

Civilian Personnel Costs

This Page Intentionally Left Blank

Defense Wide Summary (Defense Agencies/Field Activities)
Total CIVILIAN PERSONNEL COSTS
FY 2010 President's Budget
(FY 2008)

Date: May

	(\$ in Thousands)											Rates				
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
Direct Funded Personnel (includes OC 13)	76,771	74,085	68,775	5,044,503	112,448	13,659	192,797	318,904	5,363,407	1,604,086	6,967,493	\$73,348	\$77,985	\$101,309	6.3%	31.8%
D1. US Direct Hire (USDH)	74,165	71,915	66,663	4,912,325	112,310	13,659	188,932	314,901	5,227,226	1,584,997	6,812,223	\$73,689	\$78,413	\$102,189	6.4%	32.3%
D1a. Senior Executive Schedule	675	714	693	107,183	10	6	10,595	10,611	117,794	25,112	142,906	\$154,665	\$169,977	\$206,214	9.9%	23.4%
D1b. General Schedule	53,295	54,889	50,992	3,968,494	110,205	11,150	152,978	274,333	4,242,827	1,114,547	5,357,374	\$77,826	\$83,206	\$105,063	6.9%	28.1%
D1c. Special Schedule	3,571	3,894	3,253	229,562	44	4	4,756	4,804	234,366	68,814	303,180	\$70,569	\$72,046	\$93,200	2.1%	30.0%
D1d. Wage System	8,981	5,452	5,060	161,628	2,037	1,979	4,505	8,521	170,149	48,105	218,254	\$31,942	\$33,626	\$43,133	5.3%	29.8%
D1e. Highly Qualified Experts	38	49	36	4,736	0	0	13	13	4,749	1,101	5,850	\$131,556	\$131,917	\$162,500	0.3%	23.2%
D1f. Other	7,605	6,917	6,629	440,722	14	520	16,085	16,619	457,341	327,318	784,659	\$66,484	\$68,991	\$118,368	3.8%	74.3%
D2. Direct Hire Program Foreign Nationals (DHFN)	815	779	755	38,398	138	0	3,865	4,003	42,401	7,903	50,304	\$50,858	\$56,160	\$66,628	10.4%	20.6%
D3. Total Direct Hire	74,980	72,694	67,418	4,950,723	112,448	13,659	192,797	318,904	5,269,627	1,592,900	6,862,527	\$73,433	\$78,164	\$101,791	6.4%	32.2%
D4. Indirect Hire Foreign Nationals (IHFN)	1,791	1,391	1,357	93,780	0	0	0	-	93,780	324	94,104	\$69,108	\$69,108	\$69,347	0.0%	0.3%
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>76,771</i>	<i>74,085</i>	<i>68,775</i>	<i>5,044,503</i>	<i>112,448</i>	<i>13,659</i>	<i>192,797</i>	<i>318,904</i>	<i>5,363,407</i>	<i>1,593,224</i>	<i>6,956,631</i>	<i>\$73,348</i>	<i>\$77,985</i>	<i>\$101,151</i>	<i>6.3%</i>	<i>31.6%</i>
D5. Other Object Class 13 Benefits										10,862	10,862					
D5a. USDH - Benefits for Former Employee:											1,247					
D5b. DHFN - Benefits for Former Employee:											980					
D5c. Voluntary Separation Incentive Pay (VSIP)											8,635					
D5d. Foreign National Separation Liability Accru:											0					
Reimbursable Funded Personnel (includes OC 13)	40,025	41,448	41,316	2,451,408	121,800	9,832	110,353	241,985	2,693,393	706,504	3,399,897	\$59,333	\$65,190	\$82,290	9.9%	28.8%
R1. US Direct Hire (USDH)	38,719	40,101	40,097	2,427,346	121,657	9,817	109,282	240,756	2,668,102	681,921	3,350,023	\$60,537	\$66,541	\$83,548	9.9%	28.1%
R1a. Senior Executive Schedule	59	59	59	9,085	5	4	1,122	1,131	10,216	2,011	12,227	\$153,983	\$173,153	\$207,237	12.4%	22.1%
R1b. General Schedule	32,944	33,487	33,749	2,127,987	80,979	7,782	98,871	187,632	2,315,619	588,100	2,903,719	\$63,053	\$68,613	\$86,039	8.8%	27.6%
R1c. Special Schedule	639	652	652	44,275	7,942	1,343	3,315	12,600	56,875	14,106	70,981	\$67,906	\$87,232	\$108,867	28.5%	31.9%
R1d. Wage System	4,984	5,383	5,316	217,699	32,447	658	5,286	38,391	256,090	69,364	325,454	\$40,952	\$48,173	\$61,222	17.6%	31.9%
R1e. Highly Qualified Experts	2	4	3	486	0	0	0	-	486	89	575	\$162,000	\$162,000	\$191,667	0.0%	18.3%
R1f. Other	91	516	318	27,814	284	30	688	1,002	28,816	8,251	37,067	\$87,465	\$90,616	\$116,563	3.6%	29.7%
R2. Direct Hire Program Foreign Nationals (DHFN)	403	436	409	12,398	83	15	880	978	13,376	1,255	14,631	\$30,313	\$32,704	\$35,773	7.9%	10.1%
R3. Total Direct Hire	39,122	40,537	40,506	2,439,744	121,740	9,832	110,162	241,734	2,681,478	683,176	3,364,654	\$60,232	\$66,200	\$83,066	9.9%	28.0%
R4. Indirect Hire Foreign Nationals (IHFN)	903	911	810	11,664	60	0	191	251	11,915	10,057	21,972	\$14,400	\$14,710	\$27,126	2.2%	86.2%
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>40,025</i>	<i>41,448</i>	<i>41,316</i>	<i>2,451,408</i>	<i>121,800</i>	<i>9,832</i>	<i>110,353</i>	<i>241,985</i>	<i>2,693,393</i>	<i>693,233</i>	<i>3,386,626</i>	<i>\$59,333</i>	<i>\$65,190</i>	<i>\$81,969</i>	<i>9.9%</i>	<i>28.3%</i>
R5. Other Object Class 13 Benefits										13,271	13,271					
R5a. USDH - Benefits for Former Employee:											4,888					
R5b. DHFN - Benefits for Former Employee:											0					
R5c. Voluntary Separation Incentive Pay (VSIP)											7,851					
R5d. Foreign National Separation Liability Accru:											532					
Total Personnel (includes OC 13)	116,796	115,533	110,091	7,495,911	234,248	23,491	303,150	560,889	8,056,800	2,310,590	10,367,390	\$68,088	\$73,183	\$94,171	7.5%	30.8%
T1. US Direct Hire (USDH)	112,884	112,016	106,760	7,339,671	233,967	23,476	298,214	555,657	7,895,328	2,266,918	10,162,246	\$68,749	\$73,954	\$95,188	7.6%	30.9%
T1a. Senior Executive Schedule	734	773	752	116,268	15	10	11,717	11,742	128,010	27,123	155,133	\$154,612	\$170,226	\$206,294	10.1%	23.3%
T1b. General Schedule	86,239	88,376	84,741	6,096,481	191,184	18,932	251,849	461,965	6,558,446	1,702,647	8,261,093	\$71,943	\$77,394	\$97,486	7.6%	27.9%
T1c. Special Schedule	4,210	4,546	3,905	273,837	7,986	1,347	8,071	17,404	291,241	82,900	374,161	\$70,125	\$74,582	\$95,816	6.4%	30.3%
T1d. Wage System	13,965	10,835	10,376	379,327	34,484	2,637	9,791	46,912	426,239	117,469	543,708	\$36,558	\$41,079	\$52,401	12.4%	31.0%
T1e. Highly Qualified Experts	40	53	39	5,222	0	0	13	13	5,235	1,190	6,425	\$133,897	\$134,231	\$164,744	0.2%	22.8%
T1f. Other	7,696	7,433	6,947	468,536	298	550	16,773	17,621	486,157	335,569	821,726	\$67,444	\$69,981	\$118,285	3.8%	71.6%
T2. Direct Hire Program Foreign Nationals (DHFN)	1,218	1,215	1,164	50,796	221	15	4,745	4,981	55,777	9,158	64,935	\$43,639	\$47,918	\$55,786	9.8%	18.0%
T3. Total Direct Hire	114,102	113,231	107,924	7,390,467	234,188	23,491	302,959	560,638	7,951,105	2,276,076	10,227,181	\$68,478	\$73,673	\$94,763	7.6%	30.8%
T4. Indirect Hire Foreign Nationals (IHFN)	2,694	2,302	2,167	105,444	60	0	191	251	105,695	10,381	116,076	\$48,659	\$48,775	\$53,565	0.2%	9.8%
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>116,796</i>	<i>115,533</i>	<i>110,091</i>	<i>7,495,911</i>	<i>234,248</i>	<i>23,491</i>	<i>303,150</i>	<i>560,889</i>	<i>8,056,800</i>	<i>2,286,457</i>	<i>10,343,257</i>	<i>\$68,088</i>	<i>\$73,183</i>	<i>\$93,952</i>	<i>7.5%</i>	<i>30.5%</i>
T5. Other Object Class 13 Benefits										24,133	24,133					
T5a. USDH - Benefits for Former Employee:											6,135					
T5b. DHFN - Benefits for Former Employee:											980					
T5c. Voluntary Separation Incentive Pay (VSIP)											16,486					
T5d. Foreign National Separation Liability Accru:											532					

Defense Wide Summary (Defense Agencies/Field Activities)
Total CIVILIAN PERSONNEL COSTS
FY 2010 President's Budget
(FY 2009)

Date: May

	(\$ in Thousands)											Rates				
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
Direct Funded Personnel (includes OC 13)	74,006	78,603	72,561	5,481,219	123,652	14,903	172,517	311,072	5,792,291	1,725,856	7,518,147	\$75,539	\$79,827	\$103,611	5.7%	31.5%
D1. US Direct Hire (USDH)	71,757	76,324	70,633	5,364,799	122,534	14,878	169,348	306,760	5,671,559	1,707,200	7,378,759	\$75,953	\$80,296	\$104,466	5.7%	31.8%
D1a. Senior Executive Schedule	697	724	715	110,190	0	0	11,564	11,564	121,754	24,609	146,363	\$154,112	\$170,285	\$204,703	10.5%	22.3%
D1b. General Schedule	54,431	59,146	54,513	4,346,938	120,360	12,275	127,454	260,089	4,607,027	1,214,488	5,821,515	\$79,741	\$84,512	\$106,791	6.0%	27.9%
D1c. Special Schedule	4,212	4,035	3,545	266,791	57	2	7,027	7,086	273,877	75,462	349,339	\$75,258	\$77,257	\$98,544	2.7%	28.3%
D1d. Wage System	5,453	5,425	5,113	170,949	2,115	2,059	4,815	8,989	179,938	49,814	229,752	\$33,434	\$35,192	\$44,935	5.3%	29.1%
D1e. Highly Qualified Experts	49	52	39	5,459	0	0	468	468	5,927	1,265	7,192	\$139,974	\$151,974	\$184,410	8.6%	23.2%
D1f. Other	6,915	6,942	6,708	464,472	2	542	18,020	18,564	483,036	341,562	824,598	\$69,242	\$72,009	\$122,928	4.0%	73.5%
D2. Direct Hire Program Foreign Nationals (DHFN)	815	817	795	41,003	1,118	25	3,118	4,261	45,264	7,442	52,706	\$51,576	\$56,936	\$66,297	10.4%	18.1%
D3. Total Direct Hire	72,572	77,141	71,428	5,405,802	123,652	14,903	172,466	311,021	5,716,823	1,714,642	7,431,465	\$75,682	\$80,036	\$104,041	5.8%	31.7%
D4. Indirect Hire Foreign Nationals (IHFN)	1,434	1,462	1,133	75,417	0	0	51	51	75,468	414	75,882	\$66,564	\$66,609	\$66,974	0.1%	0.5%
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>74,006</i>	<i>78,603</i>	<i>72,561</i>	<i>5,481,219</i>	<i>123,652</i>	<i>14,903</i>	<i>172,517</i>	<i>311,072</i>	<i>5,792,291</i>	<i>1,715,056</i>	<i>7,507,347</i>	<i>\$75,539</i>	<i>\$79,827</i>	<i>\$103,463</i>	<i>5.7%</i>	<i>31.3%</i>
D5. Other Object Class 13 Benefits										10,800	10,800					
D5a. USDH - Benefits for Former Employees:											1,566					
D5b. DHFN - Benefits for Former Employees:											108					
D5c. Voluntary Separation Incentive Pay (VSIP)											9,126					
D5d. Foreign National Separation Liability Accru											0					
Reimbursable Funded Personnel (includes OC 13)	41,624	45,497	46,749	2,780,522	93,194	11,361	78,469	183,024	2,963,546	789,604	3,753,150	\$59,478	\$63,393	\$80,283	6.6%	28.4%
R1. US Direct Hire (USDH)	40,276	44,117	45,498	2,744,432	93,119	11,357	77,069	181,545	2,925,977	774,469	3,700,446	\$60,320	\$64,310	\$81,332	6.6%	28.2%
R1a. Senior Executive Schedule	57	55	56	8,763	7	8	839	854	9,617	1,630	11,247	\$156,482	\$171,732	\$200,839	9.7%	18.6%
R1b. General Schedule	33,611	36,861	38,369	2,371,045	59,844	6,825	65,208	131,877	2,502,922	646,905	3,149,827	\$61,796	\$65,233	\$82,093	5.6%	27.3%
R1c. Special Schedule	652	715	708	45,513	4,276	1,025	356	5,657	51,170	12,602	63,772	\$64,284	\$72,274	\$90,073	12.4%	27.7%
R1d. Wage System	5,443	5,925	5,819	268,401	28,333	3,259	8,889	40,481	308,882	99,936	408,818	\$46,125	\$53,082	\$70,256	15.1%	37.2%
R1e. Highly Qualified Experts	2	2	1	125	0	0	0	-	125	12	137	\$125,000	\$125,000	\$137,000	0.0%	9.6%
R1f. Other	511	559	545	50,585	659	240	1,777	2,676	53,261	13,384	66,645	\$92,817	\$97,727	\$122,284	5.3%	26.5%
R2. Direct Hire Program Foreign Nationals (DHFN)	436	425	398	12,187	4	4	1,206	1,214	13,401	1,521	14,922	\$30,621	\$33,671	\$37,492	10.0%	12.5%
R3. Total Direct Hire	40,712	44,542	45,896	2,756,619	93,123	11,361	78,275	182,759	2,939,378	775,990	3,715,368	\$60,062	\$64,044	\$80,952	6.6%	28.2%
R4. Indirect Hire Foreign Nationals (IHFN)	912	955	853	23,903	71	0	194	265	24,168	908	25,076	\$28,022	\$28,333	\$29,397	1.1%	3.8%
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>41,624</i>	<i>45,497</i>	<i>46,749</i>	<i>2,780,522</i>	<i>93,194</i>	<i>11,361</i>	<i>78,469</i>	<i>183,024</i>	<i>2,963,546</i>	<i>776,898</i>	<i>3,740,444</i>	<i>\$59,478</i>	<i>\$63,393</i>	<i>\$80,011</i>	<i>6.6%</i>	<i>27.9%</i>
R5. Other Object Class 13 Benefits										12,706	12,706					
R5a. USDH - Benefits for Former Employees:											3,086					
R5b. DHFN - Benefits for Former Employees:											0					
R5c. Voluntary Separation Incentive Pay (VSIP)											9,620					
R5d. Foreign National Separation Liability Accru											0					
Total Personnel (includes OC 13)	115,630	124,100	119,310	8,261,741	216,846	26,264	250,986	494,096	8,755,837	2,515,460	11,271,297	\$69,246	\$73,387	\$94,471	6.0%	30.4%
T1. US Direct Hire (USDH)	112,033	120,441	116,131	8,109,231	215,653	26,235	246,417	488,305	8,597,536	2,481,669	11,079,205	\$69,828	\$74,033	\$95,403	6.0%	30.6%
T1a. Senior Executive Schedule	754	779	771	118,953	7	8	12,403	12,418	131,371	26,239	157,610	\$154,284	\$170,390	\$204,423	10.4%	22.1%
T1b. General Schedule	88,042	96,007	92,882	6,717,983	180,204	19,100	192,662	391,966	7,109,949	1,861,393	8,971,342	\$72,328	\$76,548	\$96,589	5.8%	27.7%
T1c. Special Schedule	4,864	4,750	4,253	312,304	4,333	1,027	7,383	12,743	325,047	88,064	413,111	\$73,431	\$76,428	\$97,134	4.1%	28.2%
T1d. Wage System	10,896	11,350	10,932	439,350	30,448	5,318	13,704	49,470	488,820	149,750	638,570	\$40,189	\$44,715	\$58,413	11.3%	34.1%
T1e. Highly Qualified Experts	51	54	40	5,584	0	0	468	468	6,052	1,277	7,329	\$139,600	\$151,300	\$183,225	8.4%	22.9%
T1f. Other	7,426	7,501	7,253	515,057	661	782	19,797	21,240	536,297	354,946	891,243	\$71,013	\$73,941	\$122,879	4.1%	68.9%
T2. Direct Hire Program Foreign Nationals (DHFN)	1,251	1,242	1,193	53,190	1,122	29	4,324	5,475	58,665	8,963	67,628	\$44,585	\$49,174	\$56,687	10.3%	16.9%
T3. Total Direct Hire	113,284	121,683	117,324	8,162,421	216,775	26,264	250,741	493,780	8,656,201	2,490,632	11,146,833	\$69,572	\$73,780	\$95,009	6.0%	30.5%
T4. Indirect Hire Foreign Nationals (IHFN)	2,346	2,417	1,986	99,320	71	0	245	316	99,636	1,322	100,958	\$50,010	\$50,169	\$50,835	0.3%	1.3%
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>115,630</i>	<i>124,100</i>	<i>119,310</i>	<i>8,261,741</i>	<i>216,846</i>	<i>26,264</i>	<i>250,986</i>	<i>494,096</i>	<i>8,755,837</i>	<i>2,491,954</i>	<i>11,247,791</i>	<i>\$69,246</i>	<i>\$73,387</i>	<i>\$94,274</i>	<i>6.0%</i>	<i>30.2%</i>
T5. Other Object Class 13 Benefits										23,506	23,506					
T5a. USDH - Benefits for Former Employees:											4,652					
T5b. DHFN - Benefits for Former Employees:											108					
T5c. Voluntary Separation Incentive Pay (VSIP)											18,746					
T5d. Foreign National Separation Liability Accru											0					

Defense Wide Summary (Defense Agencies/Field Activities)
Total CIVILIAN PERSONNEL COSTS
FY 2010 President's Budget
(FY 2010)

Date: May

	(\$ in Thousands)											Rates				
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
Direct Funded Personnel (includes OC 13)	78,309	80,214	75,187	5,979,745	113,473	9,357	214,861	337,691	6,317,436	1,880,336	8,197,772	\$79,532	\$84,023	\$109,032	5.6%	31.4%
D1. US Direct Hire (USDH)	75,683	77,614	72,693	5,859,236	113,442	9,357	213,525	336,324	6,195,560	1,860,175	8,055,735	\$80,602	\$85,229	\$110,819	5.7%	31.7%
D1a. Senior Executive Schedule	725	736	734	119,942	10	2	16,092	16,104	136,046	27,828	163,874	\$163,409	\$185,349	\$223,262	13.4%	23.2%
D1b. General Schedule	58,544	60,232	56,340	4,793,242	113,063	8,859	169,478	291,400	5,084,642	1,343,873	6,428,515	\$85,077	\$90,249	\$114,102	6.1%	28.0%
D1c. Special Schedule	3,720	3,761	3,267	254,355	28	3	6,244	6,275	260,630	72,738	333,368	\$77,856	\$79,777	\$102,041	2.5%	28.6%
D1d. Wage System	5,639	5,639	5,338	183,214	339	2	4,020	4,361	187,575	52,088	239,663	\$34,323	\$35,140	\$44,898	2.4%	28.4%
D1e. Highly Qualified Experts	29	23	22	2,955	0	0	18	18	2,973	591	3,564	\$134,318	\$135,136	\$162,000	0.6%	20.0%
D1f. Other	7,026	7,223	6,992	505,528	2	491	17,673	18,166	523,694	363,057	886,751	\$72,301	\$74,899	\$126,824	3.6%	71.8%
D2. Direct Hire Program Foreign Nationals (DHFN)	817	801	777	45,574	31	0	1,284	1,315	46,889	9,111	56,000	\$58,654	\$60,346	\$72,072	2.9%	20.0%
D3. Total Direct Hire	76,500	78,415	73,470	5,904,810	113,473	9,357	214,809	337,639	6,242,449	1,869,286	8,111,735	\$80,370	\$84,966	\$110,409	5.7%	31.7%
D4. Indirect Hire Foreign Nationals (IHFN)	1,809	1,799	1,717	74,935	0	0	52	52	74,987	510	75,497	\$43,643	\$43,673	\$43,970	0.1%	0.7%
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>78,309</i>	<i>80,214</i>	<i>75,187</i>	<i>5,979,745</i>	<i>113,473</i>	<i>9,357</i>	<i>214,861</i>	<i>337,691</i>	<i>6,317,436</i>	<i>1,869,796</i>	<i>8,187,232</i>	<i>\$79,532</i>	<i>\$84,023</i>	<i>\$108,892</i>	<i>5.6%</i>	<i>31.3%</i>
D5. Other Object Class 13 Benefits										10,540	10,540					
D5a. USDH - Benefits for Former Employees											4,563					
D5b. DHFN - Benefits for Former Employees											558					
D5c. Voluntary Separation Incentive Pay (VSIP)											5,419					
D5d. Foreign National Separation Liability Accru											0					
Reimbursable Funded Personnel (includes OC 13)	36,341	47,770	48,157	2,929,084	94,962	12,599	82,238	189,799	3,118,883	829,226	3,948,109	\$60,824	\$64,765	\$81,984	6.5%	28.3%
R1. US Direct Hire (USDH)	35,717	46,383	46,864	2,891,693	94,887	12,595	80,820	188,302	3,079,995	814,512	3,894,507	\$61,704	\$65,722	\$83,102	6.5%	28.2%
R1a. Senior Executive Schedule	53	56	57	9,209	9	11	875	895	10,104	1,809	11,913	\$161,561	\$177,263	\$209,000	9.7%	19.6%
R1b. General Schedule	33,841	38,974	39,510	2,510,500	65,376	7,026	66,628	139,030	2,649,530	688,226	3,337,756	\$63,541	\$67,060	\$84,479	5.5%	27.4%
R1c. Special Schedule	715	882	837	56,101	2,317	2,180	428	4,925	61,026	17,704	78,730	\$67,026	\$72,910	\$94,062	8.8%	31.6%
R1d. Wage System	547	5,912	5,916	263,627	26,536	3,141	11,108	40,785	304,412	93,294	397,706	\$44,562	\$51,456	\$67,225	15.5%	35.4%
R1e. Highly Qualified Experts	2	2	1	128	0	0	0	-	128	12	140	\$128,000	\$128,000	\$140,000	0.0%	9.4%
R1f. Other	559	557	543	52,128	649	237	1,781	2,667	54,795	13,467	68,262	\$96,000	\$100,912	\$125,713	5.1%	25.8%
R2. Direct Hire Program Foreign Nationals (DHFN)	254	425	425	12,406	4	4	1,224	1,232	13,638	1,439	15,077	\$29,191	\$32,089	\$35,475	9.9%	11.6%
R3. Total Direct Hire	35,971	46,808	47,289	2,904,099	94,891	12,599	82,044	189,534	3,093,633	815,951	3,909,584	\$61,412	\$65,420	\$82,674	6.5%	28.1%
R4. Indirect Hire Foreign Nationals (IHFN)	370	962	868	24,985	71	0	194	265	25,250	929	26,179	\$28,785	\$29,090	\$30,160	1.1%	3.7%
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>36,341</i>	<i>47,770</i>	<i>48,157</i>	<i>2,929,084</i>	<i>94,962</i>	<i>12,599</i>	<i>82,238</i>	<i>189,799</i>	<i>3,118,883</i>	<i>816,880</i>	<i>3,935,763</i>	<i>\$60,824</i>	<i>\$64,765</i>	<i>\$81,728</i>	<i>6.5%</i>	<i>27.9%</i>
R5. Other Object Class 13 Benefits										12,346	12,346					
R5a. USDH - Benefits for Former Employees											520					
R5b. DHFN - Benefits for Former Employees											0					
R5c. Voluntary Separation Incentive Pay (VSIP)											11,826					
R5d. Foreign National Separation Liability Accru											0					
Total Personnel (includes OC 13)	114,650	127,984	123,344	8,908,829	208,435	21,956	297,099	527,490	9,436,319	2,709,562	12,145,881	\$72,228	\$76,504	\$98,472	5.9%	30.4%
T1. US Direct Hire (USDH)	111,400	123,997	119,557	8,750,929	208,329	21,952	294,345	524,626	9,275,555	2,674,687	11,950,242	\$73,195	\$77,583	\$99,954	6.0%	30.6%
T1a. Senior Executive Schedule	778	792	791	129,151	19	13	16,967	16,999	146,150	29,637	175,787	\$163,276	\$184,766	\$222,234	13.2%	22.9%
T1b. General Schedule	92,385	99,206	95,850	7,303,742	178,439	15,885	236,106	430,430	7,734,172	2,032,099	9,766,271	\$76,200	\$80,690	\$101,891	5.9%	27.8%
T1c. Special Schedule	4,435	4,643	4,104	310,456	2,345	2,183	6,672	11,200	321,656	90,442	412,098	\$75,647	\$78,376	\$100,414	3.6%	29.1%
T1d. Wage System	6,186	11,551	11,254	446,841	26,875	3,143	15,128	45,146	491,987	145,382	637,369	\$39,705	\$43,717	\$56,635	10.1%	32.5%
T1e. Highly Qualified Experts	31	25	23	3,083	0	0	18	18	3,101	603	3,704	\$134,043	\$134,826	\$161,043	0.6%	19.6%
T1f. Other	7,585	7,780	7,535	557,656	651	728	19,454	20,833	578,489	376,524	955,013	\$74,009	\$76,774	\$126,744	3.7%	67.5%
T2. Direct Hire Program Foreign Nationals (DHFN)	1,071	1,226	1,202	57,980	35	4	2,508	2,547	60,527	10,550	71,077	\$48,236	\$50,355	\$59,132	4.4%	18.2%
T3. Total Direct Hire	112,471	125,223	120,759	8,808,909	208,364	21,956	296,853	527,173	9,336,082	2,685,237	12,021,319	\$72,946	\$77,312	\$99,548	6.0%	30.5%
T4. Indirect Hire Foreign Nationals (IHFN)	2,179	2,761	2,585	99,920	71	0	246	317	100,237	1,439	101,676	\$38,654	\$38,776	\$39,333	0.3%	1.4%
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>114,650</i>	<i>127,984</i>	<i>123,344</i>	<i>8,908,829</i>	<i>208,435</i>	<i>21,956</i>	<i>297,099</i>	<i>527,490</i>	<i>9,436,319</i>	<i>2,686,676</i>	<i>12,122,995</i>	<i>\$72,228</i>	<i>\$76,504</i>	<i>\$98,286</i>	<i>5.9%</i>	<i>30.2%</i>
T5. Other Object Class 13 Benefits										22,886	22,886					
T5a. USDH - Benefits for Former Employees											5,083					
T5b. DHFN - Benefits for Former Employees											558					
T5c. Voluntary Separation Incentive Pay (VSIP)											17,245					
T5d. Foreign National Separation Liability Accru											0					

This Page Intentionally Left Blank