9	10	2	0	0	0	0	0	0	0	0	\$0	\$0	\$0	-	-		
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
<b>T3. Total Direct Hire</b>	935	912	969	106,163	-	-	1,934	1,934	108,097	30,907	139,004	\$109,559	\$111,555	\$143,451	1.8%	29.1%		
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
<i>Subtotal - Total Funded (excludes OC 13)</i>	935	912	969	106,163	-	-	1,934	1,934	108,097	30,907	139,004	\$109,559	\$111,555	\$143,451	1.8%	29.1%		
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	278	278	-	-	-	-	-		
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	178	178	-	-	-	-	-		
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-		



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The Joint Staff TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP& (PB) FY 2018 President's Budget (FY 2017)													Date: May 2017				
	(\$ in Thousands)											Rates					
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC	
<b>Direct Funded Personnel (includes OC 13)</b>	<b>1,382</b>	<b>1,392</b>	<b>1,384</b>	<b>140,411</b>	<b>110</b>	<b>25</b>	<b>3,977</b>	<b>4,112</b>	<b>144,523</b>	<b>45,673</b>	<b>190,196</b>	<b>\$101,453</b>	<b>\$104,424</b>	<b>\$137,425</b>	<b>2.9%</b>	<b>32.5%</b>	
<b>D1. US Direct Hire (USDH)</b>	<b>1,382</b>	<b>1,392</b>	<b>1,384</b>	<b>140,411</b>	<b>110</b>	<b>25</b>	<b>3,977</b>	<b>4,112</b>	<b>144,523</b>	<b>45,673</b>	<b>190,196</b>	<b>\$101,453</b>	<b>\$104,424</b>	<b>\$137,425</b>	<b>2.9%</b>	<b>32.5%</b>	
D1a. Senior Executive Schedule	14	14	14	2,506	-	-	88	88	2,594	872	3,466	\$179,000	\$183,286	\$247,571	4.5%	34.8%	
D1b. General Schedule	1,181	1,181	1,179	113,519	80	10	3,584	3,674	117,193	38,960	156,153	\$96,284	\$99,400	\$132,443	3.2%	34.5%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	12	12	12	652	17	4	2	23	675	112	787	\$54,333	\$56,230	\$63,583	3.5%	17.2%	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	175	185	179	23,734	13	11	303	327	21,061	5,729	29,790	\$132,592	\$134,419	\$166,425	1.4%	24.1%	
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D3. Total Direct Hire</b>	<b>1,382</b>	<b>1,392</b>	<b>1,384</b>	<b>140,411</b>	<b>110</b>	<b>25</b>	<b>3,977</b>	<b>4,112</b>	<b>144,523</b>	<b>45,673</b>	<b>190,196</b>	<b>\$101,453</b>	<b>\$104,424</b>	<b>\$137,425</b>	<b>2.9%</b>	<b>32.5%</b>	
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>1,382</i>	<i>1,392</i>	<i>1,384</i>	<i>140,411</i>	<i>110</i>	<i>25</i>	<i>3,977</i>	<i>4,112</i>	<i>144,523</i>	<i>45,673</i>	<i>190,196</i>	<i>\$101,453</i>	<i>\$104,424</i>	<i>\$137,425</i>	<i>2.9%</i>	<i>32.5%</i>	
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>91</b>	<b>86</b>	<b>86</b>	<b>12,417</b>	<b>42</b>	<b>46</b>	<b>167</b>	<b>255</b>	<b>12,672</b>	<b>3,470</b>	<b>16,142</b>	<b>\$144,384</b>	<b>\$147,349</b>	<b>\$187,698</b>	<b>2.1%</b>	<b>27.8%</b>	
<b>R1. US Direct Hire (USDH)</b>	<b>91</b>	<b>86</b>	<b>86</b>	<b>12,417</b>	<b>42</b>	<b>46</b>	<b>167</b>	<b>255</b>	<b>12,672</b>	<b>3,470</b>	<b>16,142</b>	<b>\$144,384</b>	<b>\$147,349</b>	<b>\$187,698</b>	<b>2.1%</b>	<b>27.9%</b>	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	28	28	28	2,037	40	15	119	174	2,211	590	2,801	\$72,750	\$78,964	\$100,036	3.5%	29.0%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	1	1	1	165	-	-	-	-	165	-	165	\$165,000	\$165,000	\$165,000	0.0%	0.0%	
R1f. Other	62	57	57	10,215	2	31	48	81	10,286	2,880	13,176	\$179,211	\$180,632	\$231,158	0.8%	26.2%	
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R3. Total Direct Hire</b>	<b>91</b>	<b>86</b>	<b>86</b>	<b>12,417</b>	<b>42</b>	<b>46</b>	<b>167</b>	<b>255</b>	<b>12,672</b>	<b>3,470</b>	<b>16,142</b>	<b>\$144,384</b>	<b>\$147,349</b>	<b>\$187,698</b>	<b>2.1%</b>	<b>27.9%</b>	
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>91</i>	<i>86</i>	<i>86</i>	<i>12,417</i>	<i>42</i>	<i>46</i>	<i>167</i>	<i>255</i>	<i>12,672</i>	<i>3,470</i>	<i>16,142</i>	<i>\$144,384</i>	<i>\$147,349</i>	<i>\$187,698</i>	<i>2.1%</i>	<i>27.9%</i>	
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Total Personnel (includes OC 13)</b>	<b>1,473</b>	<b>1,478</b>	<b>1,470</b>	<b>152,828</b>	<b>152</b>	<b>71</b>	<b>4,144</b>	<b>4,367</b>	<b>157,195</b>	<b>49,143</b>	<b>206,338</b>	<b>\$103,965</b>	<b>\$106,935</b>	<b>\$140,366</b>	<b>2.9%</b>	<b>32.2%</b>	
<b>T1. US Direct Hire (USDH)</b>	<b>1,473</b>	<b>1,478</b>	<b>1,470</b>	<b>152,828</b>	<b>152</b>	<b>71</b>	<b>4,144</b>	<b>4,367</b>	<b>157,195</b>	<b>49,143</b>	<b>206,338</b>	<b>\$103,965</b>	<b>\$106,935</b>	<b>\$140,366</b>	<b>2.9%</b>	<b>32.2%</b>	
T1a. Senior Executive Schedule	14	14	14	2,506	0	0	88	88	2,594	872	3,466	\$179,000	\$183,286	\$247,571	3.5%	34.8%	
T1b. General Schedule	1,209	1,209	1,207	115,556	120	25	3,703	3,848	119,404	39,550	158,954	\$95,738	\$98,926	\$131,693	3.3%	34.2%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	12	12	12	652	17	4	2	23	675	112	787	\$54,333	\$56,230	\$63,583	3.5%	17.2%	
T1e. Highly Qualified Experts	1	1	1	165	0	0	0	0	165	0	165	\$165,000	\$165,000	\$165,000	0.0%	0.0%	
T1f. Other	237	242	236	33,949	15	42	351	408	34,337	8,609	42,966	\$143,852	\$145,581	\$182,059	1.2%	23.4%	
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>T3. Total Direct Hire</b>	<b>1,473</b>	<b>1,478</b>	<b>1,470</b>	<b>152,828</b>	<b>152</b>	<b>71</b>	<b>4,144</b>	<b>4,367</b>	<b>157,195</b>	<b>49,143</b>	<b>206,338</b>	<b>\$103,965</b>	<b>\$106,935</b>	<b>\$140,366</b>	<b>2.9%</b>	<b>32.2%</b>	
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>1,473</i>	<i>1,478</i>	<i>1,470</i>	<i>152,828</i>	<i>152</i>	<i>71</i>	<i>4,144</i>	<i>4,367</i>	<i>157,195</i>	<i>49,143</i>	<i>206,338</i>	<i>\$103,965</i>	<i>\$106,935</i>	<i>\$140,366</i>	<i>2.9%</i>	<i>32.2%</i>	
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	



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The Joint Staff TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP& (PB) FY 2018 President's Budget (FY 2018)													Date: May 2017				
	(\$ in Thousands)																
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II/13	Comp & Benefits	Basic Comp	Total Comp	Benefits & Benefits	% BC	% BC	
<b>Operation and Maintenance, Defense-Wide</b>	<b>1,348</b>	<b>1,348</b>	<b>1,340</b>	<b>140,275</b>	<b>171</b>	<b>31</b>	<b>3,865</b>	<b>4,067</b>	<b>144,342</b>	<b>45,060</b>	<b>189,402</b>	<b>\$104,683</b>	<b>\$107,718</b>	<b>\$141,345</b>	<b>2.9%</b>	<b>32.1%</b>	
<b>Direct Funded Personnel (includes OC 13)</b>	<b>1,348</b>	<b>1,348</b>	<b>1,340</b>	<b>140,275</b>	<b>171</b>	<b>31</b>	<b>3,865</b>	<b>4,067</b>	<b>144,342</b>	<b>45,060</b>	<b>189,402</b>	<b>\$104,683</b>	<b>\$107,718</b>	<b>\$141,345</b>	<b>2.9%</b>	<b>32.1%</b>	
<b>D1. US Direct Hire (USDH)</b>	<b>1,348</b>	<b>1,348</b>	<b>1,340</b>	<b>140,275</b>	<b>171</b>	<b>31</b>	<b>3,865</b>	<b>4,067</b>	<b>144,342</b>	<b>45,060</b>	<b>189,402</b>	<b>\$104,683</b>	<b>\$107,718</b>	<b>\$141,345</b>	<b>2.9%</b>	<b>32.1%</b>	
D1a. Senior Executive Schedule	14	14	14	2,765	-	-	90	90	2,855	880	3,735	\$197,500	\$201,929	\$266,766	4.8%	31.8%	
D1b. General Schedule	1,140	1,140	1,135	112,868	160	20	3,460	3,640	116,508	38,465	154,973	\$99,443	\$102,650	\$136,540	3.2%	34.1%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	12	12	12	671	-	-	-	-	671	102	773	\$33,917	\$33,917	\$64,417	0.0%	15.2%	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	182	182	179	23,971	11	11	315	337	24,308	5,813	29,921	\$133,916	\$135,799	\$167,156	1.4%	23.4%	
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D3. Total Direct Hire</b>	<b>1,348</b>	<b>1,348</b>	<b>1,340</b>	<b>140,275</b>	<b>171</b>	<b>31</b>	<b>3,865</b>	<b>4,067</b>	<b>144,342</b>	<b>45,060</b>	<b>189,402</b>	<b>\$104,683</b>	<b>\$107,718</b>	<b>\$141,345</b>	<b>2.9%</b>	<b>32.1%</b>	
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>1,348</i>	<i>1,348</i>	<i>1,340</i>	<i>140,275</i>	<i>171</i>	<i>31</i>	<i>3,865</i>	<i>4,067</i>	<i>144,342</i>	<i>45,060</i>	<i>189,402</i>	<i>\$104,683</i>	<i>\$107,718</i>	<i>\$141,345</i>	<i>2.9%</i>	<i>32.1%</i>	
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>91</b>	<b>86</b>	<b>86</b>	<b>12,653</b>	<b>43</b>	<b>47</b>	<b>170</b>	<b>260</b>	<b>12,913</b>	<b>3,536</b>	<b>16,449</b>	<b>\$147,128</b>	<b>\$150,151</b>	<b>\$191,267</b>	<b>2.1%</b>	<b>27.8%</b>	
<b>R1. US Direct Hire (USDH)</b>	<b>91</b>	<b>86</b>	<b>86</b>	<b>12,653</b>	<b>43</b>	<b>47</b>	<b>170</b>	<b>260</b>	<b>12,913</b>	<b>3,536</b>	<b>16,449</b>	<b>\$147,128</b>	<b>\$150,151</b>	<b>\$191,267</b>	<b>2.1%</b>	<b>27.9%</b>	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	28	28	28	2,076	41	15	121	177	2,253	601	2,854	\$74,143	\$80,464	\$101,929	3.5%	28.9%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	1	1	1	168	-	-	-	-	168	-	168	\$168,000	\$168,000	\$168,000	0.0%	0.0%	
R1f. Other	62	57	57	10,409	2	32	49	83	10,492	2,935	13,427	\$182,614	\$184,070	\$235,561	0.8%	26.2%	
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R3. Total Direct Hire</b>	<b>91</b>	<b>86</b>	<b>86</b>	<b>12,653</b>	<b>43</b>	<b>47</b>	<b>170</b>	<b>260</b>	<b>12,913</b>	<b>3,536</b>	<b>16,449</b>	<b>\$147,128</b>	<b>\$150,151</b>	<b>\$191,267</b>	<b>2.1%</b>	<b>27.9%</b>	
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>91</i>	<i>86</i>	<i>86</i>	<i>12,653</i>	<i>43</i>	<i>47</i>	<i>170</i>	<i>260</i>	<i>12,913</i>	<i>3,536</i>	<i>16,449</i>	<i>\$147,128</i>	<i>\$150,151</i>	<i>\$191,267</i>	<i>2.1%</i>	<i>27.9%</i>	
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Total Personnel (includes OC 13)</b>	<b>1,439</b>	<b>1,434</b>	<b>1,426</b>	<b>152,928</b>	<b>214</b>	<b>78</b>	<b>4,035</b>	<b>4,327</b>	<b>157,255</b>	<b>48,596</b>	<b>205,851</b>	<b>\$107,243</b>	<b>\$110,277</b>	<b>\$144,356</b>	<b>2.8%</b>	<b>31.8%</b>	
<b>T1. US Direct Hire (USDH)</b>	<b>1,439</b>	<b>1,434</b>	<b>1,426</b>	<b>152,928</b>	<b>214</b>	<b>78</b>	<b>4,035</b>	<b>4,327</b>	<b>157,255</b>	<b>48,596</b>	<b>205,851</b>	<b>\$107,243</b>	<b>\$110,277</b>	<b>\$144,356</b>	<b>2.8%</b>	<b>31.8%</b>	
T1a. Senior Executive Schedule	14	14	14	2,765	0	0	90	90	2,855	880	3,735	\$197,500	\$201,929	\$266,766	3.3%	31.8%	
T1b. General Schedule	1,168	1,168	1,163	114,944	201	35	3,581	3,817	118,761	39,066	157,827	\$98,834	\$102,116	\$135,707	3.3%	34.0%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	12	12	12	671	0	0	0	0	671	102	773	\$33,917	\$33,917	\$64,417	0.0%	15.2%	
T1e. Highly Qualified Experts	1	1	1	168	0	0	0	0	168	0	168	\$168,000	\$168,000	\$168,000	0.0%	0.0%	
T1f. Other	244	239	236	34,380	13	43	364	420	34,800	8,548	43,348	\$143,678	\$147,438	\$183,678	1.2%	24.9%	
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>T3. Total Direct Hire</b>	<b>1,439</b>	<b>1,434</b>	<b>1,426</b>	<b>152,928</b>	<b>214</b>	<b>78</b>	<b>4,035</b>	<b>4,327</b>	<b>157,255</b>	<b>48,596</b>	<b>205,851</b>	<b>\$107,243</b>	<b>\$110,277</b>	<b>\$144,356</b>	<b>2.8%</b>	<b>31.8%</b>	
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>1,439</i>	<i>1,434</i>	<i>1,426</i>	<i>152,928</i>	<i>214</i>	<i>78</i>	<i>4,035</i>	<i>4,327</i>	<i>157,255</i>	<i>48,596</i>	<i>205,851</i>	<i>\$107,243</i>	<i>\$110,277</i>	<i>\$144,356</i>	<i>2.8%</i>	<i>31.8%</i>	
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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Washington Headquarters Services TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP& (PB) FY 2018 President's Budget (FY 2016)													Date: May 2017					
	(\$ in Thousands)																	
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	r
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II/13	Comp & Benefits	Basic Comp	Total Comp	Benefits & Variables	% BC	% BC		
<b>Direct Funded Personnel (includes OC 13)</b>	1,429	1,355	1,339	132,383	4,481	98	2,885	7,464	139,847	42,086	181,933	\$99,867	\$104,441	\$135,872	5.6%	31.8%		
<b>D1. US Direct Hire (USDH)</b>	1,429	1,355	1,339	132,383	4,481	98	2,885	7,464	139,847	42,086	181,669	\$99,867	\$104,441	\$135,673	5.6%	31.6%		
D1a. Senior Executive Schedule	16	16	14	2,702	-	-	135	135	3,837	672	3,509	\$193,000	\$202,643	\$250,643	5.0%	24.9%		
D1b. General Schedule	1,413	1,339	1,322	129,071	4,480	98	2,733	7,311	136,582	41,104	177,486	\$97,633	\$103,163	\$134,236	5.7%	31.8%		
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	9	-	-	-	-	9	3	12	-	-	-	0.0%	33.3%		
D1e. Highly Qualified Experts	-	-	3	601	1	-	17	18	619	43	662	\$200,333	\$206,333	\$220,667	3.0%	7.2%		
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D3. Total Direct Hire</b>	1,429	1,355	1,339	132,383	4,481	98	2,885	7,464	139,847	42,086	181,669	\$99,867	\$104,441	\$135,673	5.6%	31.6%		
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	1,429	1,355	1,339	132,383	4,481	98	2,885	7,464	139,847	42,086	181,669	\$99,867	\$104,441	\$135,673	5.6%	31.6%		
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	264	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	264	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Reimbursable Funded Personnel (includes OC 13)</b>	29	18	31	4,887	247	29	214	490	5,377	31,640	37,017	\$137,645	\$173,432	\$1,194,097	10.0%	647.4%		
<b>R1. US Direct Hire (USDH)</b>	29	18	31	4,887	247	29	214	490	5,377	31,640	37,017	\$137,645	\$173,432	\$1,194,097	10.0%	647.4%		
R1a. Senior Executive Schedule	-	-	1	28	-	-	-	-	28	10	38	\$28,000	\$28,000	\$38,000	0.0%	35.7%		
R1b. General Schedule	29	18	28	4,766	247	29	213	489	5,255	31,578	36,833	\$170,214	\$187,079	\$1,313,464	10.3%	662.6%		
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	2	93	-	-	1	1	94	52	146	\$46,500	\$47,000	\$73,000	1.1%	35.9%		
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R3. Total Direct Hire</b>	29	18	31	4,887	247	29	214	490	5,377	31,640	37,017	\$137,645	\$173,432	\$1,194,097	10.0%	647.4%		
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	29	18	31	4,887	247	29	214	490	5,377	31,640	37,017	\$137,645	\$173,432	\$1,194,097	10.0%	647.4%		
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Personnel (includes OC 13)</b>	1,458	1,373	1,370	137,270	4,728	127	3,099	7,954	145,224	73,726	218,950	\$100,197	\$106,003	\$159,818	5.8%	33.7%		
<b>T1. US Direct Hire (USDH)</b>	1,458	1,373	1,370	137,270	4,728	127	3,099	7,954	145,224	73,462	218,686	\$100,197	\$106,003	\$159,623	5.8%	33.5%		
T1a. Senior Executive Schedule	16	16	15	2,730	0	0	135	135	2,865	682	3,347	\$192,000	\$191,000	\$236,467	4.9%	25.0%		
T1b. General Schedule	1,442	1,357	1,350	133,837	4,727	127	2,946	7,800	141,637	72,682	214,319	\$99,139	\$104,916	\$158,753	5.8%	34.3%		
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-
T1d. Wage System	0	0	0	9	0	0	0	0	9	3	12	-	-	-	0.0%	33.3%		
T1e. Highly Qualified Experts	0	0	5	694	1	0	18	19	713	95	808	\$188,800	\$142,600	\$161,600	2.7%	13.7%		
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-
<b>T3. Total Direct Hire</b>	1,458	1,373	1,370	137,270	4,728	127	3,099	7,954	145,224	73,462	218,686	\$100,197	\$106,003	\$159,623	5.8%	33.5%		
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	1,458	1,373	1,370	137,270	4,728	127	3,099	7,954	145,224	73,462	218,686	\$100,197	\$106,003	\$159,623	5.8%	33.5%		
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	264	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	264	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Operation and Maintenance, Defense-Wide	Washington Headquarters Services TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP& (PB) FY 2018 President's Budget (FY 2017)												Date: May 2017				
	(\$ in Thousands)											Rates					
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.I.I	Total Variables	Comp O.C.I.I	Benefits O.C.I.I	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC	
<b>Direct Funded Personnel (includes OC 13)</b>	<b>1,409</b>	<b>1,424</b>	<b>1,384</b>	<b>140,386</b>	<b>2,175</b>	<b>36</b>	<b>3,272</b>	<b>5,483</b>	<b>145,869</b>	<b>37,310</b>	<b>183,179</b>	<b>\$101,435</b>	<b>\$105,397</b>	<b>\$132,335</b>	<b>3.9%</b>	<b>26.4%</b>	
<b>D1. US Direct Hire (USDH)</b>	<b>1,409</b>	<b>1,424</b>	<b>1,384</b>	<b>140,386</b>	<b>2,175</b>	<b>36</b>	<b>3,272</b>	<b>5,483</b>	<b>145,869</b>	<b>37,310</b>	<b>182,989</b>	<b>\$101,435</b>	<b>\$105,397</b>	<b>\$132,217</b>	<b>3.9%</b>	<b>26.4%</b>	
D1a. Senior Executive Schedule	16	16	16	1,881	-	-	153	153	2,034	424	2,458	\$177,563	\$127,125	\$153,625	8.1%	22.5%	
D1b. General Schedule	1,393	1,408	1,368	138,505	2,175	36	3,119	5,330	143,835	36,606	180,531	\$101,246	\$105,143	\$131,967	3.8%	26.5%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D3. Total Direct Hire</b>	<b>1,409</b>	<b>1,424</b>	<b>1,384</b>	<b>140,386</b>	<b>2,175</b>	<b>36</b>	<b>3,272</b>	<b>5,483</b>	<b>145,869</b>	<b>37,310</b>	<b>182,989</b>	<b>\$101,435</b>	<b>\$105,397</b>	<b>\$132,217</b>	<b>3.9%</b>	<b>26.4%</b>	
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>1,409</i>	<i>1,424</i>	<i>1,384</i>	<i>140,386</i>	<i>2,175</i>	<i>36</i>	<i>3,272</i>	<i>5,483</i>	<i>145,869</i>	<i>37,310</i>	<i>182,989</i>	<i>\$101,435</i>	<i>\$105,397</i>	<i>\$132,217</i>	<i>3.9%</i>	<i>26.4%</i>	
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	190	-	-	190	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	190	-	-	190	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>18</b>	<b>11</b>	<b>11</b>	<b>1,249</b>	<b>0</b>	<b>0</b>	<b>52</b>	<b>52</b>	<b>1,301</b>	<b>325</b>	<b>1,626</b>	<b>\$113,545</b>	<b>\$118,273</b>	<b>\$147,818</b>	<b>4.2%</b>	<b>28.0%</b>	
<b>R1. US Direct Hire (USDH)</b>	<b>18</b>	<b>11</b>	<b>11</b>	<b>1,249</b>	<b>0</b>	<b>0</b>	<b>52</b>	<b>52</b>	<b>1,301</b>	<b>325</b>	<b>1,626</b>	<b>\$113,545</b>	<b>\$118,273</b>	<b>\$147,818</b>	<b>4.2%</b>	<b>28.0%</b>	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	18	11	11	1,249	0	0	52	52	1,301	325	1,626	\$113,545	\$118,273	\$147,818	4.2%	28.0%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R3. Total Direct Hire</b>	<b>18</b>	<b>11</b>	<b>11</b>	<b>1,249</b>	<b>0</b>	<b>0</b>	<b>52</b>	<b>52</b>	<b>1,301</b>	<b>325</b>	<b>1,626</b>	<b>\$113,545</b>	<b>\$118,273</b>	<b>\$147,818</b>	<b>4.2%</b>	<b>28.0%</b>	
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>18</i>	<i>11</i>	<i>11</i>	<i>1,249</i>	<i>0</i>	<i>0</i>	<i>52</i>	<i>52</i>	<i>1,301</i>	<i>325</i>	<i>1,626</i>	<i>\$113,545</i>	<i>\$118,273</i>	<i>\$147,818</i>	<i>4.2%</i>	<i>28.0%</i>	
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Total Personnel (includes OC 13)</b>	<b>1,427</b>	<b>1,435</b>	<b>1,395</b>	<b>141,635</b>	<b>2,175</b>	<b>36</b>	<b>3,324</b>	<b>5,535</b>	<b>147,170</b>	<b>37,635</b>	<b>184,805</b>	<b>\$101,530</b>	<b>\$105,498</b>	<b>\$132,477</b>	<b>3.9%</b>	<b>26.4%</b>	
<b>T1. US Direct Hire (USDH)</b>	<b>1,427</b>	<b>1,435</b>	<b>1,395</b>	<b>141,635</b>	<b>2,175</b>	<b>36</b>	<b>3,324</b>	<b>5,535</b>	<b>147,170</b>	<b>37,445</b>	<b>184,615</b>	<b>\$101,530</b>	<b>\$105,498</b>	<b>\$132,341</b>	<b>3.9%</b>	<b>26.4%</b>	
T1a. Senior Executive Schedule	16	16	16	1,881	0	0	153	153	2,034	424	2,458	\$177,563	\$127,125	\$153,625	8.1%	22.5%	
T1b. General Schedule	1,411	1,419	1,379	139,754	2,175	36	3,171	5,382	145,136	37,021	182,157	\$101,344	\$105,247	\$132,094	3.9%	26.5%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. 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	-	-	-	-	-	
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>T3. Total Direct Hire</b>	<b>1,427</b>	<b>1,435</b>	<b>1,395</b>	<b>141,635</b>	<b>2,175</b>	<b>36</b>	<b>3,324</b>	<b>5,535</b>	<b>147,170</b>	<b>37,445</b>	<b>184,615</b>	<b>\$101,530</b>	<b>\$105,498</b>	<b>\$132,341</b>	<b>3.9%</b>	<b>26.4%</b>	
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>1,427</i>	<i>1,435</i>	<i>1,395</i>	<i>141,635</i>	<i>2,175</i>	<i>36</i>	<i>3,324</i>	<i>5,535</i>	<i>147,170</i>	<i>37,445</i>	<i>184,615</i>	<i>\$101,530</i>	<i>\$105,498</i>	<i>\$132,341</i>	<i>3.9%</i>	<i>26.4%</i>	
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	190	-	-	190	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	190	-	-	190	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	



**Office of the Secretary of Defense  
Fiscal Year (FY) 2018 President's Budget**

**Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide	Washington Headquarters Services TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP&R (PB) FY 2018 President's Budget (FY 2018)												Date: May 2017				
	(\$ in Thousands)											Rates					
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II,13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC	
<b>Direct Funded Personnel (includes OC 13)</b>	<b>1,424</b>	<b>1,256</b>	<b>1,256</b>	<b>127,781</b>	<b>2,626</b>	<b>35</b>	<b>2,895</b>	<b>8,556</b>	<b>133,337</b>	<b>32,548</b>	<b>165,885</b>	<b>\$101,736</b>	<b>\$106,160</b>	<b>\$132,074</b>	<b>4.3%</b>	<b>25.5%</b>	
<b>D1. US Direct Hire (USDH)</b>	<b>1,424</b>	<b>1,256</b>	<b>1,256</b>	<b>127,781</b>	<b>2,626</b>	<b>35</b>	<b>2,895</b>	<b>8,556</b>	<b>133,337</b>	<b>32,358</b>	<b>165,695</b>	<b>\$101,736</b>	<b>\$106,160</b>	<b>\$131,923</b>	<b>4.3%</b>	<b>25.4%</b>	
D1a. Senior Executive Schedule	16	16	16	3,313	-	-	259	259	3,572	503	4,075	\$207,063	\$233,250	\$254,688	7.8%	15.3%	
D1b. General Schedule	1,408	1,240	1,240	124,468	2,626	35	2,636	5,297	129,765	31,855	161,620	\$100,377	\$104,649	\$130,359	4.3%	25.6%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D3. Total Direct Hire</b>	<b>1,424</b>	<b>1,256</b>	<b>1,256</b>	<b>127,781</b>	<b>2,626</b>	<b>35</b>	<b>2,895</b>	<b>8,556</b>	<b>133,337</b>	<b>32,358</b>	<b>165,695</b>	<b>\$101,736</b>	<b>\$106,160</b>	<b>\$131,923</b>	<b>4.3%</b>	<b>25.3%</b>	
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>1,424</i>	<i>1,256</i>	<i>1,256</i>	<i>127,781</i>	<i>2,626</i>	<i>35</i>	<i>2,895</i>	<i>8,556</i>	<i>133,337</i>	<i>32,358</i>	<i>165,695</i>	<i>\$101,736</i>	<i>\$106,160</i>	<i>\$131,923</i>	<i>4.3%</i>	<i>25.4%</i>	
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>11</b>	<b>46</b>	<b>46</b>	<b>5,314</b>	<b>0</b>	<b>0</b>	<b>218</b>	<b>218</b>	<b>5,532</b>	<b>1,328</b>	<b>6,860</b>	<b>\$115,522</b>	<b>\$120,261</b>	<b>\$149,130</b>	<b>4.1%</b>	<b>25.0%</b>	
<b>R1. US Direct Hire (USDH)</b>	<b>11</b>	<b>46</b>	<b>46</b>	<b>5,314</b>	<b>-</b>	<b>-</b>	<b>218</b>	<b>218</b>	<b>5,532</b>	<b>1,328</b>	<b>6,860</b>	<b>\$115,522</b>	<b>\$120,261</b>	<b>\$149,130</b>	<b>4.1%</b>	<b>25.0%</b>	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	11	46	46	5,314	-	-	218	218	5,532	1,328	6,860	\$115,522	\$120,261	\$149,130	4.1%	25.0%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R3. Total Direct Hire</b>	<b>11</b>	<b>46</b>	<b>46</b>	<b>5,314</b>	<b>-</b>	<b>-</b>	<b>218</b>	<b>218</b>	<b>5,532</b>	<b>1,328</b>	<b>6,860</b>	<b>\$115,522</b>	<b>\$120,261</b>	<b>\$149,130</b>	<b>4.1%</b>	<b>25.0%</b>	
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>11</i>	<i>46</i>	<i>46</i>	<i>5,314</i>	<i>-</i>	<i>-</i>	<i>218</i>	<i>218</i>	<i>5,532</i>	<i>1,328</i>	<i>6,860</i>	<i>\$115,522</i>	<i>\$120,261</i>	<i>\$149,130</i>	<i>4.1%</i>	<i>25.0%</i>	
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Total Personnel (includes OC 13)</b>	<b>1,435</b>	<b>1,302</b>	<b>1,302</b>	<b>133,095</b>	<b>2,626</b>	<b>35</b>	<b>3,113</b>	<b>8,774</b>	<b>138,869</b>	<b>33,876</b>	<b>172,745</b>	<b>\$102,224</b>	<b>\$106,638</b>	<b>\$132,677</b>	<b>4.3%</b>	<b>25.5%</b>	
<b>T1. US Direct Hire (USDH)</b>	<b>1,435</b>	<b>1,302</b>	<b>1,302</b>	<b>133,095</b>	<b>2,626</b>	<b>35</b>	<b>3,113</b>	<b>8,774</b>	<b>138,869</b>	<b>33,686</b>	<b>172,555</b>	<b>\$102,224</b>	<b>\$106,638</b>	<b>\$132,531</b>	<b>4.3%</b>	<b>25.3%</b>	
T1a. Senior Executive Schedule	16	16	16	3,313	0	0	259	259	3,572	503	4,075	\$207,063	\$233,250	\$254,688	7.8%	15.2%	
T1b. General Schedule	1,419	1,286	1,286	129,782	2,626	35	2,854	5,515	135,297	33,183	168,480	\$100,919	\$105,208	\$131,011	4.2%	25.6%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. 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	-	-	-	-	-	
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>T3. Total Direct Hire</b>	<b>1,435</b>	<b>1,302</b>	<b>1,302</b>	<b>133,095</b>	<b>2,626</b>	<b>35</b>	<b>3,113</b>	<b>8,774</b>	<b>138,869</b>	<b>33,686</b>	<b>172,555</b>	<b>\$102,224</b>	<b>\$106,638</b>	<b>\$132,531</b>	<b>4.3%</b>	<b>25.3%</b>	
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>1,435</i>	<i>1,302</i>	<i>1,302</i>	<i>133,095</i>	<i>2,626</i>	<i>35</i>	<i>3,113</i>	<i>8,774</i>	<i>138,869</i>	<i>33,686</i>	<i>172,555</i>	<i>\$102,224</i>	<i>\$106,638</i>	<i>\$132,531</i>	<i>4.3%</i>	<i>25.3%</i>	
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	



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DoD Acquisition Workforce Development Fund	Defense Acquisition University TOTAL CIVILIAN PERSONNEL COSTS OP-8B: OP&A (PB) FY 2018 President's Budget (FY 2016)											Date: May 2017				
	(\$ in Thousands)										Rates					
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.I.I	Total Variables	Comp O.C.I.I	Benefits O.C.I.I/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>2,029</b>	<b>2,045</b>	<b>1,220</b>	<b>61,656</b>	<b>0</b>	<b>0</b>	<b>6,412</b>	<b>6,412</b>	<b>68,068</b>	<b>25,789</b>	<b>93,857</b>	<b>\$50,538</b>	<b>\$55,793</b>	<b>\$76,932</b>	<b>10.4%</b>	<b>41.8%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>2,029</b>	<b>2,045</b>	<b>1,220</b>	<b>61,656</b>	-	-	<b>6,412</b>	<b>6,412</b>	<b>68,068</b>	<b>25,789</b>	<b>93,857</b>	<b>\$50,538</b>	<b>\$55,793</b>	<b>\$76,932</b>	<b>10.4%</b>	<b>41.8%</b>
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	2,029	2,045	1,220	61,656	-	-	6,412	6,412	68,068	25,789	93,857	\$50,538	\$55,793	\$76,932	10.4%	41.8%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D3. Total Direct Hire</b>	<b>2,029</b>	<b>2,045</b>	<b>1,220</b>	<b>61,656</b>	-	-	<b>6,412</b>	<b>6,412</b>	<b>68,068</b>	<b>25,789</b>	<b>93,857</b>	<b>\$50,538</b>	<b>\$55,793</b>	<b>\$76,932</b>	<b>10.4%</b>	<b>41.8%</b>
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>2,029</i>	<i>2,045</i>	<i>1,220</i>	<i>61,656</i>	-	-	<i>6,412</i>	<i>6,412</i>	<i>68,068</i>	<i>25,789</i>	<i>93,857</i>	<i>\$50,538</i>	<i>\$55,793</i>	<i>\$76,932</i>	<i>10.4%</i>	<i>41.8%</i>
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>R1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Personnel (includes OC 13)</b>	<b>2,029</b>	<b>2,045</b>	<b>1,220</b>	<b>61,656</b>	<b>0</b>	<b>0</b>	<b>6,412</b>	<b>6,412</b>	<b>68,068</b>	<b>25,789</b>	<b>93,857</b>	<b>\$50,538</b>	<b>\$55,793</b>	<b>\$76,932</b>	<b>10.4%</b>	<b>41.8%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>2,029</b>	<b>2,045</b>	<b>1,220</b>	<b>61,656</b>	-	-	<b>6,412</b>	<b>6,412</b>	<b>68,068</b>	<b>25,789</b>	<b>93,857</b>	<b>\$50,538</b>	<b>\$55,793</b>	<b>\$76,932</b>	<b>10.4%</b>	<b>41.8%</b>
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T1b. General Schedule	2,029	2,045	1,220	61,656	0	0	6,412	6,412	68,068	25,789	93,857	\$50,538	\$55,793	\$76,932	10.4%	41.8%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>T3. Total Direct Hire</b>	<b>2,029</b>	<b>2,045</b>	<b>1,220</b>	<b>61,656</b>	-	-	<b>6,412</b>	<b>6,412</b>	<b>68,068</b>	<b>25,789</b>	<b>93,857</b>	<b>\$50,538</b>	<b>\$55,793</b>	<b>\$76,932</b>	<b>10.4%</b>	<b>41.8%</b>
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>2,029</i>	<i>2,045</i>	<i>1,220</i>	<i>61,656</i>	-	-	<i>6,412</i>	<i>6,412</i>	<i>68,068</i>	<i>25,789</i>	<i>93,857</i>	<i>\$50,538</i>	<i>\$55,793</i>	<i>\$76,932</i>	<i>10.4%</i>	<i>41.8%</i>
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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DoD Acquisition Workforce Development Fund	Defense Acquisition University TOTAL CIVILIAN PERSONNEL COSTS OP-8B: OP&R (PB) FY 2018 President's Budget (FY 2017)											Date: May 2017				
	(\$ in Thousands)															
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II/13	Comp & Benefits	Basic Comp	Total Comp	Benefits & Benefits	% BC	% BC
<b>Direct Funded Personnel (includes OC 13)</b>	<b>2,680</b>	<b>2,313</b>	<b>2,032</b>	<b>118,511</b>	<b>0</b>	<b>0</b>	<b>6,143</b>	<b>6,143</b>	<b>124,654</b>	<b>38,063</b>	<b>162,717</b>	<b>\$58,322</b>	<b>\$61,345</b>	<b>\$80,077</b>	<b>5.2%</b>	<b>32.1%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>2,680</b>	<b>2,313</b>	<b>2,032</b>	<b>118,511</b>	-	-	<b>6,143</b>	<b>6,143</b>	<b>124,654</b>	<b>38,063</b>	<b>162,717</b>	<b>\$58,322</b>	<b>\$61,345</b>	<b>\$80,077</b>	<b>5.2%</b>	<b>32.1%</b>
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	2,680	2,313	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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D3. Total Direct Hire</b>	<b>2,680</b>	<b>2,313</b>	<b>2,032</b>	<b>118,511</b>	-	-	<b>6,143</b>	<b>6,143</b>	<b>124,654</b>	<b>38,063</b>	<b>162,717</b>	<b>\$58,322</b>	<b>\$61,345</b>	<b>\$80,077</b>	<b>5.2%</b>	<b>32.1%</b>
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>2,680</i>	<i>2,313</i>	<i>2,032</i>	<i>118,511</i>	-	-	<i>6,143</i>	<i>6,143</i>	<i>124,654</i>	<i>38,063</i>	<i>162,717</i>	<i>\$58,322</i>	<i>\$61,345</i>	<i>\$80,077</i>	<i>5.2%</i>	<i>32.1%</i>
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>R1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Personnel (includes OC 13)</b>	<b>2,680</b>	<b>2,313</b>	<b>2,032</b>	<b>118,511</b>	<b>0</b>	<b>0</b>	<b>6,143</b>	<b>6,143</b>	<b>124,654</b>	<b>38,063</b>	<b>162,717</b>	<b>\$58,322</b>	<b>\$61,345</b>	<b>\$80,077</b>	<b>5.2%</b>	<b>32.1%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>2,680</b>	<b>2,313</b>	<b>2,032</b>	<b>118,511</b>	-	-	<b>6,143</b>	<b>6,143</b>	<b>124,654</b>	<b>38,063</b>	<b>162,717</b>	<b>\$58,322</b>	<b>\$61,345</b>	<b>\$80,077</b>	<b>5.2%</b>	<b>32.1%</b>
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T1b. General Schedule	2,680	2,313	2,032	118,511	0	0	6,143	6,143	124,654	38,063	162,717	\$58,322	\$61,345	\$80,077	5.2%	32.1%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>T3. Total Direct Hire</b>	<b>2,680</b>	<b>2,313</b>	<b>2,032</b>	<b>118,511</b>	-	-	<b>6,143</b>	<b>6,143</b>	<b>124,654</b>	<b>38,063</b>	<b>162,717</b>	<b>\$58,322</b>	<b>\$61,345</b>	<b>\$80,077</b>	<b>5.2%</b>	<b>32.1%</b>
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>2,680</i>	<i>2,313</i>	<i>2,032</i>	<i>118,511</i>	-	-	<i>6,143</i>	<i>6,143</i>	<i>124,654</i>	<i>38,063</i>	<i>162,717</i>	<i>\$58,322</i>	<i>\$61,345</i>	<i>\$80,077</i>	<i>5.2%</i>	<i>32.1%</i>
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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DoD Acquisition Workforce Development Fund	Defense Acquisition University TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP& (PB) FY 2018 President's Budget (FY 2018)											Date: May 2017				
	(\$ in Thousands)										Rates					
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC
<b>Direct Funded Personnel (includes OC 13)</b>	2,313	2,563	2,438	155,657	0	0	12,453	12,453	168,110	59,150	227,260	\$63,846	\$68,934	\$93,216	8.0%	38.0%
<b>D1. US Direct Hire (USDH)</b>	2,313	2,563	2,438	155,657	-	-	12,453	12,453	168,110	59,150	227,260	\$63,846	\$68,934	\$93,216	8.0%	38.0%
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	2,313	2,563	2,438	155,657	-	-	12,453	12,453	168,110	59,150	227,260	\$63,846	\$68,934	\$93,216	8.0%	38.0%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D3. Total Direct Hire</b>	2,313	2,563	2,438	155,657	-	-	12,453	12,453	168,110	59,150	227,260	\$63,846	\$68,934	\$93,216	8.0%	38.0%
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	2,313	2,563	2,438	155,657	-	-	12,453	12,453	168,110	59,150	227,260	\$63,846	\$68,934	\$93,216	8.0%	38.0%
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Reimbursable Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<b>R1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Personnel (includes OC 13)</b>	2,313	2,563	2,438	155,657	0	0	12,453	12,453	168,110	59,150	227,260	\$63,846	\$68,934	\$93,216	8.0%	38.0%
<b>T1. US Direct Hire (USDH)</b>	2,313	2,563	2,438	155,657	-	-	12,453	12,453	168,110	59,150	227,260	\$63,846	\$68,934	\$93,216	8.0%	38.0%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	2,313	2,563	2,438	155,657	0	0	12,453	12,453	168,110	59,150	227,260	\$63,846	\$68,934	\$93,216	8.0%	38.0%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. 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	-	-	-	-	-
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<b>T3. Total Direct Hire</b>	2,313	2,563	2,438	155,657	-	-	12,453	12,453	168,110	59,150	227,260	\$63,846	\$68,934	\$93,216	8.0%	38.0%
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	2,313	2,563	2,438	155,657	-	-	12,453	12,453	168,110	59,150	227,260	\$63,846	\$68,934	\$93,216	8.0%	38.0%
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Department of the Army TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP& (PB) FY 2018 President's Budget (FY 2016)													Date: May 2017				
	(\$ in Thousands)																
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II.13	Comp & Benefits	Basic Comp	Total Comp	Benefits & Variables	% BC	% BC	
<b>Joint Improvised Explosive Device Defeat Fund</b>																	
<b>Direct Funded Personnel (includes OC 13)</b>	214	0	227	26,763	610	21	817	1,448	28,211	8,773	36,984	\$117,899	\$124,278	\$162,925	5.4%	32.8%	
<b>D1. US Direct Hire (USDH)</b>	214	-	227	26,763	610	21	817	1,448	28,211	8,648	36,859	\$117,899	\$124,278	\$162,374	5.4%	32.8%	
D1a. Senior Executive Schedule	3	-	4	670	-	-	-	-	670	195	865	\$167,500	\$167,500	\$216,250	0.0%	29.1%	
D1b. General Schedule	211	-	223	26,093	610	21	817	1,448	27,541	8,453	35,994	\$117,009	\$123,502	\$161,408	5.5%	32.4%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D3. Total Direct Hire</b>	214	-	227	26,763	610	21	817	1,448	28,211	8,648	36,859	\$117,899	\$124,278	\$162,374	5.4%	32.3%	
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	214	-	227	26,763	610	21	817	1,448	28,211	8,648	36,859	\$117,899	\$124,278	\$162,374	5.4%	32.3%	
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	125	125	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	125	125	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Reimbursable Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<b>R1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Total Personnel (includes OC 13)</b>	214	0	227	26,763	610	21	817	1,448	28,211	8,773	36,984	\$117,899	\$124,278	\$162,925	5.4%	32.8%	
<b>T1. US Direct Hire (USDH)</b>	214	-	227	26,763	610	21	817	1,448	28,211	8,648	36,859	\$117,899	\$124,278	\$162,374	5.4%	32.3%	
T1a. Senior Executive Schedule	3	-	4	670	0	0	0	0	670	195	865	\$167,500	\$167,500	\$216,250	0.0%	29.1%	
T1b. General Schedule	211	-	223	26,093	610	21	817	1,448	27,541	8,453	35,994	\$117,009	\$123,502	\$161,408	5.5%	32.4%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. 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	-	-	-	-	-	
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	-	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<b>T3. Total Direct Hire</b>	214	-	227	26,763	610	21	817	1,448	28,211	8,648	36,859	\$117,899	\$124,278	\$162,374	5.4%	32.3%	
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	-	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<i>Subtotal - Total Funded (excludes OC 13)</i>	214	-	227	26,763	610	21	817	1,448	28,211	8,648	36,859	\$117,899	\$124,278	\$162,374	5.4%	32.3%	
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	125	125	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	125	125	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	



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Joint Improved Explosive Device Defeat Fund	Department of the Army TOTAL CIVILIAN PERSONNEL COSTS OP-8B: OP&A (PB) FY 2018 President's Budget (FY 2017)											Date: May 2017				
	(\$ in Thousands)										Rates					
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	% BC & Benefits	% BC Variables	% BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>D1. US Direct Hire (USDH)</b>																
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D2. Direct Hire Program Foreign Nationals (DHPN)</b>																
<b>D3. Total Direct Hire</b>																
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>																
<i>Subtotal - Direct Funded (excludes OC 13)</i>																
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHPN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>R1. US Direct Hire (USDH)</b>																
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R2. Direct Hire Program Foreign Nationals (DHPN)</b>																
<b>R3. Total Direct Hire</b>																
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>																
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>																
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHPN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>T1. US Direct Hire (USDH)</b>																
T1a. Senior Executive Schedule	0	0	0	0	0	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	0	0	0	0	0
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>T2. Direct Hire Program Foreign Nationals (DHPN)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>T3. Total Direct Hire</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<i>Subtotal - Total Funded (excludes OC 13)</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
T5b. DHPN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

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Joint Improved Explosive Device Defeat Fund	Department of the Army TOTAL CIVILIAN PERSONNEL COSTS OP-8B: OP&A (PB) FY 2018 President's Budget (FY 2018)											Date: May 2017				
	(\$ in Thousands)											Rates				
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II/13	Comp & Benefits	Basic Comp	Total Comp	% BC & Benefits	% BC Variables	% BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>D1. US Direct Hire (USDH)</b>																
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D2. Direct Hire Program Foreign Nationals (DHPN)</b>																
<b>D3. Total Direct Hire</b>																
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>																
<i>Subtotal - Direct Funded (excludes OC 13)</i>																
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHPN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>R1. US Direct Hire (USDH)</b>																
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R2. Direct Hire Program Foreign Nationals (DHPN)</b>																
<b>R3. Total Direct Hire</b>																
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>																
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>																
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHPN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>T1. US Direct Hire (USDH)</b>																
T1a. Senior Executive Schedule	0	0	0	0	0	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	0	0	0	0	0
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>T2. Direct Hire Program Foreign Nationals (DHPN)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>T3. Total Direct Hire</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<i>Subtotal - Total Funded (excludes OC 13)</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
T5b. DHPN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

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US Court of Appeals for Armed Forces, Def	United States Court of Appeals for the Armed Services TOTAL CIVILIAN PERSONNEL COSTS OP-8B: OP&A (PB) FY 2018 President's Budget (FY 2016)											Date: May 2017				
	(\$ in Thousands)															
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.I.	Total Variables	Comp O.C.I.	Benefits O.C.I.	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	59	57	49	5,779	0	0	218	218	5,997	1,592	7,589	\$117,939	\$122,388	\$154,878	3.8%	27.5%
<b>D1. US Direct Hire (USDH)</b>	59	57	49	5,779	-	-	218	218	5,997	1,592	7,589	\$117,939	\$122,388	\$154,878	3.8%	27.5%
D1a. Senior Executive Schedule	2	2	2	435	-	-	20	20	455	107	562	\$217,500	\$227,500	\$281,000	4.6%	34.6%
D1b. General Schedule	52	50	42	4,421	-	-	198	198	4,619	1,277	5,896	\$103,262	\$109,976	\$140,381	4.5%	28.9%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	5	5	5	923	-	-	-	-	923	208	1,131	\$184,600	\$184,600	\$226,200	0.0%	22.5%
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D3. Total Direct Hire</b>	59	57	49	5,779	-	-	218	218	5,997	1,592	7,589	\$117,939	\$122,388	\$154,878	3.8%	27.5%
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	59	57	49	5,779	-	-	218	218	5,997	1,592	7,589	\$117,939	\$122,388	\$154,878	3.8%	27.5%
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Reimbursable Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>R1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Personnel (includes OC 13)</b>	59	57	49	5,779	0	0	218	218	5,997	1,592	7,589	\$117,939	\$122,388	\$154,878	3.8%	27.5%
<b>T1. US Direct Hire (USDH)</b>	59	57	49	5,779	-	-	218	218	5,997	1,592	7,589	\$117,939	\$122,388	\$154,878	3.8%	27.5%
T1a. Senior Executive Schedule	2	2	2	435	0	0	20	20	455	107	562	\$217,500	\$227,500	\$281,000	4.6%	24.6%
T1b. General Schedule	52	50	42	4,421	0	0	198	198	4,619	1,277	5,896	\$103,262	\$109,976	\$140,381	4.5%	28.9%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	5	5	5	923	0	0	0	0	923	208	1,131	\$184,600	\$184,600	\$226,200	0.0%	22.5%
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<b>T3. Total Direct Hire</b>	59	57	49	5,779	-	-	218	218	5,997	1,592	7,589	\$117,939	\$122,388	\$154,878	3.8%	27.5%
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	59	57	49	5,779	-	-	218	218	5,997	1,592	7,589	\$117,939	\$122,388	\$154,878	3.8%	27.5%
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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US Court of Appeals for Armed Forces, Def	United States Court of Appeals for the Armed Services TOTAL CIVILIAN PERSONNEL COSTS OP-8B: OP&A (PB) FY 2018 President's Budget (FY 2017)												Date: May 2017				
	(\$ in Thousands)																
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II/13	Comp & Benefits	Basic Comp	Total Comp	Benefits & Benefits	% BC	% BC	
<b>Direct Funded Personnel (includes OC 13)</b>	59	59	59	6,257	0	0	181	181	6,438	1,616	8,054	\$106,051	\$109,119	\$136,508	2.9%	25.8%	
<b>D1. US Direct Hire (USDH)</b>	59	59	59	6,257	-	-	181	181	6,438	1,616	8,054	\$106,051	\$109,119	\$136,508	2.9%	25.8%	
D1a. Senior Executive Schedule	2	2	2	435	-	-	20	20	455	121	576	\$217,500	\$227,500	\$283,000	4.6%	27.8%	
D1b. General Schedule	52	52	52	4,899	-	-	161	161	5,060	1,287	6,347	\$94,212	\$97,308	\$122,058	3.3%	26.3%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	5	5	5	923	-	-	-	-	923	208	1,131	\$184,600	\$184,600	\$226,200	0.0%	22.5%	
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D3. Total Direct Hire</b>	59	59	59	6,257	-	-	181	181	6,438	1,616	8,054	\$106,051	\$109,119	\$136,508	2.9%	25.8%	
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	59	59	59	6,257	-	-	181	181	6,438	1,616	8,054	\$106,051	\$109,119	\$136,508	2.9%	25.8%	
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Reimbursable Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<b>R1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Total Personnel (includes OC 13)</b>	59	59	59	6,257	0	0	181	181	6,438	1,616	8,054	\$106,051	\$109,119	\$136,508	2.9%	25.8%	
<b>T1. US Direct Hire (USDH)</b>	59	59	59	6,257	-	-	181	181	6,438	1,616	8,054	\$106,051	\$109,119	\$136,508	2.9%	25.8%	
T1a. Senior Executive Schedule	2	2	2	435	0	0	20	20	455	121	576	\$217,500	\$227,500	\$283,000	4.6%	27.8%	
T1b. General Schedule	52	52	52	4,899	0	0	161	161	5,060	1,287	6,347	\$94,212	\$97,308	\$122,058	3.3%	26.3%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	5	5	5	923	0	0	0	0	923	208	1,131	\$184,600	\$184,600	\$226,200	0.0%	22.5%	
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<b>T3. Total Direct Hire</b>	59	59	59	6,257	-	-	181	181	6,438	1,616	8,054	\$106,051	\$109,119	\$136,508	2.9%	25.8%	
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<i>Subtotal - Total Funded (excludes OC 13)</i>	59	59	59	6,257	-	-	181	181	6,438	1,616	8,054	\$106,051	\$109,119	\$136,508	2.9%	25.8%	
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	



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US Court of Appeals for Armed Forces, Def	United States Court of Appeals for the Armed Services TOTAL CIVILIAN PERSONNEL COSTS OP-8B: OP&A (PB) FY 2018 President's Budget (FY 2018)											Date: May 2017				
	(\$ in Thousands)											Rates				
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II,13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	59	59	59	7,889	0	0	186	186	8,075	1,669	9,744	\$133,712	\$136,864	\$165,153	2.4%	21.2%
<b>D1. US Direct Hire (USDH)</b>	59	59	59	7,889	-	-	186	186	8,075	1,669	9,744	\$133,712	\$136,864	\$165,153	2.4%	21.2%
D1a. Senior Executive Schedule	2	2	2	435	-	-	20	20	455	121	576	\$217,500	\$217,500	\$288,000	4.6%	27.8%
D1b. General Schedule	57	57	57	7,454	-	-	166	166	7,620	1,548	9,168	\$130,772	\$133,684	\$160,842	2.2%	20.8%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D3. Total Direct Hire</b>	59	59	59	7,889	-	-	186	186	8,075	1,669	9,744	\$133,712	\$136,864	\$165,153	2.4%	21.2%
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	59	59	59	7,889	-	-	186	186	8,075	1,669	9,744	\$133,712	\$136,864	\$165,153	2.4%	21.2%
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Reimbursable Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<b>R1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Personnel (includes OC 13)</b>	59	59	59	7,889	0	0	186	186	8,075	1,669	9,744	\$133,712	\$136,864	\$165,153	2.4%	21.2%
<b>T1. US Direct Hire (USDH)</b>	59	59	59	7,889	-	-	186	186	8,075	1,669	9,744	\$133,712	\$136,864	\$165,153	2.4%	21.2%
T1a. Senior Executive Schedule	2	2	2	435	0	0	20	20	455	121	576	\$217,500	\$217,500	\$288,000	4.6%	27.8%
T1b. General Schedule	57	57	57	7,454	0	0	166	166	7,620	1,548	9,168	\$130,772	\$133,684	\$160,842	2.2%	20.8%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. 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	-	-	-	-	-
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<b>T3. Total Direct Hire</b>	59	59	59	7,889	-	-	186	186	8,075	1,669	9,744	\$133,712	\$136,864	\$165,153	2.4%	21.2%
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	59	59	59	7,889	-	-	186	186	8,075	1,669	9,744	\$133,712	\$136,864	\$165,153	2.4%	21.2%
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Office of the Secretary of Defense  
Fiscal Year (FY) 2018 President's Budget

Volume II - Defense-Wide Data Book

Office of the Inspector General	Inspector General TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP& (PB) FY 2018 President's Budget (FY 2016)													Date: May 2017		
	(\$ in Thousands)											Rates				
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% RC
<b>Direct Funded Personnel (includes OC 13)</b>	<b>1,494</b>	<b>1,547</b>	<b>1,442</b>	<b>161,081</b>	<b>0</b>	<b>0</b>	<b>15,025</b>	<b>15,025</b>	<b>176,106</b>	<b>63,699</b>	<b>239,805</b>	<b>\$111,707</b>	<b>\$122,126</b>	<b>\$166,300</b>	<b>9.5%</b>	<b>39.5%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>1,493</b>	<b>1,546</b>	<b>1,441</b>	<b>160,977</b>	<b>-</b>	<b>-</b>	<b>15,025</b>	<b>15,025</b>	<b>176,002</b>	<b>63,699</b>	<b>239,701</b>	<b>\$111,712</b>	<b>\$122,139</b>	<b>\$166,344</b>	<b>9.5%</b>	<b>39.6%</b>
D1a. Senior Executive Schedule	21	21	21	3,364	-	-	15	15	3,379	1,056	4,435	\$160,190	\$160,905	\$211,190	0.4%	31.4%
D1b. General Schedule	1,472	1,525	1,420	157,613	-	-	15,010	15,010	172,623	62,643	235,266	\$110,995	\$121,565	\$165,680	9.5%	39.7%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>D3. Total Direct Hire</b>	<b>1,493</b>	<b>1,546</b>	<b>1,441</b>	<b>160,977</b>	<b>-</b>	<b>-</b>	<b>15,025</b>	<b>15,025</b>	<b>176,002</b>	<b>63,699</b>	<b>239,701</b>	<b>\$111,712</b>	<b>\$122,139</b>	<b>\$166,344</b>	<b>9.5%</b>	<b>39.6%</b>
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>104</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>104</b>	<b>-</b>	<b>104</b>	<b>\$104,000</b>	<b>\$104,000</b>	<b>\$104,000</b>	<b>0.0%</b>	<b>0.0%</b>
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>1,494</i>	<i>1,547</i>	<i>1,442</i>	<i>161,081</i>	<i>-</i>	<i>-</i>	<i>15,025</i>	<i>15,025</i>	<i>176,106</i>	<i>63,699</i>	<i>239,805</i>	<i>\$111,707</i>	<i>\$122,126</i>	<i>\$166,300</i>	<i>9.5%</i>	<i>39.5%</i>
<b>D5. Other Object Class 13 Benefits</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>R1. US Direct Hire (USDH)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>R3. Total Direct Hire</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>
<b>R5. Other Object Class 13 Benefits</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Personnel (includes OC 13)</b>	<b>1,494</b>	<b>1,547</b>	<b>1,442</b>	<b>161,081</b>	<b>0</b>	<b>0</b>	<b>15,025</b>	<b>15,025</b>	<b>176,106</b>	<b>63,699</b>	<b>239,805</b>	<b>\$111,707</b>	<b>\$122,126</b>	<b>\$166,300</b>	<b>9.5%</b>	<b>39.5%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>1,493</b>	<b>1,546</b>	<b>1,441</b>	<b>160,977</b>	<b>-</b>	<b>-</b>	<b>15,025</b>	<b>15,025</b>	<b>176,002</b>	<b>63,699</b>	<b>239,701</b>	<b>\$111,712</b>	<b>\$122,139</b>	<b>\$166,344</b>	<b>9.5%</b>	<b>39.6%</b>
T1a. Senior Executive Schedule	21	21	21	3,364	0	0	15	15	3,379	1,056	4,435	\$160,190	\$160,905	\$211,190	0.4%	31.4%
T1b. General Schedule	1,472	1,525	1,420	157,613	0	0	15,010	15,010	172,623	62,643	235,266	\$110,995	\$121,565	\$165,680	9.5%	39.7%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. 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	-	-	-	-	-
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>T3. Total Direct Hire</b>	<b>1,493</b>	<b>1,546</b>	<b>1,441</b>	<b>160,977</b>	<b>-</b>	<b>-</b>	<b>15,025</b>	<b>15,025</b>	<b>176,002</b>	<b>63,699</b>	<b>239,701</b>	<b>\$111,712</b>	<b>\$122,139</b>	<b>\$166,344</b>	<b>9.5%</b>	<b>39.6%</b>
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>104</b>	<b>-</b>	<b>-</b>	<b>0</b>	<b>0</b>	<b>104</b>	<b>0</b>	<b>104</b>	<b>\$104,000</b>	<b>\$104,000</b>	<b>\$104,000</b>	<b>0.0%</b>	<b>0.0%</b>
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>1,494</i>	<i>1,547</i>	<i>1,442</i>	<i>161,081</i>	<i>-</i>	<i>-</i>	<i>15,025</i>	<i>15,025</i>	<i>176,106</i>	<i>63,699</i>	<i>239,805</i>	<i>\$111,707</i>	<i>\$122,126</i>	<i>\$166,300</i>	<i>9.5%</i>	<i>39.5%</i>
<b>T5. Other Object Class 13 Benefits</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Office of the Secretary of Defense  
Fiscal Year (FY) 2018 President's Budget

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Office of the Inspector General	Inspector General TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP-8 (P) FY 2018 President's Budget (FY 2017)													Date: May 2017				
	(\$ in Thousands)																	
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	r
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II,13	Comp & Benefits	Basic Comp	Total Comp	Benefits & Benefits	% BC	% RC	% BC	% RC
<b>Direct Funded Personnel (includes OC 13)</b>	<b>1,645</b>	<b>1,635</b>	<b>1,587</b>	<b>165,531</b>	<b>683</b>	<b>0</b>	<b>12,196</b>	<b>12,879</b>	<b>178,410</b>	<b>68,578</b>	<b>246,988</b>	<b>\$104,304</b>	<b>\$112,420</b>	<b>\$155,632</b>	<b>7.8%</b>	<b>41.4%</b>		
<b>D1. US Direct Hire (USDH)</b>	<b>1,644</b>	<b>1,634</b>	<b>1,586</b>	<b>165,531</b>	<b>683</b>	<b>-</b>	<b>12,196</b>	<b>12,879</b>	<b>178,410</b>	<b>68,578</b>	<b>246,988</b>	<b>\$104,370</b>	<b>\$112,491</b>	<b>\$155,730</b>	<b>7.8%</b>	<b>41.4%</b>		
D1a. Senior Executive Schedule	21	21	21	3,399	-	-	16	16	3,415	1,341	4,756	\$161,857	\$162,619	\$226,476	0.5%	39.5%		
D1b. General Schedule	1,623	1,613	1,565	162,132	683	-	12,180	12,863	174,995	67,237	242,232	\$103,599	\$111,818	\$154,781	7.9%	41.5%		
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>D3. Total Direct Hire</b>	<b>1,644</b>	<b>1,634</b>	<b>1,586</b>	<b>165,531</b>	<b>683</b>	<b>-</b>	<b>12,196</b>	<b>12,879</b>	<b>178,410</b>	<b>68,578</b>	<b>246,988</b>	<b>\$104,370</b>	<b>\$112,491</b>	<b>\$155,730</b>	<b>7.8%</b>	<b>41.4%</b>		
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>1,645</i>	<i>1,635</i>	<i>1,587</i>	<i>165,531</i>	<i>683</i>	<i>-</i>	<i>12,196</i>	<i>12,879</i>	<i>178,410</i>	<i>68,578</i>	<i>246,988</i>	<i>\$104,304</i>	<i>\$112,420</i>	<i>\$155,632</i>	<i>7.8%</i>	<i>41.4%</i>		
<b>D5. Other Object Class 13 Benefits</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>R1. US Direct Hire (USDH)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>R3. Total Direct Hire</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>
<b>R5. Other Object Class 13 Benefits</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Personnel (includes OC 13)</b>	<b>1,645</b>	<b>1,635</b>	<b>1,587</b>	<b>165,531</b>	<b>683</b>	<b>0</b>	<b>12,196</b>	<b>12,879</b>	<b>178,410</b>	<b>68,578</b>	<b>246,988</b>	<b>\$104,304</b>	<b>\$112,420</b>	<b>\$155,632</b>	<b>7.8%</b>	<b>41.4%</b>		
<b>T1. US Direct Hire (USDH)</b>	<b>1,644</b>	<b>1,634</b>	<b>1,586</b>	<b>165,531</b>	<b>683</b>	<b>-</b>	<b>12,196</b>	<b>12,879</b>	<b>178,410</b>	<b>68,578</b>	<b>246,988</b>	<b>\$104,370</b>	<b>\$112,491</b>	<b>\$155,730</b>	<b>7.8%</b>	<b>41.4%</b>		
T1a. Senior Executive Schedule	21	21	21	3,399	0	-	16	16	3,415	1,341	4,756	\$161,857	\$162,619	\$226,476	0.5%	39.5%		
T1b. General Schedule	1,623	1,613	1,565	162,132	683	-	12,180	12,863	174,995	67,237	242,232	\$103,599	\$111,818	\$154,781	7.9%	41.5%		
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-
T1e. 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	-	-	-	-	-	-	-
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>T3. Total Direct Hire</b>	<b>1,644</b>	<b>1,634</b>	<b>1,586</b>	<b>165,531</b>	<b>683</b>	<b>-</b>	<b>12,196</b>	<b>12,879</b>	<b>178,410</b>	<b>68,578</b>	<b>246,988</b>	<b>\$104,370</b>	<b>\$112,491</b>	<b>\$155,730</b>	<b>7.8%</b>	<b>41.4%</b>		
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>1,645</i>	<i>1,635</i>	<i>1,587</i>	<i>165,531</i>	<i>683</i>	<i>-</i>	<i>12,196</i>	<i>12,879</i>	<i>178,410</i>	<i>68,578</i>	<i>246,988</i>	<i>\$104,304</i>	<i>\$112,420</i>	<i>\$155,632</i>	<i>7.8%</i>	<i>41.4%</i>		
<b>T5. Other Object Class 13 Benefits</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Office of the Secretary of Defense  
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Office of the Inspector General	Inspector General TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP& (PB) FY 2018 President's Budget (FY 2018)											Date: May 2017				
	(\$ in Thousands)										Rates					
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II,13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	1,681	1,675	1,617	179,318	1,061	80	12,827	13,968	193,286	70,358	263,644	\$110,895	\$119,534	\$163,045	7.8%	39.2%
<b>D1. US Direct Hire (USDH)</b>	1,680	1,674	1,616	179,205	1,061	80	12,827	13,968	193,173	70,358	263,531	\$110,894	\$119,538	\$163,076	7.8%	39.4%
D1a. Senior Executive Schedule	33	33	32	3,477	21	2	252	275	3,752	1,364	5,116	\$108,656	\$117,250	\$159,875	7.9%	39.3%
D1b. General Schedule	1,647	1,641	1,584	175,728	1,040	78	12,575	13,693	189,421	68,994	258,415	\$110,939	\$119,584	\$163,141	7.8%	39.5%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D3. Total Direct Hire</b>	1,680	1,674	1,616	179,205	1,061	80	12,827	13,968	193,173	70,358	263,531	\$110,894	\$119,538	\$163,076	7.8%	39.3%
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	1	1	1	113	-	-	-	-	113	-	113	\$113,000	\$113,000	\$113,000	0.0%	0.0%
<i>Subtotal - Direct Funded (excludes OC 13)</i>	1,681	1,675	1,617	179,318	1,061	80	12,827	13,968	193,286	70,358	263,644	\$110,895	\$119,534	\$163,045	7.8%	39.2%
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Reimbursable Funded Personnel (includes OC 13)</b>	0	0	0	357	260	0	1	261	618	0	618	-	-	-	75.1%	0.0%
<b>R1. US Direct Hire (USDH)</b>	-	-	-	357	260	-	1	261	618	-	618	-	-	-	73.1%	0.0%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	357	260	-	1	261	618	-	618	-	-	-	73.1%	0.0%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R3. Total Direct Hire</b>	-	-	-	357	260	-	1	261	618	-	618	-	-	-	73.1%	0.0%
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	357	260	-	1	261	618	-	618	-	-	-	73.1%	0.0%
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Personnel (includes OC 13)</b>	1,681	1,675	1,617	179,675	1,321	80	12,828	14,229	193,904	70,358	264,262	\$111,116	\$119,916	\$163,427	7.9%	39.2%
<b>T1. US Direct Hire (USDH)</b>	1,680	1,674	1,616	179,562	1,321	80	12,828	14,229	193,791	70,358	264,149	\$111,115	\$119,920	\$163,459	7.9%	39.2%
T1a. Senior Executive Schedule	33	33	32	3,477	21	2	252	275	3,752	1,364	5,116	\$108,656	\$117,250	\$159,875	7.9%	39.2%
T1b. General Schedule	1,647	1,641	1,584	176,085	1,300	78	12,576	13,954	190,039	68,994	259,033	\$111,165	\$119,974	\$163,531	7.9%	39.2%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. 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	-	-	-	-	-
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<b>T3. Total Direct Hire</b>	1,680	1,674	1,616	179,562	1,321	80	12,828	14,229	193,791	70,358	264,149	\$111,115	\$119,920	\$163,459	7.9%	39.2%
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	1	1	1	113	0	0	0	0	113	0	113	\$113,000	\$113,000	\$113,000	0.0%	0.0%
<i>Subtotal - Total Funded (excludes OC 13)</i>	1,681	1,675	1,617	179,675	1,321	80	12,828	14,229	193,904	70,358	264,262	\$111,116	\$119,916	\$163,427	7.9%	39.2%
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-



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Defense Health Agency TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP& (PB) FY 2018 President's Budget (FY 2016)													Date: May 2017			
	(\$ in Thousands)											Rates				
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II.13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC
<b>Defense Health Program</b>	<b>63,265</b>	<b>65,319</b>	<b>63,765</b>	<b>3,975,315</b>	<b>36,066</b>	<b>29,886</b>	<b>432,004</b>	<b>497,896</b>	<b>4,473,211</b>	<b>1,438,511</b>	<b>5,011,722</b>	<b>\$62,343</b>	<b>\$70,132</b>	<b>\$92,711</b>	<b>12.5%</b>	<b>16.2%</b>
<b>Direct Funded Personnel (includes OC 13)</b>	<b>60,897</b>	<b>62,960</b>	<b>61,427</b>	<b>3,890,464</b>	<b>35,700</b>	<b>29,422</b>	<b>424,005</b>	<b>489,127</b>	<b>4,379,591</b>	<b>1,423,384</b>	<b>5,802,975</b>	<b>\$63,335</b>	<b>\$71,297</b>	<b>\$94,469</b>	<b>12.6%</b>	<b>16.6%</b>
<b>D1. US Direct Hire (USDH)</b>	17	15	15	2,416	-	59	118	177	2,593	663	3,256	\$161,067	\$172,867	\$217,067	7.3%	27.4%
D1a. Senior Executive Schedule	58,443	60,340	58,843	3,739,133	31,893	28,190	408,776	468,859	4,207,992	1,370,424	5,578,416	\$63,544	\$71,512	\$94,802	12.5%	16.7%
D1b. General Schedule	2	2	2	246	-	4	26	30	276	68	344	\$123,000	\$138,600	\$172,000	12.2%	27.6%
D1c. Special Schedule	2,148	2,307	2,297	111,360	3,807	1,169	14,751	19,727	131,087	42,148	173,235	\$48,481	\$57,069	\$73,418	17.7%	37.8%
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	285	296	270	37,309	-	-	334	334	37,643	10,881	47,724	\$138,181	\$139,419	\$176,756	0.9%	27.0%
D1f. Other	1,122	1,144	1,154	29,573	203	165	7,942	8,310	37,883	10,673	48,556	\$25,627	\$32,628	\$42,076	28.1%	36.1%
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	<b>62,019</b>	<b>64,104</b>	<b>62,581</b>	<b>3,920,037</b>	<b>35,903</b>	<b>29,587</b>	<b>431,947</b>	<b>497,437</b>	<b>4,417,474</b>	<b>1,434,087</b>	<b>5,851,561</b>	<b>\$62,639</b>	<b>\$70,588</b>	<b>\$93,503</b>	<b>12.7%</b>	<b>16.6%</b>
<b>D3. Total Direct Hire</b>	<b>1,246</b>	<b>1,215</b>	<b>1,184</b>	<b>55,278</b>	<b>103</b>	<b>299</b>	<b>57</b>	<b>459</b>	<b>55,737</b>	<b>-</b>	<b>55,737</b>	<b>\$49,688</b>	<b>\$47,075</b>	<b>\$47,075</b>	<b>0.8%</b>	<b>0.0%</b>
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	<b>63,265</b>	<b>65,319</b>	<b>63,765</b>	<b>3,975,315</b>	<b>36,066</b>	<b>29,886</b>	<b>432,004</b>	<b>497,896</b>	<b>4,473,211</b>	<b>1,434,057</b>	<b>5,907,268</b>	<b>\$62,343</b>	<b>\$70,132</b>	<b>\$92,641</b>	<b>12.5%</b>	<b>16.1%</b>
<i>Subtotal - Direct Funded (excludes OC 13)</i>																
<b>D5. Other Object Class 13 Benefits</b>											<b>4,454</b>					
D5a. USDH - Benefits for Former Employees											363					
D5b. DHFN - Benefits for Former Employees											3,586					
D5c. Voluntary Separation Incentive Pay (VSIP)											505					
D5d. Foreign National Separation Liability Accrual											505					
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>208</b>	<b>201</b>	<b>202</b>	<b>11,272</b>	<b>58</b>	<b>14</b>	<b>19</b>	<b>91</b>	<b>11,363</b>	<b>832</b>	<b>12,195</b>	<b>\$55,802</b>	<b>\$56,232</b>	<b>\$60,371</b>	<b>0.8%</b>	<b>7.4%</b>
<b>R1. US Direct Hire (USDH)</b>	<b>28</b>	<b>15</b>	<b>16</b>	<b>2,671</b>	<b>58</b>	<b>14</b>	<b>19</b>	<b>91</b>	<b>2,762</b>	<b>832</b>	<b>3,594</b>	<b>\$166,938</b>	<b>\$172,625</b>	<b>\$224,625</b>	<b>3.4%</b>	<b>31.1%</b>
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	24	12	13	2,265	58	14	18	90	2,355	756	3,111	\$174,211	\$181,154	\$239,308	4.0%	33.4%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	4	3	3	406	-	-	1	1	407	76	483	\$133,333	\$133,667	\$161,000	0.2%	18.7%
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	<b>31</b>	<b>35</b>	<b>35</b>	<b>1,141</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>1,141</b>	<b>-</b>	<b>1,141</b>	<b>\$32,600</b>	<b>\$32,600</b>	<b>\$32,600</b>	<b>0.0%</b>	<b>0.0%</b>
<b>R3. Total Direct Hire</b>	<b>59</b>	<b>50</b>	<b>51</b>	<b>3,812</b>	<b>58</b>	<b>14</b>	<b>19</b>	<b>91</b>	<b>3,903</b>	<b>832</b>	<b>4,735</b>	<b>\$74,745</b>	<b>\$76,529</b>	<b>\$92,843</b>	<b>2.4%</b>	<b>21.8%</b>
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	<b>140</b>	<b>151</b>	<b>151</b>	<b>7,460</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>7,460</b>	<b>-</b>	<b>7,460</b>	<b>\$49,494</b>	<b>\$49,494</b>	<b>\$49,494</b>	<b>0.0%</b>	<b>0.0%</b>
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<b>208</b>	<b>201</b>	<b>202</b>	<b>11,272</b>	<b>58</b>	<b>14</b>	<b>19</b>	<b>91</b>	<b>11,363</b>	<b>832</b>	<b>12,195</b>	<b>\$55,802</b>	<b>\$56,232</b>	<b>\$60,371</b>	<b>0.8%</b>	<b>7.4%</b>
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Personnel (includes OC 13)</b>	<b>63,473</b>	<b>65,520</b>	<b>63,967</b>	<b>3,986,587</b>	<b>36,064</b>	<b>29,900</b>	<b>432,023</b>	<b>497,987</b>	<b>4,484,574</b>	<b>1,439,343</b>	<b>5,923,917</b>	<b>\$62,322</b>	<b>\$70,108</b>	<b>\$92,609</b>	<b>12.5%</b>	<b>16.1%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>60,925</b>	<b>62,975</b>	<b>61,443</b>	<b>3,893,135</b>	<b>35,758</b>	<b>29,436</b>	<b>424,024</b>	<b>489,218</b>	<b>4,382,353</b>	<b>1,424,216</b>	<b>5,806,569</b>	<b>\$63,362</b>	<b>\$71,324</b>	<b>\$94,503</b>	<b>12.6%</b>	<b>16.6%</b>
T1a. Senior Executive Schedule	17	15	15	2,416	0	59	118	177	2,593	663	3,256	\$161,067	\$172,867	\$217,067	7.3%	27.4%
T1b. General Schedule	58,469	60,352	58,856	3,741,398	31,951	28,204	408,794	468,949	4,210,347	1,371,180	5,581,527	\$63,569	\$71,536	\$94,834	12.5%	16.6%
T1c. Special Schedule	2	2	2	246	0	4	26	30	276	68	344	\$123,000	\$138,600	\$172,000	12.2%	27.6%
T1d. Wage System	2,148	2,307	2,297	111,360	3,807	1,169	14,751	19,727	131,087	42,148	173,235	\$48,481	\$57,069	\$73,418	17.7%	37.8%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	289	299	273	37,315	0	0	335	335	38,030	10,157	48,207	\$138,150	\$139,377	\$176,542	0.9%	26.9%
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	<b>1,153</b>	<b>1,179</b>	<b>1,189</b>	<b>30,714</b>	<b>203</b>	<b>165</b>	<b>7,942</b>	<b>8,310</b>	<b>38,024</b>	<b>10,673</b>	<b>49,697</b>	<b>\$25,632</b>	<b>\$32,631</b>	<b>\$41,797</b>	<b>27.1%</b>	<b>34.7%</b>
<b>T3. Total Direct Hire</b>	<b>62,078</b>	<b>64,154</b>	<b>62,632</b>	<b>3,923,849</b>	<b>35,961</b>	<b>29,601</b>	<b>431,966</b>	<b>497,528</b>	<b>4,421,377</b>	<b>1,434,889</b>	<b>5,856,266</b>	<b>\$62,649</b>	<b>\$70,593</b>	<b>\$93,503</b>	<b>12.7%</b>	<b>16.6%</b>
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	<b>1,395</b>	<b>1,366</b>	<b>1,335</b>	<b>62,738</b>	<b>103</b>	<b>299</b>	<b>57</b>	<b>459</b>	<b>63,197</b>	<b>0</b>	<b>63,197</b>	<b>\$49,993</b>	<b>\$47,339</b>	<b>\$47,339</b>	<b>0.7%</b>	<b>0.0%</b>
<i>Subtotal - Total Funded (excludes OC 13)</i>	<b>63,473</b>	<b>65,520</b>	<b>63,967</b>	<b>3,986,587</b>	<b>36,064</b>	<b>29,900</b>	<b>432,023</b>	<b>497,987</b>	<b>4,484,574</b>	<b>1,434,889</b>	<b>5,919,463</b>	<b>\$62,325</b>	<b>\$70,108</b>	<b>\$92,539</b>	<b>12.5%</b>	<b>16.0%</b>
<b>T5. Other Object Class 13 Benefits</b>											<b>4,454</b>					
T5a. USDH - Benefits for Former Employees											0					
T5b. DHFN - Benefits for Former Employees											363					
T5c. Voluntary Separation Incentive Pay (VSIP)											3,586					
T5d. Foreign National Separation Liability Accrual											505					

Office of the Secretary of Defense  
Fiscal Year (FY) 2018 President's Budget

Volume II - Defense-Wide Data Book

Defense Health Agency TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP-8 (PB) FY 2018 President's Budget (FY 2017)													Date: May 2017			
	(\$ in Thousands)											Rates				
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II.13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC Benefits
<b>Defense Health Program</b>	<b>66,857</b>	<b>64,574</b>	<b>62,792</b>	<b>4,059,728</b>	<b>31,671</b>	<b>11,763</b>	<b>365,614</b>	<b>409,048</b>	<b>4,468,776</b>	<b>1,409,039</b>	<b>5,877,815</b>	<b>\$64,654</b>	<b>\$71,168</b>	<b>\$93,608</b>	<b>16.1%</b>	<b>24.7%</b>
<b>Direct Funded Personnel (includes OC 13)</b>	<b>63,591</b>	<b>62,322</b>	<b>60,609</b>	<b>3,965,466</b>	<b>31,329</b>	<b>11,859</b>	<b>359,348</b>	<b>402,336</b>	<b>4,367,802</b>	<b>1,395,417</b>	<b>5,763,219</b>	<b>\$65,427</b>	<b>\$72,063</b>	<b>\$95,089</b>	<b>10.7%</b>	<b>25.2%</b>
<b>D1. US Direct Hire (USDH)</b>	18	18	18	3,949	-	78	190	268	4,217	910	5,127	\$219,389	\$234,278	\$284,833	6.8%	23.0%
D1a. Senior Executive Schedule	60,913	59,678	57,907	3,826,960	27,622	10,337	354,977	392,956	4,219,916	1,351,183	5,571,099	\$66,088	\$72,874	\$96,208	10.3%	25.3%
D1b. General Schedule	2	2	2	243	-	4	-	4	247	67	314	\$121,500	\$123,500	\$157,000	1.0%	27.6%
D1c. Special Schedule	2,389	2,379	2,446	100,152	3,707	1,220	3,841	8,768	108,920	34,059	142,979	\$40,945	\$44,330	\$58,454	8.8%	34.0%
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	267	245	236	34,162	-	-	340	340	34,502	9,198	43,700	\$144,754	\$146,195	\$185,189	1.0%	26.9%
D1f. Other	939	939	912	25,283	216	104	6,104	6,424	31,707	9,117	40,824	\$27,723	\$34,766	\$44,763	25.4%	36.1%
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	<b>64,530</b>	<b>63,261</b>	<b>61,521</b>	<b>3,996,749</b>	<b>31,545</b>	<b>11,763</b>	<b>365,452</b>	<b>408,760</b>	<b>4,399,509</b>	<b>1,404,534</b>	<b>5,804,043</b>	<b>\$64,865</b>	<b>\$71,512</b>	<b>\$94,342</b>	<b>10.2%</b>	<b>25.2%</b>
<b>D3. Total Direct Hire</b>	1,527	1,513	1,271	68,979	126	-	162	288	69,267	-	69,267	\$54,271	\$54,498	\$54,498	0.4%	0.0%
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	<b>66,857</b>	<b>64,574</b>	<b>62,792</b>	<b>4,059,728</b>	<b>31,671</b>	<b>11,763</b>	<b>365,614</b>	<b>409,048</b>	<b>4,468,776</b>	<b>1,409,039</b>	<b>5,877,815</b>	<b>\$64,654</b>	<b>\$71,168</b>	<b>\$93,608</b>	<b>10.7%</b>	<b>24.7%</b>
<i>Subtotal - Direct Funded (excludes OC 13)</i>																
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>207</b>	<b>207</b>	<b>206</b>	<b>10,958</b>	<b>31</b>	<b>11</b>	<b>68</b>	<b>110</b>	<b>11,068</b>	<b>1,110</b>	<b>12,178</b>	<b>\$53,194</b>	<b>\$55,728</b>	<b>\$59,417</b>	<b>2.0%</b>	<b>16.1%</b>
<b>R1. US Direct Hire (USDH)</b>	<b>30</b>	<b>30</b>	<b>29</b>	<b>2,547</b>	<b>31</b>	<b>11</b>	<b>68</b>	<b>110</b>	<b>2,657</b>	<b>1,110</b>	<b>3,767</b>	<b>\$87,828</b>	<b>\$91,621</b>	<b>\$129,897</b>	<b>4.3%</b>	<b>43.6%</b>
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	26	26	24	1,891	31	11	64	100	1,997	979	2,976	\$78,792	\$83,208	\$124,000	5.0%	51.8%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	4	4	5	656	-	-	4	4	660	131	791	\$131,200	\$132,000	\$158,200	0.6%	20.0%
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	<b>33</b>	<b>33</b>	<b>33</b>	<b>1,086</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>1,086</b>	<b>-</b>	<b>1,086</b>	<b>\$32,909</b>	<b>\$32,909</b>	<b>\$32,909</b>	<b>0.0%</b>	<b>0.0%</b>
<b>R3. Total Direct Hire</b>	<b>63</b>	<b>63</b>	<b>62</b>	<b>3,633</b>	<b>31</b>	<b>11</b>	<b>68</b>	<b>110</b>	<b>3,743</b>	<b>1,110</b>	<b>4,853</b>	<b>\$55,597</b>	<b>\$60,471</b>	<b>\$78,274</b>	<b>3.0%</b>	<b>30.6%</b>
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	<b>144</b>	<b>144</b>	<b>144</b>	<b>7,325</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>7,325</b>	<b>-</b>	<b>7,325</b>	<b>\$50,868</b>	<b>\$50,868</b>	<b>\$50,868</b>	<b>0.0%</b>	<b>0.0%</b>
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<b>207</b>	<b>207</b>	<b>206</b>	<b>10,958</b>	<b>31</b>	<b>11</b>	<b>68</b>	<b>110</b>	<b>11,068</b>	<b>1,110</b>	<b>12,178</b>	<b>\$53,194</b>	<b>\$55,728</b>	<b>\$59,417</b>	<b>2.0%</b>	<b>16.1%</b>
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Personnel (includes OC 13)</b>	<b>66,264</b>	<b>64,781</b>	<b>62,998</b>	<b>4,070,686</b>	<b>31,702</b>	<b>11,774</b>	<b>365,682</b>	<b>409,158</b>	<b>4,479,844</b>	<b>1,410,149</b>	<b>5,889,993</b>	<b>\$64,616</b>	<b>\$71,111</b>	<b>\$93,495</b>	<b>16.1%</b>	<b>24.6%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>63,621</b>	<b>62,352</b>	<b>60,638</b>	<b>3,968,013</b>	<b>31,360</b>	<b>11,870</b>	<b>359,416</b>	<b>402,446</b>	<b>4,370,459</b>	<b>1,396,527</b>	<b>5,766,986</b>	<b>\$65,438</b>	<b>\$72,075</b>	<b>\$95,105</b>	<b>10.7%</b>	<b>25.2%</b>
T1a. Senior Executive Schedule	18	18	18	3,949	0	78	190	268	4,217	910	5,127	\$219,389	\$234,278	\$284,833	6.8%	23.0%
T1b. General Schedule	60,941	59,704	57,931	3,828,851	27,653	10,368	355,041	393,062	4,221,913	1,352,162	5,574,075	\$66,093	\$72,878	\$96,219	10.3%	25.3%
T1c. Special Schedule	2	2	2	243	0	4	0	4	247	67	314	\$121,500	\$123,500	\$157,000	1.0%	27.6%
T1d. Wage System	2,389	2,379	2,446	100,152	3,707	1,220	3,841	8,768	108,920	34,059	142,979	\$40,945	\$44,330	\$58,454	8.8%	34.0%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	271	249	241	34,818	0	0	344	344	35,162	9,329	44,491	\$144,473	\$145,900	\$184,610	1.0%	26.8%
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	<b>972</b>	<b>972</b>	<b>945</b>	<b>26,360</b>	<b>216</b>	<b>104</b>	<b>6,104</b>	<b>6,424</b>	<b>32,793</b>	<b>9,117</b>	<b>41,910</b>	<b>\$27,904</b>	<b>\$34,702</b>	<b>\$44,349</b>	<b>24.4%</b>	<b>34.6%</b>
<b>T3. Total Direct Hire</b>	<b>64,593</b>	<b>63,324</b>	<b>61,583</b>	<b>3,994,373</b>	<b>31,576</b>	<b>11,774</b>	<b>365,520</b>	<b>408,870</b>	<b>4,403,252</b>	<b>1,405,644</b>	<b>5,808,896</b>	<b>\$64,862</b>	<b>\$71,501</b>	<b>\$94,326</b>	<b>10.2%</b>	<b>25.2%</b>
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	<b>1,671</b>	<b>1,457</b>	<b>1,415</b>	<b>76,304</b>	<b>126</b>	<b>-</b>	<b>162</b>	<b>288</b>	<b>76,592</b>	<b>0</b>	<b>76,592</b>	<b>\$53,923</b>	<b>\$54,129</b>	<b>\$54,129</b>	<b>0.4%</b>	<b>0.0%</b>
<i>Subtotal - Total Funded (excludes OC 13)</i>	<b>66,264</b>	<b>64,781</b>	<b>62,998</b>	<b>4,070,686</b>	<b>31,702</b>	<b>11,774</b>	<b>365,682</b>	<b>409,158</b>	<b>4,479,844</b>	<b>1,405,644</b>	<b>5,885,458</b>	<b>\$64,616</b>	<b>\$71,111</b>	<b>\$93,423</b>	<b>10.7%</b>	<b>24.3%</b>
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

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Defense Health Program	Defense Health Agency TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP-8 (PB) FY 2018 President's Budget (FY 2018)													Date: May 2017		
	(\$ in Thousands)										Rates					
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II.13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>64,813</b>	<b>63,405</b>	<b>61,453</b>	<b>4,000,708</b>	<b>35,988</b>	<b>29,859</b>	<b>415,674</b>	<b>481,521</b>	<b>4,482,229</b>	<b>1,431,479</b>	<b>5,913,708</b>	<b>\$65,102</b>	<b>\$72,938</b>	<b>\$96,211</b>	<b>12.0%</b>	<b>35.8%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>62,570</b>	<b>61,162</b>	<b>59,279</b>	<b>3,909,171</b>	<b>35,573</b>	<b>29,746</b>	<b>408,789</b>	<b>474,108</b>	<b>4,383,279</b>	<b>1,417,898</b>	<b>5,801,177</b>	<b>\$65,945</b>	<b>\$73,943</b>	<b>\$97,862</b>	<b>12.1%</b>	<b>36.8%</b>
D1a. Senior Executive Schedule	17	17	17	2,827	-	75	163	238	3,065	960	4,025	\$166,294	\$160,294	\$236,765	8.4%	34.0%
D1b. General Schedule	60,044	58,660	56,795	3,763,723	31,351	28,375	401,325	461,231	4,224,954	1,367,941	5,592,895	\$66,269	\$74,390	\$98,473	12.3%	36.5%
D1c. Special Schedule	2	2	2	259	-	4	28	32	291	72	363	\$129,500	\$145,500	\$181,500	12.4%	27.8%
D1d. Wage System	2,259	2,248	2,237	108,084	4,042	1,292	6,998	12,332	120,416	39,437	159,853	\$48,316	\$53,829	\$71,459	11.4%	36.5%
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	248	235	228	34,278	-	-	275	275	34,553	9,488	44,041	\$150,342	\$151,348	\$193,162	0.8%	27.7%
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	937	937	910	26,917	286	113	6,719	7,118	34,035	9,127	43,162	\$29,579	\$37,001	\$47,431	26.4%	33.9%
<b>D3. Total Direct Hire</b>	<b>63,507</b>	<b>62,099</b>	<b>60,189</b>	<b>3,936,088</b>	<b>35,859</b>	<b>29,859</b>	<b>415,508</b>	<b>481,226</b>	<b>4,417,314</b>	<b>1,427,025</b>	<b>5,844,339</b>	<b>\$65,395</b>	<b>\$73,391</b>	<b>\$97,100</b>	<b>12.2%</b>	<b>36.3%</b>
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	1,306	1,306	1,264	64,620	129	-	166	295	64,915	-	64,915	\$51,123	\$51,357	\$51,357	0.5%	0.0%
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>64,813</i>	<i>63,405</i>	<i>61,453</i>	<i>4,000,708</i>	<i>35,988</i>	<i>29,859</i>	<i>415,674</i>	<i>481,521</i>	<i>4,482,229</i>	<i>1,431,479</i>	<i>5,909,254</i>	<i>\$65,102</i>	<i>\$72,938</i>	<i>\$96,159</i>	<i>12.0%</i>	<i>35.7%</i>
<b>D5. Other Object Class 13 Benefits</b>											<b>4,454</b>					
D5a. USDH - Benefits for Former Employees											363					
D5b. DHFN - Benefits for Former Employees											3,586					
D5c. Voluntary Separation Incentive Pay (VSIP)											505					
D5d. Foreign National Separation Liability Accrual											505					
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>202</b>	<b>202</b>	<b>202</b>	<b>11,621</b>	<b>60</b>	<b>14</b>	<b>18</b>	<b>92</b>	<b>11,713</b>	<b>850</b>	<b>12,563</b>	<b>\$57,530</b>	<b>\$57,985</b>	<b>\$62,193</b>	<b>0.8%</b>	<b>7.3%</b>
<b>R1. US Direct Hire (USDH)</b>	<b>16</b>	<b>16</b>	<b>16</b>	<b>2,743</b>	<b>60</b>	<b>14</b>	<b>18</b>	<b>92</b>	<b>2,835</b>	<b>850</b>	<b>3,685</b>	<b>\$171,438</b>	<b>\$177,188</b>	<b>\$230,313</b>	<b>3.4%</b>	<b>31.0%</b>
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	13	13	13	2,321	60	14	18	92	2,415	772	3,187	\$178,338	\$183,619	\$245,000	4.0%	33.4%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	3	3	3	422	-	-	-	-	422	78	500	\$140,667	\$140,667	\$166,667	0.0%	18.5%
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	35	35	35	1,178	-	-	-	-	1,178	-	1,178	\$33,637	\$33,637	\$33,637	0.0%	0.0%
<b>R3. Total Direct Hire</b>	<b>51</b>	<b>51</b>	<b>51</b>	<b>3,921</b>	<b>60</b>	<b>14</b>	<b>18</b>	<b>92</b>	<b>4,013</b>	<b>850</b>	<b>4,863</b>	<b>\$74,882</b>	<b>\$78,686</b>	<b>\$95,353</b>	<b>2.3%</b>	<b>21.7%</b>
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	151	151	151	7,700	-	-	-	-	7,700	-	7,700	\$50,993	\$50,993	\$50,993	0.0%	0.0%
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>202</i>	<i>202</i>	<i>202</i>	<i>11,621</i>	<i>60</i>	<i>14</i>	<i>18</i>	<i>92</i>	<i>11,713</i>	<i>850</i>	<i>12,563</i>	<i>\$57,530</i>	<i>\$57,985</i>	<i>\$62,193</i>	<i>0.8%</i>	<i>7.3%</i>
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees											-					
R5b. DHFN - Benefits for Former Employees											-					
R5c. Voluntary Separation Incentive Pay (VSIP)											-					
R5d. Foreign National Separation Liability Accrual											-					
<b>Total Personnel (includes OC 13)</b>	<b>65,015</b>	<b>63,607</b>	<b>61,655</b>	<b>4,012,329</b>	<b>36,048</b>	<b>29,873</b>	<b>415,692</b>	<b>481,613</b>	<b>4,493,942</b>	<b>1,432,329</b>	<b>5,926,271</b>	<b>\$65,077</b>	<b>\$72,889</b>	<b>\$96,120</b>	<b>12.0%</b>	<b>35.7%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>62,586</b>	<b>61,178</b>	<b>59,295</b>	<b>3,911,914</b>	<b>35,633</b>	<b>29,760</b>	<b>408,807</b>	<b>474,200</b>	<b>4,386,114</b>	<b>1,418,748</b>	<b>5,804,862</b>	<b>\$65,974</b>	<b>\$73,971</b>	<b>\$97,898</b>	<b>12.1%</b>	<b>36.8%</b>
T1a. Senior Executive Schedule	17	17	17	2,827	0	75	163	238	3,065	960	4,025	\$166,294	\$160,294	\$236,765	8.4%	34.0%
T1b. General Schedule	60,057	58,673	56,808	3,766,044	31,591	28,389	401,343	461,323	4,227,367	1,368,713	5,596,080	\$66,294	\$74,415	\$98,509	12.2%	36.3%
T1c. Special Schedule	2	2	2	259	0	4	28	32	291	72	363	\$129,500	\$145,500	\$181,500	12.4%	27.8%
T1d. Wage System	2,259	2,248	2,237	108,084	4,042	1,292	6,998	12,332	120,416	39,437	159,853	\$48,316	\$53,829	\$71,459	11.4%	36.5%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	251	238	231	34,700	0	0	275	275	34,975	9,566	44,541	\$150,216	\$151,207	\$192,818	0.8%	27.6%
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	972	972	945	28,095	286	113	6,719	7,118	35,213	9,127	44,340	\$29,730	\$37,162	\$46,921	23.3%	32.5%
<b>T3. Total Direct Hire</b>	<b>63,558</b>	<b>62,150</b>	<b>60,240</b>	<b>3,940,009</b>	<b>35,919</b>	<b>29,873</b>	<b>415,526</b>	<b>481,318</b>	<b>4,421,327</b>	<b>1,427,875</b>	<b>5,849,202</b>	<b>\$65,405</b>	<b>\$73,395</b>	<b>\$97,098</b>	<b>12.2%</b>	<b>36.2%</b>
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	1,457	1,457	1,415	72,320	129	0	166	295	72,615	0	72,615	\$51,110	\$51,318	\$51,318	0.4%	0.0%
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>65,015</i>	<i>63,607</i>	<i>61,655</i>	<i>4,012,329</i>	<i>36,048</i>	<i>29,873</i>	<i>415,692</i>	<i>481,613</i>	<i>4,493,942</i>	<i>1,432,875</i>	<i>5,921,817</i>	<i>\$65,077</i>	<i>\$72,889</i>	<i>\$96,048</i>	<i>12.0%</i>	<i>35.6%</i>
<b>T5. Other Object Class 13 Benefits</b>											<b>4,454</b>					
T5a. USDH - Benefits for Former Employees											0					
T5b. DHFN - Benefits for Former Employees											363					
T5c. Voluntary Separation Incentive Pay (VSIP)											3,586					
T5d. Foreign National Separation Liability Accrual											505					



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Research, Development, Test & Eval, DW	Defense Advanced Research Projects Agency TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP& (PB) FY 2018 President's Budget (FY 2016)												Date: May 2017				
	(\$ in Thousands)																
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.I.	Total Variables	Comp O.C.I.	Benefits O.C.I.	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC Benefits	
<b>Direct Funded Personnel (includes OC 13)</b>	162	156	156	24,126	0	0	910	910	25,036	8,658	33,694	\$154,654	\$160,487	\$215,987	3.8%	35.9%	
<b>D1. US Direct Hire (USDH)</b>	162	156	156	24,126	-	-	910	910	25,036	8,633	33,669	\$154,654	\$160,487	\$215,827	3.8%	35.8%	
D1a. Senior Executive Schedule	8	7	9	1,492	-	-	99	99	1,591	497	2,088	\$163,778	\$176,778	\$222,000	6.0%	33.3%	
D1b. General Schedule	79	74	72	10,040	-	-	249	249	10,289	3,014	13,303	\$139,444	\$142,903	\$184,764	2.5%	30.0%	
D1c. Special Schedule	75	75	75	12,594	-	-	562	562	13,156	5,122	18,278	\$167,920	\$175,413	\$243,707	4.5%	40.7%	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D3. Total Direct Hire</b>	162	156	156	24,126	-	-	910	910	25,036	8,633	33,669	\$154,654	\$160,487	\$215,827	3.8%	35.8%	
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	162	156	156	24,126	-	-	910	910	25,036	8,633	33,669	\$154,654	\$160,487	\$215,827	3.8%	35.8%	
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	25	25	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	25	25	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Reimbursable Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<b>R1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Total Personnel (includes OC 13)</b>	162	156	156	24,126	0	0	910	910	25,036	8,658	33,694	\$154,654	\$160,487	\$215,987	3.8%	35.9%	
<b>T1. US Direct Hire (USDH)</b>	162	156	156	24,126	-	-	910	910	25,036	8,633	33,669	\$154,654	\$160,487	\$215,827	3.8%	35.8%	
T1a. Senior Executive Schedule	8	7	9	1,492	0	0	99	99	1,591	497	2,088	\$163,778	\$176,778	\$222,000	6.0%	33.3%	
T1b. General Schedule	79	74	72	10,040	0	0	249	249	10,289	3,014	13,303	\$139,444	\$142,903	\$184,764	2.5%	30.0%	
T1c. Special Schedule	75	75	75	12,594	0	0	562	562	13,156	5,122	18,278	\$167,920	\$175,413	\$243,707	4.5%	40.7%	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. 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	-	-	-	-	-	
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<b>T3. Total Direct Hire</b>	162	156	156	24,126	-	-	910	910	25,036	8,633	33,669	\$154,654	\$160,487	\$215,827	3.8%	35.8%	
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<i>Subtotal - Total Funded (excludes OC 13)</i>	162	156	156	24,126	-	-	910	910	25,036	8,633	33,669	\$154,654	\$160,487	\$215,827	3.8%	35.8%	
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	25	25	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	25	25	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-	



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Research, Development, Test & Eval, DW	Defense Advanced Research Projects Agency TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP& (PB) FY 2018 President's Budget (FY 2017)											Date: May 2017				
	(\$ in Thousands)															
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.I.I	Total Variables	Comp O.C.I.I	Benefits O.C.I.I	Comp & Benefits	Basic Comp	Total Comp	Benefits & Benefits	% BC	% BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	183	181	177	27,802	10	0	1,475	1,485	29,287	9,775	39,062	\$157,073	\$165,463	\$220,124	5.3%	35.2%
<b>D1. US Direct Hire (USDH)</b>	183	181	177	27,802	10	-	1,475	1,485	29,287	9,675	38,962	\$157,073	\$165,463	\$220,124	5.3%	34.8%
D1a. Senior Executive Schedule	24	24	24	4,065	-	-	243	243	4,308	1,415	5,723	\$169,375	\$179,500	\$236,458	6.0%	34.8%
D1b. General Schedule	94	90	88	12,631	10	-	371	381	13,012	4,395	17,407	\$142,534	\$147,864	\$197,807	3.0%	34.8%
D1c. Special Schedule	65	67	65	11,106	-	-	861	861	11,967	3,865	15,832	\$170,862	\$184,108	\$243,569	7.8%	34.8%
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D3. Total Direct Hire</b>	183	181	177	27,802	10	-	1,475	1,485	29,287	9,675	38,962	\$157,073	\$165,463	\$220,124	5.3%	34.8%
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	183	181	177	27,802	10	-	1,475	1,485	29,287	9,675	38,962	\$157,073	\$165,463	\$220,124	5.3%	34.8%
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	100	100	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	100	100	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Reimbursable Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<b>R1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Personnel (includes OC 13)</b>	183	181	177	27,802	10	0	1,475	1,485	29,287	9,775	39,062	\$157,073	\$165,463	\$220,689	5.3%	35.2%
<b>T1. US Direct Hire (USDH)</b>	183	181	177	27,802	10	-	1,475	1,485	29,287	9,675	38,962	\$157,073	\$165,463	\$220,124	5.3%	34.8%
T1a. Senior Executive Schedule	24	24	24	4,065	0	-	243	243	4,308	1,415	5,723	\$169,375	\$179,500	\$236,458	6.0%	34.8%
T1b. General Schedule	94	90	88	12,631	10	-	371	381	13,012	4,395	17,407	\$142,534	\$147,864	\$197,807	3.0%	34.8%
T1c. Special Schedule	65	67	65	11,106	0	-	861	861	11,967	3,865	15,832	\$170,862	\$184,108	\$243,569	7.8%	34.8%
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. 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	-	-	-	-	-
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<b>T3. Total Direct Hire</b>	183	181	177	27,802	10	-	1,475	1,485	29,287	9,675	38,962	\$157,073	\$165,463	\$220,124	5.3%	34.8%
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	183	181	177	27,802	10	-	1,475	1,485	29,287	9,675	38,962	\$157,073	\$165,463	\$220,124	5.3%	34.8%
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	100	100	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	100	100	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-

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Research, Development, Test & Eval, DW	Defense Advanced Research Projects Agency TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP& (PB) FY 2018 President's Budget (FY 2018)													Date: May 2017				
	(\$ in Thousands)																	
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	r
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.I.	Total Variables	Comp O.C.I.	Benefits O.C.I.	Comp & Benefits	Basic Comp	Total Comp	Benefits & Benefits	% BC	% BC	Variables	Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	181	160	166	26,755	0	0	917	917	27,672	9,703	37,375	\$161,175	\$166,699	\$225,151	3.4%	36.3%		
<b>D1. US Direct Hire (USDH)</b>	181	160	166	26,755	-	-	917	917	27,672	9,583	37,255	\$161,175	\$166,699	\$224,428	3.4%	35.8%		
D1a. Senior Executive Schedule	12	10	11	1,897	-	-	125	125	2,022	632	2,654	\$172,455	\$183,818	\$241,273	6.0%	33.3%		
D1b. General Schedule	77	72	75	10,882	-	-	163	163	11,045	3,267	14,312	\$143,093	\$147,267	\$190,827	1.5%	30.0%		
D1c. Special Schedule	92	78	80	13,976	-	-	629	629	14,605	5,684	20,289	\$174,700	\$182,563	\$253,613	4.5%	40.7%		
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D3. Total Direct Hire</b>	181	160	166	26,755	-	-	917	917	27,672	9,583	37,255	\$161,175	\$166,699	\$224,428	3.4%	35.8%		
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	181	160	166	26,755	-	-	917	917	27,672	9,583	37,255	\$161,175	\$166,699	\$224,428	3.4%	35.8%		
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	120	120	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	120	120	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Reimbursable Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-
<b>R1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Personnel (includes OC 13)</b>	181	160	166	26,755	0	0	917	917	27,672	9,703	37,375	\$161,175	\$166,699	\$225,151	3.4%	36.3%		
<b>T1. US Direct Hire (USDH)</b>	181	160	166	26,755	-	-	917	917	27,672	9,583	37,255	\$161,175	\$166,699	\$224,428	3.4%	35.8%		
T1a. Senior Executive Schedule	12	10	11	1,897	0	0	125	125	2,022	632	2,654	\$172,455	\$183,818	\$241,273	6.0%	33.3%		
T1b. General Schedule	77	72	75	10,882	0	0	163	163	11,045	3,267	14,312	\$143,093	\$147,267	\$190,827	1.5%	30.0%		
T1c. Special Schedule	92	78	80	13,976	0	0	629	629	14,605	5,684	20,289	\$174,700	\$182,563	\$253,613	4.5%	40.7%		
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-
T1e. 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	-	-	-	-	-	-	-
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-
<b>T3. Total Direct Hire</b>	181	160	166	26,755	-	-	917	917	27,672	9,583	37,255	\$161,175	\$166,699	\$224,428	3.4%	35.8%		
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	-	-	0	0	0	0	0	-	-	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	181	160	166	26,755	-	-	917	917	27,672	9,583	37,255	\$161,175	\$166,699	\$224,428	3.4%	35.8%		
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	120	120	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	120	120	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-	-	-

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Defense Information Systems Agency TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP-8 (PB) FY 2018 President's Budget (FY 2016)													Date: May 2017				
	(\$ in Thousands)											Rates					
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II.13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC	
<b>Research, Development, Test &amp; Eval, DW</b>																	
<b>Direct Funded Personnel (includes OC 13)</b>	279	250	265	26,087	73	2	351	426	26,513	9,104	35,617	\$99,442	\$109,049	\$114,404	1.6%	34.8%	
<b>D1. US Direct Hire (USDH)</b>	279	250	265	26,087	73	2	351	426	26,513	9,029	35,542	\$99,442	\$109,049	\$114,121	1.6%	34.6%	
D1a. Senior Executive Schedule	2	1	1	185	-	-	9	9	194	57	251	\$183,000	\$194,000	\$251,000	4.9%	30.8%	
D1b. General Schedule	277	249	264	25,902	73	2	342	417	26,319	8,972	35,291	\$98,114	\$99,693	\$113,678	1.0%	34.6%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D3. Total Direct Hire</b>	279	250	265	26,087	73	2	351	426	26,513	9,029	35,542	\$99,442	\$109,049	\$114,121	1.6%	34.6%	
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	279	250	265	26,087	73	2	351	426	26,513	9,029	35,542	\$99,442	\$109,049	\$114,121	1.6%	34.6%	
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	75	75	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	75	75	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Reimbursable Funded Personnel (includes OC 13)</b>	73	83	79	10,181	34	11	114	159	10,340	2,284	12,624	\$128,873	\$130,886	\$159,797	1.6%	22.4%	
<b>R1. US Direct Hire (USDH)</b>	73	83	79	10,181	34	11	114	159	10,340	2,284	12,624	\$128,873	\$130,886	\$159,797	1.6%	22.4%	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	73	83	79	10,181	34	11	114	159	10,340	2,284	12,624	\$128,873	\$130,886	\$159,797	1.6%	22.4%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R3. Total Direct Hire</b>	73	83	79	10,181	34	11	114	159	10,340	2,284	12,624	\$128,873	\$130,886	\$159,797	1.6%	22.4%	
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	73	83	79	10,181	34	11	114	159	10,340	2,284	12,624	\$128,873	\$130,886	\$159,797	1.6%	22.4%	
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Total Personnel (includes OC 13)</b>	352	333	344	36,268	107	13	465	585	36,853	11,388	48,241	\$195,439	\$197,131	\$140,235	1.6%	31.2%	
<b>T1. US Direct Hire (USDH)</b>	352	333	344	36,268	107	13	465	585	36,853	11,313	48,166	\$195,439	\$197,131	\$140,017	1.6%	31.2%	
T1a. Senior Executive Schedule	2	1	1	185	0	0	9	9	194	57	251	\$183,000	\$194,000	\$251,000	4.9%	30.8%	
T1b. General Schedule	350	332	343	36,083	107	13	456	576	36,659	11,256	47,915	\$192,198	\$196,878	\$139,694	1.6%	31.2%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. 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	-	-	-	-	-	
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<b>T3. Total Direct Hire</b>	352	333	344	36,268	107	13	465	585	36,853	11,313	48,166	\$195,439	\$197,131	\$140,017	1.6%	31.2%	
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<i>Subtotal - Total Funded (excludes OC 13)</i>	352	333	344	36,268	107	13	465	585	36,853	11,313	48,166	\$195,439	\$197,131	\$140,017	1.6%	31.2%	
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	75	75	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	75	75	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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Research, Development, Test & Eval, DW	Defense Information Systems Agency TOTAL CIVILIAN PERSONNEL COSTS OP-8B: OP&A (PB) FY 2018 President's Budget (FY 2017)												Date: May 2017				
	(\$ in Thousands)																
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II/13	Comp & Benefits	Basic Comp	Total Comp	Benefits & Benefits	% BC	% BC	
<b>Direct Funded Personnel (includes OC 13)</b>	309	270	278	28,172	83	28	281	392	28,564	7,426	35,990	\$101,338	\$102,748	\$129,460	1.4%	26.4%	
<b>D1. US Direct Hire (USDH)</b>	309	270	278	28,172	83	28	281	392	28,564	7,426	35,990	\$101,338	\$102,748	\$129,460	1.4%	26.4%	
D1a. Senior Executive Schedule	2	2	2	288	-	-	14	14	302	77	379	\$144,000	\$151,000	\$189,500	4.9%	26.7%	
D1b. General Schedule	307	268	276	27,884	83	28	267	378	28,262	7,349	35,611	\$101,029	\$102,399	\$129,023	1.4%	26.4%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D3. Total Direct Hire</b>	309	270	278	28,172	83	28	281	392	28,564	7,426	35,990	\$101,338	\$102,748	\$129,460	1.4%	26.4%	
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	309	270	278	28,172	83	28	281	392	28,564	7,426	35,990	\$101,338	\$102,748	\$129,460	1.4%	26.4%	
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Reimbursable Funded Personnel (includes OC 13)</b>	131	131	131	11,527	34	11	116	161	11,688	3,039	14,727	\$87,992	\$89,221	\$112,420	1.4%	26.4%	
<b>R1. US Direct Hire (USDH)</b>	131	131	131	11,527	34	11	116	161	11,688	3,039	14,727	\$87,992	\$89,221	\$112,420	1.4%	26.4%	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	131	131	131	11,527	34	11	116	161	11,688	3,039	14,727	\$87,992	\$89,221	\$112,420	1.4%	26.4%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R3. Total Direct Hire</b>	131	131	131	11,527	34	11	116	161	11,688	3,039	14,727	\$87,992	\$89,221	\$112,420	1.4%	26.4%	
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	131	131	131	11,527	34	11	116	161	11,688	3,039	14,727	\$87,992	\$89,221	\$112,420	1.4%	26.4%	
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Total Personnel (includes OC 13)</b>	440	401	409	39,699	117	39	397	553	40,252	10,465	50,717	\$189,330	\$191,969	\$241,880	1.4%	26.4%	
<b>T1. US Direct Hire (USDH)</b>	440	401	409	39,699	117	39	397	553	40,252	10,465	50,717	\$189,330	\$191,969	\$241,880	1.4%	26.4%	
T1a. Senior Executive Schedule	2	2	2	288	0	0	14	14	302	77	379	\$144,000	\$151,000	\$189,500	4.9%	26.7%	
T1b. General Schedule	438	399	407	39,411	117	39	383	539	39,950	10,388	50,338	\$188,833	\$190,157	\$241,381	1.4%	26.4%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. 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	-	-	-	-	-	
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<b>T3. Total Direct Hire</b>	440	401	409	39,699	117	39	397	553	40,252	10,465	50,717	\$189,330	\$191,969	\$241,880	1.4%	26.4%	
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<i>Subtotal - Total Funded (excludes OC 13)</i>	440	401	409	39,699	117	39	397	553	40,252	10,465	50,717	\$189,330	\$191,969	\$241,880	1.4%	26.4%	
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	



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Defense Information Systems Agency TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP& (PB) FY 2018 President's Budget (FY 2018)													Date: May 2017				
	(\$ in Thousands)											Rates					
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.I.I	Total Variables	Comp O.C.I.I	Benefits O.C.I.I/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC	
<b>Research, Development, Test &amp; Eval, DW</b>																	
<b>Direct Funded Personnel (includes OC 13)</b>	270	280	278	28,826	85	28	290	403	29,229	7,587	36,816	\$103,691	\$105,140	\$132,432	1.4%	26.3%	
<b>D1. US Direct Hire (USDH)</b>	270	280	278	28,826	85	28	290	403	29,229	7,587	36,816	\$103,691	\$105,140	\$132,432	1.4%	26.3%	
D1a. Senior Executive Schedule	2	2	2	347	-	-	16	16	363	92	455	\$173,500	\$181,500	\$227,500	4.6%	36.5%	
D1b. General Schedule	268	278	276	28,479	85	28	274	387	28,866	7,495	36,361	\$102,185	\$104,587	\$131,743	1.4%	26.3%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D3. Total Direct Hire</b>	270	280	278	28,826	85	28	290	403	29,229	7,587	36,816	\$103,691	\$105,140	\$132,432	1.4%	26.3%	
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	270	280	278	28,826	85	28	290	403	29,229	7,587	36,816	\$103,691	\$105,140	\$132,432	1.4%	26.3%	
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Reimbursable Funded Personnel (includes OC 13)</b>	131	131	131	11,747	35	11	117	163	11,910	3,097	15,007	\$89,672	\$90,916	\$114,557	1.4%	26.4%	
<b>R1. US Direct Hire (USDH)</b>	131	131	131	11,747	35	11	117	163	11,910	3,097	15,007	\$89,672	\$90,916	\$114,557	1.4%	26.4%	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	131	131	131	11,747	35	11	117	163	11,910	3,097	15,007	\$89,672	\$90,916	\$114,557	1.4%	26.4%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R3. Total Direct Hire</b>	131	131	131	11,747	35	11	117	163	11,910	3,097	15,007	\$89,672	\$90,916	\$114,557	1.4%	26.4%	
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	131	131	131	11,747	35	11	117	163	11,910	3,097	15,007	\$89,672	\$90,916	\$114,557	1.4%	26.4%	
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Total Personnel (includes OC 13)</b>	401	411	409	40,573	120	39	407	566	41,139	10,684	51,823	\$193,363	\$196,056	\$247,000	1.4%	26.3%	
<b>T1. US Direct Hire (USDH)</b>	401	411	409	40,573	120	39	407	566	41,139	10,684	51,823	\$193,363	\$196,056	\$247,000	1.4%	26.3%	
T1a. Senior Executive Schedule	2	2	2	347	0	0	16	16	363	92	455	\$173,500	\$181,500	\$227,500	4.6%	36.5%	
T1b. General Schedule	399	400	407	40,226	120	39	391	550	40,776	10,592	51,368	\$98,835	\$100,187	\$126,211	1.4%	26.3%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. 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	-	-	-	-	-	
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<b>T3. Total Direct Hire</b>	401	411	409	40,573	120	39	407	566	41,139	10,684	51,823	\$193,363	\$196,056	\$247,000	1.4%	26.3%	
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<i>Subtotal - Total Funded (excludes OC 13)</i>	401	411	409	40,573	120	39	407	566	41,139	10,684	51,823	\$193,363	\$196,056	\$247,000	1.4%	26.3%	
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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Research, Development, Test & Eval, DW	Defense Logistics Agency TOTAL CIVILIAN PERSONNEL COSTS OP-8B: OP-8 (PB) FY 2018 President's Budget (FY 2016)											Date: May 2017				
	(\$ in Thousands)											Rates				
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.I.I	Total Variables	Comp O.C.I.I	Benefits O.C.I.I.13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC
<b>Direct Funded Personnel (includes OC 13)</b>	164	168	169	14,669	0	0	498	498	15,167	5,981	21,148	\$86,799	\$89,746	\$125,225	3.4%	40.8%
<b>D1. US Direct Hire (USDH)</b>	164	168	169	14,669	-	-	498	498	15,167	5,981	21,148	\$86,799	\$89,746	\$125,136	3.4%	40.8%
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	164	168	169	14,669	-	-	498	498	15,167	5,981	21,148	\$86,799	\$89,746	\$123,136	3.4%	40.8%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D3. Total Direct Hire</b>	164	168	169	14,669	-	-	498	498	15,167	5,981	21,148	\$86,799	\$89,746	\$125,136	3.4%	40.8%
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	164	168	169	14,669	-	-	498	498	15,167	5,981	21,148	\$86,799	\$89,746	\$125,136	3.4%	40.8%
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	15	15	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Reimbursable Funded Personnel (includes OC 13)</b>	50	47	47	5,129	0	0	2	2	5,131	1,497	6,628	\$109,128	\$109,170	\$141,021	0.0%	29.2%
<b>R1. US Direct Hire (USDH)</b>	50	47	47	5,129	-	-	2	2	5,131	1,497	6,628	\$109,128	\$109,170	\$141,021	0.0%	29.2%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	50	47	47	5,129	-	-	2	2	5,131	1,497	6,628	\$109,128	\$109,170	\$141,021	0.0%	29.2%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R3. Total Direct Hire</b>	50	47	47	5,129	-	-	2	2	5,131	1,497	6,628	\$109,128	\$109,170	\$141,021	0.0%	29.2%
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	50	47	47	5,129	-	-	2	2	5,131	1,497	6,628	\$109,128	\$109,170	\$141,021	0.0%	29.2%
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Personnel (includes OC 13)</b>	214	215	216	19,798	0	0	500	500	20,298	7,478	27,776	\$91,657	\$93,972	\$128,662	2.5%	37.8%
<b>T1. US Direct Hire (USDH)</b>	214	215	216	19,798	-	-	500	500	20,298	7,478	27,776	\$91,657	\$93,972	\$128,393	2.5%	37.8%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	214	215	216	19,798	0	0	500	500	20,298	7,478	27,776	\$91,657	\$93,972	\$128,593	2.5%	37.8%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. 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	-	-	-	-	-
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<b>T3. Total Direct Hire</b>	214	215	216	19,798	-	-	500	500	20,298	7,478	27,776	\$91,657	\$93,972	\$128,393	2.5%	37.8%
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	214	215	216	19,798	-	-	500	500	20,298	7,478	27,776	\$91,657	\$93,972	\$128,393	2.5%	37.8%
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	15	15	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Research, Development, Test & Eval, DW	Defense Logistics Agency TOTAL CIVILIAN PERSONNEL COSTS OP-8B: OP& (PB) FY 2018 President's Budget (FY 2017)													Date: May 2017				
	(\$ in Thousands)										Rates							
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p		
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.I.	Total Variables	Comp O.C.I.	Benefits O.C.I.13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC		
<b>Direct Funded Personnel (includes OC 13)</b>	181	181	181	20,396	0	0	0	0	20,396	4,472	24,868	\$112,685	\$112,685	\$137,392	0.0%	21.9%		
<b>D1. US Direct Hire (USDH)</b>	181	181	181	20,396	-	-	-	-	20,396	4,472	24,868	\$112,685	\$112,685	\$137,392	0.0%	21.9%		
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1b. General Schedule	181	181	181	20,396	-	-	-	-	20,396	4,472	24,868	\$112,685	\$112,685	\$137,392	0.0%	21.9%		
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
<b>D3. Total Direct Hire</b>	181	181	181	20,396	-	-	-	-	20,396	4,472	24,868	\$112,685	\$112,685	\$137,392	0.0%	21.9%		
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
<i>Subtotal - Direct Funded (excludes OC 13)</i>	181	181	181	20,396	-	-	-	-	20,396	4,472	24,868	\$112,685	\$112,685	\$137,392	0.0%	21.9%		
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
<b>Reimbursable Funded Personnel (includes OC 13)</b>	60	60	60	5,491	0	0	0	0	5,491	0	5,491	\$91,517	\$91,517	\$91,517	0.0%	0.0%		
<b>R1. US Direct Hire (USDH)</b>	60	60	60	5,491	-	-	-	-	5,491	-	5,491	\$91,517	\$91,517	\$91,517	0.0%	0.0%		
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1b. General Schedule	60	60	60	5,491	-	-	-	-	5,491	-	5,491	\$91,517	\$91,517	\$91,517	0.0%	0.0%		
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
<b>R3. Total Direct Hire</b>	60	60	60	5,491	-	-	-	-	5,491	-	5,491	\$91,517	\$91,517	\$91,517	0.0%	0.0%		
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	60	60	60	5,491	-	-	-	-	5,491	-	5,491	\$91,517	\$91,517	\$91,517	0.0%	0.0%		
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
<b>Total Personnel (includes OC 13)</b>	241	241	241	25,887	0	0	0	0	25,887	4,472	30,359	\$107,415	\$107,415	\$125,971	0.0%	17.3%		
<b>T1. US Direct Hire (USDH)</b>	241	241	241	25,887	-	-	-	-	25,887	4,472	30,359	\$107,415	\$107,415	\$125,971	0.0%	17.3%		
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T1b. General Schedule	241	241	241	25,887	0	0	0	0	25,887	4,472	30,359	\$107,415	\$107,415	\$125,971	0.0%	17.3%		
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T1e. 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	-	-	-	-	-		
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
<b>T3. Total Direct Hire</b>	241	241	241	25,887	-	-	-	-	25,887	4,472	30,359	\$107,415	\$107,415	\$125,971	0.0%	17.3%		
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
<i>Subtotal - Total Funded (excludes OC 13)</i>	241	241	241	25,887	-	-	-	-	25,887	4,472	30,359	\$107,415	\$107,415	\$125,971	0.0%	17.3%		
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

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Research, Development, Test & Eval, DW	Defense Logistics Agency TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP-8 (P) FY 2018 President's Budget (FY 2018)												Date: May 2017			
	(\$ in Thousands)											Rates				
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.II	h Total Variables	i Comp O.C.II	j Benefits O.C.II,13	k Comp & Benefits	l Basic Comp	m Total Comp	n B Comp & Benefits	o h/d % BC Variables	p i/d % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	193	193	184	20,144	0	0	0	0	20,144	3,850	23,994	\$109,478	\$109,478	\$130,402	0.0%	19.1%
<b>D1. US Direct Hire (USDH)</b>	193	193	184	20,144	-	-	-	-	20,144	3,850	23,994	\$109,478	\$109,478	\$130,402	0.0%	19.1%
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	193	193	184	20,144	-	-	-	-	20,144	3,850	23,994	\$109,478	\$109,478	\$130,402	0.0%	19.1%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D3. Total Direct Hire</b>	193	193	184	20,144	-	-	-	-	20,144	3,850	23,994	\$109,478	\$109,478	\$130,402	0.0%	19.1%
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	193	193	184	20,144	-	-	-	-	20,144	3,850	23,994	\$109,478	\$109,478	\$130,402	0.0%	19.1%
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Reimbursable Funded Personnel (includes OC 13)</b>	60	60	60	6,302	0	0	149	149	6,451	0	6,451	\$107,517	\$107,517	\$107,517	2.4%	0.0%
<b>R1. US Direct Hire (USDH)</b>	60	60	60	6,302	-	-	149	149	6,451	-	6,451	\$107,517	\$107,517	\$107,517	2.4%	0.0%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	60	60	60	6,302	-	-	149	149	6,451	-	6,451	\$107,517	\$107,517	\$107,517	2.4%	0.0%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R3. Total Direct Hire</b>	60	60	60	6,302	-	-	149	149	6,451	-	6,451	\$107,517	\$107,517	\$107,517	2.4%	0.0%
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	60	60	60	6,302	-	-	149	149	6,451	-	6,451	\$107,517	\$107,517	\$107,517	2.4%	0.0%
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Personnel (includes OC 13)</b>	253	253	244	26,446	0	0	149	149	26,595	3,850	30,445	\$108,385	\$108,996	\$124,775	0.6%	14.6%
<b>T1. US Direct Hire (USDH)</b>	253	253	244	26,446	-	-	149	149	26,595	3,850	30,445	\$108,385	\$108,996	\$124,775	0.6%	14.6%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	253	253	244	26,446	0	0	149	149	26,595	3,850	30,445	\$108,385	\$108,996	\$124,775	0.6%	14.6%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. 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	-	-	-	-	-
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<b>T3. Total Direct Hire</b>	253	253	244	26,446	-	-	149	149	26,595	3,850	30,445	\$108,385	\$108,996	\$124,775	0.6%	14.6%
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	253	253	244	26,446	-	-	149	149	26,595	3,850	30,445	\$108,385	\$108,996	\$124,775	0.6%	14.6%
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-



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Research, Development, Test & Eval, DW	Defense Technical Information Center TOTAL CIVILIAN PERSONNEL COSTS OP-8B: OP& (PB) FY 2018 President's Budget (FY 2016)												Date: May 2017				
	(\$ in Thousands)											Rates					
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II,13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC	
<b>Direct Funded Personnel (includes OC 13)</b>	207	218	211	20,456	70	0	191	261	20,717	6,384	27,101	\$96,948	\$98,185	\$128,441	1.3%	31.2%	
<b>D1. US Direct Hire (USDH)</b>	207	218	211	20,456	70	-	191	261	20,717	6,384	27,101	\$96,948	\$98,185	\$128,441	1.3%	31.2%	
D1a. Senior Executive Schedule	1	1	1	173	-	-	9	9	182	42	224	\$173,000	\$182,000	\$224,000	5.2%	24.3%	
D1b. General Schedule	203	216	209	20,224	67	-	181	248	20,472	6,315	26,787	\$96,766	\$97,952	\$128,167	1.2%	31.2%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	1	1	1	59	3	-	1	4	63	27	90	\$59,000	\$63,000	\$90,000	6.8%	45.8%	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D3. Total Direct Hire</b>	207	218	211	20,456	70	-	191	261	20,717	6,384	27,101	\$96,948	\$98,185	\$128,441	1.3%	31.2%	
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	207	218	211	20,456	70	-	191	261	20,717	6,384	27,101	\$96,948	\$98,185	\$128,441	1.3%	31.2%	
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Reimbursable Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<b>R1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Total Personnel (includes OC 13)</b>	207	218	211	20,456	70	0	191	261	20,717	6,384	27,101	\$96,948	\$98,185	\$128,441	1.3%	31.2%	
<b>T1. US Direct Hire (USDH)</b>	207	218	211	20,456	70	-	191	261	20,717	6,384	27,101	\$96,948	\$98,185	\$128,441	1.3%	31.2%	
T1a. Senior Executive Schedule	1	1	1	173	0	0	9	9	182	42	224	\$173,000	\$182,000	\$224,000	5.2%	24.3%	
T1b. General Schedule	203	216	209	20,224	67	0	181	248	20,472	6,315	26,787	\$96,766	\$97,952	\$128,167	1.2%	31.2%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	1	1	1	59	3	0	1	4	63	27	90	\$59,000	\$63,000	\$90,000	6.8%	45.8%	
T1e. 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	-	-	-	-	-	
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<b>T3. Total Direct Hire</b>	207	218	211	20,456	70	-	191	261	20,717	6,384	27,101	\$96,948	\$98,185	\$128,441	1.3%	31.2%	
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<i>Subtotal - Total Funded (excludes OC 13)</i>	207	218	211	20,456	70	-	191	261	20,717	6,384	27,101	\$96,948	\$98,185	\$128,441	1.3%	31.2%	
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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Research, Development, Test & Eval, DW	Defense Technical Information Center TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP& (PB) FY 2018 President's Budget (FY 2017)												Date: May 2017				
	(\$ in Thousands)																
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II/13	Comp & Benefits	Basic Comp	Total Comp	Benefits & Benefits	% BC	% BC	
<b>Direct Funded Personnel (includes OC 13)</b>	217	217	217	21,852	115	0	410	525	22,377	6,521	28,898	\$100,700	\$103,120	\$133,171	2.4%	29.8%	
<b>D1. US Direct Hire (USDH)</b>	217	217	217	21,852	115	-	410	525	22,377	6,521	28,898	\$100,700	\$103,120	\$133,171	2.4%	29.8%	
D1a. Senior Executive Schedule	1	1	1	175	-	-	9	9	184	42	226	\$175,000	\$184,000	\$226,000	5.1%	24.0%	
D1b. General Schedule	215	215	215	21,617	112	-	400	512	22,129	6,452	28,581	\$100,544	\$102,926	\$132,935	2.4%	29.8%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	1	1	1	60	3	-	1	4	64	27	91	\$60,000	\$64,000	\$91,000	6.7%	45.0%	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D3. Total Direct Hire</b>	217	217	217	21,852	115	-	410	525	22,377	6,521	28,898	\$100,700	\$103,120	\$133,171	2.4%	29.8%	
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	217	217	217	21,852	115	-	410	525	22,377	6,521	28,898	\$100,700	\$103,120	\$133,171	2.4%	29.8%	
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Reimbursable Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<b>R1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Total Personnel (includes OC 13)</b>	217	217	217	21,852	115	0	410	525	22,377	6,521	28,898	\$100,700	\$103,120	\$133,171	2.4%	29.8%	
<b>T1. US Direct Hire (USDH)</b>	217	217	217	21,852	115	-	410	525	22,377	6,521	28,898	\$100,700	\$103,120	\$133,171	2.4%	29.8%	
T1a. Senior Executive Schedule	1	1	1	175	0	0	9	9	184	42	226	\$175,000	\$184,000	\$226,000	5.1%	24.0%	
T1b. General Schedule	215	215	215	21,617	112	0	400	512	22,129	6,452	28,581	\$100,544	\$102,926	\$132,935	2.4%	29.8%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	1	1	1	60	3	0	1	4	64	27	91	\$60,000	\$64,000	\$91,000	6.7%	45.0%	
T1e. 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	-	-	-	-	-	
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<b>T3. Total Direct Hire</b>	217	217	217	21,852	115	-	410	525	22,377	6,521	28,898	\$100,700	\$103,120	\$133,171	2.4%	29.8%	
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<i>Subtotal - Total Funded (excludes OC 13)</i>	217	217	217	21,852	115	-	410	525	22,377	6,521	28,898	\$100,700	\$103,120	\$133,171	2.4%	29.8%	
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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Research, Development, Test & Eval, DW	Defense Technical Information Center TOTAL CIVILIAN PERSONNEL COSTS OP-8B: OP& (PB) FY 2018 President's Budget (FY 2018)												Date: May 2017					
	(\$ in Thousands)																	
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	r
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II/13	Comp & Benefits	Basic Comp	Total Comp	Benefits & Benefits	% BC	% BC		
<b>Direct Funded Personnel (includes OC 13)</b>	223	223	223	22,378	115	0	438	553	22,931	6,766	29,697	\$100,350	\$102,830	\$133,170	2.5%	30.2%		
<b>D1. US Direct Hire (USDH)</b>	223	223	223	22,378	115	-	438	553	22,931	6,766	29,697	\$100,350	\$102,830	\$133,170	2.5%	30.2%		
D1a. Senior Executive Schedule	1	1	1	176	-	-	9	9	185	43	228	\$176,000	\$185,000	\$228,000	5.1%	24.4%		
D1b. General Schedule	221	221	221	22,142	112	-	428	540	22,682	6,695	29,377	\$100,190	\$102,633	\$132,928	2.4%	30.2%		
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	1	1	1	60	3	-	1	4	64	28	92	\$60,000	\$64,000	\$92,000	6.7%	46.7%		
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D3. Total Direct Hire</b>	223	223	223	22,378	115	-	438	553	22,931	6,766	29,697	\$100,350	\$102,830	\$133,170	2.5%	30.2%		
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	223	223	223	22,378	115	-	438	553	22,931	6,766	29,697	\$100,350	\$102,830	\$133,170	2.5%	30.2%		
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Reimbursable Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-
<b>R1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Personnel (includes OC 13)</b>	223	223	223	22,378	115	0	438	553	22,931	6,766	29,697	\$100,350	\$102,830	\$133,170	2.5%	30.2%		
<b>T1. US Direct Hire (USDH)</b>	223	223	223	22,378	115	-	438	553	22,931	6,766	29,697	\$100,350	\$102,830	\$133,170	2.5%	30.2%		
T1a. Senior Executive Schedule	1	1	1	176	0	0	9	9	185	43	228	\$176,000	\$185,000	\$228,000	5.1%	24.4%		
T1b. General Schedule	221	221	221	22,142	112	0	428	540	22,682	6,695	29,377	\$100,190	\$102,633	\$132,928	2.4%	30.2%		
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-
T1d. Wage System	1	1	1	60	3	0	1	4	64	28	92	\$60,000	\$64,000	\$92,000	6.7%	46.7%		
T1e. 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	-	-	-	-	-	-	-
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-
<b>T3. Total Direct Hire</b>	223	223	223	22,378	115	-	438	553	22,931	6,766	29,697	\$100,350	\$102,830	\$133,170	2.5%	30.2%		
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	223	223	223	22,378	115	-	438	553	22,931	6,766	29,697	\$100,350	\$102,830	\$133,170	2.5%	30.2%		
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

**Office of the Secretary of Defense  
Fiscal Year (FY) 2018 President's Budget**

**Volume II - Defense-Wide Data Book**

Research, Development, Test & Eval, DW	Missile Defense Agency TOTAL CIVILIAN PERSONNEL COSTS OP-8B: OP-8 (PB) FY 2018 President's Budget (FY 2016)												Date: May 2017				
	(\$ in Thousands)																
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II/13	Comp & Benefits	Basic Comp	Total Comp	Benefits & Benefits	% BC	% BC	
<b>Direct Funded Personnel (includes OC 13)</b>	2,274	2,371	2,328	260,550	784	11,465	6,535	18,784	279,334	84,235	363,569	\$111,920	\$119,989	\$156,172	7.2%	32.4%	
<b>D1. US Direct Hire (USDH)</b>	2,274	2,371	2,328	260,550	784	11,465	6,535	18,784	279,334	84,235	363,569	\$111,920	\$119,989	\$156,172	7.2%	32.4%	
D1a. Senior Executive Schedule	21	24	21	3,371	-	145	362	507	3,878	939	4,817	\$160,524	\$184,667	\$229,581	15.0%	27.9%	
D1b. General Schedule	2,253	2,347	2,307	257,179	784	11,320	6,173	18,277	275,456	83,296	358,752	\$111,478	\$119,000	\$155,506	7.1%	32.4%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D3. Total Direct Hire</b>	2,274	2,371	2,328	260,550	784	11,465	6,535	18,784	279,334	84,235	363,569	\$111,920	\$119,989	\$156,172	7.2%	32.3%	
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	2,274	2,371	2,328	260,550	784	11,465	6,535	18,784	279,334	84,235	363,569	\$111,920	\$119,989	\$156,172	7.2%	32.3%	
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Reimbursable Funded Personnel (includes OC 13)</b>	33	67	52	4,606	51	168	167	386	4,992	1,769	6,761	\$88,577	\$90,000	\$130,019	8.4%	38.4%	
<b>R1. US Direct Hire (USDH)</b>	33	67	52	4,606	51	168	167	386	4,992	1,769	6,761	\$88,577	\$90,000	\$130,019	8.4%	38.4%	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	33	67	52	4,606	51	168	167	386	4,992	1,769	6,761	\$88,577	\$90,000	\$130,019	8.4%	38.4%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R3. Total Direct Hire</b>	33	67	52	4,606	51	168	167	386	4,992	1,769	6,761	\$88,577	\$90,000	\$130,019	8.4%	38.4%	
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	33	67	52	4,606	51	168	167	386	4,992	1,769	6,761	\$88,577	\$90,000	\$130,019	8.4%	38.4%	
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Total Personnel (includes OC 13)</b>	2,307	2,438	2,380	265,156	835	11,633	6,702	19,170	284,326	86,004	370,330	\$111,410	\$119,465	\$155,601	7.2%	32.4%	
<b>T1. US Direct Hire (USDH)</b>	2,241	2,338	2,276	265,156	835	11,633	6,702	19,170	284,326	86,004	370,330	\$111,410	\$119,465	\$155,601	7.2%	32.4%	
T1a. Senior Executive Schedule	21	24	21	3,371	0	145	362	507	3,878	939	4,817	\$160,524	\$184,667	\$229,581	15.0%	27.9%	
T1b. General Schedule	2,220	2,314	2,255	261,785	835	11,488	6,340	18,663	280,448	85,065	365,513	\$110,973	\$118,084	\$154,944	7.1%	32.3%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. 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	-	-	-	-	-	
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<b>T3. Total Direct Hire</b>	2,241	2,338	2,276	265,156	835	11,633	6,702	19,170	284,326	86,004	370,330	\$111,410	\$119,465	\$155,601	7.2%	32.4%	
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<i>Subtotal - Total Funded (excludes OC 13)</i>	2,307	2,438	2,380	265,156	835	11,633	6,702	19,170	284,326	86,004	370,330	\$111,410	\$119,465	\$155,601	7.2%	32.4%	
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	



Office of the Secretary of Defense  
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Volume II - Defense-Wide Data Book

Research, Development, Test & Eval, DW	Missile Defense Agency TOTAL CIVILIAN PERSONNEL COSTS OP-8B: OP-8 (PB) FY 2018 President's Budget (FY 2017)													Date: May 2017		
	(\$ in Thousands)										Rates					
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.I.I	Total Variables	Comp O.C.I.I	Benefits O.C.I.I	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC
<b>Direct Funded Personnel (includes OC 13)</b>	<b>2,306</b>	<b>2,345</b>	<b>2,309</b>	<b>267,001</b>	<b>478</b>	<b>14,595</b>	<b>7,961</b>	<b>23,034</b>	<b>290,035</b>	<b>84,205</b>	<b>374,240</b>	<b>\$115,635</b>	<b>\$125,611</b>	<b>\$162,036</b>	<b>8.6%</b>	<b>31.5%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>2,306</b>	<b>2,345</b>	<b>2,309</b>	<b>267,001</b>	<b>478</b>	<b>14,595</b>	<b>7,961</b>	<b>23,034</b>	<b>290,035</b>	<b>84,105</b>	<b>374,140</b>	<b>\$115,635</b>	<b>\$125,611</b>	<b>\$162,036</b>	<b>8.6%</b>	<b>31.5%</b>
D1a. Senior Executive Schedule	24	24	24	3,456	-	183	269	452	3,908	825	4,733	\$144,000	\$162,833	\$197,208	13.1%	24.9%
D1b. General Schedule	2,282	2,321	2,285	263,545	478	14,412	7,692	22,582	286,127	83,280	369,407	\$113,357	\$125,220	\$161,666	8.9%	31.6%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D3. Total Direct Hire</b>	<b>2,306</b>	<b>2,345</b>	<b>2,309</b>	<b>267,001</b>	<b>478</b>	<b>14,595</b>	<b>7,961</b>	<b>23,034</b>	<b>290,035</b>	<b>84,105</b>	<b>374,140</b>	<b>\$115,635</b>	<b>\$125,611</b>	<b>\$162,036</b>	<b>8.6%</b>	<b>31.5%</b>
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>2,306</i>	<i>2,345</i>	<i>2,309</i>	<i>267,001</i>	<i>478</i>	<i>14,595</i>	<i>7,961</i>	<i>23,034</i>	<i>290,035</i>	<i>84,105</i>	<i>374,140</i>	<i>\$115,635</i>	<i>\$125,611</i>	<i>\$162,036</i>	<i>8.6%</i>	<i>31.5%</i>
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	<b>100</b>	<b>100</b>	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	100	100	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>67</b>	<b>93</b>	<b>93</b>	<b>7,019</b>	<b>10</b>	<b>192</b>	<b>92</b>	<b>294</b>	<b>7,313</b>	<b>2,336</b>	<b>9,649</b>	<b>\$75,473</b>	<b>\$78,634</b>	<b>\$103,753</b>	<b>4.2%</b>	<b>33.3%</b>
<b>R1. US Direct Hire (USDH)</b>	<b>67</b>	<b>93</b>	<b>93</b>	<b>7,019</b>	<b>10</b>	<b>192</b>	<b>92</b>	<b>294</b>	<b>7,313</b>	<b>2,336</b>	<b>9,649</b>	<b>\$75,473</b>	<b>\$78,634</b>	<b>\$103,753</b>	<b>4.2%</b>	<b>33.3%</b>
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	67	93	93	7,019	10	192	92	294	7,313	2,336	9,649	\$75,473	\$78,634	\$103,753	4.2%	33.3%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R3. Total Direct Hire</b>	<b>67</b>	<b>93</b>	<b>93</b>	<b>7,019</b>	<b>10</b>	<b>192</b>	<b>92</b>	<b>294</b>	<b>7,313</b>	<b>2,336</b>	<b>9,649</b>	<b>\$75,473</b>	<b>\$78,634</b>	<b>\$103,753</b>	<b>4.2%</b>	<b>33.3%</b>
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>67</i>	<i>93</i>	<i>93</i>	<i>7,019</i>	<i>10</i>	<i>192</i>	<i>92</i>	<i>294</i>	<i>7,313</i>	<i>2,336</i>	<i>9,649</i>	<i>\$75,473</i>	<i>\$78,634</i>	<i>\$103,753</i>	<i>4.2%</i>	<i>33.3%</i>
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Personnel (includes OC 13)</b>	<b>2,373</b>	<b>2,438</b>	<b>2,402</b>	<b>274,020</b>	<b>488</b>	<b>14,787</b>	<b>8,053</b>	<b>23,328</b>	<b>297,348</b>	<b>86,441</b>	<b>383,889</b>	<b>\$114,000</b>	<b>\$123,792</b>	<b>\$159,821</b>	<b>8.5%</b>	<b>31.6%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>2,373</b>	<b>2,438</b>	<b>2,402</b>	<b>274,020</b>	<b>488</b>	<b>14,787</b>	<b>8,053</b>	<b>23,328</b>	<b>297,348</b>	<b>86,441</b>	<b>383,789</b>	<b>\$114,000</b>	<b>\$123,792</b>	<b>\$159,779</b>	<b>8.5%</b>	<b>31.5%</b>
T1a. Senior Executive Schedule	24	24	24	3,456	0	183	269	452	3,908	825	4,733	\$144,000	\$162,833	\$197,208	13.1%	24.9%
T1b. General Schedule	2,349	2,414	2,378	270,564	488	14,604	7,784	22,876	293,440	85,616	379,056	\$113,778	\$123,398	\$159,401	8.5%	31.6%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. 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	-	-	-	-	-
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>T3. Total Direct Hire</b>	<b>2,373</b>	<b>2,438</b>	<b>2,402</b>	<b>274,020</b>	<b>488</b>	<b>14,787</b>	<b>8,053</b>	<b>23,328</b>	<b>297,348</b>	<b>86,441</b>	<b>383,789</b>	<b>\$114,000</b>	<b>\$123,792</b>	<b>\$159,779</b>	<b>8.5%</b>	<b>31.5%</b>
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>2,373</i>	<i>2,438</i>	<i>2,402</i>	<i>274,020</i>	<i>488</i>	<i>14,787</i>	<i>8,053</i>	<i>23,328</i>	<i>297,348</i>	<i>86,441</i>	<i>383,789</i>	<i>\$114,000</i>	<i>\$123,792</i>	<i>\$159,779</i>	<i>8.5%</i>	<i>31.5%</i>
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	<b>100</b>	<b>100</b>	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	100	100	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Office of the Secretary of Defense  
Fiscal Year (FY) 2018 President's Budget

Volume II - Defense-Wide Data Book

Research, Development, Test & Eval, DW	Missile Defense Agency TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP& (PB) FY 2018 President's Budget (FY 2018)											Date: May 2017				
	(\$ in Thousands)										Rates					
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.I.I	Total Variables	Comp O.C.I.I	Benefits O.C.I.I	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC
<b>Direct Funded Personnel (includes OC 13)</b>	2,272	2,371	2,283	258,129	442	13,862	7,765	22,069	280,198	81,516	361,714	\$113,066	\$122,732	\$158,438	8.5%	31.6%
<b>D1. US Direct Hire (USDH)</b>	2,272	2,371	2,283	258,129	442	13,862	7,765	22,069	280,198	81,416	361,614	\$113,066	\$122,732	\$158,394	8.5%	31.5%
D1a. Senior Executive Schedule	24	24	24	3,519	-	186	276	462	3,981	835	4,816	\$146,625	\$165,875	\$200,667	13.1%	23.7%
D1b. General Schedule	2,248	2,347	2,259	254,610	442	13,676	7,489	21,607	276,217	80,581	356,798	\$112,709	\$122,274	\$157,943	8.5%	31.6%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D3. Total Direct Hire</b>	2,272	2,371	2,283	258,129	442	13,862	7,765	22,069	280,198	81,416	361,614	\$113,066	\$122,732	\$158,394	8.5%	31.5%
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	2,272	2,371	2,283	258,129	442	13,862	7,765	22,069	280,198	81,416	361,614	\$113,066	\$122,732	\$158,394	8.5%	31.5%
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	100	100	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	100	100	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Reimbursable Funded Personnel (includes OC 13)</b>	33	33	33	3,498	51	87	139	277	3,775	1,160	4,935	\$106,000	\$114,394	\$149,545	7.9%	33.2%
<b>R1. US Direct Hire (USDH)</b>	33	33	33	3,498	51	87	139	277	3,775	1,160	4,935	\$106,000	\$114,394	\$149,545	7.9%	33.2%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	33	33	33	3,498	51	87	139	277	3,775	1,160	4,935	\$106,000	\$114,394	\$149,545	7.9%	33.2%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R3. Total Direct Hire</b>	33	33	33	3,498	51	87	139	277	3,775	1,160	4,935	\$106,000	\$114,394	\$149,545	7.9%	33.2%
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	33	33	33	3,498	51	87	139	277	3,775	1,160	4,935	\$106,000	\$114,394	\$149,545	7.9%	33.2%
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Personnel (includes OC 13)</b>	2,305	2,404	2,316	261,627	493	13,949	7,904	22,346	283,973	82,576	366,549	\$112,965	\$122,614	\$158,311	8.5%	31.6%
<b>T1. US Direct Hire (USDH)</b>	2,305	2,404	2,316	261,627	493	13,949	7,904	22,346	283,973	82,576	366,549	\$112,965	\$122,614	\$158,268	8.5%	31.6%
T1a. Senior Executive Schedule	24	24	24	3,519	0	186	276	462	3,981	835	4,816	\$146,625	\$165,875	\$200,667	13.1%	23.7%
T1b. General Schedule	2,281	2,380	2,292	258,108	493	13,783	7,628	21,884	279,992	81,741	361,733	\$112,613	\$122,161	\$157,824	8.5%	31.7%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. 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	-	-	-	-	-
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<b>T3. Total Direct Hire</b>	2,305	2,404	2,316	261,627	493	13,949	7,904	22,346	283,973	82,576	366,549	\$112,965	\$122,614	\$158,268	8.5%	31.6%
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	2,305	2,404	2,316	261,627	493	13,949	7,904	22,346	283,973	82,576	366,549	\$112,965	\$122,614	\$158,268	8.5%	31.6%
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	100	100	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	100	100	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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National Defense Stockpile Transaction Fund	Defense Logistics Agency TOTAL CIVILIAN PERSONNEL COSTS OP-8B: OP-8 (PB) FY 2018 President's Budget (FY 2016)											Date: May 2017				
	(\$ in Thousands)										Rates					
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC
<b>Direct Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>D1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Reimbursable Funded Personnel (includes OC 13)</b>	70	73	72	5,221	5	250	145	400	5,621	1,895	7,516	\$72,514	\$78,069	\$104,389	7.7%	36.3%
<b>R1. US Direct Hire (USDH)</b>	70	73	72	5,221	5	250	145	400	5,621	1,895	7,516	\$72,514	\$78,069	\$104,389	7.7%	36.3%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	70	73	72	5,221	5	250	145	400	5,621	1,895	7,516	\$72,514	\$78,069	\$104,389	7.7%	36.3%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R3. Total Direct Hire</b>	70	73	72	5,221	5	250	145	400	5,621	1,895	7,516	\$72,514	\$78,069	\$104,389	7.7%	36.3%
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	70	73	72	5,221	5	250	145	400	5,621	1,895	7,516	\$72,514	\$78,069	\$104,389	7.7%	36.3%
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Personnel (includes OC 13)</b>	70	73	72	5,221	5	250	145	400	5,621	1,895	7,516	\$72,514	\$78,069	\$104,389	7.7%	36.3%
<b>T1. US Direct Hire (USDH)</b>	70	73	72	5,221	5	250	145	400	5,621	1,895	7,516	\$72,514	\$78,069	\$104,389	7.7%	36.3%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	70	73	72	5,221	5	250	145	400	5,621	1,895	7,516	\$72,514	\$78,069	\$104,389	7.7%	36.3%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. 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	-	-	-	-	-
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<b>T3. Total Direct Hire</b>	70	73	72	5,221	5	250	145	400	5,621	1,895	7,516	\$72,514	\$78,069	\$104,389	7.7%	36.3%
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	70	73	72	5,221	5	250	145	400	5,621	1,895	7,516	\$72,514	\$78,069	\$104,389	7.7%	36.3%
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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National Defense Stockpile Transaction Fund	Defense Logistics Agency TOTAL CIVILIAN PERSONNEL COSTS OP-8B: OP&A (PB) FY 2018 President's Budget (FY 2017)											Date: May 2017				
	(\$ in Thousands)										Rates					
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II/13	Comp & Benefits	Basic Comp	Total Comp	% BC & Benefits	% BC	% BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>D1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Reimbursable Funded Personnel (includes OC 13)</b>	73	81	85	6,517	33	504	526	1,063	7,580	2,396	10,126	\$76,671	\$89,176	\$117,365	16.3%	39.1%
<b>R1. US Direct Hire (USDH)</b>	73	81	85	6,517	33	504	526	1,063	7,580	2,396	9,976	\$76,671	\$89,176	\$117,365	16.3%	38.8%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	73	81	85	6,517	33	504	526	1,063	7,580	2,396	9,976	\$76,671	\$89,176	\$117,365	16.3%	38.8%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R3. Total Direct Hire</b>	73	81	85	6,517	33	504	526	1,063	7,580	2,396	9,976	\$76,671	\$89,176	\$117,365	16.3%	38.8%
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	73	81	85	6,517	33	504	526	1,063	7,580	2,396	9,976	\$76,671	\$89,176	\$117,365	16.3%	38.8%
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	150	150	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Personnel (includes OC 13)</b>	73	81	85	6,517	33	504	526	1,063	7,580	2,546	10,126	\$76,671	\$89,176	\$119,129	16.3%	39.1%
<b>T1. US Direct Hire (USDH)</b>	73	81	85	6,517	33	504	526	1,063	7,580	2,396	9,976	\$76,671	\$89,176	\$117,365	16.3%	38.8%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	73	81	85	6,517	33	504	526	1,063	7,580	2,396	9,976	\$76,671	\$89,176	\$117,365	16.3%	38.8%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. 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	-	-	-	-	-
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<b>T3. Total Direct Hire</b>	73	81	85	6,517	33	504	526	1,063	7,580	2,396	9,976	\$76,671	\$89,176	\$117,365	16.3%	38.8%
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	73	81	85	6,517	33	504	526	1,063	7,580	2,396	9,976	\$76,671	\$89,176	\$117,365	16.3%	38.8%
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	150	150	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-



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National Defense Stockpile Transaction Fund	Defense Logistics Agency TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP-8 (PB) FY 2018 President's Budget (FY 2018)											Date: May 2017				
	(\$ in Thousands)											Rates				
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II/13	Comp & Benefits	Basic Comp	Total Comp	% BC	% BC	% BC
<b>Direct Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>D1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Reimbursable Funded Personnel (includes OC 13)</b>	81	75	78	5,475	30	469	398	897	6,372	2,419	8,791	570,192	881,692	112,705	16.4%	44.2%
<b>R1. US Direct Hire (USDH)</b>	81	75	78	5,475	30	469	398	897	6,372	2,018	8,390	570,192	881,692	1,07,564	16.4%	38.9%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	81	75	78	5,475	30	469	398	897	6,372	2,018	8,390	570,192	881,692	1,07,564	16.4%	38.9%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R3. Total Direct Hire</b>	81	75	78	5,475	30	469	398	897	6,372	2,018	8,390	570,192	881,692	1,07,564	16.4%	38.9%
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	81	75	78	5,475	30	469	398	897	6,372	2,018	8,390	570,192	881,692	1,07,564	16.4%	38.9%
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Personnel (includes OC 13)</b>	81	75	78	5,475	30	469	398	897	6,372	2,419	8,791	570,192	881,692	112,705	16.4%	44.2%
<b>T1. US Direct Hire (USDH)</b>	81	75	78	5,475	30	469	398	897	6,372	2,018	8,390	570,192	881,692	1,07,564	16.4%	38.9%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T1b. General Schedule	81	75	78	5,475	30	469	398	897	6,372	2,018	8,390	570,192	881,692	1,07,564	16.4%	38.9%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>T3. Total Direct Hire</b>	81	75	78	5,475	30	469	398	897	6,372	2,018	8,390	570,192	881,692	1,07,564	16.4%	38.9%
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<i>Subtotal - Total Funded (excludes OC 13)</i>	81	75	78	5,475	30	469	398	897	6,372	2,018	8,390	570,192	881,692	1,07,564	16.4%	38.9%
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Buildings Maintenance Fund	Washington Headquarters Services TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP& (PB) FY 2018 President's Budget (FY 2016)											Date: May 2017				
	(\$ in Thousands)										Rates					
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC
<b>Direct Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<b>D1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Reimbursable Funded Personnel (includes OC 13)</b>	234	196	198	17,683	153	568	1,496	2,217	19,900	6,332	26,232	\$89,308	\$100,505	\$132,485	12.5%	35.8%
<b>R1. US Direct Hire (USDH)</b>	234	196	198	17,683	153	568	1,496	2,217	19,900	6,332	26,232	\$89,308	\$100,505	\$132,485	12.5%	35.8%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	147	120	122	11,425	75	278	733	1,086	12,511	3,946	16,457	\$93,648	\$102,549	\$134,893	9.5%	34.5%
R1c. Special Schedule	86	75	75	6,209	78	290	763	1,131	7,340	2,368	9,708	\$82,787	\$97,867	\$129,440	18.2%	38.1%
R1d. Wage System	1	1	1	49	-	-	-	-	49	18	67	\$49,000	\$49,000	\$67,000	0.0%	36.7%
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R3. Total Direct Hire</b>	234	196	198	17,683	153	568	1,496	2,217	19,900	6,332	26,232	\$89,308	\$100,505	\$132,485	12.5%	35.8%
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	234	196	198	17,683	153	568	1,496	2,217	19,900	6,332	26,232	\$89,308	\$100,505	\$132,485	12.5%	35.8%
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Personnel (includes OC 13)</b>	234	196	198	17,683	153	568	1,496	2,217	19,900	6,332	26,232	\$89,308	\$100,505	\$132,485	12.5%	35.8%
<b>T1. US Direct Hire (USDH)</b>	234	196	198	17,683	153	568	1,496	2,217	19,900	6,332	26,232	\$89,308	\$100,505	\$132,485	12.5%	35.8%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	147	120	122	11,425	75	278	733	1,086	12,511	3,946	16,457	\$93,648	\$102,549	\$134,893	9.5%	34.5%
T1c. Special Schedule	86	75	75	6,209	78	290	763	1,131	7,340	2,368	9,708	\$82,787	\$97,867	\$129,440	18.2%	38.1%
T1d. Wage System	1	1	1	49	0	0	0	0	49	18	67	\$49,000	\$49,000	\$67,000	0.0%	36.7%
T1e. 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	-	-	-	-	-
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<b>T3. Total Direct Hire</b>	234	196	198	17,683	153	568	1,496	2,217	19,900	6,332	26,232	\$89,308	\$100,505	\$132,485	12.5%	35.8%
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	234	196	198	17,683	153	568	1,496	2,217	19,900	6,332	26,232	\$89,308	\$100,505	\$132,485	12.5%	35.8%
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Buildings Maintenance Fund	Washington Headquarters Services TOTAL CIVILIAN PERSONNEL COSTS OP-8B: OP& (PB) FY 2018 President's Budget (FY 2017)												Date: May 2017				
	(\$ in Thousands)											Rates					
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.I.I	Total Variables	Comp O.C.I.I	Benefits O.C.I.I/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC	% BC
<b>Direct Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
<b>D1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	231	204	204	20,977	77	135	321	533	21,510	5,379	26,889	\$102,828	\$105,441	\$131,809	2.5%	25.6%	
<b>Reimbursable Funded Personnel (includes OC 13)</b>																	
<b>R1. US Direct Hire (USDH)</b>	231	204	204	20,977	77	135	321	533	21,510	5,280	26,790	\$102,828	\$105,441	\$131,324	2.5%	25.2%	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	144	140	140	15,782	29	83	227	339	16,121	3,472	19,593	\$112,729	\$115,150	\$139,950	2.1%	22.0%	
R1c. Special Schedule	86	63	63	5,151	48	52	92	192	5,343	1,792	7,135	\$81,762	\$84,810	\$113,254	3.7%	34.8%	
R1d. Wage System	1	1	1	44	-	-	2	2	46	16	62	\$44,000	\$46,000	\$62,000	4.5%	36.4%	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R3. Total Direct Hire</b>	231	204	204	20,977	77	135	321	533	21,510	5,280	26,790	\$102,828	\$105,441	\$131,324	2.5%	25.2%	
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	231	204	204	20,977	77	135	321	533	21,510	5,280	26,790	\$102,828	\$105,441	\$131,324	2.5%	25.2%	
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	99	99	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	99	99	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	231	204	204	20,977	77	135	321	533	21,510	5,379	26,889	\$102,828	\$105,441	\$131,809	2.5%	25.6%	
<b>Total Personnel (includes OC 13)</b>																	
<b>T1. US Direct Hire (USDH)</b>	231	204	204	20,977	77	135	321	533	21,510	5,280	26,790	\$102,828	\$105,441	\$131,324	2.5%	25.2%	
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T1b. General Schedule	144	140	140	15,782	29	83	227	339	16,121	3,472	19,593	\$112,729	\$115,150	\$139,950	2.1%	22.0%	
T1c. Special Schedule	86	63	63	5,151	48	52	92	192	5,343	1,792	7,135	\$81,762	\$84,810	\$113,254	3.7%	34.8%	
T1d. Wage System	1	1	1	44	0	0	2	2	46	16	62	\$44,000	\$46,000	\$62,000	4.5%	36.4%	
T1e. 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	-	-	-	-	-	-
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
<b>T3. Total Direct Hire</b>	231	204	204	20,977	77	135	321	533	21,510	5,280	26,790	\$102,828	\$105,441	\$131,324	2.5%	25.2%	
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	231	204	204	20,977	77	135	321	533	21,510	5,280	26,790	\$102,828	\$105,441	\$131,324	2.5%	25.2%	
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	99	99	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	99	99	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Buildings Maintenance Fund	Washington Headquarters Services TOTAL CIVILIAN PERSONNEL COSTS OP-8B: OP& (PB) FY 2018 President's Budget (FY 2018)											Date: May 2017				
	(\$ in Thousands)										Rates					
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC
<b>Direct Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<b>D1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	<b>204</b>	<b>124</b>	<b>124</b>	<b>11,477</b>	<b>21</b>	<b>59</b>	<b>157</b>	<b>237</b>	<b>11,714</b>	<b>3,672</b>	<b>15,485</b>	<b>\$92,556</b>	<b>\$94,468</b>	<b>\$124,879</b>	<b>2.1%</b>	<b>32.9%</b>
<b>Reimbursable Funded Personnel (includes OC 13)</b>																
<b>R1. US Direct Hire (USDH)</b>	204	124	124	11,477	21	59	157	237	11,714	3,672	15,386	\$92,556	\$94,468	\$124,081	2.1%	32.0%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	125	62	62	6,367	13	39	104	156	6,523	1,772	8,295	\$102,694	\$105,210	\$133,790	2.5%	27.8%
R1c. Special Schedule	78	61	61	5,065	8	20	51	79	5,144	1,883	7,027	\$83,033	\$84,328	\$115,197	1.6%	17.2%
R1d. Wage System	1	1	1	45	-	-	2	2	47	17	64	\$45,000	\$47,000	\$64,000	4.4%	17.8%
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R3. Total Direct Hire</b>	204	124	124	11,477	21	59	157	237	11,714	3,672	15,386	\$92,556	\$94,468	\$124,081	2.1%	32.0%
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	99	99	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	<b>204</b>	<b>124</b>	<b>124</b>	<b>11,477</b>	<b>21</b>	<b>59</b>	<b>157</b>	<b>237</b>	<b>11,714</b>	<b>3,672</b>	<b>15,386</b>	<b>\$92,556</b>	<b>\$94,468</b>	<b>\$124,081</b>	<b>2.1%</b>	<b>32.0%</b>
<b>Total Personnel (includes OC 13)</b>	<b>204</b>	<b>124</b>	<b>124</b>	<b>11,477</b>	<b>21</b>	<b>59</b>	<b>157</b>	<b>237</b>	<b>11,714</b>	<b>3,672</b>	<b>15,485</b>	<b>\$92,556</b>	<b>\$94,468</b>	<b>\$124,879</b>	<b>2.1%</b>	<b>32.9%</b>
<b>T1. US Direct Hire (USDH)</b>	204	124	124	11,477	21	59	157	237	11,714	3,672	15,386	\$92,556	\$94,468	\$124,081	2.1%	32.0%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	125	62	62	6,367	13	39	104	156	6,523	1,772	8,295	\$102,694	\$105,210	\$133,790	2.5%	27.8%
T1c. Special Schedule	78	61	61	5,065	8	20	51	79	5,144	1,883	7,027	\$83,033	\$84,328	\$115,197	1.6%	17.2%
T1d. Wage System	1	1	1	45	0	0	2	2	47	17	64	\$45,000	\$47,000	\$64,000	4.4%	17.8%
T1e. 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	-	-	-	-	-
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<b>T3. Total Direct Hire</b>	204	124	124	11,477	21	59	157	237	11,714	3,672	15,386	\$92,556	\$94,468	\$124,081	2.1%	32.0%
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	99	99	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-



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Pentagon Reservation Maintenance Rev Fund	Washington Headquarters Services TOTAL CIVILIAN PERSONNEL COSTS OP-8B: OP& (PB) FY 2018 President's Budget (FY 2016)												Date: May 2017				
	(\$ in Thousands)																
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II.13	Comp & Benefits	Basic Comp	Total Comp	Benefits & Benefits	% BC	% BC	
<b>Direct Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<b>D1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	<b>1,627</b>	<b>1,595</b>	<b>1,644</b>	<b>133,140</b>	<b>5,673</b>	<b>3,854</b>	<b>13,165</b>	<b>22,692</b>	<b>155,832</b>	<b>51,178</b>	<b>207,010</b>	<b>\$80,985</b>	<b>\$94,788</b>	<b>\$125,918</b>	<b>17.0%</b>	<b>38.4%</b>	
<b>Reimbursable Funded Personnel (includes OC 13)</b>	1,627	1,595	1,644	133,140	5,673	3,854	13,165	22,692	155,832	51,178	206,935	\$80,985	\$94,788	\$125,873	17.0%	38.4%	
<b>R1. US Direct Hire (USDH)</b>	1,627	1,595	1,644	133,140	5,673	3,854	13,165	22,692	155,832	51,103	206,935	\$80,985	\$94,788	\$125,873	17.0%	38.4%	
R1a. Senior Executive Schedule	3	3	3	535	0	0	50	50	585	131	716	\$178,333	\$193,000	\$238,667	9.3%	24.5%	
R1b. General Schedule	762	738	789	70,562	2,010	462	4,608	7,080	77,642	28,367	106,009	\$89,432	\$98,406	\$134,902	10.0%	40.9%	
R1c. Special Schedule	633	650	637	48,755	2,317	3,308	8,342	13,967	62,722	17,402	80,124	\$76,538	\$98,465	\$125,783	28.6%	35.7%	
R1d. Wage System	229	204	215	13,288	1,346	84	165	1,595	14,883	4,703	19,586	\$61,805	\$69,223	\$91,098	12.0%	35.4%	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R3. Total Direct Hire</b>	<b>1,627</b>	<b>1,595</b>	<b>1,644</b>	<b>133,140</b>	<b>5,673</b>	<b>3,854</b>	<b>13,165</b>	<b>22,692</b>	<b>155,832</b>	<b>51,103</b>	<b>206,935</b>	<b>\$80,985</b>	<b>\$94,788</b>	<b>\$125,873</b>	<b>17.0%</b>	<b>38.4%</b>	
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	1,627	1,595	1,644	133,140	5,673	3,854	13,165	22,692	155,832	51,103	206,935	\$80,985	\$94,788	\$125,873	17.0%	38.4%	
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	<b>1,627</b>	<b>1,595</b>	<b>1,644</b>	<b>133,140</b>	<b>5,673</b>	<b>3,854</b>	<b>13,165</b>	<b>22,692</b>	<b>155,832</b>	<b>51,178</b>	<b>207,010</b>	<b>\$80,985</b>	<b>\$94,788</b>	<b>\$125,918</b>	<b>17.0%</b>	<b>38.4%</b>	
<b>Total Personnel (includes OC 13)</b>	1,627	1,595	1,644	133,140	5,673	3,854	13,165	22,692	155,832	51,178	207,010	\$80,985	\$94,788	\$125,918	17.0%	38.4%	
<b>T1. US Direct Hire (USDH)</b>	1,627	1,595	1,644	133,140	5,673	3,854	13,165	22,692	155,832	51,103	206,935	\$80,985	\$94,788	\$125,873	17.0%	38.4%	
T1a. Senior Executive Schedule	3	3	3	535	0	0	50	50	585	131	716	\$178,333	\$193,000	\$238,667	9.3%	24.5%	
T1b. General Schedule	762	738	789	70,562	2,010	462	4,608	7,080	77,642	28,367	106,009	\$89,432	\$98,406	\$134,902	10.0%	40.9%	
T1c. Special Schedule	633	650	637	48,755	2,317	3,308	8,342	13,967	62,722	17,402	80,124	\$76,538	\$98,465	\$125,783	28.6%	35.7%	
T1d. Wage System	229	204	215	13,288	1,346	84	165	1,595	14,883	4,703	19,586	\$61,805	\$69,223	\$91,098	12.0%	35.4%	
T1e. 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	-	-	-	-	-	
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<b>T3. Total Direct Hire</b>	<b>1,627</b>	<b>1,595</b>	<b>1,644</b>	<b>133,140</b>	<b>5,673</b>	<b>3,854</b>	<b>13,165</b>	<b>22,692</b>	<b>155,832</b>	<b>51,103</b>	<b>206,935</b>	<b>\$80,985</b>	<b>\$94,788</b>	<b>\$125,873</b>	<b>17.0%</b>	<b>38.4%</b>	
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<i>Subtotal - Total Funded (excludes OC 13)</i>	1,627	1,595	1,644	133,140	5,673	3,854	13,165	22,692	155,832	51,103	206,935	\$80,985	\$94,788	\$125,873	17.0%	38.4%	
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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Pentagon Reservation Maintenance Rev Fund	Washington Headquarters Services TOTAL CIVILIAN PERSONNEL COSTS OP-8B: OP& (PB) FY 2018 President's Budget (FY 2017)												Date: May 2017					
	(\$ in Thousands)																	
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	r
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II/13	Comp & Benefits	Basic Comp	Total Comp	Benefits & Benefits	% BC	% BC	% BC	% BC
<b>Direct Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>D1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	<b>1,785</b>	<b>1,753</b>	<b>1,753</b>	<b>159,201</b>	<b>2,703</b>	<b>867</b>	<b>3,122</b>	<b>6,692</b>	<b>165,893</b>	<b>47,607</b>	<b>213,500</b>	<b>\$99,816</b>	<b>\$94,634</b>	<b>\$121,791</b>	<b>4.2%</b>	<b>29.7%</b>		
<b>Reimbursable Funded Personnel (includes OC 13)</b>																		
<b>R1. US Direct Hire (USDH)</b>	<b>1,785</b>	<b>1,753</b>	<b>1,753</b>	<b>159,201</b>	<b>2,703</b>	<b>867</b>	<b>3,122</b>	<b>6,692</b>	<b>165,893</b>	<b>47,307</b>	<b>213,200</b>	<b>\$99,816</b>	<b>\$94,634</b>	<b>\$121,620</b>	<b>4.2%</b>	<b>29.7%</b>		
R1a. Senior Executive Schedule	3	4	4	672	-	-	50	50	722	181	903	\$168,000	\$160,500	\$225,750	7.4%	26.9%		
R1b. General Schedule	804	801	801	79,316	1,426	138	1,537	3,161	82,417	23,431	105,848	\$99,021	\$102,893	\$132,145	3.9%	29.3%		
R1c. Special Schedule	710	710	710	62,662	660	682	1,443	2,785	65,447	17,690	83,137	\$88,256	\$92,179	\$117,094	4.4%	28.2%		
R1d. Wage System	268	238	238	16,551	617	47	92	756	17,307	6,005	23,312	\$69,542	\$72,718	\$97,930	4.0%	36.5%		
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R3. Total Direct Hire</b>	<b>1,785</b>	<b>1,753</b>	<b>1,753</b>	<b>159,201</b>	<b>2,703</b>	<b>867</b>	<b>3,122</b>	<b>6,692</b>	<b>165,893</b>	<b>47,307</b>	<b>213,200</b>	<b>\$99,816</b>	<b>\$94,634</b>	<b>\$121,620</b>	<b>4.2%</b>	<b>29.7%</b>		
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<b>1,785</b>	<b>1,753</b>	<b>1,753</b>	<b>159,201</b>	<b>2,703</b>	<b>867</b>	<b>3,122</b>	<b>6,692</b>	<b>165,893</b>	<b>47,307</b>	<b>213,200</b>	<b>\$99,816</b>	<b>\$94,634</b>	<b>\$121,620</b>	<b>4.2%</b>	<b>29.7%</b>		
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	<b>1,785</b>	<b>1,753</b>	<b>1,753</b>	<b>159,201</b>	<b>2,703</b>	<b>867</b>	<b>3,122</b>	<b>6,692</b>	<b>165,893</b>	<b>47,607</b>	<b>213,500</b>	<b>\$99,816</b>	<b>\$94,634</b>	<b>\$121,791</b>	<b>4.2%</b>	<b>29.7%</b>		
<b>Total Personnel (includes OC 13)</b>	<b>1,785</b>	<b>1,753</b>	<b>1,753</b>	<b>159,201</b>	<b>2,703</b>	<b>867</b>	<b>3,122</b>	<b>6,692</b>	<b>165,893</b>	<b>47,607</b>	<b>213,500</b>	<b>\$99,816</b>	<b>\$94,634</b>	<b>\$121,791</b>	<b>4.2%</b>	<b>29.7%</b>		
<b>T1. US Direct Hire (USDH)</b>	<b>1,785</b>	<b>1,753</b>	<b>1,753</b>	<b>159,201</b>	<b>2,703</b>	<b>867</b>	<b>3,122</b>	<b>6,692</b>	<b>165,893</b>	<b>47,307</b>	<b>213,200</b>	<b>\$99,816</b>	<b>\$94,634</b>	<b>\$121,620</b>	<b>4.2%</b>	<b>29.7%</b>		
T1a. Senior Executive Schedule	3	4	4	672	0	0	50	50	722	181	903	\$168,000	\$160,500	\$225,750	7.4%	26.9%		
T1b. General Schedule	804	801	801	79,316	1,426	138	1,537	3,161	82,417	23,431	105,848	\$99,021	\$102,893	\$132,145	3.9%	29.3%		
T1c. Special Schedule	710	710	710	62,662	660	682	1,443	2,785	65,447	17,690	83,137	\$88,256	\$92,179	\$117,094	4.4%	28.2%		
T1d. Wage System	268	238	238	16,551	617	47	92	756	17,307	6,005	23,312	\$69,542	\$72,718	\$97,930	4.0%	36.4%		
T1e. 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	-	-	-	-	-	-	-
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>T3. Total Direct Hire</b>	<b>1,785</b>	<b>1,753</b>	<b>1,753</b>	<b>159,201</b>	<b>2,703</b>	<b>867</b>	<b>3,122</b>	<b>6,692</b>	<b>165,893</b>	<b>47,307</b>	<b>213,200</b>	<b>\$99,816</b>	<b>\$94,634</b>	<b>\$121,620</b>	<b>4.2%</b>	<b>29.7%</b>		
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	<b>1,785</b>	<b>1,753</b>	<b>1,753</b>	<b>159,201</b>	<b>2,703</b>	<b>867</b>	<b>3,122</b>	<b>6,692</b>	<b>165,893</b>	<b>47,307</b>	<b>213,200</b>	<b>\$99,816</b>	<b>\$94,634</b>	<b>\$121,620</b>	<b>4.2%</b>	<b>29.7%</b>		
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Pentagon Reservation Maintenance Rev Fund	Washington Headquarters Services TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP& (PB) FY 2018 President's Budget (FY 2018)												Date: May 2017				
	(\$ in Thousands)																
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II/13	Comp & Benefits	Basic Comp	Total Comp	Benefits & Benefits	% BC	% BC	
<b>Direct Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
<b>D1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	<b>1,753</b>	<b>1,801</b>	<b>1,801</b>	<b>167,496</b>	<b>2,369</b>	<b>932</b>	<b>3,652</b>	<b>6,953</b>	<b>174,449</b>	<b>49,818</b>	<b>224,267</b>	<b>\$93,002</b>	<b>\$96,862</b>	<b>\$124,524</b>	<b>4.2%</b>	<b>29.7%</b>	
<b>Reimbursable Funded Personnel (includes OC 13)</b>	1,753	1,801	1,801	167,496	2,369	932	3,652	6,953	174,449	49,818	224,267	\$93,002	\$96,862	\$124,524	4.2%	29.7%	
<b>R1. US Direct Hire (USDH)</b>	1,753	1,801	1,801	167,496	2,369	932	3,652	6,953	174,449	49,818	223,967	\$93,002	\$96,862	\$124,357	4.2%	29.6%	
R1a. Senior Executive Schedule	4	4	4	678	-	-	22	22	700	192	892	\$169,500	\$175,000	\$221,000	3.2%	28.8%	
R1b. General Schedule	801	815	815	83,035	1,242	145	2,290	3,677	86,712	24,279	110,991	\$101,883	\$106,395	\$136,185	4.4%	29.2%	
R1c. Special Schedule	710	745	745	67,255	509	740	1,249	2,498	69,753	19,003	88,756	\$90,275	\$93,628	\$119,136	3.7%	28.3%	
R1d. Wage System	238	237	237	16,528	618	47	91	756	17,284	6,044	23,328	\$69,738	\$72,928	\$98,430	4.0%	36.6%	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R3. Total Direct Hire</b>	1,753	1,801	1,801	167,496	2,369	932	3,652	6,953	174,449	49,818	223,967	\$93,002	\$96,862	\$124,357	4.2%	29.6%	
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	1,753	1,801	1,801	167,496	2,369	932	3,652	6,953	174,449	49,818	223,967	\$93,002	\$96,862	\$124,357	4.2%	29.6%	
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	300	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	300	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	<b>1,753</b>	<b>1,801</b>	<b>1,801</b>	<b>167,496</b>	<b>2,369</b>	<b>932</b>	<b>3,652</b>	<b>6,953</b>	<b>174,449</b>	<b>49,818</b>	<b>224,267</b>	<b>\$93,002</b>	<b>\$96,862</b>	<b>\$124,524</b>	<b>4.2%</b>	<b>29.7%</b>	
<b>Total Personnel (includes OC 13)</b>	1,753	1,801	1,801	167,496	2,369	932	3,652	6,953	174,449	49,818	224,267	\$93,002	\$96,862	\$124,524	4.2%	29.7%	
<b>T1. US Direct Hire (USDH)</b>	1,753	1,801	1,801	167,496	2,369	932	3,652	6,953	174,449	49,818	223,967	\$93,002	\$96,862	\$124,357	4.2%	29.6%	
T1a. Senior Executive Schedule	4	4	4	678	0	-	22	22	700	192	892	\$169,500	\$175,000	\$221,000	3.2%	28.3%	
T1b. General Schedule	801	815	815	83,035	1,242	145	2,290	3,677	86,712	24,279	110,991	\$101,883	\$106,395	\$136,185	4.4%	29.2%	
T1c. Special Schedule	710	745	745	67,255	509	740	1,249	2,498	69,753	19,003	88,756	\$90,275	\$93,628	\$119,136	3.7%	28.8%	
T1d. Wage System	238	237	237	16,528	618	47	91	756	17,284	6,044	23,328	\$69,738	\$72,928	\$98,430	4.0%	36.6%	
T1e. 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	-	-	-	-	-	
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<b>T3. Total Direct Hire</b>	1,753	1,801	1,801	167,496	2,369	932	3,652	6,953	174,449	49,818	223,967	\$93,002	\$96,862	\$124,357	4.2%	29.6%	
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<i>Subtotal - Total Funded (excludes OC 13)</i>	1,753	1,801	1,801	167,496	2,369	932	3,652	6,953	174,449	49,818	223,967	\$93,002	\$96,862	\$124,357	4.2%	29.6%	
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	300	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	800	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	500	-	-	-	-	-	

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Working Capital Fund, Defense-Wide	Defense Logistics Agency TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP& (PB) FY 2018 President's Budget (FY 2016)													Date: May 2017				
	(\$ in Thousands)											Rates						
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p		
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II.13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC Benefits		
<b>Direct Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
<b>D1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
<b>D3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
<i>Subtotal - Direct Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>24,208</b>	<b>24,636</b>	<b>24,921</b>	<b>1,701,538</b>	<b>48,260</b>	<b>1,542</b>	<b>57,898</b>	<b>107,700</b>	<b>1,809,238</b>	<b>648,161</b>	<b>2,457,399</b>	<b>\$68,277</b>	<b>\$72,599</b>	<b>\$98,608</b>	<b>6.3%</b>	<b>38.1%</b>		
<b>R1. US Direct Hire (USDH)</b>	<b>23,395</b>	<b>23,812</b>	<b>24,127</b>	<b>1,697,315</b>	<b>48,260</b>	<b>1,542</b>	<b>57,894</b>	<b>107,696</b>	<b>1,805,011</b>	<b>621,319</b>	<b>2,426,330</b>	<b>\$70,349</b>	<b>\$74,813</b>	<b>\$100,565</b>	<b>6.3%</b>	<b>36.6%</b>		
R1a. Senior Executive Schedule	24	25	25	4,033	-	-	515	515	4,548	919	5,467	\$161,320	\$181,920	\$218,680	12.8%	22.8%		
R1b. General Schedule	18,227	18,537	18,996	1,492,355	34,579	1,485	54,110	90,174	1,582,529	524,040	2,106,569	\$78,562	\$83,309	\$110,895	6.0%	35.1%		
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1d. Wage System	5,144	5,250	5,106	200,927	13,681	57	3,269	17,007	217,934	72,651	290,585	\$39,351	\$42,682	\$56,910	8.5%	36.2%		
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1f. Other	-	-	-	-	-	-	-	-	-	23,709	23,709	-	-	-	-	-		
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	139	151	138	1,291	-	-	4	4	1,295	2,197	3,492	\$9,355	\$9,384	\$25,304	0.3%	170.2%		
<b>R3. Total Direct Hire</b>	<b>23,534</b>	<b>23,963</b>	<b>24,265</b>	<b>1,698,606</b>	<b>48,260</b>	<b>1,542</b>	<b>57,898</b>	<b>107,700</b>	<b>1,806,306</b>	<b>623,516</b>	<b>2,429,822</b>	<b>\$70,002</b>	<b>\$74,441</b>	<b>\$100,137</b>	<b>6.3%</b>	<b>36.7%</b>		
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	674	673	656	2,932	-	-	-	-	2,932	13,566	16,498	\$4,470	\$4,470	\$25,149	0.0%	462.7%		
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<b>24,208</b>	<b>24,636</b>	<b>24,921</b>	<b>1,701,538</b>	<b>48,260</b>	<b>1,542</b>	<b>57,898</b>	<b>107,700</b>	<b>1,809,238</b>	<b>637,082</b>	<b>2,446,320</b>	<b>\$68,277</b>	<b>\$72,599</b>	<b>\$98,163</b>	<b>6.3%</b>	<b>37.4%</b>		
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	<b>11,079</b>	<b>11,079</b>	-	-	-	-	-		
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	8,671	8,671	-	-	-	-	-		
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	2,408	2,408	-	-	-	-	-		
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
<b>Total Personnel (includes OC 13)</b>	<b>24,208</b>	<b>24,636</b>	<b>24,921</b>	<b>1,701,538</b>	<b>48,260</b>	<b>1,542</b>	<b>57,898</b>	<b>107,700</b>	<b>1,809,238</b>	<b>648,161</b>	<b>2,457,399</b>	<b>\$68,277</b>	<b>\$72,599</b>	<b>\$98,608</b>	<b>6.3%</b>	<b>38.1%</b>		
<b>T1. US Direct Hire (USDH)</b>	<b>23,395</b>	<b>23,812</b>	<b>24,127</b>	<b>1,697,315</b>	<b>48,260</b>	<b>1,542</b>	<b>57,894</b>	<b>107,696</b>	<b>1,805,011</b>	<b>621,319</b>	<b>2,426,330</b>	<b>\$70,349</b>	<b>\$74,813</b>	<b>\$100,565</b>	<b>6.3%</b>	<b>36.6%</b>		
T1a. Senior Executive Schedule	24	25	25	4,033	0	0	515	515	4,548	919	5,467	\$161,320	\$181,920	\$218,680	12.8%	22.8%		
T1b. General Schedule	18,227	18,537	18,996	1,492,355	34,579	1,485	54,110	90,174	1,582,529	524,040	2,106,569	\$78,562	\$83,309	\$110,895	6.0%	35.1%		
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T1d. Wage System	5,144	5,250	5,106	200,927	13,681	57	3,269	17,007	217,934	72,651	290,585	\$39,351	\$42,682	\$56,910	8.5%	36.2%		
T1e. 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	23,709	23,709	-	-	-	-	-		
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	139	151	138	1,291	0	0	4	4	1,295	2,197	3,492	\$9,355	\$9,384	\$25,304	0.3%	170.2%		
<b>T3. Total Direct Hire</b>	<b>23,534</b>	<b>23,963</b>	<b>24,265</b>	<b>1,698,606</b>	<b>48,260</b>	<b>1,542</b>	<b>57,898</b>	<b>107,700</b>	<b>1,806,306</b>	<b>623,516</b>	<b>2,429,822</b>	<b>\$70,002</b>	<b>\$74,441</b>	<b>\$100,137</b>	<b>6.3%</b>	<b>36.7%</b>		
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	674	673	656	2,932	0	0	0	0	2,932	13,566	16,498	\$4,470	\$4,470	\$25,149	0.0%	462.7%		
<i>Subtotal - Total Funded (excludes OC 13)</i>	<b>24,208</b>	<b>24,636</b>	<b>24,921</b>	<b>1,701,538</b>	<b>48,260</b>	<b>1,542</b>	<b>57,898</b>	<b>107,700</b>	<b>1,809,238</b>	<b>637,082</b>	<b>2,446,320</b>	<b>\$68,277</b>	<b>\$72,599</b>	<b>\$98,163</b>	<b>6.3%</b>	<b>37.4%</b>		
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	<b>11,079</b>	<b>11,079</b>	-	-	-	-	-		
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	8,671	8,671	-	-	-	-	-		
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	2,408	2,408	-	-	-	-	-		
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-		



**Office of the Secretary of Defense  
Fiscal Year (FY) 2018 President's Budget**

**Volume II - Defense-Wide Data Book**

Defense Logistics Agency TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP&P(B) FY 2018 President's Budget (FY 2017)													Date: May 2017						
	(\$ in Thousands)																		
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	r	
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II.13	Comp & Benefits	Basic Comp	Total Comp	Benefits & Benefits	% BC	% BC	Variables	% BC	
<b>Working Capital Fund, Defense-Wide</b>																			
<b>Direct Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>D1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Reimbursable Funded Personnel (includes OC 13)</b>	25,414	25,657	25,550	1,738,838	42,542	7,036	69,750	119,328	1,858,166	654,521	2,512,687	\$68,056	\$72,727	\$98,244	6.9%	37.6%			
<b>R1. US Direct Hire (USDH)</b>	24,608	24,843	24,736	1,733,552	42,542	7,036	69,746	119,324	1,852,876	621,492	2,474,368	\$70,082	\$74,906	\$100,931	6.9%	35.9%			
R1a. Senior Executive Schedule	24	25	25	5,241	4	9	245	258	5,499	1,319	6,818	\$209,640	\$219,960	\$272,720	4.9%	25.2%			
R1b. General Schedule	19,570	19,440	19,413	1,517,847	33,105	6,979	64,886	104,970	1,622,817	517,865	2,140,682	\$78,187	\$83,594	\$110,271	6.9%	34.1%			
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	5,014	5,378	5,298	210,464	9,433	48	4,615	14,096	224,560	78,154	302,714	\$39,725	\$42,386	\$57,137	6.7%	37.1%			
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	24,154	24,154	-	-	-	-	-	-	-	-
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	151	138	138	1,101	0	0	4	4	1,105	3,132	4,237	\$7,978	\$8,007	\$30,703	0.4%	284.5%			
<b>R3. Total Direct Hire</b>	24,759	24,981	24,874	1,734,653	42,542	7,036	69,750	119,328	1,853,981	624,624	2,478,605	\$69,758	\$74,535	\$99,646	6.9%	36.0%			
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	655	676	676	4,185	0	0	0	0	4,185	18,152	22,337	\$6,191	\$6,191	\$33,043	0.0%	433.7%			
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	25,414	25,657	25,550	1,738,838	42,542	7,036	69,750	119,328	1,858,166	642,776	2,500,942	\$68,056	\$72,727	\$97,884	6.9%	37.0%			
<b>R5. Other Object Class 13 Benefits</b>										11,745	11,745								
R5a. USDH - Benefits for Former Employees										7,054	7,054								
R5b. DHFN - Benefits for Former Employees										-	-								
R5c. Voluntary Separation Incentive Pay (VSIP)										4,691	4,691								
R5d. Foreign National Separation Liability Accrual										-	-								
<b>Total Personnel (includes OC 13)</b>	25,414	25,657	25,550	1,738,838	42,542	7,036	69,750	119,328	1,858,166	654,521	2,512,687	\$68,056	\$72,727	\$98,244	6.9%	37.6%			
<b>T1. US Direct Hire (USDH)</b>	24,608	24,843	24,736	1,733,552	42,542	7,036	69,746	119,324	1,852,876	621,492	2,474,368	\$70,082	\$74,906	\$100,931	6.9%	35.9%			
T1a. Senior Executive Schedule	24	25	25	5,241	4	9	245	258	5,499	1,319	6,818	\$209,640	\$219,960	\$272,720	4.9%	25.2%			
T1b. General Schedule	19,570	19,440	19,413	1,517,847	33,105	6,979	64,886	104,970	1,622,817	517,865	2,140,682	\$78,187	\$83,594	\$110,271	6.9%	34.1%			
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-	-
T1d. Wage System	5,014	5,378	5,298	210,464	9,433	48	4,615	14,096	224,560	78,154	302,714	\$39,725	\$42,386	\$57,137	6.7%	37.1%			
T1e. 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	24,154	24,154	-	-	-	-	-	-	-	-
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	151	138	138	1,101	0	0	4	4	1,105	3,132	4,237	\$7,978	\$8,007	\$30,703	0.4%	284.5%			
<b>T3. Total Direct Hire</b>	24,759	24,981	24,874	1,734,653	42,542	7,036	69,750	119,328	1,853,981	624,624	2,478,605	\$69,758	\$74,535	\$99,646	6.9%	36.0%			
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	655	676	676	4,185	0	0	0	0	4,185	18,152	22,337	\$6,191	\$6,191	\$33,043	0.0%	433.7%			
<i>Subtotal - Total Funded (excludes OC 13)</i>	25,414	25,657	25,550	1,738,838	42,542	7,036	69,750	119,328	1,858,166	642,776	2,500,942	\$68,056	\$72,727	\$97,884	6.9%	37.0%			
<b>T5. Other Object Class 13 Benefits</b>										11,745	11,745								
T5a. USDH - Benefits for Former Employees										7,054	7,054								
T5b. DHFN - Benefits for Former Employees										0	0								
T5c. Voluntary Separation Incentive Pay (VSIP)										4,691	4,691								
T5d. Foreign National Separation Liability Accrual										0	0								

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Volume II - Defense-Wide Data Book

Defense Logistics Agency TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP& (PB) FY 2018 President's Budget (FY 2018)													Date: May 2017				
	(\$ in Thousands)																
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	Benefits & Variables	% BC	% BC Benefits	
<b>Working Capital Fund, Defense-Wide</b>																	
<b>Direct Funded Personnel (includes OC 13)</b>																	
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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>25,691</b>	<b>25,559</b>	<b>25,385</b>	<b>1,745,757</b>	<b>43,112</b>	<b>1,819</b>	<b>134,010</b>	<b>178,941</b>	<b>1,924,698</b>	<b>659,154</b>	<b>2,583,852</b>	<b>\$68,771</b>	<b>\$75,820</b>	<b>\$101,787</b>	<b>16.3%</b>	<b>37.8%</b>	
R1. US Direct Hire (USDH)	24,874	24,742	24,571	1,740,386	43,112	1,819	134,006	178,937	1,919,323	625,804	2,545,127	\$70,831	\$78,113	\$103,583	10.3%	36.0%	
R1a. Senior Executive Schedule	25	25	25	5,340	4	-	231	235	5,575	1,298	6,873	\$213,600	\$223,000	\$274,920	4.4%	24.3%	
R1b. General Schedule	19,471	19,367	19,276	1,526,644	33,661	1,777	129,119	164,557	1,691,201	520,508	2,211,709	\$79,199	\$87,736	\$114,739	10.8%	34.1%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	5,378	5,350	5,270	208,402	9,447	42	4,656	14,145	222,547	78,502	301,049	\$39,545	\$42,229	\$57,123	6.8%	37.7%	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	25,496	25,496	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	141	141	138	1,361	-	-	4	4	1,365	3,288	4,653	\$9,862	\$9,891	\$33,717	0.3%	201.6%	
R3. Total Direct Hire	25,015	24,883	24,709	1,741,747	43,112	1,819	134,010	178,941	1,920,688	629,092	2,549,780	\$70,890	\$77,732	\$103,192	10.3%	36.1%	
R4. Indirect Hire Foreign Nationals (IHFN)	676	676	676	4,010	-	-	-	-	4,010	18,333	22,343	\$5,932	\$5,932	\$33,052	0.0%	437.2%	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	25,691	25,559	25,385	1,745,757	43,112	1,819	134,010	178,941	1,924,698	647,425	2,572,123	\$68,771	\$75,820	\$101,325	16.3%	37.1%	
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	6,638	6,638	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	5,091	5,091	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Total Personnel (includes OC 13)</b>	<b>25,691</b>	<b>25,559</b>	<b>25,385</b>	<b>1,745,757</b>	<b>43,112</b>	<b>1,819</b>	<b>134,010</b>	<b>178,941</b>	<b>1,924,698</b>	<b>659,154</b>	<b>2,583,852</b>	<b>\$68,771</b>	<b>\$75,820</b>	<b>\$101,787</b>	<b>16.3%</b>	<b>37.8%</b>	
T1. US Direct Hire (USDH)	24,874	24,742	24,571	1,740,386	43,112	1,819	134,006	178,937	1,919,323	625,804	2,545,127	\$70,831	\$78,113	\$103,583	10.3%	36.0%	
T1a. Senior Executive Schedule	25	25	25	5,340	4	-	231	235	5,575	1,298	6,873	\$213,600	\$223,000	\$274,920	4.4%	24.3%	
T1b. General Schedule	19,471	19,367	19,276	1,526,644	33,661	1,777	129,119	164,557	1,691,201	520,508	2,211,709	\$79,199	\$87,736	\$114,739	10.8%	34.1%	
T1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T1d. Wage System	5,378	5,350	5,270	208,402	9,447	42	4,656	14,145	222,547	78,502	301,049	\$39,545	\$42,229	\$57,123	6.8%	37.7%	
T1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T1f. Other	-	-	-	-	-	-	-	-	-	25,496	25,496	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	141	141	138	1,361	-	-	4	4	1,365	3,288	4,653	\$9,862	\$9,891	\$33,717	0.3%	201.6%	
T3. Total Direct Hire	25,015	24,883	24,709	1,741,747	43,112	1,819	134,010	178,941	1,920,688	629,092	2,549,780	\$70,890	\$77,732	\$103,192	10.3%	36.1%	
T4. Indirect Hire Foreign Nationals (IHFN)	676	676	676	4,010	-	-	-	-	4,010	18,333	22,343	\$5,932	\$5,932	\$33,052	0.0%	437.2%	
<i>Subtotal - Total Funded (excludes OC 13)</i>	25,691	25,559	25,385	1,745,757	43,112	1,819	134,010	178,941	1,924,698	647,425	2,572,123	\$68,771	\$75,820	\$101,325	16.3%	37.1%	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	6,638	6,638	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	5,091	5,091	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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Department of the Air Force TOTAL CIVILIAN PERSONNEL COSTS OP-8B: OF&P(B) FY 2018 President's Budget (FY 2016)													Date: May 2017					
	(\$ in Thousands)																	
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	r
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II.13	Comp & Benefits	Basic Comp	Total Comp	Benefits & Benefits	% BC	% BC	% BC	
<b>Working Capital Fund, Air Force</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Direct Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>D1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	25,707	25,653	26,692	1,442,824	180,406	57,239	20,950	258,595	1,701,419	784,322	2,485,741	\$54,055	\$63,743	\$93,127	17.9%	54.3%		
<b>Reimbursable Funded Personnel (includes OC 13)</b>	25,707	25,653	26,692	1,442,824	180,406	57,239	20,950	258,595	1,701,419	783,054	2,484,473	\$54,055	\$63,743	\$93,079	17.9%	54.3%		
<b>R1. US Direct Hire (USDH)</b>	25,707	25,653	26,692	1,442,824	180,406	57,239	20,950	258,595	1,701,419	783,054	2,484,473	\$54,055	\$63,743	\$93,079	17.9%	54.3%		
R1a. Senior Executive Schedule	1	1	1	133	44,227	7	2	9	142	42	184	\$133,000	\$142,000	\$184,000	6.8%	31.6%		
R1b. General Schedule	9,642	5,490	8,437	642,602	44,227	23,705	11,504	79,436	722,038	322,701	1,044,739	\$76,165	\$85,589	\$123,828	12.4%	50.2%		
R1c. Special Schedule	-	4,294	2,639	83,274	4,912	4,305	1,530	10,747	94,021	35,661	129,682	\$31,555	\$35,628	\$49,141	12.9%	43.8%		
R1d. Wage System	16,064	15,868	15,615	716,815	131,267	29,222	7,914	168,403	885,218	424,650	1,309,868	\$45,906	\$56,690	\$83,883	23.5%	39.2%		
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R3. Total Direct Hire</b>	25,707	25,653	26,692	1,442,824	180,406	57,239	20,950	258,595	1,701,419	783,054	2,484,473	\$54,055	\$63,743	\$93,079	17.9%	54.3%		
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	25,707	25,653	26,692	1,442,824	180,406	57,239	20,950	258,595	1,701,419	783,054	2,484,473	\$54,055	\$63,743	\$93,079	17.9%	54.3%		
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	25,707	25,653	26,692	1,442,824	180,406	57,239	20,950	258,595	1,701,419	783,054	2,484,473	\$54,055	\$63,743	\$93,079	17.9%	54.3%		
<b>Total Personnel (includes OC 13)</b>	25,707	25,653	26,692	1,442,824	180,406	57,239	20,950	258,595	1,701,419	784,322	2,485,741	\$54,055	\$63,743	\$93,127	17.9%	54.4%		
<b>T1. US Direct Hire (USDH)</b>	25,707	25,653	26,692	1,442,824	180,406	57,239	20,950	258,595	1,701,419	783,054	2,484,473	\$54,055	\$63,743	\$93,079	17.9%	54.3%		
T1a. Senior Executive Schedule	1	1	1	133	44,227	7	2	9	142	42	184	\$133,000	\$142,000	\$184,000	6.8%	31.6%		
T1b. General Schedule	9,642	5,490	8,437	642,602	44,227	23,705	11,504	79,436	722,038	322,701	1,044,739	\$76,165	\$85,589	\$123,828	12.4%	50.2%		
T1c. Special Schedule	-	4,294	2,639	83,274	4,912	4,305	1,530	10,747	94,021	35,661	129,682	\$31,555	\$35,628	\$49,141	12.9%	43.8%		
T1d. Wage System	16,064	15,868	15,615	716,815	131,267	29,222	7,914	168,403	885,218	424,650	1,309,868	\$45,906	\$56,690	\$83,883	23.5%	39.2%		
T1e. 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	-	-	-	-	-	-	-
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-
<b>T3. Total Direct Hire</b>	25,707	25,653	26,692	1,442,824	180,406	57,239	20,950	258,595	1,701,419	783,054	2,484,473	\$54,055	\$63,743	\$93,079	17.9%	54.3%		
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	25,707	25,653	26,692	1,442,824	180,406	57,239	20,950	258,595	1,701,419	783,054	2,484,473	\$54,055	\$63,743	\$93,079	17.9%	54.3%		
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-



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Working Capital Fund, Air Force	Department of the Air Force TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP& (PB) FY 2018 President's Budget (FY 2017)													Date: May 2017				
	(\$ in Thousands)																	
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	r
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II.13	Comp & Benefits	Basic Comp	Total Comp	Benefits & Benefits	% BC	% BC	Variables	% BC
<b>Direct Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>D1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	25,653	25,162	26,930	1,536,261	113,511	62,018	21,118	196,647	1,732,908	852,498	2,586,406	537,046	564,349	596,042	12.8%	55.6%		
<b>Reimbursable Funded Personnel (includes OC 13)</b>																		
<b>R1. US Direct Hire (USDH)</b>	25,653	25,162	26,930	1,536,261	113,511	62,018	21,118	196,647	1,732,908	852,367	2,585,275	537,046	564,349	596,000	12.8%	55.3%		
R1a. Senior Executive Schedule	1	1	1	141	7	2	9	150	44	194	537,046	537,046	537,046	537,046	6.4%	31.2%		
R1b. General Schedule	5,490	5,279	8,103	453,184	19,775	19,205	7,603	46,583	499,767	236,105	735,872	535,928	561,677	590,815	10.3%	52.1%		
R1c. Special Schedule	4,294	4,314	2,773	301,547	15,279	11,140	4,787	31,206	332,753	154,133	486,886	5108,744	5119,997	5175,581	10.3%	51.1%		
R1d. Wage System	15,868	15,568	16,053	781,389	78,457	31,666	8,726	118,849	900,238	462,085	1,362,323	548,676	556,079	584,864	13.2%	59.1%		
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R3. Total Direct Hire</b>	25,653	25,162	26,930	1,536,261	113,511	62,018	21,118	196,647	1,732,908	852,367	2,585,275	537,046	564,349	596,000	12.8%	55.3%		
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	25,653	25,162	26,930	1,536,261	113,511	62,018	21,118	196,647	1,732,908	852,367	2,585,275	537,046	564,349	596,000	12.8%	55.3%		
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	1,131	1,131	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	1,131	1,131	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	25,653	25,162	26,930	1,536,261	113,511	62,018	21,118	196,647	1,732,908	853,498	2,586,406	537,046	564,349	596,042	12.8%	55.6%		
<b>Total Personnel (includes OC 13)</b>																		
<b>T1. US Direct Hire (USDH)</b>	25,653	25,162	26,930	1,536,261	113,511	62,018	21,118	196,647	1,732,908	852,367	2,585,275	537,046	564,349	596,000	12.8%	55.3%		
T1a. Senior Executive Schedule	1	1	1	141	7	2	9	150	44	194	537,046	537,046	537,046	537,046	6.4%	31.2%		
T1b. General Schedule	5,490	5,279	8,103	453,184	19,775	19,205	7,603	46,583	499,767	236,105	735,872	535,928	561,677	590,815	10.3%	52.1%		
T1c. Special Schedule	4,294	4,314	2,773	301,547	15,279	11,140	4,787	31,206	332,753	154,133	486,886	5108,744	5119,997	5175,581	10.3%	51.1%		
T1d. Wage System	15,868	15,568	16,053	781,389	78,457	31,666	8,726	118,849	900,238	462,085	1,362,323	548,676	556,079	584,864	13.2%	59.1%		
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>T3. Total Direct Hire</b>	25,653	25,162	26,930	1,536,261	113,511	62,018	21,118	196,647	1,732,908	852,367	2,585,275	537,046	564,349	596,000	12.8%	55.3%		
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<i>Subtotal - Total Funded (excludes OC 13)</i>	25,653	25,162	26,930	1,536,261	113,511	62,018	21,118	196,647	1,732,908	852,367	2,585,275	537,046	564,349	596,000	12.8%	55.3%		
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	1,131	1,131	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	1,131	1,131	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-



Office of the Secretary of Defense  
Fiscal Year (FY) 2018 President's Budget

Volume II - Defense-Wide Data Book

Department of the Air Force TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP& (PB) FY 2018 President's Budget (FY 2018)													Date: May 2017					
	(\$ in Thousands)																	
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	r
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II.13	Comp & Benefits	Basic Comp	Total Comp	Benefits & Benefits	% BC	% BC	% BC	% BC
<b>Working Capital Fund, Air Force</b>																		
<b>Direct Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>D1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Reimbursable Funded Personnel (includes OC 13)</b>	25,162	24,399	27,849	1,610,523	116,409	63,803	21,134	201,346	1,811,869	869,686	2,681,555	537,831	\$65,060	\$96,248	12.5%	54.6%		
<b>R1. US Direct Hire (USDH)</b>	25,162	24,399	27,849	1,610,523	116,409	63,803	21,134	201,346	1,811,869	868,531	2,680,400	\$37,831	\$65,060	\$96,248	12.5%	53.9%		
R1a. Senior Executive Schedule	1	1	1	147	8	2	10	157	46	203	\$167,000	\$137,000	\$203,000	6.8%	31.3%			
R1b. General Schedule	5,279	5,040	8,996	509,394	20,558	19,697	7,862	48,117	557,511	242,663	800,174	\$56,624	\$61,973	\$88,948	9.4%	47.6%		
R1c. Special Schedule	4,314	4,314	2,784	308,689	15,772	11,281	4,804	31,857	340,546	156,522	497,068	\$110,880	\$122,323	\$178,545	10.3%	50.7%		
R1d. Wage System	15,568	15,044	16,068	792,293	80,079	32,817	8,466	121,362	913,655	469,300	1,382,955	\$49,309	\$56,862	\$86,069	13.3%	59.2%		
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R3. Total Direct Hire</b>	25,162	24,399	27,849	1,610,523	116,409	63,803	21,134	201,346	1,811,869	868,531	2,680,400	\$37,831	\$65,060	\$96,248	12.5%	53.9%		
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	25,162	24,399	27,849	1,610,523	116,409	63,803	21,134	201,346	1,811,869	868,531	2,680,400	\$37,831	\$65,060	\$96,248	12.5%	53.9%		
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	1,155	1,155	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	1,155	1,155	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Personnel (includes OC 13)</b>	25,162	24,399	27,849	1,610,523	116,409	63,803	21,134	201,346	1,811,869	869,686	2,681,555	537,831	\$65,060	\$96,248	12.5%	54.6%		
<b>T1. US Direct Hire (USDH)</b>	25,162	24,399	27,849	1,610,523	116,409	63,803	21,134	201,346	1,811,869	868,531	2,680,400	\$37,831	\$65,060	\$96,248	12.5%	53.9%		
T1a. Senior Executive Schedule	1	1	1	147	8	2	10	157	46	203	\$167,000	\$137,000	\$203,000	6.8%	31.3%			
T1b. General Schedule	5,279	5,040	8,996	509,394	20,558	19,697	7,862	48,117	557,511	242,663	800,174	\$56,624	\$61,973	\$88,948	9.4%	47.6%		
T1c. Special Schedule	4,314	4,314	2,784	308,689	15,772	11,281	4,804	31,857	340,546	156,522	497,068	\$110,880	\$122,323	\$178,545	10.3%	50.7%		
T1d. Wage System	15,568	15,044	16,068	792,293	80,079	32,817	8,466	121,362	913,655	469,300	1,382,955	\$49,309	\$56,862	\$86,069	13.3%	59.2%		
T1e. 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	-	-	-	-	-	-	-
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-
<b>T3. Total Direct Hire</b>	25,162	24,399	27,849	1,610,523	116,409	63,803	21,134	201,346	1,811,869	868,531	2,680,400	\$37,831	\$65,060	\$96,248	12.5%	53.9%		
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	25,162	24,399	27,849	1,610,523	116,409	63,803	21,134	201,346	1,811,869	868,531	2,680,400	\$37,831	\$65,060	\$96,248	12.5%	53.9%		
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	1,155	1,155	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	1,155	1,155	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

**Office of the Secretary of Defense  
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**Volume II - Defense-Wide Data Book**

Working Capital Fund, Air Force	U. S. Transportation Command TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP& (PB) FY 2018 President's Budget (FY 2016)												Date: May 2017				
	(\$ in Thousands)											Rates					
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II.13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC	
<b>Direct Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<b>D1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	<b>3,806</b>	<b>3,670</b>	<b>3,672</b>	<b>245,486</b>	<b>1,374</b>	<b>5,267</b>	<b>11,643</b>	<b>18,384</b>	<b>263,870</b>	<b>81,649</b>	<b>345,519</b>	<b>\$66,853</b>	<b>\$71,860</b>	<b>\$94,096</b>	<b>7.5%</b>	<b>33.3%</b>	
<b>Reimbursable Funded Personnel (includes OC 13)</b>																	
<b>R1. US Direct Hire (USDH)</b>	<b>3,289</b>	<b>3,169</b>	<b>3,170</b>	<b>227,462</b>	<b>1,344</b>	<b>5,291</b>	<b>11,434</b>	<b>18,069</b>	<b>245,531</b>	<b>78,761</b>	<b>324,292</b>	<b>\$71,755</b>	<b>\$77,453</b>	<b>\$102,300</b>	<b>7.9%</b>	<b>34.6%</b>	
R1a. Senior Executive Schedule	5	6	5	847	-	-	162	162	1,009	378	1,387	\$169,400	\$201,400	\$277,400	19.1%	44.6%	
R1b. General Schedule	2,471	2,241	2,248	169,843	991	3,176	5,880	10,047	179,890	57,621	237,511	\$75,553	\$80,022	\$105,654	5.9%	23.9%	
R1c. Special Schedule	-	117	117	11,899	116	-	197	313	12,212	3,543	15,755	\$101,701	\$104,376	\$134,658	2.6%	29.8%	
R1d. Wage System	813	805	800	44,873	237	2,115	3,195	7,547	52,420	17,219	69,639	\$36,091	\$65,525	\$87,049	16.8%	38.4%	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	261	247	250	10,796	30	76	206	312	11,108	1,538	12,646	\$43,184	\$44,432	\$50,584	2.9%	14.2%	
<b>R3. Total Direct Hire</b>	<b>3,550</b>	<b>3,416</b>	<b>3,420</b>	<b>238,258</b>	<b>1,374</b>	<b>5,367</b>	<b>11,640</b>	<b>18,381</b>	<b>256,639</b>	<b>80,299</b>	<b>336,938</b>	<b>\$69,666</b>	<b>\$75,041</b>	<b>\$99,520</b>	<b>7.7%</b>	<b>33.7%</b>	
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	256	254	252	7,228	3	3	3	3	7,231	443	8,174	\$28,683	\$28,694	\$32,437	0.0%	13.0%	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<b>3,806</b>	<b>3,670</b>	<b>3,672</b>	<b>245,486</b>	<b>1,374</b>	<b>5,367</b>	<b>11,643</b>	<b>18,384</b>	<b>263,870</b>	<b>81,242</b>	<b>345,112</b>	<b>\$66,853</b>	<b>\$71,860</b>	<b>\$93,985</b>	<b>7.5%</b>	<b>33.1%</b>	
<b>R5. Other Object Class 13 Benefits</b>																	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	<b>3,806</b>	<b>3,670</b>	<b>3,672</b>	<b>245,486</b>	<b>1,374</b>	<b>5,367</b>	<b>11,643</b>	<b>18,384</b>	<b>263,870</b>	<b>81,242</b>	<b>345,112</b>	<b>\$66,853</b>	<b>\$71,860</b>	<b>\$93,985</b>	<b>7.5%</b>	<b>33.1%</b>	
<b>Total Personnel (includes OC 13)</b>																	
<b>T1. US Direct Hire (USDH)</b>	<b>3,289</b>	<b>3,169</b>	<b>3,170</b>	<b>227,462</b>	<b>1,344</b>	<b>5,291</b>	<b>11,434</b>	<b>18,069</b>	<b>245,531</b>	<b>78,761</b>	<b>324,292</b>	<b>\$71,755</b>	<b>\$77,453</b>	<b>\$102,300</b>	<b>7.9%</b>	<b>34.6%</b>	
T1a. Senior Executive Schedule	5	6	5	847	0	0	162	162	1,009	378	1,387	\$169,400	\$201,400	\$277,400	19.1%	44.6%	
T1b. General Schedule	2,471	2,241	2,248	169,843	991	3,176	5,880	10,047	179,890	57,621	237,511	\$75,553	\$80,022	\$105,654	5.9%	23.9%	
T1c. Special Schedule	0	117	117	11,899	116	0	197	313	12,212	3,543	15,755	\$101,701	\$104,376	\$134,658	2.6%	29.8%	
T1d. Wage System	813	805	800	44,873	237	2,115	3,195	7,547	52,420	17,219	69,639	\$36,091	\$65,525	\$87,049	16.8%	38.4%	
T1e. 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	-	-	-	-	-	
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	261	247	250	10,796	30	76	206	312	11,108	1,538	12,646	\$43,184	\$44,432	\$50,584	2.9%	14.2%	
<b>T3. Total Direct Hire</b>	<b>3,550</b>	<b>3,416</b>	<b>3,420</b>	<b>238,258</b>	<b>1,374</b>	<b>5,367</b>	<b>11,640</b>	<b>18,381</b>	<b>256,639</b>	<b>80,299</b>	<b>336,938</b>	<b>\$69,666</b>	<b>\$75,041</b>	<b>\$99,520</b>	<b>7.7%</b>	<b>33.7%</b>	
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	256	254	252	7,228	3	3	3	3	7,231	443	8,174	\$28,683	\$28,694	\$32,437	0.0%	13.0%	
<i>Subtotal - Total Funded (excludes OC 13)</i>	<b>3,806</b>	<b>3,670</b>	<b>3,672</b>	<b>245,486</b>	<b>1,374</b>	<b>5,367</b>	<b>11,643</b>	<b>18,384</b>	<b>263,870</b>	<b>81,242</b>	<b>345,112</b>	<b>\$66,853</b>	<b>\$71,860</b>	<b>\$93,985</b>	<b>7.5%</b>	<b>33.1%</b>	
<b>T5. Other Object Class 13 Benefits</b>																	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

**Office of the Secretary of Defense  
Fiscal Year (FY) 2018 President's Budget**

**Volume II - Defense-Wide Data Book**

U. S. Transportation Command TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP& (PB) FY 2018 President's Budget (FY 2017)													Date: May 2017				
	(\$ in Thousands)												Rates				
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC	
<b>Working Capital Fund, Air Force</b>																	
<b>Direct Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<b>D1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	<b>3,670</b>	<b>4,140</b>	<b>4,075</b>	<b>285,574</b>	<b>2,135</b>	<b>5,413</b>	<b>17,788</b>	<b>25,336</b>	<b>310,910</b>	<b>90,316</b>	<b>401,226</b>	<b>\$70,080</b>	<b>\$76,297</b>	<b>\$98,460</b>	<b>8.9%</b>	<b>11.6%</b>	
<b>Reimbursable Funded Personnel (includes OC 13)</b>																	
<b>R1. US Direct Hire (USDH)</b>	3,169	3,550	3,489	265,298	2,066	5,289	14,500	21,855	287,153	87,870	375,023	\$76,038	\$82,502	\$107,487	8.2%	11.1%	
R1a. Senior Executive Schedule	6	6	6	1,052	-	-	90	90	1,142	302	1,444	\$175,333	\$190,333	\$240,667	8.0%	28.7%	
R1b. General Schedule	2,241	2,504	2,444	196,151	1,692	2,982	7,206	11,800	208,031	63,920	271,951	\$80,258	\$85,119	\$111,273	6.1%	12.6%	
R1c. Special Schedule	117	117	117	13,337	110	-	637	747	14,084	3,917	18,001	\$113,991	\$120,376	\$153,833	5.6%	29.4%	
R1d. Wage System	805	923	922	54,758	264	2,307	6,567	9,138	63,896	19,731	83,627	\$59,390	\$69,302	\$90,702	16.7%	36.0%	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	247	208	206	7,993	69	124	419	612	8,605	2,446	11,051	\$38,801	\$41,772	\$53,646	7.7%	30.6%	
<b>R3. Total Direct Hire</b>	<b>3,416</b>	<b>3,758</b>	<b>3,695</b>	<b>273,291</b>	<b>2,135</b>	<b>5,413</b>	<b>14,919</b>	<b>22,467</b>	<b>295,758</b>	<b>90,316</b>	<b>386,074</b>	<b>\$75,962</b>	<b>\$80,043</b>	<b>\$104,486</b>	<b>8.2%</b>	<b>11.0%</b>	
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	254	382	380	12,283	0	-	2,869	2,869	15,152	0	15,152	\$32,324	\$39,874	\$39,874	23.4%	0.0%	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<b>3,670</b>	<b>4,140</b>	<b>4,075</b>	<b>285,574</b>	<b>2,135</b>	<b>5,413</b>	<b>17,788</b>	<b>25,336</b>	<b>310,910</b>	<b>90,316</b>	<b>401,226</b>	<b>\$70,080</b>	<b>\$76,297</b>	<b>\$98,460</b>	<b>8.9%</b>	<b>11.6%</b>	
<b>R5. Other Object Class 13 Benefits</b>																	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	<b>3,670</b>	<b>4,140</b>	<b>4,075</b>	<b>285,574</b>	<b>2,135</b>	<b>5,413</b>	<b>17,788</b>	<b>25,336</b>	<b>310,910</b>	<b>90,316</b>	<b>401,226</b>	<b>\$70,080</b>	<b>\$76,297</b>	<b>\$98,460</b>	<b>8.9%</b>	<b>11.6%</b>	
<b>Total Personnel (includes OC 13)</b>																	
<b>T1. US Direct Hire (USDH)</b>	3,169	3,550	3,489	265,298	2,066	5,289	14,500	21,855	287,153	87,870	375,023	\$76,038	\$82,502	\$107,487	8.2%	11.1%	
T1a. Senior Executive Schedule	6	6	6	1,052	0	0	90	90	1,142	302	1,444	\$175,333	\$190,333	\$240,667	8.0%	28.7%	
T1b. General Schedule	2,241	2,504	2,444	196,151	1,692	2,982	7,206	11,800	208,031	63,920	271,951	\$80,258	\$85,119	\$111,273	6.1%	12.6%	
T1c. Special Schedule	117	117	117	13,337	110	-	637	747	14,084	3,917	18,001	\$113,991	\$120,376	\$153,833	5.6%	29.4%	
T1d. Wage System	805	923	922	54,758	264	2,307	6,567	9,138	63,896	19,731	83,627	\$59,390	\$69,302	\$90,702	16.7%	36.0%	
T1e. 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	-	-	-	-	-	
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	247	208	206	7,993	69	124	419	612	8,605	2,446	11,051	\$38,801	\$41,772	\$53,646	7.7%	30.6%	
<b>T3. Total Direct Hire</b>	<b>3,416</b>	<b>3,758</b>	<b>3,695</b>	<b>273,291</b>	<b>2,135</b>	<b>5,413</b>	<b>14,919</b>	<b>22,467</b>	<b>295,758</b>	<b>90,316</b>	<b>386,074</b>	<b>\$75,962</b>	<b>\$80,043</b>	<b>\$104,486</b>	<b>8.2%</b>	<b>11.0%</b>	
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	254	382	380	12,283	0	0	2,869	2,869	15,152	0	15,152	\$32,324	\$39,874	\$39,874	23.4%	0.0%	
<i>Subtotal - Total Funded (excludes OC 13)</i>	<b>3,670</b>	<b>4,140</b>	<b>4,075</b>	<b>285,574</b>	<b>2,135</b>	<b>5,413</b>	<b>17,788</b>	<b>25,336</b>	<b>310,910</b>	<b>90,316</b>	<b>401,226</b>	<b>\$70,080</b>	<b>\$76,297</b>	<b>\$98,460</b>	<b>8.9%</b>	<b>11.6%</b>	
<b>T5. Other Object Class 13 Benefits</b>																	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	



Office of the Secretary of Defense  
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Working Capital Fund, Air Force	U. S. Transportation Command TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP& (PB) FY 2018 President's Budget (FY 2018)												Date: May 2017			
	(\$ in Thousands)											Rates				
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II.13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC
<b>Direct Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<b>D1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	<b>4,140</b>	<b>4,163</b>	<b>4,096</b>	<b>289,518</b>	<b>2,209</b>	<b>5,665</b>	<b>15,514</b>	<b>23,388</b>	<b>312,906</b>	<b>94,514</b>	<b>407,420</b>	<b>\$79,683</b>	<b>\$76,393</b>	<b>\$99,468</b>	<b>8.1%</b>	<b>12.6%</b>
<b>Reimbursable Funded Personnel (includes OC 13)</b>																
<b>R1. US Direct Hire (USDH)</b>	<b>3,550</b>	<b>3,576</b>	<b>3,513</b>	<b>270,247</b>	<b>2,098</b>	<b>5,405</b>	<b>14,691</b>	<b>22,194</b>	<b>292,441</b>	<b>89,509</b>	<b>381,950</b>	<b>\$76,928</b>	<b>\$83,243</b>	<b>\$108,725</b>	<b>8.2%</b>	<b>33.1%</b>
R1a. Senior Executive Schedule	6	6	6	1,067	-	-	90	90	1,157	306	1,463	\$177,833	\$192,833	\$243,833	8.4%	28.7%
R1b. General Schedule	2,504	2,528	2,466	199,698	1,721	3,047	7,341	12,109	211,807	65,077	276,884	\$80,981	\$83,891	\$112,281	6.1%	32.6%
R1c. Special Schedule	117	117	117	13,597	112	-	553	665	14,362	3,993	18,255	\$16,214	\$13,897	\$156,026	4.9%	29.4%
R1d. Wage System	923	925	924	55,885	265	2,358	6,707	9,330	65,215	20,133	85,348	\$60,482	\$70,579	\$92,368	16.7%	36.0%
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	208	285	283	10,917	111	260	769	1,140	12,057	5,005	17,062	\$38,576	\$42,604	\$60,290	10.4%	43.8%
<b>R3. Total Direct Hire</b>	<b>3,758</b>	<b>3,861</b>	<b>3,796</b>	<b>281,164</b>	<b>2,209</b>	<b>5,665</b>	<b>15,460</b>	<b>23,334</b>	<b>304,498</b>	<b>94,514</b>	<b>399,012</b>	<b>\$74,068</b>	<b>\$80,215</b>	<b>\$103,114</b>	<b>8.3%</b>	<b>33.6%</b>
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	382	302	300	8,354	-	-	54	54	8,408	-	8,408	\$27,847	\$28,027	\$28,027	0.6%	0.6%
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<b>4,140</b>	<b>4,163</b>	<b>4,096</b>	<b>289,518</b>	<b>2,209</b>	<b>5,665</b>	<b>15,514</b>	<b>23,388</b>	<b>312,906</b>	<b>94,514</b>	<b>407,420</b>	<b>\$79,683</b>	<b>\$76,393</b>	<b>\$99,468</b>	<b>8.1%</b>	<b>12.6%</b>
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	<b>4,140</b>	<b>4,163</b>	<b>4,096</b>	<b>289,518</b>	<b>2,209</b>	<b>5,665</b>	<b>15,514</b>	<b>23,388</b>	<b>312,906</b>	<b>94,514</b>	<b>407,420</b>	<b>\$79,683</b>	<b>\$76,393</b>	<b>\$99,468</b>	<b>8.1%</b>	<b>12.6%</b>
<b>Total Personnel (includes OC 13)</b>																
<b>T1. US Direct Hire (USDH)</b>	<b>3,550</b>	<b>3,576</b>	<b>3,513</b>	<b>270,247</b>	<b>2,098</b>	<b>5,405</b>	<b>14,691</b>	<b>22,194</b>	<b>292,441</b>	<b>89,509</b>	<b>381,950</b>	<b>\$76,928</b>	<b>\$83,243</b>	<b>\$108,725</b>	<b>8.2%</b>	<b>33.1%</b>
T1a. Senior Executive Schedule	6	6	6	1,067	0	0	90	90	1,157	306	1,463	\$177,833	\$192,833	\$243,833	8.4%	28.7%
T1b. General Schedule	2,504	2,528	2,466	199,698	1,721	3,047	7,341	12,109	211,807	65,077	276,884	\$80,981	\$83,891	\$112,281	6.1%	32.6%
T1c. Special Schedule	117	117	117	13,597	112	-	553	665	14,262	3,993	18,255	\$16,214	\$13,897	\$156,026	4.9%	29.4%
T1d. Wage System	923	925	924	55,885	265	2,358	6,707	9,330	65,215	20,133	85,348	\$60,482	\$70,579	\$92,368	16.7%	36.0%
T1e. 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	-	-	-	-	-
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	208	285	283	10,917	111	260	769	1,140	12,057	5,005	17,062	\$38,576	\$42,604	\$60,290	10.4%	43.8%
<b>T3. Total Direct Hire</b>	<b>3,758</b>	<b>3,861</b>	<b>3,796</b>	<b>281,164</b>	<b>2,209</b>	<b>5,665</b>	<b>15,460</b>	<b>23,334</b>	<b>304,498</b>	<b>94,514</b>	<b>399,012</b>	<b>\$74,068</b>	<b>\$80,215</b>	<b>\$103,114</b>	<b>8.3%</b>	<b>33.6%</b>
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	382	302	300	8,354	0	0	54	54	8,408	0	8,408	\$27,847	\$28,027	\$28,027	0.6%	0.6%
<i>Subtotal - Total Funded (excludes OC 13)</i>	<b>4,140</b>	<b>4,163</b>	<b>4,096</b>	<b>289,518</b>	<b>2,209</b>	<b>5,665</b>	<b>15,514</b>	<b>23,388</b>	<b>312,906</b>	<b>94,514</b>	<b>407,420</b>	<b>\$79,683</b>	<b>\$76,393</b>	<b>\$99,468</b>	<b>8.1%</b>	<b>12.6%</b>
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-



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Working Capital Fund, DECA	Defense Commissary Agency TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP&P(B) FY 2018 President's Budget (FY 2016)													Date: May 2017				
	(\$ in Thousands)																	
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	r
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II,13	Comp & Benefits	Basic Comp	Total Comp	Benefits & Benefits	% BC	% RC		
<b>Direct Funded Personnel (includes OC 13)</b>	16,416	13,953	0	562,265	5,198	4,350	32,564	42,112	604,377	178,686	779,983	-	-	-	7.5%	31.2%		
<b>D1. US Direct Hire (USDH)</b>	14,445	12,168	-	504,049	5,198	4,350	32,564	42,112	546,161	173,950	720,111	-	-	-	8.4%	34.5%		
D1a. Senior Executive Schedule	5	5	-	690	-	-	55	55	745	178	923	-	-	-	8.0%	25.8%		
D1b. General Schedule	11,015	8,901	-	363,516	4,331	2,726	28,145	35,202	398,718	147,581	546,299	-	-	-	9.7%	40.6%		
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	3,425	3,262	-	139,843	867	1,624	4,364	6,855	146,698	26,191	172,889	-	-	-	4.9%	18.7%		
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	625	584	-	27,851	-	-	-	-	27,851	-	27,851	-	-	-	0.0%	0.0%		
<b>D3. Total Direct Hire</b>	15,070	12,752	-	531,900	5,198	4,350	32,564	42,112	574,012	173,950	747,962	-	-	-	7.9%	32.7%		
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	1,346	1,201	-	30,365	-	-	-	-	30,365	-	30,365	-	-	-	0.0%	0.0%		
<i>Subtotal - Direct Funded (excludes OC 13)</i>	16,416	13,953	-	562,265	5,198	4,350	32,564	42,112	604,377	178,686	778,327	-	-	-	7.5%	30.9%		
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	1,656	1,656	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	1,656	1,656	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Reimbursable Funded Personnel (includes OC 13)</b>	0	0	13,719	0	0	0	0	0	0	0	0	\$0	\$0	\$0	-	-	-	-
<b>R1. US Direct Hire (USDH)</b>	-	-	11,948	-	-	-	-	-	-	-	-	\$0	\$0	\$0	-	-	-	-
R1a. Senior Executive Schedule	-	-	5	-	-	-	-	-	-	-	-	\$0	\$0	\$0	-	-	-	-
R1b. General Schedule	-	-	8,769	-	-	-	-	-	-	-	-	\$0	\$0	\$0	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	\$0	\$0	\$0	-	-	-	-
R1d. Wage System	-	-	3,174	-	-	-	-	-	-	-	-	\$0	\$0	\$0	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	584	-	-	-	-	-	-	-	-	\$0	\$0	\$0	-	-	-	-
<b>R3. Total Direct Hire</b>	-	-	12,532	-	-	-	-	-	-	-	-	\$0	\$0	\$0	-	-	-	-
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	1,187	-	-	-	-	-	-	-	-	\$0	\$0	\$0	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	13,719	-	-	-	-	-	-	-	-	\$0	\$0	\$0	-	-	-	-
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Personnel (includes OC 13)</b>	16,416	13,953	13,719	562,265	5,198	4,350	32,564	42,112	604,377	178,686	779,983	\$40,984	\$44,054	\$56,854	7.5%	31.2%		
<b>T1. US Direct Hire (USDH)</b>	14,445	12,168	11,948	504,049	5,198	4,350	32,564	42,112	546,161	173,950	720,111	\$42,187	\$45,711	\$60,270	9.4%	33.5%		
T1a. Senior Executive Schedule	5	5	5	690	0	0	55	55	745	178	923	\$138,000	\$149,000	\$184,600	8.0%	25.8%		
T1b. General Schedule	11,015	8,901	8,769	363,516	4,331	2,726	28,145	35,202	398,718	147,581	546,299	\$41,455	\$45,469	\$62,299	9.7%	40.6%		
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-
T1d. Wage System	3,425	3,262	3,174	139,843	867	1,624	4,364	6,855	146,698	26,191	172,889	\$44,059	\$46,219	\$54,470	4.9%	18.7%		
T1e. 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	-	-	-	-	-	-	-
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	625	584	584	27,851	0	0	0	0	27,851	0	27,851	\$47,690	\$47,690	\$47,690	0.0%	0.0%		
<b>T3. Total Direct Hire</b>	15,070	12,752	12,532	531,900	5,198	4,350	32,564	42,112	574,012	173,950	747,962	\$42,443	\$45,804	\$59,684	7.9%	32.7%		
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	1,346	1,201	1,187	30,365	0	0	0	0	30,365	0	30,365	\$23,581	\$23,581	\$23,581	0.0%	0.0%		
<i>Subtotal - Total Funded (excludes OC 13)</i>	16,416	13,953	13,719	562,265	5,198	4,350	32,564	42,112	604,377	178,686	778,327	\$40,984	\$44,054	\$56,784	7.5%	30.9%		
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	1,656	1,656	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	1,656	1,656	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-	-	-

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Working Capital Fund, DECA	Defense Commissary Agency TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP-8 (PB) FY 2018 President's Budget (FY 2017)												Date: May 2017					
	(\$ in Thousands)																	
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	r
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II.13	Comp & Benefits	Basic Comp	Total Comp	Benefits & Benefits	% BC	% BC	% BC	% BC
<b>Direct Funded Personnel (includes OC 13)</b>	16,254	16,097	14,330	515,159	2,400	4,500	29,124	36,024	551,183	157,767	708,950	\$35,950	\$38,464	\$49,473	7.0%	30.6%		
<b>D1. US Direct Hire (USDH)</b>	14,336	14,247	12,480	437,706	2,400	4,500	29,124	36,024	473,730	156,024	629,754	\$35,073	\$37,959	\$50,461	8.2%	35.6%		
D1a. Senior Executive Schedule	5	5	5	697	-	-	38	38	735	181	916	\$139,400	\$147,000	\$183,200	5.5%	26.0%		
D1b. General Schedule	10,781	10,842	9,071	307,333	2,000	2,939	24,850	29,789	337,122	116,031	453,153	\$33,881	\$37,165	\$49,956	9.7%	37.8%		
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	3,550	3,400	3,404	129,676	400	1,561	4,236	6,197	135,873	39,812	175,685	\$38,095	\$39,916	\$51,611	4.8%	30.7%		
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	595	547	547	27,931	-	-	-	-	27,931	-	27,931	\$51,062	\$51,062	\$51,062	0.0%	0.0%		
<b>D3. Total Direct Hire</b>	14,931	14,794	13,027	465,637	2,400	4,500	29,124	36,024	501,661	156,024	657,685	\$35,744	\$38,509	\$50,486	7.7%	33.5%		
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	1,323	1,303	1,303	49,522	-	-	-	-	49,522	-	49,522	\$38,006	\$38,006	\$38,006	0.0%	0.0%		
<i>Subtotal - Direct Funded (excludes OC 13)</i>	16,254	16,097	14,330	515,159	2,400	4,500	29,124	36,024	551,183	156,024	707,207	\$35,950	\$38,464	\$49,352	7.0%	30.6%		
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	1,743	1,743	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	1,743	1,743	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Reimbursable Funded Personnel (includes OC 13)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Personnel (includes OC 13)</b>	16,254	16,097	14,330	515,159	2,400	4,500	29,124	36,024	551,183	157,767	708,950	\$35,950	\$38,464	\$49,473	7.0%	30.6%		
<b>T1. US Direct Hire (USDH)</b>	14,336	14,247	12,480	437,706	2,400	4,500	29,124	36,024	473,730	156,024	629,754	\$35,073	\$37,959	\$50,461	8.2%	35.6%		
T1a. Senior Executive Schedule	5	5	5	697	0	0	38	38	735	181	916	\$139,400	\$147,000	\$183,200	5.5%	26.0%		
T1b. General Schedule	10,781	10,842	9,071	307,333	2,000	2,939	24,850	29,789	337,122	116,031	453,153	\$33,881	\$37,165	\$49,956	9.7%	37.8%		
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-
T1d. Wage System	3,550	3,400	3,404	129,676	400	1,561	4,236	6,197	135,873	39,812	175,685	\$38,095	\$39,916	\$51,611	4.8%	30.7%		
T1e. 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	-	-	-	-	-	-	-
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	595	547	547	27,931	0	0	0	0	27,931	0	27,931	\$51,062	\$51,062	\$51,062	0.0%	0.0%		
<b>T3. Total Direct Hire</b>	14,931	14,794	13,027	465,637	2,400	4,500	29,124	36,024	501,661	156,024	657,685	\$35,744	\$38,509	\$50,486	7.7%	33.5%		
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	1,323	1,303	1,303	49,522	0	0	0	0	49,522	0	49,522	\$38,006	\$38,006	\$38,006	0.0%	0.0%		
<i>Subtotal - Total Funded (excludes OC 13)</i>	16,254	16,097	14,330	515,159	2,400	4,500	29,124	36,024	551,183	156,024	707,207	\$35,950	\$38,464	\$49,352	7.0%	30.6%		
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	1,743	1,743	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	1,743	1,743	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Working Capital Fund, DECA	Defense Commissary Agency TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP&P(B) FY 2018 President's Budget (FY 2018)												Date: May 2017					
	(\$ in Thousands)																	
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	r
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II,13	Comp & Benefits	Basic Comp	Total Comp	Benefits & Benefits	% BC	% RC		
<b>Direct Funded Personnel (includes OC 13)</b>	16,097	16,169	14,167	607,695	5,198	4,350	17,447	26,995	634,690	188,298	822,988	\$42,895	\$44,801	\$58,092	4.4%	31.0%		
<b>D1. US Direct Hire (USDH)</b>	14,247	14,247	12,406	537,396	5,198	4,350	17,447	26,995	564,391	186,221	750,612	\$43,317	\$45,493	\$60,504	5.0%	34.7%		
D1a. Senior Executive Schedule	5	5	5	690	-	-	-	-	690	200	890	\$138,000	\$138,000	\$178,000	0.0%	29.0%		
D1b. General Schedule	10,842	9,942	8,360	365,055	4,331	2,726	12,163	19,220	384,275	157,466	541,741	\$43,667	\$45,966	\$64,802	5.3%	43.1%		
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	3,400	4,300	4,041	171,651	867	1,624	5,284	7,775	179,426	28,555	207,981	\$42,477	\$44,401	\$51,468	4.5%	16.6%		
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	547	612	551	29,149	-	-	-	-	29,149	-	29,149	\$52,902	\$52,902	\$52,902	0.0%	0.0%		
<b>D3. Total Direct Hire</b>	14,794	14,859	12,957	566,545	5,198	4,350	17,447	26,995	593,540	186,221	779,761	\$43,725	\$45,808	\$60,181	4.8%	32.9%		
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	1,303	1,310	1,210	41,150	-	-	-	-	41,150	-	41,150	\$34,008	\$34,008	\$34,008	0.0%	0.0%		
<i>Subtotal - Direct Funded (excludes OC 13)</i>	16,097	16,169	14,167	607,695	5,198	4,350	17,447	26,995	634,690	188,221	820,911	\$42,895	\$44,801	\$57,943	4.4%	30.6%		
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	2,077	2,077	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	2,077	2,077	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Reimbursable Funded Personnel (includes OC 13)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Personnel (includes OC 13)</b>	16,097	16,169	14,167	607,695	5,198	4,350	17,447	26,995	634,690	188,298	822,988	\$42,895	\$44,801	\$58,092	4.4%	31.0%		
<b>T1. US Direct Hire (USDH)</b>	14,247	14,247	12,406	537,396	5,198	4,350	17,447	26,995	564,391	186,221	750,612	\$43,317	\$45,493	\$60,504	5.0%	34.7%		
T1a. Senior Executive Schedule	5	5	5	690	0	0	0	0	690	200	890	\$138,000	\$138,000	\$178,000	0.0%	29.0%		
T1b. General Schedule	10,842	9,942	8,360	365,055	4,331	2,726	12,163	19,220	384,275	157,466	541,741	\$43,667	\$45,966	\$64,802	5.3%	43.1%		
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-
T1d. Wage System	3,400	4,300	4,041	171,651	867	1,624	5,284	7,775	179,426	28,555	207,981	\$42,477	\$44,401	\$51,468	4.5%	16.6%		
T1e. 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	-	-	-	-	-	-	-
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	547	612	551	29,149	0	0	0	0	29,149	0	29,149	\$52,902	\$52,902	\$52,902	0.0%	0.0%		
<b>T3. Total Direct Hire</b>	14,794	14,859	12,957	566,545	5,198	4,350	17,447	26,995	593,540	186,221	779,761	\$43,725	\$45,808	\$60,181	4.8%	32.9%		
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	1,303	1,310	1,210	41,150	0	0	0	0	41,150	0	41,150	\$34,008	\$34,008	\$34,008	0.0%	0.0%		
<i>Subtotal - Total Funded (excludes OC 13)</i>	16,097	16,169	14,167	607,695	5,198	4,350	17,447	26,995	634,690	188,221	820,911	\$42,895	\$44,801	\$57,943	4.4%	30.6%		
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	2,077	2,077	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	2,077	2,077	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-



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	(\$ in Thousands)											Rates				
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC Benefits
<b>Working Capital Fund, Defense-Wide</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<b>Direct Funded Personnel (includes OC 13)</b>																
<b>D1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Reimbursable Funded Personnel (includes OC 13)</b>	3,266	3,215	3,170	303,877	3,017	672	5,267	8,956	312,833	105,829	418,662	\$95,860	\$98,685	\$132,070	2.9%	34.8%
<b>R1. US Direct Hire (USDH)</b>	3,263	3,212	3,167	303,675	3,017	672	5,267	8,956	312,631	104,144	416,775	\$95,887	\$98,715	\$131,599	2.9%	34.3%
R1a. Senior Executive Schedule	3	4	3	516	-	-	28	28	544	154	698	\$172,000	\$181,333	\$232,667	5.4%	29.8%
R1b. General Schedule	3,260	3,208	3,164	303,159	3,017	672	5,239	8,928	312,087	103,990	416,077	\$95,815	\$98,637	\$131,503	2.9%	34.5%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R3. Total Direct Hire</b>	3,263	3,212	3,167	303,675	3,017	672	5,267	8,956	312,631	104,144	416,775	\$95,887	\$98,715	\$131,599	2.9%	34.3%
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	3	3	3	202	-	-	-	-	202	-	202	\$67,333	\$67,333	\$67,333	0.0%	0.0%
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	3,266	3,215	3,170	303,877	3,017	672	5,267	8,956	312,833	104,144	416,977	\$95,860	\$98,685	\$131,538	2.9%	34.3%
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	1,685	1,685	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Personnel (includes OC 13)</b>	3,266	3,215	3,170	303,877	3,017	672	5,267	8,956	312,833	105,829	418,662	\$95,860	\$98,685	\$132,070	2.9%	34.8%
<b>T1. US Direct Hire (USDH)</b>	3,263	3,212	3,167	303,675	3,017	672	5,267	8,956	312,631	104,144	416,775	\$95,887	\$98,715	\$131,599	2.9%	34.3%
T1a. Senior Executive Schedule	3	4	3	516	0	0	28	28	544	154	698	\$172,000	\$181,333	\$232,667	5.4%	29.8%
T1b. General Schedule	3,260	3,208	3,164	303,159	3,017	672	5,239	8,928	312,087	103,990	416,077	\$95,815	\$98,637	\$131,503	2.9%	34.5%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. 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	-	-	-	-	-
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<b>T3. Total Direct Hire</b>	3,263	3,212	3,167	303,675	3,017	672	5,267	8,956	312,631	104,144	416,775	\$95,887	\$98,715	\$131,599	2.9%	34.3%
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	3	3	3	202	0	0	0	0	202	0	202	\$67,333	\$67,333	\$67,333	0.0%	0.0%
<i>Subtotal - Total Funded (excludes OC 13)</i>	3,266	3,215	3,170	303,877	3,017	672	5,267	8,956	312,833	104,144	416,977	\$95,860	\$98,685	\$131,538	2.9%	34.3%
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	1,685	1,685	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-



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Defense Information Systems Agency TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP& (P) FY 2018 President's Budget (FY 2017)													Date: May 2017				
	(\$ in Thousands)											Rates					
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC	
<b>Working Capital Fund, Defense-Wide</b>																	
<b>Direct Funded Personnel (includes OC 13)</b>																	
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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>3,215</b>	<b>3,016</b>	<b>2,911</b>	<b>275,582</b>	<b>2,242</b>	<b>360</b>	<b>5,027</b>	<b>7,629</b>	<b>283,211</b>	<b>80,038</b>	<b>363,249</b>	<b>\$94,669</b>	<b>\$97,290</b>	<b>\$124,785</b>	<b>2.8%</b>	<b>28.6%</b>	
R1. US Direct Hire (USDH)	3,212	3,013	2,908	275,368	2,242	360	5,027	7,629	282,997	78,863	361,860	\$94,693	\$97,317	\$124,436	2.8%	28.6%	
R1a. Senior Executive Schedule	4	4	4	691	-	-	33	33	724	194	918	\$172,750	\$181,000	\$229,500	4.8%	28.1%	
R1b. General Schedule	3,208	3,009	2,904	274,677	2,242	360	4,994	7,596	282,273	78,669	360,942	\$94,586	\$97,201	\$124,291	2.8%	28.6%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	3,212	3,013	2,908	275,368	2,242	360	5,027	7,629	282,997	78,863	361,860	\$94,693	\$97,317	\$124,436	2.8%	28.6%	
R4. Indirect Hire Foreign Nationals (IHFN)	3	3	3	214	-	-	-	-	214	-	214	\$71,333	\$71,333	\$71,333	0.0%	0.0%	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	3,215	3,016	2,911	275,582	2,242	360	5,027	7,629	283,211	78,863	362,074	\$94,669	\$97,290	\$124,381	2.8%	28.6%	
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	1,175	1,175	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	1,175	1,175	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Personnel (includes OC 13)</b>	<b>3,215</b>	<b>3,016</b>	<b>2,911</b>	<b>275,582</b>	<b>2,242</b>	<b>360</b>	<b>5,027</b>	<b>7,629</b>	<b>283,211</b>	<b>80,038</b>	<b>363,249</b>	<b>\$94,669</b>	<b>\$97,290</b>	<b>\$124,785</b>	<b>2.8%</b>	<b>28.6%</b>	
T1. US Direct Hire (USDH)	3,212	3,013	2,908	275,368	2,242	360	5,027	7,629	282,997	78,863	361,860	\$94,693	\$97,317	\$124,436	2.8%	28.6%	
T1a. Senior Executive Schedule	4	4	4	691	0	0	33	33	724	194	918	\$172,750	\$181,000	\$229,500	4.8%	28.1%	
T1b. General Schedule	3,208	3,009	2,904	274,677	2,242	360	4,994	7,596	282,273	78,669	360,942	\$94,586	\$97,201	\$124,291	2.8%	28.6%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T1e. 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	3,212	3,013	2,908	275,368	2,242	360	5,027	7,629	282,997	78,863	361,860	\$94,693	\$97,317	\$124,436	2.8%	28.6%	
T4. Indirect Hire Foreign Nationals (IHFN)	3	3	3	214	0	0	0	0	214	0	214	\$71,333	\$71,333	\$71,333	0.0%	0.0%	
<i>Subtotal - Total Funded (excludes OC 13)</i>	3,215	3,016	2,911	275,582	2,242	360	5,027	7,629	283,211	78,863	362,074	\$94,669	\$97,290	\$124,381	2.8%	28.6%	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	1,175	1,175	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	1,175	1,175	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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	(\$ in Thousands)											Rates					
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC	
<b>Working Capital Fund, Defense-Wide</b>																	
<b>Direct Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<b>D1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Reimbursable Funded Personnel (includes OC 13)</b>	3,016	2,992	2,922	280,030	2,272	368	5,110	7,750	287,780	81,133	368,913	\$95,849	\$98,497	\$126,254	2.8%	28.6%	
<b>R1. US Direct Hire (USDH)</b>	3,013	2,989	2,919	279,784	2,272	368	5,110	7,750	287,534	80,358	367,892	\$95,849	\$98,504	\$126,034	2.8%	28.7%	
R1a. Senior Executive Schedule	4	4	4	710	-	-	34	34	744	199	943	\$177,500	\$186,000	\$235,750	4.8%	28.0%	
R1b. General Schedule	3,009	2,985	2,915	279,074	2,272	368	5,076	7,716	286,790	80,159	366,949	\$95,787	\$98,484	\$125,863	2.8%	28.7%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>R3. Total Direct Hire</b>	3,013	2,989	2,919	279,784	2,272	368	5,110	7,750	287,534	80,358	367,892	\$95,849	\$98,504	\$126,034	2.8%	28.7%	
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	3	3	3	246	-	-	-	-	246	-	246	\$82,000	\$82,000	\$82,000	0.0%	0.0%	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	3,016	2,992	2,922	280,030	2,272	368	5,110	7,750	287,780	80,358	368,138	\$95,855	\$98,487	\$125,988	2.8%	28.7%	
<b>R5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	775	775	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	775	775	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Total Personnel (includes OC 13)</b>	3,016	2,992	2,922	280,030	2,272	368	5,110	7,750	287,780	81,133	368,913	\$95,855	\$98,487	\$126,254	2.8%	28.6%	
<b>T1. US Direct Hire (USDH)</b>	3,013	2,989	2,919	279,784	2,272	368	5,110	7,750	287,534	80,358	367,892	\$95,849	\$98,504	\$126,034	2.8%	28.7%	
T1a. Senior Executive Schedule	4	4	4	710	0	0	34	34	744	199	943	\$177,500	\$186,000	\$235,750	4.8%	28.0%	
T1b. General Schedule	3,009	2,985	2,915	279,074	2,272	368	5,076	7,716	286,790	80,159	366,949	\$95,787	\$98,484	\$125,863	2.8%	28.7%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. 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	-	-	-	-	-	
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<b>T3. Total Direct Hire</b>	3,013	2,989	2,919	279,784	2,272	368	5,110	7,750	287,534	80,358	367,892	\$95,849	\$98,504	\$126,034	2.8%	28.7%	
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	3	3	3	246	0	0	0	0	246	0	246	\$82,000	\$82,000	\$82,000	0.0%	0.0%	
<i>Subtotal - Total Funded (excludes OC 13)</i>	3,016	2,992	2,922	280,030	2,272	368	5,110	7,750	287,780	80,358	368,138	\$95,855	\$98,487	\$125,988	2.8%	28.7%	
<b>T5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	775	775	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	775	775	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-	

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Working Capital Fund, Defense-Wide	Defense Finance and Accounting Service TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP& (PB) FY 2018 President's Budget (FY 2016)											Date: May 2017				
	(\$ in Thousands)															
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.I.I	Total Variables	Comp O.C.I.I	Benefits O.C.I.I	Comp & Benefits	Basic Comp	Total Comp	Benefits & Benefits	% BC	% BC
<b>Direct Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<b>D1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	<b>11,363</b>	<b>11,677</b>	<b>11,281</b>	<b>704,104</b>	<b>23,040</b>	<b>87</b>	<b>20,495</b>	<b>43,622</b>	<b>747,726</b>	<b>247,750</b>	<b>995,476</b>	<b>\$62,415</b>	<b>\$66,282</b>	<b>\$88,244</b>	<b>6.2%</b>	<b>35.2%</b>
<b>Reimbursable Funded Personnel (includes OC 13)</b>																
<b>R1. US Direct Hire (USDH)</b>	11,154	11,480	11,085	702,942	23,040	87	20,495	43,622	746,564	247,705	994,269	\$63,414	\$67,349	\$89,695	6.2%	35.2%
R1a. Senior Executive Schedule	23	23	23	3,869	-	-	311	311	4,180	826	5,006	\$168,217	\$181,739	\$217,652	8.0%	21.3%
R1b. General Schedule	11,107	11,429	11,036	697,856	23,012	87	20,168	43,267	741,123	246,489	987,612	\$63,235	\$67,153	\$89,490	6.2%	35.4%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	24	28	26	1,217	28	-	16	44	1,261	390	1,651	\$46,808	\$48,500	\$63,500	3.0%	32.0%
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R3. Total Direct Hire</b>	11,154	11,480	11,085	702,942	23,040	87	20,495	43,622	746,564	247,705	994,269	\$63,414	\$67,349	\$89,695	6.2%	35.2%
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	209	197	196	1,162	0	0	0	0	1,162	0	1,162	\$3,929	\$3,929	\$3,929	0.0%	0.0%
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	11,363	11,677	11,281	704,104	23,040	87	20,495	43,622	747,726	247,705	995,431	\$62,415	\$66,282	\$88,240	6.2%	35.2%
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	<b>11,363</b>	<b>11,677</b>	<b>11,281</b>	<b>704,104</b>	<b>23,040</b>	<b>87</b>	<b>20,495</b>	<b>43,622</b>	<b>747,726</b>	<b>247,750</b>	<b>995,476</b>	<b>\$62,415</b>	<b>\$66,282</b>	<b>\$88,244</b>	<b>6.2%</b>	<b>35.2%</b>
<b>Total Personnel (includes OC 13)</b>																
<b>T1. US Direct Hire (USDH)</b>	11,154	11,480	11,085	702,942	23,040	87	20,495	43,622	746,564	247,705	994,269	\$63,414	\$67,349	\$89,695	6.2%	35.2%
T1a. Senior Executive Schedule	23	23	23	3,869	0	-	311	311	4,180	826	5,006	\$168,217	\$181,739	\$217,652	8.0%	21.3%
T1b. General Schedule	11,107	11,429	11,036	697,856	23,012	87	20,168	43,267	741,123	246,489	987,612	\$63,235	\$67,153	\$89,490	6.2%	35.3%
T1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T1d. Wage System	24	28	26	1,217	28	0	16	44	1,261	390	1,651	\$46,808	\$48,500	\$63,500	3.0%	32.0%
T1e. 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	-	-	-	-	-
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<b>T3. Total Direct Hire</b>	11,154	11,480	11,085	702,942	23,040	87	20,495	43,622	746,564	247,705	994,269	\$63,414	\$67,349	\$89,695	6.2%	35.2%
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	209	197	196	1,162	0	0	0	0	1,162	0	1,162	\$3,929	\$3,929	\$3,929	0.0%	0.0%
<i>Subtotal - Total Funded (excludes OC 13)</i>	11,363	11,677	11,281	704,104	23,040	87	20,495	43,622	747,726	247,705	995,431	\$62,415	\$66,282	\$88,240	6.2%	35.2%
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Defense Finance and Accounting Service TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP& (P) FY 2018 President's Budget (FY 2017)													Date: May 2017				
	(\$ in Thousands)											Rates					
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II,13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC Benefits	
<b>Working Capital Fund, Defense-Wide</b>																	
<b>Direct Funded Personnel (includes OC 13)</b>																	
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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>11,558</b>	<b>11,719</b>	<b>11,681</b>	<b>728,525</b>	<b>27,218</b>	<b>107</b>	<b>24,206</b>	<b>51,531</b>	<b>780,056</b>	<b>249,730</b>	<b>1,029,786</b>	<b>\$62,368</b>	<b>\$66,780</b>	<b>\$88,159</b>	<b>7.1%</b>	<b>34.3%</b>	
R1. US Direct Hire (USDH)	11,334	11,520	11,482	727,022	27,195	107	24,149	51,451	778,473	245,191	1,023,664	\$63,318	\$67,799	\$89,154	7.1%	33.7%	
R1a. Senior Executive Schedule	23	23	23	3,766	-	-	181	181	3,947	973	4,920	\$163,739	\$171,609	\$213,913	4.8%	25.8%	
R1b. General Schedule	11,287	11,469	11,431	721,899	27,142	107	23,932	51,181	773,080	243,902	1,016,982	\$63,153	\$67,430	\$88,967	7.1%	33.8%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	24	28	28	1,357	53	-	36	89	1,446	316	1,762	\$48,464	\$51,443	\$62,929	6.0%	23.3%	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	11,334	11,520	11,482	727,022	27,195	107	24,149	51,451	778,473	245,191	1,023,664	\$63,318	\$67,799	\$89,154	7.1%	33.7%	
R4. Indirect Hire Foreign Nationals (IHFN)	224	199	199	1,503	23	-	57	80	1,583	389	1,972	\$7,353	\$7,955	\$9,910	5.3%	23.9%	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	11,558	11,719	11,681	728,525	27,218	107	24,206	51,531	780,056	245,580	1,025,636	\$62,368	\$66,780	\$87,804	7.1%	33.7%	
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	317	317	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	3,833	3,833	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Total Personnel (includes OC 13)</b>	<b>11,558</b>	<b>11,719</b>	<b>11,681</b>	<b>728,525</b>	<b>27,218</b>	<b>107</b>	<b>24,206</b>	<b>51,531</b>	<b>780,056</b>	<b>249,730</b>	<b>1,029,786</b>	<b>\$62,368</b>	<b>\$66,780</b>	<b>\$88,159</b>	<b>7.1%</b>	<b>34.3%</b>	
T1. US Direct Hire (USDH)	11,334	11,520	11,482	727,022	27,195	107	24,149	51,451	778,473	245,191	1,023,664	\$63,318	\$67,799	\$89,154	7.1%	33.7%	
T1a. Senior Executive Schedule	23	23	23	3,766	0	-	181	181	3,947	973	4,920	\$163,739	\$171,609	\$213,913	4.8%	25.8%	
T1b. General Schedule	11,287	11,469	11,431	721,899	27,142	107	23,932	51,181	773,080	243,902	1,016,982	\$63,153	\$67,430	\$88,967	7.1%	33.8%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	24	28	28	1,357	53	-	36	89	1,446	316	1,762	\$48,464	\$51,443	\$62,929	6.0%	23.3%	
T1e. 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	11,334	11,520	11,482	727,022	27,195	107	24,149	51,451	778,473	245,191	1,023,664	\$63,318	\$67,799	\$89,154	7.1%	33.7%	
T4. Indirect Hire Foreign Nationals (IHFN)	224	199	199	1,503	23	-	57	80	1,583	389	1,972	\$7,353	\$7,955	\$9,910	5.3%	23.9%	
<i>Subtotal - Total Funded (excludes OC 13)</i>	11,558	11,719	11,681	728,525	27,218	107	24,206	51,531	780,056	245,580	1,025,636	\$62,368	\$66,780	\$87,804	7.1%	33.7%	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	317	317	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	3,833	3,833	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-	



Office of the Secretary of Defense  
Fiscal Year (FY) 2018 President's Budget

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Working Capital Fund, Defense-Wide	Defense Finance and Accounting Service TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP& (PB) FY 2018 President's Budget (FY 2018)											Date: May 2017				
	(\$ in Thousands)										Rates					
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II,13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC
<b>Direct Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<b>D1. US Direct Hire (USDH)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D3. Total Direct Hire</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>D5. Other Object Class 13 Benefits</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	<b>11,730</b>	<b>11,862</b>	<b>11,796</b>	<b>753,607</b>	<b>20,647</b>	<b>106</b>	<b>18,745</b>	<b>39,498</b>	<b>793,105</b>	<b>270,099</b>	<b>1,063,204</b>	<b>\$63,887</b>	<b>\$67,235</b>	<b>\$90,133</b>	<b>5.2%</b>	<b>35.4%</b>
<b>Reimbursable Funded Personnel (includes OC 13)</b>																
<b>R1. US Direct Hire (USDH)</b>	11,531	11,663	11,597	751,636	20,647	106	18,745	39,498	791,134	266,447	1,057,581	\$64,813	\$68,219	\$91,194	5.3%	35.4%
R1a. Senior Executive Schedule	23	23	23	4,241	-	-	370	370	4,611	1,205	5,816	\$184,391	\$200,478	\$252,870	8.7%	28.4%
R1b. General Schedule	11,480	11,612	11,546	746,032	20,616	106	18,352	39,074	785,106	264,814	1,049,920	\$64,674	\$67,998	\$90,934	5.2%	35.3%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	28	28	28	1,363	31	-	23	54	1,417	428	1,845	\$48,679	\$50,607	\$63,893	4.0%	31.4%
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>R3. Total Direct Hire</b>	11,531	11,663	11,597	751,636	20,647	106	18,745	39,498	791,134	266,447	1,057,581	\$64,813	\$68,219	\$91,194	5.3%	35.4%
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	199	199	199	1,971	-	-	-	-	1,971	-	1,971	\$9,905	\$9,905	\$9,905	0.0%	0.0%
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	11,730	11,862	11,796	753,607	20,647	106	18,745	39,498	793,105	266,447	1,059,552	\$63,887	\$67,235	\$89,823	5.2%	35.4%
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	3,545	3,545	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	<b>11,730</b>	<b>11,862</b>	<b>11,796</b>	<b>753,607</b>	<b>20,647</b>	<b>106</b>	<b>18,745</b>	<b>39,498</b>	<b>793,105</b>	<b>270,099</b>	<b>1,063,204</b>	<b>\$63,887</b>	<b>\$67,235</b>	<b>\$90,133</b>	<b>5.2%</b>	<b>35.4%</b>
<b>Total Personnel (includes OC 13)</b>																
<b>T1. US Direct Hire (USDH)</b>	11,531	11,663	11,597	751,636	20,647	106	18,745	39,498	791,134	266,447	1,057,581	\$64,813	\$68,219	\$91,194	5.3%	35.4%
T1a. Senior Executive Schedule	23	23	23	4,241	0	0	370	370	4,611	1,205	5,816	\$184,391	\$200,478	\$252,870	8.7%	28.4%
T1b. General Schedule	11,480	11,612	11,546	746,032	20,616	106	18,352	39,074	785,106	264,814	1,049,920	\$64,674	\$67,998	\$90,934	5.2%	35.3%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	28	28	28	1,363	31	0	23	54	1,417	428	1,845	\$48,679	\$50,607	\$63,893	4.0%	31.4%
T1e. 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	-	-	-	-	-
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<b>T3. Total Direct Hire</b>	11,531	11,663	11,597	751,636	20,647	106	18,745	39,498	791,134	266,447	1,057,581	\$64,813	\$68,219	\$91,194	5.3%	35.4%
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	199	199	199	1,971	0	0	0	0	1,971	0	1,971	\$9,905	\$9,905	\$9,905	0.0%	0.0%
<i>Subtotal - Total Funded (excludes OC 13)</i>	11,730	11,862	11,796	753,607	20,647	106	18,745	39,498	793,105	266,447	1,059,552	\$63,887	\$67,235	\$89,823	5.2%	35.4%
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	3,545	3,545	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	<b>11,730</b>	<b>11,862</b>	<b>11,796</b>	<b>753,607</b>	<b>20,647</b>	<b>106</b>	<b>18,745</b>	<b>39,498</b>	<b>793,105</b>	<b>270,099</b>	<b>1,063,204</b>	<b>\$63,887</b>	<b>\$67,235</b>	<b>\$90,133</b>	<b>5.2%</b>	<b>35.4%</b>

Office of the Secretary of Defense  
Fiscal Year (FY) 2018 President's Budget

Volume II - Defense-Wide Data Book

Defense Wide Summary (Defense Agencies/Field Activities) TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP&R (P) FY 2018 President's Budget (FY 2016)													Date: May 2017				
	(\$ in Thousands)											Rates					
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.I.I	Total Variables	Comp O.C.I.I	Benefits O.C.I.I	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC	
<b>Direct Funded Personnel (includes OC 13)</b>	<b>81,712</b>	<b>79,189</b>	<b>78,144</b>	<b>7,677,123</b>	<b>121,657</b>	<b>15,334</b>	<b>206,241</b>	<b>343,232</b>	<b>8,020,355</b>	<b>2,733,167</b>	<b>10,783,522</b>	<b>\$59,243</b>	<b>\$102,636</b>	<b>\$127,612</b>	<b>4.5%</b>	<b>35.6%</b>	
<b>D1. US Direct Hire (USDH)</b>	<b>80,997</b>	<b>78,518</b>	<b>77,482</b>	<b>7,651,829</b>	<b>121,635</b>	<b>15,331</b>	<b>205,297</b>	<b>342,263</b>	<b>7,994,092</b>	<b>2,710,017</b>	<b>10,704,109</b>	<b>\$59,756</b>	<b>\$103,174</b>	<b>\$128,150</b>	<b>4.5%</b>	<b>35.4%</b>	
D1a. Senior Executive Schedule	1,124	1,101	1,122	187,801	0	308	7,968	8,176	195,997	56,342	252,339	\$167,398	\$174,655	\$224,901	4.4%	30.0%	
D1b. General Schedule	68,612	67,378	66,333	6,740,232	121,334	9,239	181,001	311,574	7,051,806	2,271,110	9,322,916	\$101,307	\$105,990	\$140,123	4.0%	33.7%	
D1c. Special Schedule	4,588	3,493	3,437	279,478	50	15	6,337	6,402	285,880	90,987	376,867	\$81,315	\$83,177	\$109,650	2.3%	32.6%	
D1d. Wage System	344	354	348	13,466	165	43	266	474	13,940	5,171	19,111	\$38,695	\$40,937	\$54,917	3.5%	38.4%	
D1e. Highly Qualified Experts	18	12	28	3,645	1	8	36	45	3,690	554	4,244	\$139,179	\$131,786	\$151,371	1.2%	15.2%	
D1f. Other	6,311	6,180	6,014	427,187	85	5,818	9,689	15,592	642,779	285,853	728,632	\$71,032	\$73,625	\$121,156	3.6%	66.9%	
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	<b>429</b>	<b>418</b>	<b>413</b>	<b>12,946</b>	<b>22</b>	<b>3</b>	<b>844</b>	<b>869</b>	<b>13,815</b>	<b>3,844</b>	<b>17,659</b>	<b>\$31,346</b>	<b>\$33,459</b>	<b>\$42,758</b>	<b>6.7%</b>	<b>29.7%</b>	
<b>D3. Total Direct Hire</b>	<b>81,426</b>	<b>78,936</b>	<b>77,895</b>	<b>7,664,775</b>	<b>121,657</b>	<b>15,334</b>	<b>206,141</b>	<b>343,132</b>	<b>8,007,907</b>	<b>2,713,861</b>	<b>10,721,768</b>	<b>\$59,399</b>	<b>\$102,804</b>	<b>\$127,644</b>	<b>4.5%</b>	<b>35.4%</b>	
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	<b>286</b>	<b>253</b>	<b>249</b>	<b>12,348</b>	<b>0</b>	<b>0</b>	<b>100</b>	<b>100</b>	<b>12,448</b>	<b>964</b>	<b>13,412</b>	<b>\$49,390</b>	<b>\$49,992</b>	<b>\$53,863</b>	<b>0.8%</b>	<b>7.8%</b>	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>81,712</i>	<i>79,189</i>	<i>78,144</i>	<i>7,677,123</i>	<i>121,657</i>	<i>15,334</i>	<i>206,241</i>	<i>343,232</i>	<i>8,020,355</i>	<i>2,714,825</i>	<i>10,735,180</i>	<i>\$59,243</i>	<i>\$102,636</i>	<i>\$127,612</i>	<i>4.5%</i>	<i>35.4%</i>	
<b>D5. Other Object Class 13 Benefits</b>																	
D5a. USDH - Benefits for Former Employees											11,358						
D5b. DHFN - Benefits for Former Employees											0						
D5c. Voluntary Separation Incentive Pay (VSIP)											6,528						
D5d. Foreign National Separation Liability Accrual											456						
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>1,709</b>	<b>1,692</b>	<b>1,692</b>	<b>199,294</b>	<b>1,134</b>	<b>77</b>	<b>4,738</b>	<b>5,949</b>	<b>205,243</b>	<b>94,798</b>	<b>300,041</b>	<b>\$117,786</b>	<b>\$121,302</b>	<b>\$177,329</b>	<b>3.0%</b>	<b>47.6%</b>	
<b>R1. US Direct Hire (USDH)</b>	<b>1,704</b>	<b>1,687</b>	<b>1,687</b>	<b>199,294</b>	<b>1,134</b>	<b>77</b>	<b>4,738</b>	<b>5,949</b>	<b>205,243</b>	<b>94,798</b>	<b>300,041</b>	<b>\$118,135</b>	<b>\$121,662</b>	<b>\$177,855</b>	<b>3.0%</b>	<b>47.6%</b>	
R1a. Senior Executive Schedule	1	1	2	322	0	0	14	14	336	96	432	\$161,000	\$168,000	\$216,000	4.3%	29.8%	
R1b. General Schedule	1,640	1,628	1,628	191,519	1,134	77	4,547	5,758	197,277	92,526	289,803	\$117,641	\$121,178	\$178,012	3.0%	48.8%	
R1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
R1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
R1e. Highly Qualified Experts	1	0	2	258	0	0	1	1	259	52	311	\$129,000	\$129,500	\$155,500	0.4%	20.2%	
R1f. Other	62	58	55	7,185	0	0	176	176	7,371	2,124	9,495	\$130,818	\$134,018	\$172,636	2.4%	29.5%	
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	
<b>R3. Total Direct Hire</b>	<b>1,704</b>	<b>1,687</b>	<b>1,687</b>	<b>199,294</b>	<b>1,134</b>	<b>77</b>	<b>4,738</b>	<b>5,949</b>	<b>205,243</b>	<b>94,798</b>	<b>300,041</b>	<b>\$118,125</b>	<b>\$121,662</b>	<b>\$177,855</b>	<b>3.0%</b>	<b>47.6%</b>	
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>-</b>	<b>-</b>	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>1,709</i>	<i>1,692</i>	<i>1,692</i>	<i>199,294</i>	<i>1,134</i>	<i>77</i>	<i>4,738</i>	<i>5,949</i>	<i>205,243</i>	<i>94,798</i>	<i>300,041</i>	<i>\$117,786</i>	<i>\$121,302</i>	<i>\$177,329</i>	<i>3.0%</i>	<i>47.6%</i>	
<b>R5. Other Object Class 13 Benefits</b>																	
R5a. USDH - Benefits for Former Employees											11,358						
R5b. DHFN - Benefits for Former Employees											0						
R5c. Voluntary Separation Incentive Pay (VSIP)											6,528						
R5d. Foreign National Separation Liability Accrual											456						
<b>Total Personnel (includes OC 13)</b>	<b>83,421</b>	<b>80,881</b>	<b>79,836</b>	<b>7,876,417</b>	<b>122,791</b>	<b>15,411</b>	<b>210,979</b>	<b>349,181</b>	<b>8,225,598</b>	<b>2,827,065</b>	<b>11,053,563</b>	<b>\$59,637</b>	<b>\$103,031</b>	<b>\$128,453</b>	<b>4.4%</b>	<b>35.9%</b>	
<b>T1. US Direct Hire (USDH)</b>	<b>82,701</b>	<b>80,205</b>	<b>79,169</b>	<b>7,851,123</b>	<b>122,769</b>	<b>15,408</b>	<b>210,035</b>	<b>348,212</b>	<b>8,199,335</b>	<b>2,804,815</b>	<b>11,004,150</b>	<b>\$59,169</b>	<b>\$103,567</b>	<b>\$128,966</b>	<b>4.4%</b>	<b>35.7%</b>	
T1a. Senior Executive Schedule	1,125	1,102	1,124	188,143	0	308	7,992	8,190	196,333	56,438	252,771	\$167,387	\$174,678	\$224,885	4.4%	30.0%	
T1b. General Schedule	70,252	69,066	68,161	6,933,751	122,408	9,316	185,548	317,322	7,249,083	2,363,836	9,612,919	\$101,497	\$106,332	\$141,030	4.0%	34.3%	
T1c. Special Schedule	4,588	3,493	3,437	279,478	50	15	6,337	6,402	285,880	90,987	376,867	\$81,315	\$83,177	\$109,650	2.3%	32.6%	
T1d. Wage System	344	354	348	13,466	165	43	266	474	13,940	5,171	19,111	\$38,695	\$40,937	\$54,917	3.5%	38.4%	
T1e. Highly Qualified Experts	19	12	30	3,903	1	8	37	46	3,949	606	4,555	\$180,100	\$131,633	\$151,833	1.2%	15.5%	
T1f. Other	6,373	6,238	6,069	434,382	85	5,818	9,865	15,768	450,130	287,977	738,127	\$71,374	\$74,172	\$122,623	3.0%	66.5%	
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	<b>429</b>	<b>418</b>	<b>413</b>	<b>12,946</b>	<b>22</b>	<b>3</b>	<b>844</b>	<b>869</b>	<b>13,815</b>	<b>3,844</b>	<b>17,659</b>	<b>\$31,346</b>	<b>\$33,459</b>	<b>\$42,758</b>	<b>6.7%</b>	<b>29.7%</b>	
<b>T3. Total Direct Hire</b>	<b>83,130</b>	<b>80,623</b>	<b>79,582</b>	<b>7,864,069</b>	<b>122,791</b>	<b>15,411</b>	<b>210,879</b>	<b>349,081</b>	<b>8,213,150</b>	<b>2,808,659</b>	<b>11,021,809</b>	<b>\$59,817</b>	<b>\$103,204</b>	<b>\$128,496</b>	<b>4.4%</b>	<b>35.7%</b>	
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	<b>291</b>	<b>258</b>	<b>254</b>	<b>12,348</b>	<b>0</b>	<b>0</b>	<b>100</b>	<b>100</b>	<b>12,448</b>	<b>964</b>	<b>13,412</b>	<b>\$49,614</b>	<b>\$49,998</b>	<b>\$53,863</b>	<b>0.8%</b>	<b>7.8%</b>	
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>83,421</i>	<i>80,881</i>	<i>79,836</i>	<i>7,876,417</i>	<i>122,791</i>	<i>15,411</i>	<i>210,979</i>	<i>349,181</i>	<i>8,225,598</i>	<i>2,809,623</i>	<i>11,035,221</i>	<i>\$59,637</i>	<i>\$103,031</i>	<i>\$128,224</i>	<i>4.4%</i>	<i>35.7%</i>	
<b>T5. Other Object Class 13 Benefits</b>																	
T5a. USDH - Benefits for Former Employees											11,358						
T5b. DHFN - Benefits for Former Employees											0						
T5c. Voluntary Separation Incentive Pay (VSIP)											6,528						
T5d. Foreign National Separation Liability Accrual											456						

**Office of the Secretary of Defense  
Fiscal Year (FY) 2018 President's Budget**

**Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide	Defense Wide Summary (Defense Agencies/Field Activities) TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP&R (PB) FY 2018 President's Budget (FY 2017)											Date: May 2017				
	(\$ in Thousands)															
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II,13	Comp & Benefits	Basic Comp	Total Comp	Benefits & Benefits	% BC	% BC
<b>Direct Funded Personnel (includes OC 13)</b>	<b>83,343</b>	<b>84,205</b>	<b>80,704</b>	<b>7,913,550</b>	<b>97,154</b>	<b>9,919</b>	<b>174,502</b>	<b>281,575</b>	<b>8,195,134</b>	<b>2,802,251</b>	<b>10,997,385</b>	<b>\$99,057</b>	<b>\$101,546</b>	<b>\$126,268</b>	<b>3.6%</b>	<b>35.4%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>81,591</b>	<b>83,487</b>	<b>80,013</b>	<b>7,885,017</b>	<b>97,141</b>	<b>9,916</b>	<b>173,473</b>	<b>280,530</b>	<b>8,165,547</b>	<b>2,779,347</b>	<b>10,944,894</b>	<b>\$98,347</b>	<b>\$102,053</b>	<b>\$126,789</b>	<b>3.6%</b>	<b>35.2%</b>
D1a. Senior Executive Schedule	1,114	1,130	1,134	194,002	46	255	5,386	5,687	199,779	62,275	262,054	\$172,680	\$177,739	\$231,144	2.9%	32.1%
D1b. General Schedule	68,131	70,629	68,038	6,832,762	96,254	9,079	138,479	244,112	7,076,874	2,273,830	9,350,704	\$100,426	\$104,914	\$127,434	3.0%	33.5%
D1c. Special Schedule	5,623	5,330	4,691	434,674	311	74	9,640	10,025	444,699	132,379	577,078	\$92,661	\$94,798	\$123,018	2.3%	30.5%
D1d. Wage System	346	364	361	15,457	210	26	376	612	16,069	5,410	21,479	\$42,817	\$44,312	\$59,499	4.0%	35.0%
D1e. Highly Qualified Experts	1	3	3	150	0	0	0	0	150	81	231	\$39,000	\$30,000	\$77,000	0.0%	34.0%
D1f. Other	6,376	6,031	5,796	407,882	20	482	19,592	20,094	427,976	305,372	733,348	\$70,373	\$73,440	\$126,527	4.9%	34.9%
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	<b>480</b>	<b>467</b>	<b>453</b>	<b>18,902</b>	<b>13</b>	<b>3</b>	<b>1,029</b>	<b>1,045</b>	<b>19,947</b>	<b>5,275</b>	<b>25,222</b>	<b>\$41,726</b>	<b>\$44,033</b>	<b>\$55,678</b>	<b>5.5%</b>	<b>27.9%</b>
<b>D3. Total Direct Hire</b>	<b>82,071</b>	<b>83,954</b>	<b>80,466</b>	<b>7,903,919</b>	<b>97,154</b>	<b>9,919</b>	<b>174,502</b>	<b>281,575</b>	<b>8,185,494</b>	<b>2,784,622</b>	<b>10,970,116</b>	<b>\$98,227</b>	<b>\$101,726</b>	<b>\$126,332</b>	<b>3.6%</b>	<b>35.2%</b>
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	<b>272</b>	<b>251</b>	<b>238</b>	<b>9,640</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>9,640</b>	<b>0</b>	<b>9,640</b>	<b>\$40,504</b>	<b>\$40,504</b>	<b>\$40,504</b>	<b>0.0%</b>	<b>0.0%</b>
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>82,343</i>	<i>84,205</i>	<i>80,704</i>	<i>7,913,559</i>	<i>97,154</i>	<i>9,919</i>	<i>174,502</i>	<i>281,575</i>	<i>8,195,134</i>	<i>2,784,622</i>	<i>10,979,756</i>	<i>\$98,057</i>	<i>\$101,546</i>	<i>\$126,050</i>	<i>3.6%</i>	<i>35.2%</i>
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)												6,950	6,950			
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>1,611</b>	<b>1,556</b>	<b>1,549</b>	<b>190,736</b>	<b>946</b>	<b>97</b>	<b>3,111</b>	<b>4,154</b>	<b>194,890</b>	<b>60,868</b>	<b>255,758</b>	<b>\$123,135</b>	<b>\$125,817</b>	<b>\$165,112</b>	<b>2.2%</b>	<b>31.9%</b>
<b>R1. US Direct Hire (USDH)</b>	<b>1,606</b>	<b>1,551</b>	<b>1,544</b>	<b>190,736</b>	<b>946</b>	<b>97</b>	<b>3,111</b>	<b>4,154</b>	<b>194,890</b>	<b>60,868</b>	<b>255,758</b>	<b>\$123,534</b>	<b>\$126,224</b>	<b>\$165,646</b>	<b>2.2%</b>	<b>31.9%</b>
R1a. Senior Executive Schedule	1	1	1	347	0	0	9	9	556	88	444	\$347,000	\$356,000	\$444,000	2.0%	25.4%
R1b. General Schedule	1,542	1,492	1,485	180,009	944	66	3,054	4,064	184,073	57,900	241,973	\$121,218	\$123,933	\$162,945	2.3%	32.2%
R1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1e. Highly Qualified Experts	1	1	1	165	0	0	0	0	165	0	165	\$165,000	\$165,000	\$165,000	0.0%	0.0%
R1f. Other	62	57	57	10,215	2	31	48	81	10,286	2,880	13,176	\$179,211	\$180,632	\$231,138	0.8%	28.2%
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>R3. Total Direct Hire</b>	<b>1,606</b>	<b>1,551</b>	<b>1,544</b>	<b>190,736</b>	<b>946</b>	<b>97</b>	<b>3,111</b>	<b>4,154</b>	<b>194,890</b>	<b>60,868</b>	<b>255,758</b>	<b>\$123,534</b>	<b>\$126,224</b>	<b>\$165,646</b>	<b>2.2%</b>	<b>31.9%</b>
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>-</b>	<b>-</b>
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>1,611</i>	<i>1,556</i>	<i>1,549</i>	<i>190,736</i>	<i>946</i>	<i>97</i>	<i>3,111</i>	<i>4,154</i>	<i>194,890</i>	<i>60,868</i>	<i>255,758</i>	<i>\$123,135</i>	<i>\$125,817</i>	<i>\$165,112</i>	<i>2.2%</i>	<i>31.9%</i>
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Personnel (includes OC 13)</b>	<b>83,954</b>	<b>85,761</b>	<b>82,253</b>	<b>8,104,295</b>	<b>98,100</b>	<b>10,016</b>	<b>177,613</b>	<b>285,729</b>	<b>8,390,024</b>	<b>2,863,119</b>	<b>11,253,143</b>	<b>\$99,529</b>	<b>\$102,001</b>	<b>\$126,811</b>	<b>3.5%</b>	<b>35.2%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>83,197</b>	<b>85,038</b>	<b>81,557</b>	<b>8,075,753</b>	<b>98,087</b>	<b>10,013</b>	<b>176,584</b>	<b>284,684</b>	<b>8,360,437</b>	<b>2,840,215</b>	<b>11,200,652</b>	<b>\$99,020</b>	<b>\$102,510</b>	<b>\$127,335</b>	<b>3.5%</b>	<b>35.2%</b>
T1a. Senior Executive Schedule	1,115	1,131	1,125	194,439	46	255	5,395	5,696	200,135	62,363	262,498	\$172,835	\$177,898	\$231,332	2.9%	32.2%
T1b. General Schedule	69,673	72,121	69,523	7,012,771	97,408	9,145	141,533	248,176	7,260,847	2,331,730	9,592,677	\$100,870	\$104,439	\$127,978	3.5%	33.2%
T1c. Special Schedule	5,623	5,330	4,691	434,674	311	74	9,640	10,025	444,699	132,379	577,078	\$92,661	\$94,798	\$123,018	2.3%	30.5%
T1d. Wage System	346	364	361	15,457	210	26	376	612	16,069	5,410	21,479	\$42,817	\$44,312	\$59,499	4.0%	35.0%
T1e. Highly Qualified Experts	2	4	4	315	0	0	0	0	315	81	396	\$78,750	\$78,750	\$99,000	0.0%	25.7%
T1f. Other	6,438	6,088	5,853	418,097	22	513	19,640	20,175	438,272	308,252	746,524	\$71,453	\$74,880	\$127,346	4.8%	33.7%
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	<b>480</b>	<b>467</b>	<b>453</b>	<b>18,902</b>	<b>13</b>	<b>3</b>	<b>1,029</b>	<b>1,045</b>	<b>19,947</b>	<b>5,275</b>	<b>25,222</b>	<b>\$41,726</b>	<b>\$44,033</b>	<b>\$55,678</b>	<b>5.5%</b>	<b>27.9%</b>
<b>T3. Total Direct Hire</b>	<b>83,677</b>	<b>85,505</b>	<b>82,010</b>	<b>8,094,655</b>	<b>98,100</b>	<b>10,016</b>	<b>177,613</b>	<b>285,729</b>	<b>8,380,384</b>	<b>2,845,490</b>	<b>11,225,874</b>	<b>\$98,703</b>	<b>\$102,187</b>	<b>\$126,884</b>	<b>3.5%</b>	<b>35.2%</b>
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	<b>277</b>	<b>256</b>	<b>243</b>	<b>9,640</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>9,640</b>	<b>0</b>	<b>9,640</b>	<b>\$39,671</b>	<b>\$39,671</b>	<b>\$39,671</b>	<b>0.0%</b>	<b>0.0%</b>
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>83,954</i>	<i>85,761</i>	<i>82,253</i>	<i>8,104,295</i>	<i>98,100</i>	<i>10,016</i>	<i>177,613</i>	<i>285,729</i>	<i>8,390,024</i>	<i>2,845,490</i>	<i>11,235,514</i>	<i>\$98,529</i>	<i>\$102,003</i>	<i>\$126,567</i>	<i>3.5%</i>	<i>35.1%</i>
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)												6,950	6,950			
T5d. Foreign National Separation Liability Accrual																



Office of the Secretary of Defense  
Fiscal Year (FY) 2018 President's Budget

Volume II - Defense-Wide Data Book

Defense Wide Summary (Defense Agencies/Field Activities) TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP& (PB) FY 2018 President's Budget (FY 2018)													Date: May 2017				
	(\$ in Thousands)											Rates					
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II,13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC Benefits	
<b>Direct Funded Personnel (includes OC 13)</b>	<b>83,043</b>	<b>82,923</b>	<b>81,057</b>	<b>8,194,069</b>	<b>105,669</b>	<b>8,568</b>	<b>170,824</b>	<b>285,061</b>	<b>8,479,130</b>	<b>2,913,364</b>	<b>11,392,494</b>	<b>\$101,090</b>	<b>\$104,607</b>	<b>\$140,519</b>	<b>3.5%</b>	<b>35.6%</b>	
<b>D1. US Direct Hire (USDH)</b>	<b>82,323</b>	<b>82,244</b>	<b>80,378</b>	<b>8,167,285</b>	<b>105,664</b>	<b>8,567</b>	<b>169,617</b>	<b>283,848</b>	<b>8,461,133</b>	<b>2,885,849</b>	<b>11,336,982</b>	<b>\$101,611</b>	<b>\$105,142</b>	<b>\$141,046</b>	<b>3.5%</b>	<b>35.8%</b>	
D1a. Senior Executive Schedule	1,178	1,180	1,178	292,745	0	188	7,478	7,666	210,411	62,526	272,937	\$172,110	\$178,617	\$251,695	4.8%	30.8%	
D1b. General Schedule	70,527	71,038	69,416	7,213,137	105,402	7,872	136,983	250,257	7,463,394	2,408,579	9,871,973	\$102,912	\$107,517	\$142,213	3.5%	33.4%	
D1c. Special Schedule	4,302	3,777	3,686	327,046	61	14	8,409	8,484	335,530	100,812	436,342	\$88,727	\$91,028	\$118,378	2.0%	30.8%	
D1d. Wage System	322	326	321	12,678	190	2	249	441	13,119	4,558	17,677	\$39,495	\$40,869	\$55,069	3.5%	36.0%	
D1e. Highly Qualified Experts	23	23	23	3,090	0	0	16	16	3,106	482	3,588	\$134,348	\$135,043	\$156,000	0.5%	15.6%	
D1f. Other	5,971	5,900	5,754	408,589	11	491	10,482	16,984	425,573	308,892	734,465	\$71,019	\$73,961	\$127,644	4.2%	75.0%	
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	<b>449</b>	<b>429</b>	<b>429</b>	<b>16,536</b>	<b>5</b>	<b>1</b>	<b>1,207</b>	<b>1,213</b>	<b>17,749</b>	<b>5,407</b>	<b>23,156</b>	<b>\$38,545</b>	<b>\$41,373</b>	<b>\$53,977</b>	<b>7.3%</b>	<b>32.7%</b>	
<b>D3. Total Direct Hire</b>	<b>82,772</b>	<b>82,673</b>	<b>80,807</b>	<b>8,183,821</b>	<b>105,669</b>	<b>8,568</b>	<b>170,824</b>	<b>285,061</b>	<b>8,468,882</b>	<b>2,891,256</b>	<b>11,360,138</b>	<b>\$101,276</b>	<b>\$104,904</b>	<b>\$140,584</b>	<b>3.5%</b>	<b>35.3%</b>	
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	<b>271</b>	<b>250</b>	<b>250</b>	<b>10,248</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>10,248</b>	<b>0</b>	<b>10,248</b>	<b>\$40,992</b>	<b>\$40,992</b>	<b>\$40,992</b>	<b>0.0%</b>	<b>0.0%</b>	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>83,043</i>	<i>82,923</i>	<i>81,057</i>	<i>8,194,069</i>	<i>105,669</i>	<i>8,568</i>	<i>170,824</i>	<i>285,061</i>	<i>8,479,130</i>	<i>2,913,364</i>	<i>11,392,494</i>	<i>\$101,090</i>	<i>\$104,607</i>	<i>\$140,276</i>	<i>3.5%</i>	<i>35.3%</i>	
<b>D5. Other Object Class 13 Benefits</b>																	
D5a. USDH - Benefits for Former Employees									11,211		11,211						
D5b. DHFN - Benefits for Former Employees									0		0						
D5c. Voluntary Separation Incentive Pay (VSIP)									10,897		10,897						
D5d. Foreign National Separation Liability Accrual									0		0						
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>1,930</b>	<b>2,024</b>	<b>2,015</b>	<b>244,686</b>	<b>1,855</b>	<b>140</b>	<b>4,304</b>	<b>6,299</b>	<b>250,985</b>	<b>78,655</b>	<b>329,640</b>	<b>\$121,432</b>	<b>\$124,558</b>	<b>\$163,593</b>	<b>2.6%</b>	<b>32.1%</b>	
<b>R1. US Direct Hire (USDH)</b>	<b>1,925</b>	<b>2,019</b>	<b>2,010</b>	<b>244,686</b>	<b>1,855</b>	<b>140</b>	<b>4,304</b>	<b>6,299</b>	<b>250,985</b>	<b>78,655</b>	<b>329,640</b>	<b>\$121,734</b>	<b>\$124,868</b>	<b>\$164,000</b>	<b>2.6%</b>	<b>32.1%</b>	
R1a. Senior Executive Schedule	1	1	1	184	0	0	14	14	198	55	253	\$184,000	\$198,000	\$253,000	7.6%	29.9%	
R1b. General Schedule	1,861	1,960	1,951	233,925	1,853	108	4,241	6,202	240,127	75,665	315,792	\$119,900	\$123,079	\$161,862	2.7%	32.4%	
R1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
R1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
R1e. Highly Qualified Experts	1	1	1	168	0	0	0	0	168	0	168	\$168,000	\$168,000	\$168,000	0.0%	0.0%	
R1f. Other	62	57	57	10,400	2	32	49	83	10,482	2,935	13,427	\$182,614	\$184,070	\$233,561	0.8%	28.2%	
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>R3. Total Direct Hire</b>	<b>1,925</b>	<b>2,019</b>	<b>2,010</b>	<b>244,686</b>	<b>1,855</b>	<b>140</b>	<b>4,304</b>	<b>6,299</b>	<b>250,985</b>	<b>78,655</b>	<b>329,640</b>	<b>\$121,734</b>	<b>\$124,868</b>	<b>\$164,000</b>	<b>2.6%</b>	<b>32.1%</b>	
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.0%</b>	<b>0.0%</b>	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>1,930</i>	<i>2,024</i>	<i>2,015</i>	<i>244,686</i>	<i>1,855</i>	<i>140</i>	<i>4,304</i>	<i>6,299</i>	<i>250,985</i>	<i>78,655</i>	<i>329,640</i>	<i>\$121,432</i>	<i>\$124,558</i>	<i>\$163,593</i>	<i>2.6%</i>	<i>32.1%</i>	
<b>R5. Other Object Class 13 Benefits</b>																	
R5a. USDH - Benefits for Former Employees									11,211		11,211						
R5b. DHFN - Benefits for Former Employees									0		0						
R5c. Voluntary Separation Incentive Pay (VSIP)									10,897		10,897						
R5d. Foreign National Separation Liability Accrual									0		0						
<b>Total Personnel (includes OC 13)</b>	<b>84,973</b>	<b>84,947</b>	<b>83,072</b>	<b>8,438,755</b>	<b>107,524</b>	<b>8,708</b>	<b>175,128</b>	<b>291,360</b>	<b>8,730,115</b>	<b>2,992,019</b>	<b>11,722,134</b>	<b>\$101,584</b>	<b>\$105,091</b>	<b>\$141,108</b>	<b>3.5%</b>	<b>35.5%</b>	
<b>T1. US Direct Hire (USDH)</b>	<b>84,248</b>	<b>84,263</b>	<b>82,388</b>	<b>8,411,971</b>	<b>107,519</b>	<b>8,707</b>	<b>173,921</b>	<b>290,147</b>	<b>8,702,118</b>	<b>2,964,504</b>	<b>11,666,622</b>	<b>\$102,162</b>	<b>\$105,624</b>	<b>\$141,606</b>	<b>3.4%</b>	<b>35.2%</b>	
T1a. Senior Executive Schedule	1,179	1,181	1,179	292,929	0	188	7,492	7,680	210,609	62,581	273,190	\$172,120	\$178,634	\$251,713	3.8%	30.8%	
T1b. General Schedule	72,288	72,998	71,267	7,447,062	107,255	7,980	141,224	256,459	7,761,521	2,484,244	10,187,765	\$104,349	\$107,942	\$142,752	3.4%	33.4%	
T1c. Special Schedule	4,302	3,777	3,686	327,046	61	14	8,409	8,484	335,530	100,812	436,342	\$88,727	\$91,028	\$118,378	2.0%	30.8%	
T1d. Wage System	322	326	321	12,678	190	2	249	441	13,119	4,558	17,677	\$39,495	\$40,869	\$55,069	3.5%	36.0%	
T1e. Highly Qualified Experts	24	24	24	3,258	0	0	16	16	3,274	482	3,756	\$183,750	\$186,417	\$156,500	0.5%	14.8%	
T1f. Other	6,053	5,957	5,811	418,998	13	523	16,531	17,067	436,065	311,827	747,892	\$72,104	\$75,941	\$128,703	4.1%	74.4%	
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	<b>449</b>	<b>429</b>	<b>429</b>	<b>16,536</b>	<b>5</b>	<b>1</b>	<b>1,207</b>	<b>1,213</b>	<b>17,749</b>	<b>5,407</b>	<b>23,156</b>	<b>\$38,545</b>	<b>\$41,373</b>	<b>\$53,977</b>	<b>7.3%</b>	<b>32.7%</b>	
<b>T3. Total Direct Hire</b>	<b>84,697</b>	<b>84,692</b>	<b>82,817</b>	<b>8,428,507</b>	<b>107,524</b>	<b>8,708</b>	<b>175,128</b>	<b>291,360</b>	<b>8,719,867</b>	<b>2,969,911</b>	<b>11,689,778</b>	<b>\$101,775</b>	<b>\$105,291</b>	<b>\$141,132</b>	<b>3.5%</b>	<b>35.2%</b>	
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	<b>276</b>	<b>255</b>	<b>255</b>	<b>10,248</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>10,248</b>	<b>0</b>	<b>10,248</b>	<b>\$40,188</b>	<b>\$40,188</b>	<b>\$40,188</b>	<b>0.0%</b>	<b>0.0%</b>	
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>84,973</i>	<i>84,947</i>	<i>83,072</i>	<i>8,438,755</i>	<i>107,524</i>	<i>8,708</i>	<i>175,128</i>	<i>291,360</i>	<i>8,730,115</i>	<i>2,989,911</i>	<i>11,709,026</i>	<i>\$101,584</i>	<i>\$105,091</i>	<i>\$140,842</i>	<i>3.5%</i>	<i>35.2%</i>	
<b>T5. Other Object Class 13 Benefits</b>																	
T5a. USDH - Benefits for Former Employees									11,211		11,211						
T5b. DHFN - Benefits for Former Employees									0		0						
T5c. Voluntary Separation Incentive Pay (VSIP)									10,897		10,897						
T5d. Foreign National Separation Liability Accrual									0		0						



Office of the Secretary of Defense  
Fiscal Year (FY) 2018 President's Budget

Volume II - Defense-Wide Data Book

Research, Development, Test & Eval, DW	Defense Wide Summary (Defense Agencies/Field Activities) TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP-8 (PB) FY 2018 President's Budget (FY 2016)													Date: May 2017				
	(\$ in Thousands)										Rates							
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p		
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II,13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC		
<b>Direct Funded Personnel (includes OC 13)</b>	<b>3,086</b>	<b>3,163</b>	<b>3,129</b>	<b>348,888</b>	<b>927</b>	<b>11,467</b>	<b>8,485</b>	<b>20,879</b>	<b>366,767</b>	<b>114,377</b>	<b>481,144</b>	<b>\$110,543</b>	<b>\$117,215</b>	<b>\$153,769</b>	<b>6.0%</b>	<b>33.1%</b>		
<b>D1. US Direct Hire (USDH)</b>	<b>3,086</b>	<b>3,163</b>	<b>3,129</b>	<b>348,888</b>	<b>927</b>	<b>11,467</b>	<b>8,485</b>	<b>20,879</b>	<b>366,767</b>	<b>114,262</b>	<b>481,029</b>	<b>\$110,543</b>	<b>\$117,215</b>	<b>\$153,733</b>	<b>6.0%</b>	<b>33.0%</b>		
D1a. Senior Executive Schedule	32	33	32	5,221	0	145	479	624	5,845	1,535	7,380	\$163,156	\$162,636	\$230,625	12.0%	29.4%		
D1b. General Schedule	2,978	3,054	3,021	328,014	924	11,322	7,443	19,689	347,703	107,578	455,281	\$108,578	\$115,995	\$150,705	6.0%	32.8%		
D1c. Special Schedule	75	75	75	12,594	0	0	562	562	13,156	5,122	18,278	\$167,920	\$175,413	\$243,707	4.5%	40.7%		
D1d. Wage System	1	1	1	59	3	0	1	4	63	27	90	\$59,000	\$63,000	\$90,000	6.8%	45.8%		
D1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>		
<b>D3. Total Direct Hire</b>	<b>3,086</b>	<b>3,163</b>	<b>3,129</b>	<b>348,888</b>	<b>927</b>	<b>11,467</b>	<b>8,485</b>	<b>20,879</b>	<b>366,767</b>	<b>114,262</b>	<b>481,029</b>	<b>\$110,543</b>	<b>\$117,215</b>	<b>\$153,733</b>	<b>6.0%</b>	<b>33.0%</b>		
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>		
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>3,086</i>	<i>3,163</i>	<i>3,129</i>	<i>348,888</i>	<i>927</i>	<i>11,467</i>	<i>8,485</i>	<i>20,879</i>	<i>366,767</i>	<i>114,262</i>	<i>481,029</i>	<i>\$110,543</i>	<i>\$117,215</i>	<i>\$153,733</i>	<i>6.0%</i>	<i>33.0%</i>		
<b>D5. Other Object Class 13 Benefits</b>										<b>115</b>	<b>115</b>							
D5a. USDH - Benefits for Former Employees										15	15							
D5b. DHFN - Benefits for Former Employees										0	0							
D5c. Voluntary Separation Incentive Pay (VSIP)										100	100							
D5d. Foreign National Separation Liability Accrual										0	0							
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>156</b>	<b>197</b>	<b>178</b>	<b>19,916</b>	<b>85</b>	<b>179</b>	<b>283</b>	<b>547</b>	<b>20,463</b>	<b>5,550</b>	<b>26,013</b>	<b>\$111,888</b>	<b>\$114,961</b>	<b>\$146,140</b>	<b>2.7%</b>	<b>27.8%</b>		
<b>R1. US Direct Hire (USDH)</b>	<b>156</b>	<b>197</b>	<b>178</b>	<b>19,916</b>	<b>85</b>	<b>179</b>	<b>283</b>	<b>547</b>	<b>20,463</b>	<b>5,550</b>	<b>26,013</b>	<b>\$111,888</b>	<b>\$114,961</b>	<b>\$146,140</b>	<b>2.7%</b>	<b>27.9%</b>		
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
R1b. General Schedule	156	197	178	19,916	85	179	283	547	20,463	5,550	26,013	\$111,888	\$114,961	\$146,140	2.7%	27.9%		
R1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
R1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>		
<b>R3. Total Direct Hire</b>	<b>156</b>	<b>197</b>	<b>178</b>	<b>19,916</b>	<b>85</b>	<b>179</b>	<b>283</b>	<b>547</b>	<b>20,463</b>	<b>5,550</b>	<b>26,013</b>	<b>\$111,888</b>	<b>\$114,961</b>	<b>\$146,140</b>	<b>2.7%</b>	<b>27.9%</b>		
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>		
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>156</i>	<i>197</i>	<i>178</i>	<i>19,916</i>	<i>85</i>	<i>179</i>	<i>283</i>	<i>547</i>	<i>20,463</i>	<i>5,550</i>	<i>26,013</i>	<i>\$111,888</i>	<i>\$114,961</i>	<i>\$146,140</i>	<i>2.7%</i>	<i>27.9%</i>		
<b>R5. Other Object Class 13 Benefits</b>										<b>115</b>	<b>115</b>							
R5a. USDH - Benefits for Former Employees										15	15							
R5b. DHFN - Benefits for Former Employees										0	0							
R5c. Voluntary Separation Incentive Pay (VSIP)										100	100							
R5d. Foreign National Separation Liability Accrual										0	0							
<b>Total Personnel (includes OC 13)</b>	<b>3,242</b>	<b>3,360</b>	<b>3,307</b>	<b>368,804</b>	<b>1,012</b>	<b>11,646</b>	<b>8,768</b>	<b>21,426</b>	<b>387,230</b>	<b>119,927</b>	<b>507,157</b>	<b>\$110,615</b>	<b>\$117,094</b>	<b>\$153,359</b>	<b>5.9%</b>	<b>32.8%</b>		
<b>T1. US Direct Hire (USDH)</b>	<b>3,242</b>	<b>3,360</b>	<b>3,307</b>	<b>368,804</b>	<b>1,012</b>	<b>11,646</b>	<b>8,768</b>	<b>21,426</b>	<b>387,230</b>	<b>119,812</b>	<b>507,042</b>	<b>\$110,615</b>	<b>\$117,094</b>	<b>\$153,324</b>	<b>5.9%</b>	<b>32.8%</b>		
T1a. Senior Executive Schedule	32	33	32	5,221	0	145	479	624	5,845	1,535	7,380	\$163,156	\$162,636	\$230,625	12.0%	29.4%		
T1b. General Schedule	3,134	3,251	3,189	347,930	1,009	11,501	7,736	20,236	368,166	113,128	481,294	\$108,762	\$115,008	\$150,451	5.8%	32.5%		
T1c. Special Schedule	75	75	75	12,594	0	0	562	562	13,156	5,122	18,278	\$167,920	\$175,413	\$243,707	4.5%	40.7%		
T1d. Wage System	1	1	1	59	3	0	1	4	63	27	90	\$59,000	\$63,000	\$90,000	6.8%	45.8%		
T1e. 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	-	-	-	-	-		
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>		
<b>T3. Total Direct Hire</b>	<b>3,242</b>	<b>3,360</b>	<b>3,307</b>	<b>368,804</b>	<b>1,012</b>	<b>11,646</b>	<b>8,768</b>	<b>21,426</b>	<b>387,230</b>	<b>119,812</b>	<b>507,042</b>	<b>\$110,615</b>	<b>\$117,094</b>	<b>\$153,324</b>	<b>5.9%</b>	<b>32.8%</b>		
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>		
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>3,242</i>	<i>3,360</i>	<i>3,307</i>	<i>368,804</i>	<i>1,012</i>	<i>11,646</i>	<i>8,768</i>	<i>21,426</i>	<i>387,230</i>	<i>119,812</i>	<i>507,042</i>	<i>\$110,615</i>	<i>\$117,094</i>	<i>\$153,324</i>	<i>5.9%</i>	<i>32.8%</i>		
<b>T5. Other Object Class 13 Benefits</b>										<b>115</b>	<b>115</b>							
T5a. USDH - Benefits for Former Employees										15	15							
T5b. DHFN - Benefits for Former Employees										0	0							
T5c. Voluntary Separation Incentive Pay (VSIP)										100	100							
T5d. Foreign National Separation Liability Accrual										0	0							

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Research, Development, Test & Eval, DW	Defense Wide Summary (Defense Agencies/Field Activities) TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP-8 (PB) FY 2018 President's Budget (FY 2017)												Date: May 2017				
	(\$ in Thousands)																
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II,13	Comp & Benefits	Basic Comp	Total Comp	Benefits & Variables	% BC	% BC	
<b>Direct Funded Personnel (includes OC 13)</b>	3,196	3,194	3,162	365,223	686	14,623	10,127	25,436	390,659	112,399	503,058	\$115,504	\$123,548	\$159,095	7.0%	30.8%	
<b>D1. US Direct Hire (USDH)</b>	3,196	3,194	3,162	365,223	686	14,623	10,127	25,436	390,659	112,199	502,858	\$115,504	\$123,548	\$159,032	7.0%	30.7%	
D1a. Senior Executive Schedule	51	51	51	7,984	0	183	535	718	8,702	2,359	11,061	\$159,549	\$170,627	\$216,882	9.0%	29.5%	
D1b. General Schedule	3,079	3,075	3,045	346,073	683	14,440	8,730	23,853	369,926	105,848	475,874	\$113,653	\$121,486	\$156,280	6.9%	30.6%	
D1c. Special Schedule	65	67	65	11,106	0	0	861	861	11,967	3,865	15,832	\$170,862	\$184,108	\$243,569	7.8%	34.8%	
D1d. Wage System	1	1	1	60	3	0	1	4	64	27	91	\$60,000	\$64,000	\$91,000	6.7%	45.0%	
D1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
<b>D3. Total Direct Hire</b>	3,196	3,194	3,162	365,223	686	14,623	10,127	25,436	390,659	112,199	502,858	\$115,504	\$123,548	\$159,032	7.0%	30.7%	
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	3,196	3,194	3,162	365,223	686	14,623	10,127	25,436	390,659	112,199	502,858	\$115,504	\$123,548	\$159,032	7.0%	30.7%	
<b>D5. Other Object Class 13 Benefits</b>											200						
D5a. USDH - Benefits for Former Employees											200						
D5b. DHFN - Benefits for Former Employees											0						
D5c. Voluntary Separation Incentive Pay (VSIP)											200						
D5d. Foreign National Separation Liability Accrual											0						
<b>Reimbursable Funded Personnel (includes OC 13)</b>	258	284	284	24,037	44	203	208	455	24,492	5,375	29,867	\$84,637	\$86,239	\$105,165	1.9%	22.4%	
<b>R1. US Direct Hire (USDH)</b>	258	284	284	24,037	44	203	208	455	24,492	5,375	29,867	\$84,637	\$86,239	\$105,165	1.9%	22.4%	
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
R1b. General Schedule	258	284	284	24,037	44	203	208	455	24,492	5,375	29,867	\$84,637	\$86,239	\$105,165	1.9%	22.4%	
R1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
R1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
<b>R3. Total Direct Hire</b>	258	284	284	24,037	44	203	208	455	24,492	5,375	29,867	\$84,637	\$86,239	\$105,165	1.9%	22.4%	
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	258	284	284	24,037	44	203	208	455	24,492	5,375	29,867	\$84,637	\$86,239	\$105,165	1.9%	22.4%	
<b>R5. Other Object Class 13 Benefits</b>											0						
R5a. USDH - Benefits for Former Employees											0						
R5b. DHFN - Benefits for Former Employees											0						
R5c. Voluntary Separation Incentive Pay (VSIP)											0						
R5d. Foreign National Separation Liability Accrual											0						
<b>Total Personnel (includes OC 13)</b>	3,454	3,478	3,446	389,260	730	14,826	10,335	25,891	415,151	117,574	532,725	\$112,960	\$120,473	\$154,650	6.7%	30.2%	
<b>T1. US Direct Hire (USDH)</b>	3,454	3,478	3,446	389,260	730	14,826	10,335	25,891	415,151	117,574	532,725	\$112,960	\$120,473	\$154,592	6.7%	30.2%	
T1a. Senior Executive Schedule	51	51	51	7,984	0	183	535	718	8,702	2,359	11,061	\$159,549	\$170,627	\$216,882	9.0%	29.5%	
T1b. General Schedule	3,337	3,359	3,329	370,110	727	14,643	9,938	24,388	384,418	113,323	505,741	\$113,178	\$119,479	\$155,920	6.6%	30.3%	
T1c. Special Schedule	65	67	65	11,106	0	0	861	861	11,967	3,865	15,832	\$170,862	\$184,108	\$243,569	7.8%	34.8%	
T1d. Wage System	1	1	1	60	3	0	1	4	64	27	91	\$60,000	\$64,000	\$91,000	6.7%	45.0%	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
<b>T3. Total Direct Hire</b>	3,454	3,478	3,446	389,260	730	14,826	10,335	25,891	415,151	117,574	532,725	\$112,960	\$120,473	\$154,592	6.7%	30.2%	
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
<i>Subtotal - Total Funded (excludes OC 13)</i>	3,454	3,478	3,446	389,260	730	14,826	10,335	25,891	415,151	117,574	532,725	\$112,960	\$120,473	\$154,592	6.7%	30.2%	
<b>T5. Other Object Class 13 Benefits</b>											200						
T5a. USDH - Benefits for Former Employees											200						
T5b. DHFN - Benefits for Former Employees											0						
T5c. Voluntary Separation Incentive Pay (VSIP)											200						
T5d. Foreign National Separation Liability Accrual											0						

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Research, Development, Test & Eval, DW	Defense Wide Summary (Defense Agencies/Field Activities) TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP-8 (PB) FY 2018 President's Budget (FY 2018)													Date: May 2017				
	(\$ in Thousands)										Rates							
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p		
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II,13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC Benefits		
<b>Direct Funded Personnel (includes OC 13)</b>	3,139	3,227	3,134	356,232	642	13,890	9,410	23,942	380,174	109,422	489,596	\$113,667	\$121,306	\$156,221	6.7%	38.7%		
<b>D1. US Direct Hire (USDH)</b>	3,139	3,227	3,134	356,232	642	13,890	9,410	23,942	380,174	109,202	489,376	\$113,667	\$121,306	\$156,151	6.7%	38.7%		
D1a. Senior Executive Schedule	39	37	38	5,939	0	186	426	612	6,551	1,602	8,153	\$156,289	\$172,395	\$214,553	10.3%	27.0%		
D1b. General Schedule	3,007	3,111	3,015	356,257	639	13,704	8,354	22,697	358,954	101,888	460,842	\$111,528	\$119,936	\$152,850	6.7%	39.5%		
D1c. Special Schedule	92	78	80	13,976	0	0	629	629	14,605	5,684	20,289	\$174,700	\$182,563	\$253,613	4.5%	49.7%		
D1d. Wage System	1	1	1	60	3	0	1	4	64	28	92	\$60,000	\$64,000	\$92,000	6.7%	46.7%		
D1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
<b>D3. Total Direct Hire</b>	3,139	3,227	3,134	356,232	642	13,890	9,410	23,942	380,174	109,202	489,376	\$113,667	\$121,306	\$156,151	6.7%	38.7%		
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
<i>Subtotal - Direct Funded (excludes OC 13)</i>	3,139	3,227	3,134	356,232	642	13,890	9,410	23,942	380,174	109,202	489,376	\$113,667	\$121,306	\$156,151	6.7%	38.7%		
<b>D5. Other Object Class 13 Benefits</b>																		
D5a. USDH - Benefits for Former Employees										230	230							
D5b. DHFN - Benefits for Former Employees										0	0							
D5c. Voluntary Separation Incentive Pay (VSIP)										220	220							
D5d. Foreign National Separation Liability Accrual										0	0							
<b>Reimbursable Funded Personnel (includes OC 13)</b>	224	224	224	21,547	86	98	405	589	22,136	4,257	26,393	\$96,192	\$98,821	\$117,826	2.7%	19.8%		
<b>R1. US Direct Hire (USDH)</b>	224	224	224	21,547	86	98	405	589	22,136	4,257	26,393	\$96,192	\$98,821	\$117,826	2.7%	19.8%		
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
R1b. General Schedule	224	224	224	21,547	86	98	405	589	22,136	4,257	26,393	\$96,192	\$98,821	\$117,826	2.7%	19.8%		
R1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
R1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
<b>R3. Total Direct Hire</b>	224	224	224	21,547	86	98	405	589	22,136	4,257	26,393	\$96,192	\$98,821	\$117,826	2.7%	19.8%		
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	224	224	224	21,547	86	98	405	589	22,136	4,257	26,393	\$96,192	\$98,821	\$117,826	2.7%	19.8%		
<b>R5. Other Object Class 13 Benefits</b>																		
R5a. USDH - Benefits for Former Employees										0	0							
R5b. DHFN - Benefits for Former Employees										0	0							
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0							
R5d. Foreign National Separation Liability Accrual										0	0							
<b>Total Personnel (includes OC 13)</b>	3,363	3,451	3,358	377,779	728	13,988	9,815	24,531	402,310	113,679	515,989	\$112,501	\$119,806	\$153,660	6.5%	38.1%		
<b>T1. US Direct Hire (USDH)</b>	3,363	3,451	3,358	377,779	728	13,988	9,815	24,531	402,310	113,459	515,769	\$112,501	\$119,806	\$153,594	6.5%	38.0%		
T1a. Senior Executive Schedule	39	37	38	5,939	0	186	426	612	6,551	1,602	8,153	\$156,289	\$172,395	\$214,553	10.3%	27.0%		
T1b. General Schedule	3,231	3,335	3,239	357,804	725	13,802	8,759	22,266	381,090	106,145	487,235	\$110,467	\$117,637	\$150,428	6.5%	29.7%		
T1c. Special Schedule	92	78	80	13,976	0	0	629	629	14,605	5,684	20,289	\$174,700	\$182,563	\$253,613	4.5%	49.7%		
T1d. Wage System	1	1	1	60	3	0	1	4	64	28	92	\$60,000	\$64,000	\$92,000	6.7%	46.7%		
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
<b>T3. Total Direct Hire</b>	3,363	3,451	3,358	377,779	728	13,988	9,815	24,531	402,310	113,459	515,769	\$112,501	\$119,806	\$153,594	6.5%	38.0%		
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
<i>Subtotal - Total Funded (excludes OC 13)</i>	3,363	3,451	3,358	377,779	728	13,988	9,815	24,531	402,310	113,459	515,769	\$112,501	\$119,806	\$153,594	6.5%	38.0%		
<b>T5. Other Object Class 13 Benefits</b>																		
T5a. USDH - Benefits for Former Employees										220	220							
T5b. DHFN - Benefits for Former Employees										0	0							
T5c. Voluntary Separation Incentive Pay (VSIP)										220	220							
T5d. Foreign National Separation Liability Accrual										0	0							



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	(\$ in Thousands)										Rates							
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p		
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II,13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC Benefits		
<b>Direct Funded Personnel (includes OC 13)</b>	<b>530,794</b>	<b>388,653</b>	<b>506,642</b>	<b>38,055,426</b>	<b>727,586</b>	<b>194,838</b>	<b>1,163,604</b>	<b>2,086,028</b>	<b>40,141,454</b>	<b>13,836,026</b>	<b>53,977,480</b>	<b>\$75,112</b>	<b>\$79,230</b>	<b>\$106,510</b>	<b>5.5%</b>	<b>16.4%</b>		
<b>D1. US Direct Hire (USDH)</b>	<b>497,346</b>	<b>370,310</b>	<b>478,754</b>	<b>37,979,253</b>	<b>696,639</b>	<b>191,545</b>	<b>1,135,593</b>	<b>2,023,777</b>	<b>39,103,030</b>	<b>13,596,079</b>	<b>52,699,109</b>	<b>\$77,938</b>	<b>\$82,192</b>	<b>\$110,770</b>	<b>5.5%</b>	<b>16.7%</b>		
D1a. Senior Executive Schedule	1,365	1,125	1,356	217,843	12	2,812	12,172	14,996	332,839	59,465	392,304	\$160,651	\$171,710	\$215,519	6.9%	27.3%		
D1b. General Schedule	410,792	305,704	395,758	31,644,224	467,113	167,560	991,069	1,625,742	33,469,966	11,536,617	45,006,583	\$80,464	\$84,372	\$113,322	5.1%	16.2%		
D1c. Special Schedule	4,698	3,606	3,548	297,644	447	37	7,095	7,489	305,133	97,715	402,848	\$83,891	\$86,001	\$113,542	2.5%	32.8%		
D1d. Wage System	75,872	53,382	68,775	4,250,478	238,981	15,310	115,288	359,579	4,610,957	1,605,646	6,215,703	\$61,805	\$67,931	\$90,377	8.5%	37.8%		
D1e. Highly Qualified Experts	18	12	28	3,645	1	8	36	45	3,690	554	4,244	\$130,179	\$131,786	\$151,371	1.2%	15.2%		
D1f. Other	6,601	6,881	6,289	465,419	85	5,818	10,023	15,926	481,345	296,142	777,487	\$74,005	\$76,338	\$123,626	3.4%	63.6%		
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	<b>12,723</b>	<b>7,092</b>	<b>12,595</b>	<b>324,164</b>	<b>26,897</b>	<b>2,994</b>	<b>27,854</b>	<b>57,745</b>	<b>381,909</b>	<b>95,344</b>	<b>477,253</b>	<b>\$22,738</b>	<b>\$30,422</b>	<b>\$37,892</b>	<b>17.8%</b>	<b>29.4%</b>		
<b>D3. Total Direct Hire</b>	<b>510,069</b>	<b>377,402</b>	<b>488,349</b>	<b>37,403,417</b>	<b>723,536</b>	<b>194,539</b>	<b>1,163,447</b>	<b>2,081,522</b>	<b>39,484,939</b>	<b>13,691,423</b>	<b>53,176,362</b>	<b>\$76,392</b>	<b>\$80,834</b>	<b>\$108,860</b>	<b>5.0%</b>	<b>16.6%</b>		
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	<b>20,725</b>	<b>11,251</b>	<b>18,293</b>	<b>652,009</b>	<b>4,050</b>	<b>299</b>	<b>157</b>	<b>4,506</b>	<b>656,515</b>	<b>21,965</b>	<b>678,480</b>	<b>\$33,643</b>	<b>\$33,889</b>	<b>\$37,090</b>	<b>0.7%</b>	<b>3.4%</b>		
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>530,794</i>	<i>388,653</i>	<i>506,642</i>	<i>38,055,426</i>	<i>727,586</i>	<i>194,838</i>	<i>1,163,604</i>	<i>2,086,028</i>	<i>40,141,454</i>	<i>13,711,388</i>	<i>53,854,842</i>	<i>\$75,112</i>	<i>\$79,230</i>	<i>\$106,298</i>	<i>5.5%</i>	<i>16.0%</i>		
<b>D5. Other Object Class 13 Benefits</b>																		
D5a. USDH - Benefits for Former Employees										76,628	76,628							
D5b. DHFN - Benefits for Former Employees										19,885	19,885							
D5c. Voluntary Separation Incentive Pay (VSIP)										21,978	21,978							
D5d. Foreign National Separation Liability Accrual										4,147	4,147							
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>248,689</b>	<b>208,780</b>	<b>248,124</b>	<b>17,854,316</b>	<b>1,021,174</b>	<b>81,345</b>	<b>449,626</b>	<b>1,552,145</b>	<b>19,406,461</b>	<b>6,255,581</b>	<b>25,662,042</b>	<b>\$71,957</b>	<b>\$78,212</b>	<b>\$103,424</b>	<b>8.7%</b>	<b>15.0%</b>		
<b>R1. US Direct Hire (USDH)</b>	<b>235,920</b>	<b>197,678</b>	<b>235,058</b>	<b>17,717,940</b>	<b>1,019,928</b>	<b>81,037</b>	<b>443,438</b>	<b>1,544,403</b>	<b>19,262,343</b>	<b>6,206,212</b>	<b>25,468,555</b>	<b>\$75,377</b>	<b>\$81,947</b>	<b>\$106,350</b>	<b>8.7%</b>	<b>15.0%</b>		
R1a. Senior Executive Schedule	66	128	143	23,865	0	7	1,718	1,725	25,590	5,983	31,573	\$168,888	\$178,951	\$220,790	7.2%	25.1%		
R1b. General Schedule	178,520	136,514	170,211	14,684,454	405,955	39,413	319,520	764,888	15,449,342	4,794,861	20,244,203	\$86,272	\$90,766	\$118,936	5.2%	12.7%		
R1c. Special Schedule	6,552	11,014	11,810	477,901	211,207	7,904	59,234	278,345	756,346	192,960	949,306	\$40,456	\$44,034	\$59,373	58.2%	40.4%		
R1d. Wage System	50,615	49,961	52,854	2,523,861	402,766	35,713	62,788	499,267	3,023,128	1,186,447	4,209,575	\$42,770	\$37,219	\$79,675	19.8%	47.0%		
R1e. Highly Qualified Experts	1	0	2	258	0	0	1	1	259	52	311	\$129,000	\$129,500	\$155,500	0.4%	20.2%		
R1f. Other	66	61	58	7,601	0	0	177	177	7,778	25,909	33,687	\$13,052	\$134,103	\$350,810	2.3%	340.9%		
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	<b>1,541</b>	<b>1,444</b>	<b>2,032</b>	<b>55,082</b>	<b>1,246</b>	<b>308</b>	<b>6,183</b>	<b>7,739</b>	<b>62,821</b>	<b>12,031</b>	<b>74,852</b>	<b>\$27,107</b>	<b>\$30,916</b>	<b>\$36,857</b>	<b>14.0%</b>	<b>21.8%</b>		
<b>R3. Total Direct Hire</b>	<b>237,461</b>	<b>199,122</b>	<b>237,090</b>	<b>17,773,022</b>	<b>1,021,174</b>	<b>81,345</b>	<b>449,626</b>	<b>1,552,142</b>	<b>19,325,164</b>	<b>6,218,243</b>	<b>25,543,407</b>	<b>\$74,963</b>	<b>\$81,510</b>	<b>\$107,757</b>	<b>8.7%</b>	<b>15.0%</b>		
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	<b>11,223</b>	<b>9,658</b>	<b>11,034</b>	<b>81,294</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>3</b>	<b>81,297</b>	<b>14,509</b>	<b>95,806</b>	<b>\$7,368</b>	<b>\$7,368</b>	<b>\$8,643</b>	<b>0.0%</b>	<b>17.9%</b>		
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>248,689</i>	<i>208,780</i>	<i>248,124</i>	<i>17,854,316</i>	<i>1,021,174</i>	<i>81,345</i>	<i>449,626</i>	<i>1,552,145</i>	<i>19,406,461</i>	<i>6,232,752</i>	<i>25,639,213</i>	<i>\$71,957</i>	<i>\$78,212</i>	<i>\$103,332</i>	<i>8.7%</i>	<i>14.9%</i>		
<b>R5. Other Object Class 13 Benefits</b>																		
R5a. USDH - Benefits for Former Employees										15,127	15,127							
R5b. DHFN - Benefits for Former Employees										0	0							
R5c. Voluntary Separation Incentive Pay (VSIP)										6,502	6,502							
R5d. Foreign National Separation Liability Accrual										1,200	1,200							
<b>Total Personnel (includes OC 13)</b>	<b>779,483</b>	<b>597,433</b>	<b>754,766</b>	<b>55,909,742</b>	<b>1,748,760</b>	<b>276,183</b>	<b>1,613,230</b>	<b>3,638,173</b>	<b>59,547,915</b>	<b>20,091,687</b>	<b>79,639,522</b>	<b>\$74,076</b>	<b>\$78,898</b>	<b>\$105,516</b>	<b>6.5%</b>	<b>15.9%</b>		
<b>T1. US Direct Hire (USDH)</b>	<b>733,266</b>	<b>567,988</b>	<b>710,812</b>	<b>54,797,193</b>	<b>1,716,567</b>	<b>272,582</b>	<b>1,579,031</b>	<b>3,568,180</b>	<b>58,365,373</b>	<b>19,802,291</b>	<b>78,167,664</b>	<b>\$77,091</b>	<b>\$82,111</b>	<b>\$109,970</b>	<b>6.5%</b>	<b>16.1%</b>		
T1a. Senior Executive Schedule	1,531	1,253	1,499	241,708	12	2,819	13,890	16,721	258,429	65,388	323,817	\$161,246	\$172,401	\$216,022	6.9%	27.7%		
T1b. General Schedule	589,312	442,218	565,969	46,528,678	873,668	208,973	1,310,589	2,380,630	48,919,308	16,331,478	65,250,786	\$82,211	\$86,435	\$115,269	5.7%	15.7%		
T1c. Special Schedule	11,250	14,620	15,358	775,545	211,654	7,944	66,239	285,834	1,061,379	290,675	1,352,054	\$50,498	\$49,109	\$88,036	36.9%	27.5%		
T1d. Wage System	124,487	103,343	121,609	6,274,339	631,247	49,023	178,076	858,846	7,631,185	2,292,093	10,425,278	\$55,706	\$62,768	\$85,728	12.7%	41.2%		
T1e. Highly Qualified Experts	19	12	30	3,963	1	8	37	46	3,949	606	4,555	\$180,100	\$131,633	\$151,833	1.2%	15.5%		
T1f. Other	6,667	6,542	6,347	473,020	85	5,818	10,200	16,103	489,123	322,051	811,174	\$74,527	\$77,064	\$127,804	3.4%	68.1%		
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	<b>14,264</b>	<b>8,536</b>	<b>14,627</b>	<b>379,246</b>	<b>26,143</b>	<b>3,202</b>	<b>34,039</b>	<b>65,484</b>	<b>444,730</b>	<b>107,375</b>	<b>552,105</b>	<b>\$25,928</b>	<b>\$30,403</b>	<b>\$37,746</b>	<b>17.3%</b>	<b>28.5%</b>		
<b>T3. Total Direct Hire</b>	<b>747,530</b>	<b>576,524</b>	<b>725,439</b>	<b>55,176,439</b>	<b>1,744,710</b>	<b>275,884</b>	<b>1,613,070</b>	<b>3,633,664</b>	<b>58,810,103</b>	<b>19,909,666</b>	<b>78,719,769</b>	<b>\$76,059</b>	<b>\$81,068</b>	<b>\$108,513</b>	<b>6.0%</b>	<b>16.1%</b>		
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	<b>31,953</b>	<b>20,909</b>	<b>29,327</b>	<b>733,303</b>	<b>4,050</b>	<b>299</b>	<b>160</b>	<b>4,509</b>	<b>737,812</b>	<b>36,474</b>	<b>774,286</b>	<b>\$25,004</b>	<b>\$25,158</b>	<b>\$26,402</b>	<b>0.6%</b>	<b>3.0%</b>		
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>779,483</i>	<i>597,433</i>	<i>754,766</i>	<i>55,909,742</i>	<i>1,748,760</i>	<i>276,183</i>	<i>1,613,230</i>	<i>3,638,173</i>	<i>59,547,915</i>	<i>19,946,140</i>	<i>79,494,055</i>	<i>\$74,076</i>	<i>\$78,898</i>	<i>\$103,323</i>	<i>6.5%</i>	<i>15.7%</i>		
<b>T5. Other Object Class 13 Benefits</b>																		
T5a. USDH - Benefits for Former Employees										145,467	145,467							
T5b. DHFN - Benefits for Former Employees										91,755	91,755							
T5c. Voluntary Separation Incentive Pay (VSIP)										19,885	19,885							
T5d. Foreign National Separation Liability Accrual										28,480	28,480							
										5,347	5,347							



**Office of the Secretary of Defense  
Fiscal Year (FY) 2018 President's Budget**

**Volume II - Defense-Wide Data Book**

Department of Defense Summary TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP-8 (PB) FY 2018 President's Budget (FY 2017)													Date: May 2017				
	(S in Thousands)												Rates				
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.II	h Total Variables	i Comp O.C.II	j Benefits O.C.II,13	k Comp & Benefits	l Basic Comp	m Total Comp	n Total Comp & Benefits	o % BC	p % BC	
<b>Direct Funded Personnel (includes OC 13)</b>	<b>547,894</b>	<b>532,751</b>	<b>515,396</b>	<b>38,817,459</b>	<b>491,830</b>	<b>69,276</b>	<b>1,045,067</b>	<b>1,686,173</b>	<b>30,423,632</b>	<b>14,101,674</b>	<b>54,525,306</b>	<b>\$75,376</b>	<b>\$78,432</b>	<b>\$105,793</b>	<b>4.1%</b>	<b>36.3%</b>	
<b>D1. US Direct Hire (USDH)</b>	<b>515,240</b>	<b>503,110</b>	<b>486,128</b>	<b>37,851,541</b>	<b>488,714</b>	<b>65,817</b>	<b>969,349</b>	<b>1,523,880</b>	<b>29,375,421</b>	<b>13,882,063</b>	<b>53,257,484</b>	<b>\$77,863</b>	<b>\$80,998</b>	<b>\$109,554</b>	<b>4.0%</b>	<b>36.7%</b>	
D1a. Senior Executive Schedule	1,491	1,541	1,525	268,372	46	405	10,450	10,901	279,273	77,180	356,453	\$173,982	\$183,130	\$231,740	4.1%	28.8%	
D1b. General Schedule	425,242	413,775	399,425	32,414,461	319,517	58,858	852,490	1,230,665	33,645,126	11,661,403	45,306,529	\$81,153	\$84,234	\$113,429	3.8%	36.0%	
D1c. Special Schedule	5,726	5,434	4,792	451,452	750	97	10,602	11,449	462,901	137,746	600,647	\$94,210	\$96,599	\$123,344	2.5%	30.5%	
D1d. Wage System	76,132	76,076	74,346	4,274,139	168,381	6,175	75,875	250,431	4,524,570	1,690,875	6,215,445	\$57,490	\$60,838	\$83,602	5.9%	39.6%	
D1e. Highly Qualified Experts	1	3	3	150	0	0	0	0	150	81	231	\$50,000	\$50,000	\$77,000	0.0%	54.0%	
D1f. Other	6,648	6,281	6,037	442,967	20	482	19,932	20,434	463,401	314,778	778,179	\$73,375	\$76,760	\$126,902	4.6%	71.3%	
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	<b>12,848</b>	<b>12,525</b>	<b>12,548</b>	<b>323,647</b>	<b>2,990</b>	<b>3,459</b>	<b>75,556</b>	<b>82,005</b>	<b>405,652</b>	<b>118,090</b>	<b>523,742</b>	<b>\$23,793</b>	<b>\$23,828</b>	<b>\$41,739</b>	<b>23.2%</b>	<b>36.5%</b>	
<b>D3. Total Direct Hire</b>	<b>528,088</b>	<b>515,635</b>	<b>498,676</b>	<b>38,175,188</b>	<b>491,704</b>	<b>69,276</b>	<b>1,044,905</b>	<b>1,605,885</b>	<b>29,781,073</b>	<b>14,000,153</b>	<b>53,781,226</b>	<b>\$76,555</b>	<b>\$79,773</b>	<b>\$107,848</b>	<b>4.2%</b>	<b>36.7%</b>	
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	<b>19,806</b>	<b>17,116</b>	<b>16,720</b>	<b>642,271</b>	<b>126</b>	<b>0</b>	<b>162</b>	<b>288</b>	<b>642,559</b>	<b>5,292</b>	<b>647,851</b>	<b>\$38,413</b>	<b>\$38,431</b>	<b>\$38,747</b>	<b>0.0%</b>	<b>0.8%</b>	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>547,894</i>	<i>532,751</i>	<i>515,396</i>	<i>38,817,459</i>	<i>491,830</i>	<i>69,276</i>	<i>1,045,067</i>	<i>1,686,173</i>	<i>30,423,632</i>	<i>14,101,674</i>	<i>54,525,306</i>	<i>\$75,376</i>	<i>\$78,432</i>	<i>\$105,606</i>	<i>4.1%</i>	<i>36.1%</i>	
<b>D5. Other Object Class 13 Benefits</b>										<b>96,229</b>	<b>96,229</b>						
D5a. USDH - Benefits for Former Employees										65,244	65,244						
D5b. DHFN - Benefits for Former Employees										14,750	14,750						
D5c. Voluntary Separation Incentive Pay (VSIP)										13,246	13,246						
D5d. Foreign National Separation Liability Accrual										2,989	2,989						
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>241,866</b>	<b>249,191</b>	<b>250,501</b>	<b>19,132,332</b>	<b>872,976</b>	<b>85,585</b>	<b>408,898</b>	<b>1,367,459</b>	<b>20,499,791</b>	<b>6,575,522</b>	<b>27,075,313</b>	<b>\$76,376</b>	<b>\$81,835</b>	<b>\$108,085</b>	<b>7.1%</b>	<b>34.4%</b>	
<b>R1. US Direct Hire (USDH)</b>	<b>229,475</b>	<b>231,667</b>	<b>233,036</b>	<b>18,736,511</b>	<b>872,028</b>	<b>85,219</b>	<b>395,487</b>	<b>1,352,734</b>	<b>20,089,245</b>	<b>6,497,534</b>	<b>26,586,779</b>	<b>\$89,402</b>	<b>\$86,207</b>	<b>\$114,089</b>	<b>7.2%</b>	<b>34.7%</b>	
R1a. Senior Executive Schedule	183	193	191	33,836	4	16	1,608	1,628	35,464	8,866	44,330	\$177,152	\$183,675	\$222,094	4.8%	26.2%	
R1b. General Schedule	167,553	169,288	169,972	15,299,600	355,246	37,177	268,995	661,418	15,961,018	4,924,753	20,885,771	\$90,012	\$93,904	\$122,878	4.3%	32.2%	
R1c. Special Schedule	11,085	10,780	11,240	685,247	205,050	11,874	57,329	274,153	959,400	300,766	1,260,166	\$64,965	\$65,356	\$112,114	40.0%	43.9%	
R1d. Wage System	50,587	51,344	51,370	2,706,792	311,726	36,221	67,603	415,450	3,122,242	1,235,984	4,358,226	\$32,488	\$60,344	\$86,511	13.3%	45.7%	
R1e. Highly Qualified Experts	1	1	1	165	0	0	0	0	165	0	165	\$165,000	\$165,000	\$165,000	0.0%	0.0%	
R1f. Other	66	61	62	10,871	2	31	32	85	10,956	27,165	38,121	\$173,339	\$176,710	\$614,855	0.8%	249.9%	
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	<b>1,952</b>	<b>2,679</b>	<b>2,660</b>	<b>78,273</b>	<b>925</b>	<b>366</b>	<b>10,483</b>	<b>11,776</b>	<b>90,051</b>	<b>29,875</b>	<b>119,924</b>	<b>\$29,360</b>	<b>\$33,778</b>	<b>\$44,983</b>	<b>15.0%</b>	<b>38.2%</b>	
<b>R3. Total Direct Hire</b>	<b>231,427</b>	<b>234,346</b>	<b>235,702</b>	<b>18,814,786</b>	<b>872,953</b>	<b>85,585</b>	<b>405,972</b>	<b>1,364,510</b>	<b>20,179,296</b>	<b>6,527,407</b>	<b>26,706,703</b>	<b>\$79,824</b>	<b>\$85,614</b>	<b>\$113,307</b>	<b>7.3%</b>	<b>34.7%</b>	
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	<b>10,439</b>	<b>14,845</b>	<b>14,799</b>	<b>317,546</b>	<b>23</b>	<b>0</b>	<b>2,926</b>	<b>2,949</b>	<b>320,495</b>	<b>18,600</b>	<b>339,095</b>	<b>\$21,457</b>	<b>\$21,637</b>	<b>\$22,913</b>	<b>0.0%</b>	<b>5.9%</b>	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>241,866</i>	<i>249,191</i>	<i>250,501</i>	<i>19,132,332</i>	<i>872,976</i>	<i>85,585</i>	<i>408,898</i>	<i>1,367,459</i>	<i>20,499,791</i>	<i>6,546,007</i>	<i>27,045,798</i>	<i>\$76,376</i>	<i>\$81,835</i>	<i>\$107,967</i>	<i>7.1%</i>	<i>34.2%</i>	
<b>R5. Other Object Class 13 Benefits</b>										<b>29,515</b>	<b>29,515</b>						
R5a. USDH - Benefits for Former Employees										14,436	14,436						
R5b. DHFN - Benefits for Former Employees										110	110						
R5c. Voluntary Separation Incentive Pay (VSIP)										13,701	13,701						
R5d. Foreign National Separation Liability Accrual										1,268	1,268						
<b>Total Personnel (includes OC 13)</b>	<b>789,760</b>	<b>781,942</b>	<b>765,897</b>	<b>57,949,791</b>	<b>1,364,806</b>	<b>154,861</b>	<b>1,453,965</b>	<b>2,973,632</b>	<b>60,923,423</b>	<b>20,677,196</b>	<b>81,600,619</b>	<b>\$75,662</b>	<b>\$79,545</b>	<b>\$106,543</b>	<b>5.1%</b>	<b>35.7%</b>	
<b>T1. US Direct Hire (USDH)</b>	<b>744,715</b>	<b>734,777</b>	<b>719,164</b>	<b>56,588,052</b>	<b>1,360,742</b>	<b>151,036</b>	<b>1,364,836</b>	<b>2,876,614</b>	<b>59,461,666</b>	<b>20,379,597</b>	<b>79,841,263</b>	<b>\$78,686</b>	<b>\$82,686</b>	<b>\$111,024</b>	<b>5.1%</b>	<b>36.0%</b>	
T1a. Senior Executive Schedule	1,674	1,734	1,716	302,208	50	421	12,058	12,529	314,737	86,046	400,783	\$176,122	\$183,413	\$231,557	4.1%	28.5%	
T1b. General Schedule	592,795	581,063	569,397	47,714,061	674,763	95,835	1,121,485	1,892,063	49,666,144	16,586,156	66,192,300	\$81,798	\$87,120	\$116,259	4.0%	34.8%	
T1c. Special Schedule	16,811	16,214	16,032	1,136,699	205,800	11,971	67,531	285,602	1,423,301	458,512	1,881,813	\$74,902	\$88,716	\$116,069	25.1%	38.6%	
T1d. Wage System	126,719	127,420	125,916	6,980,931	480,107	42,296	141,478	665,881	7,646,812	2,026,859	10,573,671	\$55,441	\$60,729	\$85,974	9.5%	41.9%	
T1e. Highly Qualified Experts	2	4	4	315	0	0	0	0	315	81	396	\$78,750	\$78,750	\$99,000	0.0%	25.7%	
T1f. Other	6,714	6,342	6,099	453,838	22	513	19,984	20,519	474,337	341,943	816,300	\$74,412	\$77,776	\$123,842	4.5%	73.5%	
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	<b>14,800</b>	<b>15,204</b>	<b>15,134</b>	<b>401,922</b>	<b>3,915</b>	<b>3,825</b>	<b>86,041</b>	<b>91,781</b>	<b>495,703</b>	<b>147,063</b>	<b>642,766</b>	<b>\$26,418</b>	<b>\$23,582</b>	<b>\$42,307</b>	<b>23.3%</b>	<b>36.8%</b>	
<b>T3. Total Direct Hire</b>	<b>759,515</b>	<b>749,981</b>	<b>734,378</b>	<b>56,989,974</b>	<b>1,364,657</b>	<b>154,861</b>	<b>1,450,877</b>	<b>2,978,395</b>	<b>59,960,369</b>	<b>20,527,560</b>	<b>80,487,929</b>	<b>\$77,603</b>	<b>\$81,648</b>	<b>\$109,600</b>	<b>5.2%</b>	<b>36.0%</b>	
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	<b>30,245</b>	<b>31,961</b>	<b>31,519</b>	<b>959,817</b>	<b>149</b>	<b>0</b>	<b>3,088</b>	<b>3,237</b>	<b>963,054</b>	<b>23,892</b>	<b>986,946</b>	<b>\$30,432</b>	<b>\$30,553</b>	<b>\$31,313</b>	<b>0.3%</b>	<b>2.5%</b>	
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>789,760</i>	<i>781,942</i>	<i>765,897</i>	<i>57,949,791</i>	<i>1,364,806</i>	<i>154,861</i>	<i>1,453,965</i>	<i>2,973,632</i>	<i>60,923,423</i>	<i>20,551,452</i>	<i>81,474,875</i>	<i>\$75,665</i>	<i>\$79,545</i>	<i>\$106,378</i>	<i>5.1%</i>	<i>35.5%</i>	
<b>T5. Other Object Class 13 Benefits</b>										<b>125,744</b>	<b>125,744</b>						
T5a. USDH - Benefits for Former Employees										79,680	79,680						
T5b. DHFN - Benefits for Former Employees										14,860	14,860						
T5c. Voluntary Separation Incentive Pay (VSIP)										26,947	26,947						
T5d. Foreign National Separation Liability Accrual										4,257	4,257						

**Office of the Secretary of Defense  
Fiscal Year (FY) 2018 President's Budget**

**Volume II - Defense-Wide Data Book**

Department of Defense Summary TOTAL CIVILIAN PERSONNEL COSTS OP-8: OP-8 (P) FY 2018 President's Budget (FY 2018)													Date: May 2017				
	(\$ in Thousands)											Rates					
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.I.I	Total Variables	Comp O.C.I.I	Benefits O.C.I.I	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC	
<b>Direct Funded Personnel (includes OC 13)</b>	<b>532,641</b>	<b>538,174</b>	<b>524,299</b>	<b>40,652,617</b>	<b>532,806</b>	<b>148,712</b>	<b>1,127,566</b>	<b>1,809,084</b>	<b>42,461,701</b>	<b>14,120,739</b>	<b>56,582,440</b>	<b>\$77,517</b>	<b>\$80,988</b>	<b>\$107,920</b>	<b>4.5%</b>	<b>14.7%</b>	
<b>D1. US Direct Hire (USDH)</b>	<b>502,421</b>	<b>507,127</b>	<b>493,942</b>	<b>39,604,428</b>	<b>510,861</b>	<b>133,508</b>	<b>1,107,100</b>	<b>1,751,449</b>	<b>41,385,897</b>	<b>13,896,512</b>	<b>55,282,409</b>	<b>\$80,180</b>	<b>\$83,726</b>	<b>\$111,860</b>	<b>4.4%</b>	<b>15.1%</b>	
D1a. Senior Executive Schedule	1,560	1,500	1,500	253,315	21	934	13,873	13,838	267,143	71,305	338,448	\$168,877	\$178,095	\$225,632	5.5%	28.1%	
D1b. General Schedule	414,361	417,960	406,526	33,085,867	331,500	116,124	942,989	1,390,613	35,356,480	11,644,208	47,000,688	\$82,552	\$86,972	\$116,107	4.1%	34.9%	
D1c. Special Schedule	4,431	3,892	3,802	346,853	504	37	9,167	9,708	356,561	108,001	464,562	\$91,229	\$93,782	\$122,189	2.8%	31.1%	
D1d. Wage System	75,827	77,617	76,109	4,592,436	178,823	15,922	125,298	320,045	4,912,481	1,554,136	6,466,617	\$60,340	\$64,343	\$84,963	7.0%	33.8%	
D1e. Highly Qualified Experts	23	23	23	3,090	0	0	16	16	3,106	482	3,588	\$14,348	\$13,043	\$156,000	0.5%	15.8%	
D1f. Other	6,219	6,135	5,982	442,867	11	491	16,757	17,239	460,126	318,380	778,506	\$74,053	\$76,918	\$130,411	3.9%	21.9%	
<b>D2. Direct Hire Program Foreign Nationals (DHFN)</b>	<b>12,733</b>	<b>12,910</b>	<b>12,568</b>	<b>326,218</b>	<b>21,816</b>	<b>15,204</b>	<b>20,300</b>	<b>57,520</b>	<b>383,538</b>	<b>109,478</b>	<b>493,016</b>	<b>\$25,956</b>	<b>\$30,517</b>	<b>\$39,228</b>	<b>17.6%</b>	<b>33.6%</b>	
<b>D3. Total Direct Hire</b>	<b>515,154</b>	<b>520,037</b>	<b>506,510</b>	<b>39,930,646</b>	<b>532,677</b>	<b>148,712</b>	<b>1,127,400</b>	<b>1,808,789</b>	<b>41,739,435</b>	<b>14,005,990</b>	<b>55,745,425</b>	<b>\$78,835</b>	<b>\$82,406</b>	<b>\$110,058</b>	<b>4.5%</b>	<b>15.1%</b>	
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>	<b>17,487</b>	<b>18,137</b>	<b>17,789</b>	<b>721,971</b>	<b>129</b>	<b>0</b>	<b>166</b>	<b>295</b>	<b>722,266</b>	<b>6,281</b>	<b>728,547</b>	<b>\$40,585</b>	<b>\$40,602</b>	<b>\$40,933</b>	<b>0.0%</b>	<b>0.9%</b>	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>532,641</i>	<i>538,174</i>	<i>524,299</i>	<i>40,652,617</i>	<i>532,806</i>	<i>148,712</i>	<i>1,127,566</i>	<i>1,809,084</i>	<i>42,461,701</i>	<i>14,012,277</i>	<i>56,473,972</i>	<i>\$77,517</i>	<i>\$80,988</i>	<i>\$107,713</i>	<i>4.5%</i>	<i>14.7%</i>	
<b>D5. Other Object Class 13 Benefits</b>										<b>108,468</b>	<b>108,468</b>						
D5a. USDH - Benefits for Former Employees										69,036	69,036						
D5b. DHFN - Benefits for Former Employees										363	363						
D5c. Voluntary Separation Incentive Pay (VSIP)										36,049	36,049						
D5d. Foreign National Separation Liability Accrual										3,020	3,020						
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>249,545</b>	<b>243,236</b>	<b>246,984</b>	<b>18,798,871</b>	<b>844,213</b>	<b>82,093</b>	<b>494,528</b>	<b>1,420,834</b>	<b>20,219,705</b>	<b>6,612,714</b>	<b>26,832,419</b>	<b>\$76,114</b>	<b>\$81,866</b>	<b>\$108,640</b>	<b>7.6%</b>	<b>15.2%</b>	
<b>R1. US Direct Hire (USDH)</b>	<b>232,009</b>	<b>227,095</b>	<b>230,899</b>	<b>18,419,644</b>	<b>843,335</b>	<b>81,704</b>	<b>485,641</b>	<b>1,410,680</b>	<b>19,830,324</b>	<b>6,542,071</b>	<b>26,372,395</b>	<b>\$79,774</b>	<b>\$85,883</b>	<b>\$114,216</b>	<b>7.7%</b>	<b>15.3%</b>	
R1a. Senior Executive Schedule	193	155	154	28,330	4	8	1,477	1,489	29,819	7,366	37,185	\$183,961	\$193,630	\$241,461	5.3%	26.0%	
R1b. General Schedule	169,611	166,428	168,486	14,952,630	336,384	32,349	362,521	731,254	15,683,884	4,964,733	20,648,617	\$88,747	\$93,087	\$122,554	4.9%	33.2%	
R1c. Special Schedule	10,795	10,683	11,246	704,019	194,436	12,041	58,567	265,044	969,063	299,210	1,268,273	\$62,602	\$66,170	\$112,775	37.6%	42.3%	
R1d. Wage System	51,344	49,768	50,952	2,723,868	312,509	37,274	83,027	412,810	3,136,876	1,242,253	4,379,129	\$33,456	\$41,337	\$80,948	13.2%	45.6%	
R1e. Highly Qualified Experts	1	1	1	168	0	0	0	0	168	0	168	\$168,000	\$168,000	\$168,000	0.0%	0.0%	
R1f. Other	65	60	60	10,831	2	52	49	83	10,914	28,509	39,423	\$180,317	\$181,900	\$657,030	0.8%	263.2%	
<b>R2. Direct Hire Program Foreign Nationals (DHFN)</b>	<b>2,684</b>	<b>2,380</b>	<b>2,365</b>	<b>87,837</b>	<b>878</b>	<b>389</b>	<b>8,833</b>	<b>10,100</b>	<b>97,937</b>	<b>26,897</b>	<b>124,834</b>	<b>\$37,140</b>	<b>\$41,411</b>	<b>\$52,784</b>	<b>11.5%</b>	<b>30.6%</b>	
<b>R3. Total Direct Hire</b>	<b>234,693</b>	<b>229,475</b>	<b>233,264</b>	<b>18,507,481</b>	<b>844,213</b>	<b>82,093</b>	<b>494,474</b>	<b>1,420,780</b>	<b>19,928,261</b>	<b>6,568,968</b>	<b>26,497,229</b>	<b>\$79,341</b>	<b>\$85,432</b>	<b>\$113,593</b>	<b>7.7%</b>	<b>15.3%</b>	
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>	<b>14,852</b>	<b>13,761</b>	<b>13,720</b>	<b>291,300</b>	<b>0</b>	<b>0</b>	<b>54</b>	<b>54</b>	<b>291,444</b>	<b>18,542</b>	<b>309,986</b>	<b>\$21,238</b>	<b>\$21,242</b>	<b>\$22,564</b>	<b>0.0%</b>	<b>6.4%</b>	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>249,545</i>	<i>243,236</i>	<i>246,984</i>	<i>18,798,871</i>	<i>844,213</i>	<i>82,093</i>	<i>494,528</i>	<i>1,420,834</i>	<i>20,219,705</i>	<i>6,587,510</i>	<i>26,807,215</i>	<i>\$76,114</i>	<i>\$81,866</i>	<i>\$108,538</i>	<i>7.6%</i>	<i>15.0%</i>	
<b>R5. Other Object Class 13 Benefits</b>										<b>25,204</b>	<b>25,204</b>						
R5a. USDH - Benefits for Former Employees										10,864	10,864						
R5b. DHFN - Benefits for Former Employees										111	111						
R5c. Voluntary Separation Incentive Pay (VSIP)										13,507	13,507						
R5d. Foreign National Separation Liability Accrual										722	722						
<b>Total Personnel (includes OC 13)</b>	<b>782,186</b>	<b>781,410</b>	<b>771,283</b>	<b>59,451,488</b>	<b>1,377,019</b>	<b>230,805</b>	<b>1,622,094</b>	<b>3,229,918</b>	<b>62,681,406</b>	<b>20,733,453</b>	<b>83,414,859</b>	<b>\$77,081</b>	<b>\$81,269</b>	<b>\$108,151</b>	<b>5.4%</b>	<b>14.9%</b>	
<b>T1. US Direct Hire (USDH)</b>	<b>734,430</b>	<b>734,222</b>	<b>724,841</b>	<b>58,024,072</b>	<b>1,354,196</b>	<b>215,212</b>	<b>1,592,741</b>	<b>3,162,149</b>	<b>61,186,221</b>	<b>20,438,583</b>	<b>81,624,804</b>	<b>\$80,051</b>	<b>\$84,413</b>	<b>\$112,611</b>	<b>5.4%</b>	<b>15.2%</b>	
T1a. Senior Executive Schedule	1,753	1,655	1,654	281,645	25	942	14,350	15,317	296,962	78,671	375,633	\$170,281	\$179,542	\$227,106	5.4%	27.9%	
T1b. General Schedule	583,972	584,288	575,012	48,918,497	667,884	148,473	1,305,510	2,121,867	51,040,364	16,808,941	67,849,305	\$85,074	\$88,704	\$117,996	4.3%	34.4%	
T1c. Special Schedule	15,226	14,575	15,048	1,050,872	194,940	12,078	67,734	274,752	1,335,624	467,211	1,792,835	\$69,855	\$88,093	\$115,154	26.1%	38.7%	
T1d. Wage System	127,171	127,385	127,061	7,216,102	491,334	53,196	188,325	732,855	8,048,957	2,796,389	10,845,346	\$57,379	\$63,347	\$85,855	10.0%	38.2%	
T1e. Highly Qualified Experts	24	24	24	3,258	0	0	16	16	3,274	482	3,756	\$183,750	\$136,417	\$156,500	0.5%	14.8%	
T1f. Other	6,284	6,195	6,042	453,898	13	523	16,806	17,342	471,040	346,889	817,929	\$73,091	\$77,961	\$123,374	3.8%	26.5%	
<b>T2. Direct Hire Program Foreign Nationals (DHFN)</b>	<b>15,417</b>	<b>15,290</b>	<b>14,933</b>	<b>418,055</b>	<b>22,604</b>	<b>15,593</b>	<b>29,133</b>	<b>67,420</b>	<b>481,475</b>	<b>136,375</b>	<b>617,850</b>	<b>\$27,728</b>	<b>\$32,242</b>	<b>\$41,373</b>	<b>16.3%</b>	<b>32.9%</b>	
<b>T3. Total Direct Hire</b>	<b>749,847</b>	<b>749,512</b>	<b>739,774</b>	<b>58,438,127</b>	<b>1,376,800</b>	<b>230,805</b>	<b>1,621,874</b>	<b>3,229,569</b>	<b>61,667,696</b>	<b>20,574,958</b>	<b>82,242,654</b>	<b>\$78,995</b>	<b>\$83,560</b>	<b>\$111,173</b>	<b>5.5%</b>	<b>15.2%</b>	
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>	<b>32,339</b>	<b>31,898</b>	<b>31,509</b>	<b>1,013,361</b>	<b>129</b>	<b>0</b>	<b>220</b>	<b>349</b>	<b>1,013,710</b>	<b>24,823</b>	<b>1,038,533</b>	<b>\$32,161</b>	<b>\$32,173</b>	<b>\$32,960</b>	<b>0.0%</b>	<b>2.4%</b>	
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>782,186</i>	<i>781,410</i>	<i>771,283</i>	<i>59,451,488</i>	<i>1,377,019</i>	<i>230,805</i>	<i>1,622,094</i>	<i>3,229,918</i>	<i>62,681,406</i>	<i>20,599,781</i>	<i>83,281,187</i>	<i>\$77,081</i>	<i>\$81,269</i>	<i>\$107,977</i>	<i>5.4%</i>	<i>14.6%</i>	
<b>T5. Other Object Class 13 Benefits</b>										<b>133,672</b>	<b>133,672</b>						
T5a. USDH - Benefits for Former Employees										79,900	79,900						
T5b. DHFN - Benefits for Former Employees										474	474						
T5c. Voluntary Separation Incentive Pay (VSIP)										49,556	49,556						
T5d. Foreign National Separation Liability Accrual										3,742	3,742						