

Office of the Secretary of Defense
Fiscal Year (FY) 2017 President's Budget

Volume II - Defense-Wide Data Book

Defense-Wide Civilian Personnel Costs

**Office of the Secretary of Defense
Fiscal Year (FY) 2017 President's Budget**

Volume II - Defense-Wide Data Book

Defense Wide Summary (Defense Agencies/Field Activities) (FY 2015)																
(\$ in Thousands)																
	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	Rates	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	k/c	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.II	Variables	O.C.II	O.C.II/13	& Benefits	Comp	Comp	& Benefits	Variables	Benefits
Direct Funded Personnel (includes OC 13)	81,992	80,116	55,379	7,598,237	104,748	10,528	201,845	317,121	7,915,358	2,645,041	10,560,399	\$137,204	\$142,931	\$190,693	4.2%	34.8%
D1. US Direct Hire (USDH)	81,248	79,398	54,682	7,573,878	104,714	10,523	200,713	315,950	7,889,828	2,613,893	10,503,721	\$138,508	\$144,286	\$192,087	4.2%	34.5%
D1a. Senior Executive Schedule	1,125	1,119	1,119	184,470	0	144	5,116	5,260	189,730	58,523	248,253	\$164,853	\$169,553	\$221,853	2.9%	31.7%
D1b. General Schedule	68,874	67,698	43,944	6,652,206	104,563	9,905	157,283	271,751	6,923,957	2,158,069	9,082,026	\$151,379	\$157,563	\$206,673	4.1%	32.4%
D1c. Special Schedule	4,422	4,091	3,421	299,837	53	9	5,829	305,728	90,170	395,898	\$87,646	\$89,368	\$115,726	2.0%	30.1%	
D1d. Wage System	371	357	355	14,751	98	13	863	974	15,725	5,640	21,365	\$41,552	\$44,296	\$60,183	6.6%	38.2%
D1e. Highly Qualified Experts	1	8	8	1,248	0	0	0	-	1,248	0	1,248	\$156,000	\$156,000	\$156,000	0.0%	0.0%
D1f. Other	6,455	6,125	5,835	421,366	0	452	31,622	32,074	453,440	301,491	754,931	\$72,214	\$77,710	\$129,380	7.6%	71.6%
D2. Direct Hire Program Foreign Nationals (DHFN)	434	419	415	14,113	34	5	1,032	1,071	15,184	3,982	19,166	\$34,007	\$36,588	\$46,183	7.6%	28.2%
D3. Total Direct Hire	81,682	79,817	55,097	7,587,991	104,748	10,528	201,745	317,021	7,905,012	2,617,875	10,522,887	\$137,721	\$143,474	\$190,988	4.2%	34.5%
D4. Indirect Hire Foreign Nationals (IHFN)	310	299	282	10,246	0	0	100	100	10,346	964	11,310	\$36,333	\$36,688	\$40,106	1.0%	9.4%
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>81,992</i>	<i>80,116</i>	<i>55,379</i>	<i>7,598,237</i>	<i>104,748</i>	<i>10,528</i>	<i>201,845</i>	<i>317,121</i>	<i>7,915,358</i>	<i>2,618,839</i>	<i>10,534,197</i>	<i>\$137,204</i>	<i>\$142,931</i>	<i>\$190,220</i>	<i>4.2%</i>	<i>34.5%</i>
D5. Other Object Class 13 Benefits										26,202	26,202					
D5a. USDH - Benefits for Former Employees										11,887	11,887					
D5b. DHFN - Benefits for Former Employees										150	150					
D5c. Voluntary Separation Incentive Pay (VSIP)										14,165	14,165					
D5d. Foreign National Separation Liability Accrual										0	0					
Reimbursable Funded Personnel (includes OC 13)	1,893	1,990	2,043	202,303	1,564	80	7,386	9,030	211,333	58,228	269,561	\$99,023	\$103,442	\$131,944	4.5%	28.8%
R1. US Direct Hire (USDH)	1,888	1,985	2,038	202,303	1,564	80	7,386	9,030	211,333	58,160	269,493	\$99,265	\$103,696	\$132,234	4.5%	28.7%
R1a. Senior Executive Schedule	3	2	4	964	0	0	24	24	988	240	1,228	\$241,000	\$247,000	\$307,000	2.3%	24.9%
R1b. General Schedule	1,827	1,912	1,971	192,335	1,564	80	7,295	8,939	201,274	55,566	256,840	\$97,582	\$102,118	\$130,309	4.6%	28.9%
R1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1e. Highly Qualified Experts	0	9	1	0	0	0	0	0	0	0	0	\$0	\$0	\$0	-	-
R1f. Other	58	62	62	9,004	0	0	67	67	9,071	2,354	11,425	\$145,226	\$146,306	\$184,274	0.7%	26.1%
R2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	-	-	0	-	-	-	-	-	-
R3. Total Direct Hire	1,888	1,985	2,038	202,303	1,564	80	7,386	9,030	211,333	58,160	269,493	\$99,265	\$103,696	\$132,234	4.5%	28.7%
R4. Indirect Hire Foreign Nationals (IHFN)	5	5	5	0	0	0	0	-	-	0	-	\$0	\$0	\$0	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>1,893</i>	<i>1,990</i>	<i>2,043</i>	<i>202,303</i>	<i>1,564</i>	<i>80</i>	<i>7,386</i>	<i>9,030</i>	<i>211,333</i>	<i>58,160</i>	<i>269,493</i>	<i>\$99,023</i>	<i>\$103,442</i>	<i>\$131,910</i>	<i>4.5%</i>	<i>28.7%</i>
R5. Other Object Class 13 Benefits										68	68					
R5a. USDH - Benefits for Former Employees										68	68					
R5b. DHFN - Benefits for Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability Accrual										0	0					
Total Personnel (includes OC 13)	83,885	82,106	57,422	7,800,540	106,312	10,608	209,231	326,151	8,126,691	2,703,269	10,829,960	\$135,846	\$141,526	\$188,603	4.2%	34.7%
T1. US Direct Hire (USDH)	83,136	81,383	56,720	7,776,181	106,278	10,603	208,099	324,980	8,101,161	2,672,053	10,773,214	\$137,098	\$142,827	\$189,937	4.2%	34.4%
T1a. Senior Executive Schedule	1,128	1,121	1,123	185,434	0	144	5,140	5,284	190,718	58,763	249,481	\$165,124	\$169,829	\$222,156	2.8%	31.7%
T1b. General Schedule	70,701	69,610	45,915	6,844,541	106,127	9,985	164,578	280,690	7,125,231	2,213,635	9,338,866	\$149,070	\$155,183	\$203,395	4.1%	32.3%
T1c. Special Schedule	4,422	4,091	3,421	299,837	53	9	5,829	305,728	90,170	395,898	\$87,646	\$89,368	\$115,726	2.0%	30.1%	
T1d. Wage System	371	357	355	14,751	98	13	863	974	15,725	5,640	21,365	\$41,552	\$44,296	\$60,183	6.6%	38.2%
T1e. Highly Qualified Experts	1	17	9	1,248	0	0	0	0	1,248	0	1,248	\$138,667	\$138,667	\$138,667	0.0%	0.0%
T1f. Other	6,513	6,187	5,897	430,370	0	452	31,689	32,141	462,511	303,845	766,356	\$72,981	\$78,432	\$129,957	7.3%	70.6%
T2. Direct Hire Program Foreign Nationals (DHFN)	434	419	415	14,113	34	5	1,032	1,071	15,184	3,982	19,166	\$34,007	\$36,588	\$46,183	7.6%	28.2%
T3. Total Direct Hire	83,570	81,802	57,135	7,790,294	106,312	10,608	209,131	326,051	8,116,345	2,676,035	10,792,380	\$136,349	\$142,056	\$188,893	4.2%	34.4%
T4. Indirect Hire Foreign Nationals (IHFN)	315	304	287	10,246	0	0	100	100	10,346	964	11,310	\$35,700	\$36,049	\$39,408	1.0%	9.4%
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>83,885</i>	<i>82,106</i>	<i>57,422</i>	<i>7,800,540</i>	<i>106,312</i>	<i>10,608</i>	<i>209,231</i>	<i>326,151</i>	<i>8,126,691</i>	<i>2,676,999</i>	<i>10,803,690</i>	<i>\$135,846</i>	<i>\$141,526</i>	<i>\$188,145</i>	<i>4.2%</i>	<i>34.3%</i>
T5. Other Object Class 13 Benefits										26,270	26,270					
T5a. USDH - Benefits for Former Employees										11,955	11,955					
T5b. DHFN - Benefits for Former Employees										150	150					
T5c. Voluntary Separation Incentive Pay (VSIP)										14,165	14,165					
T5d. Foreign National Separation Liability Accrual										0	0					

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Defense Wide Summary (Defense Agencies/Field Activities) (FY 2016)																
	(\$ 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)	81,856	84,025	81,008	7,814,489	133,245	14,630	243,559	391,434	8,205,923	2,751,289	10,957,212	\$96,466	\$101,298	\$135,261	5.0%	35.2%
D1. US Direct Hire (USDH)	81,155	83,284	80,297	7,783,708	133,239	14,630	242,500	390,369	8,174,077	2,727,228	10,901,305	\$96,936	\$101,798	\$135,762	5.0%	35.0%
D1a. Senior Executive Schedule	1,127	1,125	1,122	191,425	0	160	5,707	5,867	197,292	64,929	262,221	\$170,611	\$175,840	\$233,709	3.1%	33.9%
D1b. General Schedule	68,710	70,847	68,902	6,825,552	132,982	13,944	210,977	357,903	7,183,455	2,235,247	9,418,702	\$99,062	\$104,256	\$136,697	5.2%	32.7%
D1c. Special Schedule	4,588	4,589	3,843	329,944	53	7	8,504	8,564	338,508	101,813	440,321	\$85,856	\$88,084	\$114,577	2.6%	30.9%
D1d. Wage System	345	346	342	14,310	184	22	337	543	14,853	5,195	20,048	\$41,842	\$43,430	\$58,620	3.8%	36.3%
D1e. Highly Qualified Experts	8	1	1	150	0	0	0	-	150	81	231	\$150,000	\$150,000	\$231,000	0.0%	54.0%
D1f. Other	6,377	6,376	6,087	422,327	20	497	16,975	17,492	439,819	319,963	759,782	\$69,382	\$72,255	\$124,820	4.1%	75.8%
D2. Direct Hire Program Foreign Nationals (DHFN)	421	456	442	18,017	6	0	1,032	1,038	19,055	4,708	23,763	\$40,762	\$43,111	\$53,762	5.8%	26.1%
D3. Total Direct Hire	81,576	83,740	80,739	7,801,725	133,245	14,630	243,532	391,407	8,193,132	2,731,936	10,925,068	\$96,629	\$101,477	\$135,313	5.0%	35.0%
D4. Indirect Hire Foreign Nationals (IHFN)	280	285	269	12,764	0	0	27	27	12,791	460	13,251	\$47,450	\$47,550	\$49,260	0.2%	3.6%
D5. Other Object Class 13 Benefits	81,856	84,025	81,008	7,814,489	133,245	14,630	243,559	391,434	8,205,923	2,732,396	10,938,319	\$96,466	\$101,298	\$135,028	5.0%	35.0%
Subtotal - Direct Funded (excludes OC 13)																
D5a. USDH - Benefits for Former Employees										18,893	18,893					
D5b. DHFN - Benefits for Former Employees										10,493	10,493					
D5c. Voluntary Separation Incentive Pay (VSIP)										8,400	8,400					
D5d. Foreign National Separation Liability Accrual										0	0					
Reimbursable Funded Personnel (includes OC 13)	1,722	1,509	1,607	179,137	2,388	148	7,269	9,805	188,942	52,649	241,591	\$111,473	\$117,574	\$150,337	5.5%	29.4%
R1. US Direct Hire (USDH)	1,717	1,504	1,602	179,137	2,388	148	7,269	9,805	188,942	52,649	241,591	\$111,821	\$117,941	\$150,806	5.5%	29.4%
R1a. Senior Executive Schedule	1	1	1	349	0	0	9	9	358	84	442	\$349,000	\$358,000	\$442,000	2.6%	24.1%
R1b. General Schedule	1,653	1,440	1,538	168,436	2,386	117	7,212	9,715	178,151	49,685	227,836	\$109,516	\$115,833	\$148,138	5.8%	29.5%
R1c. Special Schedule	0	0	0	0	0	0	0	-	-	0	-	-	-	-	-	-
R1d. Wage System	0	0	0	0	0	0	0	-	-	0	-	-	-	-	-	-
R1e. Highly Qualified Experts	1	1	1	137	0	0	0	-	137	0	137	\$137,000	\$137,000	\$137,000	0.0%	0.0%
R1f. Other	62	62	62	10,215	2	31	48	81	10,296	2,880	13,176	\$164,758	\$166,065	\$212,516	0.8%	28.2%
R2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	-	-	0	-	-	-	-	-	-
R3. Total Direct Hire	1,717	1,504	1,602	179,137	2,388	148	7,269	9,805	188,942	52,649	241,591	\$111,821	\$117,941	\$150,806	5.5%	29.4%
R4. Indirect Hire Foreign Nationals (IHFN)	5	5	5	0	0	0	0	-	-	0	-	\$0	\$0	\$0	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	1,722	1,509	1,607	179,137	2,388	148	7,269	9,805	188,942	52,649	241,591	\$111,473	\$117,574	\$150,337	5.5%	29.4%
R5. Other Object Class 13 Benefits																
R5a. USDH - Benefits for Former Employees										0	0					
R5b. DHFN - Benefits for Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability Accrual										0	0					
Total Personnel (includes OC 13)	83,578	85,534	82,615	7,993,626	135,633	14,778	250,828	401,239	8,394,865	2,803,938	11,198,803	\$96,758	\$101,614	\$135,554	5.0%	35.1%
T1. US Direct Hire (USDH)	82,872	84,788	81,899	7,962,845	135,627	14,778	249,769	400,174	8,363,019	2,779,877	11,142,896	\$97,228	\$102,114	\$136,057	5.0%	34.9%
T1a. Senior Executive Schedule	1,128	1,126	1,123	191,774	0	160	5,716	5,876	197,650	65,013	262,663	\$170,769	\$176,002	\$233,894	3.1%	33.9%
T1b. General Schedule	70,363	72,287	70,440	6,993,988	135,368	14,061	218,189	367,618	7,361,606	2,284,932	9,646,538	\$99,290	\$104,509	\$136,947	5.3%	32.7%
T1c. Special Schedule	4,588	4,589	3,843	329,944	53	7	8,504	8,564	338,508	101,813	440,321	\$85,856	\$88,084	\$114,577	2.6%	30.9%
T1d. Wage System	345	346	342	14,310	184	22	337	543	14,853	5,195	20,048	\$41,842	\$43,430	\$58,620	3.8%	36.3%
T1e. Highly Qualified Experts	9	2	2	287	0	0	0	-	287	81	368	\$143,500	\$143,500	\$184,000	0.0%	28.2%
T1f. Other	6,439	6,438	6,149	432,542	22	528	17,023	17,573	450,115	322,843	772,958	\$70,343	\$73,201	\$125,705	4.1%	74.6%
T2. Direct Hire Program Foreign Nationals (DHFN)	421	456	442	18,017	6	0	1,032	1,038	19,055	4,708	23,763	\$40,762	\$43,111	\$53,762	5.8%	26.1%
T3. Total Direct Hire	83,293	85,244	82,341	7,980,862	135,633	14,778	250,801	401,212	8,382,074	2,784,585	11,166,659	\$96,925	\$101,797	\$135,615	5.0%	34.9%
T4. Indirect Hire Foreign Nationals (IHFN)	285	290	274	12,764	0	0	27	27	12,791	460	13,251	\$46,584	\$46,682	\$48,361	0.2%	3.6%
Subtotal - Total Funded (excludes OC 13)	83,578	85,534	82,615	7,993,626	135,633	14,778	250,828	401,239	8,394,865	2,785,045	11,179,910	\$96,758	\$101,614	\$135,325	5.0%	34.8%
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees										18,893	18,893					
T5b. DHFN - Benefits for Former Employees										10,493	10,493					
T5c. Voluntary Separation Incentive Pay (VSIP)										8,400	8,400					
T5d. Foreign National Separation Liability Accrual										0	0					

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	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.II	e + f + g h Total Variables	d + h i Comp O.C.II	i Benefits O.C.II/13	i + j k Comp & Benefits					
Direct Funded Personnel (includes OC 13)	83,896	84,577	81,118	7,937,217	97,203	9,995	177,589	284,787	8,222,004	2,804,480	11,026,484	\$97,848	\$101,359	\$135,931	3.6%	35.3%
D1. US Direct Hire (USDH)	83,153	83,861	80,429	7,908,881	97,190	9,992	176,532	283,714	8,192,595	2,781,650	10,974,245	\$98,334	\$101,861	\$136,446	3.6%	35.2%
D1a. Senior Executive Schedule	1,125	1,125	1,124	194,178	46	255	5,405	5,706	199,884	62,342	262,226	\$172,756	\$177,833	\$233,297	2.9%	32.1%
D1b. General Schedule	69,689	71,057	68,465	6,858,342	96,611	9,102	141,570	247,283	7,105,625	2,276,923	9,382,548	\$100,173	\$103,785	\$137,042	3.6%	33.2%
D1c. Special Schedule	5,616	5,281	4,680	432,870	303	127	9,590	10,020	442,890	131,522	574,412	\$92,494	\$94,635	\$122,738	2.3%	30.4%
D1d. Wage System	346	364	361	15,459	210	26	375	611	16,070	5,410	21,480	\$42,823	\$44,515	\$59,501	4.0%	35.0%
D1e. Highly Qualified Experts	1	3	3	150	0	0	0	-	150	81	231	\$50,000	\$50,000	\$77,000	0.0%	54.0%
D1f. Other	6,376	6,031	5,796	407,882	20	482	19,592	20,094	427,976	305,372	733,348	\$70,373	\$73,840	\$126,527	4.9%	74.9%
D2. Direct Hire Program Foreign Nationals (DHFN)	456	452	438	17,797	13	3	1,029	1,045	18,842	4,733	23,575	\$40,632	\$43,018	\$53,824	5.9%	26.6%
D3. Total Direct Hire	83,609	84,313	80,867	7,926,678	97,203	9,995	177,561	284,759	8,211,437	2,786,383	10,997,820	\$98,021	\$101,542	\$135,999	3.6%	35.2%
D4. Indirect Hire Foreign Nationals (IHFN)	287	264	251	10,539	0	0	28	28	10,567	468	11,035	\$41,988	\$42,100	\$43,964	0.3%	4.4%
D5. Other Object Class 13 Benefits	83,896	84,577	81,118	7,937,217	97,203	9,995	177,589	284,787	8,222,004	2,786,851	11,008,835	\$97,848	\$101,359	\$135,714	3.6%	35.1%
D5a. USDH - Benefits for Former Employees										17,629	17,629					
D5b. DHFN - Benefits for Former Employees										10,679	10,679					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability Accrual										6,950	6,950					
										0	0					
Reimbursable Funded Personnel (includes OC 13)	1,509	1,501	1,611	176,842	1,734	123	3,206	5,063	181,905	55,502	237,407	\$109,772	\$112,914	\$147,366	2.9%	31.4%
R1. US Direct Hire (USDH)	1,504	1,496	1,606	176,842	1,734	123	3,206	5,063	181,905	55,502	237,407	\$110,113	\$113,266	\$147,825	2.9%	31.4%
R1a. Senior Executive Schedule	1	1	1	347	0	0	9	9	356	88	444	\$347,000	\$356,000	\$444,000	2.6%	25.4%
R1b. General Schedule	1,440	1,437	1,547	166,115	1,732	92	3,149	4,973	171,088	52,534	223,622	\$107,379	\$110,593	\$144,552	3.0%	31.6%
R1c. Special Schedule	0	0	0	0	0	0	0	-	-	0	0	-	-	-	-	-
R1d. Wage System	0	0	0	0	0	0	0	-	-	0	0	-	-	-	-	-
R1e. Highly Qualified Experts	1	1	1	165	0	0	0	-	165	0	165	\$165,000	\$165,000	\$165,000	0.0%	0.0%
R1f. Other	62	57	57	10,215	2	31	48	81	10,296	2,880	13,176	\$179,211	\$180,632	\$231,158	0.8%	28.2%
R2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	-	-	0	-	-	-	-	-	-
R3. Total Direct Hire	1,504	1,496	1,606	176,842	1,734	123	3,206	5,063	181,905	55,502	237,407	\$110,113	\$113,266	\$147,825	2.9%	31.4%
R4. Indirect Hire Foreign Nationals (IHFN)	5	5	5	0	0	0	0	-	-	0	-	\$0	\$0	\$0	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	1,509	1,501	1,611	176,842	1,734	123	3,206	5,063	181,905	55,502	237,407	\$109,772	\$112,914	\$147,366	2.9%	31.4%
R5. Other Object Class 13 Benefits																
R5a. USDH - Benefits for Former Employees										0	0					
R5b. DHFN - Benefits for Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability Accrual										0	0					
										0	0					
Total Personnel (includes OC 13)	85,405	86,078	82,729	8,114,059	98,937	10,118	180,795	289,850	8,403,909	2,859,982	11,263,891	\$98,080	\$101,584	\$136,154	3.6%	35.2%
T1. US Direct Hire (USDH)	84,657	85,357	82,035	8,085,723	98,924	10,115	179,738	288,777	8,374,500	2,837,152	11,211,652	\$98,564	\$102,084	\$136,669	3.6%	35.1%
T1a. Senior Executive Schedule	1,126	1,126	1,125	194,525	46	255	5,414	5,715	200,240	62,430	262,670	\$172,911	\$177,991	\$233,484	2.9%	32.1%
T1b. General Schedule	71,129	72,494	70,012	7,024,457	98,343	9,194	144,719	252,256	7,276,713	2,329,457	9,606,170	\$100,332	\$103,935	\$137,207	3.6%	33.2%
T1c. Special Schedule	5,616	5,281	4,680	432,870	303	127	9,590	10,020	442,890	131,522	574,412	\$92,494	\$94,635	\$122,738	2.3%	30.4%
T1d. Wage System	346	364	361	15,459	210	26	375	611	16,070	5,410	21,480	\$42,823	\$44,515	\$59,501	4.0%	35.0%
T1e. Highly Qualified Experts	2	4	4	315	0	0	0	0	315	81	396	\$78,750	\$78,750	\$99,000	0.0%	25.7%
T1f. Other	6,438	6,088	5,853	418,097	22	513	19,640	20,175	438,272	308,252	746,524	\$71,433	\$74,880	\$127,546	4.8%	73.7%
T2. Direct Hire Program Foreign Nationals (DHFN)	456	452	438	17,797	13	3	1,029	1,045	18,842	4,733	23,575	\$40,632	\$43,018	\$53,824	5.9%	26.6%
T3. Total Direct Hire	85,113	85,809	82,473	8,103,520	98,937	10,118	180,767	289,822	8,393,342	2,841,885	11,235,227	\$98,257	\$101,771	\$136,229	3.6%	35.1%
T4. Indirect Hire Foreign Nationals (IHFN)	292	269	256	10,539	0	0	28	28	10,567	468	11,035	\$41,168	\$41,277	\$43,105	0.3%	4.4%
Subtotal - Total Funded (excludes OC 13)	85,405	86,078	82,729	8,114,059	98,937	10,118	180,795	289,850	8,403,909	2,842,353	11,246,262	\$98,080	\$101,584	\$135,941	3.6%	35.0%
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees										17,629	17,629					
T5b. DHFN - Benefits for Former Employees										10,679	10,679					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability Accrual										6,950	6,950					
										0	0					

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	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	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					
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	206	212	202	19,713	120	240	238	598	20,311	5,626	25,937	\$97,589	\$100,550	\$128,401	3.0%	28.5%
R1. US Direct Hire (USDH)	206	212	202	19,713	120	240	238	598	20,311	5,626	25,937	\$97,589	\$100,550	\$128,401	3.0%	28.5%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	128	131	126	12,789	72	145	141	358	13,147	4,304	17,451	\$101,500	\$104,341	\$138,500	2.8%	33.7%
R1c. Special Schedule	77	80	75	6,877	48	95	95	238	7,115	1,306	8,421	\$91,693	\$94,867	\$112,280	3.5%	19.0%
R1d. Wage System	1	1	1	47	-	-	2	2	49	16	65	\$47,000	\$49,000	\$65,000	4.3%	34.0%
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	206	212	202	19,713	120	240	238	598	20,311	5,626	25,937	\$97,589	\$100,550	\$128,401	3.0%	28.5%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	206	212	202	19,713	120	240	238	598	20,311	5,626	25,937	\$97,589	\$100,550	\$128,401	3.0%	28.5%
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	206	212	202	19,713	120	240	238	598	20,311	5,626	25,937	\$97,589	\$100,550	\$128,401	3.0%	28.5%
T1. US Direct Hire (USDH)	206	212	202	19,713	120	240	238	598	20,311	5,626	25,937	\$97,589	\$100,550	\$128,401	3.0%	28.5%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	128	131	126	12,789	72	145	141	358	13,147	4,304	17,451	\$101,500	\$104,341	\$138,500	2.8%	33.7%
T1c. Special Schedule	77	80	75	6,877	48	95	95	238	7,115	1,306	8,421	\$91,693	\$94,867	\$112,280	3.5%	19.0%
T1d. Wage System	1	1	1	47	0	0	2	2	49	16	65	\$47,000	\$49,000	\$65,000	4.3%	34.0%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	206	212	202	19,713	120	240	238	598	20,311	5,626	25,937	\$97,589	\$100,550	\$128,401	3.0%	28.5%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	206	212	202	19,713	120	240	238	598	20,311	5,626	25,937	\$97,589	\$100,550	\$128,401	3.0%	28.5%
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Buildings Maintenance Fund (FY 2016)																		
	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates		h/d o % BC Variables	j/d p % BC Benefits	
	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			k/c n Comp & Benefits	o			p
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	234	231	231	21,027	81	163	355	599	21,626	5,974	27,600	\$91,026	\$93,619	\$119,481	2.8%	28.4%		
R1. US Direct Hire (USDH)	234	231	231	21,027	81	163	355	599	21,626	5,875	27,501	\$91,026	\$93,619	\$119,052	2.8%	27.9%		
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	147	144	144	13,511	23	86	226	335	13,846	3,426	17,272	\$93,826	\$96,153	\$119,944	2.5%	25.4%		
R1c. Special Schedule	86	86	86	7,473	58	77	127	262	7,735	2,433	10,168	\$86,895	\$89,942	\$118,233	3.5%	32.6%		
R1d. Wage System	1	1	1	43	-	-	2	2	45	16	61	\$43,000	\$45,000	\$61,000	4.7%	37.2%		
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	234	231	231	21,027	81	163	355	599	21,626	5,875	27,501	\$91,026	\$93,619	\$119,052	2.8%	27.9%		
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	234	231	231	21,027	81	163	355	599	21,626	5,875	27,501	\$91,026	\$93,619	\$119,052	2.8%	27.9%		
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	99	99	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	99	99	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	234	231	231	21,027	81	163	355	599	21,626	5,974	27,600	\$91,026	\$93,619	\$119,481	2.8%	28.4%		
T1. US Direct Hire (USDH)	234	231	231	21,027	81	163	355	599	21,626	5,875	27,501	\$91,026	\$93,619	\$119,052	2.8%	27.9%		
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-
T1b. General Schedule	147	144	144	13,511	23	86	226	335	13,846	3,426	17,272	\$93,826	\$96,153	\$119,944	2.5%	25.4%		
T1c. Special Schedule	86	86	86	7,473	58	77	127	262	7,735	2,433	10,168	\$86,895	\$89,942	\$118,233	3.5%	32.6%		
T1d. Wage System	1	1	1	43	0	0	2	2	45	16	61	\$43,000	\$45,000	\$61,000	4.7%	37.2%		
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-
T3. Total Direct Hire	234	231	231	21,027	81	163	355	599	21,626	5,875	27,501	\$91,026	\$93,619	\$119,052	2.8%	27.9%		
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	234	231	231	21,027	81	163	355	599	21,626	5,875	27,501	\$91,026	\$93,619	\$119,052	2.8%	27.9%		
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	99	99	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	99	99	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-	-	-

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Buildings Maintenance Fund (FY 2017)																	
	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates		h/d o % BC Variables	j/d p % BC Benefits
	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			k/c n Comp & Benefits	o % BC		
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	231	204	204	18,977	77	135	321	533	19,510	5,379	24,889	\$93,025	\$95,637	\$122,005	2.8%	28.3%	
R1. US Direct Hire (USDH)	231	204	204	18,977	77	135	321	533	19,510	5,280	24,790	\$93,025	\$95,637	\$121,520	2.8%	27.8%	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	144	140	140	13,782	29	83	227	339	14,121	3,472	17,593	\$98,443	\$100,864	\$125,664	2.5%	25.2%	
R1c. Special Schedule	86	63	63	5,151	48	52	92	192	5,343	1,792	7,135	\$81,762	\$84,810	\$113,254	3.7%	34.8%	
R1d. Wage System	1	1	1	44	-	-	2	2	46	16	62	\$44,000	\$46,000	\$62,000	4.5%	36.4%	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	231	204	204	18,977	77	135	321	533	19,510	5,280	24,790	\$93,025	\$95,637	\$121,520	2.8%	27.8%	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	231	204	204	18,977	77	135	321	533	19,510	5,280	24,790	\$93,025	\$95,637	\$121,520	2.8%	27.8%	
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	99	99	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	99	99	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	231	204	204	18,977	77	135	321	533	19,510	5,379	24,889	\$93,025	\$95,637	\$122,005	2.8%	28.3%	
T1. US Direct Hire (USDH)	231	204	204	18,977	77	135	321	533	19,510	5,280	24,790	\$93,025	\$95,637	\$121,520	2.8%	27.8%	
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T1b. General Schedule	144	140	140	13,782	29	83	227	339	14,121	3,472	17,593	\$98,443	\$100,864	\$125,664	2.5%	25.2%	
T1c. Special Schedule	86	63	63	5,151	48	52	92	192	5,343	1,792	7,135	\$81,762	\$84,810	\$113,254	3.7%	34.8%	
T1d. Wage System	1	1	1	44	0	0	2	2	46	16	62	\$44,000	\$46,000	\$62,000	4.5%	36.4%	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T3. Total Direct Hire	231	204	204	18,977	77	135	321	533	19,510	5,280	24,790	\$93,025	\$95,637	\$121,520	2.8%	27.8%	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	231	204	204	18,977	77	135	321	533	19,510	5,280	24,790	\$93,025	\$95,637	\$121,520	2.8%	27.8%	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	99	99	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	99	99	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-	-

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United States Court of Appeals for the Armed Services (FY 2015)																
	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	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					
Direct Funded Personnel (includes OC 13)	59	52	52	6,293	0	0	253	253	6,546	1,717	8,263	\$121,019	\$125,885	\$158,904	4.0%	27.3%
D1. US Direct Hire (USDH)	59	52	52	6,293	-	-	253	253	6,546	1,717	8,263	\$121,019	\$125,885	\$158,904	4.0%	27.3%
D1a. Senior Executive Schedule	2	2	2	335	-	-	20	20	355	222	577	\$167,500	\$177,500	\$288,500	6.0%	66.3%
D1b. General Schedule	52	47	47	5,035	-	-	156	156	5,191	1,287	6,478	\$107,128	\$110,447	\$137,830	3.1%	25.6%
D1c. Special Schedule	5	3	3	923	-	-	77	77	1,000	208	1,208	\$307,667	\$333,333	\$402,667	8.3%	22.5%
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	59	52	52	6,293	-	-	253	253	6,546	1,717	8,263	\$121,019	\$125,885	\$158,904	4.0%	27.3%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	59	52	52	6,293	-	-	253	253	6,546	1,717	8,263	\$121,019	\$125,885	\$158,904	4.0%	27.3%
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	59	52	52	6,293	0	0	253	253	6,546	1,717	8,263	\$121,019	\$125,885	\$158,904	4.0%	27.3%
T1. US Direct Hire (USDH)	59	52	52	6,293	-	-	253	253	6,546	1,717	8,263	\$121,019	\$125,885	\$158,904	4.0%	27.3%
T1a. Senior Executive Schedule	2	2	2	335	0	0	20	20	355	222	577	\$167,500	\$177,500	\$288,500	6.0%	66.3%
T1b. General Schedule	52	47	47	5,035	0	0	156	156	5,191	1,287	6,478	\$107,128	\$110,447	\$137,830	3.1%	25.6%
T1c. Special Schedule	5	3	3	923	0	0	77	77	1,000	208	1,208	\$307,667	\$333,333	\$402,667	8.3%	22.5%
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	59	52	52	6,293	-	-	253	253	6,546	1,717	8,263	\$121,019	\$125,885	\$158,904	4.0%	27.3%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	59	52	52	6,293	-	-	253	253	6,546	1,717	8,263	\$121,019	\$125,885	\$158,904	4.0%	27.3%
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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United States Court of Appeals for the Armed Services (FY 2016)																
	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	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					
Direct Funded Personnel (includes OC 13)	59	59	59	6,518	0	0	180	180	6,698	1,602	8,300	\$110,475	\$113,525	\$140,678	2.8%	24.6%
D1. US Direct Hire (USDH)	59	59	59	6,518	-	-	180	180	6,698	1,602	8,300	\$110,475	\$113,525	\$140,678	2.8%	24.6%
D1a. Senior Executive Schedule	2	2	2	435	-	-	20	20	455	107	562	\$217,500	\$227,500	\$281,000	4.6%	24.6%
D1b. General Schedule	52	52	52	5,160	-	-	160	160	5,320	1,287	6,607	\$99,231	\$102,308	\$127,058	3.1%	24.9%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	5	5	5	923	-	-	-	-	923	208	1,131	\$184,600	\$184,600	\$226,200	0.0%	22.5%
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	59	59	59	6,518	-	-	180	180	6,698	1,602	8,300	\$110,475	\$113,525	\$140,678	2.8%	24.6%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>59</i>	<i>59</i>	<i>59</i>	<i>6,518</i>	-	-	<i>180</i>	<i>180</i>	<i>6,698</i>	<i>1,602</i>	<i>8,300</i>	<i>\$110,475</i>	<i>\$113,525</i>	<i>\$140,678</i>	<i>2.8%</i>	<i>24.6%</i>
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	59	59	59	6,518	0	0	180	180	6,698	1,602	8,300	\$110,475	\$113,525	\$140,678	2.8%	24.6%
T1. US Direct Hire (USDH)	59	59	59	6,518	-	-	180	180	6,698	1,602	8,300	\$110,475	\$113,525	\$140,678	2.8%	24.6%
T1a. Senior Executive Schedule	2	2	2	435	0	0	20	20	455	107	562	\$217,500	\$227,500	\$281,000	4.6%	24.6%
T1b. General Schedule	52	52	52	5,160	0	0	160	160	5,320	1,287	6,607	\$99,231	\$102,308	\$127,058	3.1%	24.9%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	5	5	5	923	0	0	0	0	923	208	1,131	\$184,600	\$184,600	\$226,200	0.0%	22.5%
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	59	59	59	6,518	-	-	180	180	6,698	1,602	8,300	\$110,475	\$113,525	\$140,678	2.8%	24.6%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>59</i>	<i>59</i>	<i>59</i>	<i>6,518</i>	<i>-</i>	<i>-</i>	<i>180</i>	<i>180</i>	<i>6,698</i>	<i>1,602</i>	<i>8,300</i>	<i>\$110,475</i>	<i>\$113,525</i>	<i>\$140,678</i>	<i>2.8%</i>	<i>24.6%</i>
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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United States Court of Appeals for the Armed Services (FY 2017)																
	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	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					
Direct Funded Personnel (includes OC 13)	59	59	59	6,257	0	0	181	181	6,438	1,616	8,054	\$106,051	\$109,119	\$136,508	2.9%	25.8%
D1. US Direct Hire (USDH)	59	59	59	6,257	-	-	181	181	6,438	1,616	8,054	\$106,051	\$109,119	\$136,508	2.9%	25.8%
D1a. Senior Executive Schedule	2	2	2	435	-	-	20	20	455	121	576	\$217,500	\$227,500	\$288,000	4.6%	27.8%
D1b. General Schedule	52	52	52	4,899	-	-	161	161	5,060	1,287	6,347	\$94,212	\$97,308	\$122,058	3.3%	26.3%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	5	5	5	923	-	-	-	-	923	208	1,131	\$184,600	\$184,600	\$226,200	0.0%	22.5%
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	59	59	59	6,257	-	-	181	181	6,438	1,616	8,054	\$106,051	\$109,119	\$136,508	2.9%	25.8%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>59</i>	<i>59</i>	<i>59</i>	<i>6,257</i>	<i>-</i>	<i>-</i>	<i>181</i>	<i>181</i>	<i>6,438</i>	<i>1,616</i>	<i>8,054</i>	<i>\$106,051</i>	<i>\$109,119</i>	<i>\$136,508</i>	<i>2.9%</i>	<i>25.8%</i>
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>
R5. Other Object Class 13 Benefits																
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	59	59	59	6,257	0	0	181	181	6,438	1,616	8,054	\$106,051	\$109,119	\$136,508	2.9%	25.8%
T1. US Direct Hire (USDH)	59	59	59	6,257	-	-	181	181	6,438	1,616	8,054	\$106,051	\$109,119	\$136,508	2.9%	25.8%
T1a. Senior Executive Schedule	2	2	2	435	0	0	20	20	455	121	576	\$217,500	\$227,500	\$288,000	4.6%	27.8%
T1b. General Schedule	52	52	52	4,899	0	0	161	161	5,060	1,287	6,347	\$94,212	\$97,308	\$122,058	3.3%	26.3%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	5	5	5	923	0	0	0	0	923	208	1,131	\$184,600	\$184,600	\$226,200	0.0%	22.5%
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	59	59	59	6,257	-	-	181	181	6,438	1,616	8,054	\$106,051	\$109,119	\$136,508	2.9%	25.8%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>59</i>	<i>59</i>	<i>59</i>	<i>6,257</i>	<i>-</i>	<i>-</i>	<i>181</i>	<i>181</i>	<i>6,438</i>	<i>1,616</i>	<i>8,054</i>	<i>\$106,051</i>	<i>\$109,119</i>	<i>\$136,508</i>	<i>2.9%</i>	<i>25.8%</i>
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Defense Media Activity (FY 2015)																
	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.II	e + f + g h Total Variables	d + h i Comp O.C.II	i Benefits O.C.II/13	i + j k Comp & Benefits					
Direct Funded Personnel (includes OC 13)	751	668	668	55,007	115	1,086	0	1,201	56,208	16,666	72,874	\$82,346	\$84,144	\$109,093	2.2%	30.3%
D1. US Direct Hire (USDH)	673	606	606	52,657	115	1,086	-	1,201	53,858	16,666	70,524	\$86,893	\$88,875	\$116,376	2.3%	31.7%
D1a. Senior Executive Schedule	1	1	1	149	-	7	-	7	156	35	191	\$149,000	\$156,000	\$191,000	4.7%	23.5%
D1b. General Schedule	669	600	600	52,296	112	1,071	-	1,183	53,479	16,555	70,034	\$87,160	\$89,132	\$116,723	2.3%	31.7%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	3	5	5	212	3	8	-	11	223	76	299	\$42,400	\$44,600	\$59,800	5.2%	35.8%
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	33	25	25	1,042	-	-	-	-	1,042	-	1,042	\$41,680	\$41,680	\$41,680	0.0%	0.0%
D3. Total Direct Hire	706	631	631	53,699	115	1,086	-	1,201	54,900	16,666	71,566	\$85,101	\$87,005	\$113,417	2.2%	31.0%
D4. Indirect Hire Foreign Nationals (IHFN)	45	37	37	1,308	-	-	-	-	1,308	-	1,308	\$35,351	\$35,351	\$35,351	0.0%	0.0%
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>751</i>	<i>668</i>	<i>668</i>	<i>55,007</i>	<i>115</i>	<i>1,086</i>	<i>-</i>	<i>1,201</i>	<i>56,208</i>	<i>16,666</i>	<i>72,874</i>	<i>\$82,346</i>	<i>\$84,144</i>	<i>\$109,093</i>	<i>2.2%</i>	<i>30.3%</i>
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>
R5. Other Object Class 13 Benefits																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
Total Personnel (includes OC 13)	751	668	668	55,007	115	1,086	0	1,201	56,208	16,666	72,874	\$82,346	\$84,144	\$109,093	2.2%	30.3%
T1. US Direct Hire (USDH)	673	606	606	52,657	115	1,086	-	1,201	53,858	16,666	70,524	\$86,893	\$88,875	\$116,376	2.3%	31.7%
T1a. Senior Executive Schedule	1	1	1	149	0	7	0	7	156	35	191	\$149,000	\$156,000	\$191,000	4.7%	23.5%
T1b. General Schedule	669	600	600	52,296	112	1,071	0	1,183	53,479	16,555	70,034	\$87,160	\$89,132	\$116,723	2.3%	31.7%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	3	5	5	212	3	8	0	11	223	76	299	\$42,400	\$44,600	\$59,800	5.2%	35.8%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	33	25	25	1,042	0	0	0	0	1,042	0	1,042	\$41,680	\$41,680	\$41,680	0.0%	0.0%
T3. Total Direct Hire	706	631	631	53,699	115	1,086	-	1,201	54,900	16,666	71,566	\$85,101	\$87,005	\$113,417	2.2%	31.0%
T4. Indirect Hire Foreign Nationals (IHFN)	45	37	37	1,308	0	0	0	0	1,308	0	1,308	\$35,351	\$35,351	\$35,351	0.0%	0.0%
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>751</i>	<i>668</i>	<i>668</i>	<i>55,007</i>	<i>115</i>	<i>1,086</i>	<i>-</i>	<i>1,201</i>	<i>56,208</i>	<i>16,666</i>	<i>72,874</i>	<i>\$82,346</i>	<i>\$84,144</i>	<i>\$109,093</i>	<i>2.2%</i>	<i>30.3%</i>
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

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Defense Media Activity (FY 2016)																
	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	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					
Direct Funded Personnel (includes OC 13)	668	750	750	56,296	50	1,800	1,106	2,956	59,252	14,242	73,494	\$75,061	\$79,003	\$97,992	5.3%	25.3%
D1. US Direct Hire (USDH)	606	672	672	52,487	50	1,800	1,106	2,956	55,443	14,242	69,685	\$78,106	\$82,504	\$103,698	5.6%	27.1%
D1a. Senior Executive Schedule	1	1	1	199	-	50	30	80	279	41	320	\$199,000	\$279,000	\$320,000	40.2%	20.6%
D1b. General Schedule	600	666	666	52,008	50	1,735	1,056	2,841	54,849	14,161	69,010	\$78,090	\$82,356	\$103,619	5.5%	27.2%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	5	5	5	280	-	15	20	35	315	40	355	\$56,000	\$63,000	\$71,000	12.5%	14.3%
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	25	33	33	2,052	-	-	-	-	2,052	-	2,052	\$62,182	\$62,182	\$62,182	0.0%	0.0%
D3. Total Direct Hire	631	705	705	54,539	50	1,800	1,106	2,956	57,495	14,242	71,737	\$77,360	\$81,553	\$101,755	5.4%	26.1%
D4. Indirect Hire Foreign Nationals (IHFN)	37	45	45	1,757	-	-	-	-	1,757	-	1,757	\$39,044	\$39,044	\$39,044	0.0%	0.0%
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>668</i>	<i>750</i>	<i>750</i>	<i>56,296</i>	<i>50</i>	<i>1,800</i>	<i>1,106</i>	<i>2,956</i>	<i>59,252</i>	<i>14,242</i>	<i>73,494</i>	<i>\$75,061</i>	<i>\$79,003</i>	<i>\$97,992</i>	<i>5.3%</i>	<i>25.3%</i>
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>
R5. Other Object Class 13 Benefits																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
Total Personnel (includes OC 13)	668	750	750	56,296	50	1,800	1,106	2,956	59,252	14,242	73,494	\$75,061	\$79,003	\$97,992	5.3%	25.3%
T1. US Direct Hire (USDH)	606	672	672	52,487	50	1,800	1,106	2,956	55,443	14,242	69,685	\$78,106	\$82,504	\$103,698	5.6%	27.1%
T1a. Senior Executive Schedule	1	1	1	199	0	50	30	80	279	41	320	\$199,000	\$279,000	\$320,000	40.2%	20.6%
T1b. General Schedule	600	666	666	52,008	50	1,735	1,056	2,841	54,849	14,161	69,010	\$78,090	\$82,356	\$103,619	5.5%	27.2%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	5	5	5	280	0	15	20	35	315	40	355	\$56,000	\$63,000	\$71,000	12.5%	14.3%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	25	33	33	2,052	0	0	0	0	2,052	0	2,052	\$62,182	\$62,182	\$62,182	0.0%	0.0%
T3. Total Direct Hire	631	705	705	54,539	50	1,800	1,106	2,956	57,495	14,242	71,737	\$77,360	\$81,553	\$101,755	5.4%	26.1%
T4. Indirect Hire Foreign Nationals (IHFN)	37	45	45	1,757	0	0	0	0	1,757	0	1,757	\$39,044	\$39,044	\$39,044	0.0%	0.0%
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>668</i>	<i>750</i>	<i>750</i>	<i>56,296</i>	<i>50</i>	<i>1,800</i>	<i>1,106</i>	<i>2,956</i>	<i>59,252</i>	<i>14,242</i>	<i>73,494</i>	<i>\$75,061</i>	<i>\$79,003</i>	<i>\$97,992</i>	<i>5.3%</i>	<i>25.3%</i>
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

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Defense Media Activity (FY 2017)																	
	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates		h/d o % BC Variables	j/d p % BC Benefits
	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			k/c n Comp & Benefits	g % BC		
Direct Funded Personnel (includes OC 13)	740	740	740	55,685	436	1,771	751	2,958	58,643	14,026	72,669	\$75,250	\$79,247	\$98,201	5.3%	25.2%	
D1. US Direct Hire (USDH)	662	662	662	51,925	436	1,771	751	2,958	54,883	14,026	68,909	\$78,437	\$82,905	\$104,092	5.7%	27.0%	
D1a. Senior Executive Schedule	1	1	1	198	-	50	30	80	278	40	318	\$198,000	\$278,000	\$318,000	40.4%	20.2%	
D1b. General Schedule	656	656	656	51,443	421	1,702	671	2,794	54,237	13,945	68,182	\$78,419	\$82,678	\$103,936	5.4%	27.1%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	5	5	5	284	15	19	50	84	368	41	409	\$56,800	\$73,600	\$81,800	29.6%	14.4%	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	33	33	33	2,026	-	-	-	-	2,026	-	2,026	\$61,394	\$61,394	\$61,394	0.0%	0.0%	
D3. Total Direct Hire	695	695	695	53,951	436	1,771	751	2,958	56,909	14,026	70,935	\$77,627	\$81,883	\$102,065	5.5%	26.0%	
D4. Indirect Hire Foreign Nationals (IHFN)	45	45	45	1,734	-	-	-	-	1,734	-	1,734	\$38,533	\$38,533	\$38,533	0.0%	0.0%	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>740</i>	<i>740</i>	<i>740</i>	<i>55,685</i>	<i>436</i>	<i>1,771</i>	<i>751</i>	<i>2,958</i>	<i>58,643</i>	<i>14,026</i>	<i>72,669</i>	<i>\$75,250</i>	<i>\$79,247</i>	<i>\$98,201</i>	<i>5.3%</i>	<i>25.2%</i>	
D5. Other Object Class 13 Benefits																	
D5a. USDH - Benefits for Former Employees																	
D5b. DHFN - Benefits for Former Employees																	
D5c. Voluntary Separation Incentive Pay (VSIP)																	
D5d. Foreign National Separation Liability Accrual																	
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	
R5. Other Object Class 13 Benefits																	
R5a. USDH - Benefits for Former Employees																	
R5b. DHFN - Benefits for Former Employees																	
R5c. Voluntary Separation Incentive Pay (VSIP)																	
R5d. Foreign National Separation Liability Accrual																	
Total Personnel (includes OC 13)	740	740	740	55,685	436	1,771	751	2,958	58,643	14,026	72,669	\$75,250	\$79,247	\$98,201	5.3%	25.2%	
T1. US Direct Hire (USDH)	662	662	662	51,925	436	1,771	751	2,958	54,883	14,026	68,909	\$78,437	\$82,905	\$104,092	5.7%	27.0%	
T1a. Senior Executive Schedule	1	1	1	198	0	50	30	80	278	40	318	\$198,000	\$278,000	\$318,000	40.4%	20.2%	
T1b. General Schedule	656	656	656	51,443	421	1,702	671	2,794	54,237	13,945	68,182	\$78,419	\$82,678	\$103,936	5.4%	27.1%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	5	5	5	284	15	19	50	84	368	41	409	\$56,800	\$73,600	\$81,800	29.6%	14.4%	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	33	33	33	2,026	0	0	0	0	2,026	0	2,026	\$61,394	\$61,394	\$61,394	0.0%	0.0%	
T3. Total Direct Hire	695	695	695	53,951	436	1,771	751	2,958	56,909	14,026	70,935	\$77,627	\$81,883	\$102,065	5.5%	26.0%	
T4. Indirect Hire Foreign Nationals (IHFN)	45	45	45	1,734	0	0	0	0	1,734	0	1,734	\$38,533	\$38,533	\$38,533	0.0%	0.0%	
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>740</i>	<i>740</i>	<i>740</i>	<i>55,685</i>	<i>436</i>	<i>1,771</i>	<i>751</i>	<i>2,958</i>	<i>58,643</i>	<i>14,026</i>	<i>72,669</i>	<i>\$75,250</i>	<i>\$79,247</i>	<i>\$98,201</i>	<i>5.3%</i>	<i>25.2%</i>	
T5. Other Object Class 13 Benefits																	
T5a. USDH - Benefits for Former Employees																	
T5b. DHFN - Benefits for Former Employees																	
T5c. Voluntary Separation Incentive Pay (VSIP)																	
T5d. Foreign National Separation Liability Accrual																	

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Defense Acquisition University (FY 2015)																
	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	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					
Direct Funded Personnel (includes OC 13)	666	623	591	73,365	52	2	1,640	1,694	75,059	19,988	95,047	\$124,137	\$127,003	\$160,824	2.3%	27.2%
D1. US Direct Hire (USDH)	666	623	591	73,365	52	2	1,640	1,694	75,059	19,988	95,047	\$124,137	\$127,003	\$160,824	2.3%	27.2%
D1a. Senior Executive Schedule	2	1	1	173	-	-	131	131	304	62	366	\$173,000	\$304,000	\$366,000	75.7%	35.8%
D1b. General Schedule	192	163	167	13,392	28	-	423	451	13,843	3,469	17,312	\$80,192	\$82,892	\$103,665	3.4%	25.9%
D1c. Special Schedule	469	457	421	59,693	21	2	1,056	1,079	60,772	16,422	77,194	\$141,789	\$144,352	\$183,359	1.8%	27.5%
D1d. Wage System	3	2	2	107	3	-	30	33	140	35	175	\$53,500	\$70,000	\$87,500	30.8%	32.7%
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	666	623	591	73,365	52	2	1,640	1,694	75,059	19,988	95,047	\$124,137	\$127,003	\$160,824	2.3%	27.2%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	666	623	591	73,365	52	2	1,640	1,694	75,059	19,988	95,047	\$124,137	\$127,003	\$160,824	2.3%	27.2%
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	666	623	591	73,365	52	2	1,640	1,694	75,059	19,988	95,047	\$124,137	\$127,003	\$160,824	2.3%	27.2%
T1. US Direct Hire (USDH)	666	623	591	73,365	52	2	1,640	1,694	75,059	19,988	95,047	\$124,137	\$127,003	\$160,824	2.3%	27.2%
T1a. Senior Executive Schedule	2	1	1	173	0	0	131	131	304	62	366	\$173,000	\$304,000	\$366,000	75.7%	35.8%
T1b. General Schedule	192	163	167	13,392	28	0	423	451	13,843	3,469	17,312	\$80,192	\$82,892	\$103,665	3.4%	25.9%
T1c. Special Schedule	469	457	421	59,693	21	2	1,056	1,079	60,772	16,422	77,194	\$141,789	\$144,352	\$183,359	1.8%	27.5%
T1d. Wage System	3	2	2	107	3	0	30	33	140	35	175	\$53,500	\$70,000	\$87,500	30.8%	32.7%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	666	623	591	73,365	52	2	1,640	1,694	75,059	19,988	95,047	\$124,137	\$127,003	\$160,824	2.3%	27.2%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	666	623	591	73,365	52	2	1,640	1,694	75,059	19,988	95,047	\$124,137	\$127,003	\$160,824	2.3%	27.2%
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Defense Acquisition University (FY 2016)																
	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	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					
Direct Funded Personnel (includes OC 13)	623	626	601	72,183	56	3	1,782	1,841	74,024	21,473	95,497	\$120,105	\$123,168	\$158,897	2.6%	29.7%
D1. US Direct Hire (USDH)	623	626	601	72,183	56	3	1,782	1,841	74,024	21,473	95,497	\$120,105	\$123,168	\$158,897	2.6%	29.7%
D1a. Senior Executive Schedule	1	2	2	296	-	-	65	65	361	92	453	\$148,000	\$180,500	\$226,500	22.0%	31.1%
D1b. General Schedule	163	162	164	13,168	27	-	528	555	13,723	3,592	17,315	\$80,293	\$83,677	\$105,579	4.2%	27.3%
D1c. Special Schedule	457	460	433	58,616	25	3	1,165	1,193	59,809	17,760	77,569	\$135,372	\$138,127	\$179,143	2.0%	30.3%
D1d. Wage System	2	2	2	103	4	-	24	28	131	29	160	\$51,500	\$65,500	\$80,000	27.2%	28.2%
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	623	626	601	72,183	56	3	1,782	1,841	74,024	21,473	95,497	\$120,105	\$123,168	\$158,897	2.6%	29.7%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>623</i>	<i>626</i>	<i>601</i>	<i>72,183</i>	<i>56</i>	<i>3</i>	<i>1,782</i>	<i>1,841</i>	<i>74,024</i>	<i>21,473</i>	<i>95,497</i>	<i>\$120,105</i>	<i>\$123,168</i>	<i>\$158,897</i>	<i>2.6%</i>	<i>29.7%</i>
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	623	626	601	72,183	56	3	1,782	1,841	74,024	21,473	95,497	\$120,105	\$123,168	\$158,897	2.6%	29.7%
T1. US Direct Hire (USDH)	623	626	601	72,183	56	3	1,782	1,841	74,024	21,473	95,497	\$120,105	\$123,168	\$158,897	2.6%	29.7%
T1a. Senior Executive Schedule	1	2	2	296	0	0	65	65	361	92	453	\$148,000	\$180,500	\$226,500	22.0%	31.1%
T1b. General Schedule	163	162	164	13,168	27	0	528	555	13,723	3,592	17,315	\$80,293	\$83,677	\$105,579	4.2%	27.3%
T1c. Special Schedule	457	460	433	58,616	25	3	1,165	1,193	59,809	17,760	77,569	\$135,372	\$138,127	\$179,143	2.0%	30.3%
T1d. Wage System	2	2	2	103	4	0	24	28	131	29	160	\$51,500	\$65,500	\$80,000	27.2%	28.2%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	623	626	601	72,183	56	3	1,782	1,841	74,024	21,473	95,497	\$120,105	\$123,168	\$158,897	2.6%	29.7%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>623</i>	<i>626</i>	<i>601</i>	<i>72,183</i>	<i>56</i>	<i>3</i>	<i>1,782</i>	<i>1,841</i>	<i>74,024</i>	<i>21,473</i>	<i>95,497</i>	<i>\$120,105</i>	<i>\$123,168</i>	<i>\$158,897</i>	<i>2.6%</i>	<i>29.7%</i>
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Defense Acquisition University (FY 2017)																	
	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates		h/d o % BC Variables	j/d p % BC Benefits
	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			k/c n Comp & Benefits	o % BC		
Direct Funded Personnel (includes OC 13)	626	624	602	73,132	56	3	1,771	1,830	74,962	21,313	96,275	\$121,482	\$124,522	\$159,925	2.5%	29.1%	
D1. US Direct Hire (USDH)	626	624	602	73,132	56	3	1,771	1,830	74,962	21,313	96,275	\$121,482	\$124,522	\$159,925	2.5%	29.1%	
D1a. Senior Executive Schedule	2	2	2	298	-	-	60	60	358	90	448	\$149,000	\$179,000	\$224,000	20.1%	30.2%	
D1b. General Schedule	162	160	160	12,942	27	-	524	551	13,493	3,565	17,058	\$80,888	\$84,331	\$106,613	4.3%	27.5%	
D1c. Special Schedule	460	460	438	59,787	25	3	1,156	1,184	60,971	17,624	78,595	\$136,500	\$139,203	\$179,441	2.0%	29.5%	
D1d. Wage System	2	2	2	105	4	-	31	35	140	34	174	\$52,500	\$70,000	\$87,000	33.3%	32.4%	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire	626	624	602	73,132	56	3	1,771	1,830	74,962	21,313	96,275	\$121,482	\$124,522	\$159,925	2.5%	29.1%	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>626</i>	<i>624</i>	<i>602</i>	<i>73,132</i>	<i>56</i>	<i>3</i>	<i>1,771</i>	<i>1,830</i>	<i>74,962</i>	<i>21,313</i>	<i>96,275</i>	<i>\$121,482</i>	<i>\$124,522</i>	<i>\$159,925</i>	<i>2.5%</i>	<i>29.1%</i>	
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Personnel (includes OC 13)	626	624	602	73,132	56	3	1,771	1,830	74,962	21,313	96,275	\$121,482	\$124,522	\$159,925	2.5%	29.1%	
T1. US Direct Hire (USDH)	626	624	602	73,132	56	3	1,771	1,830	74,962	21,313	96,275	\$121,482	\$124,522	\$159,925	2.5%	29.1%	
T1a. Senior Executive Schedule	2	2	2	298	0	0	60	60	358	90	448	\$149,000	\$179,000	\$224,000	20.1%	30.2%	
T1b. General Schedule	162	160	160	12,942	27	0	524	551	13,493	3,565	17,058	\$80,888	\$84,331	\$106,613	4.3%	27.5%	
T1c. Special Schedule	460	460	438	59,787	25	3	1,156	1,184	60,971	17,624	78,595	\$136,500	\$139,203	\$179,441	2.0%	29.5%	
T1d. Wage System	2	2	2	105	4	0	31	35	140	34	174	\$52,500	\$70,000	\$87,000	33.3%	32.4%	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T3. Total Direct Hire	626	624	602	73,132	56	3	1,771	1,830	74,962	21,313	96,275	\$121,482	\$124,522	\$159,925	2.5%	29.1%	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>626</i>	<i>624</i>	<i>602</i>	<i>73,132</i>	<i>56</i>	<i>3</i>	<i>1,771</i>	<i>1,830</i>	<i>74,962</i>	<i>21,313</i>	<i>96,275</i>	<i>\$121,482</i>	<i>\$124,522</i>	<i>\$159,925</i>	<i>2.5%</i>	<i>29.1%</i>	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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DoD Acquisition Workforce Development Fund (FY 2015)																	
	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates		h/d o % BC Variables	j/d p % BC Benefits
	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			k/c n Comp & Benefits	o % BC		
Direct Funded Personnel (includes OC 13)	2,628	2,029	2,628	139,622	0	0	7,237	7,237	146,859	44,843	191,702	\$53,129	\$55,882	\$72,946	5.2%	32.1%	
D1. US Direct Hire (USDH)	2,628	2,029	2,628	139,622	-	-	7,237	7,237	146,859	44,843	191,702	\$53,129	\$55,882	\$72,946	5.2%	32.1%	
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	2,628	2,029	2,628	139,622	-	-	7,237	7,237	146,859	44,843	191,702	\$53,129	\$55,882	\$72,946	5.2%	32.1%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	2,628	2,029	2,628	139,622	-	-	7,237	7,237	146,859	44,843	191,702	\$53,129	\$55,882	\$72,946	5.2%	32.1%	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	2,628	2,029	2,628	139,622	-	-	7,237	7,237	146,859	44,843	191,702	\$53,129	\$55,882	\$72,946	5.2%	32.1%	
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	2,628	2,029	2,628	139,622	0	0	7,237	7,237	146,859	44,843	191,702	\$53,129	\$55,882	\$72,946	5.2%	32.1%	
T1. US Direct Hire (USDH)	2,628	2,029	2,628	139,622	-	-	7,237	7,237	146,859	44,843	191,702	\$53,129	\$55,882	\$72,946	5.2%	32.1%	
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T1b. General Schedule	2,628	2,029	2,628	139,622	0	0	7,237	7,237	146,859	44,843	191,702	\$53,129	\$55,882	\$72,946	5.2%	32.1%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T3. Total Direct Hire	2,628	2,029	2,628	139,622	-	-	7,237	7,237	146,859	44,843	191,702	\$53,129	\$55,882	\$72,946	5.2%	32.1%	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	2,628	2,029	2,628	139,622	-	-	7,237	7,237	146,859	44,843	191,702	\$53,129	\$55,882	\$72,946	5.2%	32.1%	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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DoD Acquisition Workforce Development Fund (FY 2016)																
	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	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					
Direct Funded Personnel (includes OC 13)	2,029	2,045	1,952	125,624	0	0	6,512	6,512	132,136	40,347	172,483	\$64,357	\$67,693	\$88,362	5.2%	32.1%
D1. US Direct Hire (USDH)	2,029	2,045	1,952	125,624	-	-	6,512	6,512	132,136	40,347	172,483	\$64,357	\$67,693	\$88,362	5.2%	32.1%
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	2,029	2,045	1,952	125,624	-	-	6,512	6,512	132,136	40,347	172,483	\$64,357	\$67,693	\$88,362	5.2%	32.1%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	2,029	2,045	1,952	125,624	-	-	6,512	6,512	132,136	40,347	172,483	\$64,357	\$67,693	\$88,362	5.2%	32.1%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>2,029</i>	<i>2,045</i>	<i>1,952</i>	<i>125,624</i>	<i>-</i>	<i>-</i>	<i>6,512</i>	<i>6,512</i>	<i>132,136</i>	<i>40,347</i>	<i>172,483</i>	<i>\$64,357</i>	<i>\$67,693</i>	<i>\$88,362</i>	<i>5.2%</i>	<i>32.1%</i>
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	2,029	2,045	1,952	125,624	0	0	6,512	6,512	132,136	40,347	172,483	\$64,357	\$67,693	\$88,362	5.2%	32.1%
T1. US Direct Hire (USDH)	2,029	2,045	1,952	125,624	-	-	6,512	6,512	132,136	40,347	172,483	\$64,357	\$67,693	\$88,362	5.2%	32.1%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	2,029	2,045	1,952	125,624	0	0	6,512	6,512	132,136	40,347	172,483	\$64,357	\$67,693	\$88,362	5.2%	32.1%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	2,029	2,045	1,952	125,624	-	-	6,512	6,512	132,136	40,347	172,483	\$64,357	\$67,693	\$88,362	5.2%	32.1%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>2,029</i>	<i>2,045</i>	<i>1,952</i>	<i>125,624</i>	<i>-</i>	<i>-</i>	<i>6,512</i>	<i>6,512</i>	<i>132,136</i>	<i>40,347</i>	<i>172,483</i>	<i>\$64,357</i>	<i>\$67,693</i>	<i>\$88,362</i>	<i>5.2%</i>	<i>32.1%</i>
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-

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DoD Acquisition Workforce Development Fund (FY 2017)																	
	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits	
	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						
Direct Funded Personnel (includes OC 13)	2,045	1,931	2,032	118,511	0	0	6,143	6,143	124,654	38,063	162,717	\$58,322	\$61,345	\$80,077	5.2%	32.1%	
D1. US Direct Hire (USDH)	2,045	1,931	2,032	118,511	-	-	6,143	6,143	124,654	38,063	162,717	\$58,322	\$61,345	\$80,077	5.2%	32.1%	
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	2,045	1,931	2,032	118,511	-	-	6,143	6,143	124,654	38,063	162,717	\$58,322	\$61,345	\$80,077	5.2%	32.1%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	2,045	1,931	2,032	118,511	-	-	6,143	6,143	124,654	38,063	162,717	\$58,322	\$61,345	\$80,077	5.2%	32.1%	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	2,045	1,931	2,032	118,511	-	-	6,143	6,143	124,654	38,063	162,717	\$58,322	\$61,345	\$80,077	5.2%	32.1%	
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	2,045	1,931	2,032	118,511	0	0	6,143	6,143	124,654	38,063	162,717	\$58,322	\$61,345	\$80,077	5.2%	32.1%	
T1. US Direct Hire (USDH)	2,045	1,931	2,032	118,511	-	-	6,143	6,143	124,654	38,063	162,717	\$58,322	\$61,345	\$80,077	5.2%	32.1%	
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T1b. General Schedule	2,045	1,931	2,032	118,511	0	0	6,143	6,143	124,654	38,063	162,717	\$58,322	\$61,345	\$80,077	5.2%	32.1%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T3. Total Direct Hire	2,045	1,931	2,032	118,511	-	-	6,143	6,143	124,654	38,063	162,717	\$58,322	\$61,345	\$80,077	5.2%	32.1%	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	2,045	1,931	2,032	118,511	-	-	6,143	6,143	124,654	38,063	162,717	\$58,322	\$61,345	\$80,077	5.2%	32.1%	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Defense Contract Audit Agency (FY 2015)																
	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	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					
Direct Funded Personnel (includes OC 13)	4,497	4,179	4,230	361,703	1,707	60	6,736	8,503	370,206	124,290	494,496	\$85,509	\$87,519	\$116,902	2.4%	34.4%
D1. US Direct Hire (USDH)	4,496	4,179	4,230	361,698	1,707	60	6,736	8,503	370,201	124,131	494,332	\$85,508	\$87,518	\$116,863	2.4%	34.3%
D1a. Senior Executive Schedule	18	18	18	2,048	-	-	126	126	2,174	512	2,686	\$113,778	\$120,778	\$149,222	6.2%	25.0%
D1b. General Schedule	4,477	4,161	4,211	359,613	1,707	60	6,610	8,377	367,990	123,611	491,601	\$85,398	\$87,388	\$116,742	2.3%	34.4%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	1	-	1	37	-	-	-	-	37	8	45	\$37,000	\$37,000	\$45,000	0.0%	21.6%
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	1	-	-	5	-	-	-	-	5	-	5	-	-	-	0.0%	0.0%
D3. Total Direct Hire	4,497	4,179	4,230	361,703	1,707	60	6,736	8,503	370,206	124,131	494,337	\$85,509	\$87,519	\$116,865	2.4%	34.3%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5. Other Object Class 13 Benefits	4,497	4,179	4,230	361,703	1,707	60	6,736	8,503	370,206	124,131	494,337	\$85,509	\$87,519	\$116,865	2.4%	34.3%
Subtotal - Direct Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	159	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	159	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	456	514	514	43,952	207	7	819	1,033	44,985	14,858	59,843	\$85,510	\$87,519	\$116,426	2.4%	33.8%
R1. US Direct Hire (USDH)	456	514	514	43,952	207	7	819	1,033	44,985	14,839	59,824	\$85,510	\$87,519	\$116,389	2.4%	33.8%
R1a. Senior Executive Schedule	-	-	-	423	-	-	15	15	438	144	582	-	-	-	-	3.5%
R1b. General Schedule	456	514	514	43,529	207	7	804	1,018	44,547	14,695	59,242	\$84,687	\$86,667	\$115,257	2.3%	33.8%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	456	514	514	43,952	207	7	819	1,033	44,985	14,839	59,824	\$85,510	\$87,519	\$116,389	2.4%	33.8%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	456	514	514	43,952	207	7	819	1,033	44,985	14,839	59,824	\$85,510	\$87,519	\$116,389	2.4%	33.8%
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	19	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	19	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	4,953	4,693	4,744	405,655	1,914	67	7,555	9,536	415,191	139,148	554,339	\$85,509	\$87,519	\$116,851	2.4%	34.3%
T1. US Direct Hire (USDH)	4,952	4,693	4,744	405,650	1,914	67	7,555	9,536	415,186	138,970	554,156	\$85,508	\$87,518	\$116,812	2.4%	34.3%
T1a. Senior Executive Schedule	18	18	18	2,471	0	0	141	141	2,612	656	3,268	\$137,278	\$145,111	\$181,556	5.7%	26.5%
T1b. General Schedule	4,933	4,675	4,725	403,142	1,914	67	7,414	9,395	412,537	138,306	550,843	\$85,321	\$87,309	\$116,581	2.3%	34.3%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	1	0	1	37	0	0	0	0	37	8	45	\$37,000	\$37,000	\$45,000	0.0%	21.6%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	1	0	0	5	0	0	0	0	5	0	5	-	-	-	0.0%	0.0%
T3. Total Direct Hire	4,953	4,693	4,744	405,655	1,914	67	7,555	9,536	415,191	138,970	554,161	\$85,509	\$87,519	\$116,813	2.4%	34.3%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	4,953	4,693	4,744	405,655	1,914	67	7,555	9,536	415,191	138,970	554,161	\$85,509	\$87,519	\$116,813	2.4%	34.3%
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	178	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	178	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-

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Defense Contract Audit Agency (FY 2016)																
	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	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					
Direct Funded Personnel (includes OC 13)	4,179	4,116	4,225	367,086	1,306	113	7,074	8,493	375,579	127,870	503,449	\$86,884	\$88,894	\$119,160	2.3%	34.8%
D1. US Direct Hire (USDH)	4,179	4,116	4,225	367,086	1,306	113	7,074	8,493	375,579	127,870	503,449	\$86,884	\$88,894	\$119,160	2.3%	34.8%
D1a. Senior Executive Schedule	18	19	19	3,038	-	-	133	133	3,171	642	3,813	\$159,895	\$166,895	\$200,684	4.4%	21.1%
D1b. General Schedule	4,161	4,096	4,205	363,998	1,306	113	6,941	8,360	372,358	127,217	499,575	\$86,563	\$88,551	\$118,805	2.3%	34.9%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	1	1	50	-	-	-	-	50	11	61	\$50,000	\$50,000	\$61,000	0.0%	22.0%
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	4,179	4,116	4,225	367,086	1,306	113	7,074	8,493	375,579	127,870	503,449	\$86,884	\$88,894	\$119,160	2.3%	34.8%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>4,179</i>	<i>4,116</i>	<i>4,225</i>	<i>367,086</i>	<i>1,306</i>	<i>113</i>	<i>7,074</i>	<i>8,493</i>	<i>375,579</i>	<i>127,870</i>	<i>503,449</i>	<i>\$86,884</i>	<i>\$88,894</i>	<i>\$119,160</i>	<i>2.3%</i>	<i>34.8%</i>
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	514	238	238	19,305	74	0	336	410	19,715	6,603	26,318	\$81,113	\$82,836	\$110,580	2.1%	34.2%
R1. US Direct Hire (USDH)	514	238	238	19,305	74	-	336	410	19,715	6,603	26,318	\$81,113	\$82,836	\$110,580	2.1%	34.2%
R1a. Senior Executive Schedule	-	-	-	171	-	-	-	-	171	36	207	-	-	-	0.0%	21.1%
R1b. General Schedule	514	238	238	19,134	74	-	336	410	19,544	6,567	26,111	\$80,395	\$82,118	\$109,710	2.1%	34.3%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	514	238	238	19,305	74	-	336	410	19,715	6,603	26,318	\$81,113	\$82,836	\$110,580	2.1%	34.2%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>514</i>	<i>238</i>	<i>238</i>	<i>19,305</i>	<i>74</i>	-	<i>336</i>	<i>410</i>	<i>19,715</i>	<i>6,603</i>	<i>26,318</i>	<i>\$81,113</i>	<i>\$82,836</i>	<i>\$110,580</i>	<i>2.1%</i>	<i>34.2%</i>
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	4,693	4,354	4,463	386,391	1,380	113	7,410	8,903	395,294	134,473	529,767	\$86,577	\$88,571	\$118,702	2.3%	34.8%
T1. US Direct Hire (USDH)	4,693	4,354	4,463	386,391	1,380	113	7,410	8,903	395,294	134,473	529,767	\$86,577	\$88,571	\$118,702	2.3%	34.8%
T1a. Senior Executive Schedule	18	19	19	3,209	0	0	133	133	3,342	678	4,020	\$168,895	\$175,895	\$211,579	4.1%	21.1%
T1b. General Schedule	4,675	4,334	4,443	383,132	1,380	113	7,277	8,770	391,902	133,784	525,686	\$86,233	\$88,207	\$118,318	2.3%	34.9%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	1	1	50	0	0	0	0	50	11	61	\$50,000	\$50,000	\$61,000	0.0%	22.0%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	4,693	4,354	4,463	386,391	1,380	113	7,410	8,903	395,294	134,473	529,767	\$86,577	\$88,571	\$118,702	2.3%	34.8%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>4,693</i>	<i>4,354</i>	<i>4,463</i>	<i>386,391</i>	<i>1,380</i>	<i>113</i>	<i>7,410</i>	<i>8,903</i>	<i>395,294</i>	<i>134,473</i>	<i>529,767</i>	<i>\$86,577</i>	<i>\$88,571</i>	<i>\$118,702</i>	<i>2.3%</i>	<i>34.8%</i>
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Defense Contract Audit Agency (FY 2017)																
	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	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					
Direct Funded Personnel (includes OC 13)	<u>4,116</u>	<u>4,663</u>	<u>4,632</u>	<u>402,161</u>	<u>586</u>	<u>9</u>	<u>6,783</u>	<u>7,378</u>	<u>409,539</u>	<u>140,011</u>	<u>549,550</u>	<u>\$86,822</u>	<u>\$88,415</u>	<u>\$118,642</u>	<u>1.8%</u>	<u>34.8%</u>
D1. US Direct Hire (USDH)	<u>4,116</u>	<u>4,663</u>	<u>4,632</u>	<u>402,161</u>	<u>586</u>	<u>9</u>	<u>6,783</u>	<u>7,378</u>	<u>409,539</u>	<u>140,011</u>	<u>549,550</u>	<u>\$86,822</u>	<u>\$88,415</u>	<u>\$118,642</u>	<u>1.8%</u>	<u>34.8%</u>
D1a. Senior Executive Schedule	19	19	19	3,061	-	-	135	135	3,196	647	3,843	\$161,105	\$168,211	\$202,263	4.4%	21.1%
D1b. General Schedule	4,096	4,643	4,612	399,049	586	9	6,648	7,243	406,292	139,353	545,645	\$86,524	\$88,095	\$118,310	1.8%	34.9%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	1	1	1	51	-	-	-	-	51	11	62	\$51,000	\$51,000	\$62,000	0.0%	21.6%
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	<u>4,116</u>	<u>4,663</u>	<u>4,632</u>	<u>402,161</u>	<u>586</u>	<u>9</u>	<u>6,783</u>	<u>7,378</u>	<u>409,539</u>	<u>140,011</u>	<u>549,550</u>	<u>\$86,822</u>	<u>\$88,415</u>	<u>\$118,642</u>	<u>1.8%</u>	<u>34.8%</u>
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<u>4,116</u>	<u>4,663</u>	<u>4,632</u>	<u>402,161</u>	<u>586</u>	<u>9</u>	<u>6,783</u>	<u>7,378</u>	<u>409,539</u>	<u>140,011</u>	<u>549,550</u>	<u>\$86,822</u>	<u>\$88,415</u>	<u>\$118,642</u>	<u>1.8%</u>	<u>34.8%</u>
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	<u>238</u>	<u>59</u>	<u>59</u>	<u>5,154</u>	<u>75</u>	<u>0</u>	<u>186</u>	<u>261</u>	<u>5,415</u>	<u>1,957</u>	<u>7,372</u>	<u>\$87,356</u>	<u>\$91,780</u>	<u>\$124,949</u>	<u>5.1%</u>	<u>38.0%</u>
R1. US Direct Hire (USDH)	<u>238</u>	<u>59</u>	<u>59</u>	<u>5,154</u>	<u>75</u>	<u>-</u>	<u>186</u>	<u>261</u>	<u>5,415</u>	<u>1,957</u>	<u>7,372</u>	<u>\$87,356</u>	<u>\$91,780</u>	<u>\$124,949</u>	<u>5.1%</u>	<u>38.0%</u>
R1a. Senior Executive Schedule	-	-	-	173	-	-	-	-	173	36	-	-	-	-	-	-
R1b. General Schedule	238	59	59	4,981	75	-	186	261	5,242	1,921	7,163	\$84,424	\$88,847	\$121,407	5.2%	38.6%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	<u>238</u>	<u>59</u>	<u>59</u>	<u>5,154</u>	<u>75</u>	<u>-</u>	<u>186</u>	<u>261</u>	<u>5,415</u>	<u>1,957</u>	<u>7,372</u>	<u>\$87,356</u>	<u>\$91,780</u>	<u>\$124,949</u>	<u>5.1%</u>	<u>38.0%</u>
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<u>238</u>	<u>59</u>	<u>59</u>	<u>5,154</u>	<u>75</u>	<u>-</u>	<u>186</u>	<u>261</u>	<u>5,415</u>	<u>1,957</u>	<u>7,372</u>	<u>\$87,356</u>	<u>\$91,780</u>	<u>\$124,949</u>	<u>5.1%</u>	<u>38.0%</u>
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	<u>4,354</u>	<u>4,722</u>	<u>4,691</u>	<u>407,315</u>	<u>661</u>	<u>9</u>	<u>6,969</u>	<u>7,639</u>	<u>414,954</u>	<u>141,968</u>	<u>556,922</u>	<u>\$86,829</u>	<u>\$88,457</u>	<u>\$118,721</u>	<u>1.9%</u>	<u>34.9%</u>
T1. US Direct Hire (USDH)	<u>4,354</u>	<u>4,722</u>	<u>4,691</u>	<u>407,315</u>	<u>661</u>	<u>9</u>	<u>6,969</u>	<u>7,639</u>	<u>414,954</u>	<u>141,968</u>	<u>556,922</u>	<u>\$86,829</u>	<u>\$88,457</u>	<u>\$118,721</u>	<u>1.9%</u>	<u>34.9%</u>
T1a. Senior Executive Schedule	19	19	19	3,234	0	0	135	135	3,369	683	4,052	\$170,211	\$177,316	\$213,263	4.2%	21.1%
T1b. General Schedule	4,334	4,702	4,671	404,030	661	9	6,834	7,504	411,534	141,274	552,808	\$86,498	\$88,104	\$118,349	1.9%	35.0%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	1	1	1	51	0	0	0	0	51	11	62	\$51,000	\$51,000	\$62,000	0.0%	21.6%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	<u>4,354</u>	<u>4,722</u>	<u>4,691</u>	<u>407,315</u>	<u>661</u>	<u>9</u>	<u>6,969</u>	<u>7,639</u>	<u>414,954</u>	<u>141,968</u>	<u>556,922</u>	<u>\$86,829</u>	<u>\$88,457</u>	<u>\$118,721</u>	<u>1.9%</u>	<u>34.9%</u>
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	<u>4,354</u>	<u>4,722</u>	<u>4,691</u>	<u>407,315</u>	<u>661</u>	<u>9</u>	<u>6,969</u>	<u>7,639</u>	<u>414,954</u>	<u>141,968</u>	<u>556,922</u>	<u>\$86,829</u>	<u>\$88,457</u>	<u>\$118,721</u>	<u>1.9%</u>	<u>34.9%</u>
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Defense Contract Management Agency (FY 2015)																
	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	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					
Direct Funded Personnel (includes OC 13)	10,156	10,566	10,023	821,901	4,833	248	10,559	15,640	837,541	270,374	1,107,915	\$82,001	\$83,562	\$110,537	1.9%	32.9%
D1. US Direct Hire (USDH)	10,091	10,506	9,963	818,250	4,829	248	10,536	15,613	833,863	270,251	1,104,114	\$82,129	\$83,696	\$110,821	1.9%	33.0%
D1a. Senior Executive Schedule	10	10	10	1,714	-	-	151	151	1,865	433	2,298	\$171,400	\$186,500	\$229,800	8.8%	25.3%
D1b. General Schedule	10,078	10,495	9,952	816,460	4,828	248	10,381	15,457	831,917	269,796	1,101,713	\$82,040	\$83,593	\$110,703	1.9%	33.0%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	3	1	1	76	1	-	4	5	81	22	103	\$76,000	\$81,000	\$103,000	6.6%	28.9%
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	54	49	49	3,033	4	-	23	27	3,060	123	3,183	\$61,898	\$62,449	\$64,959	0.9%	4.1%
D3. Total Direct Hire	10,145	10,555	10,012	821,283	4,833	248	10,559	15,640	836,923	270,374	1,107,297	\$82,030	\$83,592	\$110,597	1.9%	32.9%
D4. Indirect Hire Foreign Nationals (IHFN)	11	11	11	618	-	-	-	618	618	-	618	\$56,182	\$56,182	\$56,182	0.0%	0.0%
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>10,156</i>	<i>10,566</i>	<i>10,023</i>	<i>821,901</i>	<i>4,833</i>	<i>248</i>	<i>10,559</i>	<i>15,640</i>	<i>837,541</i>	<i>270,374</i>	<i>1,107,915</i>	<i>\$82,001</i>	<i>\$83,562</i>	<i>\$110,537</i>	<i>1.9%</i>	<i>32.9%</i>
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
Reimbursable Funded Personnel (includes OC 13)	618	690	690	85,143	692	25	4,858	5,575	90,718	23,750	114,468	\$123,396	\$131,475	\$165,896	6.5%	27.9%
R1. US Direct Hire (USDH)	618	690	690	85,143	692	25	4,858	5,575	90,718	23,750	114,468	\$123,396	\$131,475	\$165,896	6.5%	27.9%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	618	690	690	85,143	692	25	4,858	5,575	90,718	23,750	114,468	\$123,396	\$131,475	\$165,896	6.5%	27.9%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	618	690	690	85,143	692	25	4,858	5,575	90,718	23,750	114,468	\$123,396	\$131,475	\$165,896	6.5%	27.9%
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>618</i>	<i>690</i>	<i>690</i>	<i>85,143</i>	<i>692</i>	<i>25</i>	<i>4,858</i>	<i>5,575</i>	<i>90,718</i>	<i>23,750</i>	<i>114,468</i>	<i>\$123,396</i>	<i>\$131,475</i>	<i>\$165,896</i>	<i>6.5%</i>	<i>27.9%</i>
R5. Other Object Class 13 Benefits																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
Total Personnel (includes OC 13)	10,774	11,256	10,713	907,044	5,525	273	15,417	21,215	928,259	294,124	1,222,383	\$84,668	\$86,648	\$114,103	2.3%	32.4%
T1. US Direct Hire (USDH)	10,709	11,196	10,653	903,393	5,521	273	15,394	21,188	924,581	294,001	1,218,582	\$84,802	\$86,791	\$114,389	2.3%	32.5%
T1a. Senior Executive Schedule	10	10	10	1,714	0	0	151	151	1,865	433	2,298	\$171,400	\$186,500	\$229,800	8.8%	25.3%
T1b. General Schedule	10,696	11,185	10,642	901,603	5,520	273	15,239	21,032	922,635	293,546	1,216,181	\$84,721	\$86,698	\$114,281	2.3%	32.6%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	3	1	1	76	1	0	4	5	81	22	103	\$76,000	\$81,000	\$103,000	6.6%	28.9%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	54	49	49	3,033	4	0	23	27	3,060	123	3,183	\$61,898	\$62,449	\$64,959	0.9%	4.1%
T3. Total Direct Hire	10,763	11,245	10,702	906,426	5,525	273	15,417	21,215	927,641	294,124	1,221,765	\$84,697	\$86,679	\$114,162	2.3%	32.4%
T4. Indirect Hire Foreign Nationals (IHFN)	11	11	11	618	0	0	0	0	618	0	618	\$56,182	\$56,182	\$56,182	0.0%	0.0%
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>10,774</i>	<i>11,256</i>	<i>10,713</i>	<i>907,044</i>	<i>5,525</i>	<i>273</i>	<i>15,417</i>	<i>21,215</i>	<i>928,259</i>	<i>294,124</i>	<i>1,222,383</i>	<i>\$84,668</i>	<i>\$86,648</i>	<i>\$114,103</i>	<i>2.3%</i>	<i>32.4%</i>
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

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Defense Contract Management Agency (FY 2016)																
	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	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					
Direct Funded Personnel (includes OC 13)	10,566	10,854	10,286	847,410	5,010	257	10,889	16,156	863,566	278,749	1,142,315	\$82,385	\$83,955	\$111,055	1.9%	32.9%
D1. US Direct Hire (USDH)	10,506	10,774	10,206	842,600	5,004	257	10,858	16,119	858,719	278,624	1,137,343	\$82,559	\$84,139	\$111,439	1.9%	33.1%
D1a. Senior Executive Schedule	10	10	10	1,765	-	-	163	163	1,928	558	2,486	\$176,500	\$192,800	\$248,600	9.2%	31.6%
D1b. General Schedule	10,495	10,763	10,195	840,758	5,004	257	10,691	15,952	856,710	278,044	1,134,754	\$82,468	\$84,032	\$111,305	1.9%	33.1%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	1	1	1	77	-	-	4	4	81	22	103	\$77,000	\$81,000	\$103,000	5.2%	28.6%
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	49	67	67	4,184	6	-	31	37	4,221	125	4,346	\$62,448	\$63,000	\$64,866	0.9%	3.0%
D3. Total Direct Hire	10,555	10,841	10,273	846,784	5,010	257	10,889	16,156	862,940	278,749	1,141,689	\$82,428	\$84,001	\$111,135	1.9%	32.9%
D4. Indirect Hire Foreign Nationals (IHFN)	11	13	13	626	-	-	-	-	626	-	626	\$48,154	\$48,154	\$48,154	0.0%	0.0%
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>10,566</i>	<i>10,854</i>	<i>10,286</i>	<i>847,410</i>	<i>5,010</i>	<i>257</i>	<i>10,889</i>	<i>16,156</i>	<i>863,566</i>	<i>278,749</i>	<i>1,142,315</i>	<i>\$82,385</i>	<i>\$83,955</i>	<i>\$111,055</i>	<i>1.9%</i>	<i>32.9%</i>
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	690	692	692	83,459	778	22	4,900	5,700	89,159	23,403	112,562	\$120,605	\$128,842	\$162,662	6.8%	28.0%
R1. US Direct Hire (USDH)	690	692	692	83,459	778	22	4,900	5,700	89,159	23,403	112,562	\$120,605	\$128,842	\$162,662	6.8%	28.0%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	690	692	692	83,459	778	22	4,900	5,700	89,159	23,403	112,562	\$120,605	\$128,842	\$162,662	6.8%	28.0%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	690	692	692	83,459	778	22	4,900	5,700	89,159	23,403	112,562	\$120,605	\$128,842	\$162,662	6.8%	28.0%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>690</i>	<i>692</i>	<i>692</i>	<i>83,459</i>	<i>778</i>	<i>22</i>	<i>4,900</i>	<i>5,700</i>	<i>89,159</i>	<i>23,403</i>	<i>112,562</i>	<i>\$120,605</i>	<i>\$128,842</i>	<i>\$162,662</i>	<i>6.8%</i>	<i>28.0%</i>
R5. Other Object Class 13 Benefits																
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	11,256	11,546	10,978	930,869	5,788	279	15,789	21,856	952,725	302,152	1,254,877	\$84,794	\$86,785	\$114,308	2.3%	32.5%
T1. US Direct Hire (USDH)	11,196	11,466	10,898	926,059	5,782	279	15,758	21,819	947,878	302,027	1,249,905	\$84,975	\$86,977	\$114,691	2.4%	32.6%
T1a. Senior Executive Schedule	10	10	10	1,765	0	0	163	163	1,928	558	2,486	\$176,500	\$192,800	\$248,600	9.2%	31.6%
T1b. General Schedule	11,185	11,455	10,887	924,217	5,782	279	15,591	21,652	945,869	301,447	1,247,316	\$84,892	\$86,881	\$114,569	2.3%	32.6%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	1	1	1	77	0	0	4	4	81	22	103	\$77,000	\$81,000	\$103,000	5.2%	28.6%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	49	67	67	4,184	6	0	31	37	4,221	125	4,346	\$62,448	\$63,000	\$64,866	0.9%	3.0%
T3. Total Direct Hire	11,245	11,533	10,965	930,243	5,788	279	15,789	21,856	952,099	302,152	1,254,251	\$84,837	\$86,831	\$114,387	2.3%	32.5%
T4. Indirect Hire Foreign Nationals (IHFN)	11	13	13	626	0	0	0	0	626	0	626	\$48,154	\$48,154	\$48,154	0.0%	0.0%
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>11,256</i>	<i>11,546</i>	<i>10,978</i>	<i>930,869</i>	<i>5,788</i>	<i>279</i>	<i>15,789</i>	<i>21,856</i>	<i>952,725</i>	<i>302,152</i>	<i>1,254,877</i>	<i>\$84,794</i>	<i>\$86,785</i>	<i>\$114,308</i>	<i>2.3%</i>	<i>32.5%</i>
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Defense Contract Management Agency (FY 2017)																	
	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates		h/d o % BC Variables	j/d p % BC Benefits
	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			k/c n Comp & Benefits	h/d o % BC Variables		
Direct Funded Personnel (includes OC 13)	10,854	11,074	10,466	875,009	5,158	274	11,254	16,686	891,695	288,073	1,179,768	\$83,605	\$85,199	\$112,724	1.9%	32.9%	
D1. US Direct Hire (USDH)	10,774	10,994	10,386	870,126	5,152	274	11,222	16,648	886,774	287,946	1,174,720	\$83,779	\$85,382	\$113,106	1.9%	33.1%	
D1a. Senior Executive Schedule	10	10	10	1,827	-	-	171	171	1,998	577	2,575	\$182,700	\$199,800	\$257,500	9.4%	31.6%	
D1b. General Schedule	10,763	10,983	10,375	868,220	5,152	274	11,047	16,473	884,693	287,347	1,172,040	\$83,684	\$85,272	\$112,968	1.9%	33.1%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	1	1	1	79	-	-	4	4	83	22	105	\$79,000	\$83,000	\$105,000	5.1%	27.8%	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	67	67	67	4,247	6	-	32	38	4,285	127	4,412	\$63,388	\$63,955	\$65,851	0.9%	3.0%	
D3. Total Direct Hire	10,841	11,061	10,453	874,373	5,158	274	11,254	16,686	891,059	288,073	1,179,132	\$83,648	\$85,244	\$112,803	1.9%	32.9%	
D4. Indirect Hire Foreign Nationals (IHFN)	13	13	13	636	-	-	-	-	636	-	636	\$48,923	\$48,923	\$48,923	0.0%	0.0%	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>10,854</i>	<i>11,074</i>	<i>10,466</i>	<i>875,009</i>	<i>5,158</i>	<i>274</i>	<i>11,254</i>	<i>16,686</i>	<i>891,695</i>	<i>288,073</i>	<i>1,179,768</i>	<i>\$83,605</i>	<i>\$85,199</i>	<i>\$112,724</i>	<i>1.9%</i>	<i>32.9%</i>	
D5. Other Object Class 13 Benefits																	
D5a. USDH - Benefits for Former Employees																	
D5b. DHFN - Benefits for Former Employees																	
D5c. Voluntary Separation Incentive Pay (VSIP)																	
D5d. Foreign National Separation Liability Accrual																	
Reimbursable Funded Personnel (includes OC 13)	692	898	898	95,202	177	2	1,090	1,269	96,471	30,466	126,937	\$106,016	\$107,429	\$141,355	1.3%	32.0%	
R1. US Direct Hire (USDH)	692	898	898	95,202	177	2	1,090	1,269	96,471	30,466	126,937	\$106,016	\$107,429	\$141,355	1.3%	32.0%	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	692	898	898	95,202	177	2	1,090	1,269	96,471	30,466	126,937	\$106,016	\$107,429	\$141,355	1.3%	32.0%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	692	898	898	95,202	177	2	1,090	1,269	96,471	30,466	126,937	\$106,016	\$107,429	\$141,355	1.3%	32.0%	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>692</i>	<i>898</i>	<i>898</i>	<i>95,202</i>	<i>177</i>	<i>2</i>	<i>1,090</i>	<i>1,269</i>	<i>96,471</i>	<i>30,466</i>	<i>126,937</i>	<i>\$106,016</i>	<i>\$107,429</i>	<i>\$141,355</i>	<i>1.3%</i>	<i>32.0%</i>	
R5. Other Object Class 13 Benefits																	
R5a. USDH - Benefits for Former Employees																	
R5b. DHFN - Benefits for Former Employees																	
R5c. Voluntary Separation Incentive Pay (VSIP)																	
R5d. Foreign National Separation Liability Accrual																	
Total Personnel (includes OC 13)	11,546	11,972	11,364	970,211	5,335	276	12,344	17,955	988,166	318,539	1,306,705	\$85,376	\$86,956	\$114,986	1.9%	32.8%	
T1. US Direct Hire (USDH)	11,466	11,892	11,284	965,328	5,329	276	12,312	17,917	983,245	318,412	1,301,657	\$85,548	\$87,136	\$115,354	1.9%	33.0%	
T1a. Senior Executive Schedule	10	10	10	1,827	0	-	171	171	1,998	577	2,575	\$182,700	\$199,800	\$257,500	9.4%	31.6%	
T1b. General Schedule	11,455	11,881	11,273	963,422	5,329	276	12,137	17,742	981,164	317,813	1,298,977	\$85,463	\$87,037	\$115,229	1.8%	33.0%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	1	1	1	79	0	0	4	4	83	22	105	\$79,000	\$83,000	\$105,000	5.1%	27.8%	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	67	67	67	4,247	6	0	32	38	4,285	127	4,412	\$63,388	\$63,955	\$65,851	0.9%	3.0%	
T3. Total Direct Hire	11,533	11,959	11,351	969,575	5,335	276	12,344	17,955	987,530	318,539	1,306,069	\$85,418	\$86,999	\$115,062	1.9%	32.9%	
T4. Indirect Hire Foreign Nationals (IHFN)	13	13	13	636	0	0	0	0	636	0	636	\$48,923	\$48,923	\$48,923	0.0%	0.0%	
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>11,546</i>	<i>11,972</i>	<i>11,364</i>	<i>970,211</i>	<i>5,335</i>	<i>276</i>	<i>12,344</i>	<i>17,955</i>	<i>988,166</i>	<i>318,539</i>	<i>1,306,705</i>	<i>\$85,376</i>	<i>\$86,956</i>	<i>\$114,986</i>	<i>1.9%</i>	<i>32.8%</i>	
T5. Other Object Class 13 Benefits																	
T5a. USDH - Benefits for Former Employees																	
T5b. DHFN - Benefits for Former Employees																	
T5c. Voluntary Separation Incentive Pay (VSIP)																	
T5d. Foreign National Separation Liability Accrual																	

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Defense Commissary Agency (FY 2015)																	
	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates		h/d o % BC Variables	j/d p % BC Benefits
	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			k/c n Comp & Benefits			
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<i>Subtotal - Total Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	

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	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates		h/d o % BC Variables	j/d p % BC Benefits
	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			k/c n Comp & Benefits	l/c		
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<i>Subtotal - Total Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	

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	(\$ 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)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1. US Direct Hire (USDH)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0

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Defense Finance and Accounting Service (FY 2015)																	
	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates		h/d o % BC Variables	j/d p % BC Benefits
	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			k/c n Comp & Benefits	h/d o % BC Variables		
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<i>Subtotal - Total Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	

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	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits		
	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							
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates		h/d o % BC Variables	j/d p % BC Benefits
	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			k/c n Comp & Benefits	l/c		
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T1. US Direct Hire (USDH)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T3. Total Direct Hire	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T5. Other Object Class 13 Benefits	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-

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Defense Human Resources Activity (FY 2015)																
	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	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					
Direct Funded Personnel (includes OC 13)	1,067	1,100	1,041	114,793	259	7	2,199	2,465	117,258	33,167	150,425	\$110,272	\$112,640	\$144,500	2.1%	28.9%
D1. US Direct Hire (USDH)	1,067	1,100	1,041	114,793	259	7	2,199	2,465	117,258	33,167	150,425	\$110,272	\$112,640	\$144,500	2.1%	28.9%
D1a. Senior Executive Schedule	10	13	13	1,725	-	-	53	53	1,778	456	2,234	\$132,692	\$136,769	\$171,846	3.1%	26.4%
D1b. General Schedule	1,057	1,087	1,028	113,068	259	7	2,146	2,412	115,480	32,711	148,191	\$109,988	\$112,335	\$144,155	2.1%	28.9%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	1,067	1,100	1,041	114,793	259	7	2,199	2,465	117,258	33,167	150,425	\$110,272	\$112,640	\$144,500	2.1%	28.9%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>1,067</i>	<i>1,100</i>	<i>1,041</i>	<i>114,793</i>	<i>259</i>	<i>7</i>	<i>2,199</i>	<i>2,465</i>	<i>117,258</i>	<i>33,167</i>	<i>150,425</i>	<i>\$110,272</i>	<i>\$112,640</i>	<i>\$144,500</i>	<i>2.1%</i>	<i>28.9%</i>
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	1,067	1,100	1,041	114,793	259	7	2,199	2,465	117,258	33,167	150,425	\$110,272	\$112,640	\$144,500	2.1%	28.9%
T1. US Direct Hire (USDH)	1,067	1,100	1,041	114,793	259	7	2,199	2,465	117,258	33,167	150,425	\$110,272	\$112,640	\$144,500	2.1%	28.9%
T1a. Senior Executive Schedule	10	13	13	1,725	0	0	53	53	1,778	456	2,234	\$132,692	\$136,769	\$171,846	3.1%	26.4%
T1b. General Schedule	1,057	1,087	1,028	113,068	259	7	2,146	2,412	115,480	32,711	148,191	\$109,988	\$112,335	\$144,155	2.1%	28.9%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	1,067	1,100	1,041	114,793	259	7	2,199	2,465	117,258	33,167	150,425	\$110,272	\$112,640	\$144,500	2.1%	28.9%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>1,067</i>	<i>1,100</i>	<i>1,041</i>	<i>114,793</i>	<i>259</i>	<i>7</i>	<i>2,199</i>	<i>2,465</i>	<i>117,258</i>	<i>33,167</i>	<i>150,425</i>	<i>\$110,272</i>	<i>\$112,640</i>	<i>\$144,500</i>	<i>2.1%</i>	<i>28.9%</i>
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Defense Human Resources Activity (FY 2016)																
	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	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					
Direct Funded Personnel (includes OC 13)	1,100	1,110	1,110	116,459	143	8	3,360	3,511	119,970	34,367	154,337	\$104,918	\$108,081	\$139,042	3.0%	29.5%
D1. US Direct Hire (USDH)	1,100	1,110	1,110	116,459	143	8	3,360	3,511	119,970	34,367	154,337	\$104,918	\$108,081	\$139,042	3.0%	29.5%
D1a. Senior Executive Schedule	13	13	13	1,725	-	-	62	62	1,787	465	2,252	\$132,692	\$137,462	\$173,231	3.6%	27.0%
D1b. General Schedule	1,087	1,097	1,097	114,734	143	8	3,298	3,449	118,183	33,902	152,085	\$104,589	\$107,733	\$138,637	3.0%	29.5%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	1,100	1,110	1,110	116,459	143	8	3,360	3,511	119,970	34,367	154,337	\$104,918	\$108,081	\$139,042	3.0%	29.5%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>1,100</i>	<i>1,110</i>	<i>1,110</i>	<i>116,459</i>	<i>143</i>	<i>8</i>	<i>3,360</i>	<i>3,511</i>	<i>119,970</i>	<i>34,367</i>	<i>154,337</i>	<i>\$104,918</i>	<i>\$108,081</i>	<i>\$139,042</i>	<i>3.0%</i>	<i>29.5%</i>
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	1,100	1,110	1,110	116,459	143	8	3,360	3,511	119,970	34,367	154,337	\$104,918	\$108,081	\$139,042	3.0%	29.5%
T1. US Direct Hire (USDH)	1,100	1,110	1,110	116,459	143	8	3,360	3,511	119,970	34,367	154,337	\$104,918	\$108,081	\$139,042	3.0%	29.5%
T1a. Senior Executive Schedule	13	13	13	1,725	0	0	62	62	1,787	465	2,252	\$132,692	\$137,462	\$173,231	3.6%	27.0%
T1b. General Schedule	1,087	1,097	1,097	114,734	143	8	3,298	3,449	118,183	33,902	152,085	\$104,589	\$107,733	\$138,637	3.0%	29.5%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	1,100	1,110	1,110	116,459	143	8	3,360	3,511	119,970	34,367	154,337	\$104,918	\$108,081	\$139,042	3.0%	29.5%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>1,100</i>	<i>1,110</i>	<i>1,110</i>	<i>116,459</i>	<i>143</i>	<i>8</i>	<i>3,360</i>	<i>3,511</i>	<i>119,970</i>	<i>34,367</i>	<i>154,337</i>	<i>\$104,918</i>	<i>\$108,081</i>	<i>\$139,042</i>	<i>3.0%</i>	<i>29.5%</i>
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Defense Human Resources Activity (FY 2017)																
	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	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					
Direct Funded Personnel (includes OC 13)	1,110	1,186	1,186	127,968	0	0	4,080	4,080	132,048	34,350	166,398	\$107,899	\$111,339	\$140,302	3.2%	26.8%
D1. US Direct Hire (USDH)	1,110	1,186	1,186	127,968	-	-	4,080	4,080	132,048	34,350	166,398	\$107,899	\$111,339	\$140,302	3.2%	26.8%
D1a. Senior Executive Schedule	13	13	13	1,748	-	-	70	70	1,818	472	2,290	\$134,462	\$139,846	\$176,154	4.0%	27.0%
D1b. General Schedule	1,097	1,173	1,173	126,220	-	-	4,010	4,010	130,230	33,878	164,108	\$107,604	\$111,023	\$139,905	3.2%	26.8%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	1,110	1,186	1,186	127,968	-	-	4,080	4,080	132,048	34,350	166,398	\$107,899	\$111,339	\$140,302	3.2%	26.8%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>1,110</i>	<i>1,186</i>	<i>1,186</i>	<i>127,968</i>	-	-	<i>4,080</i>	<i>4,080</i>	<i>132,048</i>	<i>34,350</i>	<i>166,398</i>	<i>\$107,899</i>	<i>\$111,339</i>	<i>\$140,302</i>	<i>3.2%</i>	<i>26.8%</i>
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	1,110	1,186	1,186	127,968	0	0	4,080	4,080	132,048	34,350	166,398	\$107,899	\$111,339	\$140,302	3.2%	26.8%
T1. US Direct Hire (USDH)	1,110	1,186	1,186	127,968	-	-	4,080	4,080	132,048	34,350	166,398	\$107,899	\$111,339	\$140,302	3.2%	26.8%
T1a. Senior Executive Schedule	13	13	13	1,748	0	0	70	70	1,818	472	2,290	\$134,462	\$139,846	\$176,154	4.0%	27.0%
T1b. General Schedule	1,097	1,173	1,173	126,220	0	0	4,010	4,010	130,230	33,878	164,108	\$107,604	\$111,023	\$139,905	3.2%	26.8%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	1,110	1,186	1,186	127,968	-	-	4,080	4,080	132,048	34,350	166,398	\$107,899	\$111,339	\$140,302	3.2%	26.8%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>1,110</i>	<i>1,186</i>	<i>1,186</i>	<i>127,968</i>	<i>-</i>	<i>-</i>	<i>4,080</i>	<i>4,080</i>	<i>132,048</i>	<i>34,350</i>	<i>166,398</i>	<i>\$107,899</i>	<i>\$111,339</i>	<i>\$140,302</i>	<i>3.2%</i>	<i>26.8%</i>
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	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					
Direct Funded Personnel (includes OC 13)	2,304	2,034	1,990	215,438	588	201	3,903	4,692	220,130	69,300	289,430	\$108,260	\$110,618	\$145,442	2.2%	32.2%
D1. US Direct Hire (USDH)	2,304	2,034	1,990	215,438	588	201	3,855	4,644	220,082	68,516	288,598	\$108,260	\$110,594	\$145,024	2.2%	31.8%
D1a. Senior Executive Schedule	21	15	19	3,078	-	-	503	503	3,581	824	4,405	\$162,000	\$188,474	\$231,842	16.3%	26.8%
D1b. General Schedule	2,283	2,019	1,971	212,360	588	201	3,352	4,141	216,501	67,692	284,193	\$107,742	\$109,843	\$144,187	1.9%	31.9%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	2,304	2,034	1,990	215,438	588	201	3,855	4,644	220,082	68,516	288,598	\$108,260	\$110,594	\$145,024	2.2%	31.8%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	48	48	48	-	48	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>2,304</i>	<i>2,034</i>	<i>1,990</i>	<i>215,438</i>	<i>588</i>	<i>201</i>	<i>3,903</i>	<i>4,692</i>	<i>220,130</i>	<i>68,516</i>	<i>288,646</i>	<i>\$108,260</i>	<i>\$110,618</i>	<i>\$145,048</i>	<i>2.2%</i>	<i>31.8%</i>
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	784	784	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	784	784	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	55	61	81	7,721	0	0	1	1	7,722	37	7,759	\$95,321	\$95,333	\$95,790	0.0%	0.5%
R1. US Direct Hire (USDH)	50	56	76	7,721	-	-	1	1	7,722	37	7,759	\$101,592	\$101,605	\$102,092	0.0%	0.5%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	50	56	76	7,721	-	-	1	1	7,722	37	7,759	\$101,592	\$101,605	\$102,092	0.0%	0.5%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	50	56	76	7,721	-	-	1	1	7,722	37	7,759	\$101,592	\$101,605	\$102,092	0.0%	0.5%
R4. Indirect Hire Foreign Nationals (IHFN)	5	5	5	-	-	-	-	-	-	-	-	\$0	\$0	\$0	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>55</i>	<i>61</i>	<i>81</i>	<i>7,721</i>	<i>-</i>	<i>-</i>	<i>1</i>	<i>1</i>	<i>7,722</i>	<i>37</i>	<i>7,759</i>	<i>\$95,321</i>	<i>\$95,333</i>	<i>\$95,790</i>	<i>0.0%</i>	<i>0.5%</i>
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	2,359	2,095	2,071	223,159	588	201	3,904	4,693	227,852	69,337	297,189	\$107,754	\$110,020	\$143,500	2.1%	31.1%
T1. US Direct Hire (USDH)	2,354	2,090	2,066	223,159	588	201	3,856	4,645	227,804	68,553	296,357	\$108,015	\$110,263	\$143,445	2.1%	30.7%
T1a. Senior Executive Schedule	21	15	19	3,078	0	0	503	503	3,581	824	4,405	\$162,000	\$188,474	\$231,842	16.3%	26.8%
T1b. General Schedule	2,333	2,075	2,047	220,081	588	201	3,353	4,142	224,223	67,729	291,952	\$107,514	\$109,537	\$142,624	1.9%	30.8%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	2,354	2,090	2,066	223,159	588	201	3,856	4,645	227,804	68,553	296,357	\$108,015	\$110,263	\$143,445	2.1%	30.7%
T4. Indirect Hire Foreign Nationals (IHFN)	5	5	5	0	0	0	48	48	48	0	48	\$0	\$9,600	\$9,600	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>2,359</i>	<i>2,095</i>	<i>2,071</i>	<i>223,159</i>	<i>588</i>	<i>201</i>	<i>3,904</i>	<i>4,693</i>	<i>227,852</i>	<i>68,553</i>	<i>296,405</i>	<i>\$107,754</i>	<i>\$110,020</i>	<i>\$143,122</i>	<i>2.1%</i>	<i>30.7%</i>
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	784	784	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	784	784	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-

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	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	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					
Direct Funded Personnel (includes OC 13)	2,034	2,028	2,013	207,679	627	216	2,286	3,129	210,808	54,760	265,568	\$103,169	\$104,723	\$131,926	1.5%	26.4%
D1. US Direct Hire (USDH)	2,034	2,028	2,013	207,679	627	216	2,286	3,129	210,808	54,760	265,568	\$103,169	\$104,723	\$131,926	1.5%	26.4%
D1a. Senior Executive Schedule	15	23	23	2,585	-	-	134	134	2,719	695	3,414	\$112,391	\$118,217	\$148,435	5.2%	26.9%
D1b. General Schedule	2,019	2,005	1,990	205,094	627	216	2,152	2,995	208,089	54,065	262,154	\$103,062	\$104,567	\$131,736	1.5%	26.4%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	2,034	2,028	2,013	207,679	627	216	2,286	3,129	210,808	54,760	265,568	\$103,169	\$104,723	\$131,926	1.5%	26.4%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>2,034</i>	<i>2,028</i>	<i>2,013</i>	<i>207,679</i>	<i>627</i>	<i>216</i>	<i>2,286</i>	<i>3,129</i>	<i>210,808</i>	<i>54,760</i>	<i>265,568</i>	<i>\$103,169</i>	<i>\$104,723</i>	<i>\$131,926</i>	<i>1.5%</i>	<i>26.4%</i>
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	61	97	97	10,868	33	11	110	154	11,022	2,865	13,887	\$112,041	\$113,629	\$143,165	1.4%	26.4%
R1. US Direct Hire (USDH)	56	92	92	10,868	33	11	110	154	11,022	2,865	13,887	\$118,130	\$119,804	\$150,946	1.4%	26.4%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	56	92	92	10,868	33	11	110	154	11,022	2,865	13,887	\$118,130	\$119,804	\$150,946	1.4%	26.4%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	56	92	92	10,868	33	11	110	154	11,022	2,865	13,887	\$118,130	\$119,804	\$150,946	1.4%	26.4%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>61</i>	<i>97</i>	<i>97</i>	<i>10,868</i>	<i>33</i>	<i>11</i>	<i>110</i>	<i>154</i>	<i>11,022</i>	<i>2,865</i>	<i>13,887</i>	<i>\$112,041</i>	<i>\$113,629</i>	<i>\$143,165</i>	<i>1.4%</i>	<i>26.4%</i>
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	2,095	2,125	2,110	218,547	660	227	2,396	3,283	221,830	57,625	279,455	\$103,577	\$105,133	\$132,443	1.5%	26.4%
T1. US Direct Hire (USDH)	2,090	2,120	2,105	218,547	660	227	2,396	3,283	221,830	57,625	279,455	\$103,823	\$105,382	\$132,758	1.5%	26.4%
T1a. Senior Executive Schedule	15	23	23	2,585	0	0	134	134	2,719	695	3,414	\$112,391	\$118,217	\$148,435	5.2%	26.9%
T1b. General Schedule	2,075	2,097	2,082	215,962	660	227	2,262	3,149	219,111	56,930	276,041	\$103,728	\$105,241	\$132,585	1.5%	26.4%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	2,090	2,120	2,105	218,547	660	227	2,396	3,283	221,830	57,625	279,455	\$103,823	\$105,382	\$132,758	1.5%	26.4%
T4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>2,095</i>	<i>2,125</i>	<i>2,110</i>	<i>218,547</i>	<i>660</i>	<i>227</i>	<i>2,396</i>	<i>3,283</i>	<i>221,830</i>	<i>57,625</i>	<i>279,455</i>	<i>\$103,577</i>	<i>\$105,133</i>	<i>\$132,443</i>	<i>1.5%</i>	<i>26.4%</i>
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

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	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	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					
Direct Funded Personnel (includes OC 13)	210	141	149	18,362	140	42	433	615	18,977	16,655	35,632	\$123,235	\$127,362	\$239,141	3.3%	90.7%
D1. US Direct Hire (USDH)	210	141	149	18,362	140	42	433	615	18,977	5,203	24,180	\$123,235	\$127,362	\$162,282	3.3%	28.3%
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	210	141	149	18,362	140	42	433	615	18,977	5,203	24,180	\$123,235	\$127,362	\$162,282	3.3%	28.3%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	210	141	149	18,362	140	42	433	615	18,977	5,203	24,180	\$123,235	\$127,362	\$162,282	3.3%	28.3%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5. Other Object Class 13 Benefits	210	141	149	18,362	140	42	433	615	18,977	5,203	24,180	\$123,235	\$127,362	\$162,282	3.3%	28.3%
Subtotal - Direct Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	11,452	11,452	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	11,452	11,452	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	48	28	41	4,445	51	7	99	157	4,602	1,296	5,898	\$108,415	\$112,244	\$143,854	3.5%	29.2%
R1. US Direct Hire (USDH)	48	28	41	4,445	51	7	99	157	4,602	1,247	5,849	\$108,415	\$112,244	\$142,659	3.5%	28.1%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	48	28	41	4,445	51	7	99	157	4,602	1,247	5,849	\$108,415	\$112,244	\$142,659	3.5%	28.1%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	48	28	41	4,445	51	7	99	157	4,602	1,247	5,849	\$108,415	\$112,244	\$142,659	3.5%	28.1%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	48	28	41	4,445	51	7	99	157	4,602	1,247	5,849	\$108,415	\$112,244	\$142,659	3.5%	28.1%
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	49	49	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	49	49	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	258	169	190	22,807	191	49	532	772	23,579	17,951	41,530	\$120,037	\$124,100	\$218,579	3.4%	78.7%
T1. US Direct Hire (USDH)	258	169	190	22,807	191	49	532	772	23,579	6,450	30,029	\$120,037	\$124,100	\$158,047	3.4%	28.3%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	258	169	190	22,807	191	49	532	772	23,579	6,450	30,029	\$120,037	\$124,100	\$158,047	3.4%	28.3%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	258	169	190	22,807	191	49	532	772	23,579	6,450	30,029	\$120,037	\$124,100	\$158,047	3.4%	28.3%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	258	169	190	22,807	191	49	532	772	23,579	6,450	30,029	\$120,037	\$124,100	\$158,047	3.4%	28.3%
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	11,501	11,501	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	11,501	11,501	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-

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	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	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					
Direct Funded Personnel (includes OC 13)	167	149	167	17,994	559	0	0	559	18,553	15,079	33,632	\$107,749	\$111,096	\$201,389	3.1%	83.8%
D1. US Direct Hire (USDH)	167	149	167	17,994	559	-	-	559	18,553	4,586	23,139	\$107,749	\$111,096	\$138,557	3.1%	25.5%
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	167	149	167	17,994	559	-	-	559	18,553	4,586	23,139	\$107,749	\$111,096	\$138,557	3.1%	25.5%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	167	149	167	17,994	559	-	-	559	18,553	4,586	23,139	\$107,749	\$111,096	\$138,557	3.1%	25.5%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	167	149	167	17,994	559	-	-	559	18,553	4,586	23,139	\$107,749	\$111,096	\$138,557	3.1%	25.5%
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	10,493	10,493	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	10,493	10,493	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	41	38	41	5,438	132	0	0	132	5,570	1,402	6,972	\$132,634	\$135,854	\$170,049	2.4%	25.8%
R1. US Direct Hire (USDH)	41	38	41	5,438	132	-	-	132	5,570	1,402	6,972	\$132,634	\$135,854	\$170,049	2.4%	25.8%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	41	38	41	5,438	132	-	-	132	5,570	1,402	6,972	\$132,634	\$135,854	\$170,049	2.4%	25.8%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	41	38	41	5,438	132	-	-	132	5,570	1,402	6,972	\$132,634	\$135,854	\$170,049	2.4%	25.8%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	41	38	41	5,438	132	-	-	132	5,570	1,402	6,972	\$132,634	\$135,854	\$170,049	2.4%	25.8%
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	208	187	208	23,432	691	0	0	691	24,123	16,481	40,604	\$112,654	\$115,976	\$195,212	2.9%	70.3%
T1. US Direct Hire (USDH)	208	187	208	23,432	691	-	-	691	24,123	5,988	30,111	\$112,654	\$115,976	\$144,764	2.9%	25.6%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	208	187	208	23,432	691	0	0	691	24,123	5,988	30,111	\$112,654	\$115,976	\$144,764	2.9%	25.6%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	208	187	208	23,432	691	-	-	691	24,123	5,988	30,111	\$112,654	\$115,976	\$144,764	2.9%	25.6%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	208	187	208	23,432	691	-	-	691	24,123	5,988	30,111	\$112,654	\$115,976	\$144,764	2.9%	25.6%
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	10,493	10,493	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	10,493	10,493	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-

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

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Defense Legal Services Agency (FY 2015)																
	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	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					
Direct Funded Personnel (includes OC 13)	224	207	207	31,165	185	5	8,812	9,002	40,167	8,828	48,995	\$150,556	\$194,043	\$236,691	28.9%	28.3%
D1. US Direct Hire (USDH)	224	207	207	31,165	185	5	8,812	9,002	40,167	8,828	48,995	\$150,556	\$194,043	\$236,691	28.9%	28.3%
D1a. Senior Executive Schedule	5	4	4	771	-	-	28	28	799	190	989	\$192,750	\$199,750	\$247,250	3.6%	24.6%
D1b. General Schedule	219	203	203	30,394	185	5	244	434	30,828	8,638	39,466	\$149,724	\$151,862	\$194,414	1.4%	28.4%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	8,540	8,540	8,540	-	8,540	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	224	207	207	31,165	185	5	8,812	9,002	40,167	8,828	48,995	\$150,556	\$194,043	\$236,691	28.9%	28.3%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>224</i>	<i>207</i>	<i>207</i>	<i>31,165</i>	<i>185</i>	<i>5</i>	<i>8,812</i>	<i>9,002</i>	<i>40,167</i>	<i>8,828</i>	<i>48,995</i>	<i>\$150,556</i>	<i>\$194,043</i>	<i>\$236,691</i>	<i>28.9%</i>	<i>28.3%</i>
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	224	207	207	31,165	185	5	8,812	9,002	40,167	8,828	48,995	\$150,556	\$194,043	\$236,691	28.9%	28.3%
T1. US Direct Hire (USDH)	224	207	207	31,165	185	5	8,812	9,002	40,167	8,828	48,995	\$150,556	\$194,043	\$236,691	28.9%	28.3%
T1a. Senior Executive Schedule	5	4	4	771	0	0	28	28	799	190	989	\$192,750	\$199,750	\$247,250	3.6%	24.6%
T1b. General Schedule	219	203	203	30,394	185	5	244	434	30,828	8,638	39,466	\$149,724	\$151,862	\$194,414	1.4%	28.4%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	8,540	8,540	8,540	0	8,540	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	224	207	207	31,165	185	5	8,812	9,002	40,167	8,828	48,995	\$150,556	\$194,043	\$236,691	28.9%	28.3%
T4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>224</i>	<i>207</i>	<i>207</i>	<i>31,165</i>	<i>185</i>	<i>5</i>	<i>8,812</i>	<i>9,002</i>	<i>40,167</i>	<i>8,828</i>	<i>48,995</i>	<i>\$150,556</i>	<i>\$194,043</i>	<i>\$236,691</i>	<i>28.9%</i>	<i>28.3%</i>
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Defense Legal Services Agency (FY 2016)																
	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	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					
Direct Funded Personnel (includes OC 13)	211	285	285	33,051	100	0	844	944	33,995	8,786	42,781	\$115,968	\$119,281	\$150,109	2.9%	26.6%
D1. US Direct Hire (USDH)	211	285	285	33,051	100	-	844	944	33,995	8,786	42,781	\$115,968	\$119,281	\$150,109	2.9%	26.6%
D1a. Senior Executive Schedule	4	5	5	1,050	-	-	24	24	1,074	224	1,298	\$210,000	\$214,800	\$259,600	2.3%	21.3%
D1b. General Schedule	207	280	280	32,001	100	-	820	920	32,921	8,562	41,483	\$114,289	\$117,575	\$148,154	2.9%	26.8%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	211	285	285	33,051	100	-	844	944	33,995	8,786	42,781	\$115,968	\$119,281	\$150,109	2.9%	26.6%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>211</i>	<i>285</i>	<i>285</i>	<i>33,051</i>	<i>100</i>	-	<i>844</i>	<i>944</i>	<i>33,995</i>	<i>8,786</i>	<i>42,781</i>	<i>\$115,968</i>	<i>\$119,281</i>	<i>\$150,109</i>	<i>2.9%</i>	<i>26.6%</i>
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	211	285	285	33,051	100	0	844	944	33,995	8,786	42,781	\$115,968	\$119,281	\$150,109	2.9%	26.6%
T1. US Direct Hire (USDH)	211	285	285	33,051	100	-	844	944	33,995	8,786	42,781	\$115,968	\$119,281	\$150,109	2.9%	26.6%
T1a. Senior Executive Schedule	4	5	5	1,050	0	0	24	24	1,074	224	1,298	\$210,000	\$214,800	\$259,600	2.3%	21.3%
T1b. General Schedule	207	280	280	32,001	100	0	820	920	32,921	8,562	41,483	\$114,289	\$117,575	\$148,154	2.9%	26.8%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	211	285	285	33,051	100	-	844	944	33,995	8,786	42,781	\$115,968	\$119,281	\$150,109	2.9%	26.6%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>211</i>	<i>285</i>	<i>285</i>	<i>33,051</i>	<i>100</i>	<i>-</i>	<i>844</i>	<i>944</i>	<i>33,995</i>	<i>8,786</i>	<i>42,781</i>	<i>\$115,968</i>	<i>\$119,281</i>	<i>\$150,109</i>	<i>2.9%</i>	<i>26.6%</i>
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

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Department of Defense Education Agency (FY 2015)																
	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	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					
Direct Funded Personnel (includes OC 13)	14,269	13,436	11,663	765,038	426	463	24,680	25,569	790,607	421,927	1,212,534	\$65,595	\$67,788	\$103,964	3.3%	55.2%
D1. US Direct Hire (USDH)	13,970	13,134	11,378	756,618	426	463	24,680	25,569	782,187	415,407	1,197,594	\$66,498	\$68,746	\$105,255	3.4%	54.9%
D1a. Senior Executive Schedule	6	6	6	972	-	-	28	28	1,000	361	1,361	\$162,000	\$166,667	\$226,833	2.9%	37.1%
D1b. General Schedule	3,683	3,480	2,642	140,669	399	12	4,461	4,872	145,541	51,758	197,299	\$53,243	\$55,087	\$74,678	3.5%	36.8%
D1c. Special Schedule	3,872	3,563	2,929	230,656	4	-	4,607	4,611	235,267	70,002	305,269	\$78,749	\$80,323	\$104,223	2.0%	30.3%
D1d. Wage System	298	293	292	10,793	23	-	750	773	11,566	4,308	15,874	\$36,962	\$39,610	\$54,363	7.2%	39.9%
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	6,111	5,792	5,509	373,528	-	451	14,834	15,285	388,813	288,978	677,791	\$67,803	\$70,578	\$123,033	4.1%	77.4%
D2. Direct Hire Program Foreign Nationals (DHFN)	80	79	79	2,295	-	-	-	-	2,295	618	2,913	\$29,051	\$29,051	\$36,873	0.0%	26.9%
D3. Total Direct Hire	14,050	13,213	11,457	758,913	426	463	24,680	25,569	784,482	416,025	1,200,507	\$66,240	\$68,472	\$104,784	3.4%	54.8%
D4. Indirect Hire Foreign Nationals (IHFN)	219	223	206	6,125	-	-	-	-	6,125	-	6,125	\$29,733	\$29,733	\$29,733	0.0%	0.0%
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>14,269</i>	<i>13,436</i>	<i>11,663</i>	<i>765,038</i>	<i>426</i>	<i>463</i>	<i>24,680</i>	<i>25,569</i>	<i>790,607</i>	<i>416,025</i>	<i>1,206,632</i>	<i>\$65,595</i>	<i>\$67,788</i>	<i>\$103,458</i>	<i>3.3%</i>	<i>54.4%</i>
D5. Other Object Class 13 Benefits										5,902	5,902					
D5a. USDH - Benefits for Former Employees										138	138					
D5b. DHFN - Benefits for Former Employees										150	150					
D5c. Voluntary Separation Incentive Pay (VSIP)										5,614	5,614					
D5d. Foreign National Separation Liability Accrual										-	-					
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>
R5. Other Object Class 13 Benefits																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
Total Personnel (includes OC 13)	14,269	13,436	11,663	765,038	426	463	24,680	25,569	790,607	421,927	1,212,534	\$65,595	\$67,788	\$103,964	3.3%	55.2%
T1. US Direct Hire (USDH)	13,970	13,134	11,378	756,618	426	463	24,680	25,569	782,187	415,407	1,197,594	\$66,498	\$68,746	\$105,255	3.4%	54.9%
T1a. Senior Executive Schedule	6	6	6	972	0	0	28	28	1,000	361	1,361	\$162,000	\$166,667	\$226,833	2.9%	37.1%
T1b. General Schedule	3,683	3,480	2,642	140,669	399	12	4,461	4,872	145,541	51,758	197,299	\$53,243	\$55,087	\$74,678	3.5%	36.8%
T1c. Special Schedule	3,872	3,563	2,929	230,656	4	0	4,607	4,611	235,267	70,002	305,269	\$78,749	\$80,323	\$104,223	2.0%	30.3%
T1d. Wage System	298	293	292	10,793	23	0	750	773	11,566	4,308	15,874	\$36,962	\$39,610	\$54,363	7.2%	39.9%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	6,111	5,792	5,509	373,528	0	451	14,834	15,285	388,813	288,978	677,791	\$67,803	\$70,578	\$123,033	4.1%	77.4%
T2. Direct Hire Program Foreign Nationals (DHFN)	80	79	79	2,295	0	0	0	0	2,295	618	2,913	\$29,051	\$29,051	\$36,873	0.0%	26.9%
T3. Total Direct Hire	14,050	13,213	11,457	758,913	426	463	24,680	25,569	784,482	416,025	1,200,507	\$66,240	\$68,472	\$104,784	3.4%	54.8%
T4. Indirect Hire Foreign Nationals (IHFN)	219	223	206	6,125	0	0	0	0	6,125	0	6,125	\$29,733	\$29,733	\$29,733	0.0%	0.0%
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>14,269</i>	<i>13,436</i>	<i>11,663</i>	<i>765,038</i>	<i>426</i>	<i>463</i>	<i>24,680</i>	<i>25,569</i>	<i>790,607</i>	<i>416,025</i>	<i>1,206,632</i>	<i>\$65,595</i>	<i>\$67,788</i>	<i>\$103,458</i>	<i>3.3%</i>	<i>54.4%</i>
T5. Other Object Class 13 Benefits										5,902	5,902					
T5a. USDH - Benefits for Former Employees										138	138					
T5b. DHFN - Benefits for Former Employees										150	150					
T5c. Voluntary Separation Incentive Pay (VSIP)										5,614	5,614					
T5d. Foreign National Separation Liability Accrual										0	0					

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	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	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					
Direct Funded Personnel (includes OC 13)	14,347	14,343	12,413	801,653	505	522	27,161	28,188	829,841	444,941	1,274,782	\$64,582	\$66,853	\$102,697	3.5%	55.5%
D1. US Direct Hire (USDH)	14,062	14,057	12,143	789,765	505	522	27,161	28,188	817,953	444,156	1,262,109	\$65,039	\$67,360	\$103,937	3.6%	56.2%
D1a. Senior Executive Schedule	6	6	6	982	-	-	105	105	1,087	348	1,435	\$163,667	\$181,167	\$239,167	10.7%	35.4%
D1b. General Schedule	3,686	3,682	2,764	142,375	373	38	3,635	4,046	146,421	52,128	198,549	\$51,510	\$52,974	\$71,834	2.8%	36.6%
D1c. Special Schedule	4,060	4,060	3,341	262,366	13	-	7,215	7,228	269,594	80,716	350,310	\$78,529	\$80,693	\$104,852	2.8%	30.8%
D1d. Wage System	281	281	279	10,150	119	-	236	355	10,505	3,882	14,387	\$36,380	\$37,652	\$51,566	3.5%	38.2%
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	6,029	6,028	5,753	373,892	-	484	15,970	16,454	390,346	307,082	697,428	\$64,991	\$67,851	\$121,229	4.4%	82.1%
D2. Direct Hire Program Foreign Nationals (DHFN)	81	81	81	2,650	-	-	-	-	2,650	785	3,435	\$32,716	\$32,716	\$42,407	0.0%	29.6%
D3. Total Direct Hire	14,143	14,138	12,224	792,415	505	522	27,161	28,188	820,603	444,941	1,265,544	\$64,825	\$67,130	\$103,529	3.6%	56.1%
D4. Indirect Hire Foreign Nationals (IHFN)	204	205	189	9,238	-	-	-	-	9,238	-	9,238	\$48,878	\$48,878	\$48,878	0.0%	0.0%
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>14,347</i>	<i>14,343</i>	<i>12,413</i>	<i>801,653</i>	<i>505</i>	<i>522</i>	<i>27,161</i>	<i>28,188</i>	<i>829,841</i>	<i>444,941</i>	<i>1,274,782</i>	<i>\$64,582</i>	<i>\$66,853</i>	<i>\$102,697</i>	<i>3.5%</i>	<i>55.5%</i>
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>
R5. Other Object Class 13 Benefits																
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	14,347	14,343	12,413	801,653	505	522	27,161	28,188	829,841	444,941	1,274,782	\$64,582	\$66,853	\$102,697	3.5%	55.5%
T1. US Direct Hire (USDH)	14,062	14,057	12,143	789,765	505	522	27,161	28,188	817,953	444,156	1,262,109	\$65,039	\$67,360	\$103,937	3.6%	56.2%
T1a. Senior Executive Schedule	6	6	6	982	0	0	105	105	1,087	348	1,435	\$163,667	\$181,167	\$239,167	10.7%	35.4%
T1b. General Schedule	3,686	3,682	2,764	142,375	373	38	3,635	4,046	146,421	52,128	198,549	\$51,510	\$52,974	\$71,834	2.8%	36.6%
T1c. Special Schedule	4,060	4,060	3,341	262,366	13	0	7,215	7,228	269,594	80,716	350,310	\$78,529	\$80,693	\$104,852	2.8%	30.8%
T1d. Wage System	281	281	279	10,150	119	0	236	355	10,505	3,882	14,387	\$36,380	\$37,652	\$51,566	3.5%	38.2%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	6,029	6,028	5,753	373,892	0	484	15,970	16,454	390,346	307,082	697,428	\$64,991	\$67,851	\$121,229	4.4%	82.1%
T2. Direct Hire Program Foreign Nationals (DHFN)	81	81	81	2,650	0	0	0	0	2,650	785	3,435	\$32,716	\$32,716	\$42,407	0.0%	29.6%
T3. Total Direct Hire	14,143	14,138	12,224	792,415	505	522	27,161	28,188	820,603	444,941	1,265,544	\$64,825	\$67,130	\$103,529	3.6%	56.1%
T4. Indirect Hire Foreign Nationals (IHFN)	204	205	189	9,238	0	0	0	0	9,238	0	9,238	\$48,878	\$48,878	\$48,878	0.0%	0.0%
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>14,347</i>	<i>14,343</i>	<i>12,413</i>	<i>801,653</i>	<i>505</i>	<i>522</i>	<i>27,161</i>	<i>28,188</i>	<i>829,841</i>	<i>444,941</i>	<i>1,274,782</i>	<i>\$64,582</i>	<i>\$66,853</i>	<i>\$102,697</i>	<i>3.5%</i>	<i>55.5%</i>
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0

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Department of Defense Education Agency (FY 2017)																
	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	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					
Direct Funded Personnel (includes OC 13)	14,343	13,688	11,975	775,148	520	511	26,219	27,250	802,398	426,792	1,229,190	\$64,731	\$67,006	\$102,646	3.5%	55.1%
D1. US Direct Hire (USDH)	14,057	13,427	11,727	765,735	520	511	26,219	27,250	792,985	426,064	1,219,049	\$65,297	\$67,620	\$103,952	3.6%	55.6%
D1a. Senior Executive Schedule	6	6	6	989	-	-	105	105	1,094	350	1,444	\$164,833	\$182,333	\$240,667	10.6%	35.4%
D1b. General Schedule	3,682	3,720	2,809	146,939	377	42	3,771	4,190	151,129	53,913	205,042	\$52,310	\$53,802	\$72,995	2.9%	36.7%
D1c. Special Schedule	4,060	3,726	3,167	250,060	12	-	6,887	6,899	256,959	76,683	333,642	\$78,958	\$81,136	\$105,350	2.8%	30.7%
D1d. Wage System	281	299	298	11,179	131	-	237	368	11,547	4,158	15,705	\$37,513	\$38,748	\$52,701	3.3%	37.2%
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	6,028	5,676	5,447	356,568	-	469	15,219	15,688	372,256	290,960	663,216	\$65,461	\$68,341	\$121,758	4.4%	81.6%
D2. Direct Hire Program Foreign Nationals (DHFN)	81	77	77	2,405	-	-	-	-	2,405	728	3,133	\$31,234	\$31,234	\$40,688	0.0%	30.3%
D3. Total Direct Hire	14,138	13,504	11,804	768,140	520	511	26,219	27,250	795,390	426,792	1,222,182	\$65,075	\$67,383	\$103,540	3.5%	55.6%
D4. Indirect Hire Foreign Nationals (IHFN)	205	184	171	7,008	-	-	-	-	7,008	-	7,008	\$40,982	\$40,982	\$40,982	0.0%	0.0%
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>14,343</i>	<i>13,688</i>	<i>11,975</i>	<i>775,148</i>	<i>520</i>	<i>511</i>	<i>26,219</i>	<i>27,250</i>	<i>802,398</i>	<i>426,792</i>	<i>1,229,190</i>	<i>\$64,731</i>	<i>\$67,006</i>	<i>\$102,646</i>	<i>3.5%</i>	<i>55.1%</i>
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>
R5. Other Object Class 13 Benefits																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
Total Personnel (includes OC 13)	14,343	13,688	11,975	775,148	520	511	26,219	27,250	802,398	426,792	1,229,190	\$64,731	\$67,006	\$102,646	3.5%	55.1%
T1. US Direct Hire (USDH)	14,057	13,427	11,727	765,735	520	511	26,219	27,250	792,985	426,064	1,219,049	\$65,297	\$67,620	\$103,952	3.6%	55.6%
T1a. Senior Executive Schedule	6	6	6	989	0	0	105	105	1,094	350	1,444	\$164,833	\$182,333	\$240,667	10.6%	35.4%
T1b. General Schedule	3,682	3,720	2,809	146,939	377	42	3,771	4,190	151,129	53,913	205,042	\$52,310	\$53,802	\$72,995	2.9%	36.7%
T1c. Special Schedule	4,060	3,726	3,167	250,060	12	0	6,887	6,899	256,959	76,683	333,642	\$78,958	\$81,136	\$105,350	2.8%	30.7%
T1d. Wage System	281	299	298	11,179	131	0	237	368	11,547	4,158	15,705	\$37,513	\$38,748	\$52,701	3.3%	37.2%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	6,028	5,676	5,447	356,568	0	469	15,219	15,688	372,256	290,960	663,216	\$65,461	\$68,341	\$121,758	4.4%	81.6%
T2. Direct Hire Program Foreign Nationals (DHFN)	81	77	77	2,405	0	0	0	0	2,405	728	3,133	\$31,234	\$31,234	\$40,688	0.0%	30.3%
T3. Total Direct Hire	14,138	13,504	11,804	768,140	520	511	26,219	27,250	795,390	426,792	1,222,182	\$65,075	\$67,383	\$103,540	3.5%	55.6%
T4. Indirect Hire Foreign Nationals (IHFN)	205	184	171	7,008	0	0	0	0	7,008	0	7,008	\$40,982	\$40,982	\$40,982	0.0%	0.0%
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>14,343</i>	<i>13,688</i>	<i>11,975</i>	<i>775,148</i>	<i>520</i>	<i>511</i>	<i>26,219</i>	<i>27,250</i>	<i>802,398</i>	<i>426,792</i>	<i>1,229,190</i>	<i>\$64,731</i>	<i>\$67,006</i>	<i>\$102,646</i>	<i>3.5%</i>	<i>55.1%</i>
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

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Defense POW/MIA Office (FY 2015)																	
	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates		h/d o % BC Variables	j/d p % BC Benefits
	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			k/c n Comp & Benefits	h/d o % BC Variables		
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<i>Subtotal - Total Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	

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Defense POW/MIA Office (FY 2016)																	
	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates		h/d o % BC Variables	j/d p % BC Benefits
	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			k/c n Comp & Benefits	o % BC		
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<i>Subtotal - Total Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	

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Defense POW/MIA Office (FY 2017)																	
	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates		h/d o % BC Variables	j/d p % BC Benefits
	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			k/c n Comp & Benefits	o % BC		
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T1. US Direct Hire (USDH)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T3. Total Direct Hire	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-

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Defense Personnel Accounting Agency (FY 2015)																
	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.II	e + f + g h Total Variables	d + h i Comp O.C.II	i Benefits O.C.II/13	i + j k Comp & Benefits					
Direct Funded Personnel (includes OC 13)	387	387	387	37,368	0	0	0	0	37,368	176	37,544	\$96,558	\$96,558	\$97,013	0.0%	0.5%
D1. US Direct Hire (USDH)	387	387	387	37,368	-	-	-	-	37,368	151	37,519	\$96,558	\$96,558	\$96,948	0.0%	0.4%
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	387	387	387	37,368	-	-	-	-	37,368	151	37,519	\$96,558	\$96,558	\$96,948	0.0%	0.4%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	387	387	387	37,368	-	-	-	-	37,368	151	37,519	\$96,558	\$96,558	\$96,948	0.0%	0.4%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5. Other Object Class 13 Benefits	387	387	387	37,368	-	-	-	-	37,368	151	37,519	\$96,558	\$96,558	\$96,948	0.0%	0.4%
Subtotal - Direct Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	25	25	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	387	387	387	37,368	0	0	0	0	37,368	176	37,544	\$96,558	\$96,558	\$97,013	0.0%	0.5%
T1. US Direct Hire (USDH)	387	387	387	37,368	-	-	-	-	37,368	151	37,519	\$96,558	\$96,558	\$96,948	0.0%	0.4%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	387	387	387	37,368	0	0	0	0	37,368	151	37,519	\$96,558	\$96,558	\$96,948	0.0%	0.4%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	387	387	387	37,368	-	-	-	-	37,368	151	37,519	\$96,558	\$96,558	\$96,948	0.0%	0.4%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	387	387	387	37,368	-	-	-	-	37,368	151	37,519	\$96,558	\$96,558	\$96,948	0.0%	0.4%
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	25	25	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-

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Defense Personnel Accounting Agency (FY 2016)																
	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	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					
Direct Funded Personnel (includes OC 13)	343	343	343	38,633	0	0	0	0	38,633	100	38,733	\$112,633	\$112,633	\$112,924	0.0%	0.3%
D1. US Direct Hire (USDH)	343	343	343	38,633	-	-	-	-	38,633	100	38,733	\$112,633	\$112,633	\$112,924	0.0%	0.3%
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	343	343	343	38,633	-	-	-	-	38,633	100	38,733	\$112,633	\$112,633	\$112,924	0.0%	0.3%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	343	343	343	38,633	-	-	-	-	38,633	100	38,733	\$112,633	\$112,633	\$112,924	0.0%	0.3%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	343	343	343	38,633	-	-	-	-	38,633	100	38,733	\$112,633	\$112,633	\$112,924	0.0%	0.3%
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	343	343	343	38,633	0	0	0	0	38,633	100	38,733	\$112,633	\$112,633	\$112,924	0.0%	0.3%
T1. US Direct Hire (USDH)	343	343	343	38,633	-	-	-	-	38,633	100	38,733	\$112,633	\$112,633	\$112,924	0.0%	0.3%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	343	343	343	38,633	0	0	0	0	38,633	100	38,733	\$112,633	\$112,633	\$112,924	0.0%	0.3%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	343	343	343	38,633	-	-	-	-	38,633	100	38,733	\$112,633	\$112,633	\$112,924	0.0%	0.3%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	343	343	343	38,633	-	-	-	-	38,633	100	38,733	\$112,633	\$112,633	\$112,924	0.0%	0.3%
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates		h/d o % BC Variables	j/d p % BC Benefits
	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			k/c n Comp & Benefits	g % BC		
Direct Funded Personnel (includes OC 13)	341	341	341	36,580	0	0	0	0	36,580	400	36,980	\$107,273	\$107,273	\$108,446	0.0%	1.1%	
D1. US Direct Hire (USDH)	341	341	341	36,580	-	-	-	-	36,580	200	36,780	\$107,273	\$107,273	\$107,859	0.0%	0.5%	
D1a. Senior Executive Schedule	3	3	3	665	-	-	-	-	665	-	665	\$221,667	\$221,667	\$221,667	0.0%	0.0%	
D1b. General Schedule	338	338	338	35,915	-	-	-	-	35,915	200	36,115	\$106,257	\$106,257	\$106,849	0.0%	0.6%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire	341	341	341	36,580	-	-	-	-	36,580	200	36,780	\$107,273	\$107,273	\$107,859	0.0%	0.5%	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>341</i>	<i>341</i>	<i>341</i>	<i>36,580</i>	-	-	-	-	<i>36,580</i>	<i>200</i>	<i>36,780</i>	<i>\$107,273</i>	<i>\$107,273</i>	<i>\$107,859</i>	<i>0.0%</i>	<i>0.5%</i>	
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	200	200	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	200	200	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Personnel (includes OC 13)	341	341	341	36,580	0	0	0	0	36,580	400	36,980	\$107,273	\$107,273	\$108,446	0.0%	1.1%	
T1. US Direct Hire (USDH)	341	341	341	36,580	-	-	-	-	36,580	200	36,780	\$107,273	\$107,273	\$107,859	0.0%	0.5%	
T1a. Senior Executive Schedule	3	3	3	665	0	0	0	0	665	0	665	\$221,667	\$221,667	\$221,667	0.0%	0.0%	
T1b. General Schedule	338	338	338	35,915	0	0	0	0	35,915	200	36,115	\$106,257	\$106,257	\$106,849	0.0%	0.6%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T3. Total Direct Hire	341	341	341	36,580	-	-	-	-	36,580	200	36,780	\$107,273	\$107,273	\$107,859	0.0%	0.5%	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>341</i>	<i>341</i>	<i>341</i>	<i>36,580</i>	-	-	-	-	<i>36,580</i>	<i>200</i>	<i>36,780</i>	<i>\$107,273</i>	<i>\$107,273</i>	<i>\$107,859</i>	<i>0.0%</i>	<i>0.5%</i>	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	200	200	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	200	200	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-	

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	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.II	e + f + g h Total Variables	d + h i Comp O.C.II	i Benefits O.C.II/13	i + j k Comp & Benefits					
Direct Funded Personnel (includes OC 13)	360	333	333	32,778	79	25	545	649	33,427	13,313	46,740	\$98,432	\$100,381	\$140,360	2.0%	40.6%
D1. US Direct Hire (USDH)	334	308	308	30,919	79	25	493	597	31,516	12,299	43,815	\$100,386	\$102,325	\$142,256	1.9%	39.8%
D1a. Senior Executive Schedule	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	252	237	237	21,431	51	18	327	396	21,827	8,553	30,380	\$90,426	\$92,097	\$128,186	1.8%	39.9%
D1c. Special Schedule	81	71	71	9,488	28	7	166	201	9,689	3,746	13,435	\$133,634	\$136,465	\$189,225	2.1%	39.5%
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	334	308	308	30,919	79	25	493	597	31,516	12,299	43,815	\$100,386	\$102,325	\$142,256	1.9%	39.8%
D4. Indirect Hire Foreign Nationals (IHFN)	26	25	25	1,859	-	-	52	52	1,911	964	2,875	\$74,360	\$76,440	\$115,000	2.8%	51.9%
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>360</i>	<i>333</i>	<i>333</i>	<i>32,778</i>	<i>79</i>	<i>25</i>	<i>545</i>	<i>649</i>	<i>33,427</i>	<i>13,263</i>	<i>46,690</i>	<i>\$98,432</i>	<i>\$100,381</i>	<i>\$140,210</i>	<i>2.0%</i>	<i>40.5%</i>
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	50	50	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	50	50	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	18	18	18	1,658	56	5	18	79	1,737	514	2,251	\$92,111	\$96,500	\$125,056	4.8%	31.0%
R1. US Direct Hire (USDH)	18	18	18	1,658	56	5	18	79	1,737	514	2,251	\$92,111	\$96,500	\$125,056	4.8%	31.0%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	18	18	18	1,658	56	5	18	79	1,737	514	2,251	\$92,111	\$96,500	\$125,056	4.8%	31.0%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	18	18	18	1,658	56	5	18	79	1,737	514	2,251	\$92,111	\$96,500	\$125,056	4.8%	31.0%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>18</i>	<i>18</i>	<i>18</i>	<i>1,658</i>	<i>56</i>	<i>5</i>	<i>18</i>	<i>79</i>	<i>1,737</i>	<i>514</i>	<i>2,251</i>	<i>\$92,111</i>	<i>\$96,500</i>	<i>\$125,056</i>	<i>4.8%</i>	<i>31.0%</i>
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	378	351	351	34,436	135	30	563	728	35,164	13,827	48,991	\$98,108	\$100,182	\$139,575	2.1%	40.2%
T1. US Direct Hire (USDH)	352	326	326	32,577	135	30	511	676	33,253	12,813	46,066	\$99,929	\$102,003	\$141,307	2.1%	39.3%
T1a. Senior Executive Schedule	1	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	270	255	255	23,089	107	23	345	475	23,564	9,067	32,631	\$90,545	\$92,408	\$127,965	2.1%	39.3%
T1c. Special Schedule	81	71	71	9,488	28	7	166	201	9,689	3,746	13,435	\$133,634	\$136,465	\$189,225	2.1%	39.5%
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	352	326	326	32,577	135	30	511	676	33,253	12,813	46,066	\$99,929	\$102,003	\$141,307	2.1%	39.3%
T4. Indirect Hire Foreign Nationals (IHFN)	26	25	25	1,859	0	0	52	52	1,911	964	2,875	\$74,360	\$76,440	\$115,000	2.8%	51.9%
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>378</i>	<i>351</i>	<i>351</i>	<i>34,436</i>	<i>135</i>	<i>30</i>	<i>563</i>	<i>728</i>	<i>35,164</i>	<i>13,777</i>	<i>48,941</i>	<i>\$98,108</i>	<i>\$100,182</i>	<i>\$139,433</i>	<i>2.1%</i>	<i>40.0%</i>
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	50	50	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	50	50	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-

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	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	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					
Direct Funded Personnel (includes OC 13)	<u>321</u>	<u>349</u>	<u>349</u>	<u>33,850</u>	<u>90</u>	<u>17</u>	<u>456</u>	<u>563</u>	<u>34,413</u>	<u>13,246</u>	<u>47,659</u>	<u>\$96,991</u>	<u>\$98,605</u>	<u>\$136,559</u>	<u>1.7%</u>	<u>39.1%</u>
D1. US Direct Hire (USDH)	296	336	336	32,964	90	17	429	536	33,500	12,786	46,286	\$98,107	\$99,702	\$137,756	1.6%	38.8%
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	225	267	267	24,002	75	13	305	393	24,395	9,449	33,844	\$89,895	\$91,367	\$126,757	1.6%	39.4%
D1c. Special Schedule	71	69	69	8,962	15	4	124	143	9,105	3,337	12,442	\$129,884	\$131,957	\$180,319	1.6%	37.2%
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	296	336	336	32,964	90	17	429	536	33,500	12,786	46,286	\$98,107	\$99,702	\$137,756	1.6%	38.8%
D4. Indirect Hire Foreign Nationals (IHFN)	25	13	13	886	-	-	27	27	913	460	1,373	\$68,154	\$70,231	\$105,615	3.0%	51.9%
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<u>321</u>	<u>349</u>	<u>349</u>	<u>33,850</u>	<u>90</u>	<u>17</u>	<u>456</u>	<u>563</u>	<u>34,413</u>	<u>13,246</u>	<u>47,659</u>	<u>\$96,991</u>	<u>\$98,605</u>	<u>\$136,559</u>	<u>1.7%</u>	<u>39.1%</u>
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	<u>30</u>	<u>32</u>	<u>32</u>	<u>2,779</u>	<u>56</u>	<u>5</u>	<u>28</u>	<u>89</u>	<u>2,868</u>	<u>1,187</u>	<u>4,055</u>	<u>\$86,844</u>	<u>\$89,625</u>	<u>\$126,719</u>	<u>3.2%</u>	<u>42.7%</u>
R1. US Direct Hire (USDH)	30	32	32	2,779	56	5	28	89	2,868	1,187	4,055	\$86,844	\$89,625	\$126,719	3.2%	42.7%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	30	32	32	2,779	56	5	28	89	2,868	1,187	4,055	\$86,844	\$89,625	\$126,719	3.2%	42.7%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	30	32	32	2,779	56	5	28	89	2,868	1,187	4,055	\$86,844	\$89,625	\$126,719	3.2%	42.7%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<u>30</u>	<u>32</u>	<u>32</u>	<u>2,779</u>	<u>56</u>	<u>5</u>	<u>28</u>	<u>89</u>	<u>2,868</u>	<u>1,187</u>	<u>4,055</u>	<u>\$86,844</u>	<u>\$89,625</u>	<u>\$126,719</u>	<u>3.2%</u>	<u>42.7%</u>
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	<u>351</u>	<u>381</u>	<u>381</u>	<u>36,629</u>	<u>146</u>	<u>22</u>	<u>484</u>	<u>652</u>	<u>37,281</u>	<u>14,433</u>	<u>51,714</u>	<u>\$96,139</u>	<u>\$97,850</u>	<u>\$135,732</u>	<u>1.8%</u>	<u>39.4%</u>
T1. US Direct Hire (USDH)	326	368	368	35,743	146	22	457	625	36,368	13,973	50,341	\$97,128	\$98,826	\$136,796	1.7%	39.1%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	255	299	299	26,781	131	18	333	482	27,263	10,636	37,899	\$89,569	\$91,181	\$126,753	1.8%	39.7%
T1c. Special Schedule	71	69	69	8,962	15	4	124	143	9,105	3,337	12,442	\$129,884	\$131,957	\$180,319	1.6%	37.2%
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	326	368	368	35,743	146	22	457	625	36,368	13,973	50,341	\$97,128	\$98,826	\$136,796	1.7%	39.1%
T4. Indirect Hire Foreign Nationals (IHFN)	25	13	13	886	0	0	27	27	913	460	1,373	\$68,154	\$70,231	\$105,615	3.0%	51.9%
<i>Subtotal - Total Funded (excludes OC 13)</i>	<u>351</u>	<u>381</u>	<u>381</u>	<u>36,629</u>	<u>146</u>	<u>22</u>	<u>484</u>	<u>652</u>	<u>37,281</u>	<u>14,433</u>	<u>51,714</u>	<u>\$96,139</u>	<u>\$97,850</u>	<u>\$135,732</u>	<u>1.8%</u>	<u>39.4%</u>
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Defense Security Cooperative Agency (FY 2017)																	
	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates		h/d o % BC Variables	j/d p % BC Benefits
	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			k/c n Comp & Benefits	g a % BC		
Direct Funded Personnel (includes OC 13)	351	348	348	34,055	115	116	425	656	34,711	13,139	47,850	\$97,859	\$99,744	\$137,500	1.9%	38.6%	
D1. US Direct Hire (USDH)	336	335	335	33,156	115	116	397	628	33,784	12,671	46,455	\$98,973	\$100,848	\$138,672	1.9%	38.2%	
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1b. General Schedule	267	266	266	24,072	100	52	306	458	24,530	9,343	33,873	\$90,496	\$92,218	\$127,342	1.9%	38.8%	
D1c. Special Schedule	69	69	69	9,084	15	64	91	170	9,254	3,328	12,582	\$131,652	\$134,116	\$182,348	1.9%	36.6%	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire	336	335	335	33,156	115	116	397	628	33,784	12,671	46,455	\$98,973	\$100,848	\$138,672	1.9%	38.2%	
D4. Indirect Hire Foreign Nationals (IHFN)	15	13	13	899	-	-	28	28	927	468	1,395	\$69,154	\$71,308	\$107,308	3.1%	52.1%	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>351</i>	<i>348</i>	<i>348</i>	<i>34,055</i>	<i>115</i>	<i>116</i>	<i>425</i>	<i>656</i>	<i>34,711</i>	<i>13,139</i>	<i>47,850</i>	<i>\$97,859</i>	<i>\$99,744</i>	<i>\$137,500</i>	<i>1.9%</i>	<i>38.6%</i>	
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	32	32	32	2,793	28	0	28	56	2,849	1,167	4,016	\$87,281	\$89,031	\$125,500	2.0%	41.8%	
R1. US Direct Hire (USDH)	32	32	32	2,793	28	-	28	56	2,849	1,167	4,016	\$87,281	\$89,031	\$125,500	2.0%	41.8%	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	32	32	32	2,793	28	-	28	56	2,849	1,167	4,016	\$87,281	\$89,031	\$125,500	2.0%	41.8%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	32	32	32	2,793	28	-	28	56	2,849	1,167	4,016	\$87,281	\$89,031	\$125,500	2.0%	41.8%	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>32</i>	<i>32</i>	<i>32</i>	<i>2,793</i>	<i>28</i>	<i>-</i>	<i>28</i>	<i>56</i>	<i>2,849</i>	<i>1,167</i>	<i>4,016</i>	<i>\$87,281</i>	<i>\$89,031</i>	<i>\$125,500</i>	<i>2.0%</i>	<i>41.8%</i>	
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Personnel (includes OC 13)	383	380	380	36,848	143	116	453	712	37,560	14,306	51,866	\$96,968	\$98,842	\$136,489	1.9%	38.8%	
T1. US Direct Hire (USDH)	368	367	367	35,949	143	116	425	684	36,633	13,838	50,471	\$97,954	\$99,817	\$137,523	1.9%	38.5%	
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1b. General Schedule	299	298	298	26,865	128	52	334	514	27,379	10,510	37,889	\$90,151	\$91,876	\$127,144	1.9%	39.1%	
T1c. Special Schedule	69	69	69	9,084	15	64	91	170	9,254	3,328	12,582	\$131,652	\$134,116	\$182,348	1.9%	36.6%	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T3. Total Direct Hire	368	367	367	35,949	143	116	425	684	36,633	13,838	50,471	\$97,954	\$99,817	\$137,523	1.9%	38.5%	
T4. Indirect Hire Foreign Nationals (IHFN)	15	13	13	899	0	0	28	28	927	468	1,395	\$69,154	\$71,308	\$107,308	3.1%	52.1%	
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>383</i>	<i>380</i>	<i>380</i>	<i>36,848</i>	<i>143</i>	<i>116</i>	<i>453</i>	<i>712</i>	<i>37,560</i>	<i>14,306</i>	<i>51,866</i>	<i>\$96,968</i>	<i>\$98,842</i>	<i>\$136,489</i>	<i>1.9%</i>	<i>38.8%</i>	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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

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Fiscal Year (FY) 2017 President's Budget**

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Defense Threat Reduction Agency (FY 2016)																
	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	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					
Direct Funded Personnel (includes OC 13)	1,065	1,073	1,053	118,100	253	72	43,710	44,035	162,135	33,884	196,019	\$112,156	\$153,974	\$186,153	37.3%	28.7%
D1. US Direct Hire (USDH)	1,065	1,073	1,053	118,100	253	72	43,710	44,035	162,135	33,884	196,019	\$112,156	\$153,974	\$186,153	37.3%	28.7%
D1a. Senior Executive Schedule	11	14	14	2,508	-	-	126	126	2,634	555	3,189	\$179,143	\$188,143	\$227,786	5.0%	22.1%
D1b. General Schedule	1,024	1,027	1,007	112,034	246	70	43,538	43,854	155,888	32,308	188,196	\$111,255	\$154,804	\$186,888	39.1%	28.8%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	30	32	32	3,558	7	2	46	55	3,613	1,021	4,634	\$111,188	\$112,906	\$144,813	1.5%	28.7%
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	1,065	1,073	1,053	118,100	253	72	43,710	44,035	162,135	33,884	196,019	\$112,156	\$153,974	\$186,153	37.3%	28.7%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>1,065</i>	<i>1,073</i>	<i>1,053</i>	<i>118,100</i>	<i>253</i>	<i>72</i>	<i>43,710</i>	<i>44,035</i>	<i>162,135</i>	<i>33,884</i>	<i>196,019</i>	<i>\$112,156</i>	<i>\$153,974</i>	<i>\$186,153</i>	<i>37.3%</i>	<i>28.7%</i>
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	104	141	134	16,976	7	3	177	187	17,163	4,807	21,970	\$126,687	\$128,082	\$163,955	1.1%	28.3%
R1. US Direct Hire (USDH)	104	141	134	16,976	7	3	177	187	17,163	4,807	21,970	\$126,687	\$128,082	\$163,955	1.1%	28.3%
R1a. Senior Executive Schedule	1	1	1	178	-	-	9	9	187	48	235	\$178,000	\$187,000	\$235,000	5.1%	27.0%
R1b. General Schedule	103	140	133	16,798	7	3	168	178	16,976	4,759	21,735	\$126,301	\$127,639	\$163,421	1.1%	28.3%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	104	141	134	16,976	7	3	177	187	17,163	4,807	21,970	\$126,687	\$128,082	\$163,955	1.1%	28.3%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>104</i>	<i>141</i>	<i>134</i>	<i>16,976</i>	<i>7</i>	<i>3</i>	<i>177</i>	<i>187</i>	<i>17,163</i>	<i>4,807</i>	<i>21,970</i>	<i>\$126,687</i>	<i>\$128,082</i>	<i>\$163,955</i>	<i>1.1%</i>	<i>28.3%</i>
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	1,169	1,214	1,187	135,076	260	75	43,887	44,222	179,298	38,691	217,989	\$113,796	\$151,051	\$183,647	32.7%	28.6%
T1. US Direct Hire (USDH)	1,169	1,214	1,187	135,076	260	75	43,887	44,222	179,298	38,691	217,989	\$113,796	\$151,051	\$183,647	32.7%	28.6%
T1a. Senior Executive Schedule	12	15	15	2,686	0	0	135	135	2,821	603	3,424	\$179,067	\$188,067	\$228,267	5.0%	22.4%
T1b. General Schedule	1,127	1,167	1,140	128,832	253	73	43,706	44,032	172,864	37,067	209,931	\$113,011	\$151,635	\$184,150	34.2%	28.8%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	30	32	32	3,558	7	2	46	55	3,613	1,021	4,634	\$111,188	\$112,906	\$144,813	1.5%	28.7%
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	1,169	1,214	1,187	135,076	260	75	43,887	44,222	179,298	38,691	217,989	\$113,796	\$151,051	\$183,647	32.7%	28.6%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>1,169</i>	<i>1,214</i>	<i>1,187</i>	<i>135,076</i>	<i>260</i>	<i>75</i>	<i>43,887</i>	<i>44,222</i>	<i>179,298</i>	<i>38,691</i>	<i>217,989</i>	<i>\$113,796</i>	<i>\$151,051</i>	<i>\$183,647</i>	<i>32.7%</i>	<i>28.6%</i>
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Fiscal Year (FY) 2017 President's Budget**

Volume II - Defense-Wide Data Book

Defense Threat Reduction Agency (FY 2017)																	
	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates		h/d o % BC Variables	j/d p % BC Benefits
	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			k/c n Comp & Benefits	n		
Direct Funded Personnel (includes OC 13)	<u>1,073</u>	<u>1,072</u>	<u>1,052</u>	<u>120,092</u>	<u>258</u>	<u>62</u>	<u>1,628</u>	<u>1,948</u>	<u>122,040</u>	<u>35,506</u>	<u>157,546</u>	<u>\$114,156</u>	<u>\$116,008</u>	<u>\$149,759</u>	<u>1.6%</u>	<u>29.6%</u>	
D1. US Direct Hire (USDH)	<u>1,073</u>	<u>1,072</u>	<u>1,052</u>	<u>120,092</u>	<u>258</u>	<u>62</u>	<u>1,628</u>	<u>1,948</u>	<u>122,040</u>	<u>35,506</u>	<u>157,546</u>	<u>\$114,156</u>	<u>\$116,008</u>	<u>\$149,759</u>	<u>1.6%</u>	<u>29.6%</u>	
D1a. Senior Executive Schedule	14	14	14	2,528	-	-	126	126	2,654	559	3,213	\$180,571	\$189,571	\$229,500	5.0%	22.1%	
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1c. Special Schedule	1,027	1,026	1,006	113,939	251	60	1,456	1,767	115,706	33,887	149,593	\$113,259	\$115,016	\$148,701	1.6%	29.7%	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	32	32	32	3,625	7	2	46	55	3,680	1,060	4,740	\$113,281	\$115,000	\$148,125	1.5%	29.2%	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire	<u>1,073</u>	<u>1,072</u>	<u>1,052</u>	<u>120,092</u>	<u>258</u>	<u>62</u>	<u>1,628</u>	<u>1,948</u>	<u>122,040</u>	<u>35,506</u>	<u>157,546</u>	<u>\$114,156</u>	<u>\$116,008</u>	<u>\$149,759</u>	<u>1.6%</u>	<u>29.6%</u>	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<u>1,073</u>	<u>1,072</u>	<u>1,052</u>	<u>120,092</u>	<u>258</u>	<u>62</u>	<u>1,628</u>	<u>1,948</u>	<u>122,040</u>	<u>35,506</u>	<u>157,546</u>	<u>\$114,156</u>	<u>\$116,008</u>	<u>\$149,759</u>	<u>1.6%</u>	<u>29.6%</u>	
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	<u>141</u>	<u>147</u>	<u>140</u>	<u>18,069</u>	<u>1</u>	<u>1</u>	<u>188</u>	<u>190</u>	<u>18,259</u>	<u>5,365</u>	<u>23,624</u>	<u>\$129,064</u>	<u>\$130,421</u>	<u>\$168,743</u>	<u>1.1%</u>	<u>29.7%</u>	
R1. US Direct Hire (USDH)	<u>141</u>	<u>147</u>	<u>140</u>	<u>18,069</u>	<u>1</u>	<u>1</u>	<u>188</u>	<u>190</u>	<u>18,259</u>	<u>5,365</u>	<u>23,624</u>	<u>\$129,064</u>	<u>\$130,421</u>	<u>\$168,743</u>	<u>1.1%</u>	<u>29.7%</u>	
R1a. Senior Executive Schedule	1	1	1	174	-	-	9	9	183	52	235	\$174,000	\$183,000	\$235,000	5.2%	29.9%	
R1b. General Schedule	140	146	139	17,895	1	1	179	181	18,076	5,313	23,389	\$128,741	\$130,043	\$168,266	1.0%	29.7%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	<u>141</u>	<u>147</u>	<u>140</u>	<u>18,069</u>	<u>1</u>	<u>1</u>	<u>188</u>	<u>190</u>	<u>18,259</u>	<u>5,365</u>	<u>23,624</u>	<u>\$129,064</u>	<u>\$130,421</u>	<u>\$168,743</u>	<u>1.1%</u>	<u>29.7%</u>	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<u>141</u>	<u>147</u>	<u>140</u>	<u>18,069</u>	<u>1</u>	<u>1</u>	<u>188</u>	<u>190</u>	<u>18,259</u>	<u>5,365</u>	<u>23,624</u>	<u>\$129,064</u>	<u>\$130,421</u>	<u>\$168,743</u>	<u>1.1%</u>	<u>29.7%</u>	
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Personnel (includes OC 13)	<u>1,214</u>	<u>1,219</u>	<u>1,192</u>	<u>138,161</u>	<u>259</u>	<u>63</u>	<u>1,816</u>	<u>2,138</u>	<u>140,299</u>	<u>40,871</u>	<u>181,170</u>	<u>\$115,907</u>	<u>\$117,701</u>	<u>\$151,988</u>	<u>1.5%</u>	<u>29.6%</u>	
T1. US Direct Hire (USDH)	<u>1,214</u>	<u>1,219</u>	<u>1,192</u>	<u>138,161</u>	<u>259</u>	<u>63</u>	<u>1,816</u>	<u>2,138</u>	<u>140,299</u>	<u>40,871</u>	<u>181,170</u>	<u>\$115,907</u>	<u>\$117,701</u>	<u>\$151,988</u>	<u>1.5%</u>	<u>29.6%</u>	
T1a. Senior Executive Schedule	15	15	15	2,702	0	0	135	135	2,837	611	3,448	\$180,133	\$189,133	\$229,867	5.0%	22.6%	
T1b. General Schedule	140	146	139	17,895	1	1	179	181	18,076	5,313	23,389	\$128,741	\$130,043	\$168,266	1.0%	29.7%	
T1c. Special Schedule	1,027	1,026	1,006	113,939	251	60	1,456	1,767	115,706	33,887	149,593	\$113,259	\$115,016	\$148,701	1.6%	29.7%	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	32	32	32	3,625	7	2	46	55	3,680	1,060	4,740	\$113,281	\$115,000	\$148,125	1.5%	29.2%	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T3. Total Direct Hire	<u>1,214</u>	<u>1,219</u>	<u>1,192</u>	<u>138,161</u>	<u>259</u>	<u>63</u>	<u>1,816</u>	<u>2,138</u>	<u>140,299</u>	<u>40,871</u>	<u>181,170</u>	<u>\$115,907</u>	<u>\$117,701</u>	<u>\$151,988</u>	<u>1.5%</u>	<u>29.6%</u>	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<i>Subtotal - Total Funded (excludes OC 13)</i>	<u>1,214</u>	<u>1,219</u>	<u>1,192</u>	<u>138,161</u>	<u>259</u>	<u>63</u>	<u>1,816</u>	<u>2,138</u>	<u>140,299</u>	<u>40,871</u>	<u>181,170</u>	<u>\$115,907</u>	<u>\$117,701</u>	<u>\$151,988</u>	<u>1.5%</u>	<u>29.6%</u>	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.II	e + f + g h Total Variables	d + h i Comp O.C.II	i Benefits O.C.II/13	i + j k Comp & Benefits					
Direct Funded Personnel (includes OC 13)	129	124	124	17,169	30	0	162	192	17,361	4,839	22,200	\$138,460	\$140,008	\$179,032	1.1%	28.2%
D1. US Direct Hire (USDH)	129	124	124	17,169	30	-	162	192	17,361	4,839	22,200	\$138,460	\$140,008	\$179,032	1.1%	28.2%
D1a. Senior Executive Schedule	2	2	2	360	-	-	24	24	384	88	472	\$180,000	\$192,000	\$236,000	6.7%	24.4%
D1b. General Schedule	127	122	122	16,809	30	-	138	168	16,977	4,751	21,728	\$137,779	\$139,156	\$178,098	1.0%	28.3%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	129	124	124	17,169	30	-	162	192	17,361	4,839	22,200	\$138,460	\$140,008	\$179,032	1.1%	28.2%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>129</i>	<i>124</i>	<i>124</i>	<i>17,169</i>	<i>30</i>	-	<i>162</i>	<i>192</i>	<i>17,361</i>	<i>4,839</i>	<i>22,200</i>	<i>\$138,460</i>	<i>\$140,008</i>	<i>\$179,032</i>	<i>1.1%</i>	<i>28.2%</i>
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	7	7	7	599	5	0	0	5	604	107	711	\$85,571	\$86,286	\$101,571	0.8%	17.9%
R1. US Direct Hire (USDH)	7	7	7	599	5	-	-	5	604	107	711	\$85,571	\$86,286	\$101,571	0.8%	17.9%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	7	7	7	599	5	-	-	5	604	107	711	\$85,571	\$86,286	\$101,571	0.8%	17.9%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	7	7	7	599	5	-	-	5	604	107	711	\$85,571	\$86,286	\$101,571	0.8%	17.9%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>7</i>	<i>7</i>	<i>7</i>	<i>599</i>	<i>5</i>	-	-	<i>5</i>	<i>604</i>	<i>107</i>	<i>711</i>	<i>\$85,571</i>	<i>\$86,286</i>	<i>\$101,571</i>	<i>0.8%</i>	<i>17.9%</i>
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	136	131	131	17,768	35	0	162	197	17,965	4,946	22,911	\$135,634	\$137,137	\$174,893	1.1%	27.8%
T1. US Direct Hire (USDH)	136	131	131	17,768	35	-	162	197	17,965	4,946	22,911	\$135,634	\$137,137	\$174,893	1.1%	27.8%
T1a. Senior Executive Schedule	2	2	2	360	0	0	24	24	384	88	472	\$180,000	\$192,000	\$236,000	6.7%	24.4%
T1b. General Schedule	134	129	129	17,408	35	0	138	173	17,581	4,858	22,439	\$134,946	\$136,287	\$173,946	1.0%	27.9%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	136	131	131	17,768	35	-	162	197	17,965	4,946	22,911	\$135,634	\$137,137	\$174,893	1.1%	27.8%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>136</i>	<i>131</i>	<i>131</i>	<i>17,768</i>	<i>35</i>	-	<i>162</i>	<i>197</i>	<i>17,965</i>	<i>4,946</i>	<i>22,911</i>	<i>\$135,634</i>	<i>\$137,137</i>	<i>\$174,893</i>	<i>1.1%</i>	<i>27.8%</i>
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	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					
Direct Funded Personnel (includes OC 13)	129	129	129	18,199	40	0	355	395	18,594	4,852	23,446	\$141,078	\$144,140	\$181,752	2.2%	26.7%
D1. US Direct Hire (USDH)	129	129	129	18,199	40	-	355	395	18,594	4,852	23,446	\$141,078	\$144,140	\$181,752	2.2%	26.7%
D1a. Senior Executive Schedule	2	2	2	392	-	-	30	30	422	89	511	\$196,000	\$211,000	\$255,500	7.7%	22.7%
D1b. General Schedule	127	127	127	17,807	40	-	325	365	18,172	4,763	22,935	\$140,213	\$143,087	\$180,591	2.0%	26.7%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	129	129	129	18,199	40	-	355	395	18,594	4,852	23,446	\$141,078	\$144,140	\$181,752	2.2%	26.7%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>129</i>	<i>129</i>	<i>129</i>	<i>18,199</i>	<i>40</i>	-	<i>355</i>	<i>395</i>	<i>18,594</i>	<i>4,852</i>	<i>23,446</i>	<i>\$141,078</i>	<i>\$144,140</i>	<i>\$181,752</i>	<i>2.2%</i>	<i>26.7%</i>
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	7	7	7	1,283	25	0	89	114	1,397	199	1,596	\$183,286	\$199,571	\$228,000	8.9%	15.5%
R1. US Direct Hire (USDH)	7	7	7	1,283	25	-	89	114	1,397	199	1,596	\$183,286	\$199,571	\$228,000	8.9%	15.5%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	7	7	7	1,283	25	-	89	114	1,397	199	1,596	\$183,286	\$199,571	\$228,000	8.9%	15.5%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	7	7	7	1,283	25	-	89	114	1,397	199	1,596	\$183,286	\$199,571	\$228,000	8.9%	15.5%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>7</i>	<i>7</i>	<i>7</i>	<i>1,283</i>	<i>25</i>	-	<i>89</i>	<i>114</i>	<i>1,397</i>	<i>199</i>	<i>1,596</i>	<i>\$183,286</i>	<i>\$199,571</i>	<i>\$228,000</i>	<i>8.9%</i>	<i>15.5%</i>
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	136	136	136	19,482	65	0	444	509	19,991	5,051	25,042	\$143,250	\$146,993	\$184,132	2.6%	25.9%
T1. US Direct Hire (USDH)	136	136	136	19,482	65	-	444	509	19,991	5,051	25,042	\$143,250	\$146,993	\$184,132	2.6%	25.9%
T1a. Senior Executive Schedule	2	2	2	392	0	0	30	30	422	89	511	\$196,000	\$211,000	\$255,500	7.7%	22.7%
T1b. General Schedule	134	134	134	19,090	65	0	414	479	19,569	4,962	24,531	\$142,463	\$146,037	\$183,067	2.5%	26.0%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	136	136	136	19,482	65	-	444	509	19,991	5,051	25,042	\$143,250	\$146,993	\$184,132	2.6%	25.9%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>136</i>	<i>136</i>	<i>136</i>	<i>19,482</i>	<i>65</i>	-	<i>444</i>	<i>509</i>	<i>19,991</i>	<i>5,051</i>	<i>25,042</i>	<i>\$143,250</i>	<i>\$146,993</i>	<i>\$184,132</i>	<i>2.6%</i>	<i>25.9%</i>
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates		h/d o % BC Variables	j/d p % BC Benefits
	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			k/c n Comp & Benefits	o q		
Direct Funded Personnel (includes OC 13)	129	131	131	18,526	30	15	367	412	18,938	5,137	24,075	\$141,420	\$144,565	\$183,779	2.2%	27.7%	
D1. US Direct Hire (USDH)	129	131	131	18,526	30	15	367	412	18,938	5,137	24,075	\$141,420	\$144,565	\$183,779	2.2%	27.7%	
D1a. Senior Executive Schedule	2	2	2	398	-	-	30	30	428	91	519	\$199,000	\$214,000	\$259,500	7.5%	22.9%	
D1b. General Schedule	127	129	129	18,128	30	15	337	382	18,510	5,046	23,556	\$140,527	\$143,488	\$182,605	2.1%	27.8%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire	129	131	131	18,526	30	15	367	412	18,938	5,137	24,075	\$141,420	\$144,565	\$183,779	2.2%	27.7%	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>129</i>	<i>131</i>	<i>131</i>	<i>18,526</i>	<i>30</i>	<i>15</i>	<i>367</i>	<i>412</i>	<i>18,938</i>	<i>5,137</i>	<i>24,075</i>	<i>\$141,420</i>	<i>\$144,565</i>	<i>\$183,779</i>	<i>2.2%</i>	<i>27.7%</i>	
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	7	3	3	583	25	5	84	114	697	199	896	\$194,333	\$232,333	\$298,667	19.6%	34.1%	
R1. US Direct Hire (USDH)	7	3	3	583	25	5	84	114	697	199	896	\$194,333	\$232,333	\$298,667	19.6%	34.1%	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	7	3	3	583	25	5	84	114	697	199	896	\$194,333	\$232,333	\$298,667	19.6%	34.1%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	7	3	3	583	25	5	84	114	697	199	896	\$194,333	\$232,333	\$298,667	19.6%	34.1%	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>7</i>	<i>3</i>	<i>3</i>	<i>583</i>	<i>25</i>	<i>5</i>	<i>84</i>	<i>114</i>	<i>697</i>	<i>199</i>	<i>896</i>	<i>\$194,333</i>	<i>\$232,333</i>	<i>\$298,667</i>	<i>19.6%</i>	<i>34.1%</i>	
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Personnel (includes OC 13)	136	134	134	19,109	55	20	451	526	19,635	5,336	24,971	\$142,604	\$146,530	\$186,351	2.8%	27.9%	
T1. US Direct Hire (USDH)	136	134	134	19,109	55	20	451	526	19,635	5,336	24,971	\$142,604	\$146,530	\$186,351	2.8%	27.9%	
T1a. Senior Executive Schedule	2	2	2	398	0	0	30	30	428	91	519	\$199,000	\$214,000	\$259,500	7.5%	22.9%	
T1b. General Schedule	134	132	132	18,711	55	20	421	496	19,207	5,245	24,452	\$141,750	\$145,508	\$185,242	2.7%	28.0%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T3. Total Direct Hire	136	134	134	19,109	55	20	451	526	19,635	5,336	24,971	\$142,604	\$146,530	\$186,351	2.8%	27.9%	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>136</i>	<i>134</i>	<i>134</i>	<i>19,109</i>	<i>55</i>	<i>20</i>	<i>451</i>	<i>526</i>	<i>19,635</i>	<i>5,336</i>	<i>24,971</i>	<i>\$142,604</i>	<i>\$146,530</i>	<i>\$186,351</i>	<i>2.8%</i>	<i>27.9%</i>	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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National Defense Stockpile Transaction Fund (FY 2015)																
	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	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					
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	60	70	65	5,684	4	279	167	450	6,134	1,957	8,091	\$87,446	\$94,369	\$124,477	7.9%	34.4%
R1. US Direct Hire (USDH)	60	70	65	5,684	4	279	167	450	6,134	1,957	8,091	\$87,446	\$94,369	\$124,477	7.9%	34.4%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	60	70	65	5,684	4	279	167	450	6,134	1,957	8,091	\$87,446	\$94,369	\$124,477	7.9%	34.4%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	60	70	65	5,684	4	279	167	450	6,134	1,957	8,091	\$87,446	\$94,369	\$124,477	7.9%	34.4%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	60	70	65	5,684	4	279	167	450	6,134	1,957	8,091	\$87,446	\$94,369	\$124,477	7.9%	34.4%
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	60	70	65	5,684	4	279	167	450	6,134	1,957	8,091	\$87,446	\$94,369	\$124,477	7.9%	34.4%
T1. US Direct Hire (USDH)	60	70	65	5,684	4	279	167	450	6,134	1,957	8,091	\$87,446	\$94,369	\$124,477	7.9%	34.4%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	60	70	65	5,684	4	279	167	450	6,134	1,957	8,091	\$87,446	\$94,369	\$124,477	7.9%	34.4%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	60	70	65	5,684	4	279	167	450	6,134	1,957	8,091	\$87,446	\$94,369	\$124,477	7.9%	34.4%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	60	70	65	5,684	4	279	167	450	6,134	1,957	8,091	\$87,446	\$94,369	\$124,477	7.9%	34.4%
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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National Defense Stockpile Transaction Fund (FY 2016)																
	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	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					
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	70	80	86	7,424	99	296	396	791	8,215	1,782	9,997	\$86,326	\$95,523	\$116,244	10.7%	24.0%
R1. US Direct Hire (USDH)	70	80	86	7,424	99	296	396	791	8,215	1,682	9,897	\$86,326	\$95,523	\$115,081	10.7%	22.7%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	70	80	86	7,424	99	296	396	791	8,215	1,682	9,897	\$86,326	\$95,523	\$115,081	10.7%	22.7%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	70	80	86	7,424	99	296	396	791	8,215	1,682	9,897	\$86,326	\$95,523	\$115,081	10.7%	22.7%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	70	80	86	7,424	99	296	396	791	8,215	1,682	9,897	\$86,326	\$95,523	\$115,081	10.7%	22.7%
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	100	100	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	100	100	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	70	80	86	7,424	99	296	396	791	8,215	1,782	9,997	\$86,326	\$95,523	\$116,244	10.7%	24.0%
T1. US Direct Hire (USDH)	70	80	86	7,424	99	296	396	791	8,215	1,682	9,897	\$86,326	\$95,523	\$115,081	10.7%	22.7%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	70	80	86	7,424	99	296	396	791	8,215	1,682	9,897	\$86,326	\$95,523	\$115,081	10.7%	22.7%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	70	80	86	7,424	99	296	396	791	8,215	1,682	9,897	\$86,326	\$95,523	\$115,081	10.7%	22.7%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	70	80	86	7,424	99	296	396	791	8,215	1,682	9,897	\$86,326	\$95,523	\$115,081	10.7%	22.7%
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	100	100	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	100	100	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-

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National Defense Stockpile Transaction Fund (FY 2017)																
	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	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					
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	80	81	85	6,517	33	504	526	1,063	7,580	2,546	10,126	\$76,671	\$89,176	\$119,129	16.3%	39.1%
R1. US Direct Hire (USDH)	80	81	85	6,517	33	504	526	1,063	7,580	2,396	9,976	\$76,671	\$89,176	\$117,365	16.3%	36.8%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	80	81	85	6,517	33	504	526	1,063	7,580	2,396	9,976	\$76,671	\$89,176	\$117,365	16.3%	36.8%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	80	81	85	6,517	33	504	526	1,063	7,580	2,396	9,976	\$76,671	\$89,176	\$117,365	16.3%	36.8%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	80	81	85	6,517	33	504	526	1,063	7,580	2,396	9,976	\$76,671	\$89,176	\$117,365	16.3%	36.8%
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	150	150	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	150	150	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	80	81	85	6,517	33	504	526	1,063	7,580	2,546	10,126	\$76,671	\$89,176	\$119,129	16.3%	39.1%
T1. US Direct Hire (USDH)	80	81	85	6,517	33	504	526	1,063	7,580	2,396	9,976	\$76,671	\$89,176	\$117,365	16.3%	36.8%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	80	81	85	6,517	33	504	526	1,063	7,580	2,396	9,976	\$76,671	\$89,176	\$117,365	16.3%	36.8%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	80	81	85	6,517	33	504	526	1,063	7,580	2,396	9,976	\$76,671	\$89,176	\$117,365	16.3%	36.8%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	80	81	85	6,517	33	504	526	1,063	7,580	2,396	9,976	\$76,671	\$89,176	\$117,365	16.3%	36.8%
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	150	150	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	150	150	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-

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Volume II - Defense-Wide Data Book

National Defense University (FY 2015)																
	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.II	e + f + g h Total Variables	d + h i Comp O.C.II	i Benefits O.C.II/13	i + j k Comp & Benefits					
Direct Funded Personnel (includes OC 13)	406	385	390	39,415	83	3	767	853	40,268	11,316	51,584	\$101,064	\$103,251	\$132,267	2.2%	28.7%
D1. US Direct Hire (USDH)	406	385	390	39,415	83	3	767	853	40,268	11,229	51,497	\$101,064	\$103,251	\$132,044	2.2%	28.5%
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	217	204	214	17,346	69	2	491	562	17,908	4,798	22,706	\$81,056	\$83,682	\$106,103	3.2%	27.7%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	10	11	11	502	14	1	-	15	517	217	734	\$45,636	\$47,000	\$66,727	3.0%	43.2%
D1e. Highly Qualified Experts	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	178	170	165	21,567	-	-	276	276	21,843	6,214	28,057	\$130,709	\$132,382	\$170,042	1.3%	28.8%
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	406	385	390	39,415	83	3	767	853	40,268	11,229	51,497	\$101,064	\$103,251	\$132,044	2.2%	28.5%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>406</i>	<i>385</i>	<i>390</i>	<i>39,415</i>	<i>83</i>	<i>3</i>	<i>767</i>	<i>853</i>	<i>40,268</i>	<i>11,229</i>	<i>51,497</i>	<i>\$101,064</i>	<i>\$103,251</i>	<i>\$132,044</i>	<i>2.2%</i>	<i>28.5%</i>
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	87	87	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	87	87	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	77	90	90	10,411	96	13	215	324	10,735	2,912	13,647	\$115,678	\$119,278	\$151,633	3.1%	28.0%
R1. US Direct Hire (USDH)	77	90	90	10,411	96	13	215	324	10,735	2,912	13,647	\$115,678	\$119,278	\$151,633	3.1%	28.0%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	19	28	28	1,407	96	13	148	257	1,664	558	2,222	\$50,250	\$59,429	\$79,357	18.3%	39.7%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	58	62	62	9,004	-	-	67	67	9,071	2,354	11,425	\$145,226	\$146,306	\$184,274	0.7%	26.1%
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	77	90	90	10,411	96	13	215	324	10,735	2,912	13,647	\$115,678	\$119,278	\$151,633	3.1%	28.0%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>77</i>	<i>90</i>	<i>90</i>	<i>10,411</i>	<i>96</i>	<i>13</i>	<i>215</i>	<i>324</i>	<i>10,735</i>	<i>2,912</i>	<i>13,647</i>	<i>\$115,678</i>	<i>\$119,278</i>	<i>\$151,633</i>	<i>3.1%</i>	<i>28.0%</i>
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	483	475	480	49,826	179	16	982	1,177	51,003	14,228	65,231	\$103,804	\$106,256	\$135,898	2.4%	28.6%
T1. US Direct Hire (USDH)	483	475	480	49,826	179	16	982	1,177	51,003	14,141	65,144	\$103,804	\$106,256	\$135,717	2.4%	28.4%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	236	232	242	18,753	165	15	639	819	19,572	5,356	24,928	\$77,492	\$80,876	\$103,008	4.4%	28.6%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	10	11	11	502	14	1	0	15	517	217	734	\$45,636	\$47,000	\$66,727	3.0%	43.2%
T1e. Highly Qualified Experts	1	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	236	232	227	30,571	0	0	343	343	30,914	8,568	39,482	\$134,674	\$136,185	\$173,930	1.1%	28.0%
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	483	475	480	49,826	179	16	982	1,177	51,003	14,141	65,144	\$103,804	\$106,256	\$135,717	2.4%	28.4%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>483</i>	<i>475</i>	<i>480</i>	<i>49,826</i>	<i>179</i>	<i>16</i>	<i>982</i>	<i>1,177</i>	<i>51,003</i>	<i>14,141</i>	<i>65,144</i>	<i>\$103,804</i>	<i>\$106,256</i>	<i>\$135,717</i>	<i>2.4%</i>	<i>28.4%</i>
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	87	87	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	87	87	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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National Defense University (FY 2016)																
	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	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					
Direct Funded Personnel (includes OC 13)	402	402	399	41,357	76	25	443	544	41,901	10,496	52,397	\$103,652	\$105,015	\$131,321	1.3%	25.4%
D1. US Direct Hire (USDH)	402	402	399	41,357	76	25	443	544	41,901	10,496	52,397	\$103,652	\$105,015	\$131,321	1.3%	25.4%
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	216	216	214	17,819	45	10	144	199	18,018	4,684	22,702	\$83,266	\$84,196	\$106,084	1.1%	26.3%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	11	11	11	530	18	4	-	22	552	175	727	\$48,182	\$50,182	\$66,091	4.2%	33.0%
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	175	175	174	23,008	13	11	299	323	23,331	5,637	28,968	\$132,230	\$134,086	\$166,483	1.4%	24.5%
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	402	402	399	41,357	76	25	443	544	41,901	10,496	52,397	\$103,652	\$105,015	\$131,321	1.3%	25.4%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>402</i>	<i>402</i>	<i>399</i>	<i>41,357</i>	<i>76</i>	<i>25</i>	<i>443</i>	<i>544</i>	<i>41,901</i>	<i>10,496</i>	<i>52,397</i>	<i>\$103,652</i>	<i>\$105,015</i>	<i>\$131,321</i>	<i>1.3%</i>	<i>25.4%</i>
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	91	91	91	12,258	11	46	195	252	12,510	3,425	15,935	\$134,703	\$137,473	\$175,110	2.1%	27.9%
R1. US Direct Hire (USDH)	91	91	91	12,258	11	46	195	252	12,510	3,425	15,935	\$134,703	\$137,473	\$175,110	2.1%	27.9%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	28	28	28	1,906	9	15	147	171	2,077	545	2,622	\$68,071	\$74,179	\$93,643	9.0%	28.6%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	1	1	1	137	-	-	-	-	137	-	137	\$137,000	\$137,000	\$137,000	0.0%	0.0%
R1f. Other	62	62	62	10,215	2	31	48	81	10,296	2,880	13,176	\$164,758	\$166,065	\$212,516	0.8%	28.2%
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	91	91	91	12,258	11	46	195	252	12,510	3,425	15,935	\$134,703	\$137,473	\$175,110	2.1%	27.9%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>91</i>	<i>91</i>	<i>91</i>	<i>12,258</i>	<i>11</i>	<i>46</i>	<i>195</i>	<i>252</i>	<i>12,510</i>	<i>3,425</i>	<i>15,935</i>	<i>\$134,703</i>	<i>\$137,473</i>	<i>\$175,110</i>	<i>2.1%</i>	<i>27.9%</i>
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	493	493	490	53,615	87	71	638	796	54,411	13,921	68,332	\$109,418	\$111,043	\$139,453	1.5%	26.0%
T1. US Direct Hire (USDH)	493	493	490	53,615	87	71	638	796	54,411	13,921	68,332	\$109,418	\$111,043	\$139,453	1.5%	26.0%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	244	244	242	19,725	54	25	291	370	20,095	5,229	25,324	\$81,508	\$83,037	\$104,645	1.9%	26.5%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	11	11	11	530	18	4	0	22	552	175	727	\$48,182	\$50,182	\$66,091	4.2%	33.0%
T1e. Highly Qualified Experts	1	1	1	137	0	0	0	0	137	0	137	\$137,000	\$137,000	\$137,000	0.0%	0.0%
T1f. Other	237	237	236	33,223	15	42	347	404	33,627	8,517	42,144	\$140,775	\$142,487	\$178,576	1.2%	25.6%
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	493	493	490	53,615	87	71	638	796	54,411	13,921	68,332	\$109,418	\$111,043	\$139,453	1.5%	26.0%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>493</i>	<i>493</i>	<i>490</i>	<i>53,615</i>	<i>87</i>	<i>71</i>	<i>638</i>	<i>796</i>	<i>54,411</i>	<i>13,921</i>	<i>68,332</i>	<i>\$109,418</i>	<i>\$111,043</i>	<i>\$139,453</i>	<i>1.5%</i>	<i>26.0%</i>
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	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					
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0

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	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	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					
Direct Funded Personnel (includes OC 13)	38	38	36	4,295	0	0	13	13	4,308	78	4,386	\$119,306	\$119,667	\$121,833	0.3%	1.8%
D1. US Direct Hire (USDH)	38	38	36	4,295	-	-	13	13	4,308	78	4,386	\$119,306	\$119,667	\$121,833	0.3%	1.8%
D1a. Senior Executive Schedule	1	1	1	170	-	-	9	9	179	42	221	\$170,000	\$179,000	\$221,000	5.3%	24.7%
D1b. General Schedule	37	37	35	4,125	-	-	4	4	4,129	36	4,165	\$117,857	\$117,971	\$119,000	0.1%	0.9%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	38	38	36	4,295	-	-	13	13	4,308	78	4,386	\$119,306	\$119,667	\$121,833	0.3%	1.8%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>38</i>	<i>38</i>	<i>36</i>	<i>4,295</i>	-	-	<i>13</i>	<i>13</i>	<i>4,308</i>	<i>78</i>	<i>4,386</i>	<i>\$119,306</i>	<i>\$119,667</i>	<i>\$121,833</i>	<i>0.3%</i>	<i>1.8%</i>
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	38	38	36	4,295	0	0	13	13	4,308	78	4,386	\$119,306	\$119,667	\$121,833	0.3%	1.8%
T1. US Direct Hire (USDH)	38	38	36	4,295	-	-	13	13	4,308	78	4,386	\$119,306	\$119,667	\$121,833	0.3%	1.8%
T1a. Senior Executive Schedule	1	1	1	170	0	0	9	9	179	42	221	\$170,000	\$179,000	\$221,000	5.3%	24.7%
T1b. General Schedule	37	37	35	4,125	0	0	4	4	4,129	36	4,165	\$117,857	\$117,971	\$119,000	0.1%	0.9%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T3. Total Direct Hire	38	38	36	4,295	-	-	13	13	4,308	78	4,386	\$119,306	\$119,667	\$121,833	0.3%	1.8%
T4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>38</i>	<i>38</i>	<i>36</i>	<i>4,295</i>	<i>-</i>	<i>-</i>	<i>13</i>	<i>13</i>	<i>4,308</i>	<i>78</i>	<i>4,386</i>	<i>\$119,306</i>	<i>\$119,667</i>	<i>\$121,833</i>	<i>0.3%</i>	<i>1.8%</i>
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	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					
Direct Funded Personnel (includes OC 13)	38	38	38	4,950	0	0	50	50	5,000	1,200	6,200	\$130,263	\$131,579	\$163,158	1.0%	24.2%
D1. US Direct Hire (USDH)	38	38	38	4,950	-	-	50	50	5,000	1,200	6,200	\$130,263	\$131,579	\$163,158	1.0%	24.2%
D1a. Senior Executive Schedule	1	1	1	170	-	-	9	9	179	42	221	\$170,000	\$179,000	\$221,000	5.3%	24.7%
D1b. General Schedule	37	37	37	4,780	-	-	41	41	4,821	1,158	5,979	\$129,189	\$130,297	\$161,595	0.9%	24.2%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	38	38	38	4,950	-	-	50	50	5,000	1,200	6,200	\$130,263	\$131,579	\$163,158	1.0%	24.2%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>38</i>	<i>38</i>	<i>38</i>	<i>4,950</i>	-	-	<i>50</i>	<i>50</i>	<i>5,000</i>	<i>1,200</i>	<i>6,200</i>	<i>\$130,263</i>	<i>\$131,579</i>	<i>\$163,158</i>	<i>1.0%</i>	<i>24.2%</i>
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	38	38	38	4,950	0	0	50	50	5,000	1,200	6,200	\$130,263	\$131,579	\$163,158	1.0%	24.2%
T1. US Direct Hire (USDH)	38	38	38	4,950	-	-	50	50	5,000	1,200	6,200	\$130,263	\$131,579	\$163,158	1.0%	24.2%
T1a. Senior Executive Schedule	1	1	1	170	0	0	9	9	179	42	221	\$170,000	\$179,000	\$221,000	5.3%	24.7%
T1b. General Schedule	37	37	37	4,780	0	0	41	41	4,821	1,158	5,979	\$129,189	\$130,297	\$161,595	0.9%	24.2%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	38	38	38	4,950	-	-	50	50	5,000	1,200	6,200	\$130,263	\$131,579	\$163,158	1.0%	24.2%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>38</i>	<i>38</i>	<i>38</i>	<i>4,950</i>	<i>-</i>	<i>-</i>	<i>50</i>	<i>50</i>	<i>5,000</i>	<i>1,200</i>	<i>6,200</i>	<i>\$130,263</i>	<i>\$131,579</i>	<i>\$163,158</i>	<i>1.0%</i>	<i>24.2%</i>
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Office of Economic Adjustment (FY 2017)																
	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	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					
Direct Funded Personnel (includes OC 13)	38	38	38	4,706	0	0	14	14	4,720	1,200	5,920	\$123,842	\$124,211	\$155,789	0.3%	25.5%
D1. US Direct Hire (USDH)	38	38	38	4,706	-	-	14	14	4,720	1,200	5,920	\$123,842	\$124,211	\$155,789	0.3%	25.5%
D1a. Senior Executive Schedule	1	1	1	173	-	-	-	-	173	42	215	\$173,000	\$173,000	\$215,000	0.0%	24.3%
D1b. General Schedule	37	37	37	4,533	-	-	14	14	4,547	1,158	5,705	\$122,514	\$122,892	\$154,189	0.3%	25.5%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	38	38	38	4,706	-	-	14	14	4,720	1,200	5,920	\$123,842	\$124,211	\$155,789	0.3%	25.5%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>38</i>	<i>38</i>	<i>38</i>	<i>4,706</i>	-	-	<i>14</i>	<i>14</i>	<i>4,720</i>	<i>1,200</i>	<i>5,920</i>	<i>\$123,842</i>	<i>\$124,211</i>	<i>\$155,789</i>	<i>0.3%</i>	<i>25.5%</i>
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	38	38	38	4,706	0	0	14	14	4,720	1,200	5,920	\$123,842	\$124,211	\$155,789	0.3%	25.5%
T1. US Direct Hire (USDH)	38	38	38	4,706	-	-	14	14	4,720	1,200	5,920	\$123,842	\$124,211	\$155,789	0.3%	25.5%
T1a. Senior Executive Schedule	1	1	1	173	0	0	0	0	173	42	215	\$173,000	\$173,000	\$215,000	0.0%	24.3%
T1b. General Schedule	37	37	37	4,533	0	0	14	14	4,547	1,158	5,705	\$122,514	\$122,892	\$154,189	0.3%	25.5%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	38	38	38	4,706	-	-	14	14	4,720	1,200	5,920	\$123,842	\$124,211	\$155,789	0.3%	25.5%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>38</i>	<i>38</i>	<i>38</i>	<i>4,706</i>	-	-	<i>14</i>	<i>14</i>	<i>4,720</i>	<i>1,200</i>	<i>5,920</i>	<i>\$123,842</i>	<i>\$124,211</i>	<i>\$155,789</i>	<i>0.3%</i>	<i>25.5%</i>
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Inspector General (FY 2015)																
	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	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					
Direct Funded Personnel (includes OC 13)	1,536	1,490	1,495	157,978	528	0	14,454	14,982	172,960	61,588	234,548	\$105,671	\$115,692	\$156,888	9.5%	39.0%
D1. US Direct Hire (USDH)	1,535	1,489	1,494	157,978	528	-	14,454	14,982	172,960	61,588	234,548	\$105,742	\$115,770	\$156,993	9.5%	39.0%
D1a. Senior Executive Schedule	21	21	21	5,356	-	-	161	161	5,517	2,024	7,541	\$255,048	\$262,714	\$359,095	3.0%	37.8%
D1b. General Schedule	1,514	1,468	1,473	152,431	528	-	14,293	14,821	167,252	59,564	226,816	\$103,483	\$113,545	\$153,982	9.7%	39.1%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	191	-	-	-	-	191	-	191	-	-	-	0.0%	0.0%
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	1,535	1,489	1,494	157,978	528	-	14,454	14,982	172,960	61,588	234,548	\$105,742	\$115,770	\$156,993	9.5%	39.0%
D4. Indirect Hire Foreign Nationals (IHFN)	1	1	1	-	-	-	-	-	-	-	-	\$0	\$0	\$0	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>1,536</i>	<i>1,490</i>	<i>1,495</i>	<i>157,978</i>	<i>528</i>	<i>-</i>	<i>14,454</i>	<i>14,982</i>	<i>172,960</i>	<i>61,588</i>	<i>234,548</i>	<i>\$105,671</i>	<i>\$115,692</i>	<i>\$156,888</i>	<i>9.5%</i>	<i>39.0%</i>
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	0	0	0	327	0	0	171	171	498	0	498	-	-	-	52.3%	0.0%
R1. US Direct Hire (USDH)	-	-	-	327	-	-	171	171	498	-	498	-	-	-	52.3%	0.0%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	327	-	-	171	171	498	-	498	-	-	-	52.3%	0.0%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	327	-	-	171	171	498	-	498	-	-	-	52.3%	0.0%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>327</i>	<i>-</i>	<i>-</i>	<i>171</i>	<i>171</i>	<i>498</i>	<i>-</i>	<i>498</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>52.3%</i>	<i>0.0%</i>
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	1,536	1,490	1,495	158,305	528	0	14,625	15,153	173,458	61,588	235,046	\$105,890	\$116,025	\$157,221	9.6%	38.9%
T1. US Direct Hire (USDH)	1,535	1,489	1,494	158,305	528	-	14,625	15,153	173,458	61,588	235,046	\$105,961	\$116,103	\$157,327	9.6%	38.9%
T1a. Senior Executive Schedule	21	21	21	5,356	0	0	161	161	5,517	2,024	7,541	\$255,048	\$262,714	\$359,095	3.0%	37.8%
T1b. General Schedule	1,514	1,468	1,473	152,758	528	0	14,464	14,992	167,750	59,564	227,314	\$103,705	\$113,883	\$154,320	9.8%	39.0%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	191	0	0	0	0	191	0	191	-	-	-	0.0%	0.0%
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	1,535	1,489	1,494	158,305	528	-	14,625	15,153	173,458	61,588	235,046	\$105,961	\$116,103	\$157,327	9.6%	38.9%
T4. Indirect Hire Foreign Nationals (IHFN)	1	1	1	0	0	0	0	0	0	0	0	\$0	\$0	\$0	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>1,536</i>	<i>1,490</i>	<i>1,495</i>	<i>158,305</i>	<i>528</i>	<i>-</i>	<i>14,625</i>	<i>15,153</i>	<i>173,458</i>	<i>61,588</i>	<i>235,046</i>	<i>\$105,890</i>	<i>\$116,025</i>	<i>\$157,221</i>	<i>9.6%</i>	<i>38.9%</i>
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Inspector General (FY 2016)																
	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	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					
Direct Funded Personnel (includes OC 13)	1,542	1,675	1,537	159,443	0	0	17,526	17,526	176,969	66,615	243,584	\$103,736	\$115,139	\$158,480	11.0%	41.8%
D1. US Direct Hire (USDH)	1,541	1,674	1,536	159,443	-	-	17,526	17,526	176,969	66,615	243,584	\$103,804	\$115,214	\$158,583	11.0%	41.8%
D1a. Senior Executive Schedule	21	21	21	3,364	-	-	15	15	3,379	1,056	4,435	\$160,190	\$160,905	\$211,190	0.4%	31.4%
D1b. General Schedule	1,520	1,653	1,515	156,079	-	-	17,511	17,511	173,590	65,559	239,149	\$103,022	\$114,581	\$157,854	11.2%	42.0%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	1,541	1,674	1,536	159,443	-	-	17,526	17,526	176,969	66,615	243,584	\$103,804	\$115,214	\$158,583	11.0%	41.8%
D4. Indirect Hire Foreign Nationals (IHFN)	1	1	1	-	-	-	-	-	-	-	-	\$0	\$0	\$0	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>1,542</i>	<i>1,675</i>	<i>1,537</i>	<i>159,443</i>	<i>-</i>	<i>-</i>	<i>17,526</i>	<i>17,526</i>	<i>176,969</i>	<i>66,615</i>	<i>243,584</i>	<i>\$103,736</i>	<i>\$115,139</i>	<i>\$158,480</i>	<i>11.0%</i>	<i>41.8%</i>
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	0	0	0	10	0	0	19	19	29	4	33	-	-	-	190.0%	40.0%
R1. US Direct Hire (USDH)	-	-	-	10	-	-	19	19	29	4	33	-	-	-	190.0%	40.0%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	10	-	-	19	19	29	4	33	-	-	-	190.0%	40.0%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	10	-	-	19	19	29	4	33	-	-	-	190.0%	40.0%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>10</i>	<i>-</i>	<i>-</i>	<i>19</i>	<i>19</i>	<i>29</i>	<i>4</i>	<i>33</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>190.0%</i>	<i>40.0%</i>
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	1,542	1,675	1,537	159,453	0	0	17,545	17,545	176,998	66,619	243,617	\$103,743	\$115,158	\$158,502	11.0%	41.8%
T1. US Direct Hire (USDH)	1,541	1,674	1,536	159,453	-	-	17,545	17,545	176,998	66,619	243,617	\$103,811	\$115,233	\$158,605	11.0%	41.8%
T1a. Senior Executive Schedule	21	21	21	3,364	0	0	15	15	3,379	1,056	4,435	\$160,190	\$160,905	\$211,190	0.4%	31.4%
T1b. General Schedule	1,520	1,653	1,515	156,089	0	0	17,530	17,530	173,619	65,563	239,182	\$103,029	\$114,600	\$157,876	11.2%	42.0%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	1,541	1,674	1,536	159,453	-	-	17,545	17,545	176,998	66,619	243,617	\$103,811	\$115,233	\$158,605	11.0%	41.8%
T4. Indirect Hire Foreign Nationals (IHFN)	1	1	1	0	-	-	0	0	0	0	0	\$0	\$0	\$0	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>1,542</i>	<i>1,675</i>	<i>1,537</i>	<i>159,453</i>	<i>-</i>	<i>-</i>	<i>17,545</i>	<i>17,545</i>	<i>176,998</i>	<i>66,619</i>	<i>243,617</i>	<i>\$103,743</i>	<i>\$115,158</i>	<i>\$158,502</i>	<i>11.0%</i>	<i>41.8%</i>
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Inspector General (FY 2017)																
	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	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					
Direct Funded Personnel (includes OC 13)	1,645	1,635	1,587	165,531	683	0	12,196	12,879	178,410	68,578	246,988	\$104,304	\$112,420	\$155,632	7.8%	41.4%
D1. US Direct Hire (USDH)	1,644	1,634	1,586	165,531	683	-	12,196	12,879	178,410	68,578	246,988	\$104,370	\$112,491	\$155,730	7.8%	41.4%
D1a. Senior Executive Schedule	21	21	21	3,399	-	-	16	16	3,415	1,341	4,756	\$161,857	\$162,619	\$226,476	0.5%	39.5%
D1b. General Schedule	1,623	1,613	1,565	162,132	683	-	12,180	12,863	174,995	67,237	242,232	\$103,599	\$111,818	\$154,781	7.9%	41.5%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	1,644	1,634	1,586	165,531	683	-	12,196	12,879	178,410	68,578	246,988	\$104,370	\$112,491	\$155,730	7.8%	41.4%
D4. Indirect Hire Foreign Nationals (IHFN)	1	1	1	-	-	-	-	-	-	-	-	\$0	\$0	\$0	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>1,645</i>	<i>1,635</i>	<i>1,587</i>	<i>165,531</i>	<i>683</i>	<i>-</i>	<i>12,196</i>	<i>12,879</i>	<i>178,410</i>	<i>68,578</i>	<i>246,988</i>	<i>\$104,304</i>	<i>\$112,420</i>	<i>\$155,632</i>	<i>7.8%</i>	<i>41.4%</i>
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	1,645	1,635	1,587	165,531	683	0	12,196	12,879	178,410	68,578	246,988	\$104,304	\$112,420	\$155,632	7.8%	41.4%
T1. US Direct Hire (USDH)	1,644	1,634	1,586	165,531	683	-	12,196	12,879	178,410	68,578	246,988	\$104,370	\$112,491	\$155,730	7.8%	41.4%
T1a. Senior Executive Schedule	21	21	21	3,399	0	0	16	16	3,415	1,341	4,756	\$161,857	\$162,619	\$226,476	0.5%	39.5%
T1b. General Schedule	1,623	1,613	1,565	162,132	683	0	12,180	12,863	174,995	67,237	242,232	\$103,599	\$111,818	\$154,781	7.9%	41.5%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	1,644	1,634	1,586	165,531	683	-	12,196	12,879	178,410	68,578	246,988	\$104,370	\$112,491	\$155,730	7.8%	41.4%
T4. Indirect Hire Foreign Nationals (IHFN)	1	1	1	0	0	0	0	0	0	0	0	\$0	\$0	\$0	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>1,645</i>	<i>1,635</i>	<i>1,587</i>	<i>165,531</i>	<i>683</i>	<i>-</i>	<i>12,196</i>	<i>12,879</i>	<i>178,410</i>	<i>68,578</i>	<i>246,988</i>	<i>\$104,304</i>	<i>\$112,420</i>	<i>\$155,632</i>	<i>7.8%</i>	<i>41.4%</i>
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Office of Secretary of Defense (FY 2015)																
	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	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					
Direct Funded Personnel (includes OC 13)	1,866	1,839	1,839	261,890	1,112	138	14,857	16,107	277,997	74,008	352,005	\$142,409	\$151,167	\$191,411	6.2%	28.3%
D1. US Direct Hire (USDH)	1,866	1,839	1,839	261,890	1,112	138	14,857	16,107	277,997	73,740	351,737	\$142,409	\$151,167	\$191,265	6.2%	28.2%
D1a. Senior Executive Schedule	238	262	262	41,192	-	-	-	-	41,192	14,447	55,639	\$157,221	\$157,221	\$212,363	0.0%	35.1%
D1b. General Schedule	1,595	1,537	1,537	214,549	1,112	138	7,647	8,897	223,446	58,967	282,413	\$139,589	\$145,378	\$183,743	4.1%	27.5%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	2	2	2	99	-	-	-	-	99	27	126	\$49,500	\$49,500	\$63,000	0.0%	27.3%
D1e. Highly Qualified Experts	-	8	8	1,248	-	-	-	-	1,248	-	1,248	\$156,000	\$156,000	\$156,000	0.0%	0.0%
D1f. Other	31	30	30	4,802	-	-	7,210	7,210	12,012	299	12,311	\$160,067	\$400,400	\$410,367	150.1%	6.2%
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	1,866	1,839	1,839	261,890	1,112	138	14,857	16,107	277,997	73,740	351,737	\$142,409	\$151,167	\$191,265	6.2%	28.2%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>1,866</i>	<i>1,839</i>	<i>1,839</i>	<i>261,890</i>	<i>1,112</i>	<i>138</i>	<i>14,857</i>	<i>16,107</i>	<i>277,997</i>	<i>73,740</i>	<i>351,737</i>	<i>\$142,409</i>	<i>\$151,167</i>	<i>\$191,265</i>	<i>6.2%</i>	<i>28.2%</i>
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	268	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	268	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	0	0	0	1,341	0	0	49	49	1,390	0	1,390	-	-	-	3.7%	0.0%
R1. US Direct Hire (USDH)	-	-	-	1,341	-	-	49	49	1,390	-	1,390	-	-	-	3.7%	0.0%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	1,341	-	-	49	49	1,390	-	1,390	-	-	-	3.7%	0.0%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	1,341	-	-	49	49	1,390	-	1,390	-	-	-	3.7%	0.0%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>1,341</i>	<i>-</i>	<i>-</i>	<i>49</i>	<i>49</i>	<i>1,390</i>	<i>-</i>	<i>1,390</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>3.7%</i>	<i>0.0%</i>
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	1,866	1,839	1,839	263,231	1,112	138	14,906	16,156	279,387	74,008	353,395	\$143,138	\$151,923	\$192,167	6.1%	28.1%
T1. US Direct Hire (USDH)	1,866	1,839	1,839	263,231	1,112	138	14,906	16,156	279,387	73,740	353,127	\$143,138	\$151,923	\$192,021	6.1%	28.0%
T1a. Senior Executive Schedule	238	262	262	41,192	0	0	0	0	41,192	14,447	55,639	\$157,221	\$157,221	\$212,363	0.0%	35.1%
T1b. General Schedule	1,595	1,537	1,537	215,890	1,112	138	7,696	8,946	224,836	58,967	283,803	\$140,462	\$146,282	\$184,647	4.1%	27.3%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	2	2	2	99	0	0	0	0	99	27	126	\$49,500	\$49,500	\$63,000	0.0%	27.3%
T1e. Highly Qualified Experts	0	8	8	1,248	0	0	0	0	1,248	0	1,248	\$156,000	\$156,000	\$156,000	0.0%	0.0%
T1f. Other	31	30	30	4,802	0	0	7,210	7,210	12,012	299	12,311	\$160,067	\$400,400	\$410,367	150.1%	6.2%
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	1,866	1,839	1,839	263,231	1,112	138	14,906	16,156	279,387	73,740	353,127	\$143,138	\$151,923	\$192,021	6.1%	28.0%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>1,866</i>	<i>1,839</i>	<i>1,839</i>	<i>263,231</i>	<i>1,112</i>	<i>138</i>	<i>14,906</i>	<i>16,156</i>	<i>279,387</i>	<i>73,740</i>	<i>353,127</i>	<i>\$143,138</i>	<i>\$151,923</i>	<i>\$192,021</i>	<i>6.1%</i>	<i>28.0%</i>
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	268	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	268	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-

**Office of the Secretary of Defense
Fiscal Year (FY) 2017 President's Budget**

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Office of Secretary of Defense (FY 2016)																
	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	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					
Direct Funded Personnel (includes OC 13)	1,839	1,806	1,919	265,515	1,469	539	16,364	18,372	283,887	71,673	355,560	\$138,361	\$147,935	\$185,284	6.9%	27.0%
D1. US Direct Hire (USDH)	1,839	1,806	1,919	265,515	1,469	539	16,364	18,372	283,887	71,173	355,060	\$138,361	\$147,935	\$185,023	6.9%	26.8%
D1a. Senior Executive Schedule	262	238	238	41,427	-	-	1,147	1,147	42,574	11,928	54,502	\$174,063	\$178,882	\$229,000	2.8%	28.8%
D1b. General Schedule	1,537	1,537	1,650	219,053	1,469	539	15,134	17,142	236,195	58,236	294,431	\$132,759	\$143,148	\$178,443	7.8%	26.6%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	2	2	2	139	-	-	-	-	139	-	139	\$69,500	\$69,500	\$69,500	0.0%	0.0%
D1e. Highly Qualified Experts	8	1	1	150	-	-	-	-	150	81	231	\$150,000	\$150,000	\$231,000	0.0%	54.0%
D1f. Other	30	28	28	4,746	-	-	83	83	4,829	928	5,757	\$169,500	\$172,464	\$205,607	1.7%	19.6%
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	1,839	1,806	1,919	265,515	1,469	539	16,364	18,372	283,887	71,173	355,060	\$138,361	\$147,935	\$185,023	6.9%	26.8%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>1,839</i>	<i>1,806</i>	<i>1,919</i>	<i>265,515</i>	<i>1,469</i>	<i>539</i>	<i>16,364</i>	<i>18,372</i>	<i>283,887</i>	<i>71,173</i>	<i>355,060</i>	<i>\$138,361</i>	<i>\$147,935</i>	<i>\$185,023</i>	<i>6.9%</i>	<i>26.8%</i>
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	500	500	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	500	500	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	1,839	1,806	1,919	265,515	1,469	539	16,364	18,372	283,887	71,673	355,560	\$138,361	\$147,935	\$185,284	6.9%	27.0%
T1. US Direct Hire (USDH)	1,839	1,806	1,919	265,515	1,469	539	16,364	18,372	283,887	71,173	355,060	\$138,361	\$147,935	\$185,023	6.9%	26.8%
T1a. Senior Executive Schedule	262	238	238	41,427	0	0	1,147	1,147	42,574	11,928	54,502	\$174,063	\$178,882	\$229,000	2.8%	28.8%
T1b. General Schedule	1,537	1,537	1,650	219,053	1,469	539	15,134	17,142	236,195	58,236	294,431	\$132,759	\$143,148	\$178,443	7.8%	26.6%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	2	2	2	139	0	0	0	0	139	0	139	\$69,500	\$69,500	\$69,500	0.0%	0.0%
T1e. Highly Qualified Experts	8	1	1	150	0	0	0	0	150	81	231	\$150,000	\$150,000	\$231,000	0.0%	54.0%
T1f. Other	30	28	28	4,746	0	0	83	83	4,829	928	5,757	\$169,500	\$172,464	\$205,607	1.7%	19.6%
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	1,839	1,806	1,919	265,515	1,469	539	16,364	18,372	283,887	71,173	355,060	\$138,361	\$147,935	\$185,023	6.9%	26.8%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>1,839</i>	<i>1,806</i>	<i>1,919</i>	<i>265,515</i>	<i>1,469</i>	<i>539</i>	<i>16,364</i>	<i>18,372</i>	<i>283,887</i>	<i>71,173</i>	<i>355,060</i>	<i>\$138,361</i>	<i>\$147,935</i>	<i>\$185,023</i>	<i>6.9%</i>	<i>26.8%</i>
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	500	500	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	500	500	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Office of Secretary of Defense (FY 2017)																
	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	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					
Direct Funded Personnel (includes OC 13)	1,806	1,860	1,846	264,385	46	94	15,189	15,329	279,714	70,730	350,444	\$143,220	\$151,524	\$189,840	5.8%	26.8%
D1. US Direct Hire (USDH)	1,806	1,860	1,846	264,385	46	94	15,189	15,329	279,714	70,230	349,944	\$143,220	\$151,524	\$189,569	5.8%	26.6%
D1a. Senior Executive Schedule	238	238	238	41,427	46	94	1,147	1,287	42,714	11,928	54,642	\$174,063	\$179,471	\$229,588	3.1%	28.8%
D1b. General Schedule	1,537	1,592	1,578	217,923	-	-	10,769	10,769	228,692	56,603	285,295	\$138,101	\$144,925	\$180,795	4.9%	26.0%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	2	2	2	140	-	-	-	-	140	-	140	\$70,000	\$70,000	\$70,000	0.0%	0.0%
D1e. Highly Qualified Experts	1	3	3	150	-	-	-	-	150	81	231	\$50,000	\$50,000	\$77,000	0.0%	54.0%
D1f. Other	28	25	25	4,745	-	-	3,273	3,273	8,018	1,618	9,636	\$189,800	\$320,720	\$385,440	69.0%	34.1%
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	1,806	1,860	1,846	264,385	46	94	15,189	15,329	279,714	70,230	349,944	\$143,220	\$151,524	\$189,569	5.8%	26.6%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>1,806</i>	<i>1,860</i>	<i>1,846</i>	<i>264,385</i>	<i>46</i>	<i>94</i>	<i>15,189</i>	<i>15,329</i>	<i>279,714</i>	<i>70,230</i>	<i>349,944</i>	<i>\$143,220</i>	<i>\$151,524</i>	<i>\$189,569</i>	<i>5.8%</i>	<i>26.6%</i>
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	500	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	500	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	1,806	1,860	1,846	264,385	46	94	15,189	15,329	279,714	70,730	350,444	\$143,220	\$151,524	\$189,840	5.8%	26.8%
T1. US Direct Hire (USDH)	1,806	1,860	1,846	264,385	46	94	15,189	15,329	279,714	70,230	349,944	\$143,220	\$151,524	\$189,569	5.8%	26.6%
T1a. Senior Executive Schedule	238	238	238	41,427	46	94	1,147	1,287	42,714	11,928	54,642	\$174,063	\$179,471	\$229,588	3.1%	28.8%
T1b. General Schedule	1,537	1,592	1,578	217,923	0	0	10,769	10,769	228,692	56,603	285,295	\$138,101	\$144,925	\$180,795	4.9%	26.0%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	2	2	2	140	0	0	0	0	140	0	140	\$70,000	\$70,000	\$70,000	0.0%	0.0%
T1e. Highly Qualified Experts	1	3	3	150	0	0	0	0	150	81	231	\$50,000	\$50,000	\$77,000	0.0%	54.0%
T1f. Other	28	25	25	4,745	0	0	3,273	3,273	8,018	1,618	9,636	\$189,800	\$320,720	\$385,440	69.0%	34.1%
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	1,806	1,860	1,846	264,385	46	94	15,189	15,329	279,714	70,230	349,944	\$143,220	\$151,524	\$189,569	5.8%	26.6%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>1,806</i>	<i>1,860</i>	<i>1,846</i>	<i>264,385</i>	<i>46</i>	<i>94</i>	<i>15,189</i>	<i>15,329</i>	<i>279,714</i>	<i>70,230</i>	<i>349,944</i>	<i>\$143,220</i>	<i>\$151,524</i>	<i>\$189,569</i>	<i>5.8%</i>	<i>26.6%</i>
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	500	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	500	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-

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Pentagon Reservation Maintenance Rev Fund (FY 2015)																
	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	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					
Direct Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	-	-	-	-	-
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	<u>1,670</u>	<u>1,627</u>	<u>1,601</u>	<u>129,862</u>	<u>4,590</u>	<u>2,784</u>	<u>12,353</u>	<u>19,727</u>	<u>149,589</u>	<u>47,720</u>	<u>197,309</u>	<u>\$81,113</u>	<u>\$93,435</u>	<u>\$123,241</u>	<u>15.2%</u>	<u>36.7%</u>
R1. US Direct Hire (USDH)	<u>1,670</u>	<u>1,627</u>	<u>1,601</u>	<u>129,862</u>	<u>4,590</u>	<u>2,784</u>	<u>12,353</u>	<u>19,727</u>	<u>149,589</u>	<u>47,695</u>	<u>197,284</u>	<u>\$81,113</u>	<u>\$93,435</u>	<u>\$123,225</u>	<u>15.2%</u>	<u>36.7%</u>
R1a. Senior Executive Schedule	3	3	3	535	-	-	21	21	556	132	688	\$178,333	\$185,333	\$229,333	3.9%	24.7%
R1b. General Schedule	800	762	747	67,535	1,900	775	7,311	9,986	77,521	24,766	102,287	\$90,408	\$103,776	\$136,930	14.8%	36.7%
R1c. Special Schedule	682	633	640	48,889	1,348	1,926	4,856	8,130	57,019	18,232	75,251	\$76,389	\$89,092	\$117,580	16.6%	37.3%
R1d. Wage System	185	229	211	12,903	1,342	83	165	1,590	14,493	4,565	19,058	\$61,152	\$68,687	\$90,322	12.3%	35.4%
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	<u>1,670</u>	<u>1,627</u>	<u>1,601</u>	<u>129,862</u>	<u>4,590</u>	<u>2,784</u>	<u>12,353</u>	<u>19,727</u>	<u>149,589</u>	<u>47,695</u>	<u>197,284</u>	<u>\$81,113</u>	<u>\$93,435</u>	<u>\$123,225</u>	<u>15.2%</u>	<u>36.7%</u>
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<u>1,670</u>	<u>1,627</u>	<u>1,601</u>	<u>129,862</u>	<u>4,590</u>	<u>2,784</u>	<u>12,353</u>	<u>19,727</u>	<u>149,589</u>	<u>47,695</u>	<u>197,284</u>	<u>\$81,113</u>	<u>\$93,435</u>	<u>\$123,225</u>	<u>15.2%</u>	<u>36.7%</u>
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	<u>1,670</u>	<u>1,627</u>	<u>1,601</u>	<u>129,862</u>	<u>4,590</u>	<u>2,784</u>	<u>12,353</u>	<u>19,727</u>	<u>149,589</u>	<u>47,720</u>	<u>197,309</u>	<u>\$81,113</u>	<u>\$93,435</u>	<u>\$123,241</u>	<u>15.2%</u>	<u>36.7%</u>
T1. US Direct Hire (USDH)	<u>1,670</u>	<u>1,627</u>	<u>1,601</u>	<u>129,862</u>	<u>4,590</u>	<u>2,784</u>	<u>12,353</u>	<u>19,727</u>	<u>149,589</u>	<u>47,695</u>	<u>197,284</u>	<u>\$81,113</u>	<u>\$93,435</u>	<u>\$123,225</u>	<u>15.2%</u>	<u>36.7%</u>
T1a. Senior Executive Schedule	3	3	3	535	0	0	21	21	556	132	688	\$178,333	\$185,333	\$229,333	3.9%	24.7%
T1b. General Schedule	800	762	747	67,535	1,900	775	7,311	9,986	77,521	24,766	102,287	\$90,408	\$103,776	\$136,930	14.8%	36.7%
T1c. Special Schedule	682	633	640	48,889	1,348	1,926	4,856	8,130	57,019	18,232	75,251	\$76,389	\$89,092	\$117,580	16.6%	37.3%
T1d. Wage System	185	229	211	12,903	1,342	83	165	1,590	14,493	4,565	19,058	\$61,152	\$68,687	\$90,322	12.3%	35.4%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	<u>1,670</u>	<u>1,627</u>	<u>1,601</u>	<u>129,862</u>	<u>4,590</u>	<u>2,784</u>	<u>12,353</u>	<u>19,727</u>	<u>149,589</u>	<u>47,695</u>	<u>197,284</u>	<u>\$81,113</u>	<u>\$93,435</u>	<u>\$123,225</u>	<u>15.2%</u>	<u>36.7%</u>
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	<u>1,670</u>	<u>1,627</u>	<u>1,601</u>	<u>129,862</u>	<u>4,590</u>	<u>2,784</u>	<u>12,353</u>	<u>19,727</u>	<u>149,589</u>	<u>47,695</u>	<u>197,284</u>	<u>\$81,113</u>	<u>\$93,435</u>	<u>\$123,225</u>	<u>15.2%</u>	<u>36.7%</u>
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Pentagon Reservation Maintenance Rev Fund (FY 2016)																
	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	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					
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	1,790	1,785	1,783	158,276	2,573	886	3,211	6,670	164,946	47,334	212,280	\$88,769	\$92,510	\$119,058	4.2%	29.9%
R1. US Direct Hire (USDH)	1,790	1,785	1,783	158,276	2,573	886	3,211	6,670	164,946	47,034	211,980	\$88,769	\$92,510	\$118,890	4.2%	29.7%
R1a. Senior Executive Schedule	3	3	3	515	-	-	50	50	565	131	696	\$171,667	\$188,333	\$232,000	9.7%	25.4%
R1b. General Schedule	825	804	803	77,884	934	121	1,284	2,339	80,223	23,695	103,918	\$96,991	\$99,904	\$129,412	3.0%	30.4%
R1c. Special Schedule	697	710	709	61,961	479	684	1,725	2,888	64,849	17,376	82,225	\$87,392	\$91,465	\$115,973	4.7%	28.0%
R1d. Wage System	265	268	268	17,916	1,160	81	152	1,393	19,309	5,832	25,141	\$66,851	\$72,049	\$93,810	7.8%	32.6%
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	1,790	1,785	1,783	158,276	2,573	886	3,211	6,670	164,946	47,034	211,980	\$88,769	\$92,510	\$118,890	4.2%	29.7%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	1,790	1,785	1,783	158,276	2,573	886	3,211	6,670	164,946	47,034	211,980	\$88,769	\$92,510	\$118,890	4.2%	29.7%
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	300	300	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	300	300	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	1,790	1,785	1,783	158,276	2,573	886	3,211	6,670	164,946	47,334	212,280	\$88,769	\$92,510	\$119,058	4.2%	29.9%
T1. US Direct Hire (USDH)	1,790	1,785	1,783	158,276	2,573	886	3,211	6,670	164,946	47,034	211,980	\$88,769	\$92,510	\$118,890	4.2%	29.7%
T1a. Senior Executive Schedule	3	3	3	515	0	0	50	50	565	131	696	\$171,667	\$188,333	\$232,000	9.7%	25.4%
T1b. General Schedule	825	804	803	77,884	934	121	1,284	2,339	80,223	23,695	103,918	\$96,991	\$99,904	\$129,412	3.0%	30.4%
T1c. Special Schedule	697	710	709	61,961	479	684	1,725	2,888	64,849	17,376	82,225	\$87,392	\$91,465	\$115,973	4.7%	28.0%
T1d. Wage System	265	268	268	17,916	1,160	81	152	1,393	19,309	5,832	25,141	\$66,851	\$72,049	\$93,810	7.8%	32.6%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	1,790	1,785	1,783	158,276	2,573	886	3,211	6,670	164,946	47,034	211,980	\$88,769	\$92,510	\$118,890	4.2%	29.7%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	1,790	1,785	1,783	158,276	2,573	886	3,211	6,670	164,946	47,034	211,980	\$88,769	\$92,510	\$118,890	4.2%	29.7%
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	300	300	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	300	300	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-

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U.S. Special Operations Command (FY 2015)																
	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	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					
Direct Funded Personnel (includes OC 13)	<u>6,028</u>	<u>6,224</u>	<u>6,224</u>	<u>514,006</u>	<u>13,910</u>	<u>1,499</u>	<u>9,551</u>	<u>24,960</u>	<u>538,966</u>	<u>156,940</u>	<u>695,906</u>	<u>\$82,585</u>	<u>\$86,595</u>	<u>\$111,810</u>	<u>4.9%</u>	<u>30.5%</u>
D1. US Direct Hire (USDH)	6,028	6,224	6,224	514,006	13,910	1,499	9,551	24,960	538,966	156,790	695,756	\$82,585	\$86,595	\$111,786	4.9%	30.5%
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	6,028	6,224	6,224	514,006	13,910	1,499	9,551	24,960	538,966	156,790	695,756	\$82,585	\$86,595	\$111,786	4.9%	30.5%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	<u>6,028</u>	<u>6,224</u>	<u>6,224</u>	<u>514,006</u>	<u>13,910</u>	<u>1,499</u>	<u>9,551</u>	<u>24,960</u>	<u>538,966</u>	<u>156,790</u>	<u>695,756</u>	<u>\$82,585</u>	<u>\$86,595</u>	<u>\$111,786</u>	<u>4.9%</u>	<u>30.5%</u>
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<u>6,028</u>	<u>6,224</u>	<u>6,224</u>	<u>514,006</u>	<u>13,910</u>	<u>1,499</u>	<u>9,551</u>	<u>24,960</u>	<u>538,966</u>	<u>156,790</u>	<u>695,756</u>	<u>\$82,585</u>	<u>\$86,595</u>	<u>\$111,786</u>	<u>4.9%</u>	<u>30.5%</u>
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	150	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	150	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	<u>6,028</u>	<u>6,224</u>	<u>6,224</u>	<u>514,006</u>	<u>13,910</u>	<u>1,499</u>	<u>9,551</u>	<u>24,960</u>	<u>538,966</u>	<u>156,940</u>	<u>695,906</u>	<u>\$82,585</u>	<u>\$86,595</u>	<u>\$111,810</u>	<u>4.9%</u>	<u>30.5%</u>
T1. US Direct Hire (USDH)	6,028	6,224	6,224	514,006	13,910	1,499	9,551	24,960	538,966	156,790	695,756	\$82,585	\$86,595	\$111,786	4.9%	30.5%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	6,028	6,224	6,224	514,006	13,910	1,499	9,551	24,960	538,966	156,790	695,756	\$82,585	\$86,595	\$111,786	4.9%	30.5%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	<u>6,028</u>	<u>6,224</u>	<u>6,224</u>	<u>514,006</u>	<u>13,910</u>	<u>1,499</u>	<u>9,551</u>	<u>24,960</u>	<u>538,966</u>	<u>156,790</u>	<u>695,756</u>	<u>\$82,585</u>	<u>\$86,595</u>	<u>\$111,786</u>	<u>4.9%</u>	<u>30.5%</u>
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	<u>6,028</u>	<u>6,224</u>	<u>6,224</u>	<u>514,006</u>	<u>13,910</u>	<u>1,499</u>	<u>9,551</u>	<u>24,960</u>	<u>538,966</u>	<u>156,790</u>	<u>695,756</u>	<u>\$82,585</u>	<u>\$86,595</u>	<u>\$111,786</u>	<u>4.9%</u>	<u>30.5%</u>
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	150	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	150	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-

**Office of the Secretary of Defense
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U.S., Special Operations Command (FY 2016)																
	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	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					
Direct Funded Personnel (includes OC 13)	6,224	6,556	6,556	533,511	21,620	1,116	0	22,736	556,247	121,762	678,009	\$81,378	\$84,845	\$103,418	4.3%	22.8%
D1. US Direct Hire (USDH)	6,224	6,556	6,556	533,511	21,620	1,116	-	22,736	556,247	121,762	678,009	\$81,378	\$84,845	\$103,418	4.3%	22.8%
D1a. Senior Executive Schedule	9	9	9	1,363	-	-	-	-	1,363	440	1,803	\$151,444	\$151,444	\$200,333	0.0%	32.3%
D1b. General Schedule	5,966	6,298	6,298	506,639	21,368	1,105	-	22,473	529,112	113,987	643,099	\$80,444	\$84,013	\$102,112	4.4%	22.5%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	249	249	249	25,509	252	11	-	263	25,772	7,335	33,107	\$102,446	\$103,502	\$132,960	1.0%	28.8%
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	6,224	6,556	6,556	533,511	21,620	1,116	-	22,736	556,247	121,762	678,009	\$81,378	\$84,845	\$103,418	4.3%	22.8%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>6,224</i>	<i>6,556</i>	<i>6,556</i>	<i>533,511</i>	<i>21,620</i>	<i>1,116</i>	<i>-</i>	<i>22,736</i>	<i>556,247</i>	<i>121,762</i>	<i>678,009</i>	<i>\$81,378</i>	<i>\$84,845</i>	<i>\$103,418</i>	<i>4.3%</i>	<i>22.8%</i>
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	6,224	6,556	6,556	533,511	21,620	1,116	0	22,736	556,247	121,762	678,009	\$81,378	\$84,845	\$103,418	4.3%	22.8%
T1. US Direct Hire (USDH)	6,224	6,556	6,556	533,511	21,620	1,116	-	22,736	556,247	121,762	678,009	\$81,378	\$84,845	\$103,418	4.3%	22.8%
T1a. Senior Executive Schedule	9	9	9	1,363	0	0	0	0	1,363	440	1,803	\$151,444	\$151,444	\$200,333	0.0%	32.3%
T1b. General Schedule	5,966	6,298	6,298	506,639	21,368	1,105	-	22,473	529,112	113,987	643,099	\$80,444	\$84,013	\$102,112	4.4%	22.5%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	249	249	249	25,509	252	11	0	263	25,772	7,335	33,107	\$102,446	\$103,502	\$132,960	1.0%	28.8%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	6,224	6,556	6,556	533,511	21,620	1,116	-	22,736	556,247	121,762	678,009	\$81,378	\$84,845	\$103,418	4.3%	22.8%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>6,224</i>	<i>6,556</i>	<i>6,556</i>	<i>533,511</i>	<i>21,620</i>	<i>1,116</i>	<i>-</i>	<i>22,736</i>	<i>556,247</i>	<i>121,762</i>	<i>678,009</i>	<i>\$81,378</i>	<i>\$84,845</i>	<i>\$103,418</i>	<i>4.3%</i>	<i>22.8%</i>
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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U.S., Special Operations Command (FY 2017)																
	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	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					
Direct Funded Personnel (includes OC 13)	6,599	6,599	6,599	599,550	14,184	1,253	0	15,437	614,987	136,834	751,821	\$90,855	\$93,194	\$113,930	2.6%	22.8%
D1. US Direct Hire (USDH)	6,599	6,599	6,599	599,550	14,184	1,253	-	15,437	614,987	136,834	751,821	\$90,855	\$93,194	\$113,930	2.6%	22.8%
D1a. Senior Executive Schedule	9	9	9	1,532	-	-	-	-	1,532	495	2,027	\$170,222	\$170,222	\$225,222	0.0%	32.3%
D1b. General Schedule	6,326	6,326	6,326	569,897	13,353	1,241	-	14,594	584,491	128,096	712,587	\$90,088	\$92,395	\$112,644	2.6%	22.5%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	264	264	264	28,121	831	12	-	843	28,964	8,243	37,207	\$106,519	\$109,712	\$140,936	3.0%	29.3%
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	6,599	6,599	6,599	599,550	14,184	1,253	-	15,437	614,987	136,834	751,821	\$90,855	\$93,194	\$113,930	2.6%	22.8%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>6,599</i>	<i>6,599</i>	<i>6,599</i>	<i>599,550</i>	<i>14,184</i>	<i>1,253</i>	-	<i>15,437</i>	<i>614,987</i>	<i>136,834</i>	<i>751,821</i>	<i>\$90,855</i>	<i>\$93,194</i>	<i>\$113,930</i>	<i>2.6%</i>	<i>22.8%</i>
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	6,599	6,599	6,599	599,550	14,184	1,253	0	15,437	614,987	136,834	751,821	\$90,855	\$93,194	\$113,930	2.6%	22.8%
T1. US Direct Hire (USDH)	6,599	6,599	6,599	599,550	14,184	1,253	-	15,437	614,987	136,834	751,821	\$90,855	\$93,194	\$113,930	2.6%	22.8%
T1a. Senior Executive Schedule	9	9	9	1,532	0	0	0	0	1,532	495	2,027	\$170,222	\$170,222	\$225,222	0.0%	32.3%
T1b. General Schedule	6,326	6,326	6,326	569,897	13,353	1,241	0	14,594	584,491	128,096	712,587	\$90,088	\$92,395	\$112,644	2.6%	22.5%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	264	264	264	28,121	831	12	0	843	28,964	8,243	37,207	\$106,519	\$109,712	\$140,936	3.0%	29.3%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	6,599	6,599	6,599	599,550	14,184	1,253	-	15,437	614,987	136,834	751,821	\$90,855	\$93,194	\$113,930	2.6%	22.8%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>6,599</i>	<i>6,599</i>	<i>6,599</i>	<i>599,550</i>	<i>14,184</i>	<i>1,253</i>	-	<i>15,437</i>	<i>614,987</i>	<i>136,834</i>	<i>751,821</i>	<i>\$90,855</i>	<i>\$93,194</i>	<i>\$113,930</i>	<i>2.6%</i>	<i>22.8%</i>
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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The Joint Staff (FY 2015)																
	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	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					
Direct Funded Personnel (includes OC 13)	712	714	731	82,589	0	0	3,470	3,470	86,059	23,880	109,939	\$112,981	\$117,728	\$150,343	4.2%	28.9%
D1. US Direct Hire (USDH)	712	714	731	82,589	-	-	3,470	3,470	86,059	23,842	109,901	\$112,981	\$117,728	\$150,343	4.2%	28.9%
D1a. Senior Executive Schedule	13	9	10	2,781	-	-	103	103	2,884	1,228	4,112	\$278,100	\$288,400	\$411,200	3.7%	44.2%
D1b. General Schedule	698	704	720	79,760	-	-	3,359	3,359	83,119	22,605	105,724	\$110,778	\$115,443	\$146,839	4.2%	28.3%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	1	1	1	48	-	-	8	8	56	9	65	\$48,000	\$56,000	\$65,000	16.7%	18.8%
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	712	714	731	82,589	-	-	3,470	3,470	86,059	23,842	109,901	\$112,981	\$117,728	\$150,343	4.2%	28.9%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>712</i>	<i>714</i>	<i>731</i>	<i>82,589</i>	-	-	<i>3,470</i>	<i>3,470</i>	<i>86,059</i>	<i>23,842</i>	<i>109,901</i>	<i>\$112,981</i>	<i>\$117,728</i>	<i>\$150,343</i>	<i>4.2%</i>	<i>28.9%</i>
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	38	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	38	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	224	222	214	530	0	0	0	0	530	0	530	\$2,477	\$2,477	\$2,477	0.0%	0.0%
R1. US Direct Hire (USDH)	224	222	214	530	-	-	-	-	530	-	530	\$2,477	\$2,477	\$2,477	0.0%	0.0%
R1a. Senior Executive Schedule	2	1	2	221	-	-	-	-	221	-	221	\$110,500	\$110,500	\$110,500	0.0%	0.0%
R1b. General Schedule	222	212	211	309	-	-	-	-	309	-	309	\$1,464	\$1,464	\$1,464	0.0%	0.0%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	9	1	-	-	-	-	-	-	-	-	\$0	\$0	\$0	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	224	222	214	530	-	-	-	-	530	-	530	\$2,477	\$2,477	\$2,477	0.0%	0.0%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>224</i>	<i>222</i>	<i>214</i>	<i>530</i>	-	-	-	-	<i>530</i>	-	<i>530</i>	<i>\$2,477</i>	<i>\$2,477</i>	<i>\$2,477</i>	<i>0.0%</i>	<i>0.0%</i>
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	936	936	945	83,119	0	0	3,470	3,470	86,589	23,880	110,469	\$87,957	\$91,629	\$116,898	4.2%	28.7%
T1. US Direct Hire (USDH)	936	936	945	83,119	-	-	3,470	3,470	86,589	23,842	110,431	\$87,957	\$91,629	\$116,858	4.2%	28.7%
T1a. Senior Executive Schedule	15	10	12	3,002	0	0	103	103	3,105	1,228	4,333	\$250,167	\$258,750	\$361,083	3.4%	40.9%
T1b. General Schedule	920	916	931	80,069	0	0	3,359	3,359	83,428	22,605	106,033	\$86,003	\$89,611	\$113,892	4.2%	28.2%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	1	1	1	48	0	0	8	8	56	9	65	\$48,000	\$56,000	\$65,000	16.7%	18.8%
T1e. Highly Qualified Experts	0	9	1	0	0	0	0	0	0	0	0	\$0	\$0	\$0	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	936	936	945	83,119	-	-	3,470	3,470	86,589	23,842	110,431	\$87,957	\$91,629	\$116,858	4.2%	28.7%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>936</i>	<i>936</i>	<i>945</i>	<i>83,119</i>	-	-	<i>3,470</i>	<i>3,470</i>	<i>86,589</i>	<i>23,842</i>	<i>110,431</i>	<i>\$87,957</i>	<i>\$91,629</i>	<i>\$116,858</i>	<i>4.2%</i>	<i>28.7%</i>
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	38	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	38	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Volume II - Defense-Wide Data Book

The Joint Staff (FY 2016)																
	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	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					
Direct Funded Personnel (includes OC 13)	981	981	981	98,779	0	0	3,625	3,625	102,404	32,326	134,730	\$100,692	\$104,387	\$137,339	3.7%	32.7%
D1. US Direct Hire (USDH)	981	981	981	98,779	-	-	3,625	3,625	102,404	32,326	134,730	\$100,692	\$104,387	\$137,339	3.7%	32.7%
D1a. Senior Executive Schedule	15	15	15	2,738	-	-	101	101	2,839	903	3,742	\$182,533	\$189,267	\$249,467	3.7%	33.0%
D1b. General Schedule	965	965	965	95,997	-	-	3,522	3,522	99,519	31,408	130,927	\$99,479	\$103,128	\$135,676	3.7%	32.7%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	1	1	1	44	-	-	2	2	46	15	61	\$44,000	\$46,000	\$61,000	4.5%	34.1%
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	981	981	981	98,779	-	-	3,625	3,625	102,404	32,326	134,730	\$100,692	\$104,387	\$137,339	3.7%	32.7%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>981</i>	<i>981</i>	<i>981</i>	<i>98,779</i>	-	-	<i>3,625</i>	<i>3,625</i>	<i>102,404</i>	<i>32,326</i>	<i>134,730</i>	<i>\$100,692</i>	<i>\$104,387</i>	<i>\$137,339</i>	<i>3.7%</i>	<i>32.7%</i>
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	981	981	981	98,779	0	0	3,625	3,625	102,404	32,326	134,730	\$100,692	\$104,387	\$137,339	3.7%	32.7%
T1. US Direct Hire (USDH)	981	981	981	98,779	-	-	3,625	3,625	102,404	32,326	134,730	\$100,692	\$104,387	\$137,339	3.7%	32.7%
T1a. Senior Executive Schedule	15	15	15	2,738	0	0	101	101	2,839	903	3,742	\$182,533	\$189,267	\$249,467	3.7%	33.0%
T1b. General Schedule	965	965	965	95,997	0	0	3,522	3,522	99,519	31,408	130,927	\$99,479	\$103,128	\$135,676	3.7%	32.7%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	1	1	1	44	0	0	2	2	46	15	61	\$44,000	\$46,000	\$61,000	4.5%	34.1%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	981	981	981	98,779	-	-	3,625	3,625	102,404	32,326	134,730	\$100,692	\$104,387	\$137,339	3.7%	32.7%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>981</i>	<i>981</i>	<i>981</i>	<i>98,779</i>	<i>-</i>	<i>-</i>	<i>3,625</i>	<i>3,625</i>	<i>102,404</i>	<i>32,326</i>	<i>134,730</i>	<i>\$100,692</i>	<i>\$104,387</i>	<i>\$137,339</i>	<i>3.7%</i>	<i>32.7%</i>
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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The Joint Staff (FY 2017)																	
	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates		h/d o % BC Variables	j/d p % BC Benefits
	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			k/c n Comp & Benefits	o % BC		
Direct Funded Personnel (includes OC 13)	1,382	1,392	1,384	140,411	110	25	3,977	4,112	144,523	45,673	190,196	\$101,453	\$104,424	\$137,425	2.9%	32.5%	
D1. US Direct Hire (USDH)	1,382	1,392	1,384	140,411	110	25	3,977	4,112	144,523	45,673	190,196	\$101,453	\$104,424	\$137,425	2.9%	32.5%	
D1a. Senior Executive Schedule	14	14	14	2,506	-	-	88	88	2,594	872	3,466	\$179,000	\$185,286	\$247,571	3.5%	34.8%	
D1b. General Schedule	1,181	1,181	1,179	113,519	80	10	3,584	3,674	117,193	38,960	156,153	\$96,284	\$99,400	\$132,445	3.2%	34.3%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	12	12	12	652	17	4	2	23	675	112	787	\$54,333	\$56,250	\$65,583	3.5%	17.2%	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	175	185	179	23,734	13	11	303	327	24,061	5,729	29,790	\$132,592	\$134,419	\$166,425	1.4%	24.1%	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire	1,382	1,392	1,384	140,411	110	25	3,977	4,112	144,523	45,673	190,196	\$101,453	\$104,424	\$137,425	2.9%	32.5%	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>1,382</i>	<i>1,392</i>	<i>1,384</i>	<i>140,411</i>	<i>110</i>	<i>25</i>	<i>3,977</i>	<i>4,112</i>	<i>144,523</i>	<i>45,673</i>	<i>190,196</i>	<i>\$101,453</i>	<i>\$104,424</i>	<i>\$137,425</i>	<i>2.9%</i>	<i>32.5%</i>	
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	91	86	86	12,417	42	46	167	255	12,672	3,470	16,142	\$144,384	\$147,349	\$187,698	2.1%	27.9%	
R1. US Direct Hire (USDH)	91	86	86	12,417	42	46	167	255	12,672	3,470	16,142	\$144,384	\$147,349	\$187,698	2.1%	27.9%	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	28	28	28	2,037	40	15	119	174	2,211	590	2,801	\$72,750	\$78,964	\$100,036	8.5%	29.0%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	1	1	1	165	-	-	-	-	165	-	165	\$165,000	\$165,000	\$165,000	0.0%	0.0%	
R1f. Other	62	57	57	10,215	2	31	48	81	10,296	2,880	13,176	\$179,211	\$180,632	\$231,158	0.8%	28.2%	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	91	86	86	12,417	42	46	167	255	12,672	3,470	16,142	\$144,384	\$147,349	\$187,698	2.1%	27.9%	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>91</i>	<i>86</i>	<i>86</i>	<i>12,417</i>	<i>42</i>	<i>46</i>	<i>167</i>	<i>255</i>	<i>12,672</i>	<i>3,470</i>	<i>16,142</i>	<i>\$144,384</i>	<i>\$147,349</i>	<i>\$187,698</i>	<i>2.1%</i>	<i>27.9%</i>	
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Personnel (includes OC 13)	1,473	1,478	1,470	152,828	152	71	4,144	4,367	157,195	49,143	206,338	\$103,965	\$106,935	\$140,366	2.9%	32.2%	
T1. US Direct Hire (USDH)	1,473	1,478	1,470	152,828	152	71	4,144	4,367	157,195	49,143	206,338	\$103,965	\$106,935	\$140,366	2.9%	32.2%	
T1a. Senior Executive Schedule	14	14	14	2,506	0	0	88	88	2,594	872	3,466	\$179,000	\$185,286	\$247,571	3.5%	34.8%	
T1b. General Schedule	1,209	1,209	1,207	115,556	120	25	3,703	3,848	119,404	39,550	158,954	\$95,738	\$98,926	\$131,693	3.3%	34.2%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	12	12	12	652	17	4	2	23	675	112	787	\$54,333	\$56,250	\$65,583	3.5%	17.2%	
T1e. Highly Qualified Experts	1	1	1	165	0	0	0	0	165	0	165	\$165,000	\$165,000	\$165,000	0.0%	0.0%	
T1f. Other	237	242	236	33,949	15	42	351	408	34,357	8,609	42,966	\$143,852	\$145,581	\$182,059	1.2%	25.4%	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T3. Total Direct Hire	1,473	1,478	1,470	152,828	152	71	4,144	4,367	157,195	49,143	206,338	\$103,965	\$106,935	\$140,366	2.9%	32.2%	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>1,473</i>	<i>1,478</i>	<i>1,470</i>	<i>152,828</i>	<i>152</i>	<i>71</i>	<i>4,144</i>	<i>4,367</i>	<i>157,195</i>	<i>49,143</i>	<i>206,338</i>	<i>\$103,965</i>	<i>\$106,935</i>	<i>\$140,366</i>	<i>2.9%</i>	<i>32.2%</i>	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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Washington Headquarters Services (FY 2015)																	
	(\$ in Thousands)												d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	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						
Direct Funded Personnel (includes OC 13)	1,263	1,429	1,377	129,974	2,162	33	3,366	5,561	135,535	39,916	175,451	\$94,389	\$98,428	\$127,415	4.3%	30.7%	
D1. US Direct Hire (USDH)	1,263	1,429	1,377	129,974	2,162	33	3,366	5,561	135,535	39,842	175,377	\$94,389	\$98,428	\$127,362	4.3%	30.7%	
D1a. Senior Executive Schedule	14	16	14	1,722	-	-	74	74	1,796	528	2,324	\$123,000	\$128,286	\$166,000	4.3%	30.7%	
D1b. General Schedule	1,249	1,413	1,363	128,252	2,162	33	3,292	5,487	133,739	39,314	173,053	\$94,095	\$98,121	\$126,965	4.3%	30.7%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire	1,263	1,429	1,377	129,974	2,162	33	3,366	5,561	135,535	39,842	175,377	\$94,389	\$98,428	\$127,362	4.3%	30.7%	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	1,263	1,429	1,377	129,974	2,162	33	3,366	5,561	135,535	39,842	175,377	\$94,389	\$98,428	\$127,362	4.3%	30.7%	
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	74	74	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	74	74	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	65	29	42	5,954	0	0	415	415	6,369	1,278	7,647	\$141,762	\$151,643	\$182,071	7.0%	21.5%	
R1. US Direct Hire (USDH)	65	29	42	5,954	-	-	415	415	6,369	1,278	7,647	\$141,762	\$151,643	\$182,071	7.0%	21.5%	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	65	29	42	5,954	-	-	415	415	6,369	1,278	7,647	\$141,762	\$151,643	\$182,071	7.0%	21.5%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	65	29	42	5,954	-	-	415	415	6,369	1,278	7,647	\$141,762	\$151,643	\$182,071	7.0%	21.5%	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	65	29	42	5,954	-	-	415	415	6,369	1,278	7,647	\$141,762	\$151,643	\$182,071	7.0%	21.5%	
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Personnel (includes OC 13)	1,328	1,458	1,419	135,928	2,162	33	3,781	5,976	141,904	41,194	183,098	\$95,791	\$100,003	\$129,033	4.4%	30.3%	
T1. US Direct Hire (USDH)	1,328	1,458	1,419	135,928	2,162	33	3,781	5,976	141,904	41,120	183,024	\$95,791	\$100,003	\$128,981	4.4%	30.3%	
T1a. Senior Executive Schedule	14	16	14	1,722	0	0	74	74	1,796	528	2,324	\$123,000	\$128,286	\$166,000	4.3%	30.7%	
T1b. General Schedule	1,314	1,442	1,405	134,206	2,162	33	3,707	5,902	140,108	40,592	180,700	\$95,520	\$99,721	\$128,612	4.4%	30.2%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T3. Total Direct Hire	1,328	1,458	1,419	135,928	2,162	33	3,781	5,976	141,904	41,120	183,024	\$95,791	\$100,003	\$128,981	4.4%	30.3%	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
<i>Subtotal - Total Funded (excludes OC 13)</i>	1,328	1,458	1,419	135,928	2,162	33	3,781	5,976	141,904	41,120	183,024	\$95,791	\$100,003	\$128,981	4.4%	30.3%	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	74	74	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	74	74	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-	

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Washington Headquarters Services (FY 2016)																
	(\$ in Thousands)											d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	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					
Direct Funded Personnel (includes OC 13)	1,429	1,409	1,407	147,298	2,263	37	3,443	5,743	153,041	39,439	192,480	\$104,689	\$108,771	\$136,802	3.9%	26.8%
D1. US Direct Hire (USDH)	1,429	1,409	1,407	147,298	2,263	37	3,443	5,743	153,041	39,249	192,290	\$104,689	\$108,771	\$136,667	3.9%	26.6%
D1a. Senior Executive Schedule	16	16	16	1,773	-	-	144	144	1,917	399	2,316	\$110,813	\$119,813	\$144,750	8.1%	22.5%
D1b. General Schedule	1,413	1,393	1,391	145,525	2,263	37	3,299	5,599	151,124	38,850	189,974	\$104,619	\$108,644	\$136,574	3.8%	26.7%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	1,429	1,409	1,407	147,298	2,263	37	3,443	5,743	153,041	39,249	192,290	\$104,689	\$108,771	\$136,667	3.9%	26.6%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>1,429</i>	<i>1,409</i>	<i>1,407</i>	<i>147,298</i>	<i>2,263</i>	<i>37</i>	<i>3,443</i>	<i>5,743</i>	<i>153,041</i>	<i>39,249</i>	<i>192,290</i>	<i>\$104,689</i>	<i>\$108,771</i>	<i>\$136,667</i>	<i>3.9%</i>	<i>26.6%</i>
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	190	190	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	190	190	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	29	18	18	1,985	0	0	83	83	2,068	531	2,599	\$110,278	\$114,889	\$144,389	4.2%	26.8%
R1. US Direct Hire (USDH)	29	18	18	1,985	-	-	83	83	2,068	531	2,599	\$110,278	\$114,889	\$144,389	4.2%	26.8%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	29	18	18	1,985	-	-	83	83	2,068	531	2,599	\$110,278	\$114,889	\$144,389	4.2%	26.8%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	29	18	18	1,985	-	-	83	83	2,068	531	2,599	\$110,278	\$114,889	\$144,389	4.2%	26.8%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>29</i>	<i>18</i>	<i>18</i>	<i>1,985</i>	<i>-</i>	<i>-</i>	<i>83</i>	<i>83</i>	<i>2,068</i>	<i>531</i>	<i>2,599</i>	<i>\$110,278</i>	<i>\$114,889</i>	<i>\$144,389</i>	<i>4.2%</i>	<i>26.8%</i>
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	1,458	1,427	1,425	149,283	2,263	37	3,526	5,826	155,109	39,970	195,079	\$104,760	\$108,848	\$136,898	3.9%	26.8%
T1. US Direct Hire (USDH)	1,458	1,427	1,425	149,283	2,263	37	3,526	5,826	155,109	39,780	194,889	\$104,760	\$108,848	\$136,764	3.9%	26.6%
T1a. Senior Executive Schedule	16	16	16	1,773	0	0	144	144	1,917	399	2,316	\$110,813	\$119,813	\$144,750	8.1%	22.5%
T1b. General Schedule	1,442	1,411	1,409	147,510	2,263	37	3,382	5,682	153,192	39,381	192,573	\$104,691	\$108,724	\$136,674	3.9%	26.7%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	1,458	1,427	1,425	149,283	2,263	37	3,526	5,826	155,109	39,780	194,889	\$104,760	\$108,848	\$136,764	3.9%	26.6%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>1,458</i>	<i>1,427</i>	<i>1,425</i>	<i>149,283</i>	<i>2,263</i>	<i>37</i>	<i>3,526</i>	<i>5,826</i>	<i>155,109</i>	<i>39,780</i>	<i>194,889</i>	<i>\$104,760</i>	<i>\$108,848</i>	<i>\$136,764</i>	<i>3.9%</i>	<i>26.6%</i>
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	190	190	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	190	190	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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