

DEPARTMENT OF DEFENSE SUMMARY  
CIVILIAN PERSONNEL COSTS  
FY 2003 PRESIDENT'S BUDGET SUBMIT  
FY 2001  
(\$ in Thousands)

	Begin Strength	End Strength		Full Time Equivalent Workyears		Basic Compensation	Overtime Pay	Holiday Pay	Other OC 11	Total Variables	Total Compensation OC 11	Benefits OC 12	Benefits OC 13	Total Compensation & Benefits*
		Total	ETP	Total	ETP									
<b>1. Direct Hire Civilian:</b>														
<b>a. U.S. Employees:</b>														
(1) Classified and Administrative														
(a) Senior Executive Schedule	1,405	1,391	1,391	1,388	1,387	174,840	11	28	12,166	12,205	187,045	38,221	0	225,272
(b) General Schedules	454,864	453,064	425,710	448,878	423,118	22,533,500	443,247	25,969	574,727	1,043,943	23,577,443	5,768,756	0	29,346,199
(c) Special Schedules	28,813	28,975	27,532	28,556	26,593	1,961,435	34,646	1,160	39,205	75,011	2,036,446	454,645	0	2,491,091
Subtotal	485,082	483,448	454,633	478,822	451,098	24,669,775	477,904	27,157	626,098	1,131,159	25,800,934	6,261,628	0	32,062,562
(Rate)						51,522					53,884	0.2538	0.000	66,961
(2) Wage Board	148,834	145,141	135,610	144,511	134,080	5,708,372	444,732	10,974	215,364	671,070	6,379,442	1,501,367	0	7,880,809
(Rate)						39,501					44,145	0.2630	0.000	54,534
(3) Other	10,898	11,314	10,273	11,415	8,773	468,604	73,169	516	24,718	98,403	567,007	194,878	0	761,885
(Rate)						41,052					49,672	0.000	66,744	
Subtotal United States	644,814	640,903	600,516	634,748	593,951	30,846,751	995,805	38,647	866,180	1,900,632	32,747,383	7,957,873	0	40,705,256
(Rate)						48,557					51,591	0.2580	0.000	64,128
<b>b. Direct Hire Foreign Nationals</b>	14,891	15,488	949	15,143	880	240,631	11,233	1,870	66,673	79,776	320,407	108,601	0	429,008
(Rate)						15,891					21,159	0.4513	0.000	28,330
<b>c. Total Direct Hire</b>	659,705	656,391	601,465	649,891	594,831	31,087,382	1,007,038	40,517	932,853	1,980,408	33,067,790	8,066,474	0	41,134,264
(Rate)						47,835					50,882	0.2595	0.000	63,194
<b>2. Indirect Hire Foreign Nationals (FNIN)</b>	38,280	38,266	515	37,414	494	800,617	5,094	0	0	5,094	805,711	268	0	805,979
(Rate)						21,399				0.0064	21,535	0.0003	0.000	21,512
<b>3. Foreign National Separation Liability Accrual</b>														
a. Foreign Nationals Direct Hire	0	0	0	0	0	0	0	0	0	0	0	0	4.4%	4,496
b. Foreign Nationals Indirect Hire	0	0	0	0	0	0	0	0	0	0	0	0	33,180	33,180
<b>4. Benefits for Former Employees (OC-13):</b>														
a. Foreign National Direct Hire	0	0	0	0	0	0	0	0	0	0	0	0	28,881	28,881
b. U.S. Direct Hire	0	0	0	0	0	0	0	0	0	0	0	0	57,432	57,452
c. Vol. Sep. Pay	0	0	0	0	0	0	0	0	0	0	0	0	162,083	162,083
d. Other	0	0	0	0	0	0	0	0	0	0	0	0	1,671	1,671
e. Percent Early Retirement	0	0	0	0	0	0	0	0	0	0	0	0	30,727	30,727
<b>5. TOTAL CIVILIAN PERSONNEL</b>	697,985	694,657	601,980	687,305	595,325	31,887,999	1,012,132	40,517	932,853	1,985,502	33,873,501	8,066,742	318,490	42,258,733
(Rate)						46.3%				0.0623	49,285	0.2530	0.010	61,485
<b>6. Reimbursable Data</b>														
a. U.S. Direct Hires	287,372	285,369	268,367	283,989	268,566	13,615,493	699,364	22,975	498,912	1,221,251	14,836,744	5,083,866	392,409	20,313,019
b. Foreign Nationals Direct Hires	7,398	2,764	495	8,010	470	106,236	2,509	210	43,534	46,253	152,489	43,410	51	20,305,969
c. Total Direct Hires	294,770	288,133	268,862	291,999	268,836	13,721,729	701,873	23,185	542,446	1,267,504	14,989,233	5,127,276	392,460	20,313,019
d. Foreign Nationals Indirect Hire	14,456	11,738	439	17,606	418	346,782	712	0	0	712	347,494	518	29,516	377,528
e. TOTAL REIMBURSABLE FUNDING	309,226	299,871	269,301	309,605	269,254	14,068,511	702,585	23,185	542,446	1,268,216	15,336,727	5,127,794	421,976	20,886,497
<b>7. DIRECT FUNDED CIVILIAN PERSONNEL</b>	388,759	394,786	332,679	377,700	326,071	17,819,488	309,547	17,332	390,407	717,286	18,536,774	2,938,948	103,486	21,372,236
(Rate)						47,179				0.0403	49,078	0.1649	-0.006	56,585

\* The President has proposed legislation beginning in FY 2003 to finance the future costs of Civil Service Retirement Systems (CSRS) and Federal Employee Health Benefits (FEHB) programs for future retirees on an accrual basis in the accounts that currently pay the salaries of current employees. If this legislation had been enacted previously and effective for FY 2001 and FY 2002, the additional costs to the DoD would have been \$2,822.2 million and \$2,892.9 million in FY 2001 and FY 2002, respectively.

DEPARTMENT OF THE ARMY  
CIVILIAN PERSONNEL COSTS  
FY 2003 PRESIDENT'S BUDGET SUBMIT  
FY 2001  
(\$ in Thousands)

TOTAL MILITARY FUNCTION	Begin Strength	End Strength		Full Time Equivalent Workyears		Basic Compensation	Overtime Pay	Holiday Pay	Other OC 11	Total Variables	Total Compensation OC 11	Benefits OC 12	Benefits OC 13	Total Compensation & Benefits*
		Total	ETP	Total	ETP									
1. Direct Hire Civilian:														
a. U.S. Employees:														
(1) Classified and Administrative														
(a) Senior Executive Schedule	223	218	217	230	229	26,909	0	0	3,071	3,071	29,980	9,902	0	39,882
(b) General Schedules	152,926	153,487	143,849	152,076	142,545	7,531,034	125,764	9,034	180,225	315,023	7,846,057	2,022,105	0	9,868,162
(c) Special Schedules	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Subtotal</b>	153,149	153,705	144,066	152,306	142,774	7,557,943	125,764	9,034	183,296	318,094	7,876,037	2,032,007	0	9,908,044
(Rate)						49,623					51,712	0,2689	0,0000	65,054
(2) Wage Board	43,746	42,642	39,685	42,370	39,383	1,610,079	92,080	2,562	38,259	132,901	1,742,980	434,417	0	2,177,397
(Rate)						38,000					41,137	0,2698	0,0000	51,390
(3) Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0
(Rate)														
Subtotal United States	196,895	196,347	183,751	194,676	182,157	9,168,022	217,844	11,596	221,555	450,995	9,619,017	2,466,424	0	12,085,441
(Rate)						47,094					49,410	0,2690	0,0000	62,080
b. Direct Hire Foreign Nationals	8,202	8,159	0	8,330	0	98,698	7,970	1,031	50,876	59,877	158,575	66,324	0	224,899
(Rate)						11,848					19,037	0,6720	0,0000	26,999
c. Total Direct Hire	205,097	204,506	183,751	203,006	182,157	9,266,720	225,814	12,627	272,431	510,872	9,777,592	2,532,748	0	12,310,340
(Rate)						45,648					48,164	0,2733	0,0000	60,640
2. Indirect Hire Foreign Nationals (FNIH)														
(Rate)	18,168	17,873	0	17,170	0	433,180	5,094	0	0	5,094	438,274	0	0	438,274
						25,229					0,0118	2,5526	0,0000	25,526
3. Foreign National Separation Liability Accrual														
a. Foreign Nationals Direct Hire	0	0	0	0	0	0	0	0	0	0	0	0	1,721	1,721
b. Foreign Nationals Indirect Hire	0	0	0	0	0	0	0	0	0	0	0	0	32,148	32,148
4. Benefits for Former Employees (OC-13):														
a. Foreign National Direct Hire	0	0	0	0	0	0	0	0	0	0	0	0	0	0
b. U.S. Direct Hire	0	0	0	0	0	0	0	0	0	0	0	0	19,130	19,130
c. Vol. Sep. Pay	0	0	0	0	0	0	0	0	0	0	0	0	56,955	56,955
d. Other	0	0	0	0	0	0	0	0	0	0	0	0	13,343	13,343
e. Percent Early Retirement	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5. TOTAL CIVILIAN PERSONNEL														
(Rate)	223,265	222,379	183,751	220,176	182,157	9,699,900	230,908	12,627	272,431	515,966	10,215,866	2,532,748	123,297	12,871,911
						44,055				0,0532	46,399	0,2611	0,013	58,462
6. Reimbursable Data														
a. U.S. Direct Hire5	70,369	70,275	66,902	71,433	67,998	3,009,025	123,729	7,195	88,960	219,884	3,628,909	828,318	9,546	4,466,773
b. Foreign Nationals Direct Hire	5,679	906	0	6,193	2	68,447	2,041	105	39,189	41,335	109,782	33,299	51	143,132
c. Total Direct Hire	76,048	71,181	66,902	77,626	68,000	3,477,472	125,770	7,300	128,149	261,219	3,738,691	861,617	9,597	4,609,905
d. Foreign Nationals Indirect Hire	4,312	1,727	0	7,651	0	100,361	712	0	0	712	101,073	0	29,516	130,589
e. TOTAL REIMBURSABLE FUNDING	80,360	72,908	66,902	85,277	68,000	3,577,833	126,482	1,300	128,149	261,931	3,839,764	861,617	39,113	4,740,954
7. DIRECT FUNDED CIVILIAN PERSONNEL														
(Rate)	142,905	149,471	116,849	134,899	114,157	6,122,067	104,426	5,327	144,282	254,035	6,376,102	1,671,131	84,184	8,131,417
						45,383				0,0415	47,266	0,2730	0,014	60,278

\* The President has proposed legislation beginning in FY 2003 to finance the future costs of Civil Service Retirement Systems (CSRS) and Federal Employee Health Benefits (FEHB) programs for future retirees on an accrual basis in the accounts that currently pay the salaries of current employees. If this legislation had been enacted previously and effective for FY 2001 and FY 2002, the additional costs to the DoD would have been \$851,326 thousand and \$885,395 thousand in FY 2001 and FY 2002, respectively.

DEPARTMENT OF NAVY  
CIVILIAN PERSONNEL COSTS  
FY 2003 PRESIDENT'S BUDGET SUBMIT  
FY 2001

**Component: Includes Navy and Marine Corps**

	Begin Strength	End Strength		Full Time Equivalent Workyears		Basic Compensation	Overtime Pay	Holiday Pay	Other OC 11	Total Variables	Total Compensation OC 11	Benefits OC 12	Benefits OC 13	Total Compensation & Benefits*	
		Total	FTE	Total	FTE										
		(\$ in Thousands)													
1. Direct Hire Civilian:															
a. U.S. Employees:															
(1) Classified and Administrative															
(a) Senior Executive Schedule	365	362	362	359	359	46,536	9	0	2,917	2,926	49,462	7519	0	56,981	
(b) General Schedules	110,793	110,883	107,320	110,002	107,686	5,704,037	160,402	6,988	116,310	283,700	5,987,737	1,469,356	0	7,457,093	
(c) Special Schedules	25,225	26,203	25,198	25,307	24,575	1,776,905	34,604	1,160	36,067	71,831	1,848,736	406,401	0	2,255,137	
<b>Subtotal</b>	<b>136,383</b>	<b>137,448</b>	<b>132,880</b>	<b>135,668</b>	<b>132,620</b>	<b>7,527,478</b>	<b>195,015</b>	<b>8,148</b>	<b>155,294</b>	<b>358,457</b>	<b>7,885,935</b>	<b>1,883,276</b>	<b>0</b>	<b>9,769,211</b>	
(Rate)						55,485					58,127	0,2502	0,000	72,008	
(2) Wage Board	39,853	38,936	37,519	39,127	37,713	1,622,293	243,855	3,318	47,982	295,155	1,917,448	467,121	0	2,384,569	
(Rate)						41,462					49,006	0,2879	0,000	60,944	
(3) Other	3,409	3,468	3,434	4,794	4,744	128,047	73,169	16	11,155	84,340	212,387	40,637	0	253,024	
(Rate)						26,710					44,303	0,000	0,000	52,179	
<b>Subtotal United States</b>	<b>179,645</b>	<b>179,852</b>	<b>173,893</b>	<b>179,589</b>	<b>175,077</b>	<b>9,277,818</b>	<b>512,039</b>	<b>11,482</b>	<b>214,431</b>	<b>737,952</b>	<b>10,015,770</b>	<b>2,391,034</b>	<b>0</b>	<b>12,406,804</b>	
(Rate)						51,661					55,771	0,2517	0,000	69,084	
b. Direct Hire Foreign Nationals	3,152	3,123	3	3,222	2	81,184	1,653	458	4,383	6,494	87,678	16,491	0	104,169	
(Rate)						25,197					27,212	0,2031	0,000	32,331	
c. Total Direct Hire	182,797	182,975	173.8%	182,811	175,079	9,359,002	513,692	11,940	218,814	744,446	10,103,448	2,407,525	0	12,510,973	
(Rate)						51,195					55,267	0,2572	0,000	68,437	
2. Indirect Hire Foreign Nationals (FN/H)	10854	10,909	0	10,811	0	73,929	0	0	0	0	73,929	0	0	73,929	
(Rate)						6,838					0,0000	6,838	0,0000	0,000	6,838
3. Foreign National Separation Liability Accrual															
a. Foreign Nationals Direct Hire	0	0	0	0	0	0	0	0	0	0	0	0	2,775	2,775	
b. Foreign Nationals Indirect Hire	0	0	0	0	0	0	0	0	0	0	0	0	1,023	1,023	
4. Benefit for Former Employees (OC-13):															
a. Foreign National Direct Hire	0	0	0	0	0	0	0	0	0	0	0	0	23,512	23,512	
b. U.S. Direct Hire	0	0	0	0	0	0	0	0	0	0	0	0	12,025	12,025	
c. Vol. Sep. Pay	0	0	0	0	0	0	0	0	0	0	0	0	49.7%	49.7%	
d. \$80 Surcharge	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
e. Percent Early Retirement	0	0	0	0	0	0	0	0	0	0	0	0	12,802	12,802	
5. TOTAL CIVILIAN PERSONNEL	193,651	193,884	173.8%	193,622	175,079	9,432,931	513,692	11,940	218,814	744,446	10,177,377	2,407,525	101,933	12,686,835	
(Rate)						48,718				0,0789	52,563	0,2552	0,011	65,524	
6. Reimbursable Data															
a. U.S. Direct Hire	108,990	109,122	106,349	109,022	106,863	5,685,105	408,186	6,707	126,334	541,227	6,226,332	1,477,198	0	7,703,530	
b. Foreign Nationals Direct Hire	801	686	1	692	0	16,024	264	58	1,354	1,676	17,700	4,372	0	22,072	
c. Total Direct Hires	109,791	109,808	106,350	109,714	106,863	5,701,129	408,450	6,765	127,688	542,903	6,244,032	1,481,570	0	7,725,602	
d. Foreign Nationals Indirect Hire	2,627	2,653	0	2,612	0	18,755	0	0	0	0	28,755	250	0	29,005	
e. TOTAL REIMBURSABLE FUNDING	112,418	112,461	106,350	112,326	106,863	5,729,884	408,450	6,765	127,688	542,903	6,272,787	1,481,820	0	7,754,607	
7. DIRECT FUNDED CIVILIAN PERSONNEL	81,233	81,423	67,546	81,296	68,216	3,703,047	105,242	5,175	91,126	201,543	3,904,590	925,705	101,933	4,932,228	
(Rate)						45,550				0,0544	48,029	0,2500	0,028	60,670	

\* The President has proposed legislation beginning in FY 2003 to finance the future costs of Civil Service Retirement System (CSRS) and Federal Employee Health Benefits (FEHB) programs for future retirees on an accrual basis in the accounts that currently pay the salaries of current employees. If this legislation had been enacted previously and effective for FY 2001 and FY 2002, the additional costs to the Department of Navy would have been a total of \$712,844 thousand and \$718,768 thousand in FY 2001 and FY 2002, respectively.

Component Summary: Navy

DEPARTMENT OF NAVY  
 CIVILIAN PERSONNEL COSTS  
 FY 2003 President's Budget  
 FY 2001  
 (\$ in Thousands)

	Begin Strength	End		Full-Time Equivalent (FTE) Workyears		Basic Pay	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Total Compensation O.C.11	Benefits O.C.12	Compensation & Benefits
		Total	FTE	Total	FTE								
1. Direct Hire Civilian:													
a. U. S. Employees:													
(1) Classified and Administrative													
(a) Senior Executive Schedule	353	343	343	342	342	44,344	7	0	2,770	2,777	47,121	7,253	54,374
(b) General Schedule	102,260	102,963	99,834	102,009	100,119	5,343,159	155,446	6,759	111,577	273,782	5,616,941	1,367,052	6,983,993
(c) Special Schedule	24,975	25,421	24,416	24,640	23,908	1,731,792	34,513	1,160	35,024	70,697	1,802,489	397,913	2,200,402
Subtotal	127,588	128,727	124,593	126,991	124,369	7,119,295	189,966	7,919	149,371	347,256	7,466,551	1,772,218	9,238,769
(Rate)						56,061				(0.0488)	(58,796)	(0.2489)	72,751
(2) Wage System	36,041	35,463	34,523	35,495	34,487	1,478,169	237,667	2,738	45,027	285,432	1,763,601	421,061	2,184,662
(Rate)						41,644				(0.1931)	(49,686)	10,2849	61,548
(3) Other	3,409	3,468	3,434	4,794	4,744	128,047	73,169	16	11,155	84,340	212,387	40,637	253,024
(Rate)													
Subtotal United States	167,038	167,658	162,550	167,280	163,600	8,725,511	500,802	10,673	205,553	717,028	9,442,539	2,233,916	11,676,455
(Rate)						52,161				(0.0822)	(56,448)	(0.2560)	69,802
b. Direct Hire Foreign Nationals	3,152	3,123	3	3,222	2	81,184	1,653	458	4,383	6,494	87,678	16,491	104,169
(Rate)													
c. Total Direct Hire	170,190	170,781	162,553	170,502	163,602	8,806,695	502,455	11,131	209,936	723,522	9,530,217	2,250,407	11,780,624
(Rate)						51,652				(0.0822)	(55.8951)	(0.2555)	69,094
2. Indirect Hire Foreign Nationals	7,951	7,996	0	7,841	0	73,929	0	0	0	0	73,929	0	73,929
(Rate)						9,429							
3. Foreign National Separation Liability Accrual													
a. Direct Hire Foreign Nationals											0	2,775	2,775
b. Indirect Hire Foreign Nationals											0	1,023	1,023
4. Benefits for Former Employees (OC-13):													
a. Foreign National Direct Hire	0	0	0	0	0	0	0	0	0	0	0	23,512	23,512
b. U.S. Direct Hire	0	0	0	0	0	0	0	0	0	0	0	12,025	12,025
c. Voluntary Separation Pay	0	0	0	0	0	0	0	0	0	0	0	47,251	47,251
d. \$80 Surcharge	0	0	0	0	0	0	0	0	0	0	0	0	0
e. Percent Early Retirement	0	0	0	0	0	0	0	0	0	0	0	12,802	12,802
5. TOTAL CIVILIAN PERSONNEL (Rate)	178,141	178,777	162,553	178,343	163,602	8,880,624	502,455	11,131	209,936	723,522	9,604,146	2,349,795	11,953,941
						49,795				(0.0815)		(0.2646)	67,028
6. Reimbursable Data													
a. U.S. Direct Hires	107,613	107,771	104,998	107,757	105,598	5,633,212	406,758	6,621	126,334	539,713	6,172,925	1,463,811	7,636,736
b. Foreign National Direct Hires	801	686	1	692	0	16,024	264	58	1,354	1,676	17,700	4,372	22,072
c. Total Direct Hires	108,414	108,457	104,999	108,449	105,598	5,649,236	407,022	6,679	127,688	541,389	6,190,625	1,468,183	7,658,808
d. Indirect Hire Foreign Nationals	2,627	2,653	0	2,612	0	28,755	0	0	0	0	28,755	250	29,005
e. TOTAL REIMBURSABLE FUNDING	111,041	111,110	104,999	111,061	105,598	5,677,991	407,022	6,679	127,688	541,389	6,219,380	1,468,433	7,687,813
7. DIRECT FUNDED CIVILIAN PERSONNEL (Rate)	67,100	67,667	57,554	67,282	58,004	3,202,633	95,433	4,452	82,248	182,133	3,384,766	881,362	4,266,128
						47,600				(0.0569)	(50,307)	10,2752	63,407

Component Summary: Marine Corps

DEPARTMENT OF NAVY  
 CIVILIAN PERSONNEL COSTS  
 FY 2003 President's Budget  
 FY 2001  
 (\$ in Thousands)

	Begin Strength	End		Pull-Time Equivalent (FTE)		Basic Compensation	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Total Compensation		Benefits O.C.12	Compensation & Benefits
		End Strength Total	FTE	Total	FTE						O.C.11	O.C.12		
1. Direct Hire Civilian:														
a. U. S. Employees:														
(1) Classified and Administrative														
(a) Senior Executive Schedule	12	19	19	17	17	2,192	2	0	147	149	2,341	266	2,607	
(b) General Schedule	8,533	7,920	7,486	7,993	7,567	360,878	4,956	229	4,733	9,918	370,796	102,304	473,100	
(c) Special Schedule	250	782	782	667	667	45,113	91	0	1,043	1,134	46,247	8,488	54,735	
Subtotal	8,795	8,721	8,287	8,677	8,251	408,183	5049	229	5,923	11,201	419,384	111,058	530,442	
(Irate)						47,042				(0.0274)	48,333	(0.2721)	61,132	
(2) Wage System	3,812	3,473	3,056	3,632	3,226	144,124	6,188	580	2,955	9,723	153,847	46,060	199,907	
(Rate)						39,682				(0.0675)	42,359	(0.3196)	55,040	
(3) Other	0	0	0	0	0	0	0	0	0	0	0	0	0	
(Rate)														
Subtotal United States	12,607	12,194	11,343	12,309	11,477	552,307	11,237	809	8,878	20,924	573,231	157,118	730,349	
(Rate)						44,870				(0.03791)	46,570	(0.28451)	59,335	
b. Direct Hire Foreign Nationals	0	0	0	0	0	0	0	0	0	0	0	0	0	
(Rate)														
c. Total Direct Hire	12,607	12,194	11,343	12,309	11,477	552,307	11,237	809	8,878	20,924	573,231	157,118	730,349	
(Rate)						44,870				(0.0379)	46,570	(0.28451)	59,335	
2. Indirect Hire Foreign Nationals	2,903	2,913	0	2,970	0	0	0	0	0	0	0	0	0	
(Rate)						0								
3. Foreign National Separation Liability Accrual														
a. Direct Hire Foreign Nationals							0	0	0	0	0	0	0	
b. Indirect Hire Foreign Nationals							0	0	0	0	0	0	0	
4. Benefits for Former Employees(OC-13):														
a. Foreign National Direct Hire	0	0	0	0	0	0	0	0	0	0	0	0	0	
b. U.S. Direct Hire	0	0	0	0	0	0	0	0	0	0	0	0	0	
c. Voluntary Separation Pay	0	0	0	0	0	0	0	0	0	0	0	2,545	2,545	
d. \$80 Surcharge	0	0	0	0	0	0	0	0	0	0	0	0	0	
e. Percent Early Retirement	0	0	0	0	0	0	0	0	0	0	0	0	0	
5. TOTAL CIVILIAN PERSONNEL	15,510	15,107	11,343	15,279	11,477	552,307	11,237	809	8,878	20,924	573,231	157,118	732,894	
(Rate)						36,148				(0.0379)	46,570	(0.28451)	47,967	
6. Reimbursable Data														
a. U.S. Direct Hires	1,377	1,351	1,351	1,265	1,265	51,893	1,428	86	0	1,514	53,407	13,387	66,794	
b. Foreign National Direct Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
c. Total Direct Hires	1,377	1,351	1,351	1,265	1,265	51,893	1,428	86	0	1,514	53,407	13,387	66,794	
d. Indirect Hire Foreign Nationals	0	0	0	0	0	0	0	0	0	0	0	0	0	
e. TOTAL REIMBURSABLE FUNDING	1,377	1,351	1,351	1,265	1,265	51,893	1,428	86	0	1,514	53,407	13,387	66,794	
7. DIRECT FUNDED CIVILIAN PERSONNEL	14,133	13,756	9,992	14,014	10,212	500,414	9,809	723	8,878	19,410	519,824	146,276	666,100	
(Rate)						35,708				(0.0388)	37,093	(0.2923)	47,531	

DEPARTMENT OF THE AIR FORCE  
CIVILIAN PERSONNEL COSTS  
FY 2003 PRESIDENT'S BUDGET SUBMIT  
FISCAL YEAR 01  
(\$ in Thousands)

**TOTAL AIR FORCE**

	Begin	End Strength		Full-Time Equivalent (FTE)		Basic	Overtime	Holiday	Other	Total	Total	Benefits	Compensation & Benefits*
	Strength	Total	FTP	Total	FTP	Compensation	Pay	Pay		Variables	Compensation		
I. Direct Hire Civilian:													
a. U.S. Employees													
(1) Classified & Administrative													
(a) Senior Executive Schedule	201	183	183	183	183	22,150			599	599	22,749	5,602	28,351
(b) General Schedules	102,702	101,673	94,039	101,782	94,149	4,901,389	67,180	5,107	179,623	251,910	5,153,299	1,219,852	6,373,151
(c) Special Schedules													
Subtotal	102,903	101,156	94,222	101,965	94,332	4,923,539	67,180	5,107	180,222	252,509	5,176,048	1,225,454	6,401,502
(Rate)						48,287	0.01364	0.00104	0.03660	0.05129	50,763	0.24890	62,781
(2) Wage Board	50,544	50,651	47,430	49,262	46,183	2,040,143	85,859	3,801	120,320	209,980	2,250,123	487,703	2,737,826
(Rate)						41,414	0.04208	0.00186	1,401	0.10292	45,677	0.23905	55,577
(3) Other													
(Rate)													
Subtotal United States	153,447	152,417	141,652	151,227	140,515	6,963,682	153,039	8,908	300,542	462,489	7,426,171	1,713,157	9,139,328
(Rate)						46,048	0.02198	0.00128	0.04316	0.06641	49,106	0.24601	60,434
b. Direct Hire Foreign Nationals	2,312	3,003		2,445		37,806	900	361	9,584	10,845	48,651	20,545	69,196
(Rate)						15,463	0.02381	0.00955	0.25350	0.28686	19,898	0.54343	28,301
c. Total Direct Hire	155,759	155,420	141,652	153,672	140,515	7,001,488	153,939	9,269	310,126	473,334	7,474,822	1,733,702	9,208,524
(Rate)						45,561	0.02199	0.00132	0.04429	0.06760	48,641	0.24762	59,923
d. Disadvantaged Employment													
(Rate)													
2. Indirect Hire Foreign Nationals	6,126	6,447		6,411		244,388					244,388		244,388
(Rate)						38,120					38,120		38,120
3. Foreign National Separation Liability Accrual												9	9
a. Foreign National Direct Hire													
b. Foreign National Indirect Hire													
4. Benefits for Former Employees (OC-13)													
a. Foreign National Direct Hire												2,822	2,822
b. U.S. Direct Hire												18,689	18,689
c. Vol. Sep Pay												38,693	38,693
5. Mass Transit Benefit (OC-12)												1,671	1,671
6. TOTAL CIVILIAN PERSONNEL	161,885	161,867	141,652	160,083	140,515	7,245,876	153,939	9,269	310,126	473,334	7,719,210	1,795,586	9,514,796
(Rate)						45,263	0.02125	0.00128	0.04280	0.06532	48,220	0.24781	59,437
7. Reimbursable Data													
a. U.S. Direct Hire	42,661	42,299	39,258	41,642	38,709	1,889,769	84,477	5,207	140,205	229,889	2,119,658	372,785	2,492,443
b. Foreign National Direct Hire	141	434		435		7,529	121	46	1,363	1,530	9,059	-3,216	12,275
c. Total Direct Hires	42,802	42,733	39,258	42,077	38,709	1,897,298	84,598	5,253	141,568	231,419	2,128,717	376,001	2,504,718
d. Foreign National Indirect Hire	4,768	4,668		4,668		176,241					176,241		176,241
e. TOTAL REIMBURSABLE FUNDING	47,570	47,401	39,258	46,745	38,709	2,073,539	84,598	5,253	141,568	231,419	2,304,958	376,001	2,680,959
8. DIRECT FUNDED CIVILIAN PERSONNEL	114,315	114,466	102,394	113,338	101,806	5,172,337	69,341	4,016	168,558	241,915	5,414,252	1,419,585	6,833,837
(Rate)						45,636	0.01341	0.00078	0.03259	0.04677	47,771	0.27446	60,296

\*The President has proposed legislation beginning in FY 2003 to finance the future costs of Civil Service Retirement System (CSRS) and Federal Employee Health Benefits (FEHB) programs for future retirees on an accrual basis in the accounts that currently pay the salaries of current employees. If this legislation had been enacted previously and effective for FY 2001 and FY 2002, the additional costs to the Air Force would have been \$594.2M and \$619.5M respectively.

Defense-Wide Summary  
 FY 2003 President's Budget  
 Civilian Personnel Costs  
 FY 2001  
 (Dollars in Thousands)

Component: Defense Agencies/Field Activities	Full Time Equivalent	Full Time Strength	Strength		Workyears		Basic Compensation	Overtime	Holiday	Other Pay	Total Variable Compensation	Total Compensation	Benefits	Retirees	Compen- sation & Benefits
			End	Total	ETP	Total									
<b>1. Direct Hire Civilian:</b>															
a. U.S. Employees:															
(1) Classified and Administrative	616	628	629	88,443	87,039	80,502	85,026	78,738	4,840	98,569	193,310	4,990,350	1,057,443	48,244	5,647,793
(a) Senior Executive Schedule															
(b) General Schedules															
(c) Special Schedules															
Subtotal	92,647	91,439	83,465	88,891	81,372	4,660,815	89,945	4,868	107,286	202,099	4,862,914	1,120,891		5,983,805	
(2) Wage Board	14,691	14,002	10,916	13,752	10,801	435,857	22,938	1,293	8,803	33,034	468,891	111,126		581,017	
(3) Other	7,489	7,846	6,839	6,621	4,029	340,557	0	500	13,563	354,620	154,241	508,861		508,861	
Subtotal United States	114,827	113,287	101,220	109,264	96,202	5,437,229	112,883	6,661	129,652	249,196	5,686,425	1,387,258		7,073,683	
(Rate)															
b. Direct Hire Foreign Nationals	1,229	1,203	926	1,146	878	49,762	710	20	1,830	0,458	52,043	0,251		64,739	
(Rate)															
c. Total Direct Hire	116,052	114,490	102,166	110,410	97,080	5,460,172	113,593	6,681	131,482	251,756	5,711,928	1,392,499		7,104,427	
(Rate)															
2. Indirect Hire Foreign Nationals (FINH)	3,132	3,037	515	3,022	494	49,120	0	0	0	0,000	49,120	0		49,388	
(Rate)															
3. Foreign National Separation Liability Accrual	0	0	0	0	0	0	0	0	0	0	0	0		0	
a. Foreign Nationals Direct Hire	0	0	0	0	0	0	0	0	0	0	0	0		0	
b. Foreign Nationals Indirect Hire	0	0	0	0	0	0	0	0	0	0	0	0		0	
4. Benefits for Former Employees (OC-13):	0	0	0	0	0	0	0	0	0	0	0	0		0	
a. Foreign National Direct Hire	0	0	0	0	0	0	0	0	0	0	0	0		0	
b. U.S. Direct Hire	0	0	0	0	0	0	0	0	0	0	0	0		0	
c. Vol. Sep. Pay	0	0	0	0	0	0	0	0	0	0	0	0		0	
d. SBO Surcharge	0	0	0	0	0	0	0	0	0	0	0	0		0	
e. Percent Early Retirement	0	0	0	0	0	0	0	0	0	0	0	0		0	
5. TOTAL CIVILIAN PERSONNEL	119,184	117,527	102,681	113,424	97,574	5,509,292	113,593	6,681	131,482	251,756	5,761,048	1,392,767		7,185,294	
(Rate)															
6. Reimbursable Data	65,352	63,673	55,858	61,892	54,796	2,631,594	82,972	3,866	56,575	143,413	2,775,007	658,692		3,443,777	
a. U.S. Direct Hires	777	738	494	690	468	14,236	83	1	1,628	1,712	15,948	2,523		18,471	
b. Foreign Nationals Direct Hires	66,129	64,411	56,352	62,582	55,264	2,645,830	83,055	3,867	58,203	145,125	2,790,955	661,215		3,462,248	
c. Total Direct Hires	2,749	2,690	439	2,675	418	41,425	0	0	0	0	41,425	268		41,693	
d. Foreign Nationals Indirect Hire	68,878	67,101	56,791	65,257	55,682	2,687,255	83,055	3,867	58,203	145,125	2,832,380	661,483		3,503,941	
e. TOTAL REIMBURSABLE FUNDING	50,306	50,426	45,890	48,167	41,892	2,822,037	30,538	2,814	73,279	106,631	2,928,668	731,284		3,681,353	
(Rate)															
7. DIRECT FUNDED CIVILIAN PERSONNEL	3,681,353	21,401	76,429												

The President has provided legislation beginning in FY 2003 to finance the future costs of Civil Service Retirement System (CSRS) and Federal Employee Health Benefits (FEHB) programs for future retirees on an accrual basis in the accounts that currently pay the salaries of current employees. If this legislation has been enacted previously and effective for FY 2001 and FY 2002, the additional costs to the Defense-Wide accounts would have been a total of \$663,949 thousand and \$669,161 thousand in FY 2001 and FY 2002, respectively.

DEPARTMENT OF DEFENSE SUMMARY  
CIVILIAN PERSONNEL COSTS  
FY 2003 PRESIDENT'S BUDGET SUBMIT  
FY 2002  
(\$ in Thousands)

	Begin Strength	End Strength		Full Time Equivalent Workyears		Basic Compensation	Overtime Pay	Holiday Pay	Other OC 11	Total Variables	Total Compensation OC 11	Benefits OC 12	Benefits OC 13	Total Compensation & Benefits*	
		Total	ETP	Total	ETP										
<b>1. Direct Hire Civilian:</b>															
<b>a. U.S. Employees:</b>															
<b>(1) Classified and Administrative</b>															
<b>(a) Senior Executive Schedule</b>	1,392	1,502	1,497	1,492	1,487	195,049	0	29	11,549	11,578	206,627	38,241	0	244,868	
<b>(b) General Schedules</b>	453,082	439,791	411,575	437,457	410,036	23,183,572	442,175	25,573	597,765	1,065,513	24,249,085	6,059,284	0	30,308,369	
<b>(c) Special Schedules</b>	29,975	29,680	27,237	28,883	26,883	2,077,587	34,967	1,478	41,139	77,584	2,155,171	485,514	0	2,640,685	
<b>Subtotal</b>	484,449	470,973	440,309	467,832	438,406	25,456,208	477,142	27,080	630,453	1,154,675	26,610,883	6,583,039	0	33,193,922	
<b>(Rate)</b>						54,413					56,881	0,2586	0,000	70,953	
<b>(2) Wage Board</b>	146,141	142,146	130,535	140,688	129,313	5,820,955	368,995	10,588	215,610	595,193	6,416,148	1,559,380	0	7,975,528	
<b>(Rate)</b>						41,375					45,606	0,2679	0,000	56,689	
<b>(3) Other</b>	11,314	11,024	9,020	11,614	9,771	494,862	83,960	513	27,173	111,646	606,508	208,621	0	815,129	
<b>(Rate)</b>						42,609					52,222		0,000	70,185	
<b>Subtotal United States</b>	641,904	624,143	579,864	620,134	577,490	31,772,025	930,097	38,181	893,236	1,861,514	33,633,539	8,351,040	0	41,984,579	
<b>(Rate)</b>						51,234					54,236	0,2628	0,000	67,702	
<b>b. Direct Hire Foreign Nationals</b>	15,488	14,645	1,369	14,604	1,323	271,542	10,320	1,833	68,406	80,559	352,101	110,947	0	463,048	
<b>(Rate)</b>						18,594					24,110	0,4086	0,000	31,707	
<b>c. Total Direct Hire</b>	657,392	638,788	581,233	634,738	578,813	32,043,567	940,417	40,014	961,642	1,942,073	33,985,640	8,461,987	0	42,447,627	
<b>(Rate)</b>						50,483					53,543	0,2641	0,000	66,874	
<b>2. Indirect Hire Foreign Nationals (FNIH)</b>	38,266	37,350	943	37,053	936	832,407	0	0	0	0	832,407	0	0	832,407	
<b>(Rate)</b>						22,465					0,0000	22,465	0,0000	0,000	22,465
<b>3. Foreign National Separation Liability Accrual</b>															
<b>a. Foreign Nationals Direct Hire</b>	0	0	0	0	0	0	0	0	0	0	0	66	5,395	5,461	
<b>b. Foreign Nationals Indirect Hire</b>	0	0	0	0	0	0	0	0	0	0	0	0	3,609	3,609	
<b>4. Benefits for Former Employees(OC-13):</b>															
<b>a. Foreign National Direct Hire</b>	0	0	0	0	0	0	0	0	0	0	0	0	7,169	7,169	
<b>b. U.S. Direct Hire</b>	0	0	0	0	0	0	0	0	0	0	0	0	93,469	93,469	
<b>c. Vol. Sep. Pay</b>	0	0	0	0	0	0	0	0	0	0	0	0	231,197	231,197	
<b>d. Other(Mass Transit)</b>	0	0	0	0	0	0	0	0	0	0	0	0	10,257	10,257	
<b>e. Percent M y Retirement</b>	0	0	0	0	0	0	0	0	0	0	0	0	33,168	33,168	
<b>5. TOTAL CIVILIAN PERSONNEL</b>	695,658	676,138	582,176	671,791	579,749	32,875,974	940,417	40,014	961,642	1,942,073	34,818,047	8,462,053	384,264	43,664,364	
<b>(Rate)</b>						48,938				0,0591	51,829	0,2574	0,012	64,997	
<b>6. Reimbursable Data</b>															
<b>a. U.S. Direct Hires</b>	287,372	285,369	268,367	283,989	268,366	13,615,493	699,364	22,975	498,912	1,221,251	14,836,744	5,083,866	392,409	20,313,019	
<b>b. Foreign Nationals Direct Hires</b>	7,398	2,764	495	8,010	470	106,236	2,509	210	43,534	46,253	152,489	43,410	51	195,950	
<b>c. Total Direct Hires</b>	294,770	288,133	268,862	291,999	268,836	13,721,729	701,873	23,185	542,446	1,267,504	14,989,233	5,127,276	392,460	20,508,969	
<b>d. Foreign Nationals Indirect Hire</b>	14,456	11,738	439	17,606	418	346,782	712	0	0	712	347,494	518	29,516	377,528	
<b>c. TOTAL REIMBURSABLE FUNDING</b>	309,226	299,871	269,301	309,605	269,254	14,068,511	702,585	23,185	542,446	1,268,216	15,336,727	5,127,794	421,916	20,886,497	
<b>7. DIRECT FUNDED CIVILIAN PERSONNEL</b>	386,432	376,267	312,875	362,186	310,495	18,807,463	237,832	16,829	419,196	673,857	19,481,320	3,334,259	-37,712	22,777,867	
<b>(Rate)</b>						51,928				0,0358	53,788	0,1773	-0,002	62,890	

\* The President has proposed legislation beginning in FY 2003 to finance the future costs of Civil Service Retirement Systems (CSRS) and Federal Employee Health Benefits (FEHB) programs for future retirees on an accrual basis in the accounts that currently pay the salaries of current employees. If this legislation had been enacted previously and effective for FY 2001 and FY 2002, the additional costs to the DoD would have been \$2,822.2 million and \$2,892.9 million in FY 2001 and FY 2002, respectively.



DEPARTMENT OF THE ARMY  
CIVILIAN PERSONNEL COSTS  
FY 2003 PRESIDENT'S BUDGET SUBMIT  
FY 2002  
(\$ in Thousands)

TOTAL MILITARY FUNCTION	Begin Strength	End		Full Time Equivalent Workyears		Basic Compensation	Overtime Pay	Holiday Pay	Other OC 11	Total Variables	Total Compensation OC 11	Retirees OC 12	Benefits OC 13	Total Compensation & Benefits*	
		Strength		Workyears											
		Total	FTP	Total	FTP										
1. Direct Hire Civilian:															
a. U.S. Employees:															
(I) Classified and Administrative															
(a) Senior Executive Schedule	218	269	264	269	264	32,182	0	0	2,432	2,432	34,614	5,042	0	39,656	
(b) General Schedules	153,487	151,295	138,633	149,994	137,438	7,931,686	122,804	7,497	187,458	3,177,59	8,249,445	2,103,882	0	10,353,327	
(c) Special Scheduler	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
<b>Subtotal</b>	<b>153,705</b>	<b>151,564</b>	<b>138,897</b>	<b>150,263</b>	<b>137,702</b>	<b>7,963,868</b>	<b>122,804</b>	<b>7,497</b>	<b>189,890</b>	<b>320,191</b>	<b>8,284,059</b>	<b>2,108,924</b>	<b>0</b>	<b>10,392,983</b>	
(Rate)						53,000					55,130	0,2648	0,000	69,165	
(2) Wage Board	42,642	41,101	36,835	40,565	36,352	1,637,926	76,257	2,350	33,471	112,078	1,750,004	438,583	0	2,188,587	
(Rate)						40,378					43,141	0,2678	0,000	53,953	
(3) Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
(Rate)															
Subtotal United States	196,347	192,665	175,732	190,828	174,054	9,601,794	199,061	9,847	223,361	432,269	10,034,063	2,547,507	0	12,581,570	
(Rate)						50,316					52,582	0,2653	0,000	65,931	
b. Direct Hire Foreign Nationals	8,159	8,118	455	8,056	453	121,050	6,943	1,086	52,013	60,042	181,092	68,797	0	249,889	
(Rate)						15,026					22,479	0,5683	0,000	31,019	
c. Total Direct Hire	204,506	200,783	176,187	198,884	174,507	9,722,844	206,004	10,933	175,374	492,311	10,215,155	2,616,304	0	12,831,459	
(Rate)						48,887					51,362	0,2691	0,000	64,517	
2. Indirect Hire Foreign Nationals (FNIH)	17,873	17,434	408	17,201	406	460,551	0	0	0	0	460,551	0	0	460,551	
(Rate)						26,775				0,0000	26,775	0,0000	0,000	26,775	
3. Foreign National Separation Liability Accrual															
a. Foreign Nationals Direct Hire	0	0	0	0	0	0	0	0	0	0	0	0	2,082	2,082	
b. Foreign Nationals Indirect Hire	0	0	0	0	0	0	0	0	0	0	0	0	2,438	2,438	
4. Benefits for Former Employees (OC-13):															
a. Foreign National Direct Hire	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
b. U.S. Direct Hire	0	0	0	0	0	0	0	0	0	0	0	0	36,963	36,963	
c. Vol. Sep. Pay	0	0	0	0	0	0	0	0	0	0	0	0	41,043	41,043	
d. VSI/VERA Tax	0	0	0	0	0	0	0	0	0	0	0	0	12,491	12,491	
e. Percent Early Retirement	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
5. TOTAL CIVILIAN PERSONNEL	222,379	218,217	176,595	216,085	174,913	10,183,395	206,004	10,933	275,374	492,311	10,675,706	2,616,304	95,017	13,387,027	
(Rate)						47,127				0,0483	49,405	0,2569	0,009	61,953	
6. Reimbursable Data															
a. U.S. Direct Hire	70,275	74,958	68,989	74,113	68,202	3,812,494	102,683	5,742	94,035	202,460	4,014,954	882,820	3,839	4,901,613	
b. Foreign Nationals Direct Hire	906	5,081	298	5,027	296	67,244	4,452	707	36,569	41,728	108,972	43,727	422	153,121	
c. Total Direct Hires	71,181	80,039	69,287	79,140	68,498	3,879,738	107,135	6,449	130,604	244,188	4,123,926	926,547	4,261	5,054,734	
d. Foreign Nationals Indirect Hire	1,727	7,419	370	7,366	368	130,553	0	0	0	0	130,553	0	2,438	132,991	
e. TOTAL REIMBURSABLE FUNDING	72,908	87,458	69,657	86,506	68,866	4,010,291	107,135	6,449	130,604	244,188	4,254,479	926,547	6,699	5,187,725	
7. DIRECT FUNDED CIVILIAN PERSONNEL	149,411	130,759	106,938	129,579	106,047	6,173,104	98,869	4,484	144,770	248,123	6,421,227	1,689,757	88,318	8,199,302	
(Rate)						47,640				0,0402	49,555	0,2737	0,014	63,276	

\* The President has proposed legislation beginning in FY 2003 to finance the future costs of Civil Service Retirement System (CSRS) and Federal Employee Health Benefits (FEHB) programs for future retirees on an accrual basis in the accounts that currently pay the salaries of current employees. If this legislation had been enacted previously and effective for FY 2001 and FY 2002, the additional costs in the DoD would have been \$851,326 thousand and \$885,395 thousand in FY 2001 and FY 2002, respectively.

DEPARTMENT OF NAVY  
CIVILIAN PERSONNEL COSTS  
FY 2003 PRESIDENT'S BUDGET SUBMIT  
FY 2002

**Component: Includes Navy and Marine Corps**

(\$ in Thousands)

	Begin Strength	End Strength		Full Time Equivalent Workyears		Basic Compensation	Overtime Pay	Holiday Pay	Other OC 11	Total Variables	Total Compensation		Benefits OC 12	Benefits OC 13	Total Compensation & Benefits*	
		Total	ETP	Total	ETP						OC 11	OC 11				
1. Direct Hire Civilian:																
a. U.S. Employees:																
(1) Classified and Administrative																
(a) Senior Executive Schedule	362	373	373	365	365	49,808	0	0	2,730	2,730	52,538	8,488	0	61,026		
<b>(b) General Schedules</b>	110,883	104,092	102,356	103,639	102,005	5,618,246	144,691	6,173	111,430	262,294	5,880,540	1,555,728	0	7,436,268		
(c) Special Schedules	26,203	25,811	24,843	25,610	24,856	1,879,690	34,923	1,478	37,728	74,129	1,953,819	434,198	0	2,388,017		
Subtotal	137,448	130,276	127,572	129,614	127,226	7,547,744	179,614	7,651	151,888	339,153	7,886,897	1,998,414	0	9,885,311		
(Rate)						58,232					60,849	0,2648	0.000	76,267		
(2) Wage Board	38,936	37,410	36,144	37,143	35,918	1,614,069	184,209	3,102	45,688	232,999	1,847,068	469,291	0	2,316,359		
(Rate)						43,456					49,729	0,2908	0.000	62,363		
(3) Other	3,468	3,824	3,814	5,141	5,090	144,360	83,960	2	13,222	97,184	241,544	47,069	0	188,613		
(Rate)						28,080					46,984		0.000	56,139		
Subtotal United States	179,852	171,510	167,530	171,898	168,134	9,306,173	447,783	10,755	210,798	669,336	9,975,509	2,514,774	0	12,490,283		
(Rate)						54,138					58,032	0,2702	0.000	72,661		
b. Direct Hire Foreign Nationals	3,123	3,168	0	3,213	0	89,749	1,791	388	5,620	1,799	97,548	19,365	0	116,913		
(Rate)						27,933					30,360	0,2158	0.000	36,387		
c. Total Direct Hire	182,975	174,678	167,530	175,111	168,234	9,395,922	449,574	11,143	216,418	677,135	10,073,057	2,534,139	0	12,607,196		
(Rate)						53,657					57,524	0,2697	0.000	71,995		
2. Indirect Hire Foreign Nationals (FN(H))	10,909	10,733	0	10,637	0	80,517	0	0	0	0	80,517	0	0	80,517		
(Rate)						7,570				0.0000	7,570	0.0000	0.000	7,570		
3. Foreign National Separation Liability Accrual																
a. Foreign Nationals Direct Hire	0	0	0	0	0	0	0	0	0	0	0	0	3,313	3,313		
b. Foreign Nationals Indirect Hire	0	0	0	0	0	0	0	0	0	0	0	0	1,171	1,171		
4. Benefits for Former Employees (OC-13):																
a. Foreign National Direct Hire	0	0	0	0	0	0	0	0	0	0	0	0	473	473		
b. U.S. Direct Hire	0	0	0	0	0	0	0	0	0	0	0	0	33,040	33,040		
c. Vol. Sep. Pay	0	0	0	0	0	0	0	0	0	0	0	0	52,545	52,545		
d. \$80 Surcharge	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
e. Percent Early Retirement	0	0	0	0	0	0	0	0	0	0	0	0	13,814	13,814		
5. TOTAL CIVILIAN PERSONNEL (Rate)	193,884	185,411	167,530	185,748	168,234	9,476,439	449,574	11,143	216,418	677,135	10,153,574	2,534,139	104,356	12,792,069		
						51,018				0.0715	54,663	0,2674	0.011	68,868		
6. Reimbursable Data																
a. U.S. Direct Hires	109,122	105,906	103,655	106,448	104,457	5,811,275	369,102	6,501	132,376	507,979	6,319,254	1,544,214	0	7,863,468		
b. Foreign Nationals Direct Hirer	606	670	0	647	0	18,006	188	60	1,374	1,622	19,628	5,302	0	24,930		
c. Total Direct Hires	109,808	106,576	103,655	107,095	104,457	5,829,281	369,290	6,561	133,750	509,601	6,338,882	1,549,516	0	7,888,398		
d. Foreign Nationals Indirect Hire	2,653	2,614	0	2,590	0	19,670	0	0	0	0	29,670	247	0	29,917		
e. TOTAL REIMBURSABLE FUNDING	112,461	109,190	103,655	109,685	104,457	5,858,951	369,290	6,561	133,750	509,601	6,368,552	1,549,763	0	7,918,315		
7. DIRECT-UNDED CIVILIAN PERSONNEL (Rate)	81,423	76,221	63,875	76,063	63,777	3,617,488	80,284	4,582	82,668	167,534	3,785,022	984,376	104,356	4,873,754		
						47,559				0.0463	49,762	0,2721	0.029	64,075		

\* The President has proposed legislation beginning in FY 2003 to finance the future costs of Civil Service Retirement System (CSRS) and Federal Employee Health Benefits (FEHB) programs for future retirees on an accrual basis in the accounts that currently pay the salaries of current employees. If this legislation had been enacted previously and effective for FY 2001 and FY 2002, the additional costs to the Department of Navy would have been a total of \$712,844 thousand and \$718,768 thousand in FY 2001 and FY 2002, respectively.

Component Summary: Navy

DEPARTMENT OF NAVY  
 CIVILIAN PERSONNEL COSTS  
 FY 2003 President's Budget  
 FY 2002  
 (\$ in Thousands)

	Begin Strength	End Strength		Full-Time Equivalent (FTE) Workyears		Basic Compensation	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Total compensation O.C.11	Benefits O.C.12	compensation & Benefits
		Total	FTE	Total	FTE								
1. Direct Hire Civilian:													
a. U. S. Employees:													
(1) Classified and Administrative													
(a) Senior Executive Schedule	343	362	362	354	354	48,284	0	0	2,730	2,730	51,014	8,218	59,232
(b) General Schedule	102,963	96,599	95,173	95,900	94,586	5,245,380	141,167	5,850	106,709	253,726	5,499,106	1,447,007	6,946,113
(c) Special Schedule	25,421	25,223	24,280	25,019	24,290	1,838,990	34,788	1,478	36,892	73,158	1,912,148	424,981	2,337,129
Subtotal	128,727	122,184	119,815	121,273	119,230	7,132,654	175,955	7,328	146,331	329,614	7,462,268	1,880,206	9,342,474
(Rate)						58,815				(0.0462)	(61,533)	(0.26361)	77,037
(2) Wage System	35,463	34,314	33,302	33,965	33,001	1,480,624	178,342	2,524	43,235	224,101	1,704,725	426,126	2,130,851
(Rate)						43,593				(0.1514)	(50,191)	(0.2878)	62,737
(3) Other	3,468	3,824	3,814	5,141	5,090	144,360	83,960	2	13,222	97,184	241,544	47,069	288,613
(Rate)													
Subtotal United States	167,658	160,322	156,931	160,379	157,321	8,757,638	438,257	9,854	202,788	650,899	9,408,537	2,353,401	11,761,938
(Rate)						54,606				(0.0743)	(58,664)	(0.2687)	73,338
b. Direct Hire Foreign Nationals	3,123	3,168	0	3,213	0	89,749	1,791	389	5,620	7,799	97,548	19,365	116,913
(Rate)													
c. Total Direct Hire	170,781	163,490	156,931	163,592	157,321	8,847,387	440,048	10,242	208,408	658,698	9,506,085	2,372,766	11,878,851
(Rate)						54,082				(0.0745)	(58,108)	(0.2682)	72,613
2. Indirect Hire Foreign Nationals	7,996	7,897	0	7,827	0	80,517	0	0	0	0	80,517	0	80,517
(Rate)						10,287							
3. Foreign National Separation Liability Accrual													
a. Direct Hire Foreign Nationals	0	0	0	0	0	0	0	0	0	0	0	3,313	3,313
b. Indirect Hire Foreign Nationals	0	0	0	0	0	0	0	0	0	0	0	1,171	1,171
4. Benefits for Former Employees(OC-13):													
a. Foreign National Direct Hire	0	0	0	0	0	0	0	0	0	0	0	473	473
b. U.S. Direct Hire	0	0	0	0	0	0	0	0	0	0	0	33,040	33,040
c. Voluntary Separation Pay	0	0	0	0	0	0	0	0	0	0	0	52,545	52,545
d. \$80 Surcharge	0	0	0	0	0	0	0	0	0	0	0	0	0
e. Percent Early Retirement	0	0	0	0	0	0	0	0	0	0	0	13,814	13,814
5. TOTAL CIVILIAN PERSONNEL	178,777	171,387	156,931	171,419	157,321	8,927,904	440,048	10,242	208,408	658,698	9,586,602	2,477,122	12,063,724
(Rate)						52,082				(0.0738)		(0.2775)	70,376
6. Reimbursable Data													
a. U.S. Direct Hires	107,771	104,655	102,475	105,201	103,281	5,752,712	367,815	6,382	131,386	505,583	6,258,295	1,528,549	7,786,844
b. Foreign National Direct Hires	686	670	0	647	0	18,006	188	60	1,374	1,622	19,628	5,302	24,930
c. Total Direct Hires	108,457	105,325	102,475	105,848	103,281	5,770,718	368,003	6,442	132,760	507,205	6,277,923	1,533,851	7,811,774
d. Indirect Hire Foreign Nationals	2,653	2,614	0	2,590	0	29,670	0	0	0	0	29,670	247	29,917
e. TOTAL REIMBURSABLE FUNDING	111,110	107,939	102,475	108,438	103,281	5,800,388	368,003	6,442	132,760	507,205	6,307,593	1,534,098	7,841,691
7. DIRECT FUNDED CIVILIAN PERSONNEL	67,667	63,448	54,456	62,981	54,040	3,127,516	72,045	3,800	75,648	151,493	3,279,009	943,024	4,222,033
(Rate)						49,658				(0.0484)	152,0631	(0.3015)	67,037

Component Summary: Marine Corps

DEPARTMENT OF NAVY  
 CIVILIAN PERSONNEL COSTS  
 FY 2003 President's Budget  
 FY 2002  
 (\$ in Thousands)

	Begin	End	pull-Time		Basic	Overtime	Holiday	Other	Total	Total	Benefits	Compensation	
	Strength	Strength	Equivalent (PTE)	Workyears									Compensation
	Total	FTP	Total	FTP									
1. Direct Hire Civilian:													
a. U. S. Employees:													
(1) Classified and Administrative													
(a) Senior Executive Schedule	19	11	11	11	1,524	0	0	0	0	1,524	270	1,794	
(b) General Schedule	7,920	7,493	7,183	7,739	7,419	372,866	3,524	323	4,721	8,568	381,434	108,721	490,155
(c) Special Schedule	782	588	563	591	566	40,700	135	0	826	961	41,661	9,217	50,878
Subtotal	8,721	8,092	7,757	8,341	7,996	415,090	3,659	323	5,547	9,529	424,619	118,208	542,827
(Rate)						49,765				(0.0230)	(50,907)	(0.2848)	65,079
(2) Wage System	3,473	3,096	2,842	3,178	2,917	133,445	5,867	578	2,453	8,898	142,343	43,165	185,508
(Rate)						41,990				(0.0667)	(44,790)	(0.3235)	58,373
(3) Other	0	0	0	0	0	0	0	0	0	0	0	0	0
(Rate)						0							
Subtotal United States	12,194	11,188	10,599	11,519	10,913	548,535	9,526	901	8,000	18,427	566,962	161,373	728,335
(Rate)						47,620				(0.0336)	(49,220)	(0.2942)	63,229
b. Direct Hire Foreign Nationals	0	0	0	0	0	0	0	0	0	0	0	0	0
(Rate)						0							
c. Total Direct Hire	12,194	11,188	10,599	11,519	10,913	548,535	9,526	901	8,000	18,427	566,962	161,373	728,335
(Rate)						47,620				(0.0336)	(49,220)	(0.2942)	63,229
2. Indirect Hire Foreign Nationals	2,913	2,836	0	2,810	0	0	0	0	0	0	0	0	0
(Rate)						0							
3. Foreign National Separation Liability Accrual													
a. Direct Hire Foreign Nationals							0	0	0	0	0	0	0
b. Indirect Hire Foreign Nationals							0	0	0	0	0	0	0
4. Benefits for Former Employees(OC-13):													
a. Foreign National Direct Hire	0	0	0	0	0	0	0	0	0	0	0	0	0
b. U.S. Direct Hire	0	0	0	0	0	0	0	0	0	0	0	0	0
c. Voluntary Separation Pay	0	0	0	0	0	0	0	0	0	0	0	0	0
d. \$80 Surcharge	0	0	0	0	0	0	0	0	0	0	0	0	0
e. Percent Early Retirement	0	0	0	0	0	0	0	0	0	0	0	0	0
5. TOTAL CIVILIAN PERSONNEL	15,107	14,024	10,599	14,329	10,913	548,535	9,526	901	8,000	18,427	566,962	161,373	728,335
(Rate)						38,281				(0.0336)		(0.2942)	50,829
6. Reimbursable Data													
a. U.S. Direct Hires	1,351	1,251	1,180	1,247	1,176	58,563	1,287	119	990	2,396	60,959	15,665	76,624
b. Foreign National Direct Hires	0	0	0	0	0	0	0	0	0	0	0	0	0
c. Total Direct Hires	1,351	1,251	1,180	1,247	1,176	58,563	1,287	119	990	2,396	60,959	15,665	76,624
d. Indirect Hire Foreign Nationals	0	0	0	0	0	0	0	0	0	0	0	0	0
e. TOTAL REIMBURSABLE FUNDING	1,351	1,251	1,180	1,247	1,176	58,563	1,287	119	990	2,396	60,959	15,665	76,624
7. DIRECT FUNDED CIVILIAN PERSONNEL	13,756	12,773	9,419	13,082	9,737	489,972	8,239	782	7,010	16,031	506,003	145,708	651,711
(Rate)						37,454				(0.0327)	(38,679)	(0.2974)	49,817

DEPARTMENT OF THE AIR FORCE  
CIVILIAN PERSONNEL COSTS  
FY 2003 PRESIDENT'S BUDGET SUBMIT  
FISCAL YEAR 02  
(\$ in Thousands)

**TOTAL AIR FORCE**

	Begin	End Strength		Full-Time Equivalent (FTE)		Basic	Overtime	Holiday	Other	Total	Total	Benefits	Compensation
	Strength	Total	FTP	Total	FTP	Compensation	Pay	Pay		Variables	Compensation		
									OC 11		OC 11	OC 12	
1. Direct Hire Civilian:													
a. U.S. Employees													
(1) Classified & Administrative													
(a) Senior Executive Schedule	183	185	185	185	185	23,239			635	635	23,874	5,953	29,827
(b) General Schedules	101,673	98,588	91,164	98,978	91,523	5,043,670	69,868	5,444	181,614	256,926	5,300,596	1,263,409	6,564,005
(c) Special Schedules													
<b>Subtotal</b>	101,856	98,773	91,349	99,163	91,708	5,066,909	69,868	5,444	182,249	257,561	5,324,470	1,269,362	6,593,832
(Rate)						51.097	0.01379	0.00107	0.03597	0.05083	53.694	0.25052	66.495
(2) Wage Board	50,561	50,214	47,109	49,842	46,745	2,133,074	85,282	3,829	127,618	216,729	2,349,803	534,191	2,883,994
(Rate)						42.797	0.03998	0.00180	0.05983	0.10160	47.145	0.25043	57.863
(3) Other													
(Rate)													
Subtotal United States	152,417	148,987	138,458	149,005	138,453	7,199,983	155,150	9,273	309,867	474,290	7,674,273	1,803,553	9,477,826
(Rate)						48.320	0.02155	0.00129	0.04304	0.06587	51.503	0.25049	63.607
b. Direct Hire Foreign Nationals	3,003	2,148		2,182		35,536	842	337	8,967	10,146	45,682	17,282	62,964
(Rate)						16.286	0.02369	0.00948	0.25234	0.28551	20.936	0.48632	28.856
c. Total Direct Hire	155,420	151,135	138,458	151,187	138,453	7,235,519	155,992	9,610	318,834	484,436	7,719,955	1,820,835	9,540,790
(Rate)						47.858	0.02156	0.00133	0.04407	0.06695	51.062	0.25165	63.106
d. Disadvantaged Employment													
(Rate)													
2. Indirect Hire Foreign Nationals	6,447	6,107		6,107		230,966					230,966		230,966
(Rate)						37.820					37.820		37.820
3. Foreign National Separation Liability Accrual													
a. Foreign National Direct Hire												3,074	3,074
b. Foreign National Indirect Hire												14,244	14,144
4. Benefits for Former Employees (OC-13)												101,543	101,543
a. Foreign National Direct Hire												10,257	10,257
b. U.S. Direct Hire													
c. Vol Sep Pay													
5. Mats Transit Benefit (OC-12)													
(Rate)													
6. TOTAL CIVILIAN PERSONNEL	161,867	157,242	138,458	157,294	138,453	7,466,485	155,992	9,610	318,834	484,436	7,950,921	1,949,953	9,900,874
(Rate)						47.468	0.02089	0.00129	0.04270	0.06488	50.548	0.26116	62.945
7. Reimbursable Data													
a. U.S. Direct Hires	42,299	38,191	35,636	38,223	35,659	1,885,861	83,065	5,415	140,586	229,066	2,114,927	378,973	2,493,900
b. Foreign National Direct Hire	434	470		470		8,452	146	56	1,613	1,815	10,267	3,433	13,700
c. Total Direct Hires	42,733	38,661	35,636	38,693	35,659	1,894,313	83,211	5,471	142,199	230,881	2,125,194	382,406	2,507,600
d. Foreign National Indirect Hire	4,668	4,389		4,389		164,357					164,357		164,357
e. TOTAL REIMBURSABLE FUNDING	47,401	43,050	35,636	43,082	35,659	2,058,670	83,211	5,471	142,199	230,881	2,289,551	382,406	2,671,957
8. DIRECT FUNDED CIVILIAN PERSONNEL	114,466	114,192	102,822	114,212	102,794	5,407,815	72,781	4,139	176,635	253,555	5,661,370	1,567,547	7,228,917
(Rate)						47.349	0.01346	0.00077	0.03266	0.04689	49.569	0.28987	63.294

The President has proposed legislation beginning in FY 2003 to finance the future costs of Civil Service Retirement System (CSRS) and Federal Employee Health Benefits (FEHB) programs for future retirees on an accrual basis in the accounts that currently pay the salaries of current employees. If this legislation had been enacted previously and effective for FY 2001 and FY 2002, the additional costs to the Air Force would have been \$594.2M and \$619.5M respectively.

Defense-Wide Summary  
 FY 2003 President's Budget  
 Civilian Personnel Costs  
 FY 2002  
 (Dollars in Thousands)

**Component: Defense Agencies/Field Activities**

	Full Time Equivalent Begin Strength	Full Time Equivalent				Basic Compensation	Overtime Pay	Holiday Pay	Other OC 11	Total Variables	Total Compensation OC 11	Benefits OC 12	Benefits OC 13	Compensation & Benefits*
		End Strength		Workyears										
		Total	FTE	Total	FTE									
<b>1. Direct Hire Civilian:</b>														
<b>a. U.S. Employees:</b>														
<b>(1) Classified and Administrative</b>														
<b>(a) Senior Executive Schedule</b>	629	675	675	673	673	89,820	0	29	5,752	5,781	95,601	18,758	0	114,359
<b>(b) General Schedules</b>	87,039	85,816	79,422	84,846	79,070	4,589,970	104,812	6,459	117,263	228,534	4,818,504	1,136,265	0	5,954,769
<b>(c) Special Schedules</b>	3,772	3,869	2,394	3,273	2,027	191,897	0	0	3,411	3,455	201,352	51,316	0	252,668
<b>Subtotal</b>	91,440	90,360	82,491	88,792	81,770	4,877,687	104,856	6,488	126,426	237,770	5,115,457	1,206,339	0	6,321,796
<b>(Rate)</b>						54,934			0.0437		57,611.688	0.2473	0.000	71,197.811
<b>(2) Wage Board</b>	14,002	13,421	10,447	13,138	10,298	435,886	23,247	1,307	8,833	33,387	469,273	117,315	0	586,588
<b>(Rate)</b>						33,178			0.0766		35,718.755	0.2691	0.000	44,648.196
<b>(3) Other</b>	7,846	7,100	5,206	6,473	4,681	350,502	0	511	13,951	14,462	364,964	161,552	0	516,516
<b>(Rate)</b>						54,148			0.0413		56,382.512	0.4609	0.000	81,340.337
<b>Subtotal United States</b>	113,288	110,981	98,144	108,403	96,749	5,664,075	128,103	8,306	149,210	285,619	5,949,694	1,485,206	0	7,434,900
<b>(Rate)</b>						52,250			0.0504		54,884.957	0.2622	0.000	68,585.740
<b>b. Direct Hire Foreign Nationals</b>	1,203	1,211	914	1,153	870	25,207	744	22	1,806	2,572	27,779	5,503	0	33,282
<b>(Rate)</b>						21,862			0.1020		24,092.801	0.2183	0.000	28,865.568
<b>c. Total Direct Hire</b>	114,491	112,192	99,058	109,556	97,619	5,689,282	128,847	8,328	151,016	288,191	5,977,473	1,490,709	0	7,468,182
<b>(Rate)</b>						51,930			0.0507		54,560.891	0.2620	0.000	68,167.713
<b>2. Indirect Hire Foreign Nationals (FNIN)</b>	3,037	3,076	535	3,108	530	60,373	0	0	0	0	60,373	0	0	60,373
<b>(Rate)</b>						19,425					19,425.032	0.0000	0.000	19,425.032
<b>3. Foreign National Separation Liability Accrual</b>														
<b>a. Foreign Nationals Direct Hire</b>	0	0	0	0	0	0	0	0	0	0	0	66	0	66
<b>b. Foreign Nationals Indirect Hire</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>4. Benefits for Former Employees (OC-13):</b>														
<b>a. Foreign National Direct Hire</b>	0	0	0	0	0	0	0	0	0	0	0	0	3,622	3,622
<b>b. US Direct Hire</b>	0	0	0	0	0	0	0	0	0	0	0	0	9,222	9,222
<b>c. Vol. Sep. Pay</b>	0	0	0	0	0	0	0	0	0	0	0	0	36,066	36,066
<b>d. 50 Surcharge</b>	0	0	0	0	0	0	0	0	0	0	0	0	447	447
<b>e. Percent Early Retirement</b>	0	0	0	0	0	0	0	0	0	0	0	0	6,416	6,416
<b>5. TOTAL CIVILIAN PERSONNEL (Rate)</b>	117,528	115,268	99,593	112,664	98,149	5,749,655	128,847	8,328	151,016	288,191	6,037,846	1,490,775	55,773	7,584,394
						51,034				0.0501	53,591.618	0.2593	0.010	67,318.700
<b>6. Reimbursable Data</b>														
<b>(1) Direct Hire</b>	63,712	61,613	54,243	60,630	53,863	2,694,457	91,995*	3,956	69,903	165,854	2,860,311	697,770	18,687	3,576,768
<b>b. Foreign Nationals Direct Hire</b>	738	740	4%	687	465	15,528	85	2	1,594	1,681	17,209	2,753	0	19,962
<b>c. Total Direct Hires</b>	64,450	62,353	54,739	61,317	54,328	2,709,985	92,080	3,958	71,497	167,535	2,877,520	700,523	18,687	3,596,730
<b>d. Foreign Nationals Indirect Hire</b>	2,690	2,720	433	2,757	433	51,448	0	0	0	0	51,448	0	0	51,448
<b>e. TOTAL REIMBURSABLE FUNDING</b>	67,140	65,073	55,172	64,074	54,761	2,761,433	92,080	3,958	71,497	167,535	2,928,968	700,523	18,687	3,648,178
<b>7. DIRECT FUNDED CIVILIAN PERSONNEL (Rate)</b>	50,388	50,195	44,421	48,590	43,388	2,988,222	36,767	4,370	79,519	120,656	3,108,878	790,252	37,086	3,936,216
						61,499				0.0404	63,981.848	0.2645	0.012	81,008.767

\* The President has proposed legislation beginning in FY 2003 to finance the future costs of Civil Service Retirement System (CSRS) and Federal Employee Health Benefits (FEHB) programs for future retirees on an accrual basis in the accounts that currently pay the salaries of current employees. If this legislation had been enacted previously and effective for FY 2001 and FY 2002, the additional costs to the Defense-Wide accounts would have been a total of \$663,949 thousand and \$669,161 thousand in FY 2001 and FY 2002, respectively.

DEPARTMENT OF DEFENSE SUMMARY  
CIVILIAN PERSONNEL COSTS  
FY 2003 PRESIDENTS BUDGET SUBMIT  
FY 2003  
(\$ in Thousands)

	Begin Strength	End Strength		Full Time Equivalent Workyears		Basic Compensation	Overtime Pay	Holiday Pay	Other OC 11	Total Variables	Total Compensation OC 11	Benefits OC 12	Benefits OC 13	Total Compensation & Benefits*
		Total	FTE	Total	FTE									
<b>I Direct Hire Civilian:</b>														
a. U.S. Employees:														
(1) Classified and Administrative														
(a) Senior Executive Schedule	1,502	1,515	1,510	1,508	1,503	203,284	0	30	12,147	12,177	215,461	49,245	0	264,706
(b) General Scheduler	439,789	436,952	408,994	431,659	404,883	23,678,353	446,442	26,152	618,420	1,091,014	24,769,367	8,214,698	0	32,984,065
(c) Special Schedules	29,680	29,246	26,910	28,653	26,628	2,130,534	36,622	1,474	44,609	82,705	2,213,239	644,279	0	2,857,518
<b>Subtotal</b>	<b>470,971</b>	<b>467,713</b>	<b>437,414</b>	<b>461,820</b>	<b>433,014</b>	<b>26,012,171</b>	<b>483,064</b>	<b>27,656</b>	<b>675,176</b>	<b>1,185,896</b>	<b>27,198,067</b>	<b>8,908,222</b>	<b>0</b>	<b>36,106,289</b>
(Rate)						56,325					58,893	0,3425	0.0000	78.183
(2) Wage Board	142,149	139,912	128,671	138,918	127,936	5,957,843	364,463	10,629	225,436	600,528	4558371	2,151,545	0	8,709,916
(Rate)						42,887					47,210	0,3611	0.0000	62.698
(3) Other	11,024	11,746	9,611	12,090	10,209	532,963	89,054	548	29,301	118,903	651,866	276,569	0	928,435
(Rate)						44,083					53,918	0,3600	0.0000	76.794
<b>Subtotal United States</b>	<b>624,144</b>	<b>619,371</b>	<b>575,696</b>	<b>612,828</b>	<b>571,159</b>	<b>32,502,977</b>	<b>936,581</b>	<b>38,833</b>	<b>929,913</b>	<b>1,905,327</b>	<b>34,408,304</b>	<b>11,336,336</b>	<b>0</b>	<b>45,744,640</b>
(Rate)						53,038					56,147	0,3488	0.0000	74.645
b. Direct Hire Foreign Nationals	14,645	14,633	5,452	14,602	5,388	287,805	11,129	1,976	75,451	88,556	376,361	115,549	0	491,910
(Rate)						19,710					25,775	0,4015	0.0000	33.688
c. <b>Total Direct Hire</b>	<b>638,789</b>	<b>634,004</b>	<b>581,148</b>	<b>627,430</b>	<b>576,547</b>	<b>32,790,782</b>	<b>947,710</b>	<b>40,809</b>	<b>1,005,364</b>	<b>1,993,883</b>	<b>34,784,665</b>	<b>11,451,885</b>	<b>0</b>	<b>46,236,550</b>
(Rate)						52,262					55,440	0,3492	0.0000	73.692
2. <b>Indirect Hire Foreign Nationals (FNIH)</b>	<b>37,350</b>	<b>37,551</b>	<b>8,080</b>	<b>37,174</b>	<b>7,980</b>	<b>886,140</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>886,140</b>	<b>0</b>	<b>0</b>	<b>886,140</b>
(Rate)						23,838				0.0000	23,838	0.0000	0.0000	23,838
3. <b>Foreign National Separation Liability Accrual</b>														
a. Foreign Nationals Direct Hire	0	0	0	0	0	0	0	0	0	0	0	66	5,553	5,619
b. Foreign Nationals Indirect Hire	0	0	0	0	0	0	0	0	0	0	0	0	3,757	3,757
4. <b>Benefits for Former Employees (OC-13):</b>														
a. Foreign National Direct Hire	0	0	0	0	0	0	0	0	0	0	0	0	7,566	7,566
b. U.S. Direct Hire	0	0	0	0	0	0	0	0	0	0	0	0	103,655	103,655
c. Vol. sep. Pay	0	0	0	0	0	0	0	0	0	0	0	0	230,904	230,904
d. Other (Mass Transit)	0	0	0	0	0	0	0	0	0	0	0	0	10,716	10,716
e. Percent Early Retirement	0	0	0	0	0	0	0	0	0	0	0	0	44,489	44,489
5. <b>TOTAL CIVILIAN PERSONNEL</b>	<b>676,139</b>	<b>671,555</b>	<b>589,228</b>	<b>664,604</b>	<b>584,527</b>	<b>33,676,922</b>	<b>947,710</b>	<b>40,809</b>	<b>1,005,364</b>	<b>1,993,883</b>	<b>35,670,805</b>	<b>11,451,951</b>	<b>406,640</b>	<b>475,295%</b>
(Rate)						50,672				0.0592	53,672	0,3401	0.012	71.515
6. <b>Reimbursable Data</b>														
a. U.S. Direct Hirer	280,668	275,201	257,476	273,773	257,007	14,319,991	648,704	21,883	457,050	1,127,637	15,447,628	4,428,314	29,935	19,905,877
b. Foreign Nationals Direct Hires	6,961	7,030	3,434	6,880	3,362	118,327	5,448	921	46,780	53,149	171,476	61,226	420	233,122
c. <b>Total Direct Hires</b>	<b>287,629</b>	<b>282,231</b>	<b>260,910</b>	<b>280,653</b>	<b>260,369</b>	<b>14,438,318</b>	<b>654,152</b>	<b>22,804</b>	<b>503,830</b>	<b>1,180,786</b>	<b>15,619,104</b>	<b>4,489,540</b>	<b>30,355</b>	<b>20,138,999</b>
d. Foreign Nationals Indirect Hire	17,225	16,998	3,269	16,923	3,243	383,620	0	0	0	0	383,620	518	29,516	413,654
e. <b>TOTAL REIMBURSABLE FUNDING</b>	<b>304,854</b>	<b>299,229</b>	<b>264,179</b>	<b>297,576</b>	<b>263,612</b>	<b>14,821,938</b>	<b>654,152</b>	<b>22,804</b>	<b>503,830</b>	<b>1,180,786</b>	<b>16,002,724</b>	<b>4,490,058</b>	<b>59,871</b>	<b>20,552,653</b>
7. <b>DIRECT FUNDED CIVILIAN PERSONNEL</b>	<b>371,285</b>	<b>372,326</b>	<b>325,049</b>	<b>367,028</b>	<b>320,915</b>	<b>18,854,984</b>	<b>293,558</b>	<b>18,005</b>	<b>501,534</b>	<b>813,097</b>	<b>19,668,081</b>	<b>6,961,893</b>	<b>346,769</b>	<b>26,976,743</b>
(Rate)						51,372				0,0431	53,587	0,3692	0,018	73,501

\* The President has proposed legislation beginning in FY 2003 to finance the future costs of Civil Service Retirement Systems (CSRS) and Federal Employee Health Benefits (FEHB) programs for future retirees on an accrual basis in the accounts that currently pay the salaries of current employees. The FY 2003 estimate reflects an increase of \$3,309.9 million for this purpose.

DEPARTMENT OF THE ARMY  
CIVILIAN PERSONNEL COSTS  
FY 2003 PRESIDENT'S BUDGET SUBMIT  
FY 2003  
(\$ in Thousands)

TOTAL MILITARY FUNCTION	Begin Strength	End Strength		Full Time Equivalent Workyears		Basic Compensation	Overtime Pay	Holiday Pay	Other QC 11	Total Variables	Total Compensation QC 11	Benefits QC 12	Benefits QC 13	Total Compensation & Benefits	
		Total	ETP	Total	ETP										
<b>I. Direct Hire Civilian:</b>															
<b>a. U.S. Employees:</b>															
(1) Classified and Administrative															
(a) Senior Executive Schedule	269	276	271	276	271	33,063	0	0	2,360	2,360	35,423	5,086	0	40,509	
(b) General Scheduler	151,295	151,348	138,912	149,491	137,203	8,153,561	128,710	7,985	194,163	330,858	8,484,419	2,906,839	0	11,391,258	
(c) Special Scheduler	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
<b>Subtotal</b>	151,564	151,624	139,183	149,767	137,474	8,186,624	128,710	7,985	196,523	333,218	8,519,842	2,911,925	0	11,431,767	
(Rate)						54,662					56,887	0,3557	0.000	76,330	
(2) Wage Board	41,101	40,213	36,222	40,167	36,1%	1,681,803	79,210	2,418	34,515	116,143	1,797,946	646,505	0	2,444,451	
(Rate)						41,870					44,762	0,3844	0.000	60,857	
(3) Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
(Rate)															
<b>Subtotal United States</b>	192,665	191,837	175,405	189,934	173,670	9,868,427	207,920	10,403	231,038	449,361	10,317,788	3,558,430	0	13,876,218	
(Rate)						51,957					54,323	0,3606	0.000	73,058	
<b>b. Direct Hire Foreign Nationals</b>	8,118	8,146	4,526	8,042	4,4%	133,103	7,695	1,222	58,965	67,882	200,985	76,965	0	277,950	
(Rate)						16,449					24,837	0,5782	0.000	34,349	
<b>c. Total Direct Hire</b>	200,783	199,983	179,931	198,026	178,166	10,001,530	215,615	11,625	290,003	517,243	10,518,773	3,635,395	0	14,154,168	
(Rate)						50,506					53,118	0,3635	0.000	71,476	
2. Indirect Hire Foreign Nationals (FNIN)	17,434	17,560	7,564	17,336	7,469	501,774	0	0	0	0	501,774	0	0	501,774	
(Rate)						28,944					0,0000	0,0000	0,0000	28,944	
3. Foreign National Separation Liability Accrual															
a. Foreign Nationals Direct Hire	0	0	0	0	0	0	0	0	0	0	0	0	2,152	2,152	
b. Foreign Nationals Indirect Hire	0	0	0	0	0	0	0	0	0	0	0	0	2,558	2,558	
4. Benefits for Former Employees (OC-13):															
a. Foreign National Direct Hire	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
b. U.S. Direct Hire	0	0	0	0	0	0	0	0	0	0	0	0	39,388	39,388	
c. Vol. Sep. Pay	0	0	0	0	0	0	0	0	0	0	0	0	83,150	83,150	
d. VSIP/VERA Tax	0	0	0	0	0	0	0	0	0	0	0	0	25,306	25,306	
e. Percent Early Retirement	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
5. TOTAL CIVILIAN PERSONNEL (Rate)	218,217	217,543	187,495	215,362	185,635	10,503,304	215,615	11,625	290,003	517,243	11,020,547	3,635,395	152,554	14,808,496	
						48,770				0,0492	51,172	0,3461	0,015	68,761	
6. Reimbursable Data															
a. U.S. Direct Hires	74,958	74,275	68,357	73,534	67,679	3,878,142	104,466	5,934	97,180	207,580	4,085,722	1,018,187	3,990	5,107,899	
b. Foreign Nationals Direct Hires	5,081	5,223	2,943	5,149	2,902	76,103	5,051	813	42,438	48,302	124,405	50,368	420	175,193	
c. Total Direct Hires	80,039	79,498	71,300	78,683	70,581	3,954,245	109,517	6,747	139,618	255,882	4,210,127	1,068,555	4,410	5,283,092	
d. Foreign Nationals Indirect Hire	7,419	7,403	2,753	7,346	2,732	137,881	0	0	0	0	137,881	0	2,558	140,439	
e. TOTAL REIMBURSABLE FUNDING	87,458	86,901	74,053	86,029	73,313	4,092,126	109,517	6,747	139,618	255,882	4,348,008	1,068,555	6,968	5,423,531	
7. DIRECT FUNDED CIVILIAN PERSONNEL (Rate)	130,759	130,642	113,442	129,333	112,322	6,411,178	106,098	4,878	150,385	261,361	6,672,539	2,566,840	145,586	9,384,965	
						49,571				0,0408	51,592	0,4004	0,023	72,564	



DEPARTMENT OF NAVY  
CIVILIAN PERSONNEL COSTS  
FY 2003 PRESIDENT'S BUDGET SUBMIT  
FY 2003

(\$ in Thousands)

Component: Includes Navy and Marine Corps

	Begin Strength	End Strength		Full Time Equivalent Workyears		Basic Compensation	Overtime Pay	Holiday Pay	Other OC 11	Total Variables	Total Compensation OC 11	Benefits OC 12	Benefits OC 13	Total Compensation & Benefits
		Total	ETP	Total	ETP									
<b>1. Direct Hire Civilian:</b>														
<b>a. U.S. Employees:</b>														
<b>(1) Classified and Administrative</b>														
<b>(a) Senior Executive Schedule</b>	373	373	373	368	368	51,837	0	0	2,814	2,814	54,651	10,669	0	65,320
<b>(b) General Schedules</b>	104,092	100,415	98,620	100,100	98,432	5,617,268	140,144	6,020	114,395	260,559	5,877,827	2,024,171	0	7,901,998
<b>(c) Special Schedules</b>	25,811	25,628	24,664	25,291	24,540	1,917,311	36,574	1,474	40,947	78,995	1,996,306	576,011	0	2,572,317
<b>Subtotal</b>	130,276	126,416	123,657	125,759	123,340	7,586,416	176,718	7,494	158,156	342,368	7,928,784	2,610,851	0	10,539,635
<b>(Rate)</b>						60,325					63,047	0.3441	0.000	83,808
<b>(2) Wage Board</b>	37,410	36,391	35,105	36,354	35,131	1,625,452	174,717	2,980	44,829	222,526	1,847,978	624,841	0	2,472,819
<b>(Rate)</b>						44,712					50,833	0.3844	0.000	68,021
<b>(3) Other</b>	3,824	4,077	4,067	5,480	5,429	156,499	89,054	2	14,340	103,336	259,895	72,200	0	332,095
<b>(Rate)</b>						28,558					47,426	0.000	0.000	60,601
<b>Subtotal United States</b>	171,510	166,884	162,829	167,593	163,900	9,368,367	440,489	10,476	217,325	668,290	10,036,657	3,307,892	0	13,344,549
<b>(Rate)</b>						55,900					59,887	0.3531	0.000	79,625
<b>b. Direct Hire Foreign Nationals</b>	3,168	3,199	0	3,242	0	93,181	1,839	397	5,742	7,978	101,159	20,056	0	121,215
<b>(Rate)</b>						28,742					31,203	0.2152	0.000	37,389
<b>c. Total Direct Hire</b>	174,678	170,083	162,829	170,835	163,900	9,461,548	442,328	10,873	223,067	676,268	10,137,816	3,327,948	0	13,465,764
<b>(Rate)</b>						55,384					59,343	0.3517	0.000	78,823
<b>2. Indirect Hire Foreign Nationals (FNIH)</b>	10,733	10,760	0	10,667	0	80,643	0	0	0	0	80,643	0	0	80,643
<b>(Rate)</b>						7,560				0.0000	7,560	0.0000	0.000	7,560
<b>3. Foreign National Separation Liability Accrual</b>														
<b>a. Foreign Nationals Direct Hire</b>	0	0	0	0	0	0	0	0	0	0	0	0	3,401	3,401
<b>b. Foreign Nationals Indirect Hire</b>	0	0	0	0	0	0	0	0	0	0	0	0	1,199	1,199
<b>4. Benefits for Former Employees (OC-13):</b>														
<b>a. Foreign National Direct Hire</b>	0	0	0	0	0	0	0	0	0	0	0	0	488	488
<b>b. U.S. Direct Hire</b>	0	0	0	0	0	0	0	0	0	0	0	0	36,351	36,351
<b>c. V.d. Sep. Pay</b>	0	0	0	0	0	0	0	0	0	0	0	0	49,576	49,576
<b>d. \$80 Surcharge</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>e. Percent Early Retirement</b>	0	0	0	0	0	0	0	0	0	0	0	0	12,843	12,843
<b>5. TOTAL CIVILIAN PERSONNEL</b>	185,411	180,843	162,829	181,502	163,900	9,542,191	442,328	10,873	223,067	676,268	10,218,459	3,327,948	103,858	13,650,265
<b>(Rate)</b>						52,573				0.0709	56,299	0.3488	0.011	75,207
<b>6. Reimbursable Data</b>														
<b>a. U.S. Direct Hires</b>	105,906	104,604	102,293	105,515	103,418	5,927,695	370,079	6,507	141,798	518,384	6,446,079	2,043,027	0	8,489,106
<b>b. Foreign Nationals Direct Hires</b>	670	673	0	650	0	18,616	191	61	1,389	1,641	20,257	5,451	0	25,708
<b>c. Total Direct Hires</b>	106,576	105,277	102,293	106,165	103,418	5,946,311	370,270	6,568	143,187	520,025	6,466,336	2,048,478	0	8,514,814
<b>d. Foreign Nationals Indirect Hire</b>	2,614	2,621	0	2,597	0	28,496	0	0	0	0	28,496	250	0	28,746
<b>e. TOTAL REIMBURSABLE FUNDING</b>	109,190	107,898	102,293	108,762	103,418	5,974,807	370,270	6,568	143,187	520,025	6,494,832	2,048,728	0	8,543,560
<b>7. DIRECT UNDED CIVILIAN PERSONNEL</b>	76,221	72,945	60,536	72,740	60,482	3,567,384	72,058	4,305	79,880	156,243	3,723,627	1,279,220	103,858	5,106,705
<b>(Rate)</b>						49,043				0.0438	51,191	0.3586	0.029	70,205

Component Summary: Navy

DEPARTMENT OF NAVY  
 CIVILIAN PERSONNEL COSTS  
 FY 2003 President's Budget  
 FY 2003  
 (\$ in Thousands)

	Begin Strength	End		Full-Time Equivalent (PTE)		Basic Compensation	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Total Compensation O.C.11	Benefits O.C.12	Compensation & Benefits
		End Strength Total	FTP	Total	FTP								
1. Direct Hire Civilian:													
a. U. S. Employees:													
(1) Classified and Administrative													
(a) Senior Executive Schedule	362	362	362	357	357	50,264	0	0	2,814	2,814	53,078	10,309	63,387
(b) General Schedule	96,599	93,002	91,511	92,563	91,204	5,241,946	136,389	5,675	109,354	251,418	5,493,364	1,881,275	7,374,639
(c) Special Schedule	25,223	25,067	24,127	24,727	24,000	1,877,094	36,440	1,474	40,129	78,043	1,955,137	564,527	2,519,664
Subtotal	122,184	118,431	116,000	117,647	115,561	7,169,304	172,829	7,149	152,297	332,275	7,501,579	2,456,111	9,957,690
(Rate)						60,939				(0.0463)	(63,763)	(0.34261)	84,640
(2) wage System	34,314	33,627	32,568	33,490	32,503	1,500,792	169,235	2,441	42,537	214,213	1,715,005	573,297	2,288,302
(Rate)						44,813				(0.1427)	(51,209)	10.3820)	68.328
(3) other	3,824	4,017	4,067	5,480	5,429	156,499	89,054	2	14,340	103,396	259,895	72,200	332,095
(Rate)													
Subtotal United States	160,322	156,135	152,635	156,617	153,493	8,826,595	431,118	9,592	209,174	649,884	9,476,479	3,101,608	12,578,087
(Rate)						56,358				(0.0736)	(60,507)	10.3514)	80,311
b. Direct Hire Foreign Nationals	3,168	3,199	0	3,242	0	93,181	1,839	397	5,142	1,978	101,159	20,056	121,215
(Rate)													
c. Total Direct Hire	163,490	159,334	152,635	159,859	153,493	8,919,776	432,957	9,989	214,916	657,862	9,577,638	3,121,664	12,699,302
(Rate)						55,798				(0.0738)	(59,913)	(0.3500)	79,441
2. Indirect Hire Foreign Nationals	7,897	7,924	0	7,857	0	80,643	0	0	0	0	80,643	0	80,643
(Rate)						10,264							
3. Foreign National Separation Liability Accrual													
a. Direct Hire Foreign Nationals	0	0	0	0	0	0	0	0	0	0	0	3,401	3,401
b. Indirect Hire Foreign Nationals	0	0	0	0	0	0	0	0	0	0	0	1,199	1,199
4. Benefits for Former Employees(OC-13):													
a. Foreign National Direct Hire	0	0	0	0	0	0	0	0	0	0	0	488	488
b. U.S. Direct Hire	0	0	0	0	0	0	0	0	0	0	0	36,351	36,351
c. Voluntary Separation Pay	0	0	0	0	0	0	0	0	0	0	0	49,576	49,576
d. \$80 Surcharge	0	0	0	0	0	0	0	0	0	0	0	0	0
a. Percent Early Retirement	0	0	0	0	0	0	0	0	0	0	0	12,843	12,843
5. TOTAL CIVILIAN PERSONNEL (Rate)	171,387	167,258	152,635	167,716	153,493	9,000,419	432,957	9,989	214,916	657,862	9,658,281	3,225,522	12,883,803
						53,665				(0.07311)		(0.3584)	76,819
6. Reimbursable Data													
a. U.S. Direct Hires	104,655	103,383	101,142	104,317	102,289	5,869,518	368,591	6,368	140,518	515,477	6,384,995	2,028,333	8,413,328
b. Foreign National Direct Hires	670	613	0	650	0	18,616	191	61	1,389	1,641	20,257	5,451	25,708
c. Total Direct Hires	105,325	104,056	101,142	104,967	102,289	5,888,134	368,782	6,429	141,907	517,118	6,405,252	2,033,784	8,439,036
d. Indirect Hire Foreign Nationals	2,614	2,621	0	2,597	0	28,496	0	0	0	0	28,496	250	28,746
e. TOTAL REIMBURSABLE FUNDING	101,939	106,677	101,142	107,564	102,289	5,916,630	368,782	6,429	141,907	517,118	6,433,748	2,034,034	8,467,782
7. DIRECT FUNDED CIVILIAN PERSONNEL (Rate)	63,448	60,581	51,493	60,152	51,204	3,083,789	64,175	3,560	73,009	140,744	3,224,533	1,191,488	4,416,021
						51,267				(0.0456)	(53,606)	(0.3864)	73,414

Component Summary: Marine Corps

DEPARTMENT OF NAVY  
 CIVILIAN PERSONNEL COSTS  
 PY 2003 President's Budget  
 FY 2003  
 (\$ in Thousands)

	Begin Strength	End Strength		Full-Time Equivalent (FTE) Workyears		Basic Pay	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Total Compensation O.C.11	Benefits O.C.12	Compensation & Benefits
		Total	FTP	Total	FTP								
1. Direct Hire Civilian:													
a. U. S. Employees:													
(1) Classified and Administrative													
(a) Senior Executive Schedule	11	11	11	11	11	1,573	0	0	0	0	1,573	360	1,933
(b) General Schedule	7,493	7,413	7,109	7,537	7,228	375,322	3,755	345	5,041	9,141	384,463	142,896	527,359
(c) Special Schedule	588	561	537	564	540	40,217	134	0	818	952	41,169	11,484	52,653
Subtotal	8,092	7,985	7,657	8,112	7,779	417,112	3889	345	5,859	10,093	427,205	154,740	581,945
(Rate)						51,419				10.02421	152,663	(0.3710)	71,739
(2) wage System	3,096	2,764	2,537	2,864	2,628	124,660	5,482	539	2,292	8,313	132,973	51,544	184,517
(Rate)						43,527				(0.0667)	146,429	(0.4135)	64,426
(3) Other	0	0	0	0	0	0	0	0	0	0	0	0	0
(Rate)													
Subtotal United States	11,188	10,749	10,194	10,976	10,407	541,772	9,371	884	8,151	18,406	560,178	206,284	766,462
(Rate)						49,360				(0.0340)	(51,037)	(0.3808)	69,831
b. Direct Hire Foreign Nationals	0	0	0	0	0	0	0	0	0	0	0	0	0
(Rate)													
c. Total Direct Hire	11,188	10,749	10,194	10,976	10,407	541,772	9,371	884	8,151	18,406	560,178	206,284	766,462
(Rate)						49,360				(0.03401)	(51,037)	10.3808	69,831
2. Indirect Hire Foreign Nationals	2,836	2,836	0	2,810	0	0	0	0	0	0	0	0	0
(Rate)						0							
3. Foreign National Separation Liability Accrual													
a. Direct Hire Foreign Nationals							0	0	0	0	0	0	0
b. Indirect Hire Foreign Nationals							0	0	0	0	0	0	0
4. Benefits for Former Employees(OC-13):													
a. Foreign National Direct Hire	0	0	0	0	0	0	0	0	0	0	0	0	0
b. U.S. Direct Hire	0	0	0	0	0	0	0	0	0	0	0	0	0
c. Voluntary Separation Pay	0	0	0	0	0	0	0	0	0	0	0	0	0
d. \$80 Surcharge	0	0	0	0	0	0	0	0	0	0	0	0	0
e. Percent Early Retirement	0	0	0	0	0	0	0	0	0	0	0	0	0
5. TOTAL CIVILIAN PERSONNEL	14,024	13,585	10,194	13,786	10,407	541,772	9,371	884	8,151	18,406	560,178	206,284	766,462
(Rate)						39,299				(0.0340)		10.3808	55,597
6. Reimbursable Data													
a. U.S. Direct Hires	1,251	1,221	1,151	1,198	1,129	58,177	1,488	139	1,280	2,907	61,084	14,694	75,778
b. Foreign National Direct Hires	0	0	0	0	0	0	0	0	0	0	0	0	0
c. Total Direct Hires	1,251	1,221	1,151	1,198	1,129	58,177	1,488	139	1,280	2,907	61,084	14,694	75,778
d. Indirect Hire Foreign Nationals	0	0	0	0	0	0	0	0	0	0	0	0	0
e. TOTAL REIMBURSABLE FUNDING	1,251	1,221	1,151	1,198	1,129	58,177	1,488	139	1,280	2,907	61,084	14,694	75,778
7. DIRECT FUNDED CIVILIAN PERSONNEL	12,773	12,364	9,043	12,588	9,278	483,595	7883	745	6,871	15,499	499,094	191,590	690,684
(Rate)						38,417				(0.0320)	(39,648)	10.3962	54,868

DEPARTMENT OF THE AIR FORCE  
 CIVILIAN PERSONNEL COSTS  
 FY 2003 **PRESIDENT'S BUDGET SUBMIT**  
 FISCAL YEAR 03  
 (\$ in Thousands)

**TOTAL AIR FORCE**

	<b>Begin</b>	<b>End Strength</b>		<b>Full-Time</b>		<b>Basic</b>	<b>Overtime</b>	<b>Holiday</b>	<b>Other</b>	<b>Total</b>	<b>Total</b>	<b>Benefits</b>	<b>Compensation</b>
	<b>Strength</b>	<b>Total</b>	<b>FTP</b>	<b>Equivalent (FTE)</b>	<b>FTP</b>								
I. Direct Hire Civilian:													
a. <b>U.S. Employees</b>													
(1) <b>Classified &amp; Administrative</b>													
(a) Senior Executive Schedule	185	185	185	185	185	24,140			661	661	24,801	8,117	32,918
(b) General Schedules	98,588	99,761	92,257	98,617	91,198	5,158,394	71,319	5,529	187,975	264,823	5,423,217	1,758,558	7,181,775
(c) Special Schedules													
Subtotal	98,773	99,946	92,442	98,802	91,383	5,182,534	71,319	5,529	188,636	265,484	5,448,018	1,766,675	7,214,693
<b>(Rate)</b>						52,454	0.01376	0.00107	0.03640	0.05123	55.141	0.34089	73.022
(2) <b>Wage Board</b>	50,214	50,577	47,436	49,948	46,844	2,196,570	87,458	3,934	137,296	228,688	2,425,258	751,141	3,176,399
<b>(Rate)</b>						43,977	0.03982	0.00179	0.06250	0.10411	48,556	0.34196	63.594
(3) <b>Other</b>													
<b>(Rate)</b>													
Subtotal <b>United States</b>	148,987	150,523	139,878	148,750	138,227	7,379,104	158,777	9,463	325,932	494,172	7,873,276	2,517,816	10,391,092
<b>(Rate)</b>						49,607	0.02152	0.00128	0.04417	0.06697	52,930	0.34121	69.856
b. <b>Direct Hire Foreign Nationals</b>	2,148	2,089		2,118		35,669	840	336	8,938	10,114	45,783	12,369	58,152
<b>(Rate)</b>						16,841	0.02355	0.00942	0.25058	0.28355	21,616	0.34677	27,456
c. <b>Total Direct Hire</b>	151,135	152,612	139,878	150,868	138,227	7,414,773	159,617	9,799	334,870	504,286	7,919,059	2,530,185	10,449,244
<b>(Rate)</b>						49,147	0.02153	0.00132	0.04516	0.06801	52,490	0.34124	69.261
d. <b>Disadvantaged Employment</b>													
<b>(Rate)</b>													
2. <b>Indirect Hire Foreign Nationals</b>	6,107	6,171		6,105		241,733					241,733		241,733
<b>(Rate)</b>						39.5%					39.596		39.596
3. <b>Foreign National Separation Liability Accrual</b>													
a. Foreign National Direct Hire													
b. Foreign National Indirect Hire													
4. <b>Benefits for Former Employees (OC-13)</b>													
a. Foreign National Direct Hire												3,169	3,169
b. U.S. Direct Hire												15,148	15,148
c. Vol. Sep Pay												76,472	76,472
5. <b>Mass Transit Benefit (OC-12)</b>												10,716	10,716
6. <b>TOTAL CIVILIAN PERSONNEL</b>	157,242	158,783	139,878	156,973	138,227	7,656,506	159,617	9,799	334,870	504,286	8,160,792	2,635,690	10,796,482
<b>(Rate)</b>						48,776	0.02085	0.00128	0.04374	0.06586	51,989	0.34424	68,779
7. <b>Reimbursable Data</b>													
a. U.S. Direct Hires	38,191	37,168	34,782	36,576	34,212	1,793,171	82,869	5,406	148,092	236,367	2,029,538	531,683	2,561,221
b. Foreign National Direct Hire	470	399		399		7,780	123	46	1,364	1,533	9,313	2,292	11,605
c. Total Direct Hires	38,661	37,567	34,782	36,975	34,212	1,800,951	82,992	5,452	149,456	237,900	2,038,851	533,975	2,572,826
d. Foreign National Indirect Hire	4,389	4,187		4,187		163,832					163,832		163,832
e. TOTAL REIMBURSABLE FUNDING	43,050	41,754	34,782	41,162	34,212	1,964,783	82,992	5,452	149,456	237,900	2,202,683	533,975	2,736,658
8. <b>DIRECT FUNDED CIVILIAN PERSONNEL</b>	114,192	117,029	105,096	115,811	104,015	5,691,723	76,625	4,347	185,414	266,386	5,958,109	2,101,715	8,059,824
<b>(Rate)</b>						49,147	0.01346	0.00076	0.03258	0.04680	51,447	0.36926	69.595

**Defense-Wide Summary  
FY 2003 President's Budget  
Civilian Personnel Costs  
FY 2003**  
(Dollars in Thousands)

**Component: Defense Agencies/Field Activities**

	Full Time Equivalent Begin Strength		Full Time Equivalent End Strength		Workyears		Basic Compensation	Overtime Pay	Holiday Pay	Other OC 11	Total Variables	Total Compensation OC 11	Benefits OC 12	Benefits OC 13	Compensation & Benefits	
	Total	ETP	Total	ETP	Total	ETP										
<b>I. Direct Hire Civilian:</b>																
<b>a. U.S. Employees:</b>																
<b>(1) Classified and Administrative</b>																
<b>(a) Senior Executive Schedule</b>	675	681	681	679	679	94,244	0	30	6.3	12	6.342	100,586	25,373	0	125,959	
<b>(b) General Schedules</b>	85,814	85,428	79,205	83,451	78,050	4,749,130	106,269	6,618	121.887	234,774	4,983,904	1,525,130	0	6,509,034		
<b>(c) Special Schedules</b>	3,869	3,618	2,246	3,362	2,088	213,223	48	0	3.662	3,710	216,933	68,268	0	285,201		
<b>Subtotal</b>	903,558	89,727	82,132	87,492	80,817	5,056,597	106,317	6,648	131.861	244,826	5,301,423	1,618,771	0	6,920,194		
<b>(Rate)</b>						57,795			0.0484	60.593	0.3201	0.0000		79.095		
<b>(2) Wage Board</b>	13,424	12,731	9,908	12,449	9,765	454,018	23,078	1,297	8.7%	33,171	487,189	129,058	0	616,247		
<b>(Rate)</b>						36,470			0.0731	39.135	0.2843	0.0000		49,502		
<b>(3) Other</b>	7,200	7,669	5,544	6,610	4,780	376,464	0	546	14,961	15,507	391,971	204,169	0	596,340		
<b>(Rate)</b>						56,954			0.0412	59.300	0.5429	0.0000		90,218		
<b>Subtotal United States</b>	110,982	110,127	97,584	106,551	95,362	5,887,079	129,395	8,491	155.618	293,504	6,180,583	1,952,198	0	8,132,781		
<b>(Rate)</b>						55,251			0.0499	58.006	0.3316	0.0000		76,328		
<b>b. Direct Hire Foreign Nationals</b>	121	1,199	926	1,150	892	25,852	755	21	1,806	2,582	28,434	6,159	0	34,593		
<b>(Rate)</b>						22,480			0.0999	24.725	0.2382	0.0000		30,081		
<b>c. Total Direct Hire</b>	112,193	111,326	98,510	107,701	96,254	5,912,931	130,150	8,512	157,424	296,086	6,209,017	1,958,357	0	8,167,374		
<b>(Rate)</b>						54,901			0.0501	57.651	0.3312	0.0000		75,834		
<b>2. Indirect Hire Foreign Nationals (FNIN)</b>	3,076	3,060	516	3,066	511	61,990	0	0	0	0	61,990	0	0	61,990		
<b>(Rate)</b>						20,219			0.0000	20,219	0.0000	0.0000		20,219		
<b>3. Foreign National Separation Liability Accrual</b>																
<b>a. Foreign Nationals Direct Hire</b>	0	0	0	0	0	0	0	0	0	0	0	66	0	66		
<b>b. Foreign Nationals Indirect Hire</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
<b>4. Benefits for Former Employees (OC-13):</b>																
<b>a. Foreign National Direct Hire</b>	0	0	0	0	0	0	0	0	0	0	0	0	3,909	3,909		
<b>b. U.S. Direct Hire</b>	0	0	0	0	0	0	0	0	0	0	0	0	12,768	12,768		
<b>c. Voluntary Separation Pay</b>	0	0	0	0	0	0	0	0	0	0	0	0	21,706	21,706		
<b>d. \$80 Surcharge</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
<b>e. Percent Early Retirement</b>	0	0	0	0	0	0	0	0	0	0	0	0	6,340	6,340		
<b>5. TOTAL CIVILIAN PERSONNEL</b>	115,269	114,386	99,026	110,767	96,765	5,974,921	130,150	8,512	157,424	296,086	6,271,007	1,958,423	44,723	8,274,153		
<b>(Rate)</b>						53,941			0.0496	56.614	0.3278	0.007		74,699		
<b>6. Reimbursable Data</b>																
<b>a. U.S. Direct Hires</b>	61,613	59,154	52,044	58,148	51,698	2,720,983	91,290	4,036	69,980	165,306	2,886,289	835,417	25,945	3,747,651		
<b>b. Foreign Nationals Direct Hires</b>	740	735	491	682	460	15,828	83	1	1,589	1,673	17,501	3,115	0	20,616		
<b>c. Total Direct Hires</b>	62,353	59,889	52,535	58,830	52,158	2,736,811	91,313	4,037	71,569	166,979	2,903,790	838,532	25,945	3,768,267		
<b>d. Foreign Nationals Indirect Hire</b>	2,803	2,787	516	2,793	511	53,411	0	0	0	0	53,411	0	0	53,411		
<b>c. TOTAL REIMBURSABLE FUNDING</b>	65,156	62,676	53,051	61,623	52,669	2,790,222	91,373	4,031	71,569	166,979	2,957,201	838,532	35,945	3,831,678		
<b>7. DIRECT FUNDED CIVILIAN PERSONNEL</b>	50,113	51,710	45,975	49,144	44,096	3,184,699	38,777	4,475	85,855	129,107	3,313,806	1,119,891	18,778	4,452,475		
<b>(Rate)</b>						64,803			0.0405	67.431	0.3516	0.006		90,601		

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