Volume II - Defense-Wide Data Book

# Defense-Wide Civilian Personnel Costs



Operation and Maintenance, Defense-Wide					TOTAL CP	rfense Media VILIAN PER: OP-8B: OP-8 2018 Presiden (FY 2016	SONNEL CO (PB) t's Budget	STS					Date: May	2017		
						(S in Thousa		e+r+g	d+h		1+1	d/e	Ve	Rates k/c	h/d	j/d
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	h Total <u>Variables</u>	Comp O.C.II	Benefits O.C.12/13	E Comp & Benefits	Basic Comp	m Tetal Comp	Comp & Benefits	% BC Variables	% BC Benefits
Direct Funded Personnel (includes OC 13)	672	643	660	56,011	94	20	1,104	1,218	57,229	17,214	74,443	\$84,865	\$86,711	\$112,792	2.2%	30.7%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule	596 1 591	581 1 575	598 1 592	\$3,987 165 53,588	94	20	1,104	1,218	55,205 165 54,803	17,214 38 17,090	72,419 203 71,893	890,279 8/65,000 890,520	892,316 \$165,000 892,573	3121,102 \$203,000 \$121,441	2.3% 0.0% 2.3%	31 9% 23 0% 31.9%
D1d. Wage System D1e. Highly Qualified Experts- D1f. Other	- 4	5	5	234	3	1	-	- 4	237	86	323	\$46,800	\$47,400	\$64,600	1.3%	36.8%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) Subtomal - Direct Probabil Foreign Nationals (HHFN) D5. Other Object Class 13 Benefits D5s. USDH Benefits for Former Employees D5s. DHFN Benefits for Former Employees	33 829 43 672	25 606 37 643	25 623 37 660	526 54,513 1,498 56,011	94	20	1,104 1,104	1,218	526 55,731 1,498 57,229	17,214	526 72,945 1,498 74,443	\$21,040 \$87,501 \$40,486 \$84,865	\$21,040 \$89,456 \$40,486 \$86,711	\$21,040 \$117,087 \$40,486 \$112,792	0.0% 2.2% 0.0% 2.2%	0.0% 31.6% 9.0% 30.7%
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	-	- 3	-	ė.	
RI. US Direct Hire (USDH) R1 a Senior Executive Schedule R1b General Schedule R1c Special Schedule R1d Wage System R1c Highly Qualified Experts R1C Other		* * * * * * * * * * * * * * * * * * * *	* 0 . 3 . 3 . 3					* * * * * * * * * * * * * * * * * * * *	-			-				
R2. Direct Hire Program Foreign Nationals (BHFN) R3. Total Direct Hire R3. Indirect Hire Foreign Nationals (HHFN) Subtoual - Reemboursable Founded (see shade OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. USDH - Steptish of Subtouries Pay (VSDF) R5d. Foreign National Separation Liabelity Acerual	i	100			-			į	-		Carl and Carl and					
Total Personnel (includes OC 13)	672	643	660	56,011	94	20	1.104	1.218	57,229	17,214	74,443	\$84,865	\$86,711	\$112,792	2,2%	30.7%
TI. US Direct Hire (USDII) TI:s. Senior Executive Schedule TIIs. General Schedule TI:s. Special Schedule TI:d Wage System TI:Highly Qualified Experts TI: Other	596 1 591 0 4 0 0	581 1 575 0 5	598 1 592 0 5 0	53,987 165 53,588 0 234 0	94 0 91 6 3 0	20 0 20 0 0 0	1,104 0 1,104 0 0 0	1,218 0 1,215 0 3 0 0	55,265 165 54,803 0 237 0	17,214 38 17,690 0 86 0	72,419 203 71,893 0 323 0 0	\$90,279 \$165,000 \$90,520 \$46,800	892,316 5165,000 892,573 847,400	\$121,102 \$203,000 \$121,441 \$64,600	2.3% 0.0% 2.3%	31.9% 23.0% 31.9% 36.8%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HIFN) Substant - Fool Funded (excluder OC 1/8) T5. Other Object Class 18 Benefits T5a. USDIT - Benefits for Former Employees T5b. DHFN. Benefits for Former Employees T5c. Voluntury Separation Incentive Pay (VSIP) T5d. Foreign National Separation Lubbits, Accural	333 629 433 672	25 606 37 643	25 623 37 660	526 54,513 1,498 56,011	0 94 0 94	0. 20 0 20	1,104 0 1,104	1,218 0 1,218	526 55,731 1,498 57,229	0 17,214 9 17,214 0 0 0	526 72,945 1,498 74,443 0 0	\$21,040 \$87,501 \$40,486 \$84,865	\$21,940 \$89,456 \$40,486 \$86,711	\$21,040 \$117,087 \$40,486 \$112,792	0.0% 2.2% 0.0% 2.2%	0.0% 31.6% 0.0% 30.7%

Operation and Maintenance, Defense-Wide					TOTAL CI	efense Media VILIAN PER: OP-8B: OP-8 2018 Presiden (FY 2017	SONNEL CO (PB) I's Budget	STS					Date: May	2017		
						(S in Thousa		e+f+g	d+tr		1+1	d/e	We.	Rates k/c	h/d	j/d
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	h Total Variables	Comp O.C.II	Benefits O.C.12/13	E Comp  & Benefits	Basic Comp	m Tetal Comp	Eomp & Benefits	% BC Variables	% BC Benefits
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) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule	662 1 656	662	662 1 656	51,925 198 51,443	436 421	1,771 50 1,702	751 30 671	2,958 80 2,794	54,883 278 54,237	14,026 40 13,945	68,909 318 68,182	\$78,487 8198,000 \$78,419	882,903 8278,000 882,678	\$104,092 \$318,000 \$103,936	5.7% 40.4% 5.4%	27 0% 20 2% 27 1%
D1d. Wage System D1e. Highly Qualified Experts- D1f. Other		5	-	284	15	19	50	84	368	41	409	\$56,800	\$73,600	881,800	29.6%	14 2%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) Substant - Direct Funded favorables (CL3) D5. Other Object Class 13 Rendirel D5s. USDH Benefits for Former Employees D5s. DHFN Benefits for Former Employees	33 695 45 740	33 695 45 740	33 695 45 740	2,026 53,951 1,734 55,685	436 436	1,771	751 75)	2,958 2,958	2,026 56,909 1,734 58,643	14,026	2,026 70,935 1,734 72,669	\$61,394 \$77,627 \$38,533 \$75,256	\$61,394 \$81,883 \$38,533 \$79,247	\$61,394 \$102,065 \$38,533 \$98,201	0.0% 5.5% 0.0% 5.3%	0.0% 26.0% 9.0% 25.2%
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	-	- 4		- 4	
RI. US Direct Hire (USDH) R1a Senior Executive Schedule R1b General Schedule R1c Special Schedule R1d Wage System R1c Highly Qualified Experts R1c Other			* 0 1 3 0 3 0									-				
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subioual - Resubsurable Founded (excluder OC [3]) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. Collection of the R5b - Benefits for Former Employees R5b. The R5b - R5b		27		3	-	1	4		-		And the property of				0.00	
Total Personnel (includes OC 13)	740	740	740	55,685	436	1,771	751	2,958	58,643	14,026	72,669	\$75,250	879,247	\$98,201	5,3%	25.2%
TI. US Direct Hire (USDH) Tas Sennor Executive Schedule Tibs General Schedule Tibs Special Schedule Tid Mage System Tig Highly Qualified Experts TIC Other	662 1 656 0 5 0 0	662 1 656 0 5 0	662 1 056 0 5 0 0	\$1,925 198 51,443 0 284 0	436 0 421 6 15 0	1,771 50 1,702 0 19 0	751 30 671 0 50 0	2,958 80 2,794 0 84 0	54,883 278 54,237 0 368 0	14,026 40 13,045 0 -41 0	88,909 318 68,182 0 409 0	\$78,437 \$198,000 \$78,419 \$56,800	\$82,905 \$278,000 \$82,678 \$73,600	\$104,092 \$318,000 \$103,936 \$81,800	5,7% 40,4% 5,4% 29,6%	27 0% 20.2% 27.1% 14.4%
72. Direct Hire Program Foreign Nationals (DHFN) 13. Total Direct Hire 14. Indirect Hire Foreign Nationals (HIFN) Subtotal - Total Funded (sechules OC 1/3) 15. Other Object Class 13 Benefits 15a. USDI - Benefits for Former Employees 15b. DHFN. Benefits for Former Employees 15c. Voluntury Separation Incentive Pay (VSIP) 15d. Foreign National Separation Lubility, Accural	533 695 45 740	33 695 45 740	33 695 45 740	2,026 53,951 1,734 55,685	436 0 436	1,771 0 1,771	0 751 0 75 <i>J</i>	2,958 0 2,958	2,026 56,999 1,734 58,643	14,026 9 14,026	2,026 70,935 1,734 72,669 0 0	\$61,394 \$77,627 \$38,533 \$75,250	\$61,394 \$81,883 \$38,533 \$79,247	\$61,394 \$102,065 \$38,533 \$98,201	0.0% 5.5% 0.0% 5.3%	0.0% 26.0% 0.0% 25.2%

Operation and Maintenance, Defense-Wide					TOTAL CI	rfense Media VILIAN PER: OP-8B: OP-8 2018 Presiden (FY 2018	SONNEL CO (PB) t's Budget	STS					Date: May	2017		
						(\$ in Thousa	nds)					1		Rates		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	S FTEs	d Basic Comp	Overtime Pay	f Holiday <u>Pay</u>	0.C.11	e+f+g <u>h</u> Total <u>Variables</u>	d+h i Comp O.C.11	Benefits O.C.12/13	i+j <u>k</u> Comp & Benefits	d/e 1 Basic Comp	i/c m Total Comp	k/c <u>n</u> Comp & Benefits	h/d g % BC <u>Variables</u>	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	684	680	680	59,084	421	19	671	1,111	60,195	17,918	78,113	586,888	588,522	\$114,872	1,9%	30.3%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule	600	610	616 1 610	56,909 167 56,501	421	19	671	ian ian	\$8,020 167 57,612	17,918 41 17,788	75,938 208 75,400	892,385 8167,000 892,625	894,188 8)67,000 894,446	3123,276 8208,000 8123,607	2.0% 0.0% 2.0%	31.3% 24.69 31.3%
D1d. Wage System D1e. Highly Qualified Experts- D1f. Other	- 9	5	5	241	1		3	å	241	89	330	\$48,200	848,200	\$66,000	0.0%	30.05
D2. Direct Hire Frogram Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HFN) Subtonal - Direct Funded Jexchales (OC 18) Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DiFR - Benefits for Formet Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d - Foreign National Separation Liability Accural	33 639 45 684	27 643 37 689	27 643 37 680	625 57,534 1,550 59,884	421	19	671	i.iii	625 58.645 1,550 60.193	17,918	625 76,563 1,550 78,113	\$23,148 \$89,477 \$41,892 \$86,888	\$23,148 \$91,205 \$41,892 \$88,522	\$23,148 \$119,072 \$41,892 \$114,872	0.0% 7,9% 0.0% 7,9%	0.0% \$1.1% 9.0% \$6.3%
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0		-		- 1	
RI. US Direct Hire (USDH)  R1a Senior Executive Schedule R1b General Schedule R1c Special Schedule R1d. Wage System R1d. Wage System R1c. Highly Qualified Experts R1. Other	* ( 0.1.0.4.0	* * * * * * * * * * * * * * * * * * * *	4 0 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	100000								0.00				
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subsitual - Reumbursable Funded (excluder OC [3]) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay 19'SHP R5d. Foreign Automat Separation Liability Accumal		÷	3	Ĉ.	1	3 4 1 1			-							
Total Personnel (includes OC 13)	684	689	680	59,084	421	19	671	1,111	60,195	17,918	78,113	586,888	\$88,522	\$114,872	1.9%	30.37
FI. US Direct Hire (USDII) Tia. Senior Executive Schedule Tib. General Schedule Tib. Special Schedule Tid. Wage System Tie. Highly Qualified Experts TIT. Other	606 1 000 0 5 0 0	.616 1 6(0 0 5	616 1 610 0 5	56,989 167 56,591 0 241 0	-121 0 421 0 0 0	19 0 19 0 0 0	671 0 671 0 0 0	1,111 0 1,111 0 0 0	58,020 167 57,612 0 241 0	17,918 41 17,788 0 89 0	75,938 208 75,400 0 330 0	\$92,385 \$167,000 \$92,625 \$48,200	893,188 5167,000 894,446 548,200	\$123,276 \$208,000 \$123,607 \$66,000	2.0% 0.0% 2.0% 0.0%	31.59 24.69 31.39 36.99
12. Direct Hire Program Fureign Nationals (DHFN) 13. Total Direct Hire 14. Indirect Hire Provign Nationals (HIFN) Substant - Total Fundat (sechnice OC 13) 15. Other Object Class 13 Benefits 17a. USDH - Benefits for Former Employees 17b. DHFN - Benefits for Former Employees 17c. Voluntary Separation Incentive Pay (VSIP) 17d. Foreign National Separation Lubility, Accural	33 639 45 68d	27 643 37 686	27 643 37 680	625 57,534 1,550 59,684	0 421 0 421	0 19 0 29	0 671 0 671	1.111 6 1.111	625 58,645 1,550 60,795	17.918 9 17.918	625 76,563 1,550 78,113 0 0	\$23,148 \$89,477 \$41,892 \$86,888	\$23,148 \$91,205 \$41,892 \$88,522	\$23,148 \$119,072 \$41,892 \$114,872	0.0% 1,9% 0.0% 1,9%	0.0° 31.1° 0.0° 30.3°

Operation and Maintenance, Defense-Wide					TOTAL CP	se Acquisition VILIAN PER: OP-8B: OP-3 2018 Presiden (FY 2016	SONNEL CO (PB) t's Budget	STS				1	Date: May	2017		
						(\$ in Thousa	nds)	p+f+g	d+h		1+1	d/e	Ve	Rates k/c	h/d	j/d
	Begin Strength	b End Strength	<u>S</u> <u>FTEs</u>	d Basic Comp	Overtime Pay	f Holiday <u>Pay</u>	Other O.C.11	h Total Variables	Comp O.C.11	Benefits O.C.12/13	k Comp & Benefits	1 Basic Comp	m Total Comp	n Comp & Benefits	% BC Variables	P % BC Benefits
Direct Funded Personnel (includes OC 13)	623	626	601	74,648	56	3	1,766	1,825	76,473	21,147	97,620	5124,206	\$127,243	\$162,429	2.4%	28.3%
DI. US Direct Hire (USDH) D1a Senor Executive Schedule D1b General Schedule D1c. Special Schedule D1d. Wage System D1e Highly Qualified Experis- D1c Other	623 1 163 457 2	626 2 162 460 2	601 2 164 433 2	74,648 296 13,168 61,081 103	56 27 25 4	3	1.766 65 528 1.149 24	1.825 65 555 1.177 28	76,473 361 13,723 62,258 131	21.147 92 3,592 17,434 29	97,620 453 17,315 79,692 160	\$124.206 \$148.000 \$80,293 \$141,065 \$51,500	\$127,243 \$180,500 \$83,677 \$143,783 \$65,500	3162,429 \$226,500 \$105,579 \$184,046 \$80,000	2.4% 22.6% 4.2% 1,9% 27.2%	28.3% 31.1% 22.5% 28.5% 28.3%
D2. Direct Hire Program Foreign Nationals (DHFN)	5.	-			11											
D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	623	626	601	74,648	56	3	1.766	1,825	76,473	21,147	97,620	8/24,206	8127,243	8162,429	2.4%	28.3%
Subtonal - Direct Funded feechales (CC 13)  D5. Other Object Class 13 Benefits  D5a USDH - Benefits for Former Employees  D5b, DHFN - Benefits for Former Employees  D5c, Voluntury Separation Incentive Pay (VSIP)  D5d. Foreign National Separation Liability Accrual	623	626	601	74,648	56		1.766	I. N25	76,473	21/147	97,620	8124.206	\$127,243	\$162,429	-2.4%	28.3%
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-			8	-
RI. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d Wage System. R1d. Wage System. R1c. Highly Qualified Experts R1f. Other		* * * * * * * * * * * * * * * * * * * *	* * * * * * * * * * * * * * * * * * * *						1						0.000	1 1 1 1 1 1
R2. Direct Hire Program Foreign Nationals (DHFN)						4	- 1								1.0	
R3, Telal Direct Hire R4. Indirect Hire Foreign Nationals (HIFN) Subinal - Rembursable Funded feactures OC 13) R5. Other Object Class 13 Benefits R5n. USDH - Benefits for Former Employees R5n. DHTN - Benefits for Former Employees R5v. Voluntury Separation Learner Pay IVSIP) R5d. Foreign National Separation Liability Accruail	İ	Ť.	i					1	-							
Total Personnel (includes OC 13)	623	626	601	74,648	56	3	1.766	1.825	76,473	21,147	97,620	\$124,206	\$127,243	\$162,429	2.4%	28,3%
T1. US Direct Hire (USDH) T1s. Senior Executive Schedule T1b. General Schedule T1s. Special Schedule T1d. Wage System T1d. Wage System T1e. Highly Qualified Experts T1C Other	623 1 163 457 2 0 0	626 2 162 460 2 0	601 2 164 433 2 0	74,648 296 13,168 61,081 103 0	.56 0 27 25 4 0	3 0 0 3 0 0	1,766 65 528 1,149 24 0 0	1,825 65 555 1,177 28 0	76,473 361 13,723 62,258 134 0	21,147 92 3,592 17,434 29 0	97,620 453 17,315 79,692 160 0	\$80,293	8127,243 5180,500 883,677 8143,783 865,500	\$162,429 \$226,500 \$105,579 \$184,046 \$80,000	2.4% 22.0% 4.2% 1.9% 27.2%	28.3% 31.1% 27.3% 28.5% 28.2%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HIFN) Substant - Fool Funded (excluder OC 1/3) T5. Other Object Class 18 Benefits T5a. USDIT - Benefits for Former Employees T5b. DHFN. Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSHP) T5d. Foreign National Separation Lubbity Accurat	623 0 623	626 0 626	901 0 901 0	0 7 <b>4,648</b> 0 74,648	0 56 0 56	0 3 0 3	0 1,766 0 1,766	0 1.825 0 1.825	76,473 0 76,473	0 21,147 0 21,147 0 0 0 0	97,620 0 97,620 0 0 0 0	\$124,206 \$124,206	8)27,243 8)27,243	\$162,429 \$162,429	2.4%	28.3% 28.3%

Operation and Maintenance, Defense-Wide					TOTAL CP	se Acquisition VILIAN PER: OP-8B: OP-8 2018 Presiden (FY 2017	SONNEL CO (PB) t's Budget	STS					Date: May	2017		
	a Begin Strength	<u>b</u> End Strength	E FTEs	<u>d</u> Basic <u>Comp</u>	Overtime Pay	(\$ in Thousa  f Holiday  Pay	Other	e+f+g h Total Variables	d+h i Comp O.C.11	Benefits O.C.12/13	i+j k Comp & Benefits	d/c 1 Basic Comp	i/c m Total Comp	Rates k/c <u>B</u> Comp & Benefits	h/d g % BC Variables	j/d E % BC Benefits
Direct Funded Personnel (includes OC 13)	626	661	602	76,696	56	3	1,708	1.767	78,463	21,625	100,088	\$127,402	\$130,337	\$166,259	2.3%	28.2%
DI. US Direct Hire (USDH) DIs. Senior Executive Schedule DIs. General Schedule DIs. Special Schedule DIs. Western Schedule DIs. Wages System Die. Highly Qualified Experts. DIF. Other	626 2 162 460 2	661 158 500 2	602 1 157 442 2	76.696 189 13,150 61,250 107	27 25 4	3	1.708 20 500 1.156 32	1.767 20 527 1.184 36	78.463 209 15.677 62,434 143	21,625 59 3,585 17,946 35	100,088 268 19,262 80,389 178	\$127,402 \$189,000 \$96,497 \$138,375 \$53,500	\$130,337 \$209,000 \$99,854 \$141,253 \$71,500	\$166,259 \$268,000 \$122,688 \$181,855 \$89,000	2.3% 10.6% 3.5% 1,9% 33.6%	28 2% 31 2% 23 7% 29 3% 32 7%
D2. Direct Hire Program Foreign Nationals (DHFN)	0.0	11	-70	4.5.	11	11		424	1.5	22.50	COLUMN TO SERVICE				.03	
D3. Total Direct Hire  M. Indirect Hire Foreign Nationals (HHFN)  Subtonal - Direct Funded feechales (OC 18)  D5. Other Object Class 13 Benefits  D5s. USDH - Benefits for Former Employees  D5s. DiFFN - Benefits for Formet Employees  D5c. Voluntary Separation Incentive Pay (VSIF)  D5d - Foreign National Separation Liability Accutal	626	661	602	76,696 76,696	56	-,	1.708	1,767	78,463 78,463	21,625	100,088	8127,402 8127,402	\$130,337 \$130,337	\$166,259 \$166,259	2.3%	28.2%
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	- 1		- 1	- 1	-
RI, US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1c. Highly Qualified Experts R1f. Other	******	* * * * * * * * * * * * * * * * * * * *														
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Tetal Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subioual - Reembornable Founded (excluder OC [3]) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. DHFN - Benefits for Format Directive Pay (VSHF) R5d. Foreign National Separation Liabelity Accural					1	1								-	5	
Total Personnel (includes OC 13)	626	661	602	76,696	56	3	1,708	1,767	78,463	21,625	100,088	\$127,402	\$130,337	\$166,259	2.3%	28.2%
TI. US Direct Hire (USDI) TII. Senior Executive Schedule Tile. General Schedule Tile. Special Schedule Tild. Wage System Tile. Highly Qualified Experts TII. Other	626 2 162 460 2 0	661 1 158 500 2 0	682 1 157 442 2 0 0	76,696 189 15,150 61,250 107 0	.56 0 27 25 4 0	3 0 0 3 0 0	1,708 20 500 1,156 32 0	1,767 20 527 1,184 36 0	78,463 209 15,677 62,434 143 0	21,625 59 3,585 17,946 35 0	100,088 268 19,262 80,380 178 0	\$127,402 \$189,000 \$96,497 \$138,575 \$53,500	8130,337 5209,000 899,854 8141,253 871,500	\$166,259 \$268,000 \$122,688 \$181,855 \$89,000	23% 106% 3.5% 1.9% 33.6%	28, 2% 31, 2% 23, 7% 29, 3% 32, 7%
12. Direct Hire Program Foreign Nationals (DHFN) 13. Total Direct Hire 14. Indirect Hire Foreign Nationals (HIFN) Subtotal - Total Funded (sechuler OC 18) 15. Other Object Class 13 Benefits 15a. USDI - Benefits for Former Employees 15b. DHFN. Benefits for Former Employees 15c. Voluntury Separation Incentive Pay (VSH) 15d. Foreign National Separation Lubility Accural	626 0 626	661 0 66J	0 602 9 602	76,696 0 76,696	0 56 0 56	0 3 0 3	1,708 0 1,708	0 1,767 0 1,767	78,463 0 78,463	21,625 0 21,625	0 100,088 0 100,088 0 0	8127,403 8127,402	\$130,337 \$130,337	\$166,259 \$166,259	2,3%	28.2% 28.2%

Operation and Maintenance, Defense-Wide					TOTAL CP	se Acquisition VILIAN PER: OP-8B: OP-3 2018 Presiden (FY 2018	SONNEL CO (PB) t's Budget	STS					Date: May	2017		
						(S in Thousa	nds)	44.9	03.5			1		Rates	1.2	-
	Begin Strength	<u>b</u> End <u>Strength</u>	S FTEs	d Basic Comp	Overtime Pay	f Holiday <u>Pay</u>	Other O.C.11	e+f+g <u>h</u> Total <u>Variables</u>	d + h i Comp O.C.11	Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/e 1 Basic Comp	m Total Comp	k/c <u>n</u> Comp & Benefits	h/d g % BC <u>Variables</u>	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	661	675	603	78,114	55	5	1,730	1.790	79,904	22,371	102,275	\$129,542	\$132,511	\$169,610	2.3%	28.6%
DI. US Direct Hire (USDH) Dia Senor Executive Schedule Dib General Schedule Dic Special Schedule Did Wage System Die Highly Qualified Experis. DIF Other	661 1 158 500 2	675 2 169 502 2	603 2 156 443 2	78,114 386 15,398 62,210 120	55 27 25 3	3 2	1,730 30 450 1,245 5	1,798 30 477 1,273 10	79,964 416 15,875 63,483 130	22,371 100 3,527 18,693 51	102,275 516 19,402 82,176 181	\$129,542 \$193,000 \$98,705 \$140,429 \$60,000	\$132,511 \$208,000 \$101,763 \$145,302 \$65,000	3169,610 \$258,000 \$124,372 \$185,499 \$90,500	2 3% 7.8% 3.1% 2 4% 8.3%	28.6% 25.9% 22.9% 30.0% 42.5%
D2. Direct Hire Program Foreign Nationals (DHFN)	4.1	-	- 724	40.55	-		- 1			4.7	No. Jan				- 10	
D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	661	675	60.3	78,114	55		1,730	1,790	79,964	22,371	102,275	8/29,542	3132,511	\$169,670	2.3%	28.6%
Subtonal - Direct Funded [seeclades OC 13] D5. Other Object Class 13 Benefits D5a USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntury Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accusal	661	625	603	78.1/4	.5.5	Ī	1,780	1,790	79,904	22,371	102,275	8129,542	\$132,511	\$169,610	.2.3%	28.6%
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	.0	0	-	-		8	
RI. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System. R1d. Wage System. R1c. Highly Qualified Experts R1f. Other										A 1					0.0000	
R2. Direct Hire Program Foreign Nationals (DHFN)	1	- 4				4.	-									
R3. Tetal Direct Hire  R4. Indirect Hire Foreign Nationals (HIFN) Subtual - Reimbursuble Funded fewelunder OC 13)  R5. Other Object Class 13 Benefits R5a USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Vulnatural Separation Learner Pay 1/SHP) R5d. Foreign National Separation Liability Accrual	İ	ň.	i					i								
Total Personnel (includes OC 13)	661	675	603	78,114	55	5	1,736	1.790	79,904	22,371	102,275	\$129,542	\$132,511	\$169,610	2.3%	28.6%
T1. US Direct Hire (USDH) T1s. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1d. Wage System T1e. Highly Qualified Experts T1C Other	661 1 158 500 2 0 0	675 2 169 502 2 0	603 2 156 443 2 0 0	78,114 386 15,398 62,210 120 0	55 0 27 25 3 0	5 0 0 3 2 0	1,730 30 450 1,245 5 0	1,798 30 477 1,273 10 9	79,964 416 15,875 63,483 130 0	22,371 100 3,527 18,693 51 0	102,275 516 19,402 82,176 181 0		8132,511 \$208,000 \$101,763 \$143,302 \$65,000	\$169,810 \$258,000 \$124,372 \$185,499 \$90,300	2.3% 7.8% 3.1% 2.0% 8.3%	28 6% 25 9% 22 9% 30 0% 42 3%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HIFN) Substant - Fool Funded (excluder DC 1/3) T5. Other Object Class 18 Benefits T5a, USDIT - Benefits for Former Employees T5b, DHFN. Benefits for Former Employees T5c, Voluntary Separation Incentive Pay (VSHP) T5d Foreign National Separation Lubdity Accurad	661 0 861	675 0 675	603 0 603	78,114 0 78,114	0 55 0 55	0. 5 0 3	0 1,730 0 1,730	0 1,790 0 1,790	79,964 0 79,904	22,371 0 22,371 0 0 0 0 0	0 102,275 0 102,275 0 0	\$129.542 \$129.542	\$132,511 \$132,511	\$169,610 \$169,610	2,3%	28.6% 28.6%

Operation and Maintenance, Defense-Wide					TOTAL CI	se Contract A VILIAN PER: OP-8B: OP-8 2018 Presiden (FV 2016	SONNEL CO (PB) t's Budget	STS					Date: May	2017		
		<u>b</u>		g.		(\$ in Thousa		e+r+g	d + 1r		1+1 k	d/e	i/c	Rates k/c	h/d	j/d
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Tetal Comp	Eomp & Benefits	% BC	% BC Benefits
Direct Funded Personnel (includes OC 13)	4,179	4,140	4,187	371,546	1.715	58	7,662	9,435	380,981	129,894	510,875	\$88,738	\$90,991	\$122,015	2.5%	35.0%
DI. US Direct Hire (USDH) D1a Senior Executive Schedule D1b: General Schedule D1c. Special Schedule	4,179 18 4,161	4,140 16 4,123	4,187 16 4,170	371,545 2,400 369,096	1,715	58	7,662 109 7,553	9,435 109 9,326	380,980 2,509 378,422	129,767 692 129,063	510,747 3,201 507,485	\$88,73A \$150,000 \$88,512	890,991 8156,813 890,749	3121,984 \$200,063 \$121,699	2.5% 4.5% 2.5%	34 9% 28 8% 35 0%
D1d, Wage System D1e Highly Qualified Experts D1f. Other	1	1	, V	49	1	1			49	12	60	\$49,000	819,000	861,000	0.0%	21.3%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN)	4,179	4,140	4,187	371,546	1,715	58	7,662	9,435	380,981	129,767	510,748	388,738	890,991	8/2/,984	0.0% 2.5%	0.0% 34.9%
Subtanal - Direct Funded (excludes OC 13)  D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP)	4,179	4.140	4.187	371,546	1,715	58	7.662	9,435	380.981	129.762 127 - 127	510,748 127 - 127	\$68,734	890,991	\$121,984	.2.5%	14.9%
D5d. Foreign National Separation Liability Accrual										-						
Reimbursable Funded Personnel (includes OC 13)	514	208	208	18,359	85	1	368	454	18,813	6,356	25,169	588,264	590,447	\$121,005	2.5%	34.6%
RI. US Direct Hire (USDH)  R1a. Senior Executive Schedule  R1b. General Schedule  R1c. Special Schedule  R1d. Wage System  R1d. Wage System  R1c. Highly Qualified Experts  R1f. Other	514	208	208	18,359 119 18,240	N5		368 5 363	454 5 449	18,813 124 18,689	6,356 34 6,322	25,169 158 25,011	\$88.264 \$87.692	\$90,447 \$89,851	3121,005 3120,245	2.5% 4.2% 2.5%	34.6% 28.6% 34.7%
R. Direct Hire Program Foreign Nationals (DHFN) R. Total Direct Hire R. Indirect Hire Foreign Nationals (HHFN) Subtious - Remilhorable Funded (excludes OC 18) R. Other Object Class 13 Benefits R.5 u. USDH - Benefits for Former Employees R.5 b. DHFN - Benefits for Former Employees R.5 v. Voluntary Separation Insertive Pay (VSIP) R.5 d. Foreign National Separation Liabelity Accrual	514	208	208 208	18,359	85	1	368	454 454	18.813	6.356	25,169 25,169	\$88,264 \$88,264	890,447 890,447	\$121,005 \$121,005	2.5% 2.5%	34.6% 34.6%
Total Personnel (includes OC 13)	4,693	4,348	4,395	389,905	1,800	59	8,030	9,889	399,794	136,250	536,044	\$88,716	590,966	\$121,967	2.5%	34.9%
TI. US Direct Hire (USDII) Tla. Senior Executive Schedule Tli. General Schedule Tli. Special Schedule Tli. Wage System Tle. Highly Qualified Experts TIE Other	4,893 18 4,675 0 0 0	4,348 (6 4,33) 0 1 0	4,395 36 4,378 0 1 0 0	389,984 2,519 387,336 0 49 0	1,800 0 1,800 0 0 0	59 0 59 0 0	8,030 114 7,916 0 0 0	9,889 114 9,775 0 0 0	399,793 2,633 397,111 0 49 0	136,123 726 135,385 0 12 0	535,916 3,359 532,496 0 61 0	\$88,715 \$157,438 \$88,473 \$49,000	890,965 5164,563 890,706 849,000	\$121,938 \$209,938 \$121,630 \$61,000	2,5% 4,5% 2,5% 0,0%	34.9% 28.8% 35.0% 24.5%
17. Direct Hire Program Fureign Nationals (DHFN) 13. Total Direct Hire 14. Indirect Hire Fareign Nationals (HIFN) Subtotal - Total Fundat (secholes OC 13) 15. Other Object Class 13 Benefits 15a. USDH - Benefits for Former Employees 15b. DHFN - Benefits for Former Employees 15c. Voluntary Separation Incentive Pay (VSIP) 1751. Foreign National Separation Lubility Accural	4,693 0 4,693	4,348 0 4,348	4,395 0 4,395	389,905 0 389,905	0 1,800 0 1,850	D 59 D 59	0. 8,030 0 8,030	9,889 0 9,489	399,794 0 399,794	136,123 9 136,123 127 0 127 6	535,917 0 535,917 127 0 0 127	\$88.716 \$88.716	890,966 890,966	\$121,938 \$121,938	0.0% 2,5% 2,5%	0.11% 34.9% 34.9%

Operation and Maintenance, Defense-Wide					2.4	se Contract A							Date: May	2017		
					STS											
	<u>a</u> Begin	<u>b</u> End	2	<u>d</u> Basic	E Overtime	(S in Thousa	nds) g Other	e + f + g <u>h</u> Total	d + h 1 Cump	I Benefits	i+j <u>k</u> Comp	d/e 1 Basic	i/c <u>m</u> Total	Rates k/c <u>h</u> Comp	h/d. <u>g</u> % BC	j/d P % BC
	Strength	Strength	FTEs	Comp	Pay	Pay	0.C.11	Variables	0.C.11	O.C.12/13	& Benefits	Comp	Comp	& Benefits	Variables	Benefits
Direct Funded Personnel (includes OC 13)	4,140	4,314	4,283	372,098	542	8	6,276	6,826	378,924	129,545	508,469	586,878	588,472	\$118,718	1.8%	34.8%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule	4,140 16 4,123	4,314 19 4,294	4,283 19 4,263	372,098 2,832 369,219	542 542	8	6,276 125 6,151	6,826 125 6,701	378,924 2,957 375,920	129,545 599 128,936	508,469 3,556 504,856	\$86,878 \$149,053 \$86,610	\$88,472 \$155,632 \$88,182	\$118,718 \$187,158 \$118,427	1.8% 4.4% 1.8%	34.8% 21.2% 34.9%
D1d. Wage System D1e. Highly Qualified Experts- D1f. Other	-	1	·	47	į	1	1	ė	47	10	57	\$47,000	\$47,000	857,000	0.0%	21.3%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN)	4,140	4.314	4,283	372,098	542	×	6,276	6,826	378,924	129,545	508,469	386,878	888,472	\$118,718	1.800	34.8%
Substoal - Dreet Funded fexcludes OC 13)  D5. Ubber 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 Lubility Accusal	4,140	4,314	4,283	372,098	342	*	6,276	6.826	378,924	129,545	508,469	\$86,878	888,472	3118,718	f. #1%	34.8%
Reimbursable Funded Personnel (includes OC 13)	208	59	59	5,154	75	0	186	261	5,415	1,957	7,372	<u>887,356</u>	591,780	\$124,949	5.1%	38.0%
RI. US Direct Hire (USDH) R1s. Serior Executive Schedule R1s General Schedule R1s. Special Schedule R1d Wage System R1c. Highly Qualified Experts R1f. Other	208	59	59	5.154 173 4,981	75		186	261	5,415 173 3,242	1,957 36 1,921	7,372 209 7,163	\$87,356 \$84,424	\$91,780 \$88,847	\$124,949 \$121,407	5,1% 0.0% 5.2%	38.0% 20.8% 38.6%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subioual - Rembursable Funded (orchader OC 18) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. USDH - Benefits for Former Employees R5b. USDH - Shentis for Former Employees R5b. USDH - Shentis for Former Indipole R5b. R5b. Foreign National Separation Lubelity Avernal	208	59	59	5,154 5.154	75	1	186	261	5,415 5,415	1,957	7,372	\$87,356 \$87,356	391,788 391,788	\$124,949 \$124,949	.5,1% 5,1%	38.0% 38.0%
Total Personnel (includes OC 13)	4,348	4,373	4,342	377,252	617	8	6,462	7,087	384,339	131,502	515,841	586,884	\$88,517	\$118,863	1.9%	34.9%
Ti. US Direct Hire (USDH) Tils. Senior Executive Schedule Tils. General Schedule Tils. Special Schedule Tild. Wage System Tild. Wage System Tile. Highly Qualified Experts TIL Other	4,348 16 4,331 0 1 0	4,373 19 4,353 0 1	4,342 19 4,322 0 1 0	377,252 3,005 374,200 0 47 0	617 617 6 0 0	8 0 8 0 0	6,462 125 6,337 0 0 0	7,087 125 6,962 0 0	384,339 3,130 381,162 0 47 0	131,502 635 130,857 0 10 0	515,841 3,765 512,019 0 57 0	\$86,884 \$158,158 \$86,580 \$47,000	\$88,517 \$164,737 \$88,191 \$47,000	\$118,803 \$198,158 \$118,468 \$57,000	1,9% 4,2% 1,9% 0.0%	34.9% 21.1% 85.0% 21.3%
T2. Birect Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HIFN) Substant - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDI1- Benefits for Former Employees T5b. DHFN. Benefits for Former Employees T5c. Voluntury Separation Incentive Pay (VSH) T5d. Foreign National Separation Lubility Accurat	4,348 0 4,348	0 4,373 0 4,373	4,342 0 4,342	0 377,252 0 377,252	0 617 0 617	0 8 0 -8	6,462 0 6,462	7,087 0 7,087	384,339 0 384,339	131,502 0 131,502 0 0 0 0 0	0 515,841 0 515,841 0	\$86,884 \$86,884	\$88,517 \$88,517	\$118,803 \$118,803	1.9% 1.9%	34.9% 34.9%

Operation and Maintenance, Defense-Wide					TOTAL CI	se Contract A VILIAN PER: OP-8B: OP-3 2018 Presiden (FY 2018	SONNEL CO (PB) I's Budget	STS					Date: May	2017		
						(\$ in Thousa		e+r+g	d + h		1+1	d/e	i/c	Rates k/c	h/d	j/d
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	f Holiday <u>Pay</u>	Other O.C.11	h Total <u>Variables</u>	Comp O.C.11	Benefits O.C.12/13	k Comp & Benefits	1 Basic Comp	m Tetal Comp	<u>n</u> Comp & Benefits	% BC Variables	½ BC Benefits
Direct Funded Personnel (includes OC 13)	4.249	4,241	4,267	372,914	697	9	6,566	7,372	380,286	129,377	509,663	\$88,641	\$90,394	\$121,146	2.0%	34.7%
DI. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule	4,249 19 4,229	4,241 19 4,221	4,207 19 4,187	372,914 3,123 369,741	697	9	6,666 138 6,528	7.372 138 7.234	380,286 3,259 376,975	129,377 659 128,707	509,663 3,918 505,682	\$88,641 \$164,263 \$88,307	890,394 8171,526 890,033	3121,146 \$206,211 \$120,774	2.0% 4.4% 2.0%	34.7% 21.1% 34.8%
D1d. Wage System D1e. Highly Qualified Experts D1f. Other	-	1	- 1	52	1	Ť	-		52	11	63	\$52,000	852,000	\$63,000	0.0%	21.2%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN)	4,249	4,241	4,207	372,914	697	9	6,666	7,372	380,286	129,377	509,663	388,641	890,394	8121.)46	2.0%	34.7%
Subtoul - Dreet Funded (recludes OC 13)  D5. Other Object Class 13 Benefits D5a USDH - Benefits for Former Employees D5b, DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accutail	4.249	4,24)	4,207	372,914	697	9	6.666	7/472	380,286	129,377 - - - -	509,663	\$88,641	890,394	\$121,146	.2 0%	34.7%
Reimbursable Funded Personnel (includes OC 13)	473	376	376	32,576	76	0	220	296	32,872	11,156	44,928	S86,638	587,426	S117,096	0.9%	34.2%
RI. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System. R1c. Highly Qualified Experts R1f. Other	473 473	376	376	32,576 32,576	76		220	296	32,872	11,156	44,028	\$86,638 \$86,638	887,426 887,426	3117,096 3117,096	0.9%	34.2%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subioual - Resubsavable Founded (orchades OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Formet Employees R5b. DHFN - Benefits for Formet Employees R5b. DHFN - Benefits for Formet Employees R5b. Voluntary Separation Incentive Pay (VSHP) R5d. Foreign National Separation Liabelity Accural	473 473	376 376	376 376	32,576 32,576	76		220	296 296	32,872 32,872	11,156	44,028	\$86.638 \$86.638	\$87,426 \$87,426	3117,096 3117,096	0.9% 0.9%	34.2% 34.2%
Total Personnel (includes OC 13)	4,722	4.617	4,583	405,490	773	9	6,886	7,668	413,158	140,533	553,691	\$88,477	\$90,150	\$120,814	1.9%	34.7%
TI. US Direct Hire (USDH) TI3. Senior Executive Schedule TI4. General Schedule TI4. Special Schedule TI4. Wage System TI4. Wage System TI5. Highly Qualified Experts TIT Ofter	4,722 19 4,702 0 1 0 0	4,617 19 4,597 0	4,583 19 4,563 0 1 0	405,490 3,121 402,317 0 52 0	773 0 773 0 0 0 0	9 0 9 0 0 0	6,886 138 6,748 0 0 0	7,668 138 7,530 0 0 0	413,158 3,259 409,847 0 52 0	140,533 659 139,863 0 11 0	553,691 3,918 549,710 0 63 0	\$88,477 \$164,263 \$88,169 \$52,000	890,150 \$171,526 \$89,820 \$52,000	\$120,814 \$206,211 \$120,471 \$65,000	1,9% 4,4% 1,9% 0.0%	34.7% 21.1% 34.8% 21.2%
72. Direct Hire Program Foreign Nationals (DHFN) 13. Total Direct Hire 14. Indirect Hire Foreign Nationals (HIFN) Subtotal - Total Funded (excluder OC 13) 15. Other Object Class 13 Benefits 15a. USDII - Benefits for Former Employees 15b. DHFN. Benefits for Former Employees 15c. Voluntary Separation Incentive Pay (VSIP) 15d. Foreign National Separation Lubbity Acceptal	4,722 0 4,722	0 4,617 0 4,617	4,583 0 4,583	405,490 0 405,490	0 773 0 773	0 9 0 9	0 6,886 0 6,885	7,668 0 7,668	413,158 0 413,158	140,533 0 140,533	553,691 0 553,697 0 0	\$88.477 \$88.477	890,150 890,150	\$120,814 \$120,814	1.9%	34.7% 34.7%

Operation and Maintenance, Defense-Wide					TOTAL CI	ontract Man: VILIAN PER OP-8B: OP-2 2018 Presiden (FY 2010	SONNEL CO (PB) t's Budget						Date: May	2017		
		<u>b</u>	2	a	1	(\$ in Thousa	nds)	e+r+g	d + h	4.	1+j	d/e	i/c m	Rates k/c n	h/d	j/d P
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC Benefits
Direct Funded Personnel (includes OC 13)	10,566	10,622	10,346	845,589	5,472	309	12,622	18,403	863,992	283,616	1,147,608	\$81,731	\$83,510	\$110,923	2.2%	33.5%
D1. US Direct Hire (USDH) D1a Senior Executive Schedule D1b. General Schedule D1c. Special Schedule	10,506 10 10,495	10,562 9 10,552	10,286 9 10,276	841,869 1,523 840,294	5,472 5,472	309 64 242	12,601 70 12,530	18,382  34  18,244	860,251 1,657 858,538	283,362 418 282,923	1,143,613 2,075 1,141,461	\$81,846 \$169,222 \$81,772	883,633 8184,111 883,548	3111,182 \$230,556 \$111,080	2.2% 8.8% 2.2%	33.7% 27.4% 33.7%
D1d. Wage System D1e. Highly Qualified Experts- D1f. Other		1	1	52	1	3	7	-	56	21	77	352,000	256,000	877,000	7.7%	40.4%
D3. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HFFN) D5. Other Object Class 13 Benefits D5s. USDH - Benefits for Former Employees D5s. DHFN - Benefits for Former Employees D5s. DHFN - Benefits for Former Employees D5s. OHFN - Remefits for Former Employees D5s. OH	10,555 11 10,566	10,611 11 10,622	10.335 11 10.346	3,096 844,965 624 845,589	5,472 5,472	309	21 12,622 12,622	21 18,403 78,403	3,117 863,368 624 863,992	254 283,616 283,616	3,371 1,146,984 624 1,147,608	\$63,184 \$81,758 \$56,727 \$81,731	\$63,612 \$83,538 \$56,727 \$83,510	\$68,796 \$110,981 \$56,727 \$110,923	0.7% 2.2% 0.0% 2.2%	8.2% 33.6% 0.0% 83.5%
Reimbursable Funded Personnel (includes OC 13)	690	859	859	108,501	98	5	2,260	2,363	110,864	36,419	147,283	\$126,311	\$129,062	<u>\$171,459</u>	2.2%	33.6%
RI. US Direct Hire (USDH) R1a Senior Executive Schedule R1b General Schedule R1c Special Schedule R1d Wage System R1c Highly Qualified Experts R1C Other	690	859 859	859 859	108,501	98	5	2,260	2,363	110,864	36,419	147,283	\$126.311 \$126.311	\$129,062 \$129,062	\$171,459 \$171,459	2.2%	33.6%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subioual - Reembursable Funded (excluder OC [3] R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. DHFN - Benefits for Formor Limited States R5b. DHFN - Sherifts for Formor Limited States R5b. DHFN - Sherifts for Formor Limited States R5b. The R5a Foreign National Separation Limited National Sparation Limited States R5a Foreign National Separation Limited National	690	859 859	859 859	108,501	98	3	2,260 2,260	2,363 2,363	110,864 110,864	36,419	147,283	\$126,311 \$126,311	\$129,062 \$129,062	\$171,459 \$171,459	2,2%	33.6% 33.6%
Total Personnel (includes OC 13)	11,256	11,481	11,205	954,090	5,570	314	14,882	20,766	974,856	320,035	1,294,891	585,149	\$87,002	\$115,564	2,2%	33.5%
Ti. US Direct Hire (USDH) Ti. Senior Executive Schedule Tills. General Schedule Tills. General Schedule Tild Wage System Tild Wage System Till Highly Qualified Experts TIL Other	11,196 10 11,185 0 1 0	11,421 -9 -11,411 0 1 0 0	11,145 0 11,135 0 1 0	950,370 1,523 948,795 0 52 0	5,570 0 5,570 0 0 0	314 64 247 0 3 0	14,861 70 14,790 0 1 0 0	20,745 134 20,607 0 4 0	971,115 1,657 969,402 0 56 0	319,781 418 319,342 0 21 0	1,290,896 2,075 1,288,744 0 77 0 0	\$85,273 \$169,222 \$85,208 \$52,000	\$87,132 \$184,111 \$87,059 \$56,000	\$115,827 \$230,556 \$115,738 \$77,000	2,2% 8,8% 2,2% 7,7%	33.6% 27.4% 33.7% 40.4%
17. Direct Hire Program Foreign Nationals (DHFN) 13. Total Direct Hire 14. Indirect Hire Foreign Nationals (HIFN) Substoal - Total Funded (sechules OC 13) 15. Other Object Class 13 Benefits 15a. USDH - Benefits for Former Employees 15b. DHFN. Benefits for Former Employees 15c. Voluntury Separation Incentive Pay (VSH) 15d. Foreign National Separation Lubility Acental	11,245 11 11,236	49. 11,470 11. 72,481	11,194 11 11,205	3,096 953,466 624 954,090	0 5,570 0 5,570	0 314 0 31d	21 14,882 0 14,882	21 20,766 0 20,766	3,117 974,232 624 974,836	254 320,035 0 320,035	3,371 1,294,267 624 1,294,891 0 0	\$63.184 \$83.177 \$56,727 \$85,149	\$63,612 \$87,932 \$56,727 \$87,002	\$68,796 \$115,621 \$56,727 \$115,564	0.7% 2.2% 0.0% 2.2%	8 2% 33.6% 0.0% 33.5%

Operation and Maintenance, Defense-Wide					TOTAL CI	ontract Mana VILIAN PER: OP-8B: OP-8 2018 Presiden (FY 2017	SONNEL CO (PB) t's Budget						Date: May	2017		
		b	2	q	1	(S in Thousa	nds)	e+f+g	d + h	- 1	1+j	d/e	i/c	Rates k/c n	h/d g	j/d P
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC Benefits
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) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule	10,774 10 10,763	10,994 10 10,983	10,386 10 10,375	870,126 1,827 868,220	5,152 5,152	274	11,222 171 11,047	16.648 (7) 16.475	886,774 1,998 884,693	287,946 577 287,347	1,174,720 2,575 1,172,040	\$83,779 \$182,700 \$83,684	885,382 \$199,800 885,272	3113,106 \$257,500 \$112,968	1.9% 9.4% 1.9%	33 P/a 31 8% 33 P/a
D1d. Wage System D1e. Highly Qualified Experts- D1f. Other	1	1	- 1	79	-	1	1	- 4	8.3	- 22	105	\$79,000	\$83,000	\$105,000	5.1%	27.8%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HFN) Substant - Direct Funded Jerculates (CC 13) D5. Other Object Class 13 Benefits D5s. USDH - Benefits for Former Employees D59. DHFN - Benefits for Former Employees D5c. Voluntary Seguration Incentive Pay (VSIF) D5d. Foreign National Suprantion Liability Accusal	67 10,841 13 10,854	67 11,061 13 13,074	67 10.453 13 /0.466	4,247 874,373 636 875,009	5,158 5,158	274	32 11,254 11,254	38 16,686 76,686	4,285 891,059 636 891,693	127 288,073 288,073	4,412 1,179,132 636 7,179,768	\$63,388 \$83,648 \$48,923 \$63,605	\$63,955 \$85,244 \$48,923 \$85,199	865,851 8112,803 848,923 8112,724	0.9% 7.9% 0.0% 7.9%	3.0% 32.9% 0.0% 32.9%
Reimbursable Funded Personnel (includes OC 13)	859	898	898	111,200	349	3	2,073	2,425	113,625	37,265	150,890	\$123,831	\$126,531	\$168,029	2.2%	33.5%
RI. US Direct Bire (USDH)  RIs Senior Executive Schedule RIs General Schedule RIs Gescale Schedule RIs Special Schedule RId Wage System RIE Highly Qualified Experts RIE Other	859 859	898 898	898	(11,200	349	3	2,073	2,425	113,625	37,265 37,265	150,890 150,890	\$123,831 \$123,831	\$126,531 \$126,531	\$168,029 \$168,029	2.2%	33.3% 33.5%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Tetal Direct Hire R3. Tetal Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subioual - Recubiarsable Familia (see Audies OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. USDH - Benefits for Former Employees R5b. Voluntary Separation Incentive Pay (VSHP) R5d. Foreign National Separation Liabelity Accural	859	898	898 898	111,200 111,200	349	3	2,073	2,425 2,425	113,625 113,625	37,265 37,265	150,890 150,890	\$123,831 \$123,831	8126,531 8126,531	\$168,029 \$168,029	2,2%	33.5% 33.5%
Total Personnel (includes OC 13)	11.713	11,972	11,364	986,209	5,507	277	13,327	19,111	1,005,320	325,338	1,330,658	\$86,784	\$88,465	\$117,094	1.9%	33.0%
T1. US Direct Hire (USDH) T1s. Senior Executive Schedule T1s. General Schedule T1s. Special Schedule T1d. Wage System T1d. Wage System T1e. Highly Qualified Experts T1C Other	11,633 10 11,622 0 1 0 0	11,892 10 11,881 0 1 0 0	11,284 30 11,273 0 1 0 0	981,326 1,827 979,420 0 79 0	5,501 0 5,501 0 0 0	277 0 277 0 0 0	13,295 171 13,120 0 4 0 0	19,073 171 18,898 0 4 0	1,000,399 1,998 998,318 0 83 0	325,211 577 324,612 0 22 0	1,325,610 2,575 1,322,930 0 105 0	\$86,966 \$182,700 \$86,882 \$79,000	\$88,656 \$199,800 \$88,558 \$83,000	\$117,477 \$257,500 \$117,354 \$105,000	1,9%, 9,4% 1,9%, 5,1%,	33.1% 31.6% 33.1% 27.8%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HIFN) Substant - Fool Funded (excluder DC 1/8) T5. Other Object Class 18 Benefits T5a. USDIT - Benefits for Former Employees T5b. DHFN. Benefits for Former Employees T5c. Voluntury Separation Incentive Pay (VSHP) T5d. Foreign National Separation Lubbits, Accural	11,700 13 11,713	67 11,959 13 71,972	67 11,351 13 11,364	4.247 985,573 636 986,209	5,507 0 5,507	0 277 0 277	32 13,327 0 13,327	38 19.111 0 19.111	4,285 1,004,684 636 1,005,320	325,338 9 325,338 0 0 0 0 0	4,412 1,330,022 636 1,330,658 0 0	\$63,388 \$86,827 \$48,923 \$86,784	\$63,955 \$88,511 \$48,923 \$88,465	\$65.851 \$117,172 \$48,923 \$117,094	0.9% 1,9% 0.0% 1,9%	3.0% 33.0% 0.0% 33.0%

Operation and Maintenance, Defense-Wide				ė	TOTAL CI	ontract Mana VILIAN PER: OP-8B: OP-8 2018 President (FY 2018	ONNEL CO (PB) 's Budget						Date: May	2017		
	Begin Strength	<u>b</u> End Strength	<u>S</u>	d Basic Comp	Overtime Pay	(S in Thousa  f  Holiday  Pay	g Other O.C.11	e+f+g h Total Variables	d+h i Comp O.C.H	Benefits O.C.12/13	i+j <u>k</u> Comp & Benefits	d/c 1 Basic Comp	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp & Benefits	h/d <u>g</u> % BC <u>Variables</u>	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	9,953	10,451	10,301	872,697	4.876	317	11,315	16,508	889,205	292,030	1,181,235	\$84,720	\$86,322	\$114,672	1,9%	33.5%
DI. US Direct Hire (USDH) Dis Senor Executive Schedule Dis General Schedule Dis, Special Schedule Did, Wage System Die Highly Qualified Experis. DI: Other	9,893 9 9,883	10,391 9 10,381	10.241 9 10.231	868,833 1,572 867,205 56	4,876 4,876	317 54 263	11.293 66 11.226	16,486 120 16,365	885,319 1,692 883,570 £7	291,766 431 291,312 23	1,177,085 3,123 1,174,882 80	\$84,839 \$174,667 \$84,762 \$56,000	\$86,448 \$188,000 \$86,362 \$57,000	3/14,938 \$235,889 \$114,835 \$80,000	1.9% 7.6% 1.9% 	33.6% 27.4% 33.6% 41.1%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) B4. Indirect Hire Foreign Nationals (HHFN) B5. Other Object Class 13 Benefits D5s. USDH. Benefits for Former Employees D5b. DHFN. Benefits for Formet Employees D5b. Wolstuny Separation Incentive Pay (VSIP) D5d. Toroign National Separation Lubbiny Accusal	9,942 11 9,953	10,440 111 (1),451	10,290 11 10,301	3,216 872,049 648 872,697	4,876	317	22 11.315 11.315	16,508 16,508	3,238 888,557 648 889,205	264 292,030 292,030	3,502 1,180,587 648 /,181,235	\$65,633 \$84,747 \$58,909 \$84,720	\$66,082 \$86,352 \$58,909 \$86,322	\$71,469 \$114,731 \$58,909 \$114,672	0.7% 1.9% 0.0% 1.9%	8.2% 23.5% 0.0% 83.5%
Reimbursable Funded Personnel (includes OC 13)	898	950	950	126,210	75	5	1.726	1,806	128,016	40,995	169,011	\$132,853	\$134,754	\$177,906	1.4%	32.5%
RI. US Direct Hire (USDH) R1a Senior Executive Schedule R1b General Schedule R1c Special Schedule R1d Wage System R1d Wage System R1c Highly Qualified Experts R1f Other	898 	950 950 -	950 950 -	126,210	75	5	1.726	1,806	128,016	40,995	169,011	\$152.853 \$132.853	\$134,754 \$134,754	\$177,906 \$172,906	1.4%	32.5% 32.5%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Tetal Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Substail - Rembursable Funded (excluder OC 13) R5. Other Object Class 13 Benefits R5s. USDH - Benefits for Former Employees R5s. USDH - Benefits for Former Employees R5s. USDH - Benefits for Former Employees R5s. Voluntary Separation Incentive Pay VSHP R54 Foreign National Separation Liability Acceptal	898 89N	950 950	950 950	126,210	75 75	5	1,726	1,806 1,806	128,016 128,016	40,995	169,011	\$132.853 \$132.853	\$134,754 \$134,754		1,4%	32.5% 32.5%
Total Personnel (includes OC 13)	10,851	11,401	11,251	998,987	4,951	322	13.041	18,314	1,017,221	333,025	1,350,246	\$88,784	\$90,412	\$120,011	1.8%	33,3%
T1. US Direct Hire (USDII) T1a. Senior Executive Schedule T1b. General Schedule T1b. Special Schedule T1d. Wage System T1d. Wage System T1e. Highly Qualified Experts T1C Other	10,791 9 10,781 0 1	H,34I 9 H,33I 0 1	11,191 9 11,181 0 1 0 0	995,043 1,572 993,415 0 56 0	4,951 0 4,951 0 0 0	322 54 268 0 0 0	13,019 66 12,952 0 1 0	18,292 120 18,171 0 1 0 0	1,013,335 1,692 1,011,586 0 57 0	332,761 431 332,307 0 23 0	1,346,096 2,123 1,343,893 0 80 0	\$88,915 \$174,667 \$88,848 \$56,000	\$90,549 \$188,000 \$90,474 \$57,000	\$120,284 \$235,889 \$120,194 \$80,000	1.8% 7.6% 1.8%	33.4% 27.4% 33.3% 41.1%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HHFN) Substant - Fool Funded (see/holes OC 13) T5. Other Object Class 13 Benefits T5a. USDI1. Benefits for Former Employees T5b. DHFN. Benefits for Former Employees T5c. Voluntury Separation Incentive Pay (VSIP) T5d Foreign National Separation Lubbits, Accusal	10,840 11 10,851	49. 11,390 (1. 11,40)	11,240 11,240 11 11,251	3.216 998,259 648 998,997	0 4,951 0 4,951	0 322 0 322	22 13,041 0 13,041	18,314 0 18,314	3,238 1,016,573 648 1,017,221	264 333,025 0 333,025	3,502 1,349,598 648 1,350,246 0 0	\$65,633 \$88,813 \$58,909 \$88,784	\$66,082 \$90,442 \$58,969 \$90,412	\$71.469 \$120.071 \$58,909 \$120.011	0.7% 1.8% 0.0% 1.8%	8.2% 33.4% 0.0% 33.3%

Operation and Maintenance, Defense-Wide					TOTAL CIT	rse Commissa VILIAN PER: OP-8B: OP-8 018 Presiden (FV 2016	SONNEL CO 8 (PB) it's Budget	STS					Date: May	2017		
L-	a Begin Strength	<u>b</u> End <u>Strength</u>	Σ FIEs	d Basic Comp	S Overtime Pay	(\$ in Thousa f HolidayPay	g Other O.C.11	e+f+g h Total Variables	d + h i Comp O.C.11	Benefits O.C.12/13	i+ j <u>k</u> Comp & Benefits	d/e  1 Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d g % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	- 2		1.2	2	
D1. US Direct Hire (USDH) D1a Senior Executive Schedule D1b General Schedule D1c Special Schedule D1d Wage System D1e Highly Qualified Experts D1f Other		A to a direct to	0011111	***************************************		1	T	9		Attendance Co.	Acres ( or Co	0.0000000				
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) Substant - Direct Finded Jexchales (CL3) D5. Other Object Class 13 Benefits D5s. USDH. Benefits for Former Employees D5s. DHFN. Benefits for Formet Employees D5s. USDH. Benefits for Formet Employees D5s. USDH. Sendess for Somet Sendess D5s. DHFN. National Separation Incontive Pay (VSIP) D5d. Foreign National Separation Lubbing Accusal			-	-	- 50	1	1		-		A LOUIS OF A				ŝ	į
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-
Rt. US Direct Hire (USDH) R1a Senine Executive Schedule R1b General Schedule R1c Special Schedule R1d Wage System R1d Wage System R1c Highly Qualified Experts R1f Other			* * * * * * * * * * * * * * * * * * * *				******								0 0 0	4
R2. Direct Hire Frogram Foreign Nationals (DHFN) R3. Total Direct Hire R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subiosal - Resubscrassible Founder (Orcharder OC 13) R5. Other Object Class 13 Benefits R5s. USDH - Benefits for Former Employees R5s. USDH - Benefits for Former Employees R5s. Voluntary Separation Incentive Pay (VSIP) R54 Foreign National Separation Liabelity Accural		ž.	=			1	4		-			3			1	
Total Personnel (includes OC 13)	0	0	9	0	0	0	9	0	0	0	0	- 2		- 1		- 3
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1b. Special Schedule T1d. Wage System T1d. Wage System T1e Highly Qualified Experts T1C Other	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0 0					
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HIFN) Substant - Total Funded (excluder OC 18) T5. Other Object Class 18 Benefits T5a. USDH: Benefits for Former Employees T5b. DHFN: Benefits for Former Employees T5b. DHFN: Benefits for Former Employees T5b. Voluntury Separation Incentive Pay (VSH) T5d. Foreign National Separation Lubility, Accural	0	0	0	0	0	D	0	. 0	. 0	0 9 - 0 9 6	0 0 0 0 0					

Operation and Maintenance, Defense-Wide					TOTAL CI	nse Commissa VILIAN PER: OP-8B: OP-\$ 2018 Presiden (FY 2017	SONNEL CO (PB) t's Budget	STS					Date: May	y 2017		
	1					(\$ in Thousa		1	N.					Rates		
	Begin Strength	<u>b</u> End Strength	Σ FIEs	d Rasic Comp	Overtime Pay	f Holiday <u>Pay</u>	0ther 0.C.11	e + f + g <u>h</u> Total <u>Variables</u>	d+h i Comp O.C.11	Benefits O.C.12/13	i+j k Comp & Benefits	d/e  1 Basic Comp	m Total Comp	k/c <u>n</u> Comp & Benefits	h/d g % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	2	-	1.2	2	
DI. US Direct Hire (USDH) D1a Senior Executive Schedule D1b General Schedule D1c. Special Schedule D1d. Wage System D1e Highly Quilified Experts. D11 Other		A Control of	V (11 V 11 )	01111111						AG MAN OF	arra i rica					
D.D. Direct Hire Program Foreign Nationals (DHFN) D. Stati Direct Hire D. Indirect Hire Foreign Nationals (HHFN) Subtand - Direct Funder fixed includes (OC 18) DS, Other Object Class 13 Benefits DSs (USDH - Benefits for Former Employees DSs (USDH - Benefits for Former Employees DSs, Voluntary Separation Incentive Pay (VSIP) DSd (Dordyn National Separation Lubdiny Accusal	0	1			1		1		-			â				
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-		-
RI. US Direct Hire (USDH) R1a Senior Executive Schedule R1b General Schedule R1c Special Schedule R1d Wage System R1c Highly Qualified Experts R1c Other															1000	
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subioual - Resubsavable Founded (see Audie OC 13) R5. Other Object Class 13 Benefits R5s. USDH - Benefits for Former Employees R5s. DHFN - Benefits for Former Employees R5s. DHFN - Benefits for Former Employees R5s. Voluntary Separation Incentive Pay (VSHP) R5d. Foreign National Separation Liabelity Accural		7	8				1		-			i			3	
Total Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0					
TI. US Direct Hire (USDH) TIs. Senior Executive Schedule TIb. General Schedule TIb. Special Schedule TId. Wage System TId. Highly Qualified Experts TIC Other	0 0 0 0 0	0 0 0 0	0 0 0	0 0 0 0	0 0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 6 0 0	0 0 0 0 0					
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HIFN) Substant - Food Funded (excludes OC 1/3) T5. Other Object Class 18 Benefits T5a, USDI - Benefits for Former Employees T5b, DHFN. Benefits for Former Employees T5c, Voluntary Separation Incentive Pay (VSIP) T5d; Foreign National Separation Lubbiny, Accord	0	0	0	0	0	D - D	- n	- 0	e	0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0			-		

Operation and Maintenance, Defense-Wide					TOTAL CI	ose Commissa VILIAN PER: OP-8B: OP-8 018 Presiden (FY 2018	SONNEL CO 8 (PB) it's Budget	STS					Date: May	2017		
<u> </u>	a Begin Strength	<u>b</u> End <u>Strength</u>	Σ FIEs	d Basic Comp	S Overtime Pay	(\$ in Thousa f HolidayPay	g Other O.C.11	e+f+g h Total Variables	d+h i Comp O.C.11	Benefits O.C.12/13	i+ j <u>k</u> Comp & Benefits	d/e  1 Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d g % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	2	-	1.2	2	= =
DI. US Direct Hire (USDH)  D1a Sensor Executive Schedule  D1b General Schedule  D1c Special Schedule  D1d Wage System  D1e Highly Qualified Experts.  D1 Other		A to a direct of	0011111	***************************************		1	T			A Complete Co.	Acres ( or Co	0.0000000000000000000000000000000000000				
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) Substant - Direct Funded Jexchales (DL 1) D5. Other Object Class 13 Benefits D5s. USDH. Benefits for Former Employees D5s. DHFN. Benefits for Formet Employees D5s. USDH. Benefits for Formet Employees D5s. Volumary Separation Incentive Pay (VSIP) D5d. Voreign National Separation Lubbinay Accusal			-	-	50	1	1	3	-		A LOUIS OF A				ŝ	į
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	1	-	-	-	-
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System. R1d. Wage System. R1c. Highly Qualified Experts R1f. Other			* * * * * * * * * * * * * * * * * * * *				******								0 0 0	4
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Rabional - Resultanciable Founded (sechaler OC [3]) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. USDH - Benefits for Former Employees R5b. Voluntary Separation Incentive Pay ViSHP R5d. Foreign National Separation Lubelity Acceptal		Ž.	8		-	1	40					3				
Total Personnel (includes OC 13)	9	0	9	0	0	0	9	0	0	0	0	- :		- 1		- 3
TI. US Direct Hire (USDII) TI.s. Senior Executive Schedule Tils. General Schedule Tils. General Schedule Tild. Wage System Tild. Wage System Tile. Highly Qualified Experts TIL Othors	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0					
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HHFN) Substant - Total Funded (secholace OC 13) T5. Other Object Class 13 Branfels T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSH) T5d. Foreign National Separation Lubility, Accord	2 0	0	0	0	0	D	- 0	. 0	9	0 0 - 0 0	0 0 0 0 0					

Operation and Maintenance, Defense-Wide					TOTAL CIT		t's Budget						Date: May	2017		
	Begin Strength	b End Strength	E FIEs	d Basic Comp	S Overtime Pay	(S in Thousa  f  Holiday  Pay	g Other O.C.11	e+f+g h Total Variables	d+h i Comp O.C.11	Benefits O.C.12/13	i+j <u>k</u> Comp & Benefits	d/e  1 Basic Comp	i/c m Tetal Comp	Rates k/c <u>n</u> Comp & Benefits	h/d g % BC <u>Variables</u>	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	- 8	- 3	34	2	- =
D1. US Direct Hire (USDH) D1a Senior Executive Schedule D1b General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts. D1. Other		at to a first to	60.11.11				1			Act militar Co.	2000	0.1100.110				
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HFFN) Lindirect Hire Foreign Nationals (HFFN) D5. Other Object Class 13 Benefits D5s. USDH. Benefits for Former Employees D5s. DHFN. Benefits for Formet Employees D5s. USDH. Benefits for Formet Employees D5s. USDH. Sendest Set Formet Employees D5s. Volumary Separation Incentive Pay (VSIP) D5d. Voreign National Separation Lubbinay Accusal	Ì	1		-	Š	1	1	3	-			å			3	
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	1	-		-	
R1. US Direct Hire (USDM) R1a Senine Executive Schedule R1b General Schedule R1c Special Schedule R1d Wage System R1d Wage System R1c Highly Qualified Experts R1f Other	1		*******				******		1						0.0	
R2. Direct Hire Frogram Foreign Nationals (DHFN) R3. Total Direct Hire R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subiosal - Resubscrassible Founder (Orcharder OC 13) R5. Other Object Class 13 Benefits R5s. USDH - Benefits for Former Employees R5s. USDH - Benefits for Former Employees R5s. Voluntary Separation Incentive Pay (VSIP) R54 Foreign National Separation Liabelity Accural		ž.	=			1	4		+			3			1	
Total Personnel (includes OC 13)	0	0	0	0	0	0	2	0	0	0	0	- :		- 2	- 1	
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1b. Special Schedule T1d. Wage System T1d. Wage System T1e Highly Qualified Experts T1C Object	0 0 0 0 0	0 0 0 0	0 0 0 0 0	0 0 0 0	0 0 0 0 0	0 0 0 0	0 0 0 0	0.00	0 0 0 0	0 0 0 0	0 0 0 0 0					
T2. Direct Hire Program Foreign Nationals (DHPN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HIPN) Substant - Food Funded (excluder OC 1/5) T5. Other Object Class 13 Benefits T5a. USDIT - Benefits for Former Employees T5b. DHPN - Benefits for Former Employees T5b. DHPN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSHP) T5d. Foreign National Separation Lubility, Accural	0	0	0	0	0	D	0	. 0	9	0 0 - 0 0	0 0 0 0 0 0			-		

Operation and Maintenance, Defense-Wide					TOTAL CIV		t's Budget						Date: May	y 2017		
	1					(S in Thousa		7.0	- V -					Rates		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>s</u> <u>FTEs</u>	d Rasic Comp	Overtime Pay	f Holiday <u>Pay</u>	0ther 0.C.11	e+f+g <u>h</u> Total <u>Variables</u>	d+h i Comp O.C.11	Benefits O.C.12/13	i + j <u>k</u> Comp <u>&amp; Benefits</u>	d/c 1 Basic Comp	i/c m Total Comp	k/c h Comp & Benefits	h/d g % BC <u>Variables</u>	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	9	0	0	0	9	0	0	0	2	-	1 1	2	
D1. US Direct Hire (USDH) D1s. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts. D1f. Other D2. Direct Hire Frogram Foreign Nationals (DHFN)		activities in	Con 1 or 1 o	8311.2						The second second	300000000000000000000000000000000000000	0.000			0000	
D3. Tetal Direct Hire D4. Indirect Hire Foreign Nationals (HIFN) Subtout-Direct Fluided Jexcluder OC 13) D5. Other Object Class 13 Benefits D5s. USDH. Benefits for Former Employees D5s. DHFN. Benefits for Former Employees D5c. Voluntury Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual		Ť	=	ž	Š	1	İ	3	-		100000	-				
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
RI. US Direct Hire (USDH) R1s. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System. R1d. Wage System. R1c. Highly Qualified Experts R1f. Other			* 0 0 5 0 7 0					0 0 0 0 0 0 0				-			0.00	
R2. Direct Hire Frogram Foreign Nationals (DHFN) R3. Tetal Direct Hire R3. Tetal Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subiotal - Resubsarable Funded (sechales OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. Voluntary Separation Incentive Pay (VSHP) R5d. Foreign National Separation Liabelity Accural		7	8	2	-		2		-		Total Control	İ			9	
Total Personnel (includes OC 13)	9	0	0	0	0	0	0	0	0	0	0					
T1. US Direct Hire (USDII) T1s. Senior Executive Schedule T1s. General Schedule T1s. Special Schedule T1d. Wage System T1d. Wage System T1e Highly Qualified Experts T1C Other	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0	0 D 0 D	0 0 0 0	0 0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0					
T2. Direct Hire Program Fareign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HIFN) Substant - Food Funded (excludes OC 1/3) T5. Other Object Class 13 Benefits T5a. USDI - Benefits for Former Employees T5b. DHFN. Benefits for Former Employees T5c. Voluntury Separation Incentive Pay (VSIP) T5d. Foreign National Separation Lubbiny Accural	- 0	0	0	0	- 0	0	0 - n	0	. 0	0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0					

Operation and Maintenance, Defense-Wide					TOTAL CIV	nance and Ac VILIAN PER: OP-8B: OP-8 2018 Presiden (FY 2018	SONNEL CO (PB) t's Budget						Date: May	2017		
	Begin Strength	b End Strength	E FIEs	d Basic Comp	S Overtime Pay	(S in Thousa  f  Holiday  Pay	uds)  E Other O.C.11	e+f+g h Total Variables	d+h i Comp O.C.11	Benefits O.C.12/13	i+j <u>k</u> Comp <u>&amp; Benefits</u>	d/e  1 Basic Comp	i/c m Tetal Comp	Rates k/c <u>B</u> Comp & Benefits	h/d g % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	9	0	0	0	0	0	0	0	2	3	1.2	2	
DI. US Direct Hire (USDH) Dis Senor Executive Schedule Dits. General Schedule Dits. Special Schedule Did. Wage System Die Highly Qualified Experts. DI: Other		e transfer to	\$ 00 E 00 0	*			-	-	*			0000000				
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) D5. Whoth — Direct Funded Jeschalics (CC 18) 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 Lubbilay Accusal		1	-		3	1	i	0.74	-	5					ŝ	
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	- 1	- 2	- :		
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System. R1d. Wage System. R1c. Highly Qualified Experts R1f. Other			* 0.05.00.0												0 8	
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subional - Resultsurable Founded (exclude OC 13) R5. Other Object Class 13 Rendirel R5s. USDH - Benefits for Former Employees R5s. USDH - Benefits for Former Employees R5s. USDH - Benefits for Former Employees R5s. Voluntary Separation Incentive Pay VSBH? R5d. Foreign National Separation Liabelity Acceptal		7		3	1	1	2		+						3	
Total Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	- 2	- 5	- 1	- 1	
TI. US Direct Hire (USDI) TIs. Senior Executive Schedule Tib. General Schedule Tib. Special Schedule Tid. Wage System, Tid. Highly Qualified Experts TIC Other	0 0 0 0 0	0 0 0 0 0	0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0 0 0 0	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1				
T2. Direct Hire Program Poreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HIFN) Substant - Fool Funded (see/holes OC 13) T5. Other Object Class 13 Benefits T5a. USDI - Benefits for Former Employees T5b. DHFN. Benefits for Former Employees T5c. Voluntury Separation Incentive Pay (VSIP) T5d Foreign National Separation Lubbity. Accural	0	0	0	- 0	0	0	0	- 0	e	0 0 0 0 0 0	0			•		

Operation and Maintenance, Defense-Wide				1	TOTAL CF	Human Reso VILIAN PER: OP-8B: OP-8 2018 Presiden (FY 2016	SONNEL CO (PB) t's Budget						Date: May	2017		
						(S in Thousa	nds)	e+r+g	d+h		1+1	d/e	i/c	Rates k/c	h/d	j/d
	Begin Strength	End Strength	FTEs	<u>d</u> Basic <u>Comp</u>	Overtime Pav	Holiday Pay	Other O.C.11	h Total Variables	Comp O.C.11	Benefits O.C.12/13	k Comp & Benefits	Basic Comp	m Tetal Comp	Eomp & Benefits	% BC Variables	% BC Benefits
Direct Funded Personnel (includes OC 13)	1,100	1,101	1,101	125,267	64	4	1,373	1,441	126,788	37,482	164,190	\$113,776	\$115,084	\$149,128	1.2%	29.9%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule	1.100 13 1,087	1,101 13 1,088	1,101 13 1,088	125,267 1,741 123,526	64	4	1.373 47 1.326	1,441 47 1,394	1,788 1,788 124,920	37,026 469 36,557	163,734 2,257 (61,477	\$113,776 8133,923 8113,535	\$115,084 \$137,538 \$114,816	3148,714 \$173,613 \$148,416	/ 2% 2.7% ///%	29.6% 26.9% 29.6%
D1d. Wage System D1e. Highly Qualified Experts D1f. Other		1	3	ă	1	-	3	÷	1	-	å		1	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN)	1,100	1,101	1,101	125,267	64	4	1,373	1,441	126,708	37,026	163,734	8113.776	\$115,084	\$148,714	1,2%	29.68
Subtonal - Direct Funded (excluder OC 18)  50. 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 Lubility Accutal	.1,100	- (.10)	1,101	125,267	64	4	1,373	1.441	126,768	\$7,026 456 456	163,734 456 456	8113.776	8115,084	3148,714	1.2%	29.6%
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-		-	
RL US Direct Hire (USDH) Rla Senior Executive Schedule Rlb General Schedule Rlc Special Schedule Rld Wage System Rlc. Highly Qualified Experts Rl. Other		* * * * * * * * * * * * * * * * * * * *													0.0000	
Direct Hire Program Foreign Nationals (DHFN)     Total Direct Hire     And Lindirect Hire Pereign Nationals (HHFN)     Subsional - Reembaseable Founded (excludes OC [3])     Cother Object Class 13 Benefits     R5a USDH - Benefits for Former Employees     R5b. DHFN - Benefits for Former Employees     R5b. DHFN - Benefits for Former Employees     R5b. DHFN - Stembass Separation Incentive Pay 1781H7     R54 Foreign Authoral Separation Liability Accessil	8	1. 2. 3.	8	Š	-	1	4		-			3				
Total Personnel (includes OC 13)	1.100	1,101	1,101	125,267	64	4	1.373	1,441	126,708	37,482	164,190	\$113,776	\$115,084	\$149,128	1.2%	29.99
TI. US Direct Hire (USDII) TIa. Senior Executive Schedule Tib. General Schedule Tib. Special Schedule Tid. Wage System Tig. Highly Qualified Experts TIT. Other	1,100 13 1,087 0 0 0	1,161 1.3 1,088 0 0 0	J,101 13 1,088 0 0 0	125,267 1,741 123,526 0 0 0	64 0 64 0 0	4 0 4 0 0 0	1,373 47 1,326 0 0 0	1,441 47 1,394 0 0 0	126,768 1,788 124,929 0 0 0	37,026 469 36,557 0 0	163,734 2,257 161,477 0 0 0	\$113,776 \$133,923 \$113,535	\$115,084 \$137,538 \$114,816	3148,714 \$173,615 \$148,416	1,2% 2,7% 1,1%	29.6% 26.9% 29.6%
12. Direct Hire Program Foreign Nationals (DHFN) 13. Total Direct Hire 14. Indirect Hire Foreign Nationals (HIFN) Substant - Total Funded (excludes OC 13) 15. Other Object Class 13 Banefile Tås. USDH - Benefits for Former Employees 13b. DHFN - Benefits for Former Employees 13c. Voluntury Separation Incentive Pay (VSH) 13d. Foreign National Separation Lability, Acernal	1,100 0 1,100	0 1,101 0 1,101	0 1,101 0 1,101	0 125,267 0 125,267	0 64 0 63	0, 4 0 4	0 1.373 0 1,373	0 1,441 0 1,441	126,708 0 126,708	37,026 37,026 456 456	0 163,734 0 163,734 456 456 0 0	\$113.776 \$113.776	\$115,084 \$115,084	\$148,714 \$148,714	1,2%	29.69 29.69

Operation and Maintenance, Defense-Wide					TOTAL CF	Human Reso VILIAN PER OP-8B: OP-3 2018 Presiden (FY 2017	SONNEL CO (PB) t's Budget						Date: May	2017		
						(\$ in Thousa	m(ls)	e+f+g	d + N		1+1	d/e	Ve	Rates k/c	h/d	j/d
	Begin Strength	End Strength	S FTEs	d Basic Comp	Overtime Pay	f Holiday <u>Pay</u>	Other O.C.11	h Total Variables	Comp O.C.11	Benefits O.C.12/13	k Comp & Benefits	1 Basic Comp	m Total Comp	E Benefits	<u>9</u> % BC	P % BC Benefits
Direct Funded Personnel (includes OC 13)	1,101	1,139	1,139	123,291	63	4	1,352	1,419	124,710	36,890	161,600	\$108,245	\$109,491	\$141,879	1.2%	29.9%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule	1,101 13 1,088	1,139 13 1,126	1,139 13 1,126	123,291 1,741 121,550	63	4	1.352 47 1.305	1,419 47 1,372	124,710 1,788 122,922	36,890 469 36,421	161,600 2,257 159,343	\$108,245 \$133,923 \$107,948	\$109,491 \$137,538 \$169,167	\$141,879 \$173,613 \$141,312	7.2% 2.7% 7.7%	29.9% 26.9% 30.0%
D1d. Wage System D1e. Highly Qualified Experts- D1f. Other		1	3	3	-	-	-	Ġ	1	Ē	-	3		1	-	
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	1,101	1,139	1,139	123,291	63	4	1.352	1,419	124,710	36,890	161,600	\$108,245	\$109,491	8141,879	7,2%	29 9%
D4. Indirect Hire Foreign Nationals (HEN) Subtout - Direct Fundal Resolutes OC 13) D5. Other Object Class 13 Renefits D5a USDH - Benefits for Former Employees D5b, DHNN - Benefits for Former Employees D5c, Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Lability Accusal	1,701	1.149	1,139	123,291	61	*	1,352	1.419	124,710	16 N90	161,600	8108,245	81.09,491	3141.879	1,2%	39.9%
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0		-		-	-
RI. US Direct Hire (USDH) R1s. Serior Executive Schedule R1b. General Schedule R1s. Special Schedule R1d. Wage System R1d. Highly Qualified Experts R1C Other															1 2 2 2 2	
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subioual - Resubsurable Founded (oschuder OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. DHFN - Benefits for Former Diployees R5b. Voluntary Separation Incentive Pay (VSHP) R5d. Foreign National Separation Liability Averaul		÷	3	Š	-:		4		-	100000000000000000000000000000000000000				-	-	
Total Personnel (includes OC 13)	1,101	1,139	1,139	123,291	63	4	1,352	1,419	124,719	36,890	161,600	\$108,245	\$109,491	\$141,879	1.2%	29,9%
Ti. US Direct Hire (USDH) Tis. Senior Executive Schedule Tils. General Schedule Tils. General Schedule Tild Wage System Tild Wage System Tile Highly Qualified Experts TIL Other	1,101 13 1,088 0 0 0 0	1,139 13 1,126 0 0 0	1,130 13 1,126 0 0 0	123,291 1,741 121,550 0 0 0	63 0 63 0 0	4 0 0 0 0	1,352 47 1,305 0 0 0	1,419 47 1,372 0 0 0	124,710 1,788 122,922 0 0 0	36,890 469 36,421 0 0	161,600 2,257 159,343 0 0 0	\$108,245 \$133,923 \$107,948	\$109,491. \$137,538 \$169,167	\$141,879 \$173,615 \$141,312	1,2% 2,7% 1,1%	29 9% 26 9% 30.0%
12. Direct Hire Program Foreign Nationals (DHFN) 13. Total Direct Hire 14. Indirect Hire Foreign Nationals (HIFN) Subtotal - Total Funded (excludes OC 13) 15. Other Object Class 13 Benefits 15a. USDII - Benefits for Former Employees 15b. DHFN. Benefits for Former Employees 15c. Voluntury Separation Incentive Pay (VSIII) 15d. Foreign National Separation Lubility Accural	1,101 0 1,101	0 1,139 0 1,139	0 1,139 0 1,139	0 123,291 0 123,291	0 63 0 63	0 4 0 d	0 1,352 0 1,352	0 1,419 0 1,419	124,716 0 124,716	36,890 36,890	161,600 161,600 0 161,600	\$108,245 \$108,245	\$109,491 \$109,491	\$141.879 \$141.879	1,2%	29.9% 29.9%

Operation and Maintenance, Defense-Wide				1	TOTAL CF	Human Reso VILIAN PER: OP-8B: OP-3 2018 Presiden (FV 2018	SONNEL CO I (PB) I's Budget						Date: May	2017		
						(\$ in Thousa	nds)	e+f+g	d+h		1+1	d/e	Ve	Rates k/c	h/d	i/d
	Begin Strength	b End Strength	<u>S</u> <u>FTEs</u>	d Basic Comp	Overtime Pay	f Holiday <u>Pay</u>	Other O.C.11	h Total Variables	Comp O.C.11	Benefits O.C.12/13	k Comp & Benefits	1 Basic Comp	m Tetal Comp	n Comp & Benefits	% BC	E Benefits
Direct Funded Personnel (includes OC 13)	1.139	1,187	1,198	132,635	89	5	2,073	2,167	134,802	38,620	173,422	\$110,714	\$112,523	\$144,760	1.6%	29.1%
D1. US Direct Hire (USDH) D1a Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System	1.139 13 1.126	1,187 13 1,174	1,198 13 1,185	132,635 1,766 130,869	89 89	5	2,073 35 2,038	2,167 35 2,132	134,802 (1,80) 133,001	38,620 469 38,151	173,422 2,276 171,452	\$110,714 \$133,846 \$110,438	\$112,523 \$138,538 \$112,237	\$144,760 \$174,615 \$144,432	1.6% 2.6% 1.6%	29.7% 26.6% 29.2%
Die Highly Qualified Experts Dif. Other	2	9	30			-	7	3	1	5	- 3	1 8		1	-	
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN)	1,139	1.187	1,198	132,635	89	5	2,073	2,167	134,802	38,620	173,422	8110,714	8/12,523	\$144,760	7.6%	29.7%
Substant - Direct Funded (exclude: OC 13)  5. 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 Lubility Accusal	.1.139	i IN7-	1,198	142,687	1.9	š	2,073	2,167	134,802	58,620 - - -	173,422	8110.714	8112,523	\$144,760	1.6%	29.1%
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0		- 2		- 4	-
RI. US Direct Hire (USDH) RIa. Senior Executive Schedule RIb. General Schedule RIv. Special Schedule RIv. Special Schedule RId. Wage System RIv. Highly Qualified Experts RI. Other			* 0 1 3 0 7 0												0.000	
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) R5. Direct Class 13 Benefits R5. Other Object Class 13 Benefits R5. USDH - Benefits for Former Employees R5. USDH - Benefits for Former Employees R5. Voluntary Spearation Incentive Pay (VSHP) R5. Foreign National Separation Liability Accural			1	Š	-	1	-	*	-	1 1 1 1 1 1 1 1 1 1						
Total Personnel (includes OC 13)	1,139	1,187	1,198	132,635	89	5	2.073	2,167	134,802	38,620	173,422	\$110,714	\$112,523	\$144,760	1.6%	29.19
FI. US Direct Hire (USDII) Tila. Senior Executive Schedule Tilb. General Schedule Tile. Special Schedule Tild. Wage System Tile. Highly Qualified Experts TIL Other TIL Other	1,139 13 1,126 0 0 0 0	1,187 1374 0 0 0 0	1,198 13 1,185 0 0 0	132,635 1,766 130,869 0 0 0	89 0 89 0 0 0	5 0 5 0 0	2,073 35 2,038 0 0 0	2,167 35 2,132 0 0 0	134,802 1,804 133,001 0 0 0	38,620 469 38,151 0 0	173,422 2,270 171,152 0 0 0	\$110,714 \$135,846 \$110,438	8112,523 5138,538 8112,237	\$144,760 \$174,615 \$144,432	1.6% 2.0% 1.6%	29.19 26.69 29.29
12. Direct Hire Program Foreign Nationals (DHFN) 13. Total Direct Hire 14. Indirect Hire Provign Nationals (HIFN) Substant - Total Funded (exclude: OC 13) 15. Other Object Class 13 Benefits 15a. USDH - Benefits for Former Employees 15b. DHFN - Benefits for Former Employees 15c. Voluntary Separation Incentive Pay (VSH) 15d. Foreign National Separation Lubbits, Accural	1,139 0 1,139	0 1,187 0 1,197	1.198 0 1.198	132,635 0 132,635	0 89 0 89	0 5 0 3	0 2,073 0 2,073	2,167 6 2,167	134,802 0 134,802	38,620 38,620 0 38,620	0 173,422 0 173,422 0 0 0	\$110.714 \$110.714	-	\$144,760 \$144,760	1.6% 1.6%	29.15 29.15

Operation and Maintenance, Defense-Wide					TOTAL CP	information S VILIAN PER: OP-8B: OP-8 2018 Presiden (FY 2016	SONNEL CO (PB) I's Budget						Date: May	2017		
	<u>A</u> Begin Strength	<u>b</u> End <u>Strength</u>	<u>s</u>	d Basic Comp	S Overtime Pay	(S in Thousa  f Holiday  Pay	uds) <u>g</u> Other <u>O.C.11</u>	e+f+g h Total Variables	d+h i Comp O.C.II	Benefits O.C.12/13	i+ j <u>k</u> Comp & Benefits	d/e  1 Basic Comp	We m Total Comp	Rates k/c <u>n</u> Comp & Benefits	h/d. g % BC <u>Variables</u>	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	2.034	2,105	1,996	218,694	654	320	4,140	5,114	223,868	71,621	295,429	\$109,566	\$112,128	\$148,011	2.3%	32.7%
DI. US Direct Hire (USDH)  D1a Senior Executive Schedule D1b General Schedule D1c. Special Schedule D1d. Wage System D1e Highly Qualified Experis. D1c Other	2,034 15 2,019	2,105 15 2,090	1,996 15 1,981	218,694 2,540 216,154	654	320 320	4.092 117 3.975	5,066 117 4,949	223,760 2,657 221,103	71,577 781 70,796	295,337 3,438 291,899	\$109.566 \$169.333 \$109.114	\$172,104 \$177,133 \$111,612	3147,964 \$229,300 \$147,349	2.3% 4.6% 2.3%	32.7% 30.7% 32.8%
D2. Direct Hire Frogram Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) Substati - Direct Funded fexcludes OC 137 D5. Other Object Class 13 Renefits D5a USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d - Foreign Nuisonal Sequention Lubshity Accusal	2,034	2,105 2,105	1,996 7,996	218,694 218,694	654	320 320	4,092 48 4,740	5,066 48 5,774	223,766 48 223,808	71.577 21.577 44	295,337 48 295,385 44	\$109,566 \$109,566	\$112,104 \$112,128	\$147,964 \$147,988	2.3%	32.7% 32.7%
Reimbursable Funded Personnel (includes OC 13)	61	58	58	6,545	0	0	57	<u>57</u>	6,602	130	6,732	\$112,845	\$113,828	\$116,069	0.9%	2.0%
RI. US Direct Hire (USDH) R1s. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1c. Highly Qualified Experts R1C. Other	56	53	53	6,545 6,545			57	57	6,602	130	6,732	3123,491 3123,491	\$124,566 \$124,566	\$127,019 \$127,019	0.9%	2.0% 3.0%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Tetal Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subioual - Reembornable Founded (see/under OC / 3) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. DHFN - Benefits for Formation Incentive Pay (VSHF) R5d. Foreign National Separation Liabelity Accural	56 5 6/	53 5 5 38	53 5 5N	6,545 6,545	1 7 7	1	57 57	57. 57	6,692 6,602	130	6,732	\$123,491 \$0 \$112,845	\$124,566 \$0 \$113,828	\$127,019 \$0 \$116,069	0.9% 0.9%	2.0%
Total Personnel (includes OC 13)	2,095	2,163	2,054	225,239	654	320	4,197	5,171	230,410	71,751	302,161	\$109,659	\$112,176	\$147,109	2.3%	31.9%
TI. US Direct Hire (USDH) TI.s. Senior Executive Schedule TIIs. General Schedule TIIs. General Schedule TIIs. Special Schedule TII.d Wage System TII.d Wage System TII. Blobe TII.Ofter	2,690 15 2,075 0 0 0	2,158 4.5 2,143 0 0 0	2,049 15 2,034 0 0 0	225,239 2,540 222,699 0 0 0	654 0 654 0 0	320 0 320 0 0 0	4,149 117 4,032 0 0 0	5,123 117 5,006 0 0 0	230,362 2,657 227,705 0 0	71,767 781 70,926 0 0	302,069 3,438 298,631 0 0 0	\$109,926 \$169,333 \$109,488	8112,427 5177,133 5111,949	3147,425 \$229,200 \$146,820	2,3% 4,6% 2,2%	31.8% 30.7% 31.8%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HIFN) Subtotal - Total Funded (excluder OC 18) T5. Other Object Class 18 Benefits T5a. USDI1 - Benefits for Former Employees T5b. DHFN. Benefits for Former Employees T5c. Voluntury Separation Incentive Pay (VSH) T5d. Foreign National Separation Lubility Accural	2,890 5 2.095	2,158 5 2,163	2,049 5 2,054	225,239 0 225,239	0 654 0 654	0 320 0 320	0 4,149 48 4,197	5,123 48 5,171	230,362 48 230,410	71,707 0 71,707 44 0 9 44	302,069 48 302,117 44 0 0 44	\$109.926 \$0 \$109.659	\$112,427 \$9,600 \$112,176	\$147,423 \$9,600 \$147,087	2,3%	31,8% 31,8%

Operation and Maintenance, Defense-Wide				. 4	TOTAL CP	Information S VILIAN PERS OP-8B: OP-8 2018 President (FY 2017	ONNEL CO (PB) 's Budget						Date: May	2017		
h	a Begin Strength	<u>b</u> End <u>Strength</u>	Σ FTEs	d Basic Comp	S Overtime Pay	(S in Thousa  f Holiday  Pay	g Other O.C.11	e+f+g h Total Variables	d+h i Comp O.C.II	Benefits O.C.12/13	i+j <u>k</u> Comp & Benefits	d/e  1  Basic  Comp	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp & Benefits	h/d g % BC Variables	j/d P % BC 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%
DI. US Direct Hire (USDH) Dis Senor Executive Schedule Dib. General Schedule Dic. Special Schedule Did. Wage System Die Highly Qualified Experts. DII. Other	2,028 23 2,005	2.550 23 2.527	2,535 23 2,512	268,124 2,933 262,191	783	259 - 259 -	2.662 141 2,521	3,764 141 3,563	268,828 3,074 265,754	69,883 789 69,094	338,711 3,863 334,848	\$104,585 \$127,522 \$104,375	\$106,047 \$133,652 \$105,794	3133,614 \$167,957 \$133,299	1.4% 4.8% 1.4% -	26.4% 26.9% 26.4%
D2. Direct Hire Program Foreign Nationals (DHFN)		1						100								
D3. Total Direct Hire  M. Indirect Hire Foreign Nationals (HHFN)  Substant - Direct Funded lexislates (OC 18)  D5. Other Object Class 13 Benefits  D5s. USDH - Benefits for Former Employees  D5s. DHFN - Benefits for Former Employees  D5c. Voluntary Separation Incentive Pay (VSIP)  D5d Foreign National Separation Liability Accessing	2,628 2,628	2,550	2,535	265,124 265,124	783	259	2,662	3.704	268,828 268,828	69,883 69,883	338,711	\$104,585 \$104,585	\$106,047 \$106,047	\$133,614 \$133,614	1.4%	26.4%
Reimbursable Funded Personnel (includes OC 13)	97	97	97	11,000	33	11	111	155	11,155	2,899	14,054	\$113,402	\$115,000	\$144,887	1.4%	26.4%
RI. US Direct Hire (USDH) R1a Senior Executive Schedule R1b General Schedule R1c Special Schedule R1d Wage System R1d Wage System R1c Highly Qualified Experts R1f Other	92	92	92 92 - -	11,000	33 53	III	111	155	11,155	2,899	14,054	\$119.565 \$119.565	\$121,250 \$121,250	\$152,761 \$152,761	1.4%	26.4%
R2. Direct Hire Frogram Foreign Nationals (DHFN) R3. Tetal Direct Hire R3. Tetal Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subiotal - Rembursable Funded (excluder OC 13) R5. Other Object Class 13 Benefits R5s. USDH - Benefits for Former Employees R5s. USDH - Benefits for Former Employees R5s. USDH - Benefits for Former Employees R5s. Voluntary Separation Incentive Pay VISHP R54 Foreign National Separation Liability Acceptal	92 5 97	92 5 97	92 5 97	11,000	33	ii n	in in	155 153	11,155 11,155	2,899	14,054	\$119,565 \$0 \$113,402	\$121,250 \$0 \$175,000	\$152,761 \$0 \$144,887	1,4%	26.4% 26.4%
Total Personnel (includes OC 13)	2,125	2.647	2,632	276,124	816	270	2,773	3,859	279,983	72,782	352,765	\$104,910	\$106,377	\$134,029	1.4%	26.4%
TI. US Direct Hire (USDI) Tis. Senior Executive Schedule Tib. General Schedule Tib. Special Schedule Tid. Wage System Tid. Wage System Tie. Highly Qualified Experts TIC Other	2,120 23 2,097 0 0 0	2,642 23 2,619 0 0 0	2,627 23 2,604 0 0 0	276,124 2,933 273,191 0 0	816 0 816 0 0 0	270 0 270 0 0 0	2,773 141 2,632 0 0 0	3,859 141 3,718 0 0 0	279,983 3,074 276,909 0 0	72,782 789 71,993 0 0	352,765 3,863 348,902 0 0 0	\$105,110 \$127,522 \$164,912	\$106,579 \$133,652 \$106,340	\$134,284 \$167,957 \$133,987	1.4% 4.8% 1.4%	26.4% 26.4% 26.4%
T2. Birect Hire Program Foreign Nationals (BHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HIFN) Substatal - Total Funded (sechnice OC-15) St. Other Object Class 13 Benefits T5a. USDI1- Benefits for Former Employees T5b. DHFN. Benefits for Former Employees T5c. Voluntury Separation Incentive Pay (VSIP) T5d. Foreign National Separation Lubility. Accessed	2,120 5 2,125	2,642 5 2,647	0 2,627 5 2,632	276,124 0 276,124	0 816 0 816	0 270 0 270	0 2,773 0 2,773	3,859 0 3,859	279,983 0 279,983	72,782 6 72,782 0 9	352,765 0 352,765 0 0 0	\$105.110 \$0 \$104.910	\$106,579 \$10 \$106,377	\$134,284 \$0 \$134,029	1.4%	26.4% 26.4%

Operation and Maintenance, Defense-Wide				ł.	TOTAL CP	information S VILIAN PERS OP-8B: OP-8 2018 President (FY 2018	ONNEL CO (PB) 's Budget						Date: May	2017		
h	a Begin Strength	<u>b</u> End <u>Strength</u>	Σ FTEs	d Basic Comp	S Overtime Pay	(S in Thousa  f Holiday  Pay	uds)  E Other O.C.11	e+f+g h Total Variables	d+h i Comp O.C.H	Benefits O.C.12/13	i+j <u>k</u> Comp & Benefits	d/e 1 Basic Comp	i/c <u>m</u> Total <u>Comp</u>	Rates k/c n Comp & Benefits	h/d g % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	2,550	3,019	3,019	324,754	958	317	3,233	4,508	329,262	85,599	414,861	\$107,570	\$109,063	\$137,417	1.4%	26.4%
DI. US Direct Hire (USDH) Dis Senor Executive Schedule Dib. General Schedule Dic. Special Schedule Did. Wage System Die Highly Qualified Experts. Dif. Other	2,550 23 2,527	3.019 20 2.999	3,019 20 2,999	324,754 3,485 321,269	958 958	317	3,233 165 3,068	4,508 165 4,345	329,262 3,650 325,612	85,599 919 84,680	414,861 4,569 410,292	\$107,570 \$174,250 \$107,125	\$109,063 \$182,500 \$108,574	3137,417 \$228,450 \$136,810	1.4% 4.7% 1.4% -	26.4% 26.4% 26.4%
D2. Direct Hire Program Foreign Nationals (DHFN)		100			100							-				
D3. Total Direct Hire  M. Indirect Hire Foreign Nationals (HHFN) Substant - Direct Funded Jexchades OC 139  D5. Other Object Class 13 Benefits D5s. USDH - Benefits for Former Employees D5s. DEFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d - Foreign National Separation Lubbility Accusal	2,550	3,019	3,019	324,754 324,754	958 958	317	3,233	4,508 4,508	329,262 329,262	85,599 85,599	414,861	\$107,570 \$107,570	\$109,063 \$109,063	\$137,417 \$1,87,417	1.4%	20.4%
Reimbursable Funded Personnel (includes OC 13)	97	97	97	11,874	36	11	118	165	12,039	3,130	15,169	<u>\$122,412</u>	\$124,113	<u>\$156,381</u>	1.4%	26.4%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d Wage System. R1d. Wage System. R1c. Highly Qualified Experts R1f. Other	92	92 92	92 92 - -	11.874	36	n n	118	165	12,039	3,130	15,169	\$129.065 \$129.065	\$130,859 \$130,859	\$164,880 \$164,880	1.4%	26.4%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Tetal Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Substant - Rembursable Founded (oschuder OC 13) R5. Other Object Class 13 Benefits R5s. USDH - Benefits for Former Employees R5s. USDH - Benefits for Former Employees R5s. USDH - Benefits for Former Employees R5s. Voluntary Separation Incentive Pay VSHP R54 Foreign National Separation Liability Acceptal	92 5 97	92 5 97	92 5 97	11,874	36	n	118	165	12,039 72,039	3,130	15,169	\$129,065 \$0 \$122,412	\$130,859 \$0 \$124,113	\$164,880 \$0 \$156,381	1,4%	26.4% 26.4%
Total Personnel (includes OC 13)	2,647	3,116	3,116	336,628	994	328	3,351	4,673	341,301	88,729	430,030	\$108,032	\$109,532	\$138,007	1.4%	26.4%
TI. US Direct Hire (USDI) Tis. Senior Executive Schedule Tib. General Schedule Tib. Special Schedule Tid. Wage System Tid. Wage System Tie. Highly Qualified Experts TIC Other	2,642 23 2,619 0 0 0	3,111 20 3,091 0 0	3,111 20 3,091 0 0 0	336,628 3,485 333,143 0 0 0	994 0 994 0 0 0	328 0 328 0 0 0	3,351 165 3,186 0 0	4,673 165 4,588 0 0 0	341,301 3,650 337,651 0 0	88,729 919 87,816 0 0 0	430,030 4,569 425,461 0 0 0	\$108,208 \$174,250 \$107,778	\$109,70% \$182,500 \$169,237	\$138,229 \$228,450 \$137,645	1.4% 4.7% 1.4%	26.4% 26.4% 26.4%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HHFN) Substant - Fool Funded (seehnder OC 1/3) T5. Other Object Class 13 Benefits T5a. USDIT - Benefits for Former Employees T5b. DHFN Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Justifity Accural	2,642 5 2,647	3,111 3 3,116	3,111 5 3,116	336,628 0 336,628	994 0 993	0 328 0 328	0 3,351 0 3,35)	4,673 0 4,673	341.301 0 341.307	0 88,729 0 88,729	430,030 0 439,030 0 0 0	\$108,206 \$0 \$108,032	\$109,708 \$0 \$109,532	\$138,229 \$0 \$138,007	1.4%	26.4% 26.4%

Operation and Maintenance, Defense-Wide						fense Logistic	· i market						Date: May	2017		
					TOTAL CP	VILIAN PER: OP-8B: OP-8 2018 Presiden (FV 2016	SONNEL CO (PB) t's Budget	STS								
		<u>b</u>	2	q	1	(\$ in Thousa	nds)	e+f+g h	d + 1r	- 1	1+j	d/e	i/c m	Rates k/c n	h/d g	j/d P
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC Variables	% BC Benefits
Direct Funded Personnel (includes OC 13)	147	126	134	16,509	96	33	331	460	16,969	15,411	32,380	\$123,201	\$126,634	5241,642	2.8%	93.3%
DI. US Direct Hire (USDH)	147	126	134	16,509	96	33	331	460	16,969	4,858	21,827	8123,201	\$120,634	3162,888	2.8%	29,4%
D1a Senior Executive Schedule D1b General Schedule	146	125	133	16,358	96	26	328	450	16,808	4,822	21.630	8/22/992	\$126,376	\$162,632	2,896	29.5%
Dtc. Special Schedule	130	-	-	-	-	-	-	9	10,000	5-	-1		-	3132552	-	-
D1d. Wage System D1e. Highly Qualified Experts	- 1	7 7	- 7	151		7	7	10	161	36	197	\$151,000	\$161,000	3797,000	6.6%	23.8%
D1f. Other		3.	-	~		+ "			101	-	-	-	2241,000	2777,000	0.07	-
D2. Direct Hire Program Foreign Nationals (DHFN)		-1										-				
D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	147	126	134	16,509	96	33	331	460	16,969	4.858	21,827	8123,201	3126,634	8162,888	2.8%	29.4%
Sidvioud - Direct Funded (excludes OC 13)  D5. Other Object Class 13 Benefits  D5a USDH - Benefits for Former Employees	147	126	1.44	76.509	96	3.8	331	460	76.969	4.858 10,553 10,553	27.827 10,553 10,553	\$123,201	\$126.634	3162,888	2.8%	29.4%
D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrusil											3					
Reimbursable Funded Personnel (includes OC 13)	38	40	29	3,925	49	5	60	114	4,039	1,121	5,160	<u>8135,345</u>	\$139,276	<u>\$177,931</u>	2.9%	28.6%
RI, US Direct Hire (USDH)	38	40	29	3,925	49	5	60	114	4,039	1,121	5,160	8135.345	\$139,276	\$177,937	2.9%	28.6%
R1a Senior Executive Schedule R1b General Schedule	38	40	29	3,925	49		60	1.14	4.039	1,121	5,160	8135,345	\$139,276	2/22/02/	2.0%	28.6%
R ic Special Schedule	- 36	40		3,743		-	- 100	114	4.034	(112)	3,100	2732342	2127,E711		0.776	40.00.9
R1d. Wage System. R1e. Highly Qualified Experts		-		18	-	112	-					3				- 6
R1f. Other	8		3	8	-	-				-	-	1			-	
R2. Direct Hire Program Foreign Nationals (DHFN)		-	4.1			4.0	1		1				-	1	-	
R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN)	38	40	29	3,925	49	5	60	114	4,039	1,121	5,160	8135,345	8139,276	\$177,937	2,9%	28.6%
Subtotal - Reimburstable Funded (excludes OC 13)  R5. Other Object Class 13 Benefits	38	40	29	3,923	49	8	60	114	4.039	1,121	3,160	\$135,345	\$139,276	\$177,931	2.9%	28.6%
R5a. USDH - Benefits for Former Employees										-						
R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP)										1	- 3					
R5d. Foreign National Separation Liability Accrual																
Total Personnel (includes OC 13)	185	166	163	20,434	145	38	391	574	21,008	16,532	37,540	\$125,362	\$128,883	\$230,307	2.8%	80,9%
T1, US Direct Hire (USDH)	185	166	163	20,434	145	38	391	574	21,008	5,979	26,987	8125.362	8128,883	3165,564	2.8%	29.3%
T1a. Senior Executive Schedule T1b. General Schedule	0	165	162	20,283	145	31	388	564	20.847	5,843	26,790	5/25.204	\$128,685	\$165,370	2.8%	29.3%
The Special Schedule	0	0	0	10,203	0	0	0	0	0	0	0	3/2/2/24	07.20,400	3740,374	2.970	49.370
Ttd. Wage System Tte: Highly Qualified Experts	0.		0	151	0	0.	0.	10	161	36	0	2161 2000	PT-07 000	E-IDT NOO.		13.8%
TIE Other	0		.0	0	0	D	0	0	0	0	197	8151,000	\$161,000	\$197,000	6.6%	23,000
T2. Direct Hire Program Foreign Nationals (DHFN)	Q	0	0	0	0	0.	- 0.	· o	0	0	0				-	
T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HIFN)	185	166	163	20,434	145	38	391	574	21,008	5,979	26,987	8125.362	\$128,883	3165,364	2,8%	29.3%
Subtotal - Total Funded (excludes OC 13)	185	166	163	20,434	145	38	391	574	27,008	3.979	26,987	8125,362	\$128,883	\$165,564	2.8%	29.3%
TS. Other Object Class 13 Benefits  TSa. USDII - Benefits for Former Employees  TSb. DHFN - Benefits for Former Employees										10,553	10,553 10,553					
T5c. Voluntary Separation Incentive Pay (VSIP)										- 0	0					
T5d. Foreign National Separation Liability Accrual										-0	0					

Operation and Maintenance, Defense-Wide													Date: May	2017		
					TOTAL CP	fense Logistic VILIAN PER OP-8B: OP-4 2018 Presiden (FY 2017	SONNEL CO R (PB) it's Budget	STS								
J	1	<u>b</u>	2	4	1	(\$ in Thousa	2	e+r+g h	d + h 1	- i	1+) <u>k</u>	d/e	i/c m	Rates k/c n	h/d g	j/d P
	Begin Strength	End Strength	FIES	Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total <u>Variables</u>	O.C.11	O.C.12/13	& Benefits	E Comp	Comp	& Benefits	% BC Variables	% BC Benefits
Direct Funded Personnel (includes OC 13)	149	147	145	19,631	645	0	0	645	20,276	15,997	36,273	\$135,386	5139,834	5250,159	3.3%	81.5%
DI. US Direct Hire (USDH)	149	147	145	19,631	645		4	645	20,276	5,318	25,594	\$135,386	\$139,834	3176,310	3.3%	27.7%
D1a Senior Executive Schedule D1b General Schedule	149	147	145	19,631	645	-		645	20,276	5,318	25,594	8/33,386	\$139,834	\$176,310	3 3%	27.7%
D1c. Special Schedule	3	-		-	-	-	-	+	-	-		-	-	-	-	-
D1d. Wage System D1e. Highly Qualified Experts		7	-	1.0	7	7	7	8	1	-	-					
D1f. Other	1	- 3		~								-		1		
D2. Direct Hire Program Foreign Nationals (DHFN)		· J.		-	150				=1			-				
D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	149	147	145	19,631	645	1		645	20,276	5.318	25,594	8135,386	3139,834	\$170,510	3.3%	27.7%
Subtonal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a USDH - Benefits for Former Employees	749	147	145	/9.63/	645	1	-	1145	-20,276	3.318 10,679 10,679	25,594 10,679 10,670	\$135,386	\$139,834	\$176,510	3,3%	27.1%
D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual										Ē	3					
Reimbursable Funded Personnel (includes OC 13)	40	60	60	8,115	171	0	0	171	8,286	2,503	10,789	<u>\$135,250</u>	\$138,100	\$179,817	2.1%	30.8%
RI, US Direct Hire (USDH)	40	60	60	8,115	171	- 4	1.0	171	8,286	2,503	10,789	8135.250	\$138,100	\$179,817	2.190	30.8%
R1a. Senior Executive Schedule R1b. General Schedule	40	270	60	8,115	171	-	-	171	0.307	2,503	141 7000	8185.250	\$13N,100	3/79,8/7	9 700	30.8%
R1c Special Schedule	40	60	90	9,113	· m		-	171	8,286	2,503	10,789	8185.430	\$2.30,1100	3119.017	2.7%	30.030
R1d. Wage System	-	100		8	11.5	11.5	-					8				
R1e. Highly Qualified Experts R1f. Other				8						-	1.3	-			1	-
R2. Direct Hire Program Foreign Nationals (DHFN)			-				- 1	- 2	4.2%		-	-		- 42		- 4
R3. Total Direct Hire	-40	60	60	8,115	171	-	4	171	8,286	2,503	10,789	\$135,250	\$138,100	\$179,817	2,1%	30.8%
R4. Indirect Hire Foreign Nationals (HFN)  Subtotal - Rembursable Funded (excludes OC 13)	40	60	òn.	N. 115	171			171	3,286	2,503	10.789	8135,250	\$138,100	\$179,817	2.7%	30.8%
R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees										-	-					
RSc. Voluntary Separation Incentive Pay (VSIP) RSd. Foreign National Separation Liability Accrual										-	- 3					
Total Personnel (includes OC 13)	189	207	205	27,746	816	0	0	816	28,562	18,500	47,062	\$135,346	\$139,327	\$229,571	2,9%	66.7%
T1. US Direct Hire (USDH)	189	207	205	27,746	816			816	28,562	7,821	36,383	\$135,346	8139,327	3177,478	2.9%	28.2%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0					
T1b. General Schedule T1c Special Schedule	189	207	205	27,746	816	0	0	816	28.562	7.821	36,383	8135,346	3139,327	8177.478	2,9%	28.2%
Ttd. Wage System	0	0	0	0	0	0	0.	0	.0	0	0		-			
Tle Highly Qualified Experts TlE Other	0-0	0.0	0	0	0	0	0	0	0.0	0	-0		-			
T2. Direct Hire Program Foreign Nationals (DHFN)	0	ū	0	- 0	0	0.	0	0	0	0	0					
T3. Total Direct Hire	189	207	205	27,746	816			816	28,562	7,821	36,383	8135-346	\$139,327	3177,478	2,9%	28.2%
T4. Indirect Hire Foreign Nationals (HIFN) Subtotal - Total Funded (excludes OC 13)	189	207	205	27,746	816	0	0	816	28.562	7.821	36,383	\$135,346	\$139.327	\$177,478	2.9%	28.2%
T5. Other Object Class 13 Benefits  T5a. USDH - Benefits for Former Employees  T5b. DHFN - Benefits for Former Employees		207	240	211749	1124			444	211,2112	10,679 10,679	10,679 10,679 0	373.540	200,027	3277,478		
TSc. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual										-0	0.0					

Operation and Maintenance, Defense-Wide					TOTAL CP	fense Logistic VILIAN PER OP-8B: OP-2 2018 Presiden (FY 2018	SONNEL CO (PB) t's Budget	STS					Date: May	2017		
	<u>a</u> Begin Strength	<u>b</u> End Strength	S FTEs	<u>d</u> Basic Comp	S Overtime Pay	(S in Thousa  f  Holiday  Pay	nds)  R Other O.C.11	e + f + g  h Total Variables	d + h i Comp O.C.11	Benefits O.C.12/13	i+j k Comp & Benefits	d/e 1 Basic Comp	i/c m Total Comp	Rates k/c <u>n</u> Comp & Benefits	h/d g % BC <u>Variables</u>	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	147	144	144	18,083	701	0	0	701	18,784	16,460	35,244	\$125,576	\$130,444	5244,750	3.9%	91.0%
D1. US Direct Hire (USDH)  D1a. Senior Executive Schedule  D1b. General Schedule  D1c. Special Schedule  D1d. Wage System  D1e. Highly Qualified Experts  D17. Other	147	144	144	18,083 17,932	701			701	18,784 18,633	5,435 5,435	24,219 24,068	\$125.376 \$123.390 \$151,000	\$130,444 \$130,301 \$151,000	\$168,188 \$168,388 \$151,000	3.9% 3.9% - 0.0%	30 Ps
D.D. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) Subtonal - Direct Funded Jesselades (OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Formet Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Lubbiny Accusal	147	144	144	18,083 /8.683	701	1	100	701	18,784 18,784	5,435 3,435 11,025 11,025	24,219 24,219 11,025 11,025	\$125,576 \$125,576	8130,444 8130,444	\$168,188 \$168,188	3,9%	30.1% 30.1%
Reimbursable Funded Personnel (includes OC 13)	60	57	57	8,167	174	0	0	174	8,341	2,517	10,858	\$143,281	\$146,333	\$190,491	2.1%	30.8%
RI, US Direct Hire (USDH) R1a Senior Executive Schedule R1b General Schedule R1c Special Schedule R1d Wage System R1c. Highly Qualified Experts R1. Other	60	57	57 57	8,167	174			174	8,341 8,341	2,517	10,858 10,858	\$143,281 \$143,281	\$146,333 \$146,333	\$190,491 \$190,491	2.1%	30.8%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subioual - Reembursable Funded (excluder OC [3]) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSHP) R5d. Foreign National Separation Liabelity Accemil	60	57 57	57 57	8,167 8,167	174 174	1	1	174	8,341 8,341	2.517	10,858	\$143,281 \$143,281	\$146,333 \$146,333	\$190,491 \$190,491	2,1% 2,1%	30.8% 30.8%
Total Personnel (includes OC 13)	207	201	201	26,250	875	0	0	875	27,125	18,977	46,102	\$130,597	\$134,950	\$229,363	3,3%	72.3%
TI. US Direct Hire (USDII) Tila. Senior Executive Schedule Tile. General Schedule Tile. Special Schedule Tild. Wage System Tile. Highly Qualified Experts TIL Other	207 0 206 0 0 1	201 0 200 0 0	201 0 200 0 0 1	26,250 0 26,099 0 0 151	875 0 875 0 0 0	0 0 0 0	0 0 0 0	875 0 875 0 0	27,125 0 26,974 0 0 151	7,952 0 7,952 0 0	35,077 0 34,926 0 0 151	\$130,597 \$130,495 \$151,000	\$134,950 \$134,870 \$151,000	\$174,512 \$174,630 \$151,000	3.4% 3.4%	30.5% 30.5%
12. Direct Hire Program Foreign Nationals (DHFN) 13. Total Direct Hire 14. Indirect Hire Foreign Nationals (HIFN) Subtotal - Total Fundet (excludes OC 18) 15. Other Object Class 13 Benefits 15a. USDII - Benefits for Former Employees 15b. DHFN. Benefits for Former Employees 15c. Voluntury Separation Incentive Pay (VSHF) 15d. Foreign National Separation Lubility Accural	0 207 0 207	0 201 0 201	0 201 0 201	26,250 0 26,250	0 875 0 875	0	- 0	875 0 875	27,125 0 27,125	7,952 0 7,952 11,025 11,025 0 0	0 35,077 0 35,077 11,025 11,025 0 0	\$130,597 \$130,597	\$134,950 \$134,950	\$179,512 \$174,512	3,3%	30,3% 30,3%

Operation and Maintenance, Defense-Wide					TOTAL CI	se Legal Serv VILIAN PER: OP-8B: OP-3 2018 Presiden (FY 2016	SONNEL CO (PB) t's Budget	STS				1	Date: May	2017		
						(S in Thousa	nds)	e+r+g	d + k		1+1	d/e	Ve.	Rates k/c	h/d.	j/d
	Begin Strength	End Strength	FTEs	d Basic Comp	Overtime Pay	f Holiday <u>Pay</u>	Other O.C.11	<u>h</u> Total Variables	Comp O.C.11	Benefits O.C.12/13	k Comp & Benefits	1 Basic Comp	m Tetal Comp	n Comp & Benefits	% BC Variables	½ BC Benefits
Direct Funded Personnel (includes OC 13)	285	228	228	31,370	242	20	486	748	32,118	9,999	42,117	\$137,588	5140,868	\$184,724	2.4%	31.9%
DI. US Direct Hire (USDH) DIa Senior Executive Schedule DIb General Schedule DIc. Special Schedule DId. Wage System	285 5 280	228 5 223	228 5 223	31,370 792 30,578	242	20	486 18 468	748 18 730	32,118 810 31,368	9,999 239 9,760	42,117 1,049 41,068	\$187.588 \$158,400 \$137,121	\$140,868 \$162,000 \$140,395	\$184,724 \$209,800 \$184,161	2 4% 2 3% 2 4%	31.9% 30.2% 31.9%
D1c. Highly Qualified Experts- D1f. Other	1	2	-	2	1	-	1	8		2		1	-	1	-	
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HFN)	285	228	228	31,370	242	20	486	748	32,118	9,999	42,117	\$1\$7.5M8	\$140,868	8184,724	24%	31.9%
Sideonal - Direct Funded (excludes OC 13)  D5. Other Object Class 13 Benefits D6a USDH - Benefits for Former Employees D5b, DHFN - Benefits for Former Employees D5c, Voluntary Separation Recentive Pag (VSIP) D5d. Foreign National Separation Liability Accusal	285	228	-228	47, 376	242	20	486	748	32,118	9,999 - - - -	42,117	8137 SBN	8140,868	\$184,724	.24%	314%
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	.0	0	-	-		- 6	
RI. US Direct Hire (USDH) R1a Senior Executive Schedule R1b General Schedule R1c Special Schedule R1d Wage System. R1d Wage System. R1c Highly Qualified Experts R1f Other			*******									8 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0			10000	A . A . A . B . D.
R2. Direct Hire Program Foreign Nationals (BHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subsidial - Resubsariable Funded (see Juntal of Cl. 3) R5. Other Object Class 13 Benefits R5s. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Lubelity Avernal	i	7	Š	8	-	1		į	-							
Total Personnel (includes OC 13)	285	228	228	31,376	242	20	486	748	32,118	9,999	42,117	\$137,588	\$140,868	\$184,724	2,4%	31.9%
T1. US Direct Hire (USDH) T1s. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1d. Wage System T1e. Highly Qualified Experts T1C Other	285 5 280 0 0 0 0	228 5 223 0 0 0	228 5 223 0 0 0	31,370 792 30,578 0 0	242 0 242 0 0 0 0 0	20 0 20 0 0 0 0	486 18 468 0 0 0	748 18 730 0 0	32,118 810 31,308 0 0 0	9,999 239 9,760 0 0 0	42,117 1,049 43,068 0 0	\$137.588 \$158,400 \$137,121	\$140,868 \$162,000 \$140,395	\$184,724 \$209,800 \$184,161	2.4%	31.0% 30.2% 31.9%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HIFN) Substant - Fool Funded (excluder OC 1/3) T5. Other Object Class 13 Benefits T5a. USDI1 - Benefits for Former Employees T5b. DHFN. Benefits for Former Employees T5c. Voluntury Separation Incentive Pay (VSH) T5d. Foreign National Separation Jubility. Accord	285 0 285	228 0 228	0 228 0 228	31,370 0 31,376	0 242 0 242	0 20 0 20	0 486 0 486	0 748 0 748	32,118 0 32,118	9,999 0,999 9,999	0 42,117 0 42,117 0 0 0	\$137.588 \$137.588	\$140,868 \$140,868	\$184,724 \$184,724	2,4%	31 9% 31 9%

Operation and Maintenance, Defense-Wide					TOTAL CI	se Legal Servi VILIAN PER: OP-8B: OP-8 2018 Presiden (FY 2017	SONNEL CO (PB) t's Budget	STS					Date: May	2017		
		<u>b</u>	2	<u>a</u>	1	(\$ in Thousa	2	e+r+g <u>h</u>	d + 1r 1	- 4	1+1 <u>k</u>	d/e	Ve m	Rates k/c n	h/d g	j/d P
	Begin Strength	End Strength	FTEs	Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	O.C.11	O.C.12/13	& Benefits	Comp	Total Comp	& Benefits	% BC Variables	% BC 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%
DI. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule	136 5 131	131 5 126	13) -5 126	18,799 1,050 17,749	90	1	481 24 457	571 24 547	19,370 1,074 18,296	4,975 224 4,751	24,345 1,298 23,047	\$143,504 \$210,000 \$140,865	\$147,863 \$214,800 \$145,206	\$185,840 \$259,600 \$182,913	3.0% 2.3% 3.7%	26.8% 21.3% 26.8%
Did. Wage System Die Highly Qualified Experts- Dif. Other		1	8		1	1	1		i			-				
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	8/43,504	5147,863	8185,840	3.0%	26.5%
D4. Indirect Hire Foreign Nationals (HEN) Subtand - Direct Funded Reculates OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DEHN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Toreign National Separation Lability Accusal	136	1.0	131	/A, 799	90	Ÿ	481	571	19,370	4,975	24,345	\$143,504	\$147,863	\$185,840	х. өчс	26.5%
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	- :		
RI. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1c. Highly Qualified Experts R1C. Other	*******		* 0 1 1 0 7 0												1000	
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subtoual - Resultanceable Founded (excluder OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSHP) R5d. Foreign National Separation Lubelity Accural		22	3	Š	-:	1	4		-					-	-	
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%
TI. US Direct Hire (USDH) Ta. Senior Executive Schedule Tib. General Schedule Tib. Special Schedule Tid. Wage System Tid. Highly Qualified Experts TIC Other	136 5 131 0 0 0	134 5 126 0 0	131 5 126 0 0 0	18,799 1,050 17,749 0 0 0	90 90 6 0	0 0 0 0	481 24 457 0 0 0	571 24 547 0 0 0	19,370 1,074 18,296 0 0 0	4,975 224 4,751 0 0	24,345 1,298 23,047 0 0 0	\$143,504 \$210,000 \$140,865	8147,863 5214,800 \$145,206	\$185,840 \$259,600 \$182,913	3 0% 2.3% 3.7%	26.8% 21.3% 26.8%
17. Direct Hire Program Foreign Nationals (DHFN) 13. Total Direct Hire 14. Indirect Hire Foreign Nationals (HIFN) Substoal - Total Funded (sechnice OC 18) 15. Other Object Class 13 Benefits 15a. USDH - Benefits for Former Employees 15b. DHFN - Benefits for Former Employees 15c. Voluntary Separation Incentive Pay (VSIP) 15d. Foreign National Separation Lubbithy Accural	0 136 0 136	0 131 0 131	0 131 0 131	0 18,799 0 /8,799	0 90 0 90	D	0 481 0 481	571 0 571	19,370 0 19,370	4.975 0 4.975 0 4.975	0 24,345 0 24,345 0 0	\$143.504 \$143.504	\$147,863 \$147,863	\$185,840 \$185,840	3.0% 3.0%	26.5% 26.5%

Operation and Maintenance, Defense-Wide					TOTAL CIV	se Legal Servi VILIAN PER: OP-8B: OP-8 2018 Presiden (FY 2018	SONNEL CO (PB) t's Budget	STS					Date: May	2017		
	4	<u>b</u>	2	ū	ž	(\$ in Thousa		e+1+g <u>h</u>	d + h 1	i	1+) <u>k</u>	d/e	Ve m	Rates k/c <u>n</u>	h/d <u>o</u>	j/d P
	Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	O.C.11	O.C.12/13	& Benefits	Basic Comp	Total Comp	& Benefits	% BC Variables	% BC Benefits
Direct Funded Personnel (includes OC 13)	121	125	125	17,965	90	0	438	528	18,493	4,772	23,265	\$143,720	\$147,944	\$186,120	2.9%	26.69
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule	5 116	125 6 119	125 6 119	17,965 1,050 16,915	90	1	438 24 414	528 74 504	18,493 1,074 17,419	4,772 224 4,548	23,265 1,298 21,967	\$143,720 \$175,000 \$142,143	\$147,944 \$179,000 \$146,378	\$186,120 \$216,333 \$184,397	2 9% 2 3% 3 0%	26.65 21.35 26.95
D1d, Wage System D1e, Highly Qualified Experts D1f, Other	-	2	3	5	-	1	1	-	1	-	å					
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN)	121	125	125	17,965	90		438	528	18,493	4,772	23,265	8/43.720	5147,944	\$186,720	2.9%	26.6%
Subtonal - Direct Funded (rectuales OC 13)  15. Other Object Class 13 Benefits D5a (USDF) - Benefits for Former Employees D5b, DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Lubility Accutal	121	125	125	17,965	90	1	448	52A	18 493	4,772	23,265	8/43,720	\$147,944	\$186,120	.2 9%	26.6%
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	1	-			-
RI. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1c. Highly Qualified Experts R1f. Other	***************************************	* * * * * * * * * * * * * * * * * * * *										0.00		1		
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subtious: Aesumbarsable Funded feechades OC [3] R5. Other Object Class 13 Benefits R5a USDH-1 Benefits for Former Employees R5b. DHFN-1 Benefits for Former Employees R5b. DHFN-1 Benefits for Former Employees R5c. Voluntary Separation Institute Pay (VSIP) R5d. Foreign National Separation Liabelity Accrual			3	S		1										
Total Personnel (includes OC 13)	121	125	125	17,965	90	0	438	528	18,493	4,772	23,265	\$143,720	\$147,944	\$186,120	2,9%	26.6%
TI. US Direct Hire (USDI) Tal. Senior Executive Schedule This General Schedule Tale Special Schedule Tid Wage System Tie: Highly Qualified Experts TI: Other	121 5 116 0 0 0	125 6 119 0 0 0	125 # 119 0 0 0	17,965 1,050 10,915 0 0 0	0 90 0 0 0	0 0 0 0	438 24 414 0 0	528 24 504 0 0	18,493 1,074 17,419 0 0 0	4,772 224 4,548 0 0 0	23,265 1,298 21,967 0 0 0	\$183,720 \$175,000 \$142,143	\$147,944 \$179,000 \$146,378	3186,120 \$216,333 \$184,597	2 9% 2 3% 3 6%	26.6% 21.3% 26.9%
12. Direct Hire Program Fareign Nationals (DHFN) 13. Total Direct Hire 14. Indirect Hire Feerign Nationals (HHFN) Substast - Total Funded (excludes OC 13) 15. Other Object Class 13 Banefits 15a. USDH - Benefits for Former Employees 15b. DHFN - Benefits for Former Employees 15c. Voluntary Separation Incentive Pay (VSH) 15d. Foreign National Separation Lubbits, Accural	0 121 -0 121	0 125 0 125	0 125 0 125	0 17,965 0 17,965	0 90 0 90	D . D	438 0 438	528 6 528	18,493 0 18,493	4,772 6 4,772 0 9 4,772	0 23,265 0 23,265 0 0	\$143,720 \$143,720	\$147,944 \$147,944	\$186,120 \$186,120	2,9%	26.69

Operation and Maintenance, Defense-Wide				. 4	TOTAL CP	t of Defense E VILIAN PER: OP-8B: OP-8 2018 Presiden (FY 2016	SONNEL CO (PB) t's Budget					Ī	Date: May	2017		
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>s</u> FIEs	d Basic Comp	S Overtime Pay	(S in Thousa  f  Holiday  Pay	nds)  g Other O.C.11	e+f+g h Total Variables	d + h i Comp O.C.11	Benefits O.C.12/13	i+j <u>k</u> Comp & Benefits	d/e 1 Basic Comp	i/c <u>m</u> Total Comp	Rates k/c <u>n</u> Comp & Benefits	h/d g % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	14,347	12,301	11,826	758,255	567	5,898	17,111	23,576	781,831	411.512	1,193,343	\$64,118	\$66,777	\$100,908	3.1%	54.3%
DI. US Direct Hire (USDH)  Dia. Senior Executive Schedule  Dib. General Schedule  Dic. Special Schedule  Did. Wage System  Die. Highly Qualified Experts.	14,062 6 3,686 4,060 281	12,050 5 2,960 2,957 291	11,575 5 2,609 2,928 287	748,831 698 139,779 209,146 10,879	\$67 495 2 70	5,898 5 38 1 38	17.111 12 3.381 5,051 203	23.576 17 3.914 5.054 311	772,407 715 143,693 214,200 11,190	406,558 260 57,696 69,762 4,330	1,178,965 975 201,389 283,962 15,520	\$64,694 \$139,600 \$33,576 \$71,430 \$37,906	\$66,731 \$143,000 \$53,076 \$73,156 \$38,990	3101,854 \$195,000 \$77,190 896,982 854,077	3.1% 2.4% 2.8% 2.4% 2.9%	54.3% 57.2% 41.3% 53.4% 39.8%
DIT Other  D. Direct Hire Frogram Foreign Nationals (DHFN) D. Total Direct Hire D4. Indirect Hire Foreign Nationals (HFN) Subtonal - Fourer Funded Inchales (OC 18) D5. Other Object Class 13 Benefits D5a USDH - Benefits for Fourner Employees D5b DHFN - Benefits for Fourner Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d - Foreign National Superioral Lubdity Accusal	81 14,143 204 14,347	5,897 78 12,128 (73 (2,30)	5,746 78 11,653 173 //,826	388,329 1,252 750,083 8,172 758,255	567 367	5,816 5,898 5,898	8,464 17,111 17,111	23,576 23,576	402,609 1,252 773,659 8,172 781,831	274,510 418 406,976 406,976 4,536 71 4,000 456	1,670 1,180,635 8,172 1,188,807 4,536 71 4,009 4,56	\$67,582 \$14,051 \$64,368 \$47,237 \$64,118	\$16,051 \$66,391 \$47,237 \$66,111	\$117,842 \$21,410 \$101,316 \$47,237 \$100,325	3,7% 0.0% 3,7% 0.0% 3,1%	70.7% 33.4% 54.3% 0.0% 53.7%
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	- 1	-2	- :		- 2
RI. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System. R1c. Highly Qualified Experts R1f. Other			* 0 0 3 0 7 0													
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Tetal Direct Hire R3. Tetal Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subioual - Resubsarable Familes (see Junte OC § 3) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. USDH - Benefits for Former Employees R5b. Voluntary Separation Incentive Pay (VSIP) R5d Foreign National Separation Liabelity Averagl	į	10	3	3	1			*	-						180	
Total Personnel (includes OC 13)	14,147	12,301	11,826	758,255	567	5,898	17,111	23,576	781,831	411,512	1,193,343	\$64,118	566,111	\$100,908	3,1%	54.3%
TI. US Direct Hire (USDII) Tia. Senior Executive Schedule Tib. General Schedule Tib. Special Schedule Tid. Wage System Tid. Wage System Tie. Highly Qualified Experts TIC Other	14,062 6 3,686 4,060 281 0 6,029	12,050 5 2,900 2,957 291 0 5,897	11,575 5 2,609 2,928 287 0 5,746	748,831 698 139,779 209,146 10,879 0 388,329	567 0 495 2 70 0	5,898 5 38 1 38 0 5,816	17,111 12 3,381 5,051 203 0 8,464	23,576 17 3,914 5,054 311 0	772,407 715 143,693 214,200 11,190 0 402,609	406,558 260 57,696 69,762 4,330 0 274,510	1,178,965 975 201,389 283,962 15,520 0 677,119	\$64,694 \$139,600 \$53,576 \$71,430 \$37,906	866,731. \$143,000 \$35,076 \$73,156 \$38,990 \$70,068	\$107,854 \$195,000 \$77,190 \$96,982 \$54,077 \$117,842	3,1% 2,4% 2,8% 2,4% 2,9%	54,3% 37,2% 41,3% 33,4% 39,8%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HIFN) Substant - Fool Funded (excluder OC 1/8) T5. Other Object Class 18 Benefits T5a. USDIT - Benefits for Former Employees T5b. DHFN. Benefits for Former Employees T5c. Voluntury Separation Incentive Pay (VSHP) T5d. Foreign National Separation Lubility Accural	81 14,143 204 14,347	78 12,128 173 12,30)	78 11,653 173 11,826	1.252 750,083 8,172 758,255	0 567 0 567	5,898 0 5,898	17,111 0 17,111	23,576 0 23,576	1,252 773,659 8,172 781.831	418 406,976 9 406,976 4,536 71 0 4,009 456	1,670 1,180,635 8,172 1,188,807 4,536 71 0 4,009 456	\$16,051 \$64,368 \$47,237 \$64,118	\$16,951 \$66,391 \$47,237 \$66,111	\$21,410 \$101,316 \$47,237 \$100,525	0.0% 3.1% 0.0% 3.1%	33.4% 54.3% 0.0% 53.7%

Operation and Maintenance, Defense-Wide				- 4	TOTAL CP	t of Defense E VILIAN PER: OP-8B: OP-8 2018 President (FY 2017	SONNEL CO (PB) t's Budget						Date: May	2017		
	<u>a</u> Begin	<u>b</u> End	Σ FTEs	d Rasic	S Overtime	(S in Thousa  f Holiday	nds) g Other O.C.11	e+f+g <u>h</u> Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i+j <u>k</u> Comp	d/e 1 Basic	i/c m Total	Rates k/c <u>n</u> Comp & Benefits	h/d g % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	Strength 14,343	Strength 13,688	11,975	<u>Comp</u> <u>775,148</u>	<u>Pav</u> 520	<u>Pay</u> <u>\$11</u>	26,219	27,250	802,398	426,792	& Benefits 1,229,190	<u>Comp</u> \$64,731	<u>Comp</u> \$67,686	\$102,646	3.5%	55.1%
DI. US Direct Hire (USDH)  D1a. Senior Executive Schedule  D1b. General Schedule  D1c. Special Schedule  D1d. Wage System  D1c. Highly Qualified Experts.	14,057 6 3,682 4,060 281	13,427 6 3,720 3,726 299	11,727 6 2,809 3,167 298	765,735 989 146,939 250,060 11,179	377 12 131	511 42	26,219 105 3,771 6,887 237	27,250 105 4,190 6,899 368	792,985 1,094 151,129 256,959 11,547	426,064 350 53,913 76,683 4,158	1,219,049 1,444 205,042 333,642 15,705	865.297 8164,833 852,310 878,958 837,573	\$67,620 \$162,333 \$53,602 \$81,136 \$38,748	\$103,952 \$240,667 \$72,995 \$105,350 \$52,701	3.6% 10.6% 2.9% 2.8% 3.3%	55.6% 35.4% 36.7% 30.7% 37.2%
DI. Other  D. Direct Hire Program Foreign Nationals (DHFN)  D. Total Direct Hire  D4. Indirect Hire Foreign Nationals (HFN)  Subtonal - Fourer Funded fixed back (OC 18)  D5. Other Object Class 13 Benefits  D5a USDH - Benefits for Fourner Employees  D5b. DHFN - Benefits for Fourner Employees  D5c. Voluntary Separation Incentive Pay (VSIP)  D5d - Foreign National Superinden Lubdity Accusal	6,028 81 14,138 205 /4,343	5,676 77 13,594 184 /3,688	5,447 77 11,804 [7] [1,975	356,568 2,405 768,140 7,008 775,148	<b>520</b>	511 511	26,219 26,219 26,219	15,688 27,250 27,250	372,256 2,405 795,390 7,008 802,498	290,960 728 426,792 426,792	663,216 3,133 1,222,182 7,008 /,229,190	\$65.461 \$31,234 \$65.075 \$40,982 \$64.781	\$68,341 \$37,234 \$67,383 \$40,982 \$67,006	\$121,758 \$40,688 \$103,540 \$40,982 \$102,646	0.0% 3.5% 0.0% 3.5%	81.6% 30.3% 55.6% 0.0% 55.1%
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	- 1	- 2	- 1		- 4
RI. US Direct Hire (USDH) R1s. Senior Executive Schedule R1s General Schedule R1s. Special Schedule R1st Mage System. R1s. Highly Qualified Experts R15. Other			* 0 - 3 - 0 7 - 0									-				
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Tetal Direct Hire R3. Tetal Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subiosal - Resubsarsable Familes (rec.hules OC 13) R5. Other Object Class 13 Benefits R5s. USDH - Benefits for Former Employees R5s. USDH - Benefits for Former Employees R5s. Voluntary Separation Incentive Pay (VSIP) R54 Foreign National Separation Liabelity Averagl		2		Š			1		-					-		
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	864,731	\$67,006	\$102,646	3,5%	55.1%
TI. US Direct Hire (USDII) Tia. Senior Executive Schedule Tib. General Schedule Tib. Special Schedule Tid. Wage System Tid. Highly Qualified Experts TIC Other	14,057 6 3,682 4,060 281 0 6,028	13,427 8 3,720 3,726 299 0 3,676	11,727 6 2,809 3,167 298 0 5,447	765,735 989 146,939 250,060 11,179 0 356,568	520 0 377 12 131 0	511 0 42 0 0 0 0	26,219 105 3,771 6,887 237 0 15,219	27,250 105 4,190 6,899 368 0	792,985 1,094 151,129 256,959 11,547 0 372,256	426,064 350 53,913 76,683 4,158 0 290,960	1,219,049 1,444 205,042 333,642 15,705 0 663,216	\$65,297 \$164,833 \$52,310 \$78,958 \$37,513	\$67,620 \$182,333 \$53,802 \$81,136 \$38,748 \$68,341	\$103,952 \$240,667 \$72,995 \$105,350 \$52,701	3,6% 10,6% 2,9% 2,8% 3,3%	55.0% 35.4% 36.7% 30.7% 37.2%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HIFN) Substant - Fool Funded (excludes OC 18) T5. Other Object Class 18 Benefits T5a. USDIT - Benefits for Former Employees T5b. DHFN. Benefits for Former Employees T5c. Voluntury Separation Incentive Pay (VSHF) T5d. Foreign National Separation Lubility Accural	81 14,138 205 14,343	77 13,504 184 13,688	77 11,804 171 11,975	2.405 768,140 7,008 775,148	0 520 0 520	511 0 311	0 26,219 0 26,219	27,250 0 27,250	2,405 795,390 7,908 802,398	728 426,792 0 426,792 0	3,133 1,222,182 7,008 <i>1,229,190</i> 0 0 0	\$31,234 \$65,075 \$40,982 \$64,731	\$31,234 \$67,383 \$40,982 \$67,006	\$40,688 \$103,540 \$40,982 \$102,646	0.0% 3.5% 0.0% 3.5%	30.3% 55.6% 0.0% 55.1%

Operation and Maintenance, Defense-Wide				- 1	TOTAL CI	t of Defense E VILIAN PERS OP-8B: OP-8 2018 President (FY 2018	SONNEL CO (PB) I's Budget						Date: May	2017		
	<u>ā</u> Begin	<u>b</u> End	Σ	<u>d</u> Basic	E Overtime	(S in Thousa  f  Holiday	g Other	e + r + g <u>h</u> Total	d + h i Comp	i Benefits	i+j <u>k</u> Comp	d/e 1 Basic	i/c <u>m</u> Total	Rates k/c <u>n</u> Comp	h/d <u>9</u> % BC	j/d P % BC
	Strength	Strength	FTEs	Comp	Pay	Pay	0.C.11	Variables	0.C.11	O.C.12/13	& Benefits	Comp	Comp	& Benefits	Variables	Benefits
Direct Funded Personnel (includes OC 13)	13,688	12,461	11,972	789,777	536	523	26,740	27,799	817,576	435,938	1,253,514	\$65,969	\$68,291	\$104,704	3.5%	55.2%
DL US Direct Hire (USDH) Dla Senior Executive Schedule Dlb General Schedule Dlc Special Schedule Dld Wage System Dle Highly Qualified Experts	13,427 6 3,720 3,726 299	12,213 6 3,101 3,198 303	11,724 6 2,791 3,167 298	780,176 1,008 146,464 255,073 11,398	391 12 133	523 -43 	26.740 107 3,812 7,021 242	27,799 107 4,246 7,033 375	807,975 1,115 150,710 262,106 11,773	435,196 357 54,596 78,128 4,239	1,243,171 1,472 205,306 340,234 16,012	866,545 8168,000 852,477 880,541 838,248	868,916 8783,833 833,999 882,762 839,507	3106,036 \$245,333 \$73,560 \$107,431 \$53,732	3.6% 10.6% 2.9% 2.8% 3.3%	55.8% 35.4% 37.3% 30.6% 37.2%
D1f. Other	5,676	5,605	5,462	366,233	-	480	15,558	16,038	382,271	297,876	680,147	\$67,051	\$69,987	\$124,523	4.4%	81.3%
D2. Direct Hire Program Foreign Autonals (DHFN) 3. Total Direct Hire D4. Indirect Hire Foreign Autionals (HHFN) Subunal - Direct Funded Foreign (HHFN) D5. USDH - Benefits for Former Employees D50. DHFN - Benefits for Former Employees D50. DHFN - Benefits for Former Employees D50. DHFN - Rendits for Former Employees D50. DHFN - Rendits for Former Employees D50. Tolorian Autonal Separation Incentive Pay (YSIP) D51. Foreign Rational Separation Lubility Accusal	77 13,504 184 13,688	77 12,290 171 12,461	77 11,801 171 /1,972	2,452 782,628 7,149 789,777	\$36 \$36	523 323	26,740 26,740	27,799 27,799	2,452 810,427 7,149 817,576	742 435,938 433,938	3,194 1,246,368 7,149 7,253,574	\$31,844 \$66,319 \$41,807 \$63,969	\$31,844 \$68,674 \$41,807 \$68,291	\$41,481 \$105,615 \$41,807 \$104,704	0.0% 3.6% 0.0% 3.5%	30.3% 55.7% 0.0% 55.2%
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	- 1	-	- 14		-
RI. US Direct Hire (USDH) RIa. Senior Executive Schedule RIb. General Schedule RIc. Special Schedule RId. Wage System RIc. Highly Qualified Experts RI. Other																
22. Direct Hire Program Foreign Nationals (DHFN) 23. Total Direct Hire 24. Indirect Hire Foreign Nationals (HHFN) 3abitual - Reunbaurable Founded feschules OC 13) 25. Other Object Class 13 Benefits 25. Other Object Class 13 Benefits 26. Direct Propules 27. Buffen - Benefits for Former Employees 28. Diffen - Benefits for Former Employees 28. Voluntary Separation Incurrect Pay IVSIIP) 28. Voluntary Separation Incurrect Pay IVSIIP) 28. Foreign National Separation Liabelity Accurat						1	1		-		1					
Total Personnel (includes OC 13)	13,688	12,461	11,972	789,777	536	523	26,740	27,799	817,576	435,938	1,253,514	\$65,969	\$68,291	\$104,764	3,5%	55.2%
FI. US Direct Hire (USDID TLa. Senior Executive Schedule Tlb. General Schedule Tlc. Special Schedule Tld. Wage System Tlc. Highly Qualified Experts TLC Other	13,427 6 3,720 3,726 299 0 5,676	12,213 6 3,101 3,198 303 0 5,605	5,462	780,176 1,008 146,464 255,073 11,398 0 366,233	536 0 391 12 133 0	523 0 43 0 0 0 0 480	26,740 107 3,812 7,021 242 0 15,558	27,799 107 4,246 7,033 375 0 16,038	807,975 1,115 150,710 262,106 11,773 0 382,271	435,196 357 54,596 78,128 4,239 0 297,876	1,243,171 1,472 205,366 340,234 16,012 0 680,147	\$66,545 \$168,000 \$52,477 \$80,541 \$38,248	\$68,916 \$185,833 \$53,999 \$82,762 \$39,507 \$69,987	\$106,036 \$245,333 \$73,560 \$107,431 \$53,732 \$124,523	3,6% 10,6% 2,9% 2,8% 3,3%	55.8% 35.4% 37.3% 30.6% 37.2%
12. Direct Hire Program Fareign Nationals (DHFN) 13. Total Direct Hire 14. Indirect Hire Fereign Nationals (HHFN) 25. Substant - Total Funded (exclude: OC 13) 15. Other Object Class 13 Benefits 15a. USDH - Benefits for Former Employees 15b. DHFN - Benefits for Former Employees 15c. Voluntary Separation Incentive Pay (VSIP) 15d. Foreign National Separation Lubrity Accessed	77 13,504 184 13,688	77 12,290 171 12,461	77 11.801 171 11.972	2,452 782,628 7,149 789,777	0 536 0 536	523 0 523	26,740 0 26,740	27,799 0 27,799	2,452 816,427 7,149 817,576	742 435,938 9 435,938	3,194 1,246,365 7,149 1,253,514 0 0	\$31.844 \$66,319 \$41,807 \$65,969	\$31,844 \$68,674 \$41,807 \$68,291	\$41.481 \$105,615 \$41,807 \$104,704	0.0% 3.6% 0.0% 3.5%	30.3% 55.7% 0.0% 55.2%

Operation and Maintenance, Defense-Wide					TOTAL CIV	ersonnel Acc VILIAN PER OP-8B: OP-2 2018 Presiden (FY 2016	SONNEL CO (PB) t's Budget						Date: May	2017		
	<u>a</u> Begin	<u>b</u> End	2	<u>d</u> Basic	S Overtime	(S in Thousa	nds)	e+f+g <u>h</u> Total	d + h i Comp	i Benefits	i+j <u>k</u> Comp	d/e 1 Basic	i/c <u>m</u> Total	Rates k/c <u>H</u> Comp	h/d g % BC	j/d p % BC
	Strength	Strength	FTEs	Comp	Pay	Pay	0.C.11	Variables	0.C.11	O.C.12/13	& Benefits	Comp	Comp	& Benefits		Benefits
Direct Funded Personnel (includes OC 13)	279	286	280	25,889	0	0	600	600	26,489	10,212	36,701	\$92,461	594,604	\$131,075	2.3%	39.4%
D1. US Direct Hire (USDH) D1a Senior Executive Schedule D1b. General Schedule D1c. Special Schedule	279 1 278	286 2 284	280 2 278	25,889 25,889			600	600	26,489 26,489	10,166	36,655 36,655	592.461 80 593.126	\$94,604 80 895,284	3130,911 50 5131,853	2.3% 2.3%	39.3% 39.3%
Did. Wage System Dle. Highly Qualified Experts Dlf. Other	8	į	3	1	1	1			1	-	3				-	
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	279	286	280	25,889		1	600	600	26,489	10,166	36,655	\$92.461	894,604	\$130,911	2.3%	39 3%
DA. Indirect Hire Foreign Nationals (IHFN) Subtonal - Direct Funded (excluder OC 18) D5. Other Object Class 13 Benefits D5a: USDH - Benefits for Former Employees D5b; DIFN- Benefits for Former Employees D5c: Voluntary Separation Incentive Pay (VSIP)	279	286	280	25,889		7	6(8)	600	26,489	10.166 46	36,655 46 46	892 461	894,604	\$130,911	.2.3%	(89.3%)
D5d. Foreign National Separation Liability Accrual																
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-		-
RI. US Direct Hire (USDH)  R1a. Senior Executive Schedule  R1b. General Schedule  R1c. Special Schedule  R1d. Wage System  R1d. Wage System  R1c. Highly Qualified Experts  R1C. Other			* 0 0 0 0 0 0							-						
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subbinal - Reunbursable Funded few-Index OC [3] R5. Other Object Class 13 Benefits R5n USDH Benefits for Former Employees R5n DHFN - Benefits for Former Employees R5c. Voluntary Separation Insertive Pay (VSIP) R5d. Foreign National Separation Liability Accural				3		1	4		-						100	
Total Personnel (includes OC 13)	279	286	280	25,889	0	0	600	600	26,489	10,212	36,701	\$92,461	594,604	\$131,075	2.3%	39.4%
TI. US Direct Hire (USDII) Tla. Senior Executive Schedule Tlb. General Schedule Tlc. Special Schedule Tld. Wage System Tle. Highly Qualified Experts TLC Other	279 1 278 0 0 0 0	.286 2 284 0 0 0	280 2 278 0 0 0 0	25,889 0 25,889 0 0 0	0 0 0 0 0	0 0 0 0	600 600 0 0 0	600 0 600 0 0	26,489 0 26,489 0 0 0	19,166 0 10,166 0 0	36,655 0 36,655 0 0 0	\$92,361 \$0 \$93,126	894,604 30 895,284	\$130,911 \$0 \$131,853	23%	39,3%
72. Direct Hire Program Foreign Nationals (DHFN) 13. Total Direct Hire 14. Indirect Hire Fereign Nationals (HIFN) Substoat - Total Fundat (secholes OC 13) 15. Other Object Class 13 Benefits 15a. USDH - Benefits for Former Employees 15b. DHFN - Benefits for Former Employees 15c. Voluntary Separation Incentive Pay (VSH) 15d. Foreign National Separation Lubbits, Accural	0 279 0 279	286 0 286	0 280 0 280	25,889 0 25,889	- 0	0	0 600 0 600	0 600 0 600	26,489 0 26,489	10,166 9, 10,166 46 0 0	0 36,655 46 36,655 46 0 0 46	\$92,461 \$92,461	\$94,604 \$94,604	\$130,911 \$130,911	2,3%	39.3% 39.3%

Operation and Maintenance, Defense-Wide				-	TOTAL CIV		t's Budget						Date: May	2017		
						(S in Thousa	ends)					1		Rates		
	Begin Strength	<u>b</u> End <u>Strength</u>	S FTEs	d Basic Comp	Overtime Pay	f Holiday <u>Pay</u>	2 Other O.C.11	e+f+g <u>h</u> Total <u>Variables</u>	d+h i Comp O.C.11	Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c 1 Basic Comp	m Total Comp	k/c <u>n</u> Comp & Benefits	h/d g % BC <u>Variables</u>	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	341	341	341	36,580	0	0	0	0	36.580	400	36,980	\$107,273	\$167,273	\$108,446	0.0%	1.1%
DI. US Direct Hire (USDH)  DIa Senior Executive Schedule  DIb. General Schedule  DIc. Special Schedule  DId. Wage System	341 3 338	341 3 338	341 3 338	36,580 665 35,915		1	1	9000000	36,580 665 35,915	200	36,780 665 36,115	\$107,273 \$221,667 \$106,257	\$107,273 \$221,667 \$166,257	3107,859 \$221,667 \$106,849	0.0% 0.0% 0.0%	0.5% 0.0% 0.6%
D1c Highly Qualified Experts D1f Other	-	9	-	-	1	1	7	8		1-		- 0			-	
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	341	341	.341	36,580				3	36,580	200	36,780	8/07,273	8107,273	\$107,859	0.0%	0.5%
D4. Indirect Hire Foreign Nationals (HFN) Subtoud - Divert Fundel Recludes OC 18) D5. Other Object Class 13 Benefits D50. USDH - Benefits for Former Employees D50. DHFN - Benefits for Former Employees D50. Voluntary Separation Incentive Pay (VSIP) D54. Foreign National Separation Lability Accusal	(a)	14)	341	36,580		1	- 3		36.580	200 200 200	36,780 200 200	8107,273	\$107,273	\$107,859	17.00%	0.5%
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0			-	-	
RI. US Birect Hire (USDH) R1a Senior Executive Schedule R1b General Schedule R1c Special Schedule R1c Special Schedule R1d Wage System R1c Highly Qualified Experts R1. Other																
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subsicual - Reembourshie Founded (excluder OC / 3) R5. Other Object Class J B Amedits R5a USDH - Benefits for Former Employees R5b DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSHP) R5d. Foreign National Separation Liability Accumal		**	3	ŝ	1	1	4		-					-	-	
Total Personnel (includes OC 13)	341	341	341	36,589	0	0	9	<u>ė</u>	36,580	400	36,980	\$107,273	\$107,273	\$108,446	0.0%	1.1%
TI. US Direct Hire (USDID Tila. Senior Executive Schedule Tile. General Schedule Tile. Special Schedule Tild. Wage System Tile. Highly Qualified Experts TIL Other	341 3 338 0 0 0	341 338 0 0 0	341 3 338 0 0 0	36,580 665 35,915 0 0	0 0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0 0	36,580 665 35,915 0 0	200 0 200 0 0 0	36,780 665 36,115 0 0 0	\$107,273 \$221,667 \$106,257	8107,273 8221,667 8196,257	3107,859 \$221,667 \$106,849	0.0%	0.5% 0.0% 0.6%
12. Direct Hire Program Fareign Nationals (DHFN) 13. Total Direct Hire 14. Indirect Hire Fereign Nationals (HHFN) Substoat - Total Funded (excludes OC 13) 15. Other Object Class 13 Benefits 15a. USDH - Benefits for Former Employees 15b. DHFN - Benefits for Former Employees 15c. Voluntary Separation Incentive Pay (VSH) 15d. Foreign National Separation Lubility Accural	341 0 341	341 0 341	0 341 0 341	36,580 0 36,580	0	D	0	0	36,580 0 36,580	200 200 200 200 200 0 0 0	0 36,780 0 36,750 200 0 0 200	\$107,273 \$107,273	\$107,273 \$107,273	\$197,859 \$107,859	0.0%	0.5% 0.5%

Operation and Maintenance, Defense-Wide				. 4	TOTAL CIV		t's Budget						Date: May	2017		
	a Begin Strength	<u>b</u> End <u>Strength</u>	<u>s</u>	d Basic Comp	S Overtime Pay	(S in Thousa <u>f</u> Holiday <u>Pay</u>	uds)  E Other O.C.11	e+f+g <u>h</u> Total <u>Variables</u>	d+h i Comp O.C.11	Benefits O.C.12/13	i+j <u>k</u> Comp & Benefits	d/c 1 Basic Comp	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp & Benefits	h/d g % BC <u>Variables</u>	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	334	334	334	30,940	0	0	0	0	30,940	10,665	41,605	892,635	592,635	\$124,566	0.0%	34.5%
D1. US Direct Hire (USDH)  D1s. Senior Executive Schedule  D1b. General Schedule  D1d. Wage System  D1d. Wage System  D1e. Highly Qualified Experts.  D1f. Other	312 2 309 1	312 2 309 1	312 2 309 1	30,306 370 29,759 177			901141011		30,306 370 29,759 177	10,479 125 10,294 60	40,785 495 40,053 237	\$97.135 \$185.000 \$96,007 \$177,000	897,133 8185,000 896,307 8177,000	\$130,721 \$247,500 \$129,621 \$237,000	0.0% 0.0% 0.0% 0.0%	34.6% 33.8% 34.6% 33.9%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) Substant - Direct Product Jexchales CC 183 Substant - Direct Product Jexchales CC 183 D5. USDH - Benefits for Former Employees D50. DHFN - Benefits for Formet Employees D50. Voluntury Separation Incentive Pay (VSIP) D54 Foreign National Separation Lubbiny Accusal	312 22 334	312 22 534	312 22 334	30,306 634 30,940	1	1	į		30,306 634 30,940	10,479 10,479 186 186	40,785 634 47,479 186	\$97,135 \$28,818 \$92,635	897,135 \$28,818 892,635	\$130,721 \$28,818 \$124,009	0.0% 0.0% 0.0%	34 6% 0.0% 83 9%
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	- 4		- 6	
RI. US Direct Hire (USDH) R1s Senior Executive Schedule R1b General Schedule R1c Special Schedule R1c Special Schedule R1c Wage System R1c Highly Qualified Experts R1f. Other		* 1 0 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0	* 0 0 0 0 0 0						\$10 20 20 20 21 21							
R.D. Direct Hire Program Foreign Nationals (DHFN) R.1. Total Direct Hire R.1. Indirect Hire Foreign Nationals (HHFN) Subtoal - Rendmarable Founds (etc. Huter OC 18) R.5. Other Object Class 13 Benefits R.5. LSDH - Benefits for Former Employees R.5. LSDH - Benefits for Former Employees R.5. LSDH - Benefits for Former Employees R.5. Voluntary Separation Incentive Pay IVSIP! R.5.4 Foreign National Separation Liability Accental		7	2				-		-			1			-	
Total Personnel (includes OC 13)	334	334	334	30,940	0	0	9	0	30,940	10,665	41,605	\$92,635	\$92,635	\$124,566	0.0%	34.5%
TI. US Direct Hire (USDH) TIs. Senior Executive Schedule TIb. General Schedule TIb. Special Schedule TId. Wage System TId. Wage System TIE Highly Qualified Experts TIC Other	312 2 309 1 0 0	312 2 309 0 0	312 2 309 1 0 0	30,306 370 29,759 177 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	30,306 370 29,759 177 0 0	19,476 125 10,294 60 0 0	40,785 495 40,053 237 0 0	\$97,135 \$185,000 \$96,307 \$177,000	897,135 5185,000 896,307 8177,000	3130,721 \$247,500 \$129,621 \$237,000	0.0% 0.0% 0.0% 0.0%	34.6% 33.8% 34.6% 33.9%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HIFN) Substati - Total Funded (sechulae OC 13) T5. Other Object Class 13 Benefits T5a. USDI1- Benefits for Former Employees T5b. DHFN. Benefits for Former Employees T5c. Voluntury Separation Incentive Pay (VSIP) T5d. Foreign National Separation Lubility. Acceptal	0 312 22 334	312 22 334	0 312 22 334	30,306 634 30,940	0		0	- 0	30,396 634 30,946	10,479 9 10,479 186 186	0 40,785 634 41,419 186 186 0 0	\$97,135 \$28,818 \$92,635	897,135 \$28,818 \$92,635	\$130,721 \$28,818 \$124,009	0.0% 0.0% 0.0%	34 6% 0.0% 33.9%

Operation and Maintenance, Defense-Wide					TOTAL CP	Security Coop VILIAN PER: OP-8B: OP-8 2018 Presiden (FY 2016	SONNEL CO (PB) t's Budget						Date: May	2017		
	a Begin Strength	<u>b</u> End Strength	E FTEs	d Basic Comp	Overtime Pay	(\$ in Thousa  f Holiday  Pay	Other	e+f+g h Total Variables	d+h i Comp O.C.11	Benefits O.C.12/13	i+j k Comp & Benefits	d/e 1 Basic Comp	i/c <u>m</u> Tetal Comp	Rates k/c <u>H</u> Comp & Benefits	h/d g % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	333	354	359	32,730	79	36	510	625	33,355	13,648	47,003	\$91,170	592,911	\$130,928	1.9%	41.7%
DI. US Direct Hire (USDH) DIs Senior Executive Schedule DIs General Schedule DIs, Special Schedule DIs, Special Schedule DIs, Wage System DIe Highly Qualified Experis- DIF Other	308 237 71	330 254 76	334 258 76	30,949 21,698 9,251	79 56 23	36 25 11	321 137	573 402 171	31,522 22,100 9,422	12,684 8,893 3,791	44,206 30,993 13,213	892.662 884,101 8121.724	\$94,377 \$85,659 \$123,974	\$132,353 \$120,128 \$173,855	1.9% 1.9% 1.8%	41.0% 41.0% 41.0%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) Submat - Direct Funded [excluder OC 137] D5. Other Object Class 13 Benefits D5s. USDH - Benefits for Former Employees D5s. DHFN - Benefits for Former Employees D5s. Voluntary Separation Incentive Pay (VSIP) D5d - Foreign National Separation Lubshipt Accusal	308 25 333	330 24 354	334 25 359	30,949 1,781 12,730	79	36	458 52 510	573 52 625	31,522   (833   33,425	12,684 964 13,648	44,206 2,797 47,003	892 662 871,240 891,170	894,377 873,320 892,911	8132,353 8111,880 3130,928	1,9% 2,9% 1,9%	41.0% \$4.1% 41.7%
Reimbursable Funded Personnel (includes OC 13)	18	18	18	1,713	44	6	16	66	1,779	545	2,324	\$95,167	598,833	\$129,111	3.9%	31.8%
RI. US Direct Hire (USDH) R1s. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1c. Highly Qualified Experts R1C. Other	18	18	18	1,713	44	6	16.	66	1,779	545	2,324	\$95.167 \$95.167	\$98,833 \$98,833	3129,111 3129,111	3.9%	31.8%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subioual - Reemboursable Founded (oschuder OC [3]) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSHP) R5d. Foreign National Separation Liabelity Accural	18	18	18	1,713	44	6	16	66	1,779	545 545	2,324	895,167 895,167	\$98,833 \$98,833	\$129,111 \$129,111	3,9% 3,9%	31.8% 31.8%
Total Personnel (includes OC 13)	351	372	377	34,443	123	42	526	691	35,134	14,193	49,327	\$91,361	\$93,194	\$130,841	2.0%	41.2%
TI, US Direct Hire (USDII) Tas Senior Executive Schedule Tils, General Schedule Tils Special Schedule Tild Wage System Tile Highly Qualified Experts TIL Other	326 0 255 71 0 0	348 0 272 76 0 0	352 0 276 76 0 0	32,662 0 23,411 9,251 0 0	123 0 100 23 0 0	42 0 31 11 0 0	474 0 337 137 0 0	639 0 468 171 0 0	33,361 0 23,879 9,422 0 0	13,229 0 9,438 3,79) 0 0	46,530 0 33,317 13,213 0 0	892,790 884,822 8121,724	894,605 886,518 8123,974	\$132,188 \$129,714 \$173,855	2.0% 2.0% 1.8%	40.5% 40.3% 41.0%
17. Direct Hire Program Foreign Nationals (DHFN) 13. Total Direct Hire 14. Indirect Hire Foreign Nationals (HIFN) Substoal - Total Funded (sechnics OC 13) 15. Other Object Class 13 Benefits 15a. USDH - Benefits for Former Employees 15b. DHFN - Benefits for Former Employees 15c. Voluntary Separation Incentive Pay (VSHF) 15d. Foreign National Separation Lubility Accural	0 326 25 351	348 24 372	0 352 25 377	0 32,662 1,781 34,443	0 123 0 123	0. 42 0 42	0 474 52 526	639 52 691	33,301 1,833 35,134	0 13,229 964 14,193	0 46,530 2,797 49,327	\$92,790 \$71,240 \$91,361	894,605 873,320 893,194	\$132,188 \$111,880 \$130,841	2,0% 2,9% 2,0%	40.5% 54.1% 41.2%

Operation and Maintenance, Defense-Wide				4	TOTAL CP	Security Coop VILIAN PER: OP-8B: OP-8 2018 Presiden (FY 2017	SONNEL CO (PB) t's Budget						Date: May	2017		
	Begin Strength	<u>b</u> End <u>Strength</u>	Σ FIEs	d Basic Comp	Overtime Pay	(S in Thousa  f Holiday  Pay	nds)  g Other O.C.11	e+f+g h Total Variables	d+h i Comp O.C.11	Benefits O.C.12/13	i+ j <u>k</u> Comp & Benefits	d/e  1 Basic Comp	i/c <u>m</u> Tetal <u>Comp</u>	Rates k/c n Comp & Benefits	h/d <u>g</u> % BC <u>Variables</u>	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	352	370	360	33,443	83	36	481	600	34,043	13,692	47,735	892,897	894,564	\$132,597	1.8%	40.9%
DI. US Direct Hire (USDH) DIs Senior Executive Schedule DIs General Schedule Dits Special Schedule DIs Mage System Die Highly Qualified Experts DI Other	328 252 76	355 	345 269 76	32,338 22,913 9,425	60 23	36 25 11	481 340 141	425 175	32,938 23,338 9,600	9.287 3,863	46,088 32,625 13,463	893.733 883.178 8124.013	\$95,472 \$86,758 \$126,316		1.9% 1.9% 1.9%	40.7% 40.5% 41.0%
D2. Direct Hire Program Foreign Nationals (DHFN)	24	1.5	15	1,105		1100			1,105	542	1,647	\$73,667	\$73,667	\$109,800	0.0%	49.0%
D3. Total Direct Hire  M4. Indirect Hire Foreign Nationals (HEFN)  Substant - Direct Funded Jexchades OC 139  D5. Other Object Class 13 Benefits  D5s. USDH - Benefits for Former Employees  D5s. DHFN - Benefits for Formet Employees  D5c. Voluntary Separation Incentive Pay (VSIP)  D5d - Foreign National Separation Lubblity Accutal	352 352	370 570	360	33,443 33,443	83	36	481	600	34,043 34,043	13,692	47,735 47,735	892.897 892.897	894,564 894,564	\$132,597 \$132,597	1,8%	40.9%
Reimbursable Funded Personnel (includes OC 13)	18	20	19	1.745	45	6	16	67	1.812	555	2,367	591,842	<u>895,368</u>	\$124,579	3.8%	31.8%
RI. US Direct Hire (USDH) R1s. Senior Executive Schedule R1s General Schedule R1s. Special Schedule R1d Wage System R1d Highly Qualified Experts R1C Other	18	20	19	1,745	45	6	16	67	1,812	555 555	2,367	891.842 891.842	895,368 895,368	\$124,579 3124,579	3.8%	31.8%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subtoat J. Rembursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5s. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. USDH - Benefits for Former Employees R5b. Voluntary Separation Incentive Pay VSBH? R5d. Foreign National Separation Lubbling Acceptal	18	20	19	1,745	45	6	16	67	1,812	555 555	2,367	89J,842 89J,842	395,368 395,368	\$124,579 \$124,579	3.8%	31.8%
Total Personnel (includes OC 13)	370	390	379	35,188	128	42	497	667	35,855	14,247	50,102	\$92,844	\$94,604	\$132,195	1.9%	40.5%
T1. US Direct Hire (USDH) T1s. Senior Executive Schedule T1b. General Schedule T1b. Special Schedule T1d. Wage System T1d. Wage System T1e. Highly Qualified Experts T1C Other	346 0 270 76 0 0	375 0 297 78 0 0	364 0 288 76 0 0	34,083 0 24,658 9,425 0 0	128 0 105 23 0 0	42 0 31 11 0 0	497 0 356 141 0 0	667 0 492 175 0 9	34,750 9 25,150 9,600 0 0	13,705 0 9,842 3,863 0 0	48,455 0 34,992 13,463 0 0	\$93,635 \$85,618 \$124,013	895,467 887,326 8126,316	\$133,118 \$121,500 \$177,145	2 0% 2 0% 1.9%	40.2% 39.9% 41.0%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HIFN) Substant - Fool Funded (sechnice OC 1/3) T5. Other Object Class 18 Benefits T5a, USDIT - Benefits for Foreir Employees T5b, DHFN - Benefits for Foreir Employees T5c, Voluntury Separation Incentive Pay (VSIP) T5d; Foreign National Separation Lubility, Accural	24 370 0 370	15 390 0 390	15 379 0 379	1.105 35,188 0 35,188	0 128 0 128	0 42 0 42	- 0 497 0 497	667 0 667	1,105 35,855 0 35,855	542 14.247 0. 14.247 0 0 0	1,647 50,102 0 50,102 0 0	\$73,667 392,844 \$92,844	\$73,667 \$94,604 \$94,604	\$109,800 \$132,195 \$132,195	0.0% 1.9% 1.9%	49.1% 40.5% 40.5%

Operation and Maintenance, Defense-Wide				. 4	TOTAL CP		t's Budget						Date: May	2017		
	Begin Strength	<u>b</u> End <u>Strength</u>	Σ FTEs	d Basic Comp	Overtime Pay	(S in Thousa  f  Holiday  Pay	ends)  R Other O.C.11	e+f+g h Total Variables	d+h i Comp O.C.H	Benefits O.C.12/13	i+j <u>k</u> Comp & Benefits	d/c 1 Basic Comp	i/c <u>m</u> Total <u>Comp</u>	Rates k/c B Comp & Benefits	h/d g % BC <u>Variables</u>	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	368	403	402	36,282	87	38	528	653	36,935	14,616	51,551	\$90,254	591,878	\$128,236	1.8%	40.3%
D1. US Direct Hire (USDH)  D1s. Senior Executive Schedule  D1b. General Schedule  D1c. Special Schedule  D1d. Wage System  D1e. Highly Qualified Experts  D1. Other	353 278 75	388 312 76	387 -312 -75	35,156 25,570 9,586	63 24	38 27 11	528 385 143	653 475 178	35,809 26,045 9,764	14,063 10,132 3,931	49,872 36,177 13,695	\$90.842 \$81.955 \$127.813	\$92,580. \$83,478 \$130,187	3128,868 \$115,952 \$182,600	1.9% 1.9% 1.9%	40.0% 39.6% 41.0%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) Substant - Direct Foundations under OC 137 Substant - Direct Foundations under OC 137 D5. Other Object Class 13 Rendire Employees D50. DHFN - Benefits for Founde Employees D50. DHFN - Benefits for Founde Employees D50. Voluntury Segustation Intentive Exp (VSIP) D54 Foreign National September Lubbiny Account	15 368 - 368	403 403	15 402 402	1,126 36,282 36,282	87	38	528 528	653	1,126 36,935 36,935	553 14,616 14,616	1,679 \$1,351 \$1,35/	\$75,067 \$90,254 \$90,254	\$75,067 891,878 891,878	\$111,933 \$128,236 - \$128,236	1.8%	49.1% 40.3% 40.3%
Reimbursable Funded Personnel (includes OC 13)	20	27	25	2,247	58	9	21	88	2,335	715	3,050	589,880	593,400	\$122,000	3.9%	31.8%
RI. US Direct litre (USDH)  R1 is Senior Executive Schedule R1b General Schedule R1c Special Schedule R1d Mage System R1d Mage System R1c Highly Qualified Experts R1C Other	20	27	25 25	2,247	58	9	21	NN NN	2,335	715	3,050	\$89,880	893,400 893,400	\$122,000 3122,000	3,9%	31.8%
R2. Direct Hire Program Foreign Nationals (BHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) R5. Other Object Class 13 Benefits R5. USDH - Benefits for Former Employees R5. USDH - Benefits for Former Employees R5. USDH - Benefits for Former Employees R5. USDH - Benefits for Former Employees R5. Usbinstay Separation Incentive Pay (VSHF) R5. Foreign National Separation Liabelity Acceptal	20	27	25	2,247 2,347	58: 58	9	21	SS RS	2,335 2,535	715	3,050 3,050	\$89,880 \$89,880	\$93,400 \$93,400	\$122,000 \$122,000	3,9% 3,9%	31.8% 31.8%
Total Personnel (includes OC 13)	388	430	427	38,529	145	47	549	741	39,270	15,331	54,601	\$90,232	891,967	\$127,871	1.9%	39.8%
T1. US Direct Hire (USDH) T1s. Senior Executive Schedule T1b. General Schedule T1s. Special Schedule T1d. Wage System T1d. Wage System T1e. Highly Qualified Experts T1C Other	373 0 298 75 0 0	415 0 339 76 0 0	412 0 337 75 0 0	37,463 0 27,817 9,586 0 0	145 0 121 24 0 0	47 0 36 11 0 0	549 0 486 143 0 0	741 0 563 178 0 0	38,144 0 28,380 9,764 0 0	14,778 0 16,847 3,931 0 0	\$2,922 0 39,227 13,695 0 0	\$80,784 \$82,543 \$127,813	892,583 884,214 8130,187	3128,451 3116,491 3182,600	2 0% 2 0% 1.9%	39.5% 39.0% 41.0%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HHFN) Substant - Total Funded (excluder DC 1/3) 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 Lubbins Accural	15 388 0 388	15 430 0 430	15 427 0 427	1,126 38,529 0 38,529	0 145 0 145	0. 47 0 47	0. 549 0. 549	741 0 741	1,126 39,270 0 39,270	553 15,331 0 15,331 0 0	1,679 54,601 0 34,601 0 0	\$75,067 \$90,232 \$90,232	\$75,067 \$91,967 \$91,967	8111,933 \$127,871 \$127,871	0.0% 1.9% 1.9%	49 1% 39 8% 39 8%

Operation and Maintenance, Defense-Wide					TOTAL CP	fense Security VILIAN PER: OP-8B: OP-8 2018 Presiden (FY 2016	SONNEL CO (PB) I's Budget	STS					Date: May	2017		
		<u>b</u>		ū		(\$ in Thousa		e+1+g	d + 1r	- 1	1+1	d/e	Ve m	Rates k/c	h/d	j/d
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	E Comp & Benefits	Basic Comp	Tetal Comp	Eomp & Benefits	% BC	% BC Benefits
Direct Funded Personnel (includes OC 13)	856	871	857	92,157	260	5	1,036	1,301	93,458	28,938	122,396	\$107,534	\$109,053	\$142,819	1.4%	31.4%
D1. US Direct Hire (USDH) D1a Senior Executive Schedule D1b. General Schedule D1c. Special Schedule	856 15 841	871 14 857	857 14 843	92,157 2,289 89,868	260 260	3	1.036 240 796	1,301 340 1,061	93,458 2,529 90,929	28,938 581 28,357	122,396 3,110 119,286	\$107,534 \$163,500 \$106,605	\$109,053 \$180,643 \$107,864	3142,819 \$222,143 \$141,302	1.4% 10.5% 1.2%	31.4% 25.4% 31.6%
D1d. Wage System D1e. Highly Qualified Experts- D1f. Other	1	į	3		1	1	3		1	-	9	ė		-	3	
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	856	871	857	92,157	260	5	1,036	1,301	93,458	28,938	122,396	8107.534	5109,053	8142,819	7.4%	31 4%
Subtout - Direct Funded Jezchules OC 13)  D5. Other Object Class 13 Benefits D5a USDH - Benefits for Former Employees D5b, DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP). D5d. Foreign National Separation Lability Accusal	856	K71	857	92,157	260	i	1.046	1,301	93,458	28,938	122,396	\$107,534	\$109,053	3142,819	1.4%	31.4%
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	.0	0	- 1	-	-		-
RI. US Direct Hire (USDH) R1s. Serior Executive Schedule R1b. General Schedule R1s. Special Schedule R1d. Wage System R1d. Highly Qualified Experts R1C Other	*******														100000	
R2. Direct Hire Program Foreign Nationals (BHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subinal - Reimbursable Funded [encludes 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 Acetual		÷	3	Š		1			-	1					130	
Total Personnel (includes OC 13)	856	871	857	92,157	260	5	1.036	1,301	93,458	28,938	122,396	\$107,534	\$109,053	\$142,819	1,4%	31.4%
Ti. US Direct Hire (USDH) Tils. Senior Executive Schedule Tils. General Schedule Tils. Special Schedule Tild. Wage System Tild. Wage System Tile. Highly Qualified Experts TIL Other	856 15 841 0 0 0	871 14 857 0 0	857 14 843 0 0 0	92,157 1 289 89,868 0 0 0	260 0 260 0 0 0 0	5 0 5 0 0	1,036 240 796 0 0 0	1,301 240 1,061 0 0 0	93,458 2,529 90,929 0 0	28,938 581 28,357 6 0	122,396 3,110 119,286 0 0 0	\$107,534 \$163,500 \$106,605	\$109,053 \$180,643 \$107,864	\$142,819 \$222,143 \$141,502	1.4% 10.5% 1,2%	31 4% 25.4% 31.6%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HIFN) Subtotal - Total Funded (excludes OC 18) T5. Other Object Class 13 Benefits T5a. USDI1- Benefits for Former Employees T5b. DHFN. Benefits for Former Employees T5c. Voluntury Separation Incentive Pay (VSII) T5d. Foreign National Separation Lubbithy Accural	856 0 856	871 0 871	0 857 0 857	92,157 0 92,157	0 260 0 260	0 5 0 3	1,036 0 1,036	0 1,301 0 1,301	93,458 0 93,438	28,938 0 28,938	122,396 0 122,396 0 0	\$107,534 \$107,534	\$109,053 \$109,053	\$142,819 \$142,819	1.4%	31,4% 31,4%

Operation and Maintenance, Defense-Wide					TOTAL CP	fense Security VILIAN PER: OP-8B: OP-8 2018 Presiden (FY 2017	SONNEL CO I (PB) I's Budget	STS				1	Date: May	2017		
						(S in Thousa	nds)	e+f+g	d+h		1+1	d/e	i/c	Rates k/c	h/d.	j/d
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pav	Holiday Pay	Other O.C.11	h Total Variables	1 Comp O.C.11	Benefits O.C.12/13	<u>k</u> Comp & Benefits	Basic Comp	m Tetal Comp	Eomp & Benefits	% BC <u>Variables</u>	½ BC Benefits
Direct Funded Personnel (includes OC 13)	871	889	859	91,172	264	5	1,053	1,322	92,494	29,909	122,403	\$106,137	\$107,676	\$142,495	1.5%	32.8%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule	871 14 857	889 14 875	859 14 845	91,172 2,525 88,647	264 264	5	1,053 244 809	1,322 244 1,078	92,494 2,769 89,725	29,909 590 29,319	122,403 5,359 (19,044	\$106,137 \$180,337 \$104,908	\$107,676. \$197,786 \$106,183	\$142,495 \$239,929 \$140,880	1,3% 9,7% 1,2%	32,8% 33,4% 33,7%
D1d. Wage System D1e. Highly Qualified Experts- D1f. Other	1	9	5	5	1	-	-	ė	1	į	-	1	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN)	871	889	859	91,172	264	* *	1,053	1,322	92,494	29,909	122,403	\$106.137	3107,676	8142,495	1.5%	32.8%
Sideonal - Direct Funded (exclude: OC 13)  D5. Other Object Class 13 Benefits D6a USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Recentive Pag (VSIP) D5d. Foreign National Separation Liability Accusal	871	889	859	91,172	284	š	1.053	1,322	92,494	29,9/19	122,403	8106,137	\$107,676	\$142,495	1.5%	82.8%
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-				-
RI. US Direct Hire (USDH)  R1a Senior Executive Schedule  R1b General Schedule  R1c Special Schedule  R1d Wage System.  R1d Highly Qualified Experts  R1f Other															100000	
R2. Direct Hire Frogram Foreign Nationals (BHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subtoual - Reemboursable Funded (see Audie OC 13) R5. Other Object Class 13 Benefits R5s. USDH - Benefits for Former Employees R5s. USDH - Benefits for Former Employees R5s. USDH - Benefits for Former Employees R5s. USDH - Smertis Advanced Control R5s (SSH) R5s (SSH) - Romerits for Former Employees R5s. USDH - Smertis Advanced Control R5s (SSH) R5s (SSH) - R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH) - R5s (SSH) R5s (SSH)		20			-		•	į	-		A Company of the Company					
Total Personnel (includes OC 13)	871	889	859	91,172	264	5	1.053	1,322	92,494	29,989	122,403	\$106,137	\$107,676	\$142,495	1.5%	32.8%
TI. US Direct Hire (USDII) TI:s. Senior Executive Schedule TIIs. General Schedule TI:s. Special Schedule TI:d Wage System TI:Highly Qualified Experts TI: Other	871 14 857 0 0 0	889 14 875 0 0	859 14 845 0 0 0	91,172 2,525 88,647 0 0	264 0 264 0 0 0	5 0 5 0 0	1,053 244 809 0 0 0	1,322 244 1,978 6 0 0	92,494 2,769 89,725 0 0	29,909 590 29,319 0 0	122,403 3,359 119,044 0 0 0		\$107,676 \$197,786 \$106,183	\$142,495 \$239,929 \$140,880	1.5% 9.7% 1.2%	32.8% 23.4% 33.1%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HIFN) Substant - Fool Funded (excludes OC 1/3) T5. Other Object Class 18 Benefits T5a. USDIT - Benefits for Former Employees T5b. DHFN. Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Lubility. Acceptal	871 9 87 <i>L</i>	889 0 889	0 859 0 859	91,172 94,172	0 264 0 263	0. 5 0 3	1,053 0 1,053	1,322 0 1,322	92,494 0 92,494	29,909 0, 29,909 0 0 0,000 0,000 0,000	0 122,403 0 122,463 0 0	\$106,137 \$106,137	\$107,676 \$107,676	\$142,495 \$142,495	1.5%	32.8% 32.8%

Operation and Maintenance, Defense-Wide					TOTAL CP	fense Security VILIAN PER: OP-8B: OP-3 2018 Presiden (FY 2018	SONNEL CO (PB) I's Budget	STS					Date: May	2017		
		<u>b</u>	Σ	ū	1	(\$ in Thousa	nds)	e+r+g	d + h	- 1	1+j	d/e	₩e m	Rates k/c n	h/d	j/d P
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday <u>Pay</u>	Other O.C.11	Total Variables	O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC Benefits
Direct Funded Personnel (includes OC 13)	889	987	877	93,954	268	5	1,080	1.353	95,307	30,713	126,020	\$107,131	\$108,674	\$143,694	1.4%	32.7%
DI. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule	889 14 875	907 14 893	877 14 863	93,954 2,607 91,347	268 268	3	1.080 248 832	1,353 248 1,105	95,307 2,855 92,452	30,713 632 30,081	126,020 3,487 122,533	\$107.131 \$180,214 \$105.848	\$108,674 \$203,929 \$107,129	3143,694 \$249,071 \$141,985	1.4% 9.5% 1.2%	32.7% 34.2% 32.9%
D1d. Wage System D1e. Highly Qualified Experts D1f. Other	\$	4	8		-	1	1		Ī	Š	-				-	
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN)	889	907	877	93,954	268	* *	1,080	1,353	95,307	30,713	126,020	8107,731	5108,674	\$143,694	7,4%	\$2.7%
Subtond - Direct Funded Jess Judics OC 13)  55. Other Object Class 13 Benefits D5s. USDH - Benefits for Former Employees D5s. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Towign National Sequention Liability Accutal	889	907	877	93,954	268	i	1,080.	1,353	95,307	AD 713	126,020	\$107,131	\$108,674	3143,694	1.4%	32.7%
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	- 1	-			
RI. US Direct Hire (USDH) RIa Senior Executive Schedule RIb General Schedule RIv Special Schedule RIV Special Schedule RIM Wage System RIV. Highly Qualified Experts RIV. Other			* 0 0 5 0 7												1000	
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subtoul - Reunbursubte Funded feechudes OC [3] R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Insertive Pay (VSIP) R5d. Foreign National Separation Liability Accural		77	3	Š	4	1	*		-							
Total Personnel (includes OC 13)	889	907	877	93,954	268	5	1,080	1,353	95,307	30,713	126,020	\$107,131	\$108,674	\$143,694	1.4%	32.7%
TI. US Direct Hire (USDH) This Senior Executive Schedule This General Schedule The Special Schedule Tild Wage System, The Highly Qualified Experts TIE Other	889 14 875 0 0 0	997 14 893 0 0	877 14 863 9 0 0	93,954 2,607 91,347 0 0 0	268 0 268 0 0 0 0	5 0 5 0 0	1,080 248 832 0 0 0	1,353 248 1,105 0 0 0	95,367 2,855 92,452 0 0	30,713 632 30,881 0 0	126,020 3,487 122,533 0 0 0	\$107,131 \$186,214 \$105,848	\$108,874 \$203,929 \$107,129	\$249,071	1 4% 9.5% 1,2%	32.7% 24.2% 32.9%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Fereign Nationals (HIFN) Substoal - Total Fundat (seehules OC 13) T5. Other Object Class 13 Benefits T5a. USDIT - Benefits for Former Employees T5b. DHFN. Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSHP) T5d. Foreign National Separation Lubbits, Accural	0 889 0 839	907 0 907	877 9 N77	93,954 0 93,954	0 268 0 268	0. 5 0 3	0 1,080 0 1,080	0 1,353 0 1,353	95,307 95,307	30,713 9. 30,713 0 0 0 0	0 126,020 0 126,020 0	\$107,131 \$107.131	\$108,674 \$108,674	\$143,694 \$143,694	1.4%	32.79 32.79

Operation and Maintenance, Defense-Wide					TOTAL CIT	Threat Redu VILIAN PER: OP-8B: OP-8 2018 Presiden (FY 2016	SONNEL CO (PB) I's Budget						Date: May	2017		
						(S in Thousa		e+f+g	d+h		1+1	d/e	Ve	Rates k/c	h/d	j/d
	Begin Strength	End Strength	FTEs	d Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	h Total <u>Variables</u>	Comp O.C.II	Benefits O.C.12/13	E Comp & Benefits	Basic Comp	m Total Comp	Eomp & Benefits	% BC Variables	% BC Benefits
Direct Funded Personnel (includes OC 13)	1.065	1,019	1,021	116,683	119	66	1,353	1.538	118,221	35,786	154,007	5114,283	\$115,789	\$150,839	1.3%	30.7%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule	1,065 1) 1,054	1.010 11 1.008	1,021 11 1,010	116,683 2,168 114,515	119	66	1,353 80 1,273	1,538 80 1,458	118,221 2,248 115,975	35,698 468 35,230	2,716 151,203	81 [4, 283 8197,091 8113,381	\$115,789 \$204,364 \$114,825	3150,753 \$246,909 \$149,706	1.3% 3.7% 1.3%	30.6% 21.6% 30.8%
D1d. Wage System D1e. Highly Qualified Experts- D1f. Other	0		-		1	-	3		1	-	Š		1		-	
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	1,065	1,019	1.021	116,683	119	66	1,353	1,538	118,221	35,698	153,919	8114.283	\$115,789	\$150,758	1.3%	30.6%
Subtonal - Direct Funded recolates Oct 181 D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees	1,065	1.019	7.021	116.683	.119	66	1,353	1,538	118,221	35,698 88	153,919. 88	8114,283	\$115,789	\$150,753	1, 3%	30.6%
D5c. Voluntary Separation Incentive Pay (VSIP)  D5d. Foreign National Separation Liability Accrual										88	88					
Reimbursable Funded Personnel (includes OC 13)	104	104	102	12,891	1	2	121	124	13,015	3,916	16,931	<u>\$126,382</u>	\$127,598	\$165,990	1.0%	30.4%
RI. US Direct Hire (USDH) R1a Senior Executive Schedule R1b General Schedule R1c Special Schedule R1d Wage System R1c Highly Qualified Experts R1c Other	104	104 1 103	101	12,891 175 12,716	1	2	121 9 112	124 g 115	13,015 184 12,831	3,916 52 3,864	16,931 236 16,695	\$126,382 \$175,000 \$125,901	\$127,598 \$184,000 \$127,040	\$165,990 \$236,000 \$165,297	1,0% 3,1% -0,9%	30.4% 29.7% 30.4%
R2. Direct Hire Frogram Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subinal - Rembarable Funded fewcludes OC 13) R5. Other Object Class 33 Benefits R5a. USDH - Benefits for Former Employees R5b. DiHN - Benefits for Former Employees R5c. Voluntary Separation Internet Pay (VSIP) R5d. Foreign National Separation Liability Accrual	104	104	102	12,891	1	2	121 121	124 /24	13,015	3,916	16,931 /6,937	\$126,382 \$126,382	\$127,598 \$127,598	\$165,990 \$165,990	1,0% 1,0%	30.4% 30.4%
Total Personnel (includes OC 13)	1,169	1,123	1,123	129,574	120	68	1.474	1,662	131,236	39,702	170,938	\$115,382	\$116,862	\$152,215	1.3%	30.6%
TI. US Direct Hire (USDH) TII. Senior Executive Schedule Tib. General Schedule Tib. Special Schedule Tid. Wage System Tig. Highly Qualified Experts TIE Other	1.169 12 1.157 0 0 0 0	1,123 (2 1,111 0 0 0	1,123 12 1,111 0 0 0	129,574 2,343 127,231 0 0 0	0 120 8 0 0	68 0 68 0 0 0	1,474 89 1,385 0 0 0	1,662 89 1,573 0 0 0	131,236 2,432 128,804 0 0 0	39,614 520 39,894 0 0	170,850 2,952 167,898 0 0 0	\$115,382 \$195,250 \$114,519	8116,862 \$202,667 \$115,935	\$152,137 \$246,000 \$151,123	1,3% 3,8% 1,2%	30 6% 22.2% 30.7%
12. Direct Hire Program Foreign Nationals (DHFN) 13. Total Direct Hire 14. Indirect Hire Foreign Nationals (HIFN) Subtotal - Total Funded (excludes OC 18) 15. Other Object Class 13 Benefits 15.a. USDII - Benefits for Former Employees 15.b. DHFN. Benefits for Former Employees 15.c. Voluntary Separation Incentive Pay (VSIII) 15.d. Foreign National Separation Lubility, Accural	1,169 0 1,169	0 1,123 0 1,123	1,123 0 1,123	129,574 0 129,574	0 120 0 120	0 68 0 68	0 1,474 0 1,474	0 1,662 0 1,662	131,236 0 131,236	39,614 9 39,614 88 0 0	0 170,850 0 170,850 88 0 0 88	\$115.382 \$115.382	\$116,862 \$116,862	\$152.137 \$152.137	1,3%	30.6% 30.6%

Operation and Maintenance, Defense-Wide					p.4	Threat Redu	.6.						Date: May	2017		
					TOTAL CI	VILIAN PER: OP-8B: OP-5 2018 Presiden (FV 2017	SONNEL CO (PB) t's Budget	STS								
		<u>b</u>	2	<u>a</u>		(S in Thousa	nds)	e+f+g h	d + h	- 1	1+j	d/e	Ve m	Rates k/c n	h/d g	j/d P
	Begin Strength	End Strength	FIES	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Tetal Comp	Comp & Benefits	% BC Variables	% BC Benefits
Direct Funded Personnel (includes OC 13)	1.073	1,072	1,052	120,092	258	62	1,628	1,948	122,040	35,506	157,546	\$114,156	\$116,008	\$149,759	1.6%	29.6%
D1. US Direct Hire (USDH) D1a Senior Executive Schedule D1b. General Schedule D1c. Special Schedule	1,073	1,072	1,052 14 1,006	120,092 2,528 113,939	258	62	1,628 126	1,948 126	122,040 2,654 115,706	35,506 559 33,887	157,546 3,213 149,593	\$114.156 \$180.571 - \$113.259	\$116,008 \$169,57) \$115,016	3149,759 \$229,500 \$148,701	1.6% 5.6%	29.6% 22.1% 29.7%
Did. Wage System Die. Highly Qualified Experts- Dif. Other	32	32	32	3,625	7	1	46	- 35	3,680	1,060	4,740	\$113.281	\$115,000		1.5%	29.2%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN)	1,073	1,072	1.052	120,092	258	62	1,628	1,948	122,040	35,506	157,546	8114.756	5116,008	8149,759	7.6%	29.6%
Subtonal - Direct Funded Jesculates (OC 13)  D5. Other Object Class 13 Benefits D5a (USDH) - Benefits for Former Employees D5b, DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accusal	1,073	1.072	1,052	120,092	258	62	1.628	1.948	172.040	33.506	157,546	\$114,156	\$116,008	\$149,759	1.6%	29.6%
Reimbursable Funded Personnel (includes OC 13)	104	147	140	18,069	1	1	188	190	18,259	5,365	23,624	\$129,064	\$130,421	\$168,743	1.1%	29.7%
RI. US Direct Hire (USDH) R1a Senior Executive Schedule R1b General Schedule R1c Special Schedule R1d Wage System R1c. Highly Qualified Experts R1f. Other	104	147 1 146	140 1 139	18,069 174 17,895	1	1	188 9 179 -	190	18,259 183 18,076	5,365 52 5,313	23,624 235 23,389	\$129,064 \$174,000 \$128,741	\$130,421 \$185,000 \$130,043	\$168,743 \$235,000 \$168,266	1.1% 5.2% 1.0%	29.7% 29.9% 29.7%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subbasi - Rembarsable Funded feechades OC [3] R5. Other Object Class 33 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Insertire Pay (VSIP) R5d. Foreign National Separation Liability Accrual	104	147	140	18,069	1	1	188	190	18,259	5,365 5,365	23,624	\$129,064 \$129,064	8130,421 8130,421	\$168,743 \$168,748	1.1% 1.1%	29.7% 29.7%
Total Personnel (includes OC 13)	1,177	1,219	1,192	138,161	259	63	1,816	2,138	140,299	40,871	181,170	\$115,907	\$117,701	\$151,988	1.5%	29.6%
TI. US Direct Hire (USDH) TI3. Senior Executive Schedule TI4. General Schedule TI4. Special Schedule TI4. Wage System TI4. Wage System TI5. Highly Qualified Experts TI5. Other	1,177 15 103 1,027 0 0 32	1,219 15 146 1,026 0 0 32	1,192 15 139 1,00n 0 32	138,161 2,702 17,895 113,939 0 0 3,625	259 0 1 251 0 0	63 0 1 60 0 0	1,816 135 179 1,456 0 0 46	2.138 135 181 1.767 0 0 55	140,299 2,837 18,076 115,706 0 0 3,680	40,871 611 5,313 33,887 0 0 1,060	181,170 3,448 23,389 149,593 0 0 4,740	\$115,007 \$180,133 \$128,741 \$113,259	\$117,70) \$189,133 \$130,043 \$115,016	\$151,988 \$229,867 \$168,266 \$148,701	1,5% 5,8% 1,0% 1,6%	29.6% 22.6% 29.7% 29.7%
12. Direct Hire Program Foreign Nationals (DHFN) 13. Total Direct Hire 14. Indirect Hire Foreign Nationals (HIFN) Subtotal - Total Funded (secholar OC 18) 15. Other Object Class 13 Benefits 15a. USDI - Benefits for Former Employees 15b. DHFN. Benefits for Former Employees 15c. Voluntury Separation Incentive Pay (VSH) 15d. Foreign National Separation Lubility Accural	1,177 0 1,177	0 1,219 0 1,219	1.192 0 1.192	138,161 9 138,161	0 259 0 259	0 63 0 63	0 1,816 0 1,876	0 2,138 0 2,138	140,299 0 140,299	40,871 0 40,871 0 9 0,871	0 181,170 0 181,170 0 0 0	\$113.907 \$115.907	\$117,701 \$117,701	\$151,988	1.5%	29.6% 29.6%

Operation and Maintenance, Defense-Wide					TOTAL CP	Threat Redu VILIAN PER: OP-8B: OP-8 2018 Presiden (FY 2018	SONNEL CO (PB) t's Budget						Date: May	2017		
	2	<u>b</u>	2	d	1	(\$ in Thousa	nds)	e+f+g	d + 1r	4	1+1 k	d/e	Ve m	Rates k/c n	h/d	j/d p
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC Benefits
Direct Funded Personnel (includes OC 13)	1,302	1,291	1,284	152,882	918	82	3,010	4,010	156,892	45,726	202,618	\$119,067	\$122,190	\$157,802	2.6%	29.9%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule	1,302 17 1,285	1.291 17 1.274	1,284 17 1,267	152,882 3,066 149,816	918 918	82	3,010 230 2,780	4.010 230 3.780	3,296 153,596	45,726 732 44,994	202,618 4,028 198,590	8119.067 8180.353 8118.245	\$122,190 \$193,882 \$121,228	3157,802 \$236,941 \$156,740	2.6% 7.3% 2.5%	29.0% 23.9% 30.0%
D1d. Wage System D1e. Highly Qualified Experts D1f. Other		1	8		1	1	1			ė	-	ė				
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN)	1,302	1,291	1,284	152,882	918	82	3.010	4,010	156,892	45,726	202,618	8119.067	3122,190	8157,802	2.6%	29 9%
Subtout - Direct Funded Jexcludes (OC 13)  D5. Other Object Class 13 Benefits D5a USDH - Benefits for Former Employees D5b. DEFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Lubinity Accutal	1,802	1,291	1.284	152 KN2	978	N2	3.070	4.010	156.892	43.726	202,618	8/19.067	\$122,190	\$157,802	2.6%	29 978
Reimbursable Funded Personnel (includes OC 13)	147	145	138	18,222	1	1	285	287	18,509	5,411	23,920	\$132,043	\$134,123	\$173,333	1.6%	29.7%
RI, US Direct Hire (USDH) R1a Senior Executive Schedule R1b General Schedule R1c Special Schedule R1d Wage System R1c Highly Qualified Experts R1C Other	147 1 146	145 1 144	138	18,222 184 18,038	1	1	285 14 271	287 14 273	18,509 198 18,311	5,411 55 3,356	23,920 253 23,667	\$132,043 \$184,000 \$131,664	\$134,123 \$198,000 \$133,657	\$175,333 \$253,000 \$172,752	7.6% 7.6% 7.5%	29.7% 29.9% 29.7%
R2. Direct Hire Frogram Foreign Nationals (BHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subious - Reumbursubbe Funded (recludes 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	147	145	138	18,222 18,222	1	1	285 285	287 287	18.509 18.509	5.411 5.411	23,920	\$132,043 \$132,043	\$134,123 \$134,123	\$173,333 \$173,333	1,6% 1,6%	29.7% 29.7%
Total Personnel (includes OC 13)	1,449	1.436	1,422	171,104	919	83	3,295	4,297	175,401	51,137	226,538	\$120,326	\$125,348	\$159,309	2,5%	29.9%
TI. US Direct Hire (USDII) Tas Semior Executive Schedule Tib. General Schedule Tib. Special Schedule Tid. Wage System. Tie. Highly Qualified Experts TIC Other	1,449 18 1,431 9 0 0	1,426- 18 1,418- 0 0 0	1,422 18 1,404 0 0 0	171,104 3,250 167,854 0 0 0	0 9 9 919 919	83 0 83 0 0 0	3,295 244 3,051 0 0 0	4,297 244 4,053 0 0	175,401 3,494 171,907 0 0 0	51,137 787 50,350 0 0	226,538 4,281 222,257 0 0 0	\$120,326 \$180,556 \$119,554	8123,348 5194,111 8122,441	\$159,309 \$237,833 \$158,303	2.5% 7.5% 2.4%	29.9% 24.2% 30.0%
17. Direct Hire Program Foreign Nationals (DHFN) 13. Total Direct Hire 14. Indirect Hire Foreign Nationals (HIFN) Substoal - Total Funded (secholes OC 18) 15. Other Object Class 13 Benefits 15a. USDH - Benefits for Former Employees 15b. DHFN - Benefits for Former Employees 15c. Voluntary Separation Incentive Pay (VSIP) 15d. Foreign National Separation Lubbithy Accural	1,449 0 1,439	1,436 0 1,436	0 1,422 0 1,422	171,164 0 171,104	a1a 0 a1a 0	0 83 0 83	3,295 0 3,295	0 4,297 0 4,297	175,401 0 175,401	51,137 0 51,137 0 0	0 226,538 0 226,538	\$120.326 \$120.326	\$123,348 \$123,348	\$159,309 \$159,309	2,5% 2,5%	29 9% 29 9%

Operation and Maintenance, Defense-Wide					TOTAL CP	onology Secur VILIAN PER: OP-8B: OP-8 2018 Presiden (FY 2016	SONNEL CO (PB) t's Budget						Date: May	2017		
	a Begin Strength	<u>b</u> End Strength	Σ FTEs	d Basic Comp	S Overtime Pay	(S in Thousa  f Holiday  Pay	nds)  g Other O.C.11	e+f+g h Total Variables	d + h i Comp O.C.11	Benefits O.C.12/13	i+ j <u>k</u> Comp & Benefits	d/e 1 Basic Comp	i/c <u>m</u> Total <u>Comp</u>	Rates k/c n Comp & Benefits	h/d g % BC <u>Variables</u>	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	129	123	123	17,390	40	0	405	445	17,835	5,104	22,939	\$141,382	\$145,000	5186,496	2.6%	29.4%
DI. US Direct Hire (USDH) DIs Senior Executive Schedule DIs General Schedule DIs, Special Schedule DIs, Mages System DIs, Highly Qualified Experts- DIF Other	129 2 127	123	123 2 121	17,390 392 16,998	40		405 30 375	448 30 415	17.835 422 17.413	5,104 89 5,015	22,939 511 22,428	\$141,382 \$195,000 \$140,479	\$145,600 \$211,000 \$143,909	3186,496 \$255,500 \$183,355	2.6% 7.7% 2.4%	29.4% 22.7% 29.3%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) Submat - Direct Funded [sex bales OC 13] D5. Other Object Class 13 Benefits D5s. USDH - Benefits for Former Employees D5s. DHFN - Benefits for Former Employees D5s. Voluntary Separation Incentive Pay (VSIP) D5d - Foreign National Separation Lubdity Accusal	129	123	123	17,390 17,390	40	1	405 - 405	445	17,835 17,835	5,104 5,104	22,939	\$141,382 \$141,382	\$145,000 \$145,000	\$186,496 \$186,496	2.6%	29.4% 29.4%
Reimbursable Funded Personnel (includes OC 13)	1	2	2	406	4	0	5	9	415	74	489	\$203,000	\$207,500	\$244,500	2.2%	18.2%
RI. US Direct Hire (USDH)  R1 a Senior Executive Schedule R1b General Schedule R1c Special Schedule R1d Wage System R1d Highly Qualified Experts R1C Other	π π	2	2	406 406	4		5		415	74	489 489	\$203,000 \$203,000	\$207,500 \$207,500	\$244,500 \$244,500	2.2%	18.2% 18.2%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Rabional - Recombinanthy Founded (recluder OC 13) R5. Other Object Class 13 Benefits R5 in USDH - Benefits for Former Employees R5 in USDH - Benefits for Former Employees R5 in USDH - Benefits for Former Employees R5 in USDH - Benefits for Former Imployees R5 in USDH - Stephen State Stephen Indianal State State R5 in USDH - Renefits for Former Employees R5 in USDH - Renefits for Format Indianal State R5 in USDH - Renefits for Format Indianal State R5 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH - R6 in USDH	7.	2	2	406	*	1	\$	9	415	74	489	\$203,000 \$203,000	\$207,500 \$207,500	\$244.500) \$244.500)	2,2%	18.2% 18.2%
Total Personnel (includes OC 13)	136	125	125	17,796	- 44	0	410	454	18,250	5,178	23,428	\$142,368	\$146,900	\$187,424	2.6%	29.1%
TI. US Direct Hire (USDII) Tia. Senior Executive Schedule Tib. General Schedule Tib. Special Schedule Tid. Wage System Tid. Wage System Tit. Highly Qualified Experts TIC Other	136 2 134 0 0 0	125 2 123 0 0 0	125 2 123 0 0 0	17,796 392 17,404 0 0 0	44 0 44 0 0 0	0 0 0 0	410 30 380 0 0 0	454 30 424 0 0 0	18,250 422 17,828 0 0 0	5,178 89 5,089 0 0	23,428 511 22,917 0 0 0	\$142.368 \$196,000 \$141.496	\$146,000 \$211,000 \$144.943	\$187,424 \$255,500 \$186,317	2.6% 7.7% 2.4%	29.1% 22.7% 29.2%
T2. Birect Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HIFN) Substant - Total Funda (accludes CC 18) T5. Other Object Class 18 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN. Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d Foreign National Separation Lubility. Acceptal	0 136 0 136	0 125 0 125	0 125 0 125	0 17,796 0 17,796	0 44 6 44	D	0 410 0 410	0 454 0 454	18,250 0 18,250	5.178 9 5.178 0 9 9 0	0 23,428 0 23,428 0 0 0	\$142.368 \$142.368	\$146,000 \$146,000	\$187,424 \$187,424	2.6% 2.6%	29.1% 29.1%

Operation and Maintenance, Defense-Wide						onology Secur VILIAN PER: OP-8B: OP-8 2018 Presiden (FY 2017	SONNEL CO (PB) t's Budget						Date: May	2017		
	2	<u>b</u>	2	ū	1	(\$ in Thousa	ĸ	e + f + g <u>h</u>	d + h 1	i	1+) <u>k</u>	d/e	i/c m	Rates k/c <u>n</u>	h/d <u>u</u>	j/d P
	Begin Strength	End Strength	FTEs	Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total <u>Variables</u>	O.C.11	O.C.12/13	& Benefits	Basic Comp	Total Comp	& Benefits	% BC Variables	% BC Benefits
Direct Funded Personnel (includes OC 13)	129	131	131	18,526	30	15	367	412	18,938	8,137	24,075	\$141,420	\$144,565	\$183,779	2.2%	27.7%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule	129 2 127	131 2 129	131 2 129	18,526 398 18,128	30	15	367 30 337	412 30 382	18,938 428 18,510	5,137 91 5,046	24,075 519 23,556	\$141.420 \$199,000 \$140.527	\$144,563 \$214,000 \$143,488	\$183,779 \$259,500 \$182,605	2.2% 7.5% 2.1%	27.7% 27.8% 27.8%
Did. Wage System Die. Highly Qualified Experts Dif. Other	1	1	8	8	1	-	1	à			9	į				
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN)	129	131	131	18,526	30	15	367	412	18,938	5,137	24,075	\$141,420	8144,565	8183,779	2.2%	27.7%
Subtout - Direct Funded [zecludes OC 13]  10.5 Other Object Class 13 Benefits D5a USDH - Benefits for Former Employees D5b. DEFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Tovelop National Separation Lubinity Accutal	129	100	1.01	18,526	30	15	467	412	18,938	\$ 137	24,075	8141 420	8144 568	3183,779	2.2%	27.7%
Reimbursable Funded Personnel (includes OC 13)	1	3	3	583	25	5	84	114	697	199	896	<u>\$194,333</u>	\$232,333	\$298,667	19.6%	34.1%
RI, US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1c. Highly Qualified Experts R1f. Other	3	3	3	583	25 25	5	84	114 114	697	199	896 896	\$194,333 \$194,333	\$232,333 \$232,333	\$298,667 \$298,667	79.6% 79.6%	34.1%
R2. Direct Hire Program Foreign Nationals (BHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subtoul - Reumburable Funded (rectuder 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 Accural	a y	3	3	583 583	25 25	5	84	114 114	697 697	199 799 	896	\$194,333 \$194,333	8232,333 8232,333	\$298,667 \$298,667	19.6% 19.6%	34.1% 34.1%
Total Personnel (includes OC 13)	132	134	134	19,109	55	20	451	526	19.635	5,336	24,971	\$142,604	\$146,530	\$186,351	2.8%	23.9%
TI. US Direct Hire (USDH) This Senior Executive Schedule This General Schedule The Special Schedule Tid Wage System The Highly Qualified Experts TIC Other	132 2 130 9 0 0	134 2 132 0 0 0	134 2 132 0 0 0	19,109 398 18,711 0 0 0	55 0 55 0 0 0	20 0 20 0 0 0 0	451 30 421 0 0 0	526 30 496 0 0	19,635 428 19,207 0 0	5,336 91 5,245 0 0	24,971 519 24,452 0 0 0	\$142,604 \$199,000 \$141,750	8146,530 5214,000 5145,508	\$186,351 \$259,500 \$185,242	2,8% 7,5% 2,7%	27 9% 22 9% 28 0%
72. Direct Hire Program Foreign Nationals (DHFN) 13. Total Direct Hire 14. Indirect Hire Foreign Nationals (HIFN) Substoal - Total Funded (secholace OC 18) 15. Other Object Class 13 Benefits 15a. USDH - Benefits for Former Employees 15b. DHFN. Benefits for Former Employees 15c. Voluntary Separation Incentive Pay (VSHP) 15d. Foreign National Separation Lubbithy Accural	132 0 132	134 0 134	0 134 0 134	19,109 0 19,109	0 55 0 55	0 20 0 20	451 0 45)	526 0 526	19,635 0 19,635	5,336 9, 5,336	24,971 0 24,971 0 0 0	\$142,604 \$142,604	\$146,530 \$146,530	\$186,351 \$186,351	2.8%	27.9% 27.9%

Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth   Strongth																
		i.								4				k/c		
	Begin	End		Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	Comp	% BC	% BC Benefits
Direct Funded Personnel (includes OC 13)	129	129	129	18,757	40	0	422	462	19,219	5,141	24,360	\$145,403	\$148,984	\$188,837	2.5%	27.4%
D1b. General Schedule D1c. Special Schedule	2	127	2	412	-	1	28 394	28	440 18,779	104 5.037	544	8205,000	\$220,000	\$272,000	6.8%	27.4% 25.2% 27.5%
Die. Highly Qualified Experts-	1	8	3	8	1	1		ē	1			1				
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indicate Hire Payable Nationals (HHFN)	129	129	129	18,757	40		422	462	19,219	5,141	24,360	8145,403	8148,984	\$188,837	2.5%	27.4%
Subtonal - Direct Funded (excludes OC 18)  D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP)	129	129	129	18,797	40	1	422	462	19.219	3.141	24,360	8145,403	\$148,984	\$188,837	.2.5%	27.4%
Reimbursable Funded Personnel (includes OC 13)	.1	3	3	424		0	51	58	482	177	659	\$141,333	\$160,667	\$219,667	13.7%	41.7%
RI. US Direct Hire (USDH)  R1a Senior Executive Schedule R1b General Schedule R1c Special Schedule R1d Wage System R1d Wage System R1c Highly Qualified Experts R1f Other	3 3 5	3	3	424 424	7		3)	5N	482 482	177 177 - - -	659	\$141,333 \$141,333	\$160,667 \$160,667	\$219,667 \$219,667	13.7%	41.7%
R2. Direct Hire Frogram Foreign Nationals (BHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subioual - Resubsariable Funded (see Audie OC 13) R5. Other Object Class 13 Benefits R5a. USDH- Benefits for Former Employees R5b. DHFN- Benefits for Former Employees R5b. DHFN- Benefits for Former Employees R5b. USDH- Stephenson Incentive Pay (VSIP) R5d. Foreign National Separation Lubelity Neermal	a y	3	3	424 424	7		51	58 -58	482	177 177 	659	\$141,333 \$141,333	\$160,667 \$160,667	\$219,667 \$219,667	13,7% 13,7%	41.7% 41.7%
Total Personnel (includes OC 13)	132	132	132	19,181	47	0	473	520	19,701	5,318	25,019	\$145,311	\$149,250	\$189,538	2,7%	27.7%
TI. US Direct Hire (USDH) TIs. Senior Executive Schedule TIs. General Schedule TIs. Special Schedule TId. Wage System TId. Wage System TIE Highly Qualified Experts TIC Other	132 2 130 0 0 0 0	(32 2 (30 0 0 0	132 2 130 0 0 0	19,181 412 18,769 0 0 0	47 0 47 6 0 0	0 0 0 0	473 28 445 0 0 0	520 28 492 0 0	19,701 440 19,261 0 0 0	5,318 104 5,214 0 0	25,019 544 24,475 0 0 0		8149,250 5220,000 \$148,162	\$189,538 \$272,000 \$188,269	2.7% 6,8% 2.6%	27.7% 25.2% 27.8%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HIFN) Substant - Fool Funded (excluder OC 1/3) T5. Other Object Class 18 Benefits T5a. USDIT - Benefits for Former Employees T5b. DHFN. Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Lubbity Acceptal	(32 0 132	132 0 132	132 0 /32	19,181 0 19,181	0 47 0 47	0	0 473 0 473	520 0 520	19,791 0 19,701	5.318 9 5.318 0 0 0	25,019 0 25,019 0 0 0	\$145.311 \$145.311	\$149,250 \$149,250	\$189,538 \$189,538	2,7%	27.7% 27.7%

Operation and Maintenance, Defense-Wide					TOTAL CI	onal Defense VILIAN PER: OP-8B: OP-8 2018 Presiden (FY 2016	SONNEL CO (PB) t's Budget	STS					Date: May	2017		
						(S in Thousa	nds)	e+f+g	d + h		1+1	d/e	Ve.	Rates k/c	h/d	j/d
	Begin Strength	b End Strength	FTEs	d Basic Comp	Overtime Pay	f Holiday <u>Pay</u>	Other O.C.11	<u>h</u> Total Variables	i Comp O.C.11	Benefits O.C.12/13	k Comp & Benefits	1 Basic Comp	m Tetal Comp	n Comp & Benefits	% BC Variables	% BC Benefits
Direct Funded Personnel (includes OC 13)	382	384	377	39,671	0	0	820	820	40,491	11,655	52,146	\$105,228	\$107,403	\$138,318	2.1%	29.4%
DI, US Direct Hire (USDH)	382	384	377	39,671			820	820	40,491	11,555	52,046	\$105,228	\$107,403	3/38,033	2.1%	29.7%
D1a Senior Executive Schedule D1b General Schedule	-	205	203	17,409	-	-	441	441	17,850	4,972	-		887.931		2.5%	28 6%
DIv. Special Schedule	202	205	203	17,409			441	441	17,850	4,972	22,822	\$83.759	887,937	\$112,424	2,3%	28 609
D1d. Wage System	-11	9	9	505	1	-	7	8	505	154	659	\$56,111	856,111	873,222	0.0%	30.5%
D1c. Highly Qualified Experts D1f. Other	169	170	165	21,757	1	-	379	379	22,136	6,429	28,565	\$131,861	\$134,158	\$173,121	1.7%	29.5%
D2. Direct Hire Program Foreign Nationals (DHFN)																
D3. Total Direct Hire	382	384	377	39,671			820	820	40,491	11,555	52,046	\$105,228	\$107,403	\$138,053	2.7%	29.7%
D4. Indirect Hire Foreign Nationals (IHFN) Subtonal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits	382	384	377	19.671	Ť	Ĩ	820	820	40,497	17.555	32,046 100	8105,228	\$1.07,403	\$138,053	2.1%	29.1%
D5s. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP)										100	100					
D5d. Foreign National Separation Liability Accrual																
Reimbursable Funded Personnel (includes OC 13)	93	87	79	11,512	0	0	284	284	11,796	3,425	15,221	\$145,722	\$149,316	<u>\$192,671</u>	2.5%	29.8%
RI, US Direct Hire (USDH)	93	87	79	11,512	1.0	100	284	284	11,796	3,425	15,221	8/45,722	3149,316	\$192,671	2,5%	29.8%
R1a. Senior Executive Schedule R1b. General Schedule	30	29	24	4,152		-	108	108	4,260	1,301	5,561	\$173,000	\$177,500	3231,708	2.6%	31.8%
R1c: Special Schedule	100	-	-			10.0		-	-	-	-	-	-	-	-	
R1d. Wage System R1e. Highly Qualified Experts			-	165	-	1	-	3	165		165	-		-	0.0%	0.0%
R.I.F. Other	62	58	55	7.195	-	-	176	176	7.371	2,124	9,495	\$130,818	\$134,018	\$172.636	2.4%	29.5%
R2. Direct Hire Program Foreign Nationals (DHFN)	835	3	4	2.1	- 1	4.				5.7		1	-	- X		
R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN)	93	87	79	11,512	11		284	284	11,796	3,425	15,221	8145,722	\$149,316	\$192.671	2,5%	29.8%
Subiotal - Reimbursable Funded (excludes OC 13)	93	87	79	71,512	100		284	284	11.796	3,425	15,221	8145,722	8149,316	3192,671	2.5%	29.8%
R5a. USDH - Benefits for Former Employees											~					
R5b. DHFN - Benefits for Former Employees										-	- 64					
R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual										-	- 3					
	- 100		150						72.3e2	17.000	(2.242					20.50
otal Personnel (includes OC 13)	475	471	456	51,183	0	0	1,104	1,104	52,287	15,080	67,367	\$112,243		-	2.2%	29.5%
F1. US Direct Hire (USDH) T1a. Senior Executive Schedule	475	471	456	51,183	0		1,104	1,104	52,287	14,980	67,267	\$112,243	8114,664	\$147,315	2,2%	29.30
T1b. General Schedule	232	234	227	21,561	0	0	549	549	22,110	6,273	28,383	894.982	897.401	\$125,035	2,5%	29.7%
Tte Special Schedule Ttd. Wage System	9	0	9	505	0	0	0	0	505	154	659	856.111	856,117	873,222	0.0%	30.35
Tie Highly Qualified Experts	1	0	0	165	0	0	0	9	165	134	165	830,111	300,111	0/3,442	0.0%	0.0%
TIE Other	231	228	220	28,952	0	0.	555	555	29,507	8,553	38,060	\$131,600	\$134,123	\$173,000	7.9%	29.5%
2. Direct Hire Program Foreign Nationals (DHFN)	- 0	0	0	0	0	0	0	0	- 0	0	0					
F3. Total Direct Hire F4. Indirect Hire Foreign Nationals (HIFN)	475	471	456	51,183	- 0	. 0	1,104	1,104	52,287	14,980	67,267	\$112,243	3114,664	3147,315	2.2%	29.39
Subtotal - Total Funded (excludes OC 13)  15. Other Object Class 13 Benefits  T5a. USDM - Benefits for Former Employees  T5b. DHFN - Benefits for Former Employees	475	471	456	51,183			1,104	1,104	52,287	14,980 100 0	67,267 100 0	8112.243	\$114,664	8147,515	2.2%	29.35
T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual										100	100					

Operation and Maintenance, Defense-Wide					TOTAL CI	onal Defense VILIAN PER OP-8B: OP-3 2018 Presiden (FY 2017	SONNEL CO (PB) t's Budget	STS					Date: May	y 2017		
	1					(\$ in Thousa		10.0	N.					Rates		
	Begin Strength	b End Strength	<u>r</u> <u>FIEs</u>	d Rasic Comp	Overtime Pay	f Holiday <u>Pay</u>	<u>g</u> Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d+h i Comp O.C.11	Benefits O.C.12/13	i+j k Comp & Benefits	d/e 1 Basic Comp	m Total Comp	k/c <u>n</u> Comp & Benefits	h/d g % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	2	-	1.2	2	2
DI. US Direct Hire (USDH) DIs Senior Executive Schedule DIS General Schedule DIs, Special Schedule DId. Wage System Die Highly Qualified Experts. DIT Other		action for the	0.00	0.111.011.0		1	1	410000000		The section of the	A 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1					
D.D. Direct Hire Program Foreign Nationals (BHFN) D. India Direct Hire D. Indirect Hire Foreign Nationals (HHFN) Substand-Tower Funder Incubates (OC 18) DS. Other Object Class 13 Renefits DS. USBN - Benefits for Former Employees DS. USBN - Benefits for Former Employees DS. USBN - Substantian Encounter Pay (VSIP) DSd - Foreign National Separation Exability Accusal		1		3	-	1 1 1	1	3	-						3	
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-			
RI. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System. R1d. Wage System. R1c. Highly Qualified Experts R1f. Other			* 0 0 5 0 7 0												1000	
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subioual - Resubscrauble Founded (see Audie OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. Voluntary Separation Incentive Pay (VSHP) R5d. Foreign National Separation Liabelity Accural		7	8	2	-	1	1		-		Total Control				9	
Total Personnel (includes OC 13)	9	0	9	0	0	0	0	0	0	0	0					
Ti. US Direct Hire (USDH) Tia. Senior Executive Schedule Tib. General Schedule Tib. Special Schedule Tid. Wage System Tid. Wage System Tie. Highly Qualified Experts TIC Other	0 0 0 0 0	0 0 0 0	0 0 0 0 0	0 0 0 0	0 0 0 0 0	0 0 0 0	n 0 0 0	0.00	0 0 0 0	0 6 0 0	0 0 0 0 0					
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HIFN) Substant - Food Funded (excluder OC 1/3) T5. Other Object Class 18 Benefits T5a. USDIT - Benefits for Former Employees T5b. DHFN Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Lubbiny Accord	- 0	0	0	0	- 0	D . D	0	- 0	. a	0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0					

Operation and Maintenance, Defense-Wide	Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Authority   Auth															
								1						Rates		
	Begin	End		Basic	Overtime	Holiday	Other	<u>h</u> Total	i Comp	Benefits	<u>k</u> Comp	1 Basic	<u>m</u> Total	k/c n	% BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	2	-	1.2	2	
DI. US Direct Hire (USDH)  DIs Senior Executive Schedule  DIs General Schedule  DIs Special Schedule  DId. Wage System  DIe Highly Qualified Experts.  DIF. Other.		A to the total	Con 1 1 1 1 1			-	9			ACCOUNT OF		0.000				
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) D5. Other Object Class 13 Benefits D5. Other Object Class 13 Benefits D5. USDH. Benefits for Former Employees D50. DHFN. Benefits for Former Employees D50. DHFN. Benefits for Former Employees D50. DHFN. Misendi Sopration Incontive Yu (VSIP) D54. Foreign National Sopration Lability Accusal		1	-	ž		4 8 6 2	1		-						3	
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-			-
RI. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System. R2c. Highly Qualified Experts R1f. Other								0 0 0 0 0 0 0							1000	
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subioual - Resubscrauble Founded (see Audie OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. Voluntary Separation Incentive Pay (VSHP) R5d. Foreign National Separation Liabelity Accental		7	8	2	-	1	2		-		Total Control				9	
Total Personnel (includes OC 13)	9	0	9	0	0	0	0	0	0	0	0	- :				- 2
TI. US Direct Hire (USDH) TIs. Senior Executive Schedule TIb. General Schedule TIb. Special Schedule TId. Wage System TId. Highly Qualified Experts TIC Other	0 0 0 0 0 0 0 0	0 0 0 0	0 0 0 0 0	0 0 0 0	0 0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0 0 0	0 0 0 0	0 6 0 0	0 0 0 0 0 0 0 0					
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HIFN) Substant - Fool Funded (excludes OC 1/3) T5. Other Object Class 18 Benefits T5a. USDIT - Benefits for Former Employees T5b. DHFN Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Lubbiny Accural	0	0	0	- 0	0	D -	0 - n	0	. 0	0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0			-		

Operation and Maintenance, Defense-Wide					TOTAL CP	of Economic VILIAN PER; OP-8B: OP-8 2018 Presiden (FY 2016	SONNEL CO (PB) t's Budget	STS					Date: May	2017		
<u> </u>	a Begin Strength	<u>b</u> End Strength	S FIEs	d Basic Comp	S Overtime Pay	(S in Thousa  f Holiday  Pay	nds)  g Other O.C.11	e+f+g h Total Variables	d+h i Comp O.C.11	Benefits O.C.12/13	i+ j <u>k</u> Comp & Benefits	d/c <u>I</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c n Comp & Benefits	h/d g % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	38	38	38	4,424	0	0	50	50	4,474	1,319	5,793	\$116,421	\$117,737	\$152,447	1.1%	29.8%
DI. US Direct Hire (USDH) Dis Senor Executive Schedule Dis General Schedule Dis, Special Schedule Did, Wage System Die Highly Qualified Experts. Dif. Other	38	38	38	4.424 175 4.249			50	50	4,474 175 4,299	1,319 52 1,267	5,793 227 5,566	\$116,421 \$175,000 \$114.838	\$117,737 \$175,000 \$116,189	3152,447 \$227,000 \$150,432	1.1% 0.0% 1.2%	29.8% 29.7% 29.8%
D2. Direct Hire Program Foreign Nationals (DHFN)																
D3. Total Direct Hire  D4. Indirect Hire Foreign Nationals (HFN) Subvant - Direct Funded Jexchaler OC 139  D5. Other Object Class 13 Benefits D5s USDH - Benefits for Former Employees D5s. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d - Foreign National Separation Lubbility Accusal	38	.48	38	4,424	000	1	50	50 70	4,474	1,319	5,793 5,793	\$116,421 \$116,421	\$117,737 \$117,737	8152,447 8152,447	1.1%	29.8%
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-			-
R1. US Direct Hire (USDH) R1 a Senior Executive Schedule R1b General Schedule R1c Special Schedule R1d Wage System R1d Wage System R1c Highly Qualified Experts R1f Other			* 0 1 1 0 1 0				* * * * * * * * * * * * * * * * * * * *			* 1 * 1 * 1 * 4						
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Tetal Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subsidal - Resubsidanthe Funded (excluder OC [3]) R5. Other Object Class 13 Benefits R5s. USDH - Benefits for Former Employees R5s. USDH - Benefits for Former Employees R5s. Voluntary Separation Incentive Pay VISHP R5d Foreign National Separation Liabelity Accural		2	3	3	-		1		-							
Total Personnel (includes OC 13)	38	38	38	4,424	0	0	50	50	4.474	1,319	5,793	\$116,421	\$117,737	\$152,447	1.1%	29.8%
TI. US Direct Hire (USDII) TI.s. Senior Executive Schedule Tib. General Schedule Tib. Special Schedule Tid. Wage System Tid. Wage System Tie Highly Qualified Experts TIC Other	38 1 37 0 0 0	38 1 37 0 0 0	38. 1 37 0 0	4,424 175 4,249 0 0 0	0 0 0 0	0 0 0 0	50 0 50 0 0 0	50 0 50 0 0 0	4,474 175 4,299 0 0 0	1,319 52 1,267 6 0 0	5,793 227 5,566 0 0 0	\$116,421 \$175,000 \$114,838	\$117,737 \$175,000 \$116,189	3152,447 \$227,000 \$150,432	1.1% 0.0% 1.2%	29.8% 29.7% 29.8%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HIFN) Substant - Total Funded (excluder OC 18) T5. Other Object Class 18 Benefits T5a. USDIT - Benefits for Former Employees T5b. DHFN. Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Lubility Accural	0 38 0 38	38 0 38	0 38 0 38	0 4,424 0 4,424		D - D	50 0 50	0 50 0 50	0 4.474 0 4.474	0 1,319 0 1,319	0 5,793 0 5,793 0 0 0	\$116,421 \$116,421	\$117,737 \$117,737	-	1,1%	29.8% 29.8%

Operation and Maintenance, Defense-Wide					TOTAL CP	of Economic VILIAN PER OP-8B: OP-3 2018 Presiden (FY 2017	SONNEL CO (PB) t's Budget	STS					Date: May	2017		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>S</u>	d Basic Comp	S Overtime Pay	(S in Thousa  f Holiday  Pay	g Other O.C.11	e+f+g h Total Variables	d + h i Comp O.C.11	Benefits O.C.12/13	i+ j <u>k</u> Comp & Benefits	d/e 1 Basic Comp	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp & Benefits	h/d g % BC <u>Variables</u>	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	38	38	38	4,786	0	0	14	14	4,720	1,200	5,920	\$123,842	\$124,211	\$155,789	0.3%	25.5%
DI. US Direct Hire (USDH) DIs Senior Executive Schedule DIs General Schedule DIs Special Schedule DIs Mage System DIe Highly Qualified Experis DIF Other	38 1 37	38	38	4,706 173 4,533			14	14	4,720 173 4,547	1,200 42 1,158	5,920 215 5,705	3123.842 8173.000 8122.314	8124,211 8173,000 8122,892	\$155,789 \$215,000 \$154,189	0.3% 0.0% 0.3%	25 3% 24 3% 25 3%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) Substant - Direct Funded [sex-bales OC 139 D5. Other Object Class 13 Benefits D5s. USDH - Benefits for Former Employees D5s. DHFN - Benefits for Formet Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d Foreign National Separation Liability Accurail	38	38	38	4.706 4.706	1	- 1 1	14	14	4,720 4,720	1,200 ) 2//0	5,920 5,920	8123,842 8123,842	8/24,2/1 8/24,2/1	\$155,789 \$155,789	0.3%	25.3% 25.3%
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	- 1		
RI. US Direct Hire (USDH) R1a Senior Executive Schedule R1b General Schedule R1c Special Schedule R1d Wage System R1c Highly Qualified Experts R1C Other		* * * * * * * * * * * * * * * * * * * *														
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subioual - Resubsavable Funded (excluder OC 13) R5. Other Object Class 13 Benefits R5s. USDH - Benefits for Former Employees R5s. USDH - Benefits for Former Employees R5s. USDH - Benefits for Former Diployees R5s. Valuntary Separation Incentive Pay (VSHP) R5d. Foreign National Separation Liabelity Accural		14 14 14	3	3		1	4		-					-	-	
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%
TI. US Direct Hire (USDI) TIA. Senior Executive Schedule Tib. General Schedule Tib. Special Schedule Tid. Wage System Tie. Highly Qualified Experts TIC Other	38 1 37 0 0 0 0	38 1 37 0 0 0	38 37 0 0 0	4,706 173 4,533 0 0 0	0 0 0 0	0 0 0 0	14 0 14 0 0 0	14 0 14 0 0 0	4,720 173 4,547 0 0	1,200 42 1,158 0 0	5,920 215 5,705 0 0 0	\$123,842 \$173,000 \$122,514	\$124,211 \$173,000 \$122,892	\$155,789 \$215,000 \$154,189	0.3% 0.0% 0.3%	25.5% 24.3% 25.3%
T2. Birect Hire Program Foreign Nationals (BHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HIFN) Substant - Total Funded (excludes CC 18) St. Other Object Class 13 Benefits T5a. USDI1- Benefits for Former Employees T5b. DHFN. Benefits for Former Employees T5c. Voluntury Separation Incentive Pay (VSH) T5d. Foreign National Separation Lubility Accurad	0 38 0 38	38 0 38	0 38 0 38	4,706 0 4,706	- 0	0	0 14 0 14	0 14 0 <i>U</i>	4,720 4,726	0 1,200 9 1,200	0 5,920 0 5,920 0	8123.842 8123.842	\$124,211 \$124,211	\$155,789 \$155,789	0.3%	25.5% 25.5%

Operation and Maintenance, Defense-Wide					TOTAL CIV	of Economic VILIAN PER: OP-8B: OP-8 2018 Presiden (FY 2018	SONNEL CO (PB) I's Budget	STS					Date: May	2017		
	a Begin Strength	<u>b</u> End <u>Strength</u>	S FTEs	d Basic Comp	S Overtime Pay	(S in Thousa  f Holiday  Pay	nds)  g Other O.C.11	e+f+g h Total Variables	d+h i Comp O.C.II	Benefits O.C.12/13	i+j <u>k</u> Comp & Benefits	d/e  1 Basic Comp	i/c <u>m</u> Total <u>Comp</u>	Rates k/c n Comp & Benefits	h/d g % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	38	38	38	4,403	0	0	200	200	4,603	1,400	6,003	\$115,868	<u>\$121,132</u>	\$157,974	4.5%	31.8%
D1. US Direct Hire (USDH)  D1s. Senior Executive Schedule  D1b. General Schedule  D1d. Wage System  D1d. Wage System  D1e. Highly Qualified Experts.  D1f. Other	38	38	38	4,463 174 4,229			14 186	200 )4 186 ÷	4,603 188 4,415	1,400 158 1,242	6,003 346 5,657	\$115,868 \$174,000 \$114,297	\$121,182 \$188,000 \$119,324	3157,974 \$346,000 \$152,892	4.5% 8.0% 4.4%	31,8% 9a.8% 29.4%
D2. Direct Hire Program Foreign Nationals (DHFN)																
D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) Subtout-Direct Funded Jexchales (DC 18) D5. Other Object Class 33 Benefits D5a. USDH. Benefits for Former Employees D5b. DHFN. Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accusal	38	38	38	4,403	9		200	200	4,603	1,400 / 4//0 - - -	6,003	8115.NAN 8115.NAN	\$121,132 \$121,132	\$157,974 \$157,974	4.5%	31.8% 31.8%
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0			- 1	- 4	
R1. US Direct Hire (USDH) R1a Senior Executive Schedule R1b General Schedule R1c Special Schedule R1d Wage System R1d Wage System R1c Highly Qualified Experts R1f Other												-				
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) R5. Subioual - Resubsavable Founder Oct 133 R5. Other Object Class 13 Benefits R5s. USDH - Benefits for Former Employees R5s. USDH - Benefits for Former Employees R5s. USDH - Benefits for Former Employees R5s. Voluntary Separation Incentive Pay VSBH   R54 Foreign National Separation Lubblery Acceptal			3	3		1	-		-					-		
Total Personnel (includes OC 13)	38	38	38	4,403	0	0	200	200	4,603	1,400	6,003	\$115,863	\$121,132	\$157,974	4.5%	31.8%
T1. US Direct Hire (USDH) T1s. Senior Executive Schedule T1b. General Schedule T1b. Special Schedule T1d. Wage System T1d. Wage System T1e Highly Qualified Experts T1C Other	38 1 37 0 0 0	38 1 37 0 0	38. 1 37 0 0 0	4,403 174 4,229 0 0 0	0 0 0 0 0	0 0 0 0	200 14 186 0 0 0	200 14 188 0 0 0 0	4,603 188 4,415 0 0 0	1,400 158 1,242 0 0 0	6,003 346 5,657 0 0 0	\$115,868 \$174,000 \$114,297	8121,132 5188,000 5179,324	\$157,074 \$346,000 \$152,892	4 5% 8.0% 4.4%	31 8% 90 8% 29 4%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HIFN) Substant - Total Funded (excluder OC 13) T5. Other Object Class 13 Benefits T5a. USDH. Benefits for Former Employees T5b. DHFN. Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d Foreign National Separation Lubbits, Accural	0 38 0 38	38 0 38	0 38 0 38	4,403 0 4,403	0	D - D	0 200 0 200	200 G 200	4,603 0 4,603	0 1,400 9 1,400 0	6,003 0 6,003 0 0 0	\$112.868 \$115.868	\$121,132 \$121,132	\$157,974 \$157,974	4,5%	31.8% 31.8%

Operation and Maintenance, Defense-Wide					TOTAL CP	e of Secretary VILIAN PER: OP-8B: OP-8 2018 Presiden (FY 2016	SONNEL CO I (PB) I's Budget	STS					Date: May	2017		
	<u>a</u> Begin Strength	<u>b</u> End Strength	S FTEs	d Basic Comp	S Overtime Pay	(S in Thousa  f Holiday  Pay	nds) g Other O.C.11	e+f+g h Total Variables	d+h i Comp O.C.11	Benefits O.C.12/13	i+j <u>k</u> Comp & Benefits	d/e  1 Basic Comp	i/c <u>m</u> Total <u>Comp</u>	Rates k/c n Comp & Benefits	h/d g % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	1.809	1.778	1,847	268,527	<u>77</u>	2	9,294	9,378	277,905	77,733	355,638	\$145,385	\$150,463	\$192,549	3.5%	28.9%
DI. US Direct Hire (USDH) Dis. Senior Executive Schedule Dib. General Schedule Dic. Special Schedule Did. Wage System Die. Highly Qualified Experis. Dif. Other	1,809 262 1,537 2 8	1,778 238 1,537 2	1,847 265 1,558 2 22	268,527 41,199 224,337 98 2,893	77 16 61	, 7 , 6 , .	9,294 2,635 6,642	9,378 2,635 6,664 62 87	277,905 43,834 231,001 160 2,910	77,365 10,965 65,883 42 475	355,270 54,799 296,884 202 3,385	\$145,385 \$155,468 \$143,990 \$49,000 \$131,500	\$150,463 \$165,471 \$148,268 \$80,000 \$132,273	3192,350 \$296,789 \$190,555 \$101,000 \$153,864	3.5% 6.4% 3.0% - 63.3% 0.6%	28.8% 26.6% 29.4% 42.9% 16.4%
D2. Direct Hire Program Foreign Nationals (DHFN)					110	- 0										
D3. Total Direct Hire  D4. Indirect Hire Foreign Nationals (HHFN) Substant - Direct Funded lexislates OC 139  D5. Other Object Class 13 Benefits D5s. USDH - Benefits for Former Employees D5b. DEFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d - Foreign National Separation Lubbility Accusal	1,809	1,778	1.847	268,527 268,527	77	7	9,294 9,294	9,378 9,378	277,905 277,905	77.365 37.365 368 368	385,270 335,270 368	\$145,385 \$145,385	\$150,463 \$150,463	\$192,350 \$192,350	3.5%	28.8% 28.8%
Reimbursable Funded Personnel (includes OC 13)	0	0	ш	1,465	1	0	350	351	1.816	290	2,106	\$133,182	\$165,091	\$191,455	24.0%	19.8%
RI. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d Wage System. R1d. Wage System. R1c. Highly Qualified Experts R1f. Other			n m	1,465	1		350	351 351	1,816	290 290 	2,106	\$133,182 \$133,182	\$165,091 \$165,091	3191,455 3191,455	24.0%	19.8%
R2. Direct Hire Frogram Foreign Nationals (DHFN) R3. Tetal Direct Hire R3. Tetal Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subioual - Rembursable Founder (ox-lunder OC 13) R5. Other Object Class 13 Benefits R5s. USDH - Benefits for Former Employees R5s. USDH - Benefits for Former Employees R5s. USDH - Benefits for Former Employees R5s. Voluntary Separation Incentive Fay (VSHP) R5d Foreign National Separation Lubbling Acceptal	i	1. 2. 3.	u M	1,465	1	-	350 350	351 351	1.816 1.816	290 290	2,106	\$133,182 \$143,182	\$165,091 \$165,091	\$191,455 \$191,455	24.6% 24.6%	19.8%
Total Personnel (includes OC 13)	1.809	1,778	1,858	269,992	78	2	9,644	9,729	279,721	78,023	357,744	\$145,313	\$150,550	\$192,543	3,6%	28.9%
TI. US Direct Hire (USDH) TIs. Senior Executive Schedule TIb. General Schedule TIb. Special Schedule TId. Wage System TId. Wage System TIE. Highly Qualified Experts TIC Other	1,809 262 1,537 0 2 8 0	1,778 238 1,537 0 2 1	1,858 265 1,569 0 2 22 0	269,992 41,199 225,802 0 98 2,893	78 0 17 0 61 0	7 0 6 0 0	9,644 2,635 6,992 0 1 16	9,729 2,635 7,015 0 62 17 0	279,721 43,834 232,817 0 160 2,910 0	77,655 10,965 66,173 0 42 475	357,376 54,799 298,990 0 202 3,385	\$145,313 \$155,468 \$143,915 \$49,000 \$131,300	\$150,550 \$165,411 \$148,386 \$80,000 \$132,273	\$192,344 \$206,789 \$190,561 \$101,000 \$153,864	3.6% 6.4% 3.1% 63.3% 0.6%	28.8% 26.6% 29.3% 42.9% 16.4%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HIFN) Subtotal - Total Funded (secholace OC 13) T5. Other Object Class 13 Benefits T5a. USDI1 - Benefits for Former Employees T5b. DHFN. Deedsifts for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Lubility. Accural	1,809 0 1,809	0 1,778 0 1,778	0 1,858 0 1,858	269,992 0 269,992	0 78 6 78	0. 7 0 7	9,644 0,9,644	0 9,729 0 9,729	279,721 0 279,721	77,655 0 77,655 368 0 0	357,376 0 357,376 368 0 0 368	\$145,313 \$145,313	\$130,550 \$150,550	3192,344 3192,344	3.6%	28.8% 28.8%

Operation and Maintenance, Defense-Wide					TOTAL CP	of Secretary VILIAN PER: OP-8B: OP-8 2018 Presiden (FY 2017	SONNEL CO (PB) t's Budget	STS					Date: May	2017		
	<u>a</u> Begin Strength	b End Strength	2 FTEs	d Basic Comp	S Overtime Pay	(S in Thousa  f Holiday  Pay	g Other O.C.11	e+f+g h Total Variables	d+h i Comp O.C.11	Benefits O.C.12/13	i+j <u>k</u> Comp & Benefits	d/e 1 Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d g % BC Variables	j/d P % BC 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%
DL US Direct Hire (USDH)  Dla Senior Executive Schedule  Dlb General Schedule  Dlc. Special Schedule  Dld. Wage System  Dle. Highly Qualified Experts.  Dl. Other	1,806 238 1,537 - 2 1 28	1,860 238 1,592 	1,846 238 1,578 2 3 25	264,385 41,427 217,923 - 140 150 4,745	46 46	94 94	15,189 1,147 10,769 - - - 3,273	18,329 1,287 10,769	279,714 42,714 228,692 140 150 8,018	76,230 11,928 56,603 	349,944 54,642 285,295 140 231 9,636	\$143,220 \$174,063 \$138,101 \$70,000 \$50,000 \$189,800	8151,524 8179,471 8144,925 870,000 850,000 8320,720	\$189,569 \$229,588 \$180,795 \$70,000 \$77,000 \$385,440	5.8% 5.7% 4.9% 0.0% 0.0%	26.6% 28.8% 26.0% 26.0% 54.0% 34.0%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HFN) Subtanal - Direct Funded [excludes OC 13)	1,806	1,860	1.846	264,385 264,385	46	94	15,189	15,329 75,329	279,714	70,230	349,944 349,944	8143,220 8143,220	\$151,524 \$151,524	\$189,569	5.896	26.6%
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										500	500					
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	- 2	- :		
RI. US Direct Hire (USDH) RIa. Senior Executive Schedule RIb. General Schedule RIv. Special Schedule RIv. Special Schedule RId. Wage System RIv. Highly Qualified Experts RI. Other		* * * * * * * * * * * * * * * * * * * *	* 0 0 0 0 0 0		1	-						-			100000	
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subtional - Reunbuseable Funded fexcludes OC [3] R5. Other Object Class 13 Benefits R5. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. Other Separation Intentive Pay (VSIP) R5d. Foreign National Separation Liability Accusal			3	Š	1	1									1	
Total Personnel (includes OC 13)	1.806	1,860	1,846	264,385	46	94	15,189	15,329	279,714	79,730	350,444	\$143,220	\$151,524	\$189,840	5,8%	26.8%
TI. US Direct Hire (USDII) Tas. Senior Executive Schedule Tals. General Schedule Tals. Special Schedule Tals. Special Schedule Tald. Wage System Tale. Highly Qualified Experts TIE Other	1,806 238 1,537 0 2 1	1,860 238 1,592 0 2 3 25	1,846 238 1,578 0 2 3 25	264,385 41,427 217,923 0 140 150 4,745	46 46 0 0 0 0	94 94 0 0 0	15,189 1,147 10,769 0 0 0 3,273	15,329 1,287 10,769 0 0 0 3,273	279,714 42,714 228,692 0 140 150 8,018	70,230 11,928 56,603 0 0 81 L(618	349,944 54,642 285,295 0 140 231 9,636	\$183,220 \$174,063 \$138,101 \$70,000 \$50,000 \$189,800	8151,524 5179,471 8144,925 870,000 850,000 8320,720	\$189,569 \$229,588 \$180,795 \$70,000 \$77,000 \$385,440	5,8% 3,1% 4,9% -0,0% 0,0% 69,0%	26.6% 28.8% 26.0% 0.0% 54.0% 34.0%
17. Direct Hire Program Fureign Nationals (DHFN) 13. Total Officet Hire 14. Indirect Hire Foreign Nationals (HIFN) Substoal - Total Funded (secholes OC 13) 15. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees 15b. DHFN - Benefits for Former Employees 15c. Voluntary Separation Incentive Pay (VSHP) 15d. Foreign National Separation Lubility, Accural	1,806 0 1,306	0 1,869 0 1,860	1,846 0 1,846	264,385 0 264,385	0 46 0 46	0 94 0 94	0 15,189 0 15,189	0 15,329 0 15,329	279,714 0 279,714	70,230 9 70,230 500 0 0 500	349,944 0 349,944 500 0 0 500	\$143.220 \$143.220	8)31,524 8151,524	\$189,569 \$189,569	5,8%	26.6% 26.6%

Operation and Maintenance, Defense-Wide						e of Secretary							Date: May	2017		
					TOTAL CI	OP-8B: OP-8 OP-8B: OP-8 O18 Presiden (FV 2018	SONNEL CO I (PB) I's Budget	STS								
		<u>b</u>	2	d	1	(S in Thousa		e+f+g h	d + h	- 41-	1+) k	d/e	Ve m	Rates k/c n	h/d g	j/d P
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Tetal Comp	Comp & Benefits	% BC Variables	% BC Benefits
Direct Funded Personnel (includes OC 13)	1.823	1,820	1,801	287,974	843	84	7,171	8,098	296,072	70,540	366,612	\$159,897	\$164,393	\$203,560	2.8%	24.5%
D1. US Direct Hire (USDH) D1a Senior Executive Schedule D1b: General Schedule D1c. Special Schedule	1,823 262 1,537	1,820 262 1,534	1,801 265 1,512	287,974 45,863 239,032	843 789	84	7.171 3.040 4.114	8,098 3,040 4,987	296,072 -48,903 -244,019	68,546 12,362 55,659	364,618 61,265 299,678	\$159,897 \$173,068 \$158,090	\$164,393 \$184,540 \$161,388	8202,453 8231,189 8198,200	2.8% 6.6% 2.1%	23.8% 27.0% 23.3%
D1d. Wage System D1e. Highly Qualified Experts D1f. Other	22	22	2 22	140 2,939	54	1	16	53 16	195 2,955	43 482	238 3,437	\$70,000 \$133,591	\$97,500 \$134,318	\$119,000 \$156,227	39,3% 0.5%	30.7% 16.4%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HFFN)	1,823	1,820	1.801	287,974	843	84	7.171	8,098	296,072	68,546	364,618	8159,897	5164,393	8202,458	2.8%	23.8%
Silvitoral - Direct Funded feechales OC 13) D5. Other Object Class 13 Benefits D5a USDH - Benefits for Former Employees D5b, DHFN - Benefits for Former Employees	1,823	1.820	1,801	287,974	848	84	7.171	8,098	296,072	1,994	364,618 1,994	\$159,N97	\$164,393	\$202,453	-2.8%	23.8%
D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual										1,494	1,994					
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-		- 4
RI. US Direct Hire (USDH) R1a Senior Executive Schedule R1b General Schedule R1c Special Schedule R1d Wage System R1c. Highly Qualified Experts R1f. Other												-			0.000	
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN)	ż		8	0		4	-			- 1	3	-		1	- (3	
Subtoual - Reunbassable Funded (recludet OC 13)  RS. Other Object Class 13 Benefits  RS. Other Object Class 13 Benefits  RS. USDH- Benefits for Former Employees  RSb. USDH- Benefits for Former Employees  RSb. Voluntary Separation Incentive Pay (VSIP)  RSd. Foreign National Separation Liability Accrual		2				•	•		-				-			
Total Personnel (includes OC 13)	1,823	1.820	1,801	287,974	843	84	7,171	8,098	196,072	70,540	366,612	\$159,897	\$164,393	\$203,560	2.8%	24.5%
T1. US Direct Hire (USDH) T1s. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System, T1d. Wage System, T1c. Highly Qualified Experts T1C. Other	1,823 262 1,537 0 2 22	1,826 262 1,534 0 2 22	1,801 265 1,512 0 2 22 27	287,974 45,863 239,032 0 140 2,939	843 0 789 0 54 0	84 0 84 0 0	7,171 3,040 4,114 0 1 16	8,098 3,040 4,987 0 55 16	296,072 48,903 244,019 0 198 2,955	68,546 12,362 55,659 0 43 482	364,618 61,265 299,678 0 238 3,437	\$159,897 \$173,068 \$158,090 \$70,000 \$133,391	\$164,393 \$184,540 \$161,388 \$97,500 \$134,318	\$202,453 \$231,189 \$198,200 \$119,000 \$156,227	2.8% 6.6% 2.1% 39.3% 0.5%	23.8% 27.0% 23.3% 30.7% 16.4%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	1,823	1,820	1,801	287,974	843 0	84 0	7,171	0 8,098	296,072	68,546	364,618	\$159,897	\$164,393	3202,453	.2,8%	23.8%
T4. Indirect Hire Foreign Nationals (IIIFN) Substant - Total Funded (sechular OC 13) T5. Other Ohject 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 Lubility Accusal	1,823	1,826	1,801	287,974	. K43	84	7,171	0 8,098	296,072	0 68.546 1,994 0 0 1,994	364,618 1,994 0 0 1,894	\$159.897	\$164,393	3202,453	2.8%	25.8%

Operation and Maintenance, Defense-Wide					TOTAL CI	ecial Operatio VILIAN PER: OP-8B: OP-8 2018 Presiden (FY 2016	SONNEL CO I (PB) I's Budget						Date: May	2017		
						(\$ in Thousa	nds)	e+f+g	d + N		1+1	d/e	Ve	Rates k/c	h/d	i/d
	Begin Strength	End Strength	S FTEs	d Basic Comp	Overtime Pay	f Holiday <u>Pay</u>	Other O.C.11	h Total Variables	Comp O.C.11	Benefits O.C.12/13	k Comp & Benefits	1 Basic Comp	m Total Comp	E Benefits	% BC	P % BC Benefits
Direct Funded Personnel (includes OC 13)	6.224	6,334	6,334	541,731	13,110	1,383	13,837	28,330	579,061	165,757	735,818	\$85,527	\$90,000	\$116,170	5.2%	30.6%
DI. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule	6,224 9 5,966	6,334 9 5,994	6,334 10 5,971	541,731 1,623 518,392	13,110 12 12,871	1,383	13.837 136 12,512	28,330 148 26,752	570,061 1,769 545,144	165,690 469 157,041	735,751 2,238 702,185	.885.327 8162,100 \$86.818	890,000 8176,900 891,299	3/16,759 \$223,800 \$117,599	5.2% 9.1% 5.2%	30.6% 28.9% 30.3%
D1d. Wage System D1e. Highly Qualified Experts- D1f. Other	249	331	353	21,718	227	14	1.189	1,430	23,148	8,180	31,328	\$61.324	865,575	\$88,748	6.6%	37.7%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN)	6,224	6,334	6.334	541,731	13,110	1,383	13,837	28,330	570,061	165,690	735,751	385,527	\$90,000	\$110,759	5.2%	30.6%
Subtout - Direct Funded [excluder OC 13]  10.5 Other Object Class 13 Benefits D5a USDH - Benefits for Former Employees D5b. DEFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Torogen National Separation Lubinity Accutal	6,224	6,534	6,334	541,711	13.110	1.383	13.847	28,330	\$70,061	763.690 67 67	735,751 67 67	885 527	890,000	\$116,159	7.2%	306%
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0				- 1	
RI, US Direct Hire (USDH) R1a Senior Executive Schedule R1b General Schedule R1c Special Schedule R1d Wage System R1c Highly Qualified Experts R1f Other															0 0 0 0 0	
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subioual - Reembursable Founded (excluder OC 13) R5. Other Object Class 13 Benefits R5a USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. USDH - Sternits for Former Employees R5b. Total R5a R5a R5a R5a R5a R5a R5a R5a R5a R5a		**	- 8	Š		1	1		-							
Total Personnel (includes OC 13)	6,224	6,334	6,334	541,731	13,110	1,383	13,837	28,330	570,061	165,757	735,818	\$85,527	\$90,000	\$116,170	5.2%	30.6%
TI. US Direct Hire (USDII) TIL. Senior Executive Schedule Tile. General Schedule Tile. Special Schedule Tile. Special Schedule Tild. Wage System Tile. Wighty Qualified Experts TIL Other	6,224 9 5,866 0 249 0	6,334 .9 5,994 .0 .331 .0	6,334 10 5,971 0 353 0	541,731 1,621 518.392 0 21,718 0	13,110 12 12,871 0 227 0	1,383 0 1,369 0 14 0	13,837 136 12,512 0 1,189 0	28,330 148 26,752 0 1,430 0	570,061 1,769 545,144 0 23,148 0	165,690 469 157,041 6 8,180 0	735,751. 2,238 702,185 0 31,328 0	\$85,527 \$162,100 \$86,818 \$61,524	\$90,000 \$176,900 \$91,299 \$65,573	3116,159 \$223,800 \$117,599 \$88,748	5 2% 9 1% 5,2% 6.6%	30 6% 28.9% 30.3% 37.7%
72. Direct Hire Program Fureign Nationals (DHFN) 13. Total Direct Hire 14. Indirect Hire Fareign Nationals (HIFN) Subrotal - Total Fundat (sechnics OC 13) 15. Other Object Class 13 Banefits 15a. USDH - Benefits for Former Employees 15b. DHFN - Benefits for Former Employees 15c. Voluntary Separation Incentive Pay (VSHP) 15d. Foreign National Separation Lubility Accural	6,224 0 6,224	6,334 0 6,334	6,334 0 6,334	541,731 0 541,731	13,110 0 13,110	0 1,383 0 1,383	13,837 0 13,837	28,330 0 28,330	570,061 0 370,061	165,690 165,690 67 67 67	735,751 6 735,751 67 67 67 0	\$85.527 \$85.527	\$90,000 \$90,000	\$116,159 \$116,159	3.2% 5.2%	30.6% 30.6%

Operation and Maintenance, Defense-Wide					TOTAL CIT	ecial Operation VILIAN PER: OP-8B: OP-8 2018 Presiden (FY 2017	SONNEL CO (PB) I's Budget						Date: May	2017		
		- b	2	<u>u</u>	1	(\$ in Thousa	nds)	e+f+g	d + 1r	i	1+1 k	d/e	i/c m	Rates k/c n	h/d	j/d P
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total <u>Variables</u>	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC Benefits
Direct Funded Personnel (includes OC 13)	6,599	6,599	6,220	599,550	14,184	1,253	0	15,437	614,987	136,834	751,821	596,391	\$98,873	\$120,872	2.6%	22.8%
D1. US Direct Hire (USDH) D1a Senior Executive Schedule D1b. General Schedule	6,599 9 6,326	6,599 9 6,326	6,220 9 5,947	599,550 1,532 569,897	13,353	1,253	3	18,437 14,594	614,987 1,532 584,491	136,834 495 128,096	751,821 2,027 712,587	896,391 8170,222 893,829	\$98,873 \$170,322 \$98,283	3120,872 8225,222 8119,823	2.6% 0.0% 2.6%	22,8% 32,3% 22,5%
DIc. Special Schedule DId. Wage System DIe. Highly Qualified Experts DIF Other	264	264	264	28,121	831	12		843	28,964	8,243	37,207	\$100,519	\$109,712	\$140,936	3.0%	29.3%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	6,599	6,599	6,220	599,550	14,184	1,253		15,437	614,987	136,834	751,821	596.397	898,873	\$120,872	2.6%	22.8%
D4. Indirect Hire Foreign Nationals (HEN) Subtoud - Divert Funded Recludes OC 13) D5. Other Object Class 13 Renefits D5s. USDH - Benefits for Former Employees D5o. DIFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Toreign National Separation Lability Accutal	n,399	6.599	6,220	599.550	14,184	1,253	2	15,437	614,987	136.834	731,821	896 397	898,873	3120,872	2.6%	22.8%
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-		-
RI. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1c. Highly Qualified Experts R1f. Other														1		
R2. Direct Hire Program Foreign Nationals (BHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subinal - Reimbursable Funded fewcludes 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 Acetual		*	3	S		1	-		-			3			-	
Total Personnel (includes OC 13)	6,599	6,599	6,220	599,550	14,184	1,253	9	15,437	614,987	136,834	751,821	596,391	\$98,873	\$120,872	2.6%	22.8%
TI. US Direct Hire (USDH) Ta. Senior Executive Schedule Tib. General Schedule Tib. Special Schedule Tid. Wage System Tid. Highly Qualified Experts TIC Other	6,326 9 6,326 9 264 0	6,599 9 6,326 0 264 0	6.220 9 5.947 0 264 0	599,550 1,532 569,897 0 28,121 0	14,184 0 13,353 0 831 0 0	1,253 0 1,241 0 12 0	0 0 0 0	15,437 0 14.594 0 843 0	614,987 1,532 584,491 0 28,964 0	136,834 495 128,096 0 8,243 0	751,821 2,027 712,587 0 17,207 0	\$96,391 \$170,222 \$95,829 \$106,519	898,873 \$170,222 \$98,283 \$109,712	\$120,872 \$225,222 \$119,823 \$140,936	2.6% 0.9% 2.6% 3.0%	22.8% 32.3% 22.5% 29.3%
12. Direct Hire Program Foreign Nationals (DHFN) 13. Total Direct Hire 14. Indirect Hire Foreign Nationals (HIFN) Subtotal - Total Funded (excludes OC 18) 15. Other Object Class 13 Benefits 15.a. USDII - Benefits for Former Employees 15.b. DHFN. Benefits for Former Employees 15.c. Voluntary Separation Incentive Pay (VSIII) 15.d. Foreign National Separation Liability Accural	6,599 0 0,599	6,599 0 6,599	6,220 0 6,220	599,550 0 599,550	14,184 0 14,183	1.253 0 1.253	0 - 0	15,437 0 15,437	614,987 0 614,987	136.834 0 136.834	751,821 0 751,821 0 0 0 0	596,391 596,391	\$98,873 \$98,873	\$120,872 \$120,872	2.6% 2.6%	72.8% 22.8%

Operation and Maintenance, Defense-Wide				- 5	TOTAL CIT	ecial Operation VILIAN PER: OP-8B: OP-8 2018 Presiden (FY 2018	SONNEL CO (PB) I's Budget						Date: May	2017		
	ā Begin Strength	<u>b</u> End Strength	<u>s</u>	d Basic Comp	Overtime Pay	(S in Thousa  f Holiday  Pay	nds) E Other O.C.11	e+f+g h Total Variables	d+h i Comp O.C.H	Benefits O.C.12/13	i+j <u>k</u> Comp & Benefits	d/e 1 Basic Comp	i/c m Total Comp	Rates k/c <u>B</u> Comp & Benefits	h/d g % BC <u>Variables</u>	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	6,623	6,623	6,424	539,917	16,170	1,262	9,740	27,172	567,089	190,305	757,394	\$84,047	\$88,277	\$117,901	5.0%	35.2%
DI. US Direct Hire (USDH) Dia Senior Executive Schedule Dib General Schedule Dix Special Schedule Did Wage System Die Highly Qualified Experts- Dif Other	6,623 9 6,349 265	6,623 9 6,349 265	6,424 9 6,159 256	\$39,917 1,585 517,552 20,780	16,170 15,910 260	1,262	9,740 183 8,181 1,376	27,172 183 25,340 1,649	567,089 1,768 542,892 22,429	190,235 630 178,602 11,003	757,324 2,398 721,494 33,432	\$84.047 8176,111 \$84.032 \$81,172	\$88,277 \$196,444 \$88,146 \$87,613	\$117,890 \$266,444 \$117,145 \$130,594	3.0% 11,5% 4.9% - 7.9%	35.2% 39.7% 34.3% 52.9%
D2. Direct Hire Program Foreign Nationals (DHFN)												-				
D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) Subtout - Direct Funded [excludes OC 18] D5. Other Object Class 33 Benefits D5a USDH - Benefits for Former Employees D5b. USDH - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d Foreign National Separation Lubbiny Accettal	6,623	6,623	6,424	539,917 539,917	16,170	1,262	9,740	27.172 27.172	567,089 567,089	190,235 190,235 70 70	757,324 737,324 70 10	\$84.047 \$84.047	888,277 888,277	\$117,890 \$117,890	5,0%	35.2% 35.2%
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-		- 4	-
R1. US Direct Hire (USDH) R1a Senior Executive Schedule R1b General Schedule R1c Special Schedule R1c Wage System R1c Highly Qualified Experts R1f Other									**************************************							
R.D. Direct Hire Program Foreign Nationals (DHFN) R.1. Total Direct Hire R.1. Indirect Hire Foreign Nationals (HHFN) Substant Sensiburatols Founded (secludes OC 18) R.5. Other Object Class 13 Benefits R.5a. USDH—Benefits for Founte Employees R.5b. UBDN—Benefits for Founte Employees R.5b. UBDN—Sheefits for Founte Employees R.5b. Usbury National Separation Inacutive Pay VISHP R.5d. Foreign National Separation Lubelity Acceptal	į		8	3				ż				3			19	
Total Personnel (includes OC 13)	6,623	6,623	6,424	539,917	16,170	1,262	9,740	27,172	567,089	190,305	757,394	\$84,647	\$88,277	\$117,901	5.0%	35.2%
Ti. US Direct Hire (USDI) Tia. Senior Executive Schedule Tib. General Schedule Tib. Special Schedule Tid. Mage System. Tig. Highly Qualified Experts TIC Other TIC Other	6,623 9 6,349 0 265 0 0	6,623 9 6,349 0 265 0	6,424 9 6,159 0 256 0 0	539,917 1,585 517,552 0 20,780 0	16,170 0 15,910 0 260 0	1,262 0 1,249 0 13 0	9,746 183 8,181 0 1,376 0 0	27.172 183 25.340 0 1.649 0	567,089 1,768 542,892 0 22,429 0	196,235 636 178,602 6 11,003	757,324 2,398 721,494 0 13,432 0	\$84,047 \$176,111 \$84,032 \$81,172	\$88,277 \$196,444 \$88,146 \$87,613	3117,890 \$266,444 \$117,145 3130,394	5,0% 11.5% 4,9% 7,9%	35,2% 39,7% 34,3% 52,9%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HHFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits	6,623 0 6,623	6,623 0 6,623	6,424 0 6,324	539,917 0 539,917	16,170 0 16,170	1,262 0 1,262	9,740 9,740	27.172 0 27.172	567,089 0 367,089	190,235 0 190,235 70	757,324 0 757,324 70	\$84,047 \$84,047	\$88,277 \$88,277	\$117,890 \$117,890	5.0%	35.2% 35.2%
T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Insentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual										70 9 41 0	70 0 0					

Operation and Maintenance, Defense-Wide						The Joint S VILIAN PER OP-8B: OP-2 2018 Presiden (FY 2016	SONNEL CO I (PB) I's Budget	STS					Date: May	2017		
						(\$ in Thousa	nds)	e+f+g	d+1r		1+1	d/e	Ve	Rates k/c	h/d	j/d
	Begin Strength	End Strength	<u>FTEs</u>	d Basic Comp	Overtime Pay	f Holiday <u>Pay</u>	0ther 0.C.11	h Total Variables	Comp O.C.II	Benefits O.C.12/13	k Comp & Benefits	1 Basic Comp	m Total Comp	n Comp & Benefits	% BC Variables	E % BC Benefits
Direct Funded Personnel (includes OC 13)	935	912	969	106,082	0	0	1,841	1.841	107,923	31,355	139,278	\$109,476	\$111,376	\$143,734	1.7%	29.6%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1v. Special Schedule	935 10 915	912 15 886	969 15 951	106,082 4,172 101,822			1.841 51 1.789	1,841 51 1,789	107,923 4,223 103,611	30,899 863 30,022	138,822 5,086 133,633	\$109,476 \$278,133 \$107,068	\$111,376. \$281,533 \$108,950	3143,263 \$339,067 \$140,518	1.7% 1.2% 1.8%	29.7% 20.7% 29.5%
D1d. Wage System D1e. Highly Qualified Experts- D1f. Other		10	2	88	1	-	7	3	89	14	103	\$88,000 \$0	\$89,000	\$103,000	1.1%	15.9%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HFN)	935	912	969	106,082			1,841	1,841	107,923	30,899	138,822	8109,476	8/11/376	8143,263	1.7%	29.1%
Subtonal - Direct Funded Feschales (OC 13)  D5. Other Object Class 13 Benefits D6a USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accurat	935	912	969	106.082	2	1	1.84)	1,841	107,923	3/J.N99 456 278 178	136,822 456 278 178	\$109,476	8111,376	3143,263	1.7%	29.1%
Reimbursable Funded Personnel (includes OC 13)	0	0	0	81	0	0	93	93	174	8	182	- 1	-	-	114.8%	9.9%
RI. US Direct Hire (USDH) R1 a Senior Executive Schedule R1b General Schedule R1c Special Schedule R1d Wage System R1c Highly Qualified Experts R1C Other			* 0 0 3 0 7 0	81 81			93	93	174	8	182				114.8%	9.9%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Tetal Direct Hire R3. Tetal Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subioual - Resubsarable Funded (see Audie OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. USDH - Benefits for Former Employees R5b. Voluntary Separation Incentive Pay (VSIF) R5d Foreign National Separation Lubelity Avernal		**		81 //		1	93	93 93	174	* * * * * * * * * * * * * * * * * * *	182				114.8% 114.8%	9.9% 9.9%
Total Personnel (includes OC 13)	935	912	969	106,163	0	0	1,934	1.934	108,097	31,363	139,460	\$109,559	\$111,555	\$143,922	1.8%	29.5%
TI. US Direct Hire (USDH) TIs. Senior Executive Schedule Tib. General Schedule Tib. Special Schedule Tid. Wage System Tid. Wage System Tie. Highly Qualified Experts TIC Other	935 10 915 0 1	912 1.5 886 0 10 0	969 15 951 0 1 2	106,163 4,172 101,903 0 88 0	0 0 0 0 0	0 0 0 0	1,934 51 1,882 0 1 0	1,934 51 1,882 0 1 0	108,097 4,223 1403,785 0 89 0	36,907 863 30,030 0 14 0	139,004 5,086 133,815 0 103 0	14	\$111,555 \$281,533 \$109,132 \$89,000 \$0	\$143,451 \$339,067 \$140,710 \$103,000 \$0	1.8% 1.2% 1.8%	29 1% 20 7% 29 3% 15 9%
72. Direct Hire Program Foreign Nationals (DHFN) 13. Total Direct Hire 14. Indirect Hire Foreign Nationals (HIFN) Subtotal - Total Funded (excluder DC 1/3) 15. Other Object Class 18 Benefits 15a. USDII - Benefits for Former Employees 15b. DHFN. Benefits for Former Employees 15c. Voluntary Separation Incentive Pay (VSIP) 15d. Foreign National Separation Lubbity Acceptal	935 0 935	912 0 912	969 0 969	106,163 0 106,163	0	D - D	0 1,934 0 1,934	1,934 0 1,934	108,097 0 108,097	30,907 9 30,907 456 278 0 178	139,004 0 139,004 456 278 0 178	\$109.559 \$109.559	\$111,555 \$111,555	\$143,451 \$143,451	1.8%	29.1% 29.1%

Operation and Maintenance, Defease-Wide						The Joint S VILIAN PER: OP-8B: OP-8 2018 Presiden (FY 2017	SONNEL CO I (PB) I's Budget	STS					Date: May	2017		
		<u>b</u>		a		(S in Thousa	nds)	e+r+g	d + W	- 1	1+j	d/e	i/c m	Rates k/c n	h/d	j/d P
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC Benefits
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	5104,424	5137,425	2.9%	32.3%
D1. US Direct Hire (USDH) D1a Senior Executive Schedule D1b. General Schedule	1,382 14 1,181	1,392 14 1,181	1,384 14 1,179	140,411 2,506 113,519	110	25	3,977 88 3,584	4,112 88 3,674	144,523 2,594 117,193	45,673 872 38,960	190,196 3,466 156,153	\$10).453 \$179,000 \$96,284	\$104,424 \$183,286 899,400	3137,425 \$247,571 \$132,445	2.9% 3.5% 3.2%	32.3% 34.8% 34.3%
DIc. Special Schedule DId. Wage System DIe. Highly Qualified Experts- DII. Other	12	12	12	652	17	4	303	23	675 24,061	112 - 5,729	787 29,790	\$54,333 \$132,592	\$56,250 \$134,419	\$65,583 \$166,425	3.5%	17.2%
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	8101 453	8104,424	\$137,425	2.9%	£2.3%
D4. Indirect Hire Foreign Nationals (IHFN) Subtonal - Direct Funded lex-bulses OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DEFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Lability Accusal	1,382	1.392	1,384	140,411	110	25	1,977	4.1)2	144,523	45.673	190,196	8101,453	\$104,424	3137,425	2 9%	323%
Reimbursable Funded Personnel (includes OC 13)	91	86	86	12,417	42	46	167	255	12,672	3,470	16,142	<u>\$144,384</u>	\$147,349	\$187,698	2.7%	27.9%
RI. US Birect Hire (USDH) R1a Senior Executive Schedule R1b General Schedule R1c Special Schedule R1c Special Schedule R1d Wage System R1c. Highly Qualified Experts R1. Other	91 28 1 62	86 28	86 28 - 1 57	12,417 2,037 165 10,215	42 40	46 	167	255 174	12,672 2,211 165 10,296	3,470 590 	16,142 2,801 165 13,176	\$144,384 \$72,750 \$165,000 \$179,211	\$147,349 \$78,964 \$165,000 \$180,632	\$187,698 \$100,036 \$165,000 \$231,158	2.7% h.5% 0.0% 0.8%	27.9% 29.0% 0.0% 28.2%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) R5. Other Object Class 13 Benefits R5. Other Object Class 13 Benefits R5. USDH - Benefits for Former Employees R5. USDH - Benefits for Former Employees R5. Voluntary Sperarion Incentive Pay (VSIIP) R54. Foreign National Separation tubelity Accural	91	86 NG	86	12,417	42	46	167	255 255	12,672 /2,672	3,470 3,470	16,142	5144,384 5144,384	8147,349 8147,349	\$187,698 \$187,698	2,1%	27.9% 27.9%
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%
TI. US Direct Hire (USDII) Tla. Senior Executive Schedule Tlb. General Schedule Tlc. Special Schedule Tld. Wage System Tle. Highly Qualified Experts TLC Other	1,473 14 1,209 0 12 1 237	1,478 14 1,209 0 12 1 242	1,470 14 1,207 0 12 1 236	2,506 (15,556 0 652 165 33,949	152 0 120 8 17 0 15	71 0 25 0 4 0 42	4,144 88 3,702 0 2 0 351	4.367 88 3.848 6 23 0 408	157,195 2,594 119,404 0 675 165 34,357.	49,143 872 39,550 0 112 0 8,609	206,338 3,466 158,954 0 787 165 42,966	\$103,965 \$179,000 \$95,738 \$54,333 \$165,000 \$143,852	\$106,935 \$185,286 \$98,926 \$56,250 \$165,000 \$145,581	\$140,366 \$247,571 \$131,693 \$65,383 \$165,000 \$182,059	2.9% 3.5% 3.3% 0.0% 1.2%	32.2% 34.8% 34.2% 12.2% 0.0% 23.4%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HIFN) Subrotal - Total Fundat (seehales OC 18) T5. Other Object Class 13 Benefits T5a. USDIT - Benefits for Former Employees T5b. DHFN. Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Lubbity Accural	1.473 0 1.473	1.478 0 1.478	1,470 0 1,470	152,828 0 152,828	0 152 0 152	0 71 0 71	0 4,144 0 4,144	4,367 0 4,367	157,195 0 157,195	49,143 0 49,143	0 206,338 0 206,338 0 0	\$103,965 \$103,965	\$106,935 \$106,935	\$140,366 \$140,366	2,9% 2,9%	32.2% 32.2%

Operation and Maintenance, Defense-Wide						The Joint S VILIAN PERS OP-8B: OP-8 2018 President (FY 2018	SONNEL CO (PB) I's Budget	STS					Date: May	2017		
4	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>S</u> <u>FTEs</u>	d Basic Comp	S Overtime Pay	(\$ in Thousa  f Holiday  Pay		e+f+g h Total Variables	d+h i Comp O.C.11	Benefits O.C.12/13	i+j k Comp & Benefits	d/e 1 Basic Comp	i/c m Total Comp	Rates k/c <u>H</u> Comp & Benefits	h/d g % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	1,348	1,348	1,340	140,275	171	31	3,865	4,067	144,342	45,060	189,402	\$104,683	\$107,718	\$141,345	2.9%	32.19
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts- D1f. Other	1,348 14 1,140 - 12 - 182	1,348 14 1,140 12	1,340 14 1,135 - 12 - 179	140,275 2,765 112,868 671 23,971	171	20	3,865 90 3,460 - - - 315	4.067 90 3.640	144,342 2,855 116,508 671 24,308	45,060 880 38,465 - 102 - 5,613	189,402 3,735 154,973 773 29,921	\$104,683 \$197,300 \$99,443 \$55,917 \$133,916	\$107,718 \$203,929 \$102,650 \$55,917 \$135,799	3141,345 \$266,786 \$136,540 \$64,417 \$167,156	2.9% 3.3% 3.2% 0.0%	32.1% 31.8% 34.1% 15.2%
D2. Direct Hire Program Foreign Nationals (DHFN)												-				
D3. Total Direct Hire  M. Indirect Hire Foreign Nationals (HHFN) Substant - Direct Funded Jerschafe COL 18)  D5. Other Object Class 13 Benefits D5s. USDH - Benefits for Former Employees D5s. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d - Foreign National Separation Lubility Accessal	1,348	1,348	1,340	140,275 140,275	171	4/	3,865	4,067 4,067	144,342 144,342	45,060	189,402	\$104.683 \$104.683		\$141,345 \$141,345	2.9%	32.1% 32.1%
Reimbursable Funded Personnel (includes OC 13)	91	86	86	12,653	43	47	170	260	12,913	3,536	16,449	<u>\$147,128</u>	\$150,151	<u>\$191,267</u>	2.1%	27.9%
RI. US Direct Hire (USDH) R1 s. Serior Executive Schedule R1 General Schedule R1 s. Special Schedule R1 s. Mage System R1 c. Highly Qualified Experts R1 c. Other	91 28 1 62	28:	28 - 1 57	12,653 2,076 168 10,409	43	15   	170	260 177 - 83	12,913 2,253 168 10,492	3,536 601 - - 2,935	16,449 2,854 168 15,427	\$147.128 \$74.143 \$168,000 \$182.614	\$150,151 \$80,464 \$168,000 \$184,070	\$191,267 \$101,929 \$168,000 \$235,361	2.7% h.5% 0.0% 0.8%	27.9% 28.9% 0.0% 28.2%
R2. Direct Hire Program Forcign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subtoal - Reembornable Founded (excluded OC [3]) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. USDH - Benefits for Former Employees R5b. USDH - Stendish Control Control R5b. R5b. Forcign National Separation Inacutive Pay VISHP) R5b. Forcign National Separation Industry Control R5b. Forcign National Separation Industry R5b. Forcign National Separation Industry R5b. Forcign National Separation Industry R5b. Forcign National Separation Industry R5b. Forcign National Separation Industry R5b. Forcign National Separation Industry R5b. Forcign National Separation Industry R5b. Forcign National Separation Industry R5b. Forcign National Separation Industry R5b. Forcign National Separation Industry R5b. Forcign National Separation Industry R5b. Forcign National Separation Industry R5b. Forcign National Separation Industry R5b. Forcign National Separation Industry R5b. Forcign National Separation Industry R5b. Forcign National Separation Industry R5b. Forcign National Separation Industry R5b. Forcign National Separation Industry R5b. Forcign National Separation Industry R5b. Forcign National Separation Industry R5b. Forcign National Separation Industry R5b. Forcign National Separation Industry R5b. Forcign National Separation Industry R5b. Forcign National Separation Industry R5b. Forcign National Separation Industry R5b. Forcign National Separation Industry R5b. Forcign National Separation Industry R5b. Forcign National Separation Industry R5b. Forcign National Separation Industry R5b. Forcign National Separation Industry R5b. Forcign National Separation Industry R5b. Forcign National Separation Industry R5b. Forcign National Separation Industry R5b. Forcign National Separation Industry R5b. Forcign National Separation Industry R5b. Forcign National Separation Industry R5b. Forcign National Separation Industry R5b. Forcign National	91	86 86	86	12,653 12,653	43	47	170	260	12,913 72,913	3,536	16,449	\$147,128 \$147,128	\$150,151 \$150,151	3191,267 8191,267	2,1%	27.9% 27.9%
Total Personnel (includes OC 13)	1,439	1,434	1,426	152,928	214	78	4,035	4.327	157,255	48,596	205,851	\$107,243	\$110,277	\$144,356	2,8%	31.8%
Ti. US Direct Hire (USDID Tia. Senior Executive Schedule Tib. General Schedule Tib. Special Schedule Tid. Wage System Tid. Highly Qualified Experts TIC Other	1,439 14 1,168 0 12 1 244	1,434 14 1,168 0 12 1 239	1,426 14 1,163 0 12 1 236	152,928 2,765 114,944 0 671 168 34,380	214 0 201 0 0 0	78 0 35 0 0 0 0	4,035 90 3,581 0 0 0 364	4,327 90 3,817 0 0 0 420	157,255 2,855 118,761 0 671 168 34,800	48,596 880 39,066 0 102 0 8,548	205,851 3,735 157,827 0 775 168 43,348	\$107,243 \$197,500 \$98,834 \$53,917 \$168,000 \$143,678	\$110,277 \$203,929 \$102,116 \$55,917 \$168,000 \$147,458	\$144,356 \$266,786 \$135,707 \$64,417 \$168,000 \$185,678	2.8% 3.3% 3.3% 0.0% 0.0% 1.2%	31.8% 31.8% 34.0% 15.2% 0.0% 24.9%
<ol> <li>Direct Hire Program Foreign Nationals (DHFN)</li> <li>Total Direct Hire</li> <li>Indirect Hire Facility Nationals (HHFN)</li> <li>Subtotal - Total Funded (exclude: OC 13)</li> <li>Other Object Class 13 Benefits</li> <li>TSa. USDH - Benefits for Former Employees</li> <li>DHFN. Benefits for Former Employees</li> </ol>	1,439 0 1,439	0 1.434 0 1.434	1,426 0 1,426	0 152,928 0 152,928	0 214 0 214	0. 78 0 78	0 4,035 0 4,035	4,327 0 4,327	157,255 0 157,255	48,596 0 48,596	205,851 0 205,851	\$107,243 \$107,245	\$1.10,277	\$144,356 \$144,356	2.8%	31.8%
T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accusal										, n	0 0					

Operation and Maintenance, Defense-Wide					W 41								Date: May	2017		
					TOTAL CF	gton Headqua VILIAN PER OP-8B: OP-4 2018 Presiden (FY 2010	SONNEL CO 8 (PB) it's Budget									
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>s</u>	d Basic Comp	S Overtime Pay	(S in Thousa  f Holiday Pay	onds) E Other O.C.11	e+f+g h Total Variables	d+h i Comp O.C.II	Benefits O.C.12/13	i+j k Comp & Benefits	d/c 1 Basic Comp	i/c <u>m</u> Total Comp	Rates k/c <u>B</u> Comp & Benefits	h/d g % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	1,429	1,355	1,339	132,383	4,481	98	2,885	7,464	139,847	42,086	181,933	598,867	5104,441	77.75	5.6%	31.8%
DI. US Direct Hire (USDH)  DIa Senior Executive Schedule  DIb. General Schedule  DIv. Special Schedule  DId. Wage System	1,429 16 1,413	1,355 16 1,339	1,339 14 1,322	132,383 2,702 129,071	4,481	98	2,885 135 2,733	7.464 135 7,311	139,847 2,837 136,382	41,822 672 41,104	181,669 3,509 177,486	\$98,867 \$193,000 \$97,633	\$104,441 \$202,643 \$103,163	3135,675 8250,643 8134,256	5.6% 5.0% 5.7% 5.7%	31.6% 24.9% 31.8%
D1c. Highly Qualified Experts D1f. Other		7	3	601	1		17	18	619	43	662	\$200,333	8206,333	3220,667	3.0%	7.2%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	1,429	1,355	1,339	132,383	4,481	98	2,885	7,464	139,847	41,822	181,669	\$98,867	\$104,441	8135,675	5.6%	316%
Sibitional - Direct Funded irectuales OC 13)  D5. Other Object Class 13 Benefits D5a USDH - Benefits for Former Employees D5b, DHFN - Benefits for Former Employees D5c, Volumary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Lability Accutal	1,429	1 395	7.339	142,383	4,481	98	2,885	7,464	189.847	41.822 264 - 264	181,669 264 	898,867	8104,441	\$135,675	1.6%	31.6%
Reimbursable Funded Personnel (includes OC 13)	29	IS	31	4,887	247	29	214	490	5,377	31,640	37,017	\$157,645	8173,452	\$1,194,097	10.0%	647.4%
RI. US Direct Hire (USDH) R1a Senior Executive Schedule R1b General Schedule R1c Special Schedule R1d Wage System R1c Highly Qualified Experts R1C Other	29	18	31 1 28 -	4,887 28 4,766	247	29	214	489	5,377 28 5,255	31,640 10 31,578	37,017 38 36,833	\$157,645 \$28,000 \$170,214 \$40,500	\$173,452 \$28,000 \$187,679 \$47,000		10.0% 0.0% 10.3%	647.4% 85.7% 662.6%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subioual - Resubsarsable Foundes (orchaele OC § 3) R5. Other Object Class 33 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. Voluntary Separation Incentive Pay (VSHP) R5d. Foreign National Separation Liability Avernal	29	18	31	4,887 4.887	247 247	29	214	490	5,377 5,377	31,640	37,017 37,013	\$157,645 \$157,645		\$1.194,097 \$1.194,097	10.0%	647.4%
Total Personnel (includes OC 13)	1.458	1.373	1,370	137,270	4,728	127	3,099	7,954	145,224	73,726	218,950	\$100,197	\$106,003	\$159,818	5,8%	53,7%
Ti. US Direct Hire (USDI) Tia. Senior Executive Schedule Tib. General Schedule Tib. Special Schedule Tid. Wage System Tid. Highly Qualified Experts TIC Other TIC Other	1,458 16 1,442 0 0 0	1,373 16 1,357 0 0	1,370 15 1,350 0 0 5	137,270 2,730 133,837 0 9 694	4,728 0 4,727 0 0 1	127 0 127 0 0 0	3,099 135 2,946 0 0 18	7,954 135 7,800 0 0 19	145,224 2,865 141,637 0 9 713	73,462 682 72,682 0 3 95	218,686 3,547 214,319 0 12 808 0	\$100,197 \$182,000 \$99,139 \$138,800	\$106,003 \$191,000 \$104,916 \$142,600	\$159,625 \$236,467 \$158,755 \$161,600	5,8% 4,9% 5,8% 0,0% 2,7%	53.3% 25.0% 54.3% 33.3% 13.7%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HIFN) Substant - Fool Funded (excluder OC 18) T5. Other Object Class 18 Benefits T5a. USDIT - Benefits for Former Employees T5b. DHFN. Benefits for Former Employees T5c. Voluntury Separation Incentive Pay (VSH) T5d. Foreign National Separation Lubility Accural	1.458 0 1.458	0 1,373 0 1,373	1,370 0 1,370	137,270 0 137,276	0 4,728 0 4,728	0 127 0 127	3,099 0 3,099	0 7.954 0 7.954	145,224 0 145,224	73,462 6 73,462 264 0 0 264	0 218,686 0 218,686 264 0 0 264	\$100,197 \$100,197	\$106,003 \$106,003	\$159,625 \$159,625	3.8% 5.8%	53,5% 53.5%

Operation and Maintenance, Defense-Wide					STS					Date: May	2017					
	a Begin Strength	<u>b</u> End Strength	<u>S</u>	d Basic Comp	Overtime Pay	(S in Thousa  f Holiday  Pay	nds)  R Other O.C.11	e+f+g h Total Variables	d + h i Comp O.C.11	Benefits O.C.12/13	i+j <u>k</u> Comp & Benefits	d/c 1 Basic Comp	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp & Benefits	h/d  g % BC Variables	j/d P % BC 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%
DI. US Direct Hire (USDH)  Dia Senior Executive Schedule  Dib General Schedule  Dic Special Schedule  Did. Wage System  Die Highly Qualified Experts.	1,409 16 1,393	1,424 16 1,408	1,384 16 1,368	140,386 1,881 138,505	2,178	36 36	3.272 153 3,119	5,483 153 5,330	145,869 2,034 143,835	37,120 424 36,696	182,989 2,458 180,531	\$101.485 \$117.563 \$101.246	\$105,397 \$127,135 \$105,143	3132,217 \$153,623 \$131,967	3,9% 8,7% 3,8%	26.4% 22.5% 26.5%
D1f. Other	1		-					-				1			-	
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	\$10),485	\$105,397	8152,217	3.9%	26.4%
D4. Indirect Hire Foreign Nationals (HEN)  D5. Other Object Class 13 Benefits  D5a. USDH - Benefits for Former Employees  D5b. DHFN - Benefits for Former Employees  D5c. Voluntary Separation Incentive Page (VSIP)	1,409	1 424	1,384	140.386	2.175	16	1,272	5,483	145,869	77 720 190	782,989 190	\$10) 485	81.05,397	3/32,217	3.9%	26.4%
D5d. Foreign National Separation Liability Accrual										190	190					
Reimbursable Funded Personnel (includes OC 13)	18	11	11	1,249	0	0	52	<u>52</u>	1,301	325	1,626	<u>\$113,545</u>	\$118,273	5147,818	4.2%	26.0%
RI. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1c. Highly Qualified Experts R1C Other	18	H H	u W	1,249			52	52	1,301	325	1,626	\$113,545 \$113,545	\$118,273 \$118,273		4.2%	26.0% 26.0%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subioual - Resubsurable Founded (recluder OC-18) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. USDH - Benefits for Former Employees R5b. Voluntary Separation Incentive Pay (VSHP) R54. Foreign National Separation Lubbliny Accural	18	п	ii -	1,249		1	52 52	52 32	1,301	325 325	1,626	\$113,545 \$143,545	8118,273 8118,273	3147,818 8147,818	4,2% 4,2%	26.0% 26.0%
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%
TI. US Direct Hire (USDI) TII. Senior Executive Schedule Tib. General Schedule Tib. Special Schedule Tid. Wage System Tie. Highly Qualified Experts TIC Other	1,427 16 1,411 0 0 0	1,435 16 1,419 0 0	1,395 16 1,379 0 0 0	141,635 1,881 139,754 0 0 0	2,175 0 2,175 0 0 0	36. 0 36. 0 0	3.324 453 3.171 0 0 0	5,535 153 5,382 0 0 0	147,170 2,034 145,136 0 0	37,445 424 37,021 0 0	184,615 2,458 182,157 0 0	\$101,530 \$117,563 \$101,344	8105,49% 8127,125 8105,247	\$132,341 \$153,625 \$132,094	3,9% 8,1% 3,9%	26 4% 22 5% 26.5%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HIFN) Subtotal - Total Funded (excludes OC 18) T5. Other Object Class 13 Benefits T5a. USDII - Benefits for Former Employees T5b. DHFN. Benefits for Former Employees T5b. DHFN. Benefits for Former Employees T5c. Voluntury Separation Incentive Pay (VSIII) T5d. Foreign National Separation Lubility Accural	1,427 0 1,427	0 1,435 0 1,435	1,395 0 1,395	141,635 0 141,635	2,175 0 2,175	36 0 36	3,324 0, 3,324	5,535 0 5,535	147,170 0 147,176	37,445 9 37,445 190 0	184,615 0 184,615 199 0 0	\$101,530	\$105,498 \$105,498	\$132,341 \$132,341	3,9%	26.4% 26.4%

Operation and Maintenance, Defense-Wide					TOTAL CE	gton Headqua VILIAN PER: OP-8B: OP-8 2018 Presiden (FY 2018	SONNEL CO (PB) t's Budget						Date: May	2017		
h	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>s</u>	g Basic Comp	S Overtime Pay	(S in Thousa  f Holiday  Pay	Other O.C.11	e+f+g h Total Variables	d + h i Comp O.C.11	Benefits O.C.12/13	i+j <u>k</u> Comp & Benefits	d/c 1 Basic Comp	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>B</u> Comp & Benefits	h/d g % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	1,424	1,256	1,256	127,781	2.626	35	2,895	5,556	133,337	32,548	165,885	\$101,736	\$106,160	\$132,074	4.3%	25.5%
DI. US Direct Hire (USDH) DIs Sensor Executive Schedule DIs General Schedule DIs Special Schedule DIs Special Schedule DIs Mage System DIE Highly Qualified Experts DIF Other	1,424 16 1,408	1.256 16 1.240	1,256 16 1,240	127,781 3,313 124,468	2,626	35	2,895 259 2,636	5.554 259 5.297	133,337 3,572 129,765	32,358 503 31,855	185,695 4,075 (61,620	\$10),736 \$207,063 \$100,377	\$100,160 \$223,250 \$104,649	3131,923 \$254,688 \$130,339	4.3% 7.8% 4.3%	25.8% 15.2% 25.6%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) Subsouls - Direct Funded Jeschales OC 183 Other Object Class 13 Benefits D4s. USDH. Benefits for Former Employees D5b. DHFN. Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Toreign National Separation Liability Accessit	1,424	1,256	1,256 1,256	127,781	2,626 2,626	35	2,895	<b>5.556</b> 5.556	133,337 133,337	32,358 32,358 190	165,695 163,695 190 - 190	\$101,736 \$101,736	\$106,160 \$106,160	\$131,923 \$131,923	4.3%	25.8% 25.8%
Reimbursable Funded Personnel (includes OC 13)	111	46	46	5314	0	0	218	218	5,532	1,328	6,860	<u>8115,522</u>	\$120,261	<u>\$149,130</u>	4.1%	25.0%
RI. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	u u	46	46 	5,314			218	218	5,532 5,532	1,328	6,860	\$115,522 \$115,522	\$120,261 \$120,261	\$149,130 \$149,130	4.1%	25.0% 25.0%
R.D. Direct Hire Program Foreign Nationals (DHFN) R.1. Total Direct Hire R.1. Indirect Hire Foreign Nationals (HHFN) Subtoal - Rendmarable Founds (exclude OC 18) R.5. Other Object Class 13 Benefits R.5. LSDH - Benefits for Former Employees R.5. LSDH - Benefits for Former Employees R.5. LSDH - Benefits for Former Employees R.5. Voluntary Separation Incentive Pay IVSIP! R.5.4 Foreign National Separation Liability Accental	n U	46	46	5,314			218	218	5,532 3,582	1,328	6,860	8115,522 8145,522	\$120,261 \$120,261	3149,130 8149,130	4.1%	25.0% 25.0%
Total Personnel (includes OC 13)	1,435	1,302	1,302	133,095	2,626	35	3,113	5,774	138,869	33,876	172,745	\$102,224	\$106,658	\$132,677	4,3%	25.5%
T1. US Direct Hire (USDII) T1a. Senior Executive Schedule T1b. General Schedule T1b. Special Schedule T1d. Wage System T1d. Wage System T1e. Highly Qualified Experts T1C Other	1,435 16 1,419 0 0 0 0	1,302 16 1,286 0 0	1,362 36 1,286 0 0 0	133,095 3,313 129,782 0 0 0	2,626 0 2,626 0 0 0		3,113 259 2,854 0 0	5,774 259 5,515 0 0 0	138,869 3,572 135,297 0 0 0	33,686 503 33,183 0 0	172,555 4,075 168,480 0 0 0	\$102,224 \$207,063 \$100,919	\$106,65% \$223,250 \$105,208	\$132,531 \$254,688 \$131,011	4 3% 7 8% 4.2%	25.3% 15.2% 25.6%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HIFN) Substant - Fool Funded (excludes OC 1/3) T5. Other Object Class 13 Benefits T5a. USDI: Benefits for Former Employees T5b. DHFN: Benefits for Former Employees T5c. Voluntury Separation Incentive Pay (VSIP) T5d. Foreign National Separation Lubbits, Accusal	1,435 0 1,435	1,302 0 1,302	0 1,392 0 1,392	133,095 0 133,095	0 2,626 0 2.626	0 35 0 35	3,113 0 3,113	5,774 0 5,774	0 138,869 0 138,869	33,686 9 33,686 190 0 100	172,555 172,555 172,555 190 0 100 0	\$102,224 \$102,224	\$106,658 \$106,658	\$132,531 \$132,531	4,3%	25.3% 25.3%

DoD Acquisition Workforce Development Fund					TOTAL CI	se Acquisition VILIAN PER OP-8B: OP-1 018 Presiden (FY 2016	SONNEL CO (PB) t's Budget	STS					Date: May	2017		
	4	<u>b</u>	2	<u>u</u>	1	(\$ in Thousa		e+f+g <u>h</u>	d + h	1	i+j <u>k</u>	d/e	i/c m	Rates k/c <u>n</u>	h/d <u>u</u>	j/d P
	Begin Strength	End Strength	FTEs	Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	O.C.11	O.C.12/13	& Benefits	Basic Comp	Total Comp	& Benefits	% BC Variables	% BC Benefits
Direct Funded Personnel (includes OC 13)	2,029	2,045	1,220	61,656	0	0	6,412	6,412	68,068	25,789	93,857	\$50,538	\$55,793	576,932	10.4%	41.8%
D1, US Direct Hire (USDH)	2,029	2,045	1,220	61,656			6,412	6.412	68,068	25,789	93,857	350,338	855,793	376,932	10.4%	41.8%
Dta Senior Executive Schedule	4.000	****		-	-	-	-		di au	40.000		-			to my	44.00
D1b: General Schedule D1c: Special Schedule	2,029	2.045	1,220	61,656			6,412	6.412	68,068	25,789	93,857	850.538	\$55,793	876,932	10.4%	41.8%
DId. Wage System	8	1	-	(3)			4	8	-	E		8.	-			
D1c Highly Qualified Experts D1f Other	~	7			1	7	1	- 0			9		-	1		
D2. Direct Hire Program Foreign Nationals (DHFN)																
D3. Total Direct Hire	2,029	2,045	1,220	61,656			6,412	6,412	68,068	25,789	93.857	350,538	855,793	876,932	10.4%	41.8%
D4. Indirect Hire Foreign Nationals (IHFN) Subtonal - Direct Funded fexchales OC 131	2,029	2.045	1.220	67,656	Ť	7	6.412	6.412	68,668	25.789	93,857	\$50.53A	855,793	876,932	10.4%	41.82%
D5. Other Object Class 13 Benefits	Chica.									-	-					
D5a USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees										-						
D5c. Voluntary Separation Incentive Pay (VSIP)										-	- 3					
D5d. Foreign National Separation Liability Accrual																
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-		-	-	15
Rt. US Direct Hire (USDH)		3	4	-	1.0	1.0		+	200							
R1a. Senior Executive Schedule R1b. General Schedule		-		100									3		15	
R1c: Special Schedule		10-1	3-5			100	-	-	-	-	-	1 8	-		-	
R1d Wage System		100		18	11.2	11.5	-					3.				
R1e. Highly Qualified Experts R1f. Other	8	- 1		18	-	-		8			- 3	- 1				
R2. Direct Hire Program Foreign Nationals (DHFN)							- 1								1.2	
R3. Total Direct Hire	-	11.0	-		11.5			-	4	-	63	39				
R4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reimbursable Funded (excludes OC 13)		100			-											
R5. Other Object Class 13 Benefits																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP)										1	-					
R5d. Foreign National Separation Liability Accrual																
Total Personnel (includes OC 13)	2,029	2.045	1,220	61,656	0	0	6,412	6,412	68,068	25,789	93,857	\$50,538	\$55,793	\$76,932	10,4%	41.8%
T1, US Direct Hire (USDH)	2,029	2,045	1,220	61,656			6,412	6,412	68,068	25,789	93,857	\$50,538	855,793	876,932	10.4%	41.8%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	-0	1				
T1b. General Schedule T1c Special Schedule	2,029	2,045	1,220	61,656	0	0	6.412	0.412	68.068	25,789	93,857	\$50,538	855,793	870,932	70.4%	41.8%
Ttd. Wage System	0	0	0	0	0	0	0	0	.0	0	Ů		_			
Tie Highly Qualified Experts TIE Other	0	0 0	0	0	0	0	0.0	0	0	0	0.0					
T2. Direct Hire Program Foreign Nationals (DHFN)	0	o o	0	0	0		0	0	0	0	0					
T3. Total Direct Hire	2,029	2,045	1,220	61,656	- 0	- 0	6,412	6,412	68,068	25,789	93,857	\$50,538	855,793	876,932	10.4%	41.8%
T4. Indirect Hire Foreign Nationals (HIFN)	0	0	0	0	0	D	0	0	0	0	0	-	-	See 425	-	
Subtotal - Total Funded (excludes OC 13) TS. Other Object Class 13 Benefits	2,029	2.045	1.220	61,656			6,412	6.412	68,068	25.789	93,857	\$50,538	\$55,793	876.932	10.4%	41.8%
TSa. USDH - Benefits for Former Employees										0	0					
TSb. DHFN - Benefits for Former Employees TSc. Voluntary Separation Incentive Pay (VSIP)										7	0					
T5d. Foreign National Separation Liability Accessal																

DoD Acquisition Workforce Development Fund				-	TOTAL CIV	se Acquisition VILIAN PER: OP-8B: OP-8 1018 Presiden (FY 2017	SONNEL CO (PB) t's Budget	STS					Date: May	2017		
		b		ū		(\$ in Thousa	nds)	e + r + g	d + 1r	- 1	i+j k	d/e	i/c m	Rates k/c	h/d	j/d
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total <u>Variables</u>	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	Eomp & Benefits	% BC Variables	% BC Benefits
Direct Funded Personnel (includes OC 13)	2,680	2,313	2,032	118,511	0	0	6,143	6,143	124,654	38,063	162,717	<u>858,322</u>	561,345	\$80,077	5.2%	32.1%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule	2,680	2,313 2,313	2,032	118,511		1	6.143 6.143	6,143	124,654	38,063 38,063	162,717	\$58,322 \$58,322	861,345 861,345	\$80,077	5.2% 5.2%	32 Ph
Dtc. Special Schedule	-	-	-	-	-	0.0	-	+	-	-	-		-	-	-	-
D1d. Wage System D1e. Highly Qualified Experts- D1f. Other		4	-		-	1	3	-		Ė	ğ	3	-			-
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN)	2,680	2.313	2,032	118,511			6,143	6,143	124,654	38,063	162,717	358,322	\$61,345	380,077	5.2%	32.1%
Subtonal - Direct Funded feechates (CC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP)	2,680	2.318	2,632	118,511	Y	2	6,143	6.143	124:654	38,063	162,717	858,322	861,345	\$80,077	7.2%	321%
D5d. Foreign National Separation Liability Accrual										-	-					
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-		-	- 4	-
RI. US Direct Hire (USDH) R1a Senior Executive Schedule R1b General Schedule R1c Special Schedule R1d. Wage System R1c. Highly Qualified Experts R1f. Other			0.000					* 0 1 1 0 4 0	-							
R2. Direct Hire Program Foreign Nationals (DHFN)						-	- 1				- 4				1.2	
R3. Tetal Direct Hire R4. Indirect Hire Foreign Nationals (HIFN) Subtoud - Reinhursable Funded fewefunder OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Formet Employees R5b. DHFN - Benefits for Formet Employees R5c. Voluntary Separation Interture Pay (VSIP) R5d. Foreign National Separation Liability Accurat	i	Ž	3				*	i			2000					
Total Personnel (includes OC 13)	2,680	2,313	2,032	118,511	0	0	6,143	6,143	124,654	38,063	162,717	\$58,322	\$61,345	\$80,077	5.2%	32.1%
T1. US Direct Hire (USDH) T1s. Sennor Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1d. Wage System T1e. Highly Qualified Experts T1C Other	2,680 0 2,680 0 0 0	2,313 0 2,313 0 0 0	2,032 0 2,032 0 0 0 0	J18,511 0 (18,511 0 0 0	0 0 0 0 0	0 0 0 0	6,143 0 6,143 0 0 0	6,143 0 0,143 0 0	124,654 0 124,654 0 0 0	38,063 0 38,063 0 0	162,717 0 162,717 0 0 0 0	\$58.322 \$58.322	861,345 861,345	\$80,077 \$80,077	5.2% 5.2%	32.1% 32.1%
17. Direct Hire Program Foreign Nationals (DHFN) 13. Total Direct Hire 14. Indirect Hire Foreign Nationals (HIFN) Subtotal - Total Funded (sechnice OC 18) 15. Other Object Class 18 Benefits 15a. USDI - Benefits for Former Employees 15b. DHFN. Benefits for Former Employees 15c. Voluntary Separation Incentive Pay (VSH) 15d. Foreign National Separation Lubility Accural	2,680 0 2,680	2,313 0 2,313	2,032 0 2,032	118,511 0 118,511	- 0		6,143 0 6,143	6,143 0 6,143	124,654 0 124,634	38,063 9 38,063	0 162,717 0 162,717 0 0 0	558.322 \$58.322	\$61,345 \$61,345	\$80,077 \$80,077	5,2% 5,2%	32.1% 32.1%

DoD Acquisition Workforce Development Fund					TOTAL CI	se Acquisition VILIAN PERS OP-8B: OP-8 2018 President (FY 2018	SONNEL CO I (PB) I's Budget	STS					Date: May	2017		
	A Begin Strength	<u>b</u> End <u>Strength</u>	<u>S</u>	d Basic Comp	S Overtime Pay	(\$ in Thousa <u>f</u> Holiday <u>Pay</u>	uds) <u>g</u> Other <u>O.C.11</u>	e+f+g h Total Variables	d+h i Comp O.C.11	Eenefits O.C.12/13	i+j <u>k</u> Comp & Benefits	d/c 1 Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d g % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	2,313	2,563	2,438	155,657	0	0	12,453	12,453	168,110	59,150	227,260	\$63,846	\$68,954	593,216	8.0%	38.0%
DI. US Direct Hire (USDH) DIs Senior Executive Schedule DIs General Schedule DIs Special Schedule DId Wage System DIe Highly Qualified Experts DI Other	2,313	2,563	2,438	155,657 155,657			12,453	12,453	168,110	59,150 59,150	227,260 227,260	\$63,846 \$63,846	\$68,954 \$68,954	893,216 893,216	8.0% 8.0%	38.0% 38.0%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) Substant - Direct Funded Jexchales (DL 13) D5. Other Object Class 13 Benefits D5a. USDH Benefits for Former Employees D5b. DHFN Benefits for Former Employees D5b. Volumity Separation Incentive Pay (YSFP) D5d. Foreign National Separation Lubbiny Accessit	2,313	2,563 2,563	2,438 2,438	155,657 155,637		1	12,453 12,453	12,453 12,458	168,110	59,150 59,750	227,260 227,260	\$63.846 \$63.846	\$68,954 \$68,954	893,216 893,216	8.0% 8.0%	34 Wz.
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-			- 6	
RI. US Direct Hire (USDH) R1 is Smite Executive Schedule R1b General Schedule R1c Special Schedule R1d Wage System R1c Highly Qualified Experts R1C Other								* 0 0 1 1 0 1 0								0.40.40.00
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R3. Indirect Hire Foreign Nationals (HHFN) Radiotal - Recombination Founded (see Junted OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Formet Employees R5b. USDH - Benefits for Formet Employees R5c. Voluntary Separation Incentive Pay VSBH   R54 Foreign National Separation Liabelity Acceptal	Ì						1		-			3	3	-		
Total Personnel (includes OC 13)	2,313	2,563	2,438	155,657	0	0	12,453	12,453	168,110	59,150	227,260	\$63,846	\$68,954	\$93,216	8,0%	38.0%
TI. US Direct Hire (USDII) TI.s. Senior Executive Schedule Tils. General Schedule Tils. General Schedule Tild. Wage System Tild. Wage System Tile. Highly Qualified Experts TIL Other	2,313 0 2,313 0 0 0 0	2,563 0 2,563 0 0 0	2,438 0 2,438 0 0 0	155,657 0 155,657 0 0 0	0 0 0 0 0	0 0 0 0	12,453 0 12,453 0 0 0 0	12,453 0 12,451 0 0 0	168,110 0 168,110 0 0	59,150 0 59,150 0 0	227,260 0 227,260 0 0 0	\$63,846 \$63,846	868,954 868,954	893,216 893,216	8.0% 8.0%	38 II% 38 II%
T2. Direct Hire Program Farvign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HHFN) Substant - Total Funded (excludes OC 1/3) T5. Other Object Class 13 Benefits T5a. USDIT - Benefits for Former Employees T5b. DHFN. Benefits for Former Employees T5b. DHFN. Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSHP) T5d. Foreign National Separation Lubility, Accural	2,513 0 2,313	2,563 0 2,563	2,438 0 2,438	155,657 0 155,657	. 0	D - D	0 12,453 0 12,453	0 12,453 0 12,453	168,110 0 168,110	59,150 0 59,150 0 0 0 0	0 227,260 0 227,260 0 0 0	\$63.846 \$63.846	\$68,954 \$68,954	\$93,216 \$93,216	8.0% 8.0%	38.0% 38.0%

Joint Improvised Explosive Device Defeat Fund					TOTAL CP	partment of the VILIAN PER: OP-8B: OP-8 2018 Presiden (FY 2016	SONNEL CO (PB) t's Budget	STS					Date: May	2017		
		- b		g		(\$ In Thousa		e+r+g	d+h	4	1+1	d/e	i/c m	Rates k/c	h/d	j/d
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total <u>Variables</u>	Comp O.C.II	Benefits O.C.12/13	E Comp & Benefits	Basic Comp	Tetal Comp	Eomp & Benefits	% BC	% BC Benefits
Direct Funded Personnel (includes OC 13)	214	0	227	26,763	610	21	817	1,448	28,211	8,773	36,984	\$117,899	\$124,278	\$162,925	5.4%	32.8%
D1. US Direct Hire (USDH) D1a Senior Executive Schedule D1b. General Schedule D1c. Special Schedule	214 3 211		227 4 223	26,763 670 26,093	610	21	817	1,448 1,448	28,211 670 27,541	8,648 195 8,453	36,859 865 35,994	\$117,899 \$167,500 \$117,009	\$124,278 \$167,500 \$123,502	3162,374 \$216,230 \$161,408	5.4% 0.0% 5.5%	32.8% 29.7% 32.4%
D1d. Wage System D1e. Highly Qualified Experts- D1f. Other		8	-	4	1	-	1	÷	1	Ġ	-	-	-		-	-
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	214		227	26,763	610	21	817	1,448	28,211	8,648	36,859	\$117,899	\$124,278	8162,374	5.4%	62.3%
Substant - Direct Funded feechader OC 13) D5. Other Object Class 13 Benefits D5a USDH - Benefits for Former Employees D5b, DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Lubility Accusal	2/4	¥	227	26,763	610	2)	817	1,448	28,211	8,648 125 125 -	36,839 125 125	8117.899	\$124,278	3162374	5.4%	123%
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-			- 6	- 12
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System. R1d. Wage System. R1c. Highly Qualified Experts R1f. Other			*******												10000	010101
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Tetal Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Substant - Resubstantible Funded (see Audie OC 13) R5. Other Object Class 13 Benefits R5s. USDH - Benefits for Former Employees R5s. USDH - Benefits for Former Employees R5s. USDH - Benefits for Former Employees R5s. Voluntary Separation Incentive Pay (VSIP) R5d Foreign National Separation Liabelity Neural		10	Š		:	1	*	į	-						1800	
Total Personnel (includes OC 13)	214	9	227	26,763	610	21	817	1,448	28,211	8,773	36,984	\$117,899	5124,278	\$162,925	5,4%	32.8%
T1. US Direct Hire (USDII) T1a. Senior Executive Schedule T1b. Genard Schedule T1b. Genard Schedule T1d. Wage System T1d. Wage System T1e Highly Qualified Experts T1C Object	214 3 211 0 0 0 0	0 0 0 0	227 4 223 0 0 0	26,763 670 26,093 0 0	610 610 6 0 0	21 0 21 0 0 0	817 0 817 0 0 0	1,448 0 1,448 0 0 0	28,211 670 27,541 0 0 0	8,648 195 8,453 0 0	36,859 865 35,994 0 0	\$117,899 \$167,500 \$117,009	8124,278 5167,500 8123,502	\$162,374 \$216,250 \$161,408	5 4% 0.0% 5.5%	32.3% 29.1% 32.4%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HIFN) Substant - Total Funded (see Indirect CL-13) T5. Other Object Class 18 Benefits T5a. USDIT - Benefits for Former Employees T5b. DHFN. Benefits for Former Employees T5c. Voluntary Sepanation Incentive Pay (VSIP) T5d Foreign National Sepanation Lubility. Acceptal	0 214 0 21d	0	0 227 0 227	26,763 0 26,763	0 610 0 610	0 21 0 21	0 817 0 817	0 1,448 0 1,448	0 28,211 0 28,211	8,648 9, 8,648 125 125 0	36,859 0 36,859 125 125 0 0	\$117.899 \$117.899	\$)24,278 \$124,278	\$162,374 \$162,374	5,4% 5,4%	32.3% 32.3%

Joint Improvised Explosive Device Defeat Fund					TOTAL CI	partment of the VILIAN PER: OP-8B: OP-8 OP-8 OP-8 OP-8 OP-8 OP-8 OP-8 OP-8	SONNEL CO (PB) t's Budget	STS					Date: May	2017		
	Begin Strength	b End Strength	E FIEs	d Basic Comp	S Overtime Pay	(S in Thousa  f Holiday Pay	uds)  E Other O.C.11	e+f+g h Total Variables	d+h i Comp O.C.11	Benefits O.C.12/13	i+ j <u>k</u> Comp <u>&amp; Benefits</u>	d/c 1 Basic Comp	i/c m Tetal Comp	Rates k/c n Comp & Benefits	h/d g % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	- 8	-	1.2	2	
DI. US Direct Hire (USDH)  D1s. Sensor Executive Schedule  D1s. General Schedule  D1s. Special Schedule  D1d. Wage System  D1e. Highly Qualified Experts  D1f. Other			0.01.11.11	***************************************		1	¥			Activities Cit	Acres Co. Co.	0.0000000000000000000000000000000000000				
D2. Direct Hire Program Foreign Nationals (BHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) Saltonal - Direct Finded (accidate OC 13) D5. Other Object Class 13 Benefits D5s. USDH - Benefits for Former Employees D5s. DHFN - Benefits for Former Employees D5s. DHFN - Benefits for Former Employees D5s. Voluntary Separation Incentive Pay (VSIP) D5d - Foreign National Separation Lubbiny Accusal		1	-	ž		1	1		-						ŝ	
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-		
RI. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System. R1d. Wage System. R1c. Highly Qualified Experts R1f. Other			* * * * * * * * * * * * * * * * * * * *												0 0 0	4
R2. Direct Hire Frogram Foreign Nationals (DHFN) R3. Total Direct Hire R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subiosal - Resubscrauble Founder (Orchards CO [3]) R5. Other Object Class 13 Benefits R5s. USDH - Benefits for Former Employees R5s. USDH - Benefits for Former Employees R5s. Voluntary Separation Incentive Pay ViSHP R54 Foreign National Separation Liabelity Accural		ž.	=			1	2		-			3			1	
Total Personnel (includes OC 13)	9	0	0	0	0	0	0	0	0	0	0	- 2			- 1	- 1
T1. US Direct Hire (USDH) T1s. Senior Executive Schedule T1b. General Schedule T1b. Special Schedule T1d. Wage System T1d. Wage System T1e. Highly Qualified Experts T1C Other	0 0 0 0 0	0 0 0 0	0 0 0 0 0	0 0 0 0	0 0 0 0 0	0 0 0 0	n 0 0 0	0.00	0 0 0 0	0 0 0 0	0 0 0 0					
72. Direct Hire Program Foreign Nationals (DHFN) 13. Total Direct Hire 14. Indirect Hire Foreign Nationals (HHFN) Substant - Total Funded (secholace OC 13) 15. Other Object Class 13 Benefits 15a. USDH - Benefits for Former Employees 15b. DHFN - Benefits for Former Employees 15c. Voluntary Separation Incentive Pay (VSHF) 15d. Foreign National Separation Lubility, Accord	0 0	0	0	0	0	D	0	. 0	. 0	0 9 - 0 9 6	0 0 0 0 0					

Joint Improvised Explosive Device Defeat Fund					TOTAL CI	partment of the VILIAN PER: OP-8B: OP-8 OP-8 OP-8 OP-8 OP-8 OP-8 OP-8 OP-8	SONNEL CO (PB) t's Budget	STS					Date: May	2017		
	Begin Strength	b End Strength	E FIEs	d Basic Comp	S Overtime Pay	(S in Thousa <u>f</u> Holiday <u>Pay</u>	nds)  2 Other O.C.11	e+f+g h Total Variables	d+h i Comp O.C.11	Benefits O.C.12/13	i+j <u>k</u> Comp <u>&amp; Benefits</u>	d/e  1 Basic Comp	i/c m Tetal Comp	Rates k/c n Comp & Benefits	h/d g % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	- 8	-	1.2	2	
DI. US Direct Hire (USDH)  D1a Senior Executive Schedule D1b General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts. D11 Other		A to a direct of	0011111	***************************************		1	1				Arra la ta	0.0000000000000000000000000000000000000				
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) B3. Stubout - Direct Finded Jexchales (D 1) D5. Other Object Class 13 Benefits D5s. USDH. Benefits for Former Employees D5s. DHFN. Benefits for Formet Employees D5s. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Lubbiny Accusal	Ť	1		-	Š	1	į	3	=			å			3	į
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0		-	-		
RI. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System. R1d. Wage System. R1c. Highly Qualified Experts R1f. Other			* * * * * * * * * * * * * * * * * * * *												0 0 0	4
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subioual - Resubsurable Founder (orchaber OC 13) R5. Other Object Class 13 Benefits R5s. USDH - Benefits for Former Employees R5s. USDH - Benefits for Former Employees R5s. USDH - Benefits for Former Employees R5s. Voluntary Separation Incentive Pay VISHP R5d. Foreign National Separation Lubelity Acceptal		ž.	=			1	2		+			3			1	
Total Personnel (includes OC 13)	9	0	0	0	0	0	0	0	0	0	0	- :			- 1	- 1
T1. US Direct Hire (USDH) T1s. Senior Executive Schedule T1b. General Schedule T1b. Special Schedule T1d. Wage System T1d. Wage System T1e. Highly Qualified Experts T1C Other	0 0 0 0 0	0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0 0 0 0 0 0	0 0 0 0	0 6 0 0	0 0 0 0					
T2. Direct Hire Program Foreign Nationals (DHPN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HIPN) Substant - Food Funded (excluder OC-15) T5. Other Object Class 13 Benefits T5a. USDIT- Benefits for Former Employees T5b. DHPN. Benefits for Former Employees T5b. DHPN. Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSH) T5d. Foreign National Separation Lubility, Accural	0 0	0	0	0	0	D	0	0	. 0	0 0 0 0 0 0	0 0 0 0 0 0					

US Court of Appeals for Armed Forces, Def				Unit		VILIAN PER OP-8B: OP-	SONNEL CO (PB)						Date: May	2017		
FY 2018 Precident's Budget  (EV 2016)   (Sin Thousands)   **Eff.**  **If.**  *If.**  **If.**  **If.**  **If.**  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **If.*  **I																
		- b		a						- 4-				k/c		
	Begin	End		Basic	Overtime		Other	Total	Comp	Benefits	Comp		Total	Comp	% BC	% BC
Direct Funded Personnel (includes OC 13)	59	57	49	5,779	0	0	218	218	5,997	1,592	7,589	\$117,939	5122,388	\$154,878	3.8%	27.5%
D1. US Direct Hire (USDH) D1a Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System	59 2 52	57 2 50	49 2 42	5,779 435 4,421		1	218 20 198	218 20 198	<b>8,997</b> 455 4,619	1,592 107 1,277	7,589 562 5,896	\$117.939 \$217,500 \$105.262	\$122,388 \$227,500 \$109,976	\$154,878 \$281,000 \$140,381	3.8% 4.6% 4.5%	27 3% 24 6% 28 9%
DIe Highly Qualified Experts DIf Other	5	. 5	5	923	- 1	-	1	8	923	208	1,131	\$184,600	3184,600	\$226,200	0.004	22.5%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	59	57	49	5.779		į	218	218	5,997	1,592	7,589	\$117,939	8122,388	8154,878	3.8%	27.5%
Subtond - Direct Funded Irrelunies (CC 13)  D5. Other Object Class 13 Benefits D5a USDH - Benefits for Former Employees D5b, DHFN - Benefits for Former Employees D5c. Voluntury Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	39	37	49	T. 774		1	218	218	1,997	1.592	7.510	\$117.939	\$122,388	\$154,878	3.8%	27 (1%)
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-				
RI. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System. R1c. Highly Qualified Experts R1C. Other									1							
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Tetal Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subinal - Reimbursuhle Funded fewchules OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Valuntary Separation Interniter Pay (VSIP) R5d. Foreign National Separation Liability Accrual		10	3		4 - 4	1	4		-						9	
Total Personnel (includes OC 13)	59	57	49	5,779	0	0	218	218	5,997	1,592	7,589	\$117,939	\$122,388	\$154,878	3,8%	27.5%
Ti. US Direct Hire (USDII) Tils. Senior Executive Schedule Tils. General Schedule Tils. Special Schedule Tild. Wage System Tild. Wage System Tile. Highly Qualified Experts TIL Other	59 2 52 0 0 0 0 3	57 2 50 0 0 0	49 2 42 0 0 0 0 5	5,779 435 4,421 0 0 0 923	0 0 0 0 0	0 0 0 0	218 20 198 0 0	218 20 198 0 0 0	5,997 455 4,619 0 0 0 0	1,592 107 1,277 6 0 0 208	7,589 562 5,896 0 0 1,131		8122,388 5227,500 5109,976	\$154,878 \$281,000 \$140,381 \$226,200	3.8% 4.6% 4.5%	27.5% 24.6% 28.9%
T2. Birest Hire Program Foreign Nationals (BHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HIFN) Substant - Fool Funded (excluder OC 1/8) T5. Other Object Class 18 Benefits T5a. USDIT - Benefits for Former Employees T5b. DHFN. Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSHP) T5d Foreign National Separation Lubility Accural	59 0 59	0 57 0 57	0 49 0 49	5,779 0 5,779	0	. 0	218 0 218	0 218 0 218	5,997 0 5,997	1,592 0 1,592 0 0 0 0 0 0 0 0	0 7,589 0 7,589 0 0 0	\$117,939 \$117,939	\$) 22,388 \$122,388	\$154.878 \$154.878	3.8%	27.5% 27.5%

US Court of Appeals for Armed Forces, Def					ed States Cou								Date: May	2017		
	TOTAL CIVILIAN PERSONNEL COSTS   Open															
						(\$ in Thousa	nds)	e+f+g			1+1	d/e	Ve		h/d	j/d
		End Strength	FTEs												% BC	
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%
DI. US Direct Hire (USDH)  DIa Senior Executive Schedule  DIb. General Schedule  DIc. Special Schedule  DId. Wage System	59 2 52	59 2 52	59 2 52	6.257 435 4,899		1	181 20 161	181 20 161	6,438 455 3,060	1.616 121 1.287	8,054 576 6,347	\$106,051 \$217,500 \$94,212	\$109,119 \$227,500 897,308	\$136,508 \$288,000 \$122,058	2.9% 4.6% 3.3%	25.8% 27.8% 26.3%
D1e. Highly Qualified Experts D1f. Other	- 5	5	5	923	1	Ť	7		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 D4. Indirect Hire Foreign Nationals (HHFN)	59	59	59	6,257		1	181	181	6,438	1,616	8.054	\$106,051	\$109,119	3136,508	2,9%	25.8%
Subtotal - Direct Funded free Indice OC 13)  D5. Other Object Class 13 Benefits D5a USDH - Benefits for Former Employees D5b, DHFN - Benefits for Former Employees D5c. Voluntury Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	59	19.	59	16,257	•	-	181	(8)	6.438	1.616	8,054	\$106,051	\$109,119	3136,508	2 9%	25.8%
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-		-	- 0	
RI. US Direct Hire (USDH) R1a Senior Executive Schedule R1b General Schedule R1c Special Schedule R1d Wage System R1c Highly Qualified Experts R1C Other															10000	0.10.40.00
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Substant - Recuberarshle Funded (see, huder OC 13) R5. Other Object Class 13 Benefits R5s. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. DHFN - Benefits for Former Diployees R5b. Voluntary Separation Incentive Pay (VSHF) R5d. Foreign National Separation Liabelity Accural		12.	3	Ĉ.	1		4		-							
Total Personnel (includes OC 13)	59	50	59	6.257	0	0	181	181	6,438	L616	8,054	\$106,051	\$109,119	\$136,508	2,9%	25.8%
TI. US Direct Hire (USDH) TI.s. Senior Executive Schedule TIIs. General Schedule TIIs. General Schedule TIIs. Special Schedule TII.d Wage System TII.d Wage System TII. Blobe TII.Ofter	59 2 52 0 0 0 0 5	59 2 52 0 0 0 5	59 2 52 0 0 0 5	6,257 435 4,899 0 0 0 923	0 0 0 0 0	0 0 0 0	181 20 161 0 0	181 20 161 0 0 0	6,438 455 5,060 0 0 0 923	1,616 121 1,287 6 0 0 0	8,054 576 6,347 0 0 0	\$106,051 \$217,500 \$94,212 \$184,600	\$109,119 \$227,500 \$97,308	\$136,508 \$288,000 \$122,058 \$226,200	2.9% 4.6% 3.3%	25.8% 27.8% 26.3%
T2. Birest Hire Program Foreign Nationals (BHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HIFN) Substant - Fool Funded (excluder OC 1/8) T5. Other Object Class 18 Benefits T5a. USDIT - Benefits for Former Employees T5b. DHFN. Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSHP) T5d Foreign National Separation Lubbity Accurad	0 59 0 59	0 59 0 59	0 59 0 59	6,257 0 6,257	0	D	0 181 0 181	0 181 0 181	6,438 0 6,438	1.616 0 1.616	8,054 0 3,054 0	\$106.051	\$109,119 \$109,119	\$136,508 \$136,508	2.9% 2.9%	25.8% 25.8%

US Court of Appeals for Armed Forces, Def				Unit		ort of Appeals VILIAN PER: OP-8B: OP-3 2018 Presiden (FY 2018	SONNEL CO I (PB) I's Budget						Date: May	2017		
	Begin Strength	<u>b</u> End <u>Strength</u>	<u>s</u>	d Basic Comp	Overtime Pay	(\$ in Thousa <u>f</u> Holiday <u>Pay</u>	nds) E Other O.C.11	e+f+g h Total Variables	d+h i Comp O.C.II	Benefits O.C.12/13	i+ j <u>k</u> Comp & Benefits	d/c 1 Basic Comp	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp & Benefits	h/d g % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	59	59	59	7,889	0	0	186	186	8,075	1,669	9,744	\$133,712	\$136,864	\$165,153	2.4%	21.2%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experis- D1f. Other	59 2 57	59 2 57	59 2 57	7,889 435 7,454			186 20 166	186. 20 166	8,075 455 7,620	1.669 121 1.548	9,744 576 9,168	\$153.712 \$217,500 \$130.772	\$136,864 \$227,500 \$133,684	3165,153 \$288,000 \$160,842	2.4% 4.6% 2.3%	27.2% 27.8% 20.8%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) Substant - Direct Funded [sex-bales OC 139] D5. Other Object Class 13 Benefits D5s USDH - Benefits for Former Employees D5s. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d Foreign National Separation Liability Accusal	59	59 19	<b>59</b> - 59	7,889 7,889	1		186	186 	8.075 8.075	1,669	9,744 9,744	8183,712 8183,712	\$136,864 \$136,864	\$165,153 \$165,153	2.4%	21.2% 21.2%
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	- :		-
RI. US Direct Hire (USDH) R1 a Senior Executive Schedule R1b General Schedule R1c Special Schedule R1d Wage System R1c Highly Qualified Experts R1C Other			* 0 0 0 0 0					* 0 0 1 1 1 1 1 1								
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Tetal Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Substant - Resubstantshe Fundate (see, huber OC [3]) R5. Other Object Class 13 Benefits R5s. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. DHFN - Benefits for Former Imployees R5b. Voluntary Separation Incentive Pay (VSHF) R5d. Foreign National Separation Liabelity Accertal			3	Ĉ.	1	1			-						-	1
Total Personnel (includes OC 13)	59	50	59	7,889	0	0	186	186	8,075	1.669	9,744	\$133,712	\$136,864	\$165,153	2.4%	21.2%
TI. US Direct Hire (USDH) TIs. Senior Executive Schedule Tib. General Schedule Tib. Special Schedule Tid. Wage System Tid. Highly Qualified Experts TIC Other	59 2 57 0 0 0	59 2 57 0 0	50 2 57 0 0 0	7,889 435 7,454 0 0 0	0 0 0 0	0 0 0 0	186 20 166 0 0 0	186 20 166 0 0 0	8,075 455 7,620 0 0	1,069 121 1,548 0 0	9,744 576 9,168 0 0	\$133,712 \$217,500 \$130,772	\$136,864 \$227,500 \$133,684	\$165,153 \$288,000 \$160,842	2.4% 4.6% 2.2%	21.2% 27.8% 20.8%
T2. Birect Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HIFN) Substant - Food Funded (excluder OC 18) T5. Other Object Class 18 Benefits T5a. USDIF - Benefits for Former Employees T5b. DHFN. Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSH) T5d Foreign National Separation Lubility Accurat	59 0 59	0 59 0 59	0 59 0 59	7,889 0 7,889	- 0	0	0 186 0 186	0 186 0 186	8,075 0 8,075	1,669 9 1,669	0 9,744 0 9,744 0 0	\$133,712 \$133,712	\$136,864 \$136,864	\$165,153 \$165,153	2.4%	21.2% 21.2%

Office of the Inspector General	Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition															
	<u>a</u> Begin		2		E Overtime	1	2	<u>h</u>	1		<u>k</u>	d/e 1 Basic	⊮c <u>m</u> Total	Rates k/c <u>n</u> Comp	h/d g % BC	j/d P % BC
			FTEs									Comp	Comp	& Benefits		Benefits
Direct Funded Personnel (includes OC 13)	1,494	1,547	1,442	161,081	0	0	15,025	15,025	176,106	63,699	239,805	\$111,707	\$122,126	\$166,360	9.3%	39.5%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule	21	1,525	21	3,364		1	15 15,010	15	3,379 172,623	1,056 62,643	4,435	\$11).712 \$160,190 \$110.995	\$122,139 \$160,905 \$121,565	\$166,344 \$217,190 \$165,680	9,3% 0,4% 9,5%	39.6% 31.4% 39.7%
D1d. Wage System D1e. Highly Qualified Experts- D1f. Other	-	-	3	1	-	1		ě	1	Ė	ŝ	ė		-	3	
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) Substant - Direct Funded Jexchaler OC 139 D5. Other Object Class 13 Benefits D5s. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Sequation Incentive Pay (VSIP) D5d Foreign National Sequation Liability Accusal	1	1	1	104	1				104	-	104	\$111,712 \$104,000 \$111,707	\$122,139 \$194,000 \$122,126	\$166,344 \$194,000 \$166,300	9.3% 9.3% 9.3%	39.6% 0.0% 39.5%
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	. 0	0	.0	0		-	-		
RI. US Direct Hire (USDH)  R1a Senior Executive Schedule  R1b General Schedule  R1c Special Schedule  R1d Wage System  R1d Highly Qualified Experts  R1C Other																
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Tetal Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Substant - Resubstantsh Funded (see Judge OC 13) R5. Other Object Class 13 Benefits R5s. USDH - Benefits for Former Employees R5s. USDH - Benefits for Former Employees R5s. USDH - Benefits for Former Employees R5s. Voluntary Separation Incentive Pay (VSHF) R5d. Foreign National Separation Liabelity Accertal			8			1	1								1	
Total Personnel (includes OC 13)	1.494	1.547	1,442	161,081	0	0	15.025	15.025	176,106	63,699	239,805	\$111,707	\$122,126	\$166,300	9,3%	39.5%
TI. US Direct Hire (USDII) Tis. Senior Executive Schedule Tib. General Schedule Tis. Special Schedule Tid. Wage System Tid. Wage System Tie. Highly Qualified Experts TIC Other	1,493 21 1,472 0 0 0 0	1,546 21 1,525 0 0	1,441 21 1,420 0 0 0	160,977 3,364 157,612 0 0 0	0 0 0 0 0	0 0 0 0	15,025 15 15,010 0 0 0	15,025 15 15,010 0 0 0	176,002 3,379 172,623 0 0 0	63,699 1,056 62,643 0 0	239,701 4,435 235,266 0 0 0	\$111,712 \$160,190 \$110,995	8122,139. 8160,905 8121,565	\$166,344 \$211,190 \$165,680	9,3% 0,4% 9,5%	39 6% 31 4% 39.7%
12. Direct Hire Program Foreign Nationals (DHFN) 13. Total Direct Hire 14. Indirect Hire Foreign Nationals (HIFN) Subtotal - Total Funded (sechades OC 18) 15. Other Object Class 18 Benefits 15a. USDII - Benefits for Former Employees 15b. DHFN. Benefits for Former Employees 15c. Voluntury Separation Incentive Pay (VSHF) 15d. Foreign National Separation Lubility Accural	1.493 1.494	0 1,546 1 1,547	1,441 1 1,442	0 160,977 104 161,081	- 0		0 15,025 0 15,025	0 15,025 6 15,025	176,002 104 176,106	63,699 6.63,699	0 239,701 104 239,805 0 0	\$111,712 \$104,000 \$111,707	\$122,139 \$104,000 \$122,126	\$166,344 \$104,000 \$166,300	9.3% #.0% 9.3%	39.6% 0.0% 39.5%

Office of the Inspector General	Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition   Composition															
	,	- b		d						i		d/e	Ve m	Rates k/c n	h/d	j/d E
	Begin	End		Basic	Overtime				Comp		Comp	Basic Comp	Total Comp	Comp & Benefits	% BC Variables	% BC 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) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule	21	21	21	3,399	683	1	12.180	16	3,415 174,995	1,341 67,237	4,756	\$104,370 \$161,837 \$103,399	\$112,491 \$162,619 \$111,818	\$155,730 \$226,476 \$154,781	7.8% 0.5% 7.0%	41.4% 39.5% 41.5%
D1d. Wage System D1e. Highly Qualified Experts D1f. Other	1		3	Ä	1	1	3		1		-				-	
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) Lindirect Hire Foreign Nationals (HHFN) D5. Other Object Class 13 Benefits D5s. USDH - Benefits for Former Employees D5s. DHFN - Benefits for Former Employees D5s. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d - Foreign National Separation Liability Accurail	L. A.	1	1			1	-					\$104.370 \$0 \$104.304	\$112,491 \$0 \$112,420	\$155,730 80 \$155,632	7.8%	41.4%
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0		-			
RI. US Direct Hire (USDH) R1s. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1c. Highly Qualified Experts R1C. Other			* 0 0 3 0 7 0								* 0 * 1 * 1 * 1	8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8		1		
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Tetal Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Substant - Resubstantsh Fundate (see Judge OC 13) R5. Other Object Class 13 Benefits R5s. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. DHFN - Benefits for Former Diployees R5b. Voluntary Separation Incentive Pay (VSHF) R5d. Foreign National Separation Liabelity Accernal		÷	8		:	1	20		-						-	1
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%
TI. US Direct Hire (USDH) TI.s. Senior Executive Schedule TIIs. General Schedule TIIs. General Schedule TIId Wags System TIId Wags System TIIE Highly Qualified Experts TII Other	1,644 21 1,623 0 0 0	1,634 21 1,613 0 0 0	1.586 21 1.565 0 0	165,531 3,399 162,132 0 0	683 683 0 0 0	0 0 0 0	12,196 16 12,180 0 0 0	12,879 16 12,863 0 0 0	178,410 3,415 174,995 0 0	68,578 E,341 67,237 0 0	246,988 4,756 242,232 0 0 0	\$104,370 \$161,857 \$103,599	\$112,491 \$162,619 \$111,818	\$155,730 \$226,476 \$154,781	7.8% 0.5% 7.9%	41 4% 39.5% 41.3%
12. Direct Hire Program Foreign Nationals (DHFN) 13. Total Direct Hire 14. Indirect Hire Foreign Nationals (HIFN) Subtotal - Total Funded (sechnice OC 18) 15. Other Object Class 18 Benefits 15a. USDII - Benefits for Former Employees 15b. DHFN. Benefits for Former Employees 15c. Voluntury Separation Incentive Pay (VSIII) 15d. Foreign National Separation Jubility Accural	1,644 1 1,645	1,634 1,635	1,586 1 1,587	0 165,531 0 165,531	683 0 683	D	0 12,196 0 12,196	0 12.879 0 12.879	178,410 0 178,419	68,578 9 68,578 0 0 0	246,988 0 246,988 0 0 0 0	\$104,370 \$0 \$104,304	\$112,491 \$0 \$112,420	\$155,730 \$0 \$155,632	7.8%	47.4%

Office of the Inspector General	Personnel includes OC 13    1.681   1.675   1.616   175.728   1.616   175.728   1.616   1.627   1.646   1.647   1.646   1.647   1.646   1.647   1.646   1.647   1.646   1.647   1.646   1.647   1.646   1.647   1.646   1.647   1.646   1.647   1.646   1.647   1.646   1.647   1.646   1.647   1.646   1.647   1.646   1.647   1.646   1.647   1.646   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.647   1.64															
		i.											Ve m	Rates k/c n	h/d.	j/d P
	Begin	End		Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total Comp	Comp & Benefits	% BC	% BC Benefits
Direct Funded Personnel (includes OC 13)	1.681	1,675	1,617	179,318	1,061	80	12.827	13,968	193,286	70,358	263,644	\$110,895	\$119,534	\$163,045	7.8%	39.2%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule	-33	33	32	3,477	21 1,040	2.	252	275	3,752 189,421	1,364 68,994	5,116 258,415	8108,636	\$119,538 \$117,250 \$119,584	3163,076 \$159,875 \$163,141	7.8% 7.9% 7.8%	39.3% 39.3% 39.3%
D1d. Wage System D1e. Highly Qualified Experts- D1f. Other	1	1	3		į	Ť	3	9		-	3	ė		Ī	-	
D. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) Subtomal—Direct Pinded Jexchales (OL 13) D5. Other Object Class 13 Benefits D5s. USDH.—Benefits for Former Employees D5s. DHFN.—Benefits for Former Employees D5s. Voluntary Separation Incentive Pay (VSIF) D5d. Foreign National Separation Liability Accurate	1	- 1	1	113		-		-	1.13		113	8113,000	\$179,538 \$113,000 \$179,534	\$163,076 \$113,000 \$163,045	7.8% 0.0% 7.8%	39.3% 0.0% 39.2%
Reimbursable Funded Personnel (includes OC 13)	0	0	0	357	260	0	1	261	618	0	618	-	-	- 1	73.1%	0.0%
RI. US Direct Hire (USDH) R1a Senior Executive Schedule R1b General Schedule R1c Special Schedule R1d Wage System R1d Highly Qualified Experts R1C Other	***	* * * * * * * * * * * * * * * * * * * *		357 357	260		.1	261	618		618 618				73.1%	0.0%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Tetal Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Substant - Resubstantsh Fundate (see, bashe of 0.13) R5. Other Object Class 13 Benefits R5s. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. DHFN - Benefits for Former Imployees R5b. Voluntary Separation Incentive Pay (VSHP) R5d. Foreign National Separation Liability Avernal		*	3	357 357	260	1	1	261	618		618				73.1% 73.1%	0.0%
Total Personnel (includes OC 13)	1.681	1.675	1,617	179,675	1.321	80	12,828	14,229	193,904	70,358	264,262	\$111,116	\$119,916	\$163,427	7,9%	39.2%
T1. US Direct Hire (USDH) T1s. Senior Executive Schedule T1s. General Schedule T1s. Special Schedule T1d Wage System T1d Wage System T1e Highly Qualified Experts T1C Other	1,880 33 1,647 0 0 0	1,674 33 1,641 0 0	1,616 32 1,584 0 0 0	179,562 3,477 170,085 0 0	1,321 21 1,300 0 0 0	80 2 78 0 0 0	12,828 252 12,576 0 0 0	14,229 275 13,954 0 0 0	193,791 3,752 190,039 0 0	70,358 L,364 68,994 0 0	264,149 5,116 259,033 0 0 0	\$11),115 \$108,656 \$111,165	8119,920 8117,250 8119,974	3163,459 \$159,875 \$163,531	7,9% 7,9% 7,9%	39.2% 39.2% 39.2%
17. Direct Hire Program Foreign Nationals (DHFN) 13. Total Direct Hire 14. Indirect Hire Foreign Nationals (HIFN) Subtotal - Total Funded (secholar OC 18) 15. Other Object Class 13 Benefits 15a. USDI - Benefits for Former Employees 15b. DHFN. Benefits for Former Employees 15c. Voluntary Separation Incentive Pay (VSH) 15d. Foreign National Separation Lubility Accural	1,680 1 1,681	1,674 1 1,675	1,616 1 1,617	179,562 113 179,675	0 1,321 0 1,321	80 D W/	0 12,828 0 72,828	0 14,229 0 14,229	193,791 113 193,994	70,358 0 20,358	0 264,149 113 264,262 0 0	\$111,115 \$113,000 \$111,116	\$119,920 \$113,000 \$119,916	\$163,459 \$113,000 \$163,427	7,9% 0.0% 7,9%	39.2% 0.0% 39.2%

Defense Health Program					n	efense Health	Agency						Date: May	2017		
					TOTAL CI	VILIAN PER: OP-8B: OP-5 2018 Presiden (FY 2016	SONNEL CO (PB) t's Budget	STS								
	Strength Strength FTEs Comp Pay Pay O.C.11 Variables O.C.11 O.C.12/13 & Benefits Comp Comp & Benefits Variables Benefit															
	Begin	End		Basic	Overtime	Holiday	Other	h Total	i Comp	Benefits	<u>k</u> Comp	1 Basic	m Total	<u>n</u> Comp	<u>9</u> % BC	
Direct Funded Personnel (includes OC 13)	63,265	65,319	63,765	3,975,315	36,006	29,886	432,004	497,896	4,473,211	1,438,511	5,911,722	\$62,343	<u>870,152</u>	\$92,711	12.5%	36.25
DI. US Direct Hire (USDH) D1a Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts	60,897 17 58,445 2 2,148	62,960 15 60,340 2 2,307	61,427 15 58,843 2 2,297	3,890,464 2,416 3,739,133 246 111,360	35,700 31,893 3,807	29,422 59 28,190 4 1,169	424,005 118 408,776 26 14,751	489,127 177 468,859 30 19,727	4,379,591 2,593 4,207,992 276 131,087	1,423,384 663 1,370,424 68 42,148	5,802,975 3,256 5,578,416 344 173,235	863,315 8161,067 863,344 8123,000 848,481	871,297 8172,867 871,512 \$138,000 857,069	\$94,469 \$217,067 \$94,802 \$172,000 \$75,418	12.6% 7.3% 12.5% 12.2% 17.7%	36.6 27.4 36.7 27.6 37.8
D1f. Other	285	296	270	37,309					37,643	10,681	47,724	\$138,181	\$139,419	\$176,756	77.95%	
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) Subtonal - Direct Fundat Jeschales OC 13) D5. Other Object Class 13 Benefits D5a USDH - Benefits for Former Employees D5b, DHFN - Benefits for Former Employees	1,122 62,019 1,246 63,265	1,144 64,104 1,215 65,379	1,154 62,581 1,184 63,765	29,573 3,920,037 55,278 5,975,315	203 35,903 103 36,006	165 29,587 299 29,886	7,942 431,947 57 432,004	8,310 497,437 459 497,896	37,883 4,417,474 55,737 4,473,211	10,673 1,434,057 1,434,057 4,454 363	48,556 5,851,531 55,737 5,907,268 4,454	\$25,627 \$62,639 \$46,688 \$62,343	\$32,828 \$70,588 \$47,075 \$70,152	842,076 893,503 847,075 892,641	28.1% 12.7% 0.8% 12.5%	36.15 36.65 9.05 36.15
D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual										3,586 505	3,586 505					
Reimbursable Funded Personnel (includes OC 13)	208	201	202	11,272	58	14	19	91	11,363	832	12,195	\$55,802	<u>\$56,252</u>	\$60,371	0.8%	7.45
RI. US Direct Hire (USDH) Rla Senior Executive Schedule Rlb General Schedule Rlc Special Schedule Rld Wage System Rlc. Highly Qualified Experts Rl. Other	24	12	13	2,671 2,265	58	14	18	90	2,762	756 76	3,594 3,111 483	\$166.938 \$174.231 \$133.333	\$172,625 \$181,154 \$135,667	\$224,625 \$239,308 \$161,000	3,4% 4.0% 0.2%	31.17
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Tetal Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subinal - Reimbursable Funded fewchuler OC [3] R5. Other Object Class 13 Renefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Insective Pay (VSIP) R5d. Foreign National Separation Liability Accrual	31 59 149 208	35 50 151 201	35 51 151 262	3,812 7,460 71,272	58°	14	19	91	1,141 3,903 7,460 77,563	832 832	1,141 4,735 7,460 12,195	\$32,600 \$74,745 \$49,404 \$55,802	\$32,600 \$76,529 \$49,404 \$56,252	\$32,600 \$92,843 \$49,404 \$60,371	0.0% 2.4% 0.0% 0.8%	0.09 21.8* 0.0* 7.4*
Total Personnel (includes OC 13)	63,473	65,520	63,967	3,986,587	36,064	29,900	432,023	497,987	4,484,574	1,439,343	5,923,917	<u>\$62,323</u>	\$70,108	\$92,609	12.5%	36.15
TI. US Direct Hire (USDII) TIA. Senior Executive Schedule Tib. General Schedule Tib. Special Schedule Tid. Wage System Tie. Highly Qualified Experts TIC Other	60,925 17 58,469 2 2,(48 0 289	62,975 15 50,352 2 2,307 0 299	61,443 15 58,856 2 2,297 0 273	3,893,135 2,416 3,741,398 246 111,360 0 37,715	35,758 0 31,951 0 3,807 0	29,436 59 28,204 4 1,169 0	424,024 118 408,794 26 14,751 0 535	489,218 177 468,949 30 19,727 (r 335	4,382,353 2,593 4,210,347 276 131,087 0 38,050	1,424,216 663 1,371,180 68 42,148 0 10,157	5,806,569 3,256 5,581,527 344 173,235 0 48,207	\$63,362 \$161,067 \$63,569 \$123,000 \$48,481	871,324 5172,867 871,536 8138,000 857,069	\$94,503 \$217,067 \$94,834 \$172,000 \$75,418 \$176,582	12.6% 7.3% 12.5% 12.2% 17.7%	36.65 27.45 36.65 27.69 37.85
17. Direct Hire Program Foreign Nationals (DHFN) 13. Total Direct Hire 14. Indirect Hire Foreign Nationals (HIFN) Substoal - Total Funded (sechulect OC 18) 15. Other Object Class 13 Benefits 15a. USDH - Benefits for Former Employees 15b. DHFN. Benefits for Former Employees 15c. Voluntary Separation Incentive Pay (VSHF) 15d. Foreign National Separation Lubility Accural	1,153 62,678 1,395 63,473	1,179 64,154 1,366 65,526	1,189 62,632 1,335 63,967	30,714 3,923,849 62,738 3,986,587	203 35,961 103 36,064	165 29,601 299 29,900	7,942 <b>431,966</b> 57 432,023	8,310 497,528 459 497,987	39,024 4,421,377 63,197 4,484,574	10,673 1,434,889 0 1,434,889 4,454 0 363 3,586 505	49,697 5,856,266 63,197 5,919,463 4,454 0 363 3,886 505	\$25,832 \$62,649 \$46,995 \$62,325	\$32,821 \$70,593 \$47,339 \$70,108	841,797 893,593 847,339 892,539	27,1% 12,7% 0,7% 12,5%	34.7 36.6 0.0 36.0

Defense Health Program						rfense Health		STS					Date: May	2017		
TOTAL CIVILIAN FERSONNEL COSTS   OP-88: OP-87 (PB)   FY 2018 President's Budget   FY 2018 President's Budget   OF-88: OP-88: OP-87 (PB)   OF-88: OP-87 (PB)   OF-88: OP-88:																
	$\begin{array}{cccccccccccccccccccccccccccccccccccc$															i/d
	Begin	End		Basic	Overtime	Holiday	Other	<u>h</u> Total	i Comp	Benefits	<u>k</u> Comp	1 Basic	m Total	<u>n</u> Comp	% BC	½ % BC
Direct Funded Personnel (includes OC 13)	66,057	64,574	62,792	4,059,728	31.671	11,763	365,614	409,048	4,468,776	1,409,039	5,877,815	\$64,654	\$71,168	\$93,608	10.1%	34.7%
DI. US Direct Hire (USDH)  DIa Senior Executive Schedule  DIb. General Schedule  Dic. Special Schedule  DId. Wage System  DIe. Highly Qualified Experts.	63,591 18 60,915 2 2,389	62,322 18 59,678 2 2,379	57,907 2,446	3,965,466 3,949 3,826,960 243 100,152	31,329 27,622 3,707	11,659 78 10,357 4 1,220	359,348 190 354,977 3,841	402,336 268 392,956 4 8,768	4,367,802 4,217 4,219,916 247 108,920	1,395,417 910 1,351,183 67 34,059	5,763,219 5,127 5,571,099 314 142,979	865,427 8219,389 866,088 8121,500 840,945	872,063 8234,278 872,874 8123,500 844,530	\$95,089 \$284,833 \$96,208 \$157,000 \$58,454	10.1% 6.8% 10.3% 1.6% 8.8%	35.2% 23.0% 35.3% 27.6% 34.0%
D1f. Other	267	245	236	34,162	-	-	340	340	34,502	9,198	43,700	8144,754	\$146,195	\$185,169	1.0%	26.9%
D. Direct Hire Program Foreign Nationals (DHFN) B. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) Subtand - Direct Funded devaluate OC 137 BS. Other Object Class 13 Benefits D5s. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d Foreign National Separation Inchinity Accusal	939 64,530 1,527 66,057	939 63,261 1,3 3 64,574	912 91.521 1,271 62.792	25,283 3,990,749 68,979 4,059,728	216 31.545 (26 37,67)	104 11,763 11,763	6,104 365,452 162 365,014	6,424 408,760 288 409,048	31,707 4,399,509 69,267 4,468,776	9,117 1,404,534 1,404,534 4,505 1,277 1,685 1,048 495	40.824 5,804,043 69,267 5,873,310 4,505 1,277 1,685 1,048 495	\$27,723 \$64,868 \$54,273 \$64,654	\$34,764 871,512 \$54,498 871,168	\$44,763 \$94,342 \$54,498 \$93,336	25.4% 10.2% 0.4% 10.1%	36.19 35.29 0.09 34.6%
Reimbursable Funded Personnel (includes OC 13)	207	207	206	10,958	31	11	68	110	11,068	1,110	12,178	\$53,194	\$53,728	\$59,117	1.0%	10.1%
RI. US Direct litre (USDH) R1 a Senior Executive Schedule R1b General Schedule R1c Special Schedule R1d Wage System R1d Wage System R1c Highly Qualified Experts R1C Ollogr	30 26	30 26	29	2,547 1,891	31	, n	64	106	2,657 1,997	1,110 979 -	3,767 2,976	\$87,828 \$78,792 \$131,200	891,621 883,208 	\$129,897 \$124,000 \$158,200	4.3% 5.6%	43.6% 51.8%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subioual - Resultantable Funded (excluder OC [3]) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. USDH - Benefits for Former Employees R5b. USDH - Moreign for Former Employees R5b. USDH - Moreign for Former Employees R5b. The R5d Foreign National Separation Incentive Pay 19'81P1 R5d. Foreign National Separation Liability Accumil	33 63 144 297	33 63 144 207	33 62 144 206	1,086 3,633 7,325 70,958	31	n n	68	110	1,086 3,743 7,325 11,068	1,110	1.086 4.853 7.325 12,178	\$32,909 \$58,597 \$50,868 \$53,194	\$32,999 \$69,371 \$50,868 \$53,728	\$32,909 \$78,274 \$50,868 \$59,117	# 0% 3.0% # 0% 7.0%	0.05 30.67 0.05 10.18
Total Personnel (includes OC 13)	66,264	64,781	62,998	4,979,686	31,702	11,774	365,682	409,158	4,479,844	1,410,149	5,889,993	\$64,616	871,111	\$93,495	10.1%	34.6%
TI. US Direct Hire (USDII) TIA. Senior Executive Schedule Tib. General Schedule Tib. Special Schedule Tid. Wage System, Tie. Highly Qualified Experts TIE Other	63,621 18 60,941 2 2,389 0 271	62,352 18 59,764 2 2,379 0 249	60,638 18 57,931 2 2,446 0 241	3,968,013 3,949 3,828,851 243 100,152 0 34,818	31,360 0 27,653 0 3,707 0 0	11,670 78 10,368 4 1,220 0	359,416 190 355,041 0 3,841 0 344	402,446 268 393,062 4 8,768 0 344	4,370,459 4,217 4,221,913 247 108,920 0 35,162	1,396,527 910 1,352,162 67 34,059 0 9,329	5,766,986 5,127 5,574,075 314 142,979 0 44,491	\$65,438 \$219,389 \$66,093 \$121,500 \$40,945 \$144,473	872,075 5234,278 872,878 8123,500 844,530	\$95,105 \$284,833 \$96,219 \$157,000 \$58,454 \$184,610	10.1% 6.8% 10.3% 1.6% 8.8%	35.2% 23.0% 35.3% 27.6% 34.0%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Feeding Nationals (HHFN) Substoal - Total Funded (see holes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN. Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSHP) T5d. Foreign National Separation Lubility. Accessed	972 .64,593 1,671 66,263	972 63,324 1,457 64,781	945 61,583 1,415 62,998	26,369 3,994,382 76,304 4,070,686	216 31,576 126 31,702	104 11,774 0 H,774	6,104 365,520 162 365,682	6,424 408,870 288 409,158	32,793 4,403,252 76,592 4,479,844	9,117 1,405,644 9 1,405,644 4,505 1,277 1,685 1,048 495	41,910 5,808,896 76,592 5,885,488 4,505 1,277 1,685 1,048 495	\$27,904 \$64,862 \$53,925 \$64,616	834,702 871,501 854,129 871,111	844,349 894,326 854,129 893,423	24 4% 10 2% 0 4% 10.1%	34.6% 35.2% 0.0% 34.3%

Defense Health Program	,				TOTAL CI	efense Health VILIAN PER: OP-8B: OP-8 2018 Presiden (FY 2018	SONNEL CO (PB) t's Budget	STS					Date: May	2017		
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>s</u> FTEs	d Basic Comp	S Overtime Pay	(S in Thousa  f Holiday  Pay	nds) g Other O.C.11	e+f+g h Total Variables	d+h i Comp O.C.II	Benefits O.C.12/13	i+j <u>k</u> Comp & Benefits	d/e 1 Basic Comp	wc m Total Comp	Rates k/c n Comp & Benefits	h/d g % BC Variables	j/d p % BC Benefits
Direct Funded Personnel (includes OC 13)	64,813	63,405	61,453	4,000,708	35,988	29,859	415,674	481,521	4,482,229	1,431,479	5,913,708	\$65,102	872,938	\$96,231	12.0%	35.8%
D1. US Direct Hire (USDH)  D1a. Senior Executive Schedule  D1b. General Schedule  D1c. Special Schedule  D1d. Wage System  D1e. Highly Quilified Experts.	62,570 17 60,044 2 2,259	61,162 17 58,660 2 2,248	59,279 17 56,795 2 2,237	3,909,171 2,827 3,763,723 259 108,084	35,573 31,531 4,042	29,746 75 28,375 4 1,292	408,789 163 401,325 28 6,998	474,108 238 461,231 32 12,332	4,383,279 3,065 4,224,954 291 120,416	1,417,898 960 1,367,941 72 39,437	5,801,177 4,025 5,592,895 363 159,853	865,945 8160,294 866,269 8129,500 848,316	873,943 8180,294 874,390 8145,509 853,829	\$97.862 \$236,763 \$98.475 \$181.500 \$71.459	12.1% 8.4% 12.3% 12.4% 11.4%	36.3% 34.0% 36.3% 27.8% 36.5%
DE. Direct Hire Program Foreign Nationals (DHFN) DE. Direct Hire Program Foreign Nationals (DHFN) Stabilities Hire Foreign Nationals (HHFN) Stabilities Foreign Nationals (HHFN) Stabilities Foreign Foreign Nationals (DES) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (DHFN) DS (D	248 937 63,547 1,306 64,813	937 62,099 1,306 63,405	910 60,189 1,264 67,458	34,278 26,917 3,936,088 64,620 4,660,768	286 35,859 129 35,988	113 29,859 29,859	6,719 415,508 166 415,674	275 7,118 481,226 295 481,521	34,553 34,035 4,417,314 64,915 4,482,229	9,488 9,127 1,427,025 1,427,025 4,454 363 3,586 505	44,041 43,162 5,844,339 64,915 5,909,254 4,454 363 3,586 505	\$29,579 \$65,395 \$51,123 \$65,102	\$151,548 \$37,401 \$73,391 \$51,357 \$72,938	\$193,162 \$47,431 \$97,100 \$51,357 \$96,159	0.8% 26.4% 12.2% 0.5% 12.0%	27 7% 33 9% 36.3% 9.0% 35.7%
Reimbursable Funded Personnel (includes OC 13)	202	202	202	11,621	60	14	18	92	11,713	850	12,563	\$57,530	\$57,985	\$62,193	0.8%	7.3%
RI, US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1c. Highly Qualified Experts R1f. Other	13	16	13	2,743 2,321 	60	14	18	92	2,835	772 - - 78	3,685 3,185	\$17),438 \$178,538 \$140,667	\$177,188 \$185,613 \$140,667	\$230,313 \$245,000 \$166,667	3.4%	31.0%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subsoul - Reemburshie Founded (excluded OC [3]) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay 19'81P) R5d. Foreign National Separation Libelity Accumil	35 51 151 292	35 51 151 202	35 51 151 262	3,178 3,921 7,700 71,621	60	14 14	18	92 92	1,178 4,013 7,700 71,713	850 850	1,178 4,863 7,700 12,563	\$33,657 \$76,882 \$50,993 \$57,530	\$33,657 \$78,686 \$50,993 \$57,985	\$33,657 \$95,353 \$50,993 \$62,193	0.0% 2.3% 0.0% 0.8%	0.09 21.79 0.09 7.39
Total Personnel (includes OC 13)	65,015	63,607	61,655	4,612,329	36,048	29,873	415,692	481,613	4,493,942	1,432,329	5,926,271	\$65,077	\$72,889	\$96,120	12,0%	35.7%
TI. US Direct Hire (USDII) TIL. Senior Executive Schedule Tile. General Schedule Tile. Special Schedule Tile. Wage System Tile. Highly Qualified Experts TIL Other TIL Other	62,586 17 60,057 2 2,259 0 251	61,178 17 58,673 2 2,248 0 238	59,295 17 56,808 2 2,237 0 251	3,911,914 2,827 3,766,044 259 (08,084 0 34,700	35,633 0 31,591 0 4,042 0 0	29,760 75 28,389 4 1,292 0	408,807 163 401,343 28 6,998 0 275	474,200 238 461,323 32 12,332 0 275	4,386,114 3,065 4,227,367 291 120,416 0 34,975	1,418,748 960 1,368,713 72 39,437 0 9,566	5,894,862 4,025 5,596,080 363 159,853 0 44,541	\$65,974 \$166,294 \$66,294 \$129,500 \$48,316 \$150,216	873,971 5180,294 874,415 8145,500 853,829 8151,407	\$97,898 \$236,765 \$98,509 \$181,500 \$71,459 \$192,818	J2.1% 8.4% 12.2% 12.4% 11.4%	36.3% 34.0% 36.3% 27.8% 36.3%
72. Direct Hire Program Foreign Nationals (DHFN) 13. Total Direct Hire 14. Indirect Hire Fareign Nationals (HHFN) Substoal - Total Funded (sechodes OC 1/3) 15. Other Object Class 13 Benefits 15a. USDH - Benefits for Former Employees 15b. DHFN. Benefits for Former Employees 15c. Voluntury Separation Incentive Pay (VSHP) 15d. Foreign National Separation Lability. Accural	972 63,558 1,457 65,015	972 62,150 1,457 63,607	60,240 1,415 61,655	28,095 3,940,009 72,320 4,012,329	286 35,919 129 36,048	29,873 0 29,873	6,719 415,526 166 415,692	7,118 481,318 295 481,613	35,213 4,421,327 71,615 4,493,942	9,127 1,427,875 0 1,427,875 4,454 0 363 3,586 505	44,340 5,849,202 72,615 5,921,817 4,454 0 363 3,886 505	\$29,730 \$65,405 \$51,110 \$65,077	\$37,262 \$73,395 \$51,318 \$72,889	\$46,921 \$97,098 \$51,318 \$96,048	25.3% 12.2% 0.4% 12.0%	32.55 36.25 0.05 35.65

Research, Development, Test & Eval, DW						anced Researd VILIAN PER: OP-8B: OP-8 2018 Presiden (FY 2016	ONNEL CO (PB) I's Budget						Date: May	2017		
	a Begin Strength	<u>b</u> End Strength	S FTES	d Basic Comp	E Overtime <u>Pav</u>	(\$ in Thousa  f Holiday  Pay	ods)  E Other O.C.11	e+f+g <u>h</u> Total <u>Variables</u>	d+h i Comp O.C.11	Benefits O.C.12/13	i+j <u>k</u> Comp & Benefits	d/c 1 Basic Comp	i/c <u>m</u> Tetal <u>Comp</u>	Rates k/c <u>B</u> Comp & Benefits	h/d g % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	162	156	156	24,126	0	0	910	910	25,036	8,658	33,694	8154,654	\$160,487	\$215,987	3.8%	35.9%
DI. US Direct Hire (USDH)  DIs Semor Executive Schedule  DIS General Schedule  DIs Special Schedule  DId Wage System  DIe Highly Qualified Experts  DI, Other	162 8 79 75	156 7 74 75	156 9 72 75	24,126 1,492 10,040 12,594			910 99 249 562	910 99 249 562	25,036 1,591 10,289 13,156	8,633 497 3,014 5,122	33,669 2,088 15,303 18,278	\$154.654 \$165,778 \$139.444 \$167,920	\$160,487 \$176,778 \$142,903 \$175,413	3215.827 \$232,000 \$184,764 \$243,707	3.8% 6.6% 2.3% 4.5%	35.8% 33.3% 30.0% 40.7%
D2. Direct Hire Program Foreign Nationals (DHFN)			-													
D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HIFN) Subtant-Direct Funded [excluder OC 18] D5. Other Object Class 13 Benefits D5a USDH - Benefits for Former Employees D5b, DHFN - Benefits for Former Employees D5c. Voluntury Separation Incentive Pay (VSIP) D5d - Foreign National Separation Lability Accusal	162	156	156	24,126 24,126	9		910 V///	910	25,036 25,036	8,633 25 25	33,669 33,669 25 	8154.654 8154.654	\$160,487 \$160,487	\$215,827 \$215,827	3.8% 4.8%	35.8% 85.8%
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	2	0	0	0	-	- 2	- 1	- 6	
RI. US Direct Hire (USDH) R1 a. Serine Texecutive Schedule R1b General Schedule R1c Special Schedule R1d Wage System R1c Highly Qualified Experts R1f Other		* * * * * * * * * * * * * * * * * * * *										-				
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Substant - Resultsmatch Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5s. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. USDH - Benefits for Former Employees R5b. Voluntary Separation Incentive Pay VSHP R5d. Foreign National Separation Industry R5d. Foreign National Separation Industry R5d. Foreign National Separation Industry	i	**	- 8	S		1										
Total Personnel (includes OC 13)	162	156	156	24,126	0	0	910	910	25,036	8,658	33,694	\$154,654	\$160,487	\$215,987	3,8%	35.9%
TI. US Direct Hire (USDII) TI.s. Senior Executive Schedule Tils. General Schedule Tils. General Schedule TI.d. Wage System TI.d. Wage System TI.E. Highly Qualified Experts TI.C. Other	162 8 79 75 0 0	7.74 7.5 0.0	72 75 0 0	24,126 1,492 10,040 12,594 0 0	0 0 0 0 0	0 0 0 0	910 99 249 562 0 0	910 99 249 562 0 0	25,036 1,591 10,289 13,156 0	8,633 497 3,014 5,122 0	33,669 2,088 13,303 18,278 0 0	\$154,654 \$165,778 \$139,444 \$167,920	\$160,487 \$176,778 \$142,903 \$175,413	3215,827 \$232,000 \$184,764 \$243,707	3,8% 6,6% 2,5% 4,5%	35.8% 33.3% 30.0% 40.7%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HHFN) Substant - Fool Funded (excluder OC 13) T5. Other Object Class 13 Benefits T5a. USDI - Benefits for Former Employees T5b. DHFN. Benefits for Former Employees T5c. Voluntury Separation Incentive Pay (VSIP) T5d. Foreign National Separation Lubility. Accural	162 0 162	156 0 156	156 0 156	24,126 0 24,126	0	D .	910 0 970	910 910 0 970	25,036 0 25,036	8,633 9, 8,633 25, 0 0 25, 0	0 33,669 0 33,669 25 0 0 25 0	\$154,654 \$154,654	\$160,487 \$160,487	\$215,827 \$215,827	3.8%	35.8% 35.8%

Research, Development, Test & Eval, DW					TOTAL CI	anced Research VILIAN PER: OP-8B: OP-8 2018 Presiden (FV 2017	SONNEL CO (PB) t's Budget						Date: May	2017		
	A Begin Strength	b End Strength	<u>s</u>	d Rasic Comp	S Overtime Pay	(S in Thousa  f Holiday  Pay	nds) <u>g</u> Other <u>O.C.11</u>	e+f+g h Total Variables	d + h i Comp O.C.11	Benefits O.C.12/13	i+j <u>k</u> Comp & Benefits	d/e 1 Basic Comp	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp & Benefits	h/d g % BC <u>Variables</u>	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	183	181	177	27,802	10	0	1,475	1,485	29,287	9,775	39,062	\$157,073	\$165,463	5220,689	5.3%	35.2%
DI. US Direct Hire (USDH)  D1a. Senior Executive Schedule  D1b. General Schedule  D1c. Special Schedule  D1d. Wage System  D1e. Highly Qualified Experts.  D1f. Other	183 24 94 65	181 24 90 67	177 24 88 65	27,802 4,065 12,631 11,106	10		1.475 243 371 861	1,485 243 381 861	29,287 4,308 13,012 11,967	9,675 1,415 4,395 3,865	38,962 5,723 17,407 15,832	\$157,073 \$169,375 \$143,534 \$170,862	\$165,468 \$179,500 \$147,864 \$184,108	3220,124 \$238,458 \$197,807 \$243,369	7.3% 6.0% 1.0% 7.8%	34.8% 34.8% 34.8% 34.8%
D2. Direct Hire Program Foreign Nationals (DHFN)																
D3. Total Direct Hire	183	181	177	27,802	10		1,475	1,485	29,287	9,675	38,962	\$157.073	5165,463	8220,724	5.3%	34.8%
D4. Indirect Hire Foreign Nationals (IHFN) Subtout—Dwere Funded fixes bales OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DEFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSP) D5d. Towegn National Separation Lability Accusal	183	-181	177	27,802	10	ĩ	1.475	1.485	29,287	9.675 100	38,962 100 100	8157,073	\$165,463	\$220,124	5.3%	34.87
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-				
RI. US Direct Hire (USDH) RIa Senior Executive Schedule RIb General Schedule RIv Special Schedule RId Wage System RIc. Highly Qualified Experts RIO Other		* * * * * * * * * * * * * * * * * * * *	* 0 0 0 0 0 0					* 0 0 1 1 1 1 1				8 8 7 8 8				
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subtional: *Semblementhe Founded fewcludes OC [3] R5. Other Object Class 13 Benefits R5a USDH—Benefits for Former Employees R5b DHFN—Benefits for Former Employees R5b OHFN—Sparation Intentive Pay (VSIIP) R5d. Foreign National Separation Liabelity Accrual		4	3	8		1	-								-	
Total Personnel (includes OC 13)	183	181	177	27,802	10	0	1,475	1.485	29,287	9,775	39,062	\$157,073	\$165,463	5228,689	5,3%	35.2%
TI. US Direct Hire (USDID TILs. Senior Executive Schedule Tils. General Schedule Tils. Special Schedule Tild. Wage System Tile. Highly Qualified Experts TIL Other TIL Other	183 24 94 65 0 0	181 24 90 67 0	177 24 88 65 0 0	27,802 4,065 12,631 11,106 0 0	10 0 10 0 0 0	0 0 0 0	1,475 243 371 861 0 0	243 381 861 0 0	29,287 4,308 13,012 11,967 0 0	9,675 L,415 4,395 3,865 0	38,962 5,723 17,407 15,832 0 0	\$157,073 \$169,375 \$143,534 \$170,862	8165,463 8179,500 8147,864 8184,108	3220,124 \$238,458 \$197,807 \$243,569	5,3% 6,0% 3,0% 7,8%	30.8% 34.8% 34.8% 34.8%
17. Direct Hire Program Fureign Nationals (DHFN) 13. Total Direct Hire 14. Indirect Hire Facility Nationals (HIFN) Substoal - Total Funded (excludes OC 13) 15. Other Object Class 13 Benefits 15a. USDH - Benefits for Former Employees 15b. DHFN - Benefits for Former Employees 15c. Voluntary Separation Incentive Pay (VSH) 15d. Foreign National Separation Lability. Accural	0 183 0 183	0 181 0 181	0 177 9 177	0 27,862 0 27,802	0 10 0 10	0	1,475 0 1,475	0 1,485 0 1,485	29,287 0 29,287	9,675 9,675 100 0 1100	0 38,962 0 38,962 100 0 100	\$157,073 \$157,075	\$165,463 \$165,463	\$220,124 \$220,124	5,3% 5,3%	34.8%

Research, Development, Test & Eval, DW					TOTAL CI	anced Researd VILIAN PER OP-8B: OP-8 2018 Presiden (FY 2018	SONNEL CO (PB) t's Budget						Date: May	2017		
	ā Begin Strength	<u>b</u> End <u>Strength</u>	<u>s</u>	d Basic Comp	S Overtime Pay	(S in Thousa  f Holiday  Pay	onds)  E Other O.C.11	e+f+g h Total Variables	d + h i Comp O.C.11	Benefits O.C.12/13	i+ j <u>k</u> Comp & Benefits	d/e 1 Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp & Benefits	h/d <u>9</u> % BC <u>Variables</u>	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	181	160	166	26,755	0	0	917	917	27,672	9,703	37,375	\$161,175	\$166,699	5225,151	3.4%	36.3%
DI. US Direct Hire (USDH)  DIa Senior Executive Schedule  DIS General Schedule  DIS Special Schedule  DIA Wage System  DIE Highly Qualified Experts  DIF Other	181 12 77 92	100 100 72 78	166 11 75 80	26,755 1,897 10,882 13,976			917 125 163 629	917 125 163 629	27,672 2,022 11,045 14,605	9,583 632 3,267 5,684	37,255 2,654 14,312 20,289	\$161.175 \$172,435 \$143,093 \$174,700	\$166,699 \$183,818 \$147,267 \$182,563	\$224,428 \$241,273 \$190,827 \$253,613	3.4% 6.6% 1.5% 4.5%	35.8% 33.3% 30.0% 40.7%
D2. Direct Hire Program Foreign Nationals (DHFN)																
D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	181	160	166	26,755			917	917	27,672	9,583	37,255	8161,175	8/66,699	3224,428	3.4%	\$5.8%
Subtout - Direct Funded Jexcludes (OC 13)  D5. Other Object Class 13 Benefits D5a USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Lability Accusal	787	160	Inn	26,755	. ?	-	W17	917	.27,672	9,583 120 	37,255 120 - 120	8162,175	8166,699	\$224,428	3.4%	35.8%
Reimbursable Funded Personnel (includes OC 13)	0	0	<u>0</u>	0	0	0	0	0	0	0	0.				-	
RI. US Direct Hire (USDH) R1a Senior Executive Schedule R1b General Schedule R1c Special Schedule R1d Wage System R1c Highly Qualified Experts R1C Other			* 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0													
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subioual - Resultsurable Founder Oct 18) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. DHFN - Shernifts for Former Imployees R5b. The R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b - R5b		100		3	•		4	į	-						9	
Total Personnel (includes OC 13)	181	160	166	26,755	0	0	917	917	27,672	9,763	37,375	\$161,175	\$166,699	\$225,151	3,4%	36.3%
TI. US Direct Hire (USDII) Tia. Senior Executive Schedule Tib. General Schedule Tib. Special Schedule Tid. Wage System Tid. Wage System Tie. Highly Qualified Experts TIC Other	181 12 77 92 0 0	160 10 72 78 0 0	166 1) 75 80 0 0	26,755 1,897 10,882 13,976 0 0	0 0 0 0	0 0 0 0	917 125 163 629 0	917 125 163 629 0 0	27,672 2,022 11,045 14,605 0	9,583 632 3,267 5,684 0	37,255 2,654 14,312 20,289 0 0	\$161,175 \$172,455 \$145,093 \$174,700	\$166,699. \$183,818 \$147,267 \$182,563	3224,428 \$241,273 \$190,827 \$253,613	3.4% 6.6% 1.5% 4.5%	35 A% 33.3% 30.0% 40.7%
T2. Direct Hire Program Pareign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HIFN) Substant - Total Funded (excludes OC 33) T5. Other Object Class 13 Benefits T5a. USDI1- Benefits for Former Employees T5b. DHFN. Benefits for Former Employees T5c. Voluntury Separation Incentive Pay (VSH) T5d. Foreign National Separation Lubility Accurat	181 0 181	160 0 160	0 166 0 766	26,755 0 26,755	- 0	0	917 0 917	917 0 917	27,672 0 27,672	9,583 0 9,583 120 0 120	0 37,255 0 37,255 120 0 0 120	\$161,175 \$161,175	3166,699 3166,699	\$224,428 \$224,428	3,4%	35 8% 35 8%

Research, Development, Test & Eval, DW					TOTAL CIT	information S VILIAN PER: OP-8B: OP-8 2018 Presiden (FY 2016	SONNEL CO (PB) t's Budget						Date: May	2017		
		<u>Þ</u>	2	4	ĭ	(\$ in Thousa	E.	e+f+g <u>h</u>	d + tr 1		1+1 <u>k</u>	d/e	Ve m	Rates k/c n	h/d. <u>0</u>	j/d P
	Begin Strength	End Strength	FTEs	Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	O.C.11	O.C.12/13	& Benefits	Basic Comp	Total Comp	& Benefits	% BC Variables	% BC Benefits
Direct Funded Personnel (includes OC 13)	279	250	265	26,087	73	2	351	426	26,513	9,104	35,617	<u>\$98,442</u>	\$100,049	\$134,404	1.6%	34.9%
DI. US Direct Hire (USDH) D1a Senior Executive Schedule D1b. General Schedule	279 2 277	250 1 249	265 1 264	26.087 185 25,902	73 73	2 2	351 9 342	426 9 417	26,513 194 26,319	9,029 57 8,972	35,542 251 35,291	\$98,442 \$183,000 \$98,114	8100,049 8194,000 899,693	3134,121 \$251,000 \$133,678	7.6% 4.9% 1.6%	34 65 30 85 34 65
Dic. Special Schedule Did. Wage System Die. Highly Qualified Experts- Dif. Other		1	3		1	1	1			-	3	-		1	. 1	
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	279	250	265	26,087	73	2	351	426	26,513	9,029	35,542	598,442	\$100,049	8134,721	7,6%	34.6%
D4. Indirect Hire Foreign Nationals (HEPN) Subtonal - Direct Funded lexeludes OC 131 D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP)	279	250	265	26.487	7.1	2	351	426	26.513	9.029 75	35,542 75	898.442	\$100,049	\$134,121	1.6%	34 6%
D5d. Foreign National Separation Liability Accrual										- 1	-					
Reimbursable Funded Personnel (includes OC 13)	73	83	79	10,181	4	11	114	159	10,340	2,284	12,624	\$128,873	\$130,886	\$159,797	1.6%	22.4%
RI. US Direct Hire (USDH)  R1a. Senior Executive Schedule  R1b. General Schedule  R1c. Special Schedule  R1d. Wage System  R1e. Highly Qualified Experts  R1f. Other	73	83	79	10,181	34	u u	114	159	10,340	2,284	12,624	\$128,873 \$128,873	\$130,886	\$159,797 \$159,797	1.6%	22.49
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Substail - Reumbursubb Founder (excluder OC   3) R5. Other Object Class 13 Benefits R5. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accruil	73 73	83 83	79 79	10,181 70,181	34	n	114	159 159	10,340 10,346	2,284	12,624	\$128,873 \$128,873	\$130,886 \$130,886	\$159,797 \$159,797	7.6% 7.6%	22.4% 22.4%
Total Personnel (includes OC 13)	352	333	344	36,268	107	13	465	585	36,853	11,388	48,241	\$105,430	\$107,131	\$140,235	1.6%	31.4%
TI. US Direct Hire (USDII) TIa. Senior Executive Schedule Tib. General Schedule Tib. Special Schedule Tid. Wage System Tie. Highly Qualified Experts TII. Other	352 2 350 0 0 0	333 1 332 0 0 0	344 1 343 0 0 0	36,268 185 56,083 0 0	107 0 107 6 0	13 0 13 0 0	465 9 456 0 0	585 9 576 0 0	36,853 194 36,659 0 0	11,313 57 11,256 0 0	48,166 251 47,915 0 0 0	\$105,430 \$185,000 \$105,798	\$107,131. \$194,000 \$106,878	\$140,017 \$251,000 \$139,694	1.6% 4.9% 1.6%	31,2% 30,8% 31,2%
72. Direct Hire Program Foreign Nationals (DHFN) 13. Total Direct Hire 14. Indirect Hire Fareign Nationals (HIFN) Subrotal - Total Funded (excludes OC 13) 15. Other Object Class 13 Benefits 15a. USDH - Benefits for Former Employees 15b. DHFN - Benefits for Former Employees 15c. Voluntary Separation Incentive Pay (VSIP) 15d. Foreign National Separation Lubbits Accural	352 0 352	333 0 333	0 344 0 344	36,268 0 36,268	0 107 0 107	0 13 0 13	465 0 463	585. 0 585	36,853 0 36,853	0 11,313 0 11,313 75 0 0 75	0 48,166 0 48,166 75 0 0 75	\$105,430 \$105,430	\$107,131 \$107,131	\$140,017 \$140,017	1.6%	31.2% 31.2%

Research, Development, Test & Eval, DW					TOTAL CP	information S VILIAN PER OP-8B: OP-4 2018 Presiden (FY 2017	SONNEL CO (PB) t's Budget						Date: May	2017		
				1.0		(S in Thousa		e+f+g	d + N		1+1	d/e	Ve	Rates k/c	h/d	j/d
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	h Total Variables	Comp O.C.11	Benefits O.C.12/13	E Comp & Benefits	Basic Comp	m Tetal Comp	Eomp & Benefits	% BC Variables	% BC Benefits
Direct Funded Personnel (includes OC 13)	309	270	278	28,172	83	28	281	392	28,564	7,426	35,990	\$101,338	\$102,748	\$129,460	1.4%	26.4%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule	309 2 307	270 2 268	278 2 276	28,172 288 27,884	83	28 28	281 14 267	392 14 378	28,564 302 28,262	7,426 77 7,349	35,990 379 35,611	\$101.338 \$144.000 \$101.029	\$102,748 \$151,000 \$102,399	\$129,460 \$189,500 \$129,025	1.4% 4.9% 1.4%	26.4% 26.7% 26.4%
D1d. Wage System D1e. Highly Qualified Experts- D1f. Other	1	-	3	5	1	1	5		ě	Ē	3	å	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN)	309	270	278	28,172	83	28	281	392	28,564	7,426	35,990	\$101.338	5102,748	8129,460	7.4%	26.4%
Subtoul - Dover Funded Jeschales (OC 13)  D5. Other Object Class 13 Benefits D5a (USDH) - Benefits for Former Employees D5b, DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP). D5d. Foreign National Separation Lability Accutal	3119	270	-278	28,172	81	.28	281	392	28,564	7.426	35,990	\$107,338	\$102,748	\$129,460	1.4%	26.4%
Reimbursable Funded Personnel (includes OC 13)	131	131	131	11,527	34	11	116	161	11,688	3,039	14,727	\$87,992	589,221	S112,420	1.4%	26.4%
RI, US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1c. Highly Qualified Experts R1f. Other	131	131	131	11.527 11.527	34	0	116 116	161	11,688	3,039	14,727	\$87,992 \$87,992	889,221 889,221	3112,420 3112,420	1.4%	26.4%
R2. Direct Hire Frogram Foreign Nationals (BHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subious - Reumbursubbe Funded (recludes 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 (VSHP) R5d. Foreign National Separation Liabelity Accrual	131	131	131	11,527 71,527	34	n H	116	161	11,688	3,039	14,727 14,723	S87,992 387,992	\$89,221 \$89,221	3112,420 8112,420	1,4%	26.4% 26.4%
Total Personnel (includes OC 13)	440	401	409	39,699	117	39	397	553	40,252	19,465	50,717	\$97,064	\$98,416	\$124,002	1.4%	26.4%
TI. US Direct Hire (USDH) This Senior Executive Schedule This General Schedule The Special Schedule Tid Wage System The Highly Qualified Experts TIC Other	440 2 438 0 0 0 0	461 2 399 0 0 0	409 2 407 0 0 0	39,699 288 39,411 0 0 0	117 0 117 6 0 0	39 0 39 0 0 0	397 14 383 0 0 0	553 14 539 0 0 0	40,252 302 39,950 0 0	10,465 77 10,388 0 0 0	50,717 379 50,338 0 0 0	\$97,064 \$144,000 \$96,833	898,416 \$151,000 \$98,157	\$124,002 \$189,500 \$123,681	1.4% 4.9% 1.4%	26.4% 26.4%
72. Direct Hire Program Foreign Nationals (DHFN) 13. Total Direct Hire 14. Indirect Hire Foreign Nationals (HIFN) Substoal - Total Funded (seehader OC 18) 15. Other Object Class 13 Benefits 15a. USDH - Benefits for Former Employees 15b. DHFN - Benefits for Former Employees 15c. Voluntary Separation Incentive Pay (VSHP) 15d. Foreign National Separation Lubbithy Accural	0 440 0 340	0 461 0 40J	0 409 0 409	39,699 0 39,699	0 117 0 117	0. 39 0 39	0 397 0 397	553 0 553	40,252 0 40,252	10,465 0 10,465	0 50,717 0 50,717 0 0	\$97,064 \$97,064	\$98,416 \$98,416	\$124,002 \$124,002	1.4%	26.4% 26.4%

Research, Development, Test & Eval, DW				ł.	TOTAL CP	information S VILIAN PER: OP-8B: OP-8 2018 Presiden (FY 2018	SONNEL CO (PB) t's Budget						Date: May	2017		
	a Begin Strength	<u>b</u> End <u>Strength</u>	Σ FTEs	d Basic Comp	S Overtime Pay	(S in Thousa  f Holiday  Pay	g Other O.C.11	e+f+g h Total Variables	d + h 1 Comp O.C.11	Benefits O.C.12/13	i+j <u>k</u> Comp <u>&amp; Benefits</u>	d/e 1 Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d g % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	270	280	278	28,826	85	28	290	403	29,229	7,587	36,816	\$103,691	\$105,140	\$132,432	1.4%	26.3%
DI. US Direct Hire (USDH) DIs Sensor Executive Schedule DIs General Schedule Dis, Special Schedule Disk Mage System Disk Highly Qualified Experis. DIT Other	270 2 268	280 2 278	278 2 276	28,826 347 28,479	85	28	290 16 274	40.3 16 387	29,229 363 28,866	7.587 92 7.495	36,816 455 36,361	\$103.691 \$173,500 \$103.185	8105,140 8181,500 8104,587	\$182,432 \$227,500 \$131,743	1.4%	26.3% 26.5% 26.3%
D2. Direct Hire Program Foreign Nationals (DHFN)						111										
D3. Total Direct Hire  D4. Indirect Hire Foreign Nationals (HHFN) Subroad - Direct Funded Jeschales OC 18) D5. Other Object Class 13 Benefits D5s. USDH - Benefits for Former Employees D5s. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d - Jovenin National Separation Lubility Accessal	270	280	278	28,826 28,826	85 A5	28	290	403	29,229	7.587	36,816	\$103.691	\$105,140	\$132,432 \$132,432	1.4%	26.3%
Reimbursable Funded Personnel (includes OC 13)	131	131	131	11,747	35	11	117	163	11.910	3,097	15,007	589,672	590,916	\$114,557	1.4%	26.4%
RI. US Direct Hire (USDH) R1s. Senior Executive Schedule R1s. General Schedule R1s. Special Schedule R1d. Wage System R2s. Highly Qualified Experts R1. Other	131	131	131	11,747	35	, n , n , .	117	163	11,910	3,097	15,007	\$89,672 \$89,672	\$90,916 \$90,916	\$114,557 \$114,557	1.4%	26.4%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subtoual - Reembourshie Founded (excludes OC 13) R5. Other Object Class 13 Benefits R5s. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. Valuntary Separation Inacettive Pay VISHP R5d. Foreign National Separation Is labelity Accental	131	in	BI	11,747 11,747	35	n H	117 117 117	163	11,916 11,916	3,097	15,007 15,007	\$89,672 \$89,672	\$90,916 \$90,916	\$114.557 \$114.557	1,4%	26.4% 26.4%
Total Personnel (includes OC 13)	401	411	409	40,573	120	39	407	566	41,139	19,684	51,823	\$99,200	\$100,584	\$126,707	1,4%	26,3%
TI. US Direct Hire (USDID TII. Senior Executive Schedule Tib. General Schedule Tib. Special Schedule Tid. Wage System Tid. Wage System Tif. Highly Qualified Experts TIT. Other	401 2 399 0 0 0	411 2 409 0 0 0	409 2 407 0 0 0	40,573 347 40,226 0 0	120 0 120 8 0	39 0 39 0 0 0	467 16 391 0 0	564 16 550 0 0	41,139 363 40,776 0 0	10,684 92 10,592 6 0 0	51,823 455 51,368 0 0	\$99,200 \$173,500 \$98,835	\$100,584 \$181,500 \$100,187	\$126,707 \$227,500 \$126,211	1.4% 4.6% 1.4%	26.3% 26.5% 26.3%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13)	0 401 0 401	0 411 0 411	0 409 0 489	0 40,573 0 40,573	0 120 0 120	0 39 0 39	407 0 407	566 0 566	41,139 0 0,139	0 10,684 0 10,684	51,823 0 51,823	\$99.200 \$99.200	\$100,584 \$100,584	\$126,707	1.4%	26.3% 26.3%
T5. Other Object Class 13 Benefits T5a. USDIF- Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual										0 9 0	0 0					

Research, Development, Test & Eval, DW					TOTAL CI	iense Logistic VILIAN PER: OP-8B: OP-8 018 Presiden (FY 2016	SONNEL CO (PB) t's Budget	STS					Date: May	2017		
	<u>a</u> Begin Strength	b End Strength	S FTEs	d Basic Comp	S Overtime Pay	(S in Thousa  f Holiday  Pay	g Other O.C.11	e+f+g h Total Variables	d+h i Comp O.C.II	Benefits O.C.12/13	i+j <u>k</u> Comp & Benefits	d/c 1 Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d g % BC Variables	j/d p % BC Benefits
Direct Funded Personnel (includes OC 13)	164	168	169	14,669	0	0	498	498	15,167	5,996	21,163	\$86,799	\$89,746	\$125,225	3.4%	40.9%
DI. US Direct Hire (USDH)  Dla Senior Executive Schedule  Dlb General Schedule  Dlc Special Schedule  Dlc Mage System  Dle Highly Qualified Experts.  Dl Other	164	168	169	14,669			498	498 498	15,167	5,981	21,148 21,148	\$86,799 \$86,799	889,746 889,746	3125,136 3125,136	3.4%	40.8%
D2. Direct Hire Frogram Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) Substoad - Direct Funded Jesselates (DC 13) S. Other Object Class 13 Benefits D5s. USDH - Benefits for Former Employees D5c, USDH - Benefits for Former Employees D5c, Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Lubbitay Accusal	164	168	169	14,669	1	1	498 498	498 498	15,167 15,167	5.981 5.981 15 15	21,148 21,148 15 15	386,799 386,799	889,746 889,746	\$125,136 \$125,136	3.4%	40.8% 40.8%
Reimbursable Funded Personnel (includes OC 13)	50	47	47	5,129	0	0	2	2	5,131	1.497	6,628	<u>\$109,128</u>	\$109,170	<u>\$141,021</u>	0.0%	29.2%
RL US Direct Hire (USDH) Rla Senior Executive Schedule Rlb General Schedule Rlc Special Schedule Rlc Special Schedule Rld Wage System Rlc. Highly Qualified Experts Rl. Other	50	47	47 47 -	5,129 5,129			2	2	5,131	1,497	6,628	\$109.128 \$109.128	\$109,170. \$109,170.	\$141,021 \$141,021	0.0%	29.2%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subsitual - Reumburshibe Founded (excluder OC [3]) R5. Other Object Class J B Amedite R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay ViSH') R5d. Foreign National Separation Liability Accural	50.	47	47 47	5,129 5,129	1	1	2	2	5.131	1,497	6,628 6,628	\$109.128 \$109,128	\$109,170 \$109,170	3141,021 8141,021	0.0% 0.0%	29.2% 29.2%
Total Personnel (includes OC 13)	214	215	216	19,798	0	0	500	500	20,298	7,493	27,791	\$91,657	893,972	\$128,662	2,5%	37.8%
TI. US Direct Hire (USDID Tla. Senior Executive Schedule Tlb. General Schedule Tlc. Special Schedule Tld. Wage System Tle. Highly Qualified Experts Tlf. Other	214 9 214 0 0 0	215 0 215 0 0 0	216 0 216 0 0 0	19,798 0 19,798 0 0 0	0 0 0 0	0 0 0 0	500 0 500 0 0 0	500 0 500 0 0	20,298 0 20,298 0 0 0	7.478 9 7.478 0 0	27,776 0 27,776 0 0 0	\$91,657 \$91.657	893,972 893,972	3128,593 3128,593	2.5%	37.8%
17. Direct Hire Program Foreign Nationals (DHFN) 13. Total Direct Hire 14. Indirect Hire Foreign Nationals (HIFN) Substoat - Total Fundat (seehales OC 18) 15. Other Object Class 13 Benefits 15a. USDH - Benefits for Former Employees 15b. DHFN. Benefits for Former Employees 15c. Voluntary Separation Incentive Pay (VSH) 15d. Foreign National Separation Lubility Accural	0 214 0 214	0 215 0 215	0 216 9 216	0 19,798 0 19,798	- 0	D - D	0 500 0 500	500 6 500	20,298 0 20,298	7,478 9,7,478 15,15 0,0	0 27,776 0 27,776 15 15 0 0	891,657 891,657	893,972 893,972	\$128,593 \$128,593	2,5% 2,5%	37.8% 37.8%

Research, Development, Test & Eval, DW					TOTAL CI	fense Logistic VILIAN PER: OP-8B: OP-8 2018 Presiden (FY 2017	SONNEL CO (PB) t's Budget	STS					Date: May	2017		
	<u>a</u> Begin	<u>b</u> Ead	2	₫ Basic	S Overtime	(S in Thousa <u>f</u> Holiday	nds)  Records Section 2	e+f+g <u>h</u> Total	d + h i Comp	Benefits O.C.12/13	i+j <u>k</u> Comp	d/e 1 Basic	i/c m Total	Rates k/c <u>n</u> Comp	h/d <u>9</u> % BC	j/d P % BC
Direct Funded Personnel (includes OC 13)	Strength 181	Strength 181	FTEs 181	<u>Comp</u> 20,396	Pav	Pay	0.0.11	<u>Variables</u>	O.C.11 20,396	4,472	& Benefits 24,868	<u>Comp</u> \$112,685	<u>Comp</u> \$112,685	& Benefits \$137,392	Variables 0.0%	Benefits 21.9%
DI. US Direct Hire (USDH)  Dla Senior Executive Schedule  Dlb General Schedule  Dls. Special Schedule  Dld. Wage System  Dle. Highly Qualified Experts.	181	181	181	20,396			3		20,396	4,472	24,868 24,868	\$112.685 \$112.685	\$112,685	\$137,392 \$137,392	0.0%	21.95
D1E Other  D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	181	181	181	20,396		1		3	20,396	4,472	24,868	8112.685	8/12/685	3137,392	11.0%	21 99
D4. Indirect Hire Foreign Nationals (HHN) Submut - Direct Funded (rectaled OC 13) D5. Other Object Class 13 Benefits D5a USDH - Benefits for Former Employees D5b. DFRN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Lubbility Accusal	181	ÎN)	MI	20,396	Ŷ	Ť	Ŷ.		20,396	4,472	24,868	1	\$172.685		11.00%	21.9%
Reimbursable Funded Personnel (includes OC 13)	60	60	60	5,491	0	0	0	0	5,491	0	5,491	<u>891,517</u>	891,517	\$91,517	0.0%	0.0%
RI. US Direct Hire (USDH) RIa. Senior Executive Schedule RIb. General Schedule RIv. Special Schedule RIv. Special Schedule RId. Wage System RIv. Highly Qualified Experts RI. Other	60	60	60	5,491					5,491		5,491 5,491	\$9).517 \$9).517	891,517 891,517	891,517 891,517	0.0%	0.0% 0.0%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subsoul - Reemburshibe Founded (excluder OC [3]) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay 19'81P) R5d. Foreign National Separation Libelity Accumal	40	60	60 on	5,491 3,491		1	2		5,491 5,491		5,491	\$91,517 \$91,517	891,517 891,517	\$91.517 \$91,517	0.0%	0.0%
Total Personnel (includes OC 13)	241	241	241	25,887	0	0	9	0	25,887	4,472	30,359	\$107,415	\$107,415	\$125,971	0.0%	17.3%
TI. US Direct Hire (USDII) TIa. Senior Executive Schedule Tib. General Schedule Tib. Special Schedule Tid. Wage System Tie. Highly Qualified Experts TIT. Other	241 0 241 0 0 0	24I 0 24I 0 0 0 0	241 0 241 0 0 0	25,887 0 25,887 0 0 0 0	0 0 0 0 0	0 0 0 0	0 0 0 0 0	0 0 0 0 0 0	25,887 0 25,887 0 0	4,472 0 4,472 0 0 0	30,359 0 30,359 0 0 0	\$107,415 \$107,415	\$407,415 \$107,415	\$125,971 \$125,971	0.0%	17.3%
17. Direct Hire Program Fureign Nationals (DHFN) 13. Total Direct Hire 14. Indirect Hire Feering, Nationals (HIFN) Substant - Total Funded (exclude: OC 13) 15. Other Object Class 13 Banefits 15a. USDH - Benefits for Former Employees 15b. DHFN - Benefits for Former Employees 15c. Voluntary Separation Incentive Pay (VSHP) 15d. Foreign National Separation Lubbits, Accural	0 241 0 241	0 241 0 241	0 241 0 241	25,887 0 25,887	0	D	0	. 0	25,887 0 25,887	4,472 9 4,472 0 0 0 0	0 30,359 0 30,359 0 0	-	\$107,415 \$107,415	\$125,971 \$125,971	0.0%	17.3% 17.3%

Research, Development, Test & Eval, DW					TOTAL CP	fense Logistic VILIAN PER: OP-8B: OP-8 2018 Presiden (FV 2018	SONNEL CO (PB) t's Budget	STS					Date: May	7 2017		
	a Begin Strength	<u>b</u> End Strength	Σ FTEs	d Basic Comp	S Overtime Pay	(S in Thousa  f Holiday  Pay	nds)  g Other O.C.11	e+f+g h Total Variables	d+h i Comp O.C.11	Benefits O.C.12/13	i+j <u>k</u> Comp & Benefits	d/c 1 Basic Comp	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp & Benefits	h/d g % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	193	193	184	20,144	0	0	0	0	20,144	3,850	23,994	\$109,478	5109,478	\$130,402	0.0%	19.1%
DI. US Direct Hire (USDH) DIs Senor Executive Schedule DIs General Schedule DIs, Special Schedule DIs, Special Schedule DIs, Wage System DIE Highly Qualified Experts. DIT Other	193	193	184	20,144					20,144	3,850	23,994 25,994	\$109,478	\$109,478 \$109,478	\$130,402 \$130,402	0.0%	19.1%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) Submat - Direct Pinelal Executation CC 13/ D5. Other Object Class 13 Benefits D5s. USDH - Benefits for Former Employees D5s. DHFN - Benefits for Former Employees D5s. Voluntary Separation Incentive Pay (VSIP) D5d - Foreign National Separation Lubbiny Accusal	193	193	184	20,144	1	1	Ē	3 3 3	29,144 -20,144	3.850 3.850	23,994	\$109,478 \$109,478	\$109,478 \$109,478	\$130,402 \$130,402	0.0%	19.1%
Reimbursable Funded Personnel (includes OC 13)	60	60	60	6,302	0	0	149	149	6,451	0	6,451	\$105,033	\$107,517	\$107,517	2.4%	0.0%
RI. US Direct Hire (USDH)  R1s. Senior Executive Schedule  R1b. General Schedule  R1c. Special Schedule  R1c. Special Schedule  R1d. Wage System  R1c. Highly Qualified Experts  R1f. Other	60	60	60	6,302			149	149	6,451		6,451	\$105,033 \$105,033	\$107,517 \$107,517	\$107,517 \$107,517	2.4%	0.0%
R2. Direct Hire Frogram Foreign Nationals (DHFN) R3. Tetal Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) R5. Subboard - Reunbarsable Founded Jeschnete OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. Valundary Separation Incentive Fay VSRH7 R5d. Foreign National Separation Liabelity Acceptal	60	60	60	6,302 6,302			149	149	6,451		6,451	\$105,033 \$105,033	\$107,517 \$107,517	\$107,517 \$107,517	2.4% 2.4%	0.0%
Total Personnel (includes OC 13)	253	253	244	26,446	0	0	149	149	26,595	3,850	30,445	\$108,385	\$108,996	\$124,775	0.6%	14.6%
TI. US Direct Hire (USDII) TII. Senior Executive Schedule Tile. General Schedule Tile. Special Schedule Tild. Wage System, Tile. Highly Qualified Experts TII. Other	253 0 253 0 0 0 0	253 0 253 0 0 0	244 0 244 0 0 0	26,446 0 26,446 0 0 0	0 0 0 0	0 0 0 0	149 0 149 0 0 0	149 0 149 0 0 0	26,595 0 26,595 0 0 0	3,850 0 3,850 0 0 0	30,445 0 30,445 0 0 0	\$108,385 \$108,385	\$108,996 \$108,996	\$124,775 \$124,775	0.6% 0.6%	14.6%
17. Direct Hire Program Foreign Nationals (DHFN) 13. Total Direct Hire 14. Indirect Hire Foreign Nationals (HIFN) Substant - Total Funded (seehules OC 1/3) 15. Other Object Class 13 Benefits 15a. USDH - Benefits for Former Employees 15b. DHFN Benefits for Former Employees 15c. Voluntary Separation Incentive Pay (VSH) 15d. Foreign National Separation Lubility. Accural	0) 253 0 253	0 253 0 253	0 244 0 244	26,446 0 26,446	- 0	D - D	0 149 0 149	0 149 0 149	26,595 0 26,595	0 3,850 6 3,850	0 30,445 0 39,445 0 0	\$108.385 \$108.385	\$108,996 \$108,996	\$124,775 \$124,775	0.6%	14.6% 14.6%

Research, Development, Test & Eval, DW					TOTAL CP	Technical Info VILIAN PER: OP-8B: OP-3 2018 Presiden (FY 2016	SONNEL CO I (PB) I's Budget						Date: May	2017		
						(\$ In Thousa		e+r+g	d + k		1+1	d/e	Vс	Rates k/c	h/d.	j/d
	Begin Strength	End Strength	FIEs	d Rasic Comp	Overtime Pay	Holiday Pay	Other O.C.11	h Total Variables	Comp O.C.11	Benefits O.C.12/13	E Comp & Benefits	Basic Comp	m Tetal Comp	Eomp & Benefits	% BC <u>Variables</u>	½ BC Benefits
Direct Funded Personnel (includes OC 13)	207	218	211	20,456	70	0	191	261	20.717	6,384	27,101	596,948	\$98,185	\$128,441	1.3%	31.2%
D1. US Direct Hire (USDH) D1a Senior Executive Schedule D1b. General Schedule D1c. Special Schedule	207 1 205	218	211 1 209	20,456 173 20,224	70 67		191 9 181	261 9 248	20,717 182 20,472	6,384 42 6,315	27,101 224 26,787	\$96,948 \$173,000 \$96,766	898,183 8182,000 897,952	3128,441 \$224,000 \$128,167	1,3% 5,2% 1,2%	31.2% 24.3% 31.2%
D1d: Wage System D1e: Highly Qualified Experts- D1f: Other	- 1	7	1	59	3	1	7	-	6.3	27	90)	\$59,000	263,000	\$90,000	6.8%	45.8%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HFN)	207	218	211	20,456	70		191	261	20,717	6,384	27,101	396,948	898,185	\$128,441	1.3%	\$1.2%
Substatal - Direct Funded feechales (OC 13)  D5. Other Object Class 13 Benefits D6a USDH - Benefits for Former Employees D5b, DHFN - Benefits for Former Employees D5c, Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accutal	207	218	211	20,456	70	1	(9)	261	-30,717	6.384	27,101	896,948	898,185	3128,441	1.3%	31 2%
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-				
RI. US Direct Hire (USDH)  R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d Wage System. R1d. Wage System. R1c. Highly Qualified Experts R1f. Other									2						10000	
R2. Direct Hire Frogram Foreign Nationals (DHFN) R3. Tetal Direct Hire R3. Tetal Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subioual - Resubsarsable Funded (sechades OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Lubelity Neural	i	100	3	Š	:	1	*	į	-						100	
Total Personnel (includes OC 13)	207	218	211	20,456	70	0	191	261	20,717	6,384	27,101	596,948	598,185	\$128,441	1.3%	31,2%
T1. US Direct Hire (USDH) T1s. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1d. Wage System T1e. Highly Qualified Experts T1C. Other	207 1 205 0 1 0 0	218 1 216 0 1 0	211 209 0 1 0	20,456 173 20,224 0 59 0	70 0 67 6 3 0	0 0 0 0	191 9 181 0 1 0 0	261 9 248 0 4 0	20,717 182 20,472 0 63 0	6,384 42 6,315 0 27 0	27,101 224 26,787 0 90 0	\$96,948 \$173,000 \$96,766 \$59,000	898,185 5182,000 897,952 863,000	\$128,441 \$224,000 \$128,167 \$90,000	1.3% 5.2% 1.2% 6.8%	31,2% 24,3% 31,2% 45,8%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HIFN) Substant - Fool Funded (excludes CC L3) T5. Other Object Class 18 Benefits T5a. USDIT - Benefits for Former Employees T5b. DHFN. Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Lubility. Acceptal	207 -0 207	218 0 218	0 211 0 277	20,456 0 20,456	0 70 0 70	0	0 191 0 191	0 261 0 261	20,717 0 20,717	6,384 0,6,384	27,101 0 27,101 0 0 0 0	596,948 596,948	898,185 898,185	3128,441 3128,441	1.3%	31.2% 31.2%

Research, Development, Test & Eval, DW					TOTAL CI	Cechnical Info VILIAN PER: OP-8B: OP-8 2018 Presiden (FY 2017	SONNEL CO I (PB) I's Budget						Date: May	2017		
						(\$ in Thousa	nds)	u+r+g	d + h		1+1	d/e	Ve.	Rates k/c	h/d	j/d
	Begin Strength	End Strength	FIEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	h Total Variables	Comp O.C.II	Benefits O.C.12/13	E Comp & Benefits	Basic Comp	m Tetal Comp	Eomp & Benefits	% BC Variables	% BC Benefits
Direct Funded Personnel (includes OC 13)	217	217	217	21,852	115	0	419	525	22,377	6,521	28,898	\$100,700	\$103,120	\$133,171	2.4%	29.8%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule	217 1 215	217 1 215	217	21,852 175 21,617	115		410 9 400	525 9 512	22,377 184 22,129	6,521 42 6,452	28,898 226 28,581	\$100,700 \$175,000 \$100,544	\$103,120 \$184,000 \$102,926	3135,171 \$226,000 \$132,935	2.4% 5.1% 2.4%	29.8% 24.0% 29.8%
D1d. Wage System D1e. Highly Qualified Experts- D1f. Other	-	1		60	3	1	1	-	64	27	9(	\$60,000	\$64,000	891,000	6.7%	45.0%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN)	217	217	2)7	21,852	115	1	410	525	22,377	6,521	28,898	\$100,700	\$103,120	\$133,171	24%	29.8%
Substatal - Direct Funded feechales (OC 13)  D5. Other Object Class 13 Benefits D5a USDH - Benefits for Former Employees D5b, DHFN - Benefits for Former Employees D5c, Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accutal	2/7	217	.215	21,852	115	*	410	525	.22,377	6.521	28.898	8100,700	\$108,120	3/35/77	.2.4%	39.8%
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0				- 6	-
RI. US Direct Hire (USDH)  R1s. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d Wage System. R1d. Wage System. R1c. Highly Qualified Experts R1f. Other																
R2. Direct Hire Frogram Foreign Nationals (BHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subioual - Resubsariable Funded (see Audie OC 13) R5. Other Object Class 13 Benefits R5a. USDH- Benefits for Former Employees R5b. DHFN- Benefits for Former Employees R5b. DHFN- Benefits for Former Employees R5b. USDH- Stephenson Indicators Pay (VSIF) R5d. Foreign National Separation Lubelity Avernal	i	100				1		į	-							
Total Personnel (includes OC 13)	217	217	217	21,852	115	0	410	525	22,377	6,521	28,898	\$100,700	\$103,120	\$133,171	2.4%	29.8%
TI. US Direct Hire (USDH) TII. Senior Executive Schedule TIII. General Schedule TII. Special Schedule TII. Mage System TII. Highly Qualified Experts TII. Other TII. Other	217 1 215 0 1 0 0	217 1 215 0 1 0	217 3 215 0 1 0 0	21,852 175 21,617 0 60 0	115 0 112 6 3 0	0 0 0 0	410 9 400 0 1 0 0	525 9 512 0 4 0	22,377 184 22,129 0 64 0	6,521 42 6,452 0 27 0 0	28,898 226 28,581 0 91 0 0	\$100,700 \$175,000 \$100,544 \$60,000	\$103,120 \$184,000 \$102,926 \$64,000	\$133,171 \$226,000 \$132,935 \$91,000	2.4% 5.1% 2.4% 6.7%	29.8% 24.0% 29.8% 45.0%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HIFN) Subtotal - Fool Funded (excluder OC 1/3) T5. Other Object Class 18 Benefits T5a. USDI1- Benefits for Former Employees T5b. DHFN. Benefits for Former Employees T5c. Voluntury Separation Incentive Pay (VSIP) T5d. Foreign National Separation Judivity Accurat	217 -0 217	0 217 0 217	0 217 0 217	21,852 0 21,852	0 115 0	0	0 416 0 410	525 0 525	22,377 22,377	6.521 6.521 0 6.521	28,898 0 28,898 0 0 0	\$100.700 \$100.700	\$103,120 \$103,120	\$133,171 \$133,171	2,4%	29.8% 29.8%

Research, Development, Test & Eval, DW				ė	TOTAL CI	echnical Info FILIAN PER: OP-8B: OP-8 018 President (FY 2018	SONNEL CO (PB) I's Budget						Date: May	2017		
	Begin Strength	<u>b</u> End Strength	<u>S</u> <u>FTEs</u>	d Basic Comp	S Overtime Pay	(S in Thousa  f Holiday  Pay	uds) E Other O.C.11	e+f+g h Total Variables	d+h i Comp O.C.11	Benefits O.C.12/13	i+j <u>k</u> Comp & Benefits	d/c 1 Basic Comp	i/c <u>m</u> Tetal <u>Comp</u>	Rates k/c n Comp & Benefits	h/d <u>g</u> % BC <u>Variables</u>	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	223	223	223	22,378	115	0	438	553	22,931	6,766	29,697	\$100,350	\$102,830	\$133,170	2.5%	30.2%
DI. US Direct Hire (USDH) Dis Senor Executive Schedule Dib. General Schedule Dic. Special Schedule Did. Wage System Die Highly Qualified Experts Dif. Other	223 1 221	223	223	22,378 176 22,142 60	112		438 9 428	553 9 540 +	22,931 185 22,682 64	6.766 43 6.695 28	29,697 228 29,377 92	\$100,350 \$176,000 \$100,190 \$60,000	\$102,830 \$185,000 \$102,633 \$64,000	3133,170 \$228,000 \$132,928 \$92,000	2.5% 5.1% 2.4% 6.7%	30.2% 24.4% 30.2% 46.7%
D2. Direct Hire Program Foreign Nationals (DHFN)																-
D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HFN) Substant - Direct Funded Jexchales OC 139 D5. Other Object Class 13 Benefits D5s. USDH - Benefits for Former Employees D5s. DHFN - Benefits for Formet Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d - Foreign National Separation Liability Accutal	213	223	223	22,378 22,378	115	Ť	438	553 518	22,931	6.766	29,697	\$100,350 \$100,350	\$102,830 \$102,830	\$133,170 \$135,170	2.5%	30.2% 30.2%
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0		- 4	- 4	- 8	
Rt. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System. R1d. Wage System. R1c. Highly Qualified Experts R1f. Other			* 0 1 3 0 7 0					* 0 0 0 0 0 0	P 10 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	* 1 - 1 - 1 - 1		-				
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Substant - Resubsanable Funded (secludar OC 13) R5. Other Object Class 13 Benefits R5s. USDH - Benefits for Former Employees R5b. USDH - Benefits for Former Employees R5c. Valuntary Separation Incentive Fay (VSHF) R5d Foreign National Separation Liabelity Acceptal	1	10.00	3	3	:		1					3		-	-	
Total Personnel (includes OC 13)	223	223	223	22,378	115	0	438	553	22,931	6,766	29,697	\$100,350	\$102,830	\$133,170	2,5%	30.2%
TI. US Direct Hire (USDH) TIs. Senior Executive Schedule TIs. General Schedule TIs. Special Schedule TId. Wage System TId. Wage System TIE. Highly Qualified Experts TIC Other	223 1 221 0 1 0 0	223 1 221 0 1 0	223 1 221 0 1 0	22,378 176 22,142 0 60 0	115 0 112 0 3 0	0 0 0 0	438 9 428 0 1 0 0	553 0 540 0 4 0	22,931 185 22,682 0 64 0	6,766 43 6,695 0 28 0	29,697 228 29,377 0 92 0	\$100,350 \$176,000 \$100,190 \$60,000	\$102,830 \$185,000 \$102,633 \$64,000	\$133,170 \$228,000 \$132,928 \$92,000	2.5% 5.1% 2.4% 6.7%	30,2% 24,4% 30,2% 46,7%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HIFN) Substatal - Fool Funded (secholar OC 1/3) T5. Other Object Class 13 Benefits T5a, USDI1 - Benefits for Former Employees T5b, DHFN - Benefits for Former Employees T5c, Voluntury Separation Incentive Pay (VSIP) T5d, Foreign National Separation Lubility, Accural	0 223 0 223	0 223 0 223	0 223 0 223	0 22,378 0 22,378	0 115 0 .775	D .	0 438 0 438	0 553 0 553	22,931 0 22,937	6,766 0 6,766	29,697 0 29,697 0 0	\$100.350 \$100.350	\$102,830 \$102,830	\$133,170 \$133,170	2,5%	30.2% 30.2%

Research, Development, Test & Eval, DW					TOTAL CP	lissile Defense VILIAN PER: OP-8B: OP-8 2018 Presiden (FV 2016	SONNEL CO (PB) t's Budget	STS					Date: May	2017		
	1	<u>b</u>	2	<u>u</u>	1	(S in Thousa		e+r+g <u>h</u>	d + h	1	i+j <u>k</u>	d/e	Ve m	Rates k/c <u>n</u>	h/d g	j/d E
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	O.C.11	O.C.12/13	& Benefits	Basic Comp	Total Comp	& Benefits	% BC Variables	% BC Benefits
Direct Funded Personnel (includes OC 13)	2,274	2,371	2,328	260,550	784	11,465	6,535	18,784	279,334	84,235	363,569	\$111,920	5119,989	\$156,172	7.2%	32.3%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule	2,274 21 2,253	2,371 24 2,347	2,328 21 2,307	260,550 3,371 257,179	784 - 784	11,465 145 11,320	6,535 362 6,173	18,784 507 18,277	279,334 3,878 275,456	84,235 939 83,296	363,569 4,817 358,752	\$111.920 \$160,524 \$111.478	\$119,989 \$184,667 \$119,400	3156,172 \$229,381 \$155,566	7.2% 15.0% 7.1%	32.3% 27.9% 32.4%
Did. Wage System Die. Highly Qualified Experts Dif. Other		1	3				3			å			1		-	
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	2,274	2,371	2,328	269,550	784	11,465	6,535	18,784	279,334	84,235	363,569	8111.920	3179,989	8150,172	7.2%	32.3%
D4. Indirect Hire Foreign Nationals (IHFN) Subtond - Diver Funded Factualer OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DEIRN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSP) D5d. Foreign National Separation Lability Accutal	2,274	2.371	2,328	260,550	784	11,465	6,535	18.784	279,134	84.235	363,569	8111.920	\$179,989	\$156,172	7.2%	32.3%
Reimbursable Funded Personnel (includes OC 13)	33	67	<u>52</u>	4,606	<u>51</u>	168	167	386	4,992	1,769	6,761	\$88,577	596,000	\$130,019	8.4%	38.4%
RI, US Direct Hire (USDH) R1a Senior Executive Schedule R1b General Schedule R1c Special Schedule R1d. Wage System R1c. Highly Qualified Experts R1f. Other	33	67	52 52	4,606 4,606	51	168	167	386	4,992	1,769	6,761	\$88,577 \$88,577	\$90,000 \$90,000	\$130,019	8.4% 8.4%	34.4%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Tetal Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subious - Kembarashbe Funded feechades OC [3] R5. Other Object Class 13 Benefits R5a. USDH—Benefits for Former Employees R5b. DHFN—Benefits for Former Employees R5b. DHFN—Benefits for Former Employees R5c. Voluntary Separation Insective Pay (VSIP) R5d. Foreign National Separation Liability Accrual	33	67	52 52	4,606	51	168	167 /67	386 386	4,992	1,769	6,761	\$88,577 \$88,577	\$96,009 \$90,000	\$130,019 \$130,019	8.4% 8.4%	38 4% 38,4%
Total Personnel (includes OC 13)	2,307	2,438	2,380	265,156	835	11,633	6,702	19,170	284,326	86,004	370,330	5111,419	\$119,465	\$155,601	7.2%	32.4%
TI. US Direct Hire (USDII) Tas Semor Executive Schedule Tib. General Schedule Tib. Special Schedule Tid. Wage System Tie. Highly Qualified Experts TIC Other	2,307 21 2,286 0 0 0 0	2,438 24 2,414 0 0	2,380 21 2,359 0 0 0	265,156 3,371 261,785 0 0	835 0 835 0 0 0	11,633 145 11,488 0 0 0	6,702 362 6,340 0 0 0	19,170 507 18,663 0 0 0	284,326 3,878 280,448 0 0 0	85,065 0 0 0	370,330 4,817 365,513 0 0 0	\$11),410 \$160,524 \$110,973	\$119,465 \$184,667 \$118,884	\$155,601 \$229,381 \$154,944	7.2% 15.0% 7.1%	32.4% 27.9% 32.5%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Fereign Nationals (HIFN) Substoal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN. Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSH) T5d. Foreign National Separation Lubility. Acceptal	2,307 0 2,307	2,438 0 2.438	2,380 0 2,380	265,156 0 265,156	835 0 835	11,633 0 11,633	6,702 0 6,702	19,170 6 19,176	284,326 0 284,526	86,004 9 %3,004	0 370,330 0 370,330 0 0 0	\$111,410 \$111,410	\$119,465 \$119,465	\$155,601	7 2% 7 2%	32 4% 32 4%

Research, Development, Test & Eval, DW					TOTAL CI	issile Defense VILIAN PER: OP-8B: OP-8 2018 Presiden (FY 2017	SONNEL CO I (PB) I's Budget	STS					Date: May	2017		
	a Begin Strength	<u>b</u> End Strength	<u>s</u>	d Basic Comp	S Overtime Pay	(S in Thousa  f Holiday  Pay	nds)  R Other O.C.11	e+f+g h Total Variables	d + h i Comp O.C.11	Benefits O.C.12/13	i+j k Comp & Benefits	d/e 1 Basic Comp	i/c m Total Comp	Rates k/c <u>n</u> Comp & Benefits	h/d  g % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	2,306	2,345	2,309	267,001	478	14.595	7,961	23,034	290,035	84,205	374,240	\$115,635	\$125,611	\$162,079	8.6%	31.5%
DI. US Direct Hire (USDH) Dia Senior Executive Schedule Dib. General Schedule Dic. Special Schedule Did. Wage System Die. Highly Qualified Experts.	2,306 24 2,282	2,345 24 2,321	2,309 24 2,285	267,001 3,456 263,545	478 478	14,595 183 14,412	7,961 269 7,692	23,034 452 22,582	290,035 3,908 286,127	84,105 825 83,280	374,140 4,733 369,407	\$1/3,645 \$1/4,000 \$1/3,337	\$125,617 \$162,833 \$125,220	3162,036 \$197,208 \$161,666	8.6% 13.1% 8.6%	31 5% 23 9% 31 6%
D1f. Other	-	1.0	-			1	4	-		-		-				
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN)	2,306	2.345	2,309	267,001	478	14,595	7.961	23,034	290,035	84,105	374,140	8115 K35	3125,611	8162,036	8.6%	31.3%
Substant - Direct Funded feechales (CC 13)  D5. Other Object Class 13 Benefits D5a USDH - Benefits for Former Employees D5b, DHFN - Benefits for Former Employees D5c, Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accutal	2306	.2,145	2,369	267,007	478	14,395	7,961	23,034	290,035	84,105 100	374,140 100 	\$113,635	\$125.611	\$162,036	8.6%	313%
Reimbursable Funded Personnel (includes OC 13)	47	0.1	67	7.616	16	102	02	704	7.111	1.226	0.640	670 (72	F70 424	E102 722	1.20	25 20/
	67	93	93	7,019	10	192	92	294	7,313	2,336	9,649	<u>\$75,473</u>	578,634		4.2%	33.3%
RI, US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	67	93	93	7,019	10	192	92	294	7,313	2,336	9,649	\$75.473 \$75.473	878,634 878,634	\$103,753 \$105,753	4.2%	33.3% 33.8%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subinal - Rembursable Funded feechades OC [3] R5. Other Object Class 33 Benefits R5a USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Valuatory Separation Internet Pap (VSIP) R5d. Foreign National Separation Liability Accrual	67 n7	93	93	7.019	10	192	92 92	294 294	7.313 7.313	2,336	9,649	\$75,473 \$75,473	878,634 878,634	\$103,753 \$103,753	4.2%	33.3% 33.3%
Total Personnel (includes OC 13)	2,373	2,438	2,402	274,020	488	14,787	8.053	23,328	197,348	86,541	383,889	\$114,080	\$123,792	\$159,821	8.5%	31.6%
TI. US Direct Hire (USDH) TIs. Senior Executive Schedule Tib. General Schedule Tib. Special Schedule Tid. Wage System Tid. Highly Qualified Experts TIC Other	2,373 24 2,349 0 0 0	2.438 24 2.414 0 0 0	2,402 24 2,378 0 0 0	274,020 3,456 270,564 0 0	488 0 488 0 0 0	14,787 183 14,664 0 0	8,053 269 7,784 0 0 0	23,328 452 22,876 0 0 0	297,348 3,908 293,440 0 0 0	86,441 825 85,616 0 0	383,789 4,733 379,056 0 0 0	\$114,080 \$144,000 \$113,778	8123,792 5162,833 5123,398	3159,779 \$197,208 \$159,401	k 5% 13.1% 8.5%	31.5% 23.9% 31.6%
TZ. Direct Hire Program Pareign Nationals (DHFN) TX. Total Direct Hire TX. Total Direct Hire TX. Indirect Hire Prorign Nationals (HIFN) Subtotal - Total Funded (excludes CC-13) TS. Other Object Class 13 Benefits TSa. USDII - Benefits for Former Employees TSb. DHFN. Benefits for Former Employees TSb. DHFN. Benefits for Former Employees TSb. DHFN. Benefits for Former Employees TSc. Voluntary Separation Incentive Pay (VSIII) TSb. TFORM National Separation Lubility Accural	2,373 0 2,373	2,438 0 2,438	2,402 0 2,402	274,820 0 274,920	488 6 488	14,787 0 14,787	0. 8,053 0. 9,053	23,328 0 23,328	297,348 0 297,348	86,441 9 86,441 100 0	383,789 0 383,789 100 0 0	\$114,080 \$114,080	\$123,792 \$123,792	\$159,779 \$159,779	9.5% 9.5%	31.5%

Research, Development, Test & Eval, DW					TOTAL CP	lissile Defense VILIAN PER: OP-8B: OP-3 2018 Presiden (FV 2018	SONNEL CO (PB) I's Budget	STS					Date: May	2017		
	Begin Strength	<u>b</u> End Strength	<u>s</u> <u>FTEs</u>	d Basic Comp	S Overtime Pay	(S in Thousa  f Holiday  Pay	uds) <u>u</u> Other <u>O.C.11</u>	e+f+g h Total Variables	d+h i Comp O.C.II	Benefits O.C.12/13	i+ j <u>k</u> Comp & Benefits	d/e  1 Basic Comp	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp & Benefits	h/d g % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	2,272	2,371	2,283	258,129	442	13,862	7.765	22,069	280,198	81,516	361,714	\$113,066	\$122,732	5158,438	8.5%	31.6%
DI. US Direct Hire (USDH)  DIa Senior Executive Schedule  DIb. General Schedule  DIc. Special Schedule  DId. Wage System  DIe. Highly Qualified Experts.	2,272 24 2,248	2,371 24 2,347	2,283 24 2,259	258.129 3,519 254,610	442 442	13,862 186 13,676	7,765 276 7,489	22,069 462 21,607	280,198 3,981 276,217	81,416 835 80,581	361,614 4,816 356,798	\$1[3,066 \$146,625 \$112,709	\$122,732 \$165,875 \$122,274	\$158,394 \$200,667 \$157,945	8.5% 13.1% 8.5%	31 3% 23 7% 31 6%
D1f. Other	î î		-					-			7			-	-	
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HFFN)	2,272	2,371	2,283	258,129	442	13,862	7.765	22,069	280,198	81,416	361,614	\$113,066	\$122,732	\$158,394	N.5%	31.3%
Subtanal - Direct Funded (excludes OC 13)  D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP)	2,272	2.371	2,283	258,129	442	15,862	7,765	22,069	280,19x	87.476 100 - 100	367,674 100 - 100	\$113.066	\$122,732	\$158,394	8.3%	313%
D5d. Foreign National Separation Liability Accrual										_						
Reimbursable Funded Personnel (includes OC 13)	33	33	33	3,498	51	87	139	277	3,775	1,160	4,935	\$106,000	\$114,394	\$149,545	7.9%	33.2%
RI. US Direct Hire (USDH) R[a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1d. Wage System R1e. Highly Qualified Experts R1. Coher	33	33	33	3,498 3,498	51	<b>87</b>	139	277	3,775	1,160	4,935	\$106,000	\$114,394 \$114,394	\$149,545 \$149,345	7.6%	13.2% 11.2%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subioual - Resultantable Funded (excluder OC [3]) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay 19'81P1 R5d. Foreign National Separation Liability Accumal	33	33	33	3,498 3,498	51	87	139	277 277	3,775	1,160	4,935	\$106,000 \$106,000	8114,394 8114,394	\$149,545 \$149,545	7,9% 7,9%	33.2% 33.2%
Total Personnel (includes OC 13)	2,305	2,404	2,316	261.627	493	13,949	7,904	22,346	283,973	82,676	366,649	\$112,965	\$122,614	\$158,311	8,5%	31.6%
TI, US Direct Hire (USDII) TII. Senior Executive Schedule Tile, General Schedule TII. Special Schedule TII. Special Schedule TII. Wags System TIE Highly Qualified Experts TII. Other	2,365 24 2,281 0 0 0	2,464 24 2,380 0 0 0	2,316 24 2,292 0 0 0	261,627 3,519 258,108 0 0 0	493 493 0 0 0 0	13,949 186 13,763 0 0 0	7,904 276 7,628 0 0 0	22,346 462 21,884 0 0 0	283,973 3,981 279,992 0 0	82,576 835 81,741 0 0	366,549 4,816 361,733 0 0	\$112,965 \$146,625 \$112.613	\$122,614 \$165,875 \$122,161	\$158,268 \$200,667 \$157,824	k 5% 13.1% 8.5%	31 6% 23.7% 31.7%
T2. Direct Hirc Program Fareign Nationals (DHFN) 13. Total Direct Hire 14. Indirect Hire Foreign Nationals (HIFN) Substat - Total Funded (excludes OC 13) 15. Other Object Class 13 Branefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5b. Voluntury Separation Insertive Pay (VSIP)	2,365 0 2,305	2,404 0 2,404	2,316 0 2,316	261,627 0 261,627	0 493 0 495	13,949 0 13,949	7,904 0. 7,904	0 22,346 0 22,346	283,973 0 283,973	82,576 9 82,576 100 0	0 366,549 0 366,549 100 0	\$112,965 \$112,965	\$)22,614 \$122,614	\$158.268 \$158.268	N. 5% N. 5%	31.6%

National Defense Stockpile Transaction Fund					TOTAL CI	fense Logistic VILIAN PER: OP-8B: OP-8 2018 Presiden (FV 2016	SONNEL CO (PB) t's Budget	STS					Date: May	2017		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	ς FTEs	d Basic Comp	S Overtime Pay	(S in Thousa <u>f</u> Holiday <u>Pay</u>	nds)  g Other O.C.11	e+f+g h Total Variables	d + h 1 Comp O.C.11	Benefits O.C.12/13	i+j k Comp & Benefits	d/c 1 Basic Comp	i/c <u>m</u> Tetal <u>Comp</u>	Rates k/c n Comp & Benefits	h/d g % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	2	- 3	1.2	>	-
DI. US Direct Hire (USDH) Dla Semor Executive Schedule Dla General Schedule Dla Special Schedule Dld Wage System Dle Highly Qualified Experts Dl7 Other		e transfer to	\$ 00 X 00 0	*	-		1	-	*			0.0000000			1000	
D2. Direct Hire Frogram Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) D5. Under D4. Direct Finded Executative CC 13/ D5. Other Object Class 13 Benefits D5s. USDH - Benefits for Former Employees D5s. D4FN - Benefits for Former Employees D5s. Voluntary Separation Incentive Pay (VSIP) D5d - Foreign National Separation Lubbility Accusal	1	1	-	3	1	1 1	į	33.10	-	5	. 1 1 1 1 1 1 1 1 1				ŝ	
Reimbursable Funded Personnel (includes OC 13)	<u>70</u>	73	72	5,221	5	250	145	400	5,621	1.895	7,516	\$72,514	578,069	\$104,389	7.7%	36.3%
RI. US Direct Hire (USDH) R1s. Senior Executive Schedule R1s General Schedule R1s. Special Schedule R1d Wage System R1d Highly Qualified Experts R1C Other	70.	73	72	5,221	5	250	145	400	5,621	1,895	7,516	\$72.514 \$72.514	878,069 878,069	3104,389 3104,389	7,7%	36.3%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Substant - Reembourshie Founded Geschuder OC [3] R5. Other Object Class 13 Benefits R5s. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. USDH - Benefits for Former Employees R5b. USDH - Sheefits for Former Employees R5b. Walmary Separation Incentive Pay IVSHP R5d. Foreign National Separation Industry Acceptal	70 70	73	72 72	5,221 5,221	5	250 250	145	400	5.621 5.621	1,895	7,516	\$72,514 \$72,514	\$78,069 \$78,069	\$104,389 \$104,389	7,7%	36.3%
Total Personnel (includes OC 13)	70	73	72	5,221	5	250	145	400	5.621	1,895	7,516	\$72,514	\$78,969	\$104,389	2.7%	36,3%
TI. US Direct Hire (USDH) TIa. Sonior Executive Schedule Tib. General Schedule Tib. Special Schedule Tid. Wage System, Tid. Highly Qualified Experts TIC Other	70 0 70 0 0 0	73 0 73 0 0 0	72 0 72 0 0 0	5,221 0 5,221 0 0 0	5 0 5 0 0	250 0 250 0 0 0	145 0 145 0 0 0	400 0 400 0 0 0	5,621 0 5,621 0 0 0	1,895 0 1,895 0 0 0	7,516 0 7,516 0 0 0	\$72,514 \$72,514	878,069 878,069	3104,389	7 7%	36.3% 36.3%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HIFN) Subtotal - Total Funded (secholes OC 13) T5. Other Object Class 13 Benefits T5a. USDI1 - Benefits for Former Employees T5b. DHFN. Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Lubility. Accessed	0 70 0 70	0 73 0 23	0 72 0 72	5,221 0 5,22 <i>j</i>	0 5 0 \$	250 0 250	0 145 0 145	400 0 400	5,621 0 5,621	0 1,895 0 1,895 0 0	7,516 0 7,516 0 0 0 0	\$72.514 \$72.514	\$78,069	\$104.389 \$104.389	7.7%	36.3% 36.3%

National Defense Stockpile Transaction Fund					TOTAL CI	fense Logistic VILIAN PER: OP-8B: OP-\$ 2018 Presiden (FV 2017	SONNEL CO (PB) t's Budget	STS					Date: May	2017		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End Strength	ς FIEs	d Basic Comp	S Overtime Pay	(S in Thousa <u>f</u> Holiday <u>Pay</u>	g Other O.C.11	e+f+g h Total Variables	d + h 1 Comp O.C.11	Benefits O.C.12/13	i+j k Comp & Benefits	d/e 1 Basic Comp	i/c <u>m</u> Tetal <u>Comp</u>	Rates k/c n Comp & Benefits	h/d g % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	9	0	0	0	0	0	0	0	2		1.2	>	- 2
DI. US Direct Hire (USDH) Dla Semor Executive Schedule Dla General Schedule Dla Special Schedule Dld Wage System Dle Highly Qualified Experts Dl7 Other		etselents.	\$ 00 E 00 0	*	-		1	-	*			0000000			1000	
D2. Direct Hire Frogram Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) D5. Without - Direct Finded Executation CC 133 D5. Other Object Class 13 Benefits D5s. USDH - Benefits for Former Employees D5s. DIFN - Benefits for Former Employees D5s. Voluntary Separation Incentive Pay (VSIP) D5d - Foreign National Separation Lubbility Accusal		1	3	3	1	1 1	1	33.10	-	5	. 1 1 1 1 1 1 1 1 1				ŝ	
Reimbursable Funded Personnel (includes OC 13)	<u>73</u>	81	85	6,517	33	504	526	1,063	7,580	2,546	10,126	576,671	589,176	\$119,129	16.3%	39.1%
R1. US Direct Hire (USDH) R1s. Serior Executive Schedule R1s. General Schedule R1s. Special Schedule R1s. Special Schedule R1d. Wage System R1c. Highly Qualified Experts R1f. Othor	73	81 81	85	6.517 0.517	33	504	526	1,063	7.580	2,396	9,976	\$76,671 \$76,671	889,176 889,176	\$117,365 3117,365	16.3% 16.3%	36.8%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Substant - Reemboursable Founded (exclude OC 13) R5. Other Object Class 13 Benefits R5s. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. USDH - Benefits for Former Employees R5b. Valuntary Separation Incentive Pay VSHP R5d. Foreign National Separation Industry R5d. Foreign National Separation Industry R5d. Foreign National Separation Industry	73	81	85 85	6,517 6,517	33	504 504	526 526	1,063	7.580 7.580	2,396 2,396 150	9,976 9,976 150	\$76,671 \$76,671	\$89,176 \$89,176	\$117,365 \$117,365	16.3% 16.3%	36.8%
Total Personnel (includes OC 13)	23	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%
TI. US Direct Hire (USDI) TIs. Senior Executive Schedule Tib. General Schedule Tib. Special Schedule Tid. Wage System, Tid. Highly Qualified Experts TIC Other	73 0 73 0 0 0	81 0 81 0 0 0	85 0 85 0 0	6,517 0 6,517 0 0 0	33 0 33 0 0 0 0	504 0 504 0 0 0	526 0 526 0 0 0	1,063 0 1,063 0 0 0	7.580 0 7.580 0 0 0	2,396 0 2,396 0 0 0	9,976 0 9,976 0 0 0	\$76,671 \$76,671	889,176 889,176	3117,365	163%	36.8% 36.8%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HIFN) Subtotal - Total Funds (secholes OC 13) T8. Other Object Class 13 Benefits T5a. USDI1- Benefits for Former Employees T5b. DHFN. Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSH) T5d. Foreign National Separation Lability. Accessed	0 73 0 73	0 81 0 81	0 85 0 85	6.517 0 6.517	0 33 0 33	504 0 504	0 526 0 526	0 1,063 0 1,063	7,580 0 7,580	2,396 9, 2,396 150 0 150	9,976 0 9,976 150 0 0 1.50	\$76.671 \$76.671	\$59,176 \$59,176	\$117,365 \$117,365	16,3%	36.8% 36.8%

National Defense Stockpile Transaction Fund					TOTAL CP	fense Logistic VILIAN PER: OP-8B: OP-3 2018 Presiden (FY 2018	SONNEL CO (PB) t's Budget	STS					Date: May	2017		
	<u>a</u> Begin Strength	b End Strength	<u>s</u>	d Basic Comp	S Overtime Pay	(S in Thousa  f Holiday  Pay	nds)  R Other O.C.11	e+f+g h Total Variables	d + h i Comp O.C.11	Benefits O.C.12/13	i+j <u>k</u> Comp & Benefits	d/c 1 Basic Comp	i/c m Total Comp	Rates k/c h Comp & Benefits	h/d g % BC Variables	j/d p % BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	9	0	0	0	8	-	-	5	
DI. US Direct Hire (USDH)  D1a. Senior Executive Schedule  D1b. General Schedule  D1c. Special Schedule  D1d. Wage System  D1e. Highly Qualified Experts.  D17. Other  D ibrect Hire Program Foreign Nationals (DHFN)  D3. Total Direct Hire  D4. Indirect Hire Foreign Nationals (HHFN)  Submat - Foreign Nationals (HHFN)	0.0000000000000000000000000000000000000		(1)				Y 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1				9 THE ST. OF SA. LA					
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										į						
Reimbursable Funded Personnel (includes OC 13)	81	75	78	5,475	30	469	398	897	6,372	2,419	8.791	570,192	581,692	\$112,705	16.4%	44.2%
RI. US Direct Hire (USDH) R1a Senior Executive Schedule R1b General Schedule R1c Special Schedule R1d Wage System R1c Highly Qualified Experts R1c Other	NI NI	75	78	5,475	30	469	398	897 897	6,372	2,018	8,390 8,390	\$70.192 \$70.192	881,692 881,692	\$107,564 3107,364	16.4% 16.4%	36.9%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subsitual - Reumburshibe Founded (excludes OC [3]) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay ViSH') R5d. Foreign National Separation Liability Accumil	81	75	7N -	5,475 5,475	30	469	398 398	897 897	6.372 6.372	2,018 2,018 401 - 401	8,390 5,390 401 401	\$70,192 \$70,192	\$81,692 \$81,692	\$107,564 \$107,564	16.4% 16.4%	36.9% 36.9%
Total Personnel (includes OC 13)	81	75	78	5,475	30	469	398	897	6,372	2,419	8,791	\$70,192	\$81,692	\$112,705	16.4%	44.2%
TI. US Direct Hire (USDID Tila. Senior Executive Schedule Tile. General Schedule Tile. Special Schedule Tild. Wage System Tile. Highly Qualified Experts TIL Other	81 0 81 0 0	75 0 75 0 0	78. 0 78 0 0 0	5,475 0 5,475 0 0 0 0	30 0 30 0 0 0	469 0 469 0 0	398 0 398 0 0 0	897 0 897 0 0 0	6,372 0 6,372 0 0 0	2,018 0 2,018 0 0 0	8,390 0 8,390 0 0 0	\$70,192 \$70,192	881,692 881,692	\$107,564 \$107,564	16.4%	36.9% 36.9%
12. Direct Hire Program Foreign Nationals (DHFN) 13. Total Direct Hire 14. Indirect Hire Foreign Nationals (HIFN) Subtotal - Total Funded (excludes OC 18) 15. Other Object Class 13 Benefits 15a. USDII - Benefits for Former Employees 15b. DHFN - Benefits for Former Employees 15c. Voluntary Separation Incentive Pay (VSIII) 15d. Foreign National Separation Lubility Accural	0 81 0 81	75 0 75	0 78 0 78	5,475 0 5,475	0 30 0 30	0 469 0 469	0 398 0 398	897 0 897	6,372 6,372	2,018 9 2,018 401 0 401	8,390 0 8,390 401 0 401	\$70,192 \$70,192	881,692 881,692	\$107,364 \$107,564	16.4%	36.0% 36.9%

Buildings Maintenance Fund					TOTAL CI	gton Headqua VILIAN PER OP-8B: OP-2 2018 Presiden (FV 2016	SONNEL CO (PB) t's Budget						Date: May	7 2017		
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>s</u>	d Basic Comp	S Overtime Pay	(S in Thousa  f Holiday  Pay	nds)  R Other O.C.11	e+f+g h Total Variables	d+h i Comp O.C.II	Benefits O.C.12/13	i+j <u>k</u> Comp & Benefits	d/e 1 Basic Comp	wc m Total Comp	Rates k/c h Comp & Benefits	h/d g % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	9	0	0	0	0	0	0	0	3		1.2	3	
D1. US Direct Hire (USDH)  D1a Senior Executive Schedule  D1b General Schedule  D1c. Special Schedule  D1d. Wage System  D1e. Highly Qualified Experts.  D1f Other  D2. Direct Hire Program Foreign Nationals (DHFN)  D3. Total Direct Hire  D4. Indirect Hire Foreign Nationals (HHFN)  Subtonal - Direct Funded Jesulater DC 119  D5. Other Object Class 13 Benefits  D5a USDH - Benefits for Former Employees  D5c. Wolthing National Separation Incentive Pay (VSIP)  D5d. Foreign National Separation Incentive Pay (VSIP)  D5d. Foreign National Separation Incentive Pay (VSIP)  D5d. Foreign National Separation Liability Accurate	According to the second		000100000000000000000000000000000000000	870 - 100 - 100				100000000000000000000000000000000000000		100000 Ct - 27100000	Action to the contract of					
Reimbursable Funded Personnel (includes OC 13)	224	102	109	17 492	121	210	1 866	1.112	10 000	6 222	26.222	C b 0 2 0 2	eron car	C123 462	12.50	25.00
Rembursable J unded Personnel (includes OC 13)  RL US Direct Hire (USDH) RLa Senior Executive Schedule Rlb General Schedule Rlb General Schedule Rlb Wage System RL: Highly Qualified Experts RLF Other RLD Brect Hire Program Foreign Nationals (DHFN) RL Todal Direct Hire RL Indirect Hire Foreign Nationals (HHFN) Substantal - Rembursable Funded (secludes OC 13)  RS. Other Object Class 13 Renetls RSa USDH - Benefits for Former Employees RSb DHFN - Benefits for Former Employees RSb DHFN - Benefits for Former Employees RSb USDH - Benefits for Former Employees RSb DHFN - Sherifts for Former Employees RSb DHFN - Sherifts for Former Employees RSb DHFN - Sherifts for Former Employees RSb - Sherifts - Sherifts for Former Employees RSb - Sherifts - Sherifts for Former Employees RSb - Sherifts - Sherifts for Former Employees RSb - Sherifts - Sherifts - Sherifts - Libelity Acceumal	234 234 147 86 1	196 196 120 75 1 1 196	198 198 122 75 1	17.683 17.683 11.425 6.209 49 17.683	153 153 75 78 	568 568 278 290 	1,496 1,496 1,496 1,496	2,217 2,217 1,086 1,131 	19,996 19,996 12,511 7,340 49 19,996 79,996	6,332 3,946 2,368 18 6,332	26,232 26,232 16,457 9,708 67 26,232 26,232	\$89,308 \$89,308 \$92,648 \$82,787 \$49,009 \$89,308 \$89,308	\$100,505 \$102,549 \$97,867 \$49,000 \$100,505	8132,485	12.5% 12.5% 9.5% 18.2% 10.0% 12.5%	35.89 35.89 34.39 36.79 36.79 35.89
Total Personnel (includes OC 13)	234	196	198	17,683	153	568	1,496	2.217	19,900	6,332	26,232	\$89,308	\$100,505	\$132,485	12.5%	35.8%
TI. US Direct Hire (USDII)  Tila. Senior Executive Schedule Tilb. General Sobedule Tile. Special Schedule Tild. Wage System Tile. Highly Qualified Experts TII. Other	234 0 (47 86 1 0 0	196 0 120 75 1 0	198 0 122 75 1 0 0	17,683 0 11,425 6,209 49 0	153 0 75 78 0 0	568 0 278 290 0 0	1,496 0,733 763 0,0 0	2,217 0 1,086 1,131 0 0	19,900 0 12,51 7,340 49 0	6,332 0 1,946 2,368 18 0	26,232 0 16,457 9,708 67 0 0	\$89,308 \$93,648 \$82,787 \$49,000	\$100,505 \$102,549 \$97,867 \$49,000	3132,485 3134,893 8129,440 867,000	9.5% 18.2% 0.0%	35 A* 34.5% 38.7% 36.7%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HIFN) Substatal - Total Funded (seebules CC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntury Separation Incentive Pay (VSIP) T5d. Foreign National Separation Lubility, Accessed	234 0 23d	196 0 196	0 198 0 198	17,683 0 17,683	0 153 0 153	568 0 568	0 1,496 0 1,496	2,217 6 2,217	19,900 0 19,900	6.332 0.6.332 0.0.0000000000000000000000000000000	0 26,232 0 26,232 0 0	\$89.308 \$89.308	\$100,505 \$100,505	\$132,485 \$132,485	12,5%	35.8% 35.8%

Proceedings   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Procedure   Pr																
						(\$ in Thousa	nds)	n+F+e	4+6		1+1	d/e	Ve	Rates k/c	hol	j/d
	Begin	End		Basic	Overtime	Holiday	Other	<u>h</u> Total	i Comp	Benefits	<u>k</u> Comp	1 Basic	<u>m</u> Total	n Comp	% BC	½ BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	9	0	0	0	0	0	0	0	2	- 2	1.2	3	
D1a Senior Executive Schedule D1b General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts			Co. 1							AGENTAL CA	A 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	10.00				
D3. Total Direct Hire D4. Indirect Hire Faceign Nationals (HFN) Subtoal - Direct Funded firecludes OC 13) D5. Other Object Class 13 Beneffs D5a USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntury Separation Incentive Pay (VSIP)		1	-			100	1	9	-						0000	
Reimbursable Funded Personnel (includes OC 13)	231	204	204	20,977	77	135	321	533	21,510	5,379	26,889	\$102,828	\$105,441	<u>\$131,869</u>	2.5%	25.6%
RI. US Direct Hire (USDH) R1a Senior Executive Schedule R1b General Schedule R1c Special Schedule R1d Wage System R1c Highly Qualified Experts R1c Other	231 144 86 1	204 140 63	)40: 63 1	20,977 15,782 5,151 44	77 29 48	135 83 .52	321 227 92 2	533 339 192 	21,510 16,121 5,343 46	\$,280 3,472 1,792 16	26,790 19,393 7,135 62	\$102.828 \$112.729 \$81,762 \$44,000	\$105,441 \$175,150 \$84,810 846,000	\$131,324 \$139,950 \$113,254 \$62,000	2,5% 2,1% 3,7% 4,5%	25.2% 22.0% 34.8% 36.4%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Rabitual - Resultantable Founded (see/huller OC/3) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSHP) R5d. Foreign National Separation Lubelity Accural	231	204	204 264	20,977 26,977	77 78	135	321 321	533 533	21,510 21,510	5,280 5,280 99	26,790 26,790 99	\$102.828 \$102.828	\$105,441 \$105,441	\$131,324 \$131,324	2,5%	25.2% 25.2%
Total Personnel (includes OC 13)	231	204	204	20,977	77	135	321	533	21,519	5,379	26,889	\$102,828	\$165,441	\$131,809	2,5%	25.6%
TI. US Direct Hire (USDH) TIs. Senior Executive Schedule TIb. General Schedule TIb. Special Schedule TId. Wage System TId. Wage System TIE, Highly Qualified Experts TIC Other	231 0 144 86 1 0	284 0 140 63 1 0	284 0 140 63 1 0 0	20,977 0 15,782 5,151 44 0	77 0 29 48 0 0	135 0 83 52 0 0	321 0 227 92 2 0 0	533 0 339 192 2 0 0	21,510 0 16,121 5,343 46 0	5,280 0 3,472 1,792 16 0 0	26,790 0 19,593 7,(35 62 0	\$102,828 \$112,729 \$81,762 \$44,000	\$105,441 \$115,150 \$84,810 \$46,000	\$131,324 \$139,950 \$113,254 \$62,000	2.5% 2.1% 3.7% 4.5%	25.2% 22.0% 34.8% 36.4%
72. Direct Hire Program Foreign Nationals (DHFN) 13. Total Direct Hire 14. Indirect Hire Fareign Nationals (HIFN) Subtotal - Total Funded (secholes OC 18) 15. Other Object Class 13 Benefits 15a. USDH - Benefits for Former Employees 15b. DHFN. Benefits for Former Employees 15c. Voluntary Separation Incentive Pay (VSH) 15d. Foreign National Separation Lubbits Accural	231 0 231.	0 204 0 204	0 204 0 204	20,977 0 20,977	0 77 0 77	0 135 0 235	0 321 0 321	533 0 533	21,510 0 21,510	5,280 9 5,280 99 0 0	0 26,790 0 26,790 99 0 0	\$102,828 \$102,828	\$105,441 \$105,441	\$131,324 \$131,324	2,5%	25 2% 25 2%

Buildings Maintenance Fund					TOTAL CI	gton Headqua VILIAN PER: OP-8B: OP-8 2018 Presiden (FY 2018	SONNEL CO I (PB) I's Budget						Date: May	2017		
	a Begin Strength	<u>b</u> End Strength	ς FTEs	d Basic Comp	S Overtime Pay	(S in Thousa f HolidayPay	nds)  g Other O.C.11	e+f+g h Total Variables	d+h i Comp O.C.11	Benefits O.C.12/13	i+j <u>k</u> Comp <u>&amp; Benefits</u>	d/e  1 Basic Comp	i/c <u>m</u> Tetal <u>Comp</u>	Rates k/c n Comp & Benefits	h/d g % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	- 3	- 3	1.2	>	
DI. US Direct Hire (USDH) DIs Senior Executive Schedule DIs General Schedule DIs, Special Schedule DId, Wage System DIE Highly Qualified Experts. DII. Other		or to a first to	C (c) 1 (c) (c)	81		1	¥	2000	*	A Charleton C C	300 m (100 cm	0.00000000			1000000	
D2. Direct Hire Program Foreign Nationals (DHPN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) B3. Without - Direct Finded Jexchales (D 1) D5. Other Object Class 13 Benefits D5a. USDH. Benefits for Former Employees D5b. DHFN. Benefits for Former Employees D5c. Volumary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability, Accusal	Š	1	-	*		1	1		-						ş	
Reimbursable Funded Personnel (includes OC 13)	204	124	124	11,477	21	59	157	237	11,714	3,771	15,485	<u>\$92,556</u>	594,468	\$124,879	2.1%	32.9%
RI. US Direct Hire (USDH) R1a Senior Executive Schedule R1b General Schedule R1c Special Schedule R1d Mage System R1d Mage System R1c Highly Qualified Experts R1C Other	204 125 78 1	62 61 1	62 61 1	11,477 6,367 5,065 45	13 8	39 20	157 104 51 2	237 156 79 2	0.523 5,144 47	3,672 (,772 1,883 17	15,386 8,295 7,027 64	\$92,556 \$102,694 \$83,033 \$43,000	\$105,210 \$84,328 \$47,000	\$124,081 \$133,790 \$115,197 \$64,000	2,1% 2,5% 1,6% 4,4%	\$2.0% 27.8% \$7.2% \$2.8%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) R5. Subioual - Reunbursuble Founded (sex-huste OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. USDH - Benefits for Former Employees R5b. Voluntary Separation Incentive Pay VSRH) R5d. Foreign National Separation Liabelity Acceptal	204	124	124	11,477 11,477	21	59	157	237 237	11,714	3,672 3,672 99	15,386 15,386 99	\$92,556 \$92,556	894,468 894,468	\$124,081 \$124,081	2,1%	32.0% 32.0%
Total Personnel (includes OC 13)	204	124	124	11.477	21	59	157	237	11,714	3,771	15,485	\$92,556	\$94,468	\$124,879	2,1%	32.9%
TI. US Direct Hire (USDI) Tia. Senior Executive Schedule Tib. General Schedule Tib. Special Schedule Tid. Wage System Tid. Wage System Tif. Highly Qualified Experts TIT Other	204 0 125 78 1 0 0	62 61 61 0	124 0 62 61 1 0	11,477 0 6,367 5,065 45 0	21 0 13 8 0 0	59 0 39 20 0 0	157 0 104 51 2 0 0	237 0 156 79 2 0	11,714 0 6,523 5,144 47 0	3,672 0 1,772 1,883 17 0	15,386 0 8,295 7,027 64 0	\$92,556 \$192,694 \$83,933 \$45,000	894,468 8195,210 884,328 847,000	3124,081 \$133,790 \$115,197 \$64,000	2,1% 2,5% 1,6% 4,4%	32.0% 27.8% 37.2% 37.8%
T2. Direct Hire Program Foreign Nationals (DHPN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HIPN) Substant - Food Funded (excludes OC 1/3) T5. Other Object Class 13 Benefits T5a. USD1/- Benefits for Former Employees T5b. DHPN - Benefits for Former Employees T5c. Voluntury Separation Incentive Pay (VSIP) T5d) Foreign National Separation Lubbits, Accural	0 204 0 204	124 0 124	0 124 0 124	11,477 0 11,477	0 21 0 21	59 D 59	0 157 0 157	0 237 0 237	11.714 0 11.714	3,672 9 3,672 99 0 0	15,386 0 15,386 99 0 0	392,556 892,556	394,468 394,468	\$124,081 \$124,081	2.1%	32.0% 32.0%

Pentagon Reservation Maintenance Rev Fund					TOTAL CI	gton Headqua VILIAN PERS OP-8B: OP-8 018 President	SONNEL CO I (PB) I's Budget						Date: May	2017		
						(FY 2016 (S in Thousa		e+f+g	d+1r		1+1	d/e	Ve	Rates k/c	h/d	j/d
	Begin Strength	b End Strength	E FTEs	<u>d</u> Basic <u>Comp</u>	Overtime Pay	f Holiday <u>Pay</u>	Other O.C.11	h Total Variables	Comp O.C.II	Benefits O.C.12/13	k Comp & Benefits	1 Basic Comp	m Total Comp	n Comp & Benefits	% BC Variables	P % BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	=======================================	3	1.0	3	2
DI. US Direct Hire (USDH) DIs Senor Executive Schedule DIs General Schedule DIs, Special Schedule DId, Wage System DIE Highly Qualified Experis- DIC Other		e toucher to	66.11.00					7	*			0.0000000				
D2. Direct Hire Frogram Foreign Nationals (DHFN) D3. Total Direct Hire D3. Total Direct Hire Substant - Direct Finded Jexchales (HFN) D4. Indirect Hire Foreign Nationals (HFN) D5. Other Object Class 13 Benefits D5s. USDH. Benefits for Former Employees D5s. DHFN. Benefits for Formet Employees D5s. DHFN. Benefits for Formet Employees D5c. Volumary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Lubbinay Accusal		1	3	ž	5	1	1		-						Š	
Reimbursable Funded Personnel (includes OC 13)	1.627	1,595	1,644	133,140	5,673	3,854	13,165	22,692	155,832	51,178	207,010	\$80,985	594,788	<u>\$125,918</u>	17.0%	38.4%
RI. US Direct Hire (USDH) R1s. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1c. Highly Qualified Experts R1C. Other	1,627 3 762 633 229	1,595 3 738 650 204	1,644 3 789 637 215	133,140 535 70,562 48,755 13,288	5,673 2,010 2,317 1,346	3,854 462 3,308 84	13,165 50 4,608 8,342 165	22,692 50 7,080 13,967 1,598	155,832 585 77,642 62,722 14,883	51,103 131 28,867 17,402 4,703	206,935 716 106,509 80,124 19,586	\$80.985 \$178,333 \$89,432 \$76,538 \$61,805	894,788 8195,000 898,406 898,465 869,223	\$125,873 \$238,667 \$134,992 \$125,783 \$91,098	17 0% 9 3% 10.0% 28.6% 12.0%	38.4% 24.5% 40.9% 35.7% 35.4%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R3. Indirect Hire Foreign Nationals (HHFN) Rational - Reemboursable Founded (see Audional - Reemboursable Founded	1,627	1,595 1,595	1,644	133,140 133,140	5,673 5,673	3,854 3,854	13,165 73,765	22,692 22,692	155,832 155,882	51,103 51,203 75	206.935 206.935 78	\$80,985 \$80,985	894,788 894,788	\$125,878 \$125,878	17.0% 17.0%	38 4% 36 4%
Total Personnel (includes OC 13)	1.627	1,595	1,644	133,140	5,673	3,854	13,165	22,692	155,832	51,178	207,010	\$80,985	\$94,788	\$125,918	17.0%	38.4%
T1. US Direct Hire (USDH) T1s. Senior Executive Schedule T1b. General Schedule T1b. Special Schedule T1d. Wage System T1d. Wage System T1e. Highly Qualified Experts T1C Other	1,627 3 762 633 229 0	1,595 3 738 650 204 0	3 789 637 215 0 0	133,140 535 70,562 48,755 13,288 0	5,673 0 2,010 2,317 1,346 0 0	3,854 0 462 3,308 84 0	13,165 50 4,608 8,342 165 0	22,692 50 7,080 13,967 1.595 0	58,5 77,642 62,722 14,883 0	51,103 131 28,867 17,462 4,703 0	206,935 716 106,509 80,124 19,586 0	\$80,985 \$178,333 \$89,432 \$76,538 \$61,805	894,788 5195,000 598,406 508,465 869,223	\$125,873 \$238,667 \$134,992 \$125,783 \$91,098	17.0% 9.3% 10.0% 28.6% 12.0%	38.4% 24.5% 40.9% 35.7% 35.4%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HHFN) Substant - Total Funded (sechnice OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Foreign Employees T5b. DHFN. Benefits for Foreign Employees T5c. Voluntary Separation Incentive Pay (VSH) T5d. Foreign National Separation Lubbits, Accural	1,627 0 1,627	0 1,595 0 1,595	1,644 0 1,644	133,149 0 135,149	0 5,673 0 5,673	0, 3,854 0 3,854	0 13,165 0 13,165	22,692 0 22,692	155,832 0 155,832	51,103 51,103 51,103 75 0 0 75	206,935 0 206,935 75 0 0 75	\$80.985 \$80,985	894,788 894,788	\$125,873 \$125,878	17.0% 17.0%	38 4%

Pentagon Reservation Maintenance Rev Fund					TOTAL CI	gton Headqua VILIAN PER: OP-8B: OP-8 2018 Presiden (FY 2017	SONNEL CO I (PB) t's Budget						Date: May	2017		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	ς FTEs	d Basic Comp	S Overtime Pay	(S in Thousa <u>f</u> Holiday <u>Pay</u>	nds)  2  Other  O.C.11	e+f+g h Total Variables	d+h 1 Comp O.C.11	Benefits O.C.12/13	i+j k Comp & Benefits	d/c 1 Basic Comp	i/c <u>m</u> Tetal <u>Comp</u>	Rates k/c n Comp & Benefits	h/d g % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	- 3	3	1.2	>	
DI. US Direct Hire (USDH) DIs Senior Executive Schedule DIs General Schedule DIs, Special Schedule DIs, Special Schedule DIs, Wage System DIE Highly Qualified Experts. DIT Other		or to a first to	\$ 50 E 1010	*******	-	1	7	3 (Cr (m) 4 (m) 2) (cr		All malata Co.	A	0.00000000			1000000	
D2. Direct Hire Program Forcign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Forcign Nationals (HHFN) D5. Mobiled — Direct Funded Jeschalics (CC 18) 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 Forcign National Separation Lubbility Accusal	3	1	-		1	1 1 2	1	0.74	-	5					Š	
Reimbursable Funded Personnel (includes OC 13)	1,785	1,753	1,753	159,201	2,703	867	3,122	6,692	165,893	47,607	213,500	<u>\$90,816</u>	594,634	<u>\$121,791</u>	4.2%	29.9%
RI. US Direct Hire (USDH) R1 a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System. R1d. Wage System. R1c. Highly Qualified Experts R1f. Other	1,785 3 804 710 268	1,753 4 801 710 238	1,753 4 801 710 238	159,201 672 79,316 62,667 16,551	2,763 1,426 660 617	138. 682. 47'	3,122 50 1,537 1,443 92	6,692 50 3,101 2,785 736	165,893 722 82,417 65,447 17,307	47,367 181 23,431 17,690 6,005	213,200 903 105,848 83,137 23,312	\$90.816 \$168.000 \$99.021 \$88.256 \$69.342	894,634 8J80,500 8J02,893 892,179 872,718	\$121,620 \$225,750 \$132,145 \$117,094 \$97,950	4,2% 7,4% 3,9% 4,4% 4,6%	29.7% 26.9% 29.3% 28.2% 36.3%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subional - Resultsurable Founded (excludes OC 13) R5. Other Object Class 13 Rendirel R5s. USDH - Benefits for Former Employees R5s. USDH - Benefits for Former Employees R5s. USDH - Benefits for Former Employees R5s. Voluntary Separation Incentive Pay VSHP R5d. Foreign National Separation Lubelity Acceptal	1,785	1,753 1,753	1,753	159,201 (59,20)	2,703 2,703	867	3,122	6,692	165,893 765,893	47.307 47.307 300	213,200 2/3,200 300 - 300	\$90,816 \$90,816	894,634 894,634	\$121,620 \$121,620	4.2% 4.2%	29.7% 29.7%
Total Personnel (includes OC 13)	1.785	1,753	1,753	159,201	2,703	867	3,122	6,692	165,893	47,607	213,500	\$90,816	594,634	\$121,791	4,2%	29,9%
TI. US Direct Hire (USDI) TIs. Senior Executive Schedule Tib. General Schedule Tib. Special Schedule Tid. Wage System. Tid. Highly Qualified Experts TIC Other TIC Other	1,785 3,804 710 268 0	1,753 4 801 710 238 0	1,753 4 801 710 238 0 0	159,201 672 79,316 62,662 16,551 0	2,703 0 1,426 660 617 0	867 0 138 682 47 0	3,122 50 1,537 1,443 92 0	6,692 50 3,101 2,785 756 0	165,893 722 82,417 65,447 17,307 0	47,307 181 23,431 17,690 6,005 0	213,200 903 105,848 83,137 23,312 0	\$50,816 \$168,000 \$99,021 \$88,256 \$69,542	894,634 5180,500 5162,893 592,179 872,718	\$121,620 \$225,750 \$132,145 \$117,094 \$97,950	# 2% 7.4% 3.9% 4.4% 4.6%	29 7% 26 9% 29 5% 28 2% 36 3%
12. Direct Hire Program Foreign Nationals (DHFN) 13. Total Direct Hire 14. Indirect Hire Foreign Nationals (HIFN) Subtotal - Total Funded (seehules Oc 1/3) 15. Other Object Class 13 Benefits 15a. USDH - Benefits for Former Employees 15b. DHFN. Benefits for Former Employees 15c. Voluntary Separation Incentive Pay (VSIP) 15d. Foreign National Separation Lubility, Accural	1,785 0 1,785	0 1,753 0 1,753	1,753 0 1,753	159,201 0 159,201	2,703 0 2,705	867 0 867	3,122 0 3,122	6,692 0 6,692	165,893 0 165,893	47,307 9,47,307 300 0	213,200 0 213,200 300 0 9 300	390,816 \$90,816	894,634 394,634	\$121,620 \$121,620	4.2%	29.7% 29.7%

Pentagon Reservation Maintenance Rev Fund					TOTAL CE	gton Headqua VILIAN PER: OP-8B: OP-8 2018 Presiden (FY 2018	SONNEL CO (PB) t's Budget						Date: May	2017		
	Begin Strength	<u>b</u> End Strength	Σ FTEs	d Basic Comp	S Overtime Pay	(S in Thousa  f Holiday  Pay	mds) <u>g</u> Other <u>O.C.11</u>	e+f+g h Total Variables	d+h i Comp O.C.11	Benefits O.C.12/13	i+ j <u>k</u> Comp & Benefits	d/e  1 Basic Comp	i/c <u>m</u> Tetal <u>Comp</u>	Rates k/c <u>B</u> Comp & Benefits	h/d g % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	9	0	0	0	0	0	0	0	2	=	1.2	2	
D1. US Direct Hire (USDH)  D1s. Senior Executive Schedule  D1b. General Schedule  D1c. Special Schedule  D1d. Wage System  D1c. Highly Qualified Experts.  D1. Other			E 201 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			1		300000000000000000000000000000000000000		A Complete Company	300 m ( ) m ( ) m				1000000	
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) B400ant - Direct Finded Jexchales OC 13/3 B5. Other Object Class 13 Benefits D5a. USDH. Benefits for Former Employees D5b. DHFN. Benefits for Former Employees D5b. DHFN. Benefits for Former Employees D5c. Voluntury Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accental	Ì	1	3	*	100	1	i	0.00	-						Ŷ.	
Reimbursable Funded Personnel (includes OC 13)	1,753	1,801	1,801	167,496	2,369	932	3,652	6,953	174,449	49,818	224,267	\$93,002	596,862	<u>\$124,524</u>	4.2%	29.7%
RI. US Direct Hire (USDH) R1s. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1d. Wage System R1c. Highly Qualified Experts R1C. Othor	1,783 4 801 710 238	1,801 4 815 745 237	1.801 4 815 745 237	167,496 678 83,035 67,255 16,528	2,369 1,242 509 618	932 - 145 740 - 47	3,652 22 2,290 1,249 91	6,953 22 3,677 2,498 756	174,449 700 86,712 69,753 17,284	49,518 192 24,279 19,003 6,044	223,967 892 1(0/99) 88,756 23,328	\$93,002 \$169,500 \$101,883 \$90,775 \$69,738	\$96,862 \$175,000 \$106,398 \$93,628 \$72,928	\$124,357 \$223,000 \$136,185 \$119,136 \$98,430	4,2% 5,2% 4,4% 5,7% 4,6%	29.6% 28.3% 29.2% 78.3% 36.6%
R2. Direct Hire Fregram Foreign Nationals (DHFN) R3. Total Direct Hire R3. Indirect Hire Foreign Nationals (HHFN) R4. Indirect Hire Foreign Nationals (HHFN) R5. Other Object Class 13 Benefits R5s. USDH- Benefits for Former Employees R5s. USDH- Benefits for Former Employees R5s. USDH- Benefits for Former Employees R5s. USDH- Shenfits for Former Employees R5s. Voluntary Separation Incentive Pay ViSHP R54 Foreign National Separation Lubblery Acceptal	1,753	1,801	1,801	167,496 167,496	2,369 2,369	932 932	3,652 3,652	6,953	174,449 174,449	49,518 49,518 300	223,967 223,967 300 	\$93,002 \$93,002	\$96,862 \$96,862	\$124,357 \$124,357	4.2%	29.6% 29.6%
Total Personnel (includes OC 13)	1.753	1,801	1,801	167,496	2,369	932	3.652	6,951	174,449	49,818	224,267	\$93,002	596,862	\$124,524	4,2%	29,7%
T1. US Direct Hire (USDH) T1s. Senior Executive Schedule T1b. General Schedule T1s. Special Schedule T1d. Wage System T1d. Wage System T1e Highly Qualified Experts T1C Other	1,753 4 861 716 238 0 0	1,801 4 815 745 237 0	1,801 4 815 745 237 0 0	167,496 678 83,035 67,255 16,528 0	2,369 0 1,242 509 018 0 0	932 0 145 740 47 6	3,652 22 2,290 1,249 91 0	6,953 22 3,677 2,498 756 (r	174,449 700 86,712 69,753 17,284 0	49,518 192 24,279 19,003 6,044 0	223,967 892 110,991 88,756 23,328 0	\$93,002 \$169,500 \$101,883 \$90,275 \$69,738	\$96,862 \$175,000 \$196,395 \$93,628 \$72,928	\$124,357 \$223,000 \$136,185 \$119,136 \$98,430	# 2% 3.2% 4.4% 3.7% 4.6%	29 6% 28.3% 29.2% 28.3% 36.6%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HHFN) Substatal - Total Funded (sechular OC 1/3) T5. Other Object Class 13 Benefits T5a. USD11- Benefits for Former Employees T5b. DHFN. Benefits for Foreine Employees T5c. Voluntury Separation Incentive Pay (VSIP) T5d. Foreign National Separation Lubitity. Accetal	1,753 0 1,753	1,861 0 1,801	1,801 0 1.801	167,496 0 167,496	2,369 0 2,369	932 0 932	3,652 0 3,652	6,953 0 6,953	174,449 0 174,449	49,518 0 49,518 300 0 0 0 0	223,967 0 223,967 300 0 300 0	\$93.002 \$93.002	396,862 396,862	\$124,357 \$124,357	4.2%	29 6% 29 6%

Working Capital Fund, Defense-Wide					-	252.2							Date: May	2017		
					TOTAL CIV	ense Logistic VILIAN PER: OP-8B: OP-4 018 Presiden (FY 2016	SONNEL CO (PB) t's Budget	STS								
	<u>A</u> Begin Strength	<u>b</u> End Strength	<u>s</u> FTEs	d Basic Comp	E Overtime Pay	(S in Thousa  f Holiday Pay	nds)  R Other O.C.11	e+f+g h Total Variables	d+h i Comp O.C.11	Benefits O.C.12/13	i+j <u>k</u> Comp & Benefits	d/e 1 Basic Comp	i/c <u>m</u> Total Comp	Rates k/c <u>B</u> Comp & Benefits	h/d g % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	8	-	12	5	-
DI. US Direct Hire (USDH)  DIA Senior Executive Schedule DIS General Schedule DIS Special Schedule DIA Wages System DIE Hughly Qualified Experts DIE Other DID Direct Hire Program Foreign Nationals (DHFN) DX. Total Direct Hire Foreign Nationals (HFN) Submat—Tower Funded Sexbalace OC 18)	0.0000000000000000000000000000000000000		City Vistory - Name				X			Administration Co. 1971	3 THE ST. P. LEWIS CO., LANSING, MICH.					The state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the s
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)	24,208	24,636	24,921	1,701,538	48,260	1,542	57,898	107,700	1,809,238	648,161	2,457,399	568,277	572,599	598,608	6.3%	38.1%
RI. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System. R1c. Highly Qualified Experts R1f. Other	23,395 24 18,227 5,144	23,812 25 18,537 5,250	24,127 25 18,996 5,106	1,697,315 4,033 1,492,355 200,927	48,260 34,579 - 13,681	1,542	57,894 515 54,110 3,269	107,696 515 90,174 17,807	1,805,011 4,548 1,582,529 217,934	621,319 919 524,040 - 72,651 - 23,709	2,426,330 5,467 2,106,569 290,585 23,709	\$70,349 \$161,320 \$78,362 \$39,351	874,813 8181,920 883,309 842,682	\$100,565 \$218,680 \$110,895 \$56,910	6.3% 12.8% 6.0% 8.5%	36.6% 22.8% 35.1% 36.2%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Tetal Direct Hire R3. Tetal Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subioual - Rembursable Funded (oschuler OC [3]) R5. Other Object Class 13 Benefits R5s. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. Voluntary Separation Incentive Pay (VSHP) R5d. Foreign National Separation Liabelity Accural	23,534 674 24,268	151 23,963 673 24.636	138 24,265 656 24,927	1,291 1,698,696 2,932 1,701,538	48,260 48,260	1,542 1,342	4 57,898 37,898	107,700	1,295 1,806,366 2,932 1,809,238	2,197 623,516 13,566 637,082 11,079 8,671 2,408	3,492 2,429,822 16,498 2,446,320 11,079 8,671 2,408	\$9,355 \$70,002 \$4,470 \$68,277	\$9,384 \$74,441 \$4,476 \$72,399	\$25,304 \$100,137 \$25,149 \$98,163	0.3% 6.3% 0.0% 6.3%	170.2% 36.7% 462.7% 37.4%
Total Personnel (includes OC 13)	24,208	24,636	24,921	1,701,538	48,260	1,542	57,898	107,700	1,809,238	648,161	2,457,399	568,277	\$72,599	\$98,668	6.3%	38.1%
Ti. US Direct Hire (USDI) Tia. Senior Executive Schedule Tib. General Schedule Tib. Special Schedule Tid. Wage System Tie. Highly Qualified Experts TIC Other	23,395 24 18,227 0 5,144 0 0	23,812 25 18,537 0 5,250 0	24,127 25 18,996 0 5,106 0	1,897,315 4,033 1,492,355 0 200,927 0 0	48,260 0 34,579 0 13,681 0 0	1,542 0 1,485 0 57 0	57,894 515 54,110 0 3,269 0	107,696 51.5 90,174 0 17,007 0	1,805,011 4,548 1,582,529 0 217,934 0	621,319 919 524,040 0 72,651 0 23,709	2,426,330 5,467 2,106,569 0 290,585 0 23,709	\$70,349 \$161,320 \$78,562 \$39,351	874,813 5181,920 583,309 842,682	\$100,365 \$218,680 \$110,895 \$56,910	6.3% 12.8% 6.0% 8.3%	36.6% 22.8% 35.1% 36.2%
72. Direct Hire Program Foreign Nationals (DHFN) 13. Total Direct Hire 14. Indirect Hire Fareign Nationals (HIFN) Subtotal - Total Funded (secholac OC 13) 15. Other Object Class 13 Benefits 15a. USDH - Benefits for Former Employees 15b. DHFN. Benefits for Former Employees 15c. Voluntary Separation Incentive Pay (VSH) 15d. Foreign National Separation Lubbity Accural	139 23,534 674 24,208	151 23,963 673 24,636	138 24,265 656 24,921	1,291 1,698,606 2,932 1,701,538	48,260 48,260	1,542 0 1,542	4 57,898 0 57,898	4 107,700 0 107,700	1,295 1,806,306 2,932 1,809,238	2,197 623,516 1,3,566 637,082 11,079 8,671 0 2,408	3,492 2,429,822 16,498 2,446,320 11,079 8,671 0 2,408	89.355 870,002 54,470 868,277	89,384 874,44) 84,470 872,599	\$25,304 \$190,137 \$25,149 \$98,163	0.3% 6.3% 0.0% 6.3%	170.2% 36.7% 462.7% 37.4%

Working Capital Fund, Defense-Wide					TOTAL CIT	fense Logistic VILIAN PER OP-8B: OP-8 2018 Presiden (FV 2017	SONNEL CO (PB) t's Budget	STS					Date: May	2017		
	<u>a</u> Begin	<u>b</u> End	X.	<u>d</u> Basic	E Overtime	(\$ in Thousa	nds) g Other	e+f+g <u>h</u> Total	d+h 1 Comp	Benefits	i+j <u>k</u> Comp	d/c 1 Basic	i/c <u>m</u> Total	Rates k/c <u>h</u> Comp	h/d g % BC	j/d P % BC
	Strength	Strength	FTEs	Comp	Pay	Pay	0.C.11	Variables	O.C.11	O.C.12/13	& Benefits	Comp	Comp	& Benefits		Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	9	0	0	0	0	0	0	0	2		1.2	>	
DI. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts. D1f. Other			600.1000	81111111			7	300000000000000000000000000000000000000			311111111111111111111111111111111111111	0.000000			1000	
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HFN) Subtonal - Direct Funded Jesselands (OC 18) D5. Other Object Class 13 Benefits D5s. USDH - Benefits for Former Employees D5s. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d - Foreign National Separation Liability Accusal	3	1	-	ž		1	1	3	-						Š	
Reimbursable Funded Personnel (includes OC 13)	25,414	25,657	25,550	1,738,838	42,542	7,036	69,750	119,328	1,858,166	654,521	2,512,687	\$68,056	572,727	598,344	6.9%	37.6%
RI. US Direct Hire (USDH)  R1 a Senior Executive Schedule R1b General Schedule R1c Special Schedule R1d Wage System R1d Highly Qualified Experts R1C Other	24,608 24 19,570 5,014	24,843 25 19,440 5,378	24,736 25 19,413 5,298	1,733,552 5,241 1,517,847 210,464	42,542 4 33,105 9,433	7, <b>036</b> 9 6,979 - 48	69,746 245 64,886 4,615	119,324 258 104,970 - 14,000	1,852,876 5,499 1,622,817 224,560	621,492 1,319 517,865 78,154 24,154	2,474,368 6,818 2,140,682 302,714 24,154	\$70.082 \$209,640 \$78,187 \$39,725	874,906 8219,960 883,594 842,386	\$100,031 \$272,720 \$110,271 \$57,137	6,9% 4,9% 6,9% 6,7%	35.9% 25.2% 34.1% 37.1%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subioual - Reembornable Funded (excluder 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 (VSHF) R5d. Foreign National Separation Liabelity Accural	151 24,759 655 25,414	138 24,981 676, 25,657	138 24,874 676 25,550	1,101 1,734,653 4,185 1,738.838	42,542 42,542	7,036 7,036	4 69,750 69,750	119,328 179,328	1,105 1,853,981 4,185 1,858,166	3,132 624,624 18,152 642,776 11,745 7,054 4,691	4,237 2,478,605 22,337 2,500,942 11,745 7,054 4,691	\$7,978 \$69,738 \$6,191 \$68,056	\$8,007 \$74,535 \$6,191 \$72,727	\$30,703 \$99,646 \$33,043 \$97,884	0.4% 6.9% 0.0% 6.9%	284,5% 36,0% 433,7% 37,0%
Total Personnel (includes OC 13)	25,414	25,657	25,550	1,738,838	42,542	7,036	69,750	119,328	1,858,166	654,521	2,512,687	\$68,056	872,727	\$98,344	6,9%	37.6%
TI. US Direct Hire (USDII) TIA: Senior Executive Schedule Tib: General Schedule TIA: Special Schedule TIA: Wage System TIA: Highly Qualified Experts TIA: Other	24,608 24 19,570 0 5,014 0	24,843 25 19,440 0 5,378 0	24,736 25 19,413 0 5,298 0	1,733,552 5,241 1,517,847 0 210,464 0	42,542 4 33,105 0 9,433 0	7,036 9 6,979 0 48 0	69,746 245 64,886 0 4,615 0	119,324 258 104,970 0 14,098 0	1.852,876 5,499 1,622.817 0 224.560 0	621,492 1,319 517,865 0 78,154 0 24,154	2,474,368 6,818 2,140,682 0 302,714 0 24,154	\$70,082 \$209,640 \$78,187 \$39,725	874,906 5219,960 583,594 542,386	\$100,031 \$272,720 \$110,271 \$57,137	6.9% 6.9% 6.7%	35 W% 25.2% 34.1% 37.1%
17. Direct Hire Program Foreign Nationals (DHFN) 13. Total Direct Hire 14. Indirect Hire Foreign Nationals (HIFN) Subtotal - Total Funded (excludes OC 33) 15. Other Object Class 13 Benefits 15a. USDH - Benefits for Former Employees 15b. DHFN - Benefits for Former Employees 15c. Voluntary Separation Incentive Pay (VSIP) 15d. Foreign National Separation Liability Accural	151 24,759 655 25,4/d	138 24,981 676 25,657	138 24,874 676 25,550	1,101 1,734,653 4,185 1,738,838	42,542 0 42,542	7, <b>036</b> 0 7,036	69,750 0 69,750	4 119,328 0 1.19,328	1,105 1,853,981 4,185 1,858,166	3.132 624,624 18,152 642,776 11,745 7,854 0 4,691	4,237 2,478,605 22,337 2,500,942 11,745 7,054 0 4,691	£7,978 \$69,738 \$6,191 \$68,056	\$8,007 \$74,535 \$6,191 \$72,727	\$30,703 \$99,646 \$33,043 \$97,884	0.4% 6.9% 0.0% 6.9%	284.5% 36.0% 433.7% 37.0%

Working Capital Fund, Defense-Wide					TOTAL CP	fense Logistic VILIAN PER: OP-8B: OP-3 2018 Presiden (FY 2018	SONNEL CO (PB) t's Budget	STS					Date: May	2017		
	A Begin Strength	<u>b</u> End Strength	<u>E</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	E Overtime <u>Pay</u>	(\$ in Thousa  f Holiday  Pay	uds)  g Other O.C.11	g+f+g h Total Variables	d+h i Comp O.C.11	Benefits O.C.12/13	i+j <u>k</u> Comp & Benefits	d/e 1 Basic Comp	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>B</u> Comp & Benefits	h/d g % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	- 3	3	1.2	2	
DI. US Direct Hire (USDH) Dis Senor Executive Schedule Dib. General Schedule Dic. Special Schedule Did. Wage System Die Highly Qualified Experis. Dif. Other		e transfer to	\$ 0.1 E 10 B		:		T		*	All malana con	***************************************	0.0000000				
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) B3. Stubout - Direct Funded Jexchales OC 183 Biobaut - Direct Funded Jexchales OC 183 D5. USDH - Benefits for Former Employees D50. DHFN - Benefits for Formet Employees D50. Voluntury Separation Incentive Pay (VSIP) D54 Foreign National Separation Lubbiny Accusal	Ì	1	-	-	5	1	1	3	-						Ş	
Reimbursable Funded Personnel (includes OC 13)	25,691	25,559	25,385	1,745,757	43,112	1,819	134,010	178,941	1,924,698	659,154	2,583,852	<u>\$68,771</u>	575,820	\$101,787	10.3%	37.8%
RI. US Direct Hire (USDH) R1 s. Serior Executive Schedule R1 General Schedule R1 s. Special Schedule R1 d. Wage System R1 d. Wage System R1 d. Highly Qualified Experts R1 G. Other	24,874 25 19,471 5,378	24,742 25 19,367 5,350	24.571 25 19,276 5,270	1,740,386 5,340 1,526,644 208,402	43,112 4 33,661 9,447	1,819	134,006 231 129,119 4,656	178,937 235 164,557 14,145	1,919,323 5,575 1,691,201 222,547	625,804 1,298 520,508 78,502 25,496	2,545,127 6,873 2,211,709 301,049 25,496	\$70,831 \$213,600 \$79,199 \$39,545	\$78,113 \$223,000 \$87,736 \$42,229	8103,583 8274,920 8114,739 857,125	10.3% 4,4% 10.8%	36.0% 24.3% 34.1% 37.7%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Tetal Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Substant - Reembourshie Founded (excludes OC 13) R5. Other Object Class 13 Rendirect R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. USDH - Benefits for Former Employees R5b. Valuntary Separation Incentive Pay VSHP) R5d. Foreign National Separation Industrial	141 25,015 676 25,691	141 24,883 676 25,559	138 24,709 676 25,385	1,361 1,741,747 4,010 1,745,757	43,112 43,112	1,819	4 134,019 134,010	178.941 178.94)	1,365 1,920,688 4,010 7,924,698	3,288 629,092 18,333 647,425 11,729 6,638 - 5,091	4,653 2,549,780 22,343 2,572,123 11,729 6,638 5,091	\$9,862 \$70,490 \$5,932 \$68,771	\$9,891 \$77,732 \$5,932 \$75,820	\$33,717 \$103,192 \$33,052 \$101,325	0.3% 10.3% 0.0% 10.3%	241 6% 36.1% 457.2% 37.1%
Total Personnel (includes OC 13)	25,691	25,559	25,385	1,745,757	43,112	1,819	134,010	178,941	1,924,698	659,154	2,583,852	\$68,771	\$75,820	\$101,787	10.3%	37.8%
TI. US Direct Hire (USDH) TIA. Sonior Executive Schedule Tib. General Schedule Tib. Special Schedule Tid. Wage System, Tid. Highly Qualified Experts TIC Other	24,874 25 19,471 0 5,378 0	24,742 25 19,367 0 8,350 0	24,571 25 19,276 0 5,270 0	1,740,386 5,340 1,526,644 0 208,402 0	43,112 4 33,661 9,447 0	1.819 0 1.777 0 42 0	134,006 231 129,119 0 4,656 0 0	178,937 235 164,557 0 14,145 0	1,919,323 5,575 1,691,261 0 222,547 0 0	625,804 1,298 520,508 0 78,502 0 23,496	2,545,127 6,873 2,211,709 0 301,049 0 25,496	\$70,831 \$213,600 \$79,199 \$39,545	\$78,113 \$223,000 \$87,736 \$42,229	\$103,583 \$274,920 \$114,739 \$57,125	10.3% 4.4% 10.8% 6.8%	36.0% 24.3% 34.1% 37.7%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HHFN) Substat - Fool Funded (sechular OC 13) T5. Other Object Class 13 Benefits T5a. USDH- Benefits for Former Employees T5b. DHFN. Benefits for Former Employees T5c. Voluntury Separation Incentive Pay (VSIP) T5d. Foreign National Separation Lubility. Accetal	141 25,015 676 25,697	141 24,883 676 25,559	138 24,709 676 25,385	1,741,747 4,010 1,745,757	43,112 0 43,112	1,819 0 1,819	4 134,010 0 134,010	4 178,941 0 178,941	1,365 1,920,688 4,010 1,924,698	3,288 629,992 18,333 647,425 11,729 6,638 0 5,091	4,653 2,549,780 22,343 2,572,725 11,729 6,638 0 5,091	\$9.862 370,490 \$5.932 \$68.771	39,891 877,732 \$5,932 875,820	\$33,717 \$103,192 \$33,052 \$101.325	0.3% 10.3% 0.0% 10.3%	241.6% 36.1% 457.2% 37.1%

					/ILIAN PER: OP-8B: OP-8 018 President (FY 2016	's Budget	STS								
<u>a</u> Begin <u>Strength</u>	<u>b</u> End Strength	<u>s</u> <u>FTEs</u>	d Basic Comp	E Overtime <u>Pay</u>	(S in Thousa  f  Holiday  Pay	uds)  E Other O.C.11	e+f+g h Total Variables	d+16 i Comp O.C.11	Benefits O.C.12/13	i+j <u>k</u> Comp & Benefits	d/e 1 Basic Comp	i/c <u>m</u> Tetal <u>Comp</u>	Rates k/c h Comp & Benefits	h/d g % BC Variables	j/d P % BC Benefits
0	0	0	0	0	0	0	0	0	0	0	2	3	1.2	2	
	at the Manual An	\$ 51 T 11 T	*******	-		7			A Charleton C C	1000	01112111	11111111			
0.00	1	Š	Š	2	1	1		•				Š		Š	
25,707	25,653	26,692	1,442,824	180,406	57,239	20,950	258,595	1.701,419	784,322	2,485,741	\$54,055	563,743	\$93,127	17,9%	54.4%
25,707 1 9,642 16,064	25,653   5,490   4,294   15,868	26.692 1 8,437 2,639 15,615	1,442,824 133 642,602 83,274 716,815	180,406 44,227 4,912 131,267	57,239 7 23,705 4,305 29,222	20,950 2 11,504 1,530 7,914	258,595 9 79,436 10,747 168,403	1,701,419 142 722,038 94,021 885,218	783,054 42 322,701 35,661 424,630	2,484,473 [84 1,044,739 129,682 1,309,868	\$54,055 \$133,000 \$76,165 \$31,535 \$43,906	\$63,743 \$142,000 \$85,580 \$35,628 \$56,690	\$93,079 \$184,000 \$123,828 \$49,141 \$83,885	17.9% 6.8% 12.4% 12.9% -33.5%	54.3% 31.6% 50.2% 43.8% 59.2%
25,707 25,707	25,653 25,653	26,692 26,692	1,442,824	180,406	57,239 57,239	20,950	258,595 258,595	1,701,419 1,701,419	783,054 783,054 1,268 1,268	2,484,473 2,484,473 1,268 1,268	\$54,055 \$54,055	\$63,743 \$63,743	393,079 395,079	17.9% 17.9%	54.3% 54.3%
25,707	25,653	26,692	1,442,824	180,406	57,239	20,950	258,595	1,701,419	784,322	2,485,741	\$34,055	\$63,743	\$93,127	17.9%	54.4%
25,707 1 9,642 0 16,064 0 0	25,653 1 5,490 4,294 15,868 0	26,692 1 8,437 2,639 15,615 0	1.442,824 133 642,602 83,274 716,815 0	180,406 0 44,227 4,912 131,267 0	57,239 7 23,705 4,305 29,222 0	20,950 2 11,594 1,530 7,914 0	258,595 9 79,436 10,747 168,403 0	1,701,419 142 722,038 94,021 885,218 0	783,054 42 322,701 35,661 424,650 0	2,484,473 184 1,044,739 129,682 1,309,868 0	\$54,055 \$133,000 \$76,165 \$31,555 \$45,906	863,743 8142,000 885,580 \$85,628 856,690	893,079 \$184,000 \$123,828 \$49,141 \$83,885	17,9% 6,8% 12,4% 12,9% 23,5%	54.3% 31.6% 50.2% 42.8% 59.2%
25,707 0 25,707	25,653 0 25,653	26,692 0 26,692	0 1,442,824 0 1,442,824	0 180,406 0 180,406	0. 57,239 0 57,239	0 20,950 0 20,950	0 258,595 0 258,595	0 1,701,419 0 1,701,419	783,054 0 783,054 1,268 1,268	0 2,484,473 0 2,484,473 1,268 1,268	\$54,055 \$54,055	\$63,743 \$63,743	893,079 893,079	17 9% - 	54.3% 54.3%
	25,707 25,707 25,707 25,707 25,707 25,707 25,707 25,707 25,707 25,707 25,707 25,707	Begin   End	Begin   End   Strength   Strength   Strength   Strength   FTEs     9	Begin   End   FTES   Comp	Basic Overtime   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Strength   Str	Regin Strength         End Strength         FTES         Comp         Pry         Fax           9         0         0         0         0         0         0         0           25,707         25,653         26,692         1,442,824         189,496         57,239           25,707         25,653         26,692         1,442,824         189,496         57,239           25,707         25,653         26,692         1,442,824         189,496         57,239           9,642         5,490         8,437         62,602         42,227         23,765           16,064         15,868         15,615         716,815         131,267         29,222           25,707         25,653         26,692         1,442,824         180,496         57,239           25,707         25,653         26,692         1,442,824         180,496         57,239           25,707         25,653         26,692         1,442,824         180,496         57,239           25,707         25,653         26,692         1,442,824         180,496         57,239           25,707         25,653         26,692         1,52,602         4,22,24         180,496         57,239	Strength   Strength   FIEs   Comp   Pay   Pay   O.C.11	Begin         End         S.         g         Description         Tell foliday         Country         FEE         Basic         Overtine         Pax         Other         Total           g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g         g	Beglin   Strength   Strength   FTEs   Basic   Overtime   Holiday   Other   Total   Cump	Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part	Regin   Strength   Strength   FTES   Comp   Comp   Pay   Comp   Pay   Comp   Pay   Comp   Pay   Comp   Pay   Comp   Pay   Comp   Pay   Comp   Pay   Comp   Pay   Comp   Pay   Comp   Pay   Comp   Pay   Comp   Pay   Comp   Pay   Comp   Pay   Comp   Pay   Comp   Pay   Comp   Pay   Comp   Pay   Comp   Pay   Comp   Pay   Comp   Pay   Comp   Pay   Comp   Pay   Comp   Pay   Comp   Pay   Comp   Pay   Comp   Pay   Comp   Pay   Comp   Pay   Comp   Pay   Comp   Pay   Comp   Pay   Comp   Pay   Comp   Pay   Comp   Pay   Comp   Pay   Comp   Pay   Comp   Pay   Comp   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   Pay   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 Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Co	Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   Part   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Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp   Comp	Riggin   Fad   Streeth   TIS   Small   December   Comp   Page   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   December   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Working Capital Fund, Air Force					TOTAL CIV	ortment of the VILIAN PERS OP-8B: OP-8 018 President (FY 2017	SONNEL CO (PB) I's Budget	STS					Date: May	2017		
	A Begin Strength	b End Strength	ς FTEs	d Basic Comp	Overtime Pay	(S in Thousa  f Holiday  Pay		e+f+g <u>h</u> Total Variables	d+h 1 Comp O.C.11	Benefits O.C.12/13	i+j k Comp & Benefits	d/c 1 Basic Comp	i/c <u>m</u> Total <u>Comp</u>	Rates k/c B Comp & Benefits	h/d g % BC <u>Variables</u>	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	2	3	1.2	2	
DI. US Direct Hire (USDH) D1s. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts. D1f. Other			C 20 1 1 1 1 1			1	***************************************	***************************************		A Complete Co.	300000000000000000000000000000000000000	0.0000000000000000000000000000000000000			0000000	
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) Saltonal - Direct Finded (accidates OC 13) D5. Other Object Class 13 Benefits D5s. USDH Benefits for Former Employees D5b. DHFN Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability, Accutal		1 1 1	-	ž		1	17		-						3.0	
Reimbursable Funded Personnel (includes OC 13)	25,653	25,162	26,930	1,536,261	113,511	62,018	21,118	196,647	1.732,908	853,498	2,586,406	\$57,046	564,349	596,042	12.8%	55.6%
RI. US Direct Hire (USDH) R1s. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1c. Highly Qualified Experts R1c. Other	25,653 1 5,490 4,294 15,868	25,162 1 5,279 4,314 15,568	26,930 1 8,103 2,773 16,053	1,536,261 141 453,184 301,547 781,389	113,511 19,775 15,279 78,457	62,018 7 19,205 11,140 31,666	21.118 2 7.603 4,787 8,726	196,647 9 46,583 31,206 118,849	1,732,908 150 499,767 332,753 900,238	852,367 44 236,105 154,133 462,085	2,585,275 194 735,872 486,886 1,362,323	857,046 8141,000 855,928 8108,744 848,676	864,349 \$150,000 861,677 \$119,997 856,979	\$96,600 \$194,000 \$90,815 \$175,581 \$84,864	12.8% 6,4% 10.3% 10.3% 15.2%	55.5% 31.2% 52.1% 51.1% 59.1%
R2. Direct Hire Frogram Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) R5. Indirect Hire Foreign Nationals (HHFN) R6. USDH-Gender Class 13 Benefits R5a. USDH-Benefits for Former Employees R5b. DHFN-Benefits for Former Employees R5b. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Lubelity Acceptal	25,653 25,653	25,162 25,162	26,930 26,930	1,536,261	113,511	62,018 62,018	21,118	196,647 196,647	1,732,908 1,732,908	852,367 1,131 1,131	2,585,275 2,585,275 1,131 1,131	\$57,046 \$57,046	864,349 864,349	\$96,000 \$96,000	12.8%	55.3% 55.3%
Total Personnel (includes OC 13)	25,653	25,162	26,930	1,536,261	113,511	62,018	21,118	196,647	1,732,968	853,498	2,586,406	\$57,846	564,349	\$96,042	12.8%	55,6%
T1. US Direct Hire (USDH) T1s. Senior Executive Schedule T1b. General Schedule T1b. Special Schedule T1d. Wage System T1d. Wage System T1e. Highly Qualified Experts T1C Other	25,653 1 5,490 4,294 15,868 0	25,162 1 5,279 4,314 15,568 0	26,930 1 8,103 2,773 16,053 0 0	.1.536,261 141 453,184 301,547 781,389 0	113,511 0 19,775 15,279 78,457 0	62,018 7 19,205 11,140 31,666 0	21,118 2 7,603 4,787 8,726 0	196,647. 9 46,583 31,206 118,849 0	1,732,988 150 499,767 332,753 900,238 0 0	852,367 44 236,105 154,133 462,085 0	2,585,275 194 735,872 486,886 1,362,323 0 0	\$57,046 \$141,000 \$55,928 \$108,744 \$48,676	864,349 5150,000 861,677 8119,997 856,079	\$96,000 \$194,000 \$99,815 \$175,581 \$84,864	12.8% 6.4% 10.3% 10.3% 15.2%	55.5% 31.2% 52.1% 51.1% 59.1%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HHFN) Substant - Fool Funded (excluder OC 1/5) T5. Other Object Class 18 Benefits T5a. USDIT - Benefits for Former Employees T5b. DHFN. Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSHP) T5d. Foreign National Separation Lubility, Accural	25,653 0 25,653	25,162 0 25,162	26,930 0 26,930	0 1,536,261 0 1,336,261	0 113,511 0 113,511	62,018 0 62,018	21,118 0 21,118	196,647 0 196,647	1,732,998 0 1,732,908	852,367 0 852,367 1,131 1,131 0 0	2,585,275 2,585,275 4,131 1,131 0 0	\$57,046 \$57,046	864,349 864,349	596,000 596,000	12.8%	55.5% 55.5%

Working Capital Fund, Air Force					TOTAL CP	ortment of the VILIAN PER: OP-8B: OP-3 2018 Presiden (FY 2018	SONNEL CO (PB) t's Budget	STS					Date: May	2017		
	a Begin Strength	<u>b</u> End Strength	Σ FTEx	d Basic Comp	S Overtime Pay	(S in Thousa  f Holiday  Pay	nds)  g Other O.C.11	e+f+g h Total Variables	d+h i Comp O.C.11	Benefits O.C.12/13	i+j <u>k</u> Comp & Benefits	d/e  1 Basic Comp	i/c <u>m</u> Tetal <u>Comp</u>	Rates k/c <u>H</u> Comp & Benefits	h/d g % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	- 2	3	1.2	>	
DL US Direct Hire (USDH) Dla Senior Executive Schedule Dla General Schedule Dla Special Schedule Dla Wage System Dle Highly Qualified Experis Dli Other		act and a state of	\$ 20 E 10 E		-			***************************************		NO melano Oc	Act of the con-	1000				
D.D. Direct Hire Frogram Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) Substant - Direct Funded Seculation CC 133 Substant - Direct Funded Seculation CC 133 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 Lubbility Accusal		1	3	Š	2	1	1	3.0		5					Š	
Reimbursable Funded Personnel (includes OC 13)	25,162	24,399	27,849	1,610,523	116,409	63,803	21,134	201,346	1,811,869	869,686	2,681,555	\$57,831	\$65,060	596,289	12.5%	54.0%
RI. US Direct Bire (USDH) R1a Senior Executive Schedule R1b General Schedule R1c Special Schedule R1c Special Schedule R1d Wage System R1c Highly Qualified Experts R1f Other	25,162 5,279 4,314 15,568	24,399 1 5,040 4,314 15,044	27,849 1 8,996 2,784 16,068	1,610,523 147 509,394 308,689 792,293	20,558 15,772 80,079	63,803 8 19,697 11,281 32,817	21.134 2 7.862 4,804 8,466	201.346 (8) 48,117 31,857 121,362	1,811,869 157 557,511 340,546 913,655	868,531 46 242,663 156,522 469,300	2,680,400 203 800,174 497,068 1,382,955	\$57,831 \$147,000 \$56,624 \$110,880 \$49,500	\$65,060 \$157,000 \$61,973 \$122,323 \$56,862	\$96,248 \$203,000 \$88,948 \$178,545 \$86,069	12.5% 6.8% 9.4% 10.3% 15.3%	53.9% 31.3% 47.6% 50.7% 50.2%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) R5. Indirect Hire Foreign Nationals (HHFN) R5. Other Object Class 13 Benefits R5. USDH - Benefits for Former Employees R5. USDH - Benefits for Former Employees R5. Voluntary Separation Incentive Pay (VSHP) R5. Foreign National Separation Lubelity Accernal	25,162 25,162	24,399 24,399	27,849 27,849	1.610,523 1.610.523	116,409	63,803 63,803	21,134 21,134	201,346 201,346	L811,869	868,531 868,537 1,155 1,155	2,680,400 2,680,400 1,155 1,155	\$57,831 357,831	\$65,060 \$65,060	896,248 896,248	12.5%	53.9% 53.9%
Total Personnel (includes OC 13)	25,162	24,399	27,849	1,610,523	116,409	63,803	21,134	201,346	1,811,869	869,686	2,681,555	\$37,831	\$65,860	\$96,289	12.5%	54.0%
TI. US Direct Hire (USDID TII. Senior Executive Schedule Tib. General Schedule Tib. Special Schedule Tid. Wage System Tie. Highly Qualified Experts TIE. Other	25,162 1 5,279 4,314 15,568 0	24,399 1 5,040 4,314 15,044 0 0	27,849 1 8,996 2,784 16,068 0 0	1,610,523 147 509,394 308,689 792,293 0	116,409 0 20,558 15,772 80,079 0	63,803 8 19,697 11,281 32,817 0	21,134 2 7,862 4,864 8,466 0	201,346 10 48,117 31,857 (21,362 0 0	1,811,869 157 557,511 340,546 913,655 0	868,531 46 242,663 156,522 469,300 0	2,680,400 203 860,174 497,068 1,382,955 0	\$57,831 \$147,000 \$56,624 \$110,880 \$49,309	\$65,060 \$157,000 \$61,973 \$122,323 \$56,862	\$96,248 \$203,000 \$88,948 \$178,545 \$86,069	12.5% 6.8% 9.4% 10.3% 15.3%	33 0% 31.3% 47.6% 50.7% 39.2%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HIFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits	25,162 0 25,162	0 24,399 0 24,399	27,849 0 27,849	1,610,523 0 1,610,523	0 116,409 0 116,409	63,803 0 63,803	21,134 0 21,134	201,346 0 201,346	0 1,811,869 0 1,811,869	868,531 9 868,531 1,155	0 2,680,400 0 2,689,400 1,155	\$57.831 \$57.831	\$65,060 \$65,060	\$96,248 \$96,248	12,5%	53.9% 53.9%
TSa. USDH - Benefits for Former Employees TSb. DHFN - Benefits for Former Employees TSc. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual										1.155 0 0	1,155 0 0					

Working Capital Fund, Air Force				- 1	TOTAL CI	ransportation /TLIAN PER: OP-8B: OP-8 018 President (FY 2016	SONNEL CO I (PB) I's Budget	STS					Date: May	2017		
	Begin Strength	<u>b</u> End Strength	<u>E</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	S Overtime Pay	(S in Thousa <u>f</u> Holiday <u>Pay</u>	uds) E Other O.C.11	e+f+g h Total Variables	d+h i Comp O.C.II	Benefits O.C.12/13	i+j <u>k</u> Comp & Benefits	d/c 1 Basic Comp	i/c <u>m</u> Total <u>Comp</u>	Rates k/c n Comp & Benefits	h/d g % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	9	0	0	0	0	0	0	0	2	= =		>	
D1. US Direct Hire (USDH) D1s. Senior Executive Schedule D1s. General Schedule D1s. Special Schedule D1d. Wage System D1e. Highly Qualified Experts. D1. Other		1	E 201 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			1	1	300000000000000000000000000000000000000		A Complete Company	300 m ( ) m ( ) m				2000	
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire Foreign Nationals (HHFN) D4. Indirect Hire Foreign Nationals (HHFN) D5. Other Object Pointed Jewishules OC 13/3 D5. Other Object Class 13 Benefits D5s. USDH. Benefits for Former Employees D5s. DHFN. Benefits for Former Employees D5s. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Lubbiny Accusal	Ì	1		-	Š	1	1	3	-						Š	
Reimbursable Funded Personnel (includes OC 13)	3,806	3,670	3,672	245,486	1,374	5,367	11,643	18,384	263,870	81,649	345,519	\$66,853	571,860	\$94,096	7,5%	33.3%
RI. US Direct Hire (USDH) RI a Senior Executive Schedule RI b General Schedule RI c Special Schedule RI d Wage System RI c Highly Qualified Experts RI C Other	3,289 5 2,471 813	3,169 6 2,241 117 805	3,170 5 2,248 117 800	227,462 847 169,843 11,899 44,873	1,344 - 991 116 - 237	5,291 3,176 2,115	11,434 162 5,880 197 5,195	18,069 162 10,047 313 7,547	245,531 1,009 179,890 12,242 52,420	78,761 378 57,621 3,543 17,219	324,292 1,387 237,511 15,755 69,639	\$71,755 \$169,400 \$75,553 \$101,701 \$36,091	877,455 8201,600 880,022 8104,376 863,525	\$102,300 \$277,400 \$105,654 \$134,658 \$87,049	7,9% 19,1% 5,9% 2,6% 16,8%	34.6% 44.6% 83.9% 29.8% 38.4%
R2. Direct Hire Frogram Foreign Nationals (BHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subroids Rendmentable Founded (excludes OC 18) R5. Other Object Class 13 Benefits R5. USDH - Benefits for Former Employees R5. USDH - Benefits for Former Employees R5. Voluntary Separation Incentive Pay IVSHP R5.4 Foreign National Separation Lubelity Accural	261 3,550 256 3,806	247 3,416 254 3,670	250 3,420 252 3,672	10,796 238,258 7,228 245,486	30 1,374 1,374	76 5,367 5,367	206 11,640 3 11,643	312 18,381 3 78,384	11,108 256,639 7,231 263,870	1,538 86,299 943 87,242 407	12,646 336,938 8,174 345,172 407	\$43,184 \$69,666 \$28,683 \$66,853	\$44,432 \$75,041 \$28,694 \$71,860	\$50,584 \$98,520 \$32,437 \$93,985	2,9% 7,7% 0,0% 7,5%	14.2% 33.7% 13.0% 33.1%
Total Personnel (includes OC 13)	3,806	3,679	3,672	245,486	1.374	5,367	11,643	18,384	263,870	81,649	345,519	<u>566,853</u>	\$71,360	\$94,096	7,5%	33,3%
T1. US Direct Hire (USDH) T1s. Senior Executive Schedule T1b. General Schedule T1b. Special Schedule T1d. Wage System T1d. Wage System T1e. Highly Qualified Experts T1C Other	3,289 5 2,471 0 813 0	3,169 6 2,241 117 805 0	3,170 5 2,248 117 800 0	227,462 847 169,843 11,899 44,873 0	1,344 9 991 116 237 9	5,291 0 3,176 0 2,115 0	11,434 162 5,880 197 5,195 0	18,069 162 10,047 313 7 547 0 0	245,531 1,009 179,890 12,212 52,420 0	78,761 378 57,621 3,543 17,219 0	324,292 1,387 227,511 15,755 69,639 0	\$71,755 \$169,400 \$75,553 \$101,701 \$56,091	877,455 5202,800 880,022 8104,376 865,528	\$102,300 \$277,400 \$105,654 \$134,658 \$87,049	7.9% 19.1% 5.9% 2.6% 16.8%	34 6% 44.6% 33.9% 29.8% 38.4%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HHFN) Substat - Total Funded (sechular OC 13) T5. Other Object Class 13 Benefits T5a. USDH- Benefits for Former Employees T5b. DHFN. Benefits for Former Employees T5c. Voluntury Separation Incentive Pay (VSIP) T5d. Foreign National Separation Lubility. Accetal	261 3,550 256 3,806	247 3,416 254 3,670	250 3,420 252 3,672	10,796 238,258 7,228 245,486	30 1,374 0 1,374	76 5,367 0 5,367	206- 11,649 3 11,643	312 18,381 3 18,384	11,108 256,639 7,231 263,876	1,338 80,299 443 81,242 407 0 407 0	12,646 336,938 8,174 345,112 407 0 0 407	\$43.184 \$69.666 \$28,683 \$66.853	\$44,432 \$75,041 \$28,694 \$71,860	850,584 898,520 832,437 893,985	2.9% 7.7% 0.0% 7.5%	14.2% 33.7% 13.0% 33.1%

Working Capital Fund, Air Furce				1	TOTAL CE	Transportation VILIAN PER: OP-8B: OP-8 2018 Presiden (FV 2017	SONNEL CO (PB) t's Budget	STS					Date: May	2017		
	a Begin Strength	b End Strength	Σ FTEs	d Basic Comp	Overtime Pay	(S in Thousa  f Holiday  Pay	nds)  g Other O.C.11	e+f+g h Total Variables	d+h i Comp O.C.11	Benefits O.C.12/13	i+j <u>k</u> Comp & Benefits	d/e  1 Basic Comp	i/c <u>m</u> Tetal <u>Comp</u>	Rates k/c <u>B</u> Comp & Benefits	h/d g % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	9	0	0	0	0	0	0	0	- 2	- 3	1.5	>	
DI. US Direct Hire (USDH) DIs Senor Executive Schedule DIs General Schedule DIs Special Schedule DIs May System DIs Highly Qualified Experis- DIF Other		e to a fine to	66.1.00		-				*			0.114.016				
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) Substant - Direct Funded Jexchales (OC 13) Substant - Direct Funded Jexchales (OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Formet Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d - Foreign Nitional Separation Lubbiny Accusal	3	1	3	ž	1	1	1	0.00	-	5					Š	
Reimbursable Funded Personnel (includes OC 13)	3,670	4,140	4,075	285,574	2,135	5,413	17.788	25,336	310,910	90,316	401,226	\$70,080	576,297	598,460	8.9%	31.6%
RI. US Direct Hire (USDH) R1s. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1c. Highly Qualified Experts R1c. Other	3,169 6 2,241 117 805	3,550 6 2,504 117 923	3,489 6 2,444 117 922	265,298 1,052 196,151 13,337 54,758	2,066 : 1,692 110 264	5,289 2,982 	90 7,206 637 6,567	21,855 90 11,880 747 9,138	287,153 (,)42 208,031 14,084 63,896	87.870 302 63.920 3.917 19.731	375,023 1,444 271,951 18,001 83,627	\$76.088 \$175,333 \$80,258 \$113,991 \$39,390	882,302 8190,333 885,119 8120,376 869,302	\$107,487 \$240,667 \$111,273 \$153,853 \$90,702	8.2% 8.6% 6.1% 5.6% 16.7%	33.1% 28.7% 32.6% 29.4% 36.0%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Rabibutal - Resultantable Founded (excluder OC [3]) R5. Other Object Class 13 Benefits R5s. USDH - Benefits for Former Employees R5s. USDH - Benefits for Former Employees R5s. USDH - Benefits for Former Employees R5s. Voluntary Separation Incentive Fay VSRH) R5d. Foreign National Separation Liability Accural	247 3,416 254 3,670	208 3,758 382 4,740	206 3,695 380 4,075	7,993 273,291 12,283 285,574	2,135 2,135 2,135	124 5,413 5,473	419 14,919 2,869 17,788	612 22,467 2,869 25,336	8,605 295,758 15,152 310,916	2,446 90,316 90,316	11,051 386,074 15,152 401,226	\$38,801 \$73,962 \$32,324 \$70,080	\$41,772 \$80,043 \$39,874 \$76,297	\$53,646 \$104,486 \$39,874 \$98,460	7,7% 8,2% 23,4% 8,9%	30.8% 33.0% 0.0% \$1.6%
Total Personnel (includes OC 13)	3,670	4,140	4,075	285,574	2,135	5,413	17,788	25,336	310,910	90,316	401,226	\$70,080	876,297	\$98,460	8,9%	31.6%
TI. US Direct Hire (USDI) TIs. Senior Executive Schedule TIb. General Schedule TIb. Special Schedule TId. Wage System TId. Wage System TIE, Highly Qualified Experts TIT Other	3,169 6 2,241 117 805 0	3,550 6 2,504 117 923 0	3,489 6 2,444 117 922 0 0	265,298 1,052 196,151 13,337 54,758 0	2,866 0 1,692 110 264 0 0	5,289 0 2,982 0 2,307 0	14,580 90 7,296 637 6,567 0	21,855 90 11,880 747 9,138 0	287,153 1,142 208,031 14,084 63,896 0	87,870 302 63,920 3,917 19,731 0	375,023 1,444 271,951 18,001 83,627 0	\$76,038 \$175,333 \$80,258 \$113,991 \$59,390	\$82,302 \$190,333 \$85,119 \$120,376 \$69,302	3107,487 \$240,667 \$111,273 \$153,855 \$90,702	# 2% 8.6% 6.1% 3.6% 16.7%	33.1% 28.7% 32.6% 29.4% 36.0%
72. Direct Hire Program Foreign Nationals (DHFN) 13. Total Direct Hire 14. Indirect Hire Foreign Nationals (HHFN) Substoal - Total Funded (seehules OC 1/3) 15. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees 15b. DHFN. Benefits for Former Employees 15c. Voluntary Separation Incentive Pay (VSH) 15d. Foreign National Separation Lubitive, Accural	247 3,416 254 3,670	208 3,758 382 4,146	206 3,695 380 4,075	7,993 273,291 12,283 285,574	2,135 0 2,135	124 5,413 0 5,413	419 14,919 2,869 17,788	612 22,467 2,869 25,336	8,605 295,758 15,152 310,910	2.446 90.316 0 90.316	11,051 386,074 15,152 401,226 0 0	\$38.801 \$73.962 \$32.324 \$70.080	\$41,772 \$80,043 \$39,874 \$76,297	853,646 \$194,486 839,874 898,460	7,7% 8,2% 23,4% 8,9%	30.6% 33.0% 0.0% 31.6%

Working Capital Fund, Air Force					TOTAL CI	Transportation VILIAN PER OP-8B: OP-8 2018 Presiden (FV 2018	SONNEL CO I (PB) I's Budget	STS					Date: May	2017		
	1					(\$ In Thousa			- V				-	Rates		
	Begin Strength	b End Strength	Y FIEs	d Basic Comp	Overtime Pay	f Holiday <u>Pay</u>	0ther 0.C.11	e+f+g h Total Variables	d + h 1 Comp O.C.11	Benefits O.C.12/13	i+j k Comp & Benefits	d/e 1 Basic Comp	i/c m Total Comp	k/c <u>h</u> Comp & Benefits	h/d g % BC <u>Variables</u>	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	2	- 1	1.2	2	
DI. US Direct Hire (USDH) DIs Semor Executive Schedule DIs General Schedule DIs Special Schedule DIs Special Schedule DIs Special Schedule DIs Ware System DIE Highly Qualified Experts DII Other DI Other DI. Direct Hire Frogram Foreign Nationals (DHFN) DX. Total Direct Hire DA. Indirect Hire Foreign Nationals (HHFN)	0.0000000000000000000000000000000000000		100000000000000000000000000000000000000							10 min ( to 20 )		0.0080000000000000000000000000000000000				
Subtond - Direct Funded (excludes OC 13)  D5. Other Object Class 13 Benefits D5a USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Volumary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual																
Reimbursable Funded Personnel (includes OC 13)	4,140	4,163	4,096	289,518	2.209	5,665	15,514	23,388	312,906	94,514	407,420	570,683	576,393	599,468	8.1%	32.6%
RI. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1c. Highly Qualified Experts R1. Other	3,550 6 2,504 (17 923	3,576 6 2,528 117 925	3.513 6 2,466 117 924	270,247 1,067 199,698 13,597 55,885	2,098 1,721 112 265	5,405 3,047 2,358	14,691 90 7,341 553 6,707	22,194 90 12,109 665 9,330	292,441 1,157 211,807 14,262 65,215	89,509 306 65,077 3,993 20,133	381,950 1,463 276,884 18,255 85,348	\$76.928 \$177.833 \$80.981 \$110.214 \$60.482	883,245 8192,833 885,891 8121,897 870,579	\$108,725 \$243,833 \$112,281 \$156,026 \$92,368	8.2% 8.4% 6.1% 4.9% 16.7%	33.1% 28.7% 32.6% 29.4% 36.0%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subioual - Reemboursable Founded (excluder OC [3]) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSHP) R5d. Foreign National Separation Liabelity Accural	208 3,758 382 4,140	285 3,861 302 4.163	283 3,796 300 4,096	10,917 281,164 8,354 289,5/8	2,269 2,269	260 5,665 5,665	769 15,460 54 13,514	1,146 23,334 54 23,388	12,057 304,498 8,408 312,906	5,005 94,514 94,514	17,062 399,012 8,408 407,420	\$38,576 \$74,068 \$27,847 \$70,683	\$42,604 \$80,215 \$28,027 \$76,393	\$60,290 \$105,114 \$28,027 \$99,468	10.4% 8.3% 0.6% 8.7%	45.8% 33.6% 0.0% 32.6%
Total Personnel (includes OC 13)	4,140	4,163	4,096	289,518	2,209	5,665	15,514	23,388	312,906	94,514	407,420	570,683	\$76,393	\$99,468	8,1%	32.6%
TI. US Direct Hire (USDII) Tas Senior Executive Schedule Tals General Schedule Tals Special Schedule Tal Special Schedule Tal Wage System Tale Highly Qualified Experts TEO Other	3,550 6 2,504 (17 923 0 0	3,576 6 2,528 117 925 0	3,513 5 2,466 117 924 0 0	270,247 1,067 199,698 13,597 55,885 0	2,698 0 1,721 112 265 0	5,405 0 3,047 0 2,358 0	14,691 90 7,341 553 6,707 0	22,194 90 12,109 665 9,330 0	292,441 1,157 211,807 14,262 65,2(5 0	89,509 306, 65,077 3,993 20,133 0	381,950 1,463 276,884 18,255 85,348 0	\$76,928 \$177,833 \$80,981 \$116,214 \$60,482	\$83,245 \$192,833 \$85,891 \$121,897 \$70,579	3108,725 \$243,833 \$112,281 \$156,026 \$92,368	8 2% 8 4% 6 1% 4 9% 16 7%	33.1% 28.7% 32.6% 29.4% 36.0%
17. Direct Hire Program Fureign Nationals (DHFN) 13. Total Direct Hire 14. Indirect Hire Foreign Nationals (HIFN) Substoal - Total Funded (sechnics OC 13) 15. Other Object Class 13 Benefits 15a. USDH - Benefits for Former Employees 15b. DHFN - Benefits for Former Employees 15c. Voluntary Separation Incentive Pay (VSHF) 15d. Foreign National Separation Lubility Accural	208 3,758 382 4,140	285 3,861 302 4,163	283 3,796 300 4,096	10,917 281,164 8,354 289,518	2,209 0 2,209	260) 5.665 0 5,665	769 15,460 54 15,514	1,140 23,334 54 23,388	12,057 304,498 8,408 312,906	5,005 94,514 0 94,514 0	17,062 399,012 8,408 407,420 0 0	\$38,576 \$74,068 \$27,847 \$70,685	\$42,604 \$80,215 \$28,027 \$76,393	\$60,290 \$105,114 \$28,027 \$99,468	10,4% 8,3% 0,6% 8,1%	45.8% 33.6% 0.0% 32.6%

Working Capital Fund, DECA					TOTAL CP	orse Commissa VILIAN PER: OP-8B: OP-8 2018 Presiden (FY 2016	SONNEL CO (PB) t's Budget	STS					Date: May	2017		
	<u>a</u> Begin Strength	<u>b</u> End Strength	E FTEs	<u>d</u> Basic <u>Comp</u>	Overtime Pay	(\$ in Thousa  f Holiday  Pay	Other	e+f+g h Total Variables	d+h 1 Comp O.C.11	Benefits O.C.12/13	i+j k Comp & Benefits	d/e 1 Basic Comp	i/c <u>m</u> Tetal Comp	Rates k/c <u>H</u> Comp & Benefits	h/d g % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	16,416	13,953	0	562,265	5.198	4,350	32,564	42,112	604,377	175,606	779,983	2			7.5%	31.2%
DI. US Direct Hire (USDH) D1a Senior Executive Schedule D1b General Schedule D1c, Special Schedule D1d, Wage System D1e Highly Qualified Experts D17 Other	14,448 5 11,015 3,425	12,168 5 8,901 3,262		504,049 690 563,516 139,843	5,198 4,331 867	4,350 2,726 1,624	32,564 55 28,145 4,364	42,112 55 35,202 6,855	546,161 745 398,718 146,698	173,980 178 147,581 26,191	720,111 923 546,299 172,889	111 00000 000			8.4% 8.0% 9.7% 4.9%	34.5% 25.8% 40.6% 18.7%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HFN) Subsouls - Direct Funded Jexchaler OC 13/ D5. Other Object Class 13 Benefits D5s. USDH - Benefits for Former Employees D5s. DHFN - Benefits for Former Employees D5s. Voluntury Separation Incentive Pay (VSIP) D5d Foreign National Separation Lubbing Accusal	625 15,670 1,346 16,416	584 12,752 1,201 (3,953	3	27,851 531,900 30,365 562,265	5,198	4,350 - 4,350	32,564 32,564	42,112 42,112	27,851 574,012 30,365 604,377	173,950 173,950 1,656	27,851 747,962 30,365 778,327 1,656				0.0% 7.9% 0.0% 7.5%	0.0% \$2.7% 0.0% 30.9%
Reimbursable Funded Personnel (includes OC 13)	0	0	13,719	.0	0	0	0	0	0	0	0	<u>50</u>	50	<u>50</u>	- 2	
RI. US Direct Hire (USDH) R1s. Senior Executive Schedule R1b General Schedule R1s. Special Schedule R1d Wage System R1d Wage System R1c Highly Qualified Experts R1C Ologer			11,948 5 8,769 3,174									\$0 \$0 \$0 \$0	\$0 \$0 \$0 \$0	\$0 \$0 30	- C - C - C - C - C - C - C - C - C - C	
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subioual - Reembornable Founded (oschuder OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. DHFN - Benefits for Format Diployees R5b. DHFN - Sheenfits for Format Diployees R5b. DHFN - National Separation Indentive Pay (VSHF) R5d. Foreign National Separation Libelity Accural			584 12,532 1,187 13,719	100.0	1	1	1		-			\$0 \$0 \$0 \$0 \$0	50 50 50	\$0 30 \$0 \$0	1 8	
Total Personnel (includes OC 13)	16,416	13,953	13,719	562,265	5,198	4,350	32,564	42,112	604,377	175,606	779,983	\$40,984	844,054	\$56,854	7,5%	31,2%
TI. US Direct Hire (USDH) TIs. Senior Executive Schedule TIb. General Schedule TIb. Special Schedule TId Wage System TId Highly Qualified Experts TIC Other	14,445 5 11,015 0 3,425 0	12,168 5 8,901 0 3,262 0	11,948 5 8,769 0 3,174 0 0	504,049 690 363,516 0 (39,843 0	5,198 0 4,331 0 867 0	4,350 0 2,726 0 11,624 0 0	32,564 55 28,145 0 4,364 0	42,112 55 35,202 0 6,855 0	546,161 745 398,718 0 146,698 0	173,950 178 147,581 0 26,191 0	720,111 923 546,299 0 172,889 0	\$42,187 \$138,000 \$41,455 \$44,059	845,711. 8149,000 845,469 846,219	\$60,270 \$184,600 862,299 \$54,470	9.4% 8.0% 9.7% 4.9%	34.5% 25.8% 40.6%
12. Direct Hire Program Foreign Nationals (DHFN) 13. Total Direct Hire 14. Indirect Hire Foreign Nationals (HIFN) Subtotal - Total Funded (sechnice OC 18) 15. Other Object Class 13 Benefits 15a. USDII - Benefits for Former Employees 15b. DHFN. Benefits for Former Employees 15c. Voluntury Separation Incentive Pay (VSH) 15d. Foreign National Separation Lubility Accural	625 15,070 1,346 16,416	584 12,752 1,201 13,953	584 12,532 1,187 13,719	27,851 531,960 30,365 \$62,265	5,198 0 5,198	4,350 0 4,350	32,564 0 32,564	42,112 0 42,112	27,851 574,012 30,365 604,377	173,950 9 173,950 1,656 0 0 1,656	27,851 747,962 30,365 778,327 1,656 0 0,1,656	\$47,690 \$42,443 \$25,581 \$40,984	\$47,690 \$45,504 \$25,581 \$44,054	\$47,690 \$59,684 \$25,581 \$56,734	0.0% 7.9% 0.0% 7.5%	0.0% 32.7% 0.0% 30.9%

Working Capital Fund, DECA					TOTAL CI	OP-8B: OP-8 OP-8B: OP-8 OF-8B: OP-8 OF-8B: OP-8 OF-8 OF-8	SONNEL CO (PB) I's Budget	STS					Date: May	2017		
		- b	2	d	1	(\$ in Thousa	nds)	e+1+g	d+1/	i	1+1 k	d/e	i/c m	Rates k/c <u>n</u>	h/d	j/d P
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC Benefits
Direct Funded Personnel (includes OC 13)	16,254	16,097	14,330	515,159	2,400	4,500	29,124	36,024	551,183	157,767	708,950	835,950	\$38,464	\$49,473	7.0%	30.6%
D1. US Direct Hire (USDH) D1a Senior Executive Schedule D1b. General Schedule	14,336 5 10,781	14,247 5 10,842	12,480 5 9,071	437,706 697 307,333	2,400	4,500 2,939	29,124 38 24,850	36.024 38 29.789	473,730 735 337,122	156,024 181 116,031	629,754 916 453,153	\$\$5,073 \$139,400 \$33,881	\$37,959 \$147,000 \$37,165	\$50,461 \$183,200 \$49,956	8.2% 5.5% 9.7%	35.6% 26.0% 37.8%
D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	3,550	3,400	3,404	129,676	400	1,561	4.236	6,197	135.873	39,812	175,685	\$38,005	\$39,916	851.611	4.8%	30,7%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) Subtonal - Direct Funded fires bades (IC 18) D5. Other Object Class 13 Remefits D5a USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntury Separation Insertive Pay (VSIP)	595 14,931 1,323 16,254	547 14,794 1,303 16,097	547 13,027 1,303 14,330	27,931 465,637 49,522 515,159	2,400	4,500	29,124 -29,124	36,024 36,024	27,931 501,661 49,522 551,183	156,024 156,024 1,743	27,931 657,685 49,522 707,207 1,743	\$51,062 \$55,744 \$38,006 \$35,950	\$51,962 838,509 \$38,006 838,464	\$51,062 \$50,486 \$38,006 \$49,352	0.0% 7.7% 0.0% 7.0%	0.0% 33.5% 0.0% 30.3%
D5d. Foreign National Separation Liability Accrual										-						
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	- 1	-	- 4	-
RI. US Direct Hire (USDH)  RIa. Senior Executive Schedule  RIb. General Schedule  RIc. Special Schedule  RId. Wage System  RId. Highly Qualified Experts  RIC Other											•					
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Tetal Direct Hire R3. Tetal Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subioual - Rembursable Funded (orc.huler OC 13) R5. Other Object Class 13 Benefits R5s. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. Voluntary Separation Incentive Pay (VSHP) R5d. Foreign National Separation Liabelity Avernal		7	3	3		1	1	1						-	-	
Total Personnel (includes OC 13)	16,254	16,097	14,330	515,159	2,400	4,500	29,124	36,024	551,183	157,767	708,950	\$35,950	\$38,464	\$49,473	7.0%	30.6%
TI. US Direct Hire (USDH) TIs. Senior Executive Schedule TIb. General Schedule TIb. General Schedule TId. Wage System TId. Highly Qualified Experts TIC Other	14,336 5 10,781 0 3,550 0	14,247 5 10,842 0 3,400 0	12,480 5 9,071 0 3,404 0	437,706 697 307,333 0 129,676 0	2,400 0 2,000 0 400 0	4,500 0 2,939 0 1,561 0	29,124 38 24,850 0 4,236 0 0	36,024 38 29,789 0 6,197 0	473,730 735 337,122 0 135,873 0	156,024 181 116,031 0 39,812 0	629,754 916 453,153 0 175,685 0 0	\$35,073 \$139,400 \$33,881 \$38,095	837,959. 5147,000 837,165 839,916	\$50,461 \$183,200 \$49,956 \$51,611	¥ 2% 5.5% 9.7% 4.8%	35 6% 26.0% 37.8% 30 7%
17. Direct Hire Program Foreign Nationals (DHFN) 13. Total Direct Hire 14. Indirect Hire Foreign Nationals (HIFN) Substoal - Total Fundat (sechular OC 18) 15. Other Object Class 13 Benefits 15a. USDH - Benefits for Former Employees 15b. DHFN. Benefits for Former Employees 15c. Voluntary Separation Incentive Pay (VSHF) 15d. Foreign National Separation Lubility Accural	595 14,931 1,323 16,25d	547 14,794 1,303 16,097	547 13,027 1,303 14,330	.27,931 465,637 49,522 515,159	2,400 0 2,400	4,500 0 4,500	0 29,124 0 29,124	36,024 0 36,024	27,931 501,661 49,522 551,183	156,024 0 156,024 1,743 0 1,743	27,931 657,685 49,522 707,207 1,743 0 1,743	\$51,062 \$35,744 \$38,006 \$35,950	\$51,062 \$38,509 \$38,006 \$38,464	\$51,062 \$59,486 \$38,006 \$49,352	0.0% 7.7% 0.0% 7.0%	0.0% 33.5% 0.0% 30.3%

Working Capital Fund, DECA					TOTAL CI	OP-8B: OP-8 OP-8B: OP-8 OF-8B: OP-8 OF-8 President OFY 2018	SONNEL CO (PB) t's Budget	STS					Date: May	2017		
		<u>b</u>		ď		(S in Thousa		e + r + g	d + 1r	- 1	1+j	d/e	i/c m	Rates k/c	h/d	j/d
	Begin Strength	End Strength	FIEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total <u>Variables</u>	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Tetal Comp	Comp & Benefits	% BC	% BC Benefits
Direct Funded Personnel (includes OC 13)	16,097	16,169	14,167	607,695	5.198	4,350	17,447	26,995	634,690	188,298	822,988	\$42,895	\$44,801	\$58,092	4.4%	31.0%
DI. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule	14,247 5 10,842	14,247 .5 9,942	12,406 5 8,360	537,396 690 365,055	5,198 4,331	4,350 2,726	17,447 12,163	26,995 19,220	564,391 690 384,275	186,221 200 157,466	750,612 890 541,741	843.317 8138.000 843.667	\$45,493 \$138,000 \$45,966	\$60,304 \$178,000 \$64,802	5.0% 0.0% 5.3%	34.7% 29.0% 43.1%
D1d. Wage System D1e. Highly Qualified Experts- D1f. Other	3,400	4,300	4,041	171,651	867	1,624	5,284	7.775	179,426	28,555	207,981	842,477	344,401	851,468	4.5%	16.6%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) D5. Other Object Class 13 Rendrift D5s. USDH. Benefits for Former Employees D5b. DHFN. Benefits for Former Employees D5b. DHFN. Benefits for Former Employees D5c. Voluntary Separation Incontive Spy (VSIP) D5d. Foreign National Separation Lability Accusal	547 14,794 1,303 16,097	612 14,859 1,310 16 169	551 12,957 1,210 /4,787	29,149 566,545 41,150 607,693	5,198 5,198	4,350	17,447	26,995 26,995	29,149 593,540 41,150 634,690	186,221 186,221 2,077	29,149 779,761 41,150 820,971 2,077	\$52,002 \$43,725 \$34,008 \$42,895	\$52,902 \$45,808 \$34,008 \$44,807	852,902 860,181 834,009 857,945	0.0% 2.8% 0.0% 4.4%	0.0% \$2.9% 0.0% \$0.6%
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0		- 2		- 6	-
RI. US Direct Hire (USDH) R1a Senior Executive Schedule R1b General Schedule R1c Special Schedule R1d Wage System R1c. Highly Qualified Experts R1f. Other			* 0 0 3 0 7 0													
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subioual - Resubsavable Founded (orc. luder OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Formet Employees R5b. DHFN - Benefits for Formet Pupiloyees R5b. DHFN - Benefits for Formet Diployees R5c. Voluntary Separation Incentive Pay (VSIH) R5d. Foreign National Separation Lubelity Avernal		277		8	-	1		*							10000	
Total Personnel (includes OC 13)	16,097	16,169	14,167	697,695	5,198	4,350	17,447	26,995	634,690	188,298	822,988	\$42,895	\$44,801	\$58,092	4,4%	31.0%
TI. US Direct Hire (USDI) TII. Senior Executive Schedule Tile. General Schedule Tile. Special Schedule Tile Special Schedule Tild. Wage System, Tile. Highly Qualified Experts TII. Other	14,247 5 10,842 0 3,400 0	14,247 5 9,942 0 4,300 0	12,406 5 8,360 0 4,041 0	537,396 690 365,055 0 171,651 0	5,198 0 4,331 0 867 0 0	4,350 0 2,726 0 1,624 0	17,447 0 12,163 0 5,284 0	26,995 0 19,220 0 7,775 0 0	564,391 690 384,275 0 179,426 0	186,221 200 157,466 0 28,555 0	750,612 890 541,741 0 207,981 0	\$43,317 \$138,000 \$43,667 \$42,477	\$45,493 \$138,000 \$45,966 \$44,401	\$60,504 \$178,000 \$64,802 \$51,468	5 0% 0.0% 5.3% 4.3%	34 7% 29.0% 43.1%
17. Direct Hire Program Foreign Nationals (DHFN) 13. Total Direct Hire 14. Indirect Hire Foreign Nationals (HIFN) Subtotal - Total Funded (sechulec OC 18) 15. Other Object Class 18 Benefits 15a. USDI - Benefits for Former Employees 15b. DHFN. Benefits for Former Employees 15c. Voluntury Separation Incentive Pay (VSIP) 15d. Foreign National Separation Lubbits, Accural	\$47 14,794 1,303 16,097	612 14,859 1,310 16,169	551 12,957 1,210 14,167	29,149 566,545 41,150 607,695	5,198 0 5,198	0 <b>4,350</b> 0 <i>4,350</i>	17,447 0 17,447	26,995 0 26,995	29,149 593,540 41,150 634,696	186,221 9 186,221 2,077 0 2,077 0	29,149 779,761 41,150 829,911 2,077 0 0 2,077	\$52,902 \$43,725 \$34,008 \$42,895	\$52,902 \$45,808 \$34,008 \$44,801	\$52,967 \$60,181 \$34,008 \$57,945	0.0% 4.8% 0.0% 4.4%	0.0% 32.9% 0.0% 30.6%

Working Capital Fund, Defense-Wide				ŀ	TOTAL CIV	information S VILIAN PER: OP-8B: OP-8 2018 President (FY 2016	ONNEL CO (PB) t's Budget						Date: May	2017		
	Begin Strength	b End Strength	<u>s</u> FIEs	d Basic Comp	S Overtime Pay	(S in Thousa  f  Holiday  Pay	nds) E Other O.C.11	e+f+g <u>h</u> Total <u>Variables</u>	d+h i Comp O.C.11	Benefits O.C.12/13	i+j <u>k</u> Comp <u>&amp; Benefits</u>	d/e  1 Basic Comp	i/c m Tetal Comp	Rates k/c <u>B</u> Comp & Benefits	h/d g % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	= =	= =	1,4	2	
D1. US Direct Hire (USDH) D1s Senor Executive Schedule D1b General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experis. D1f. Other			E 20 1 1 1 1 1 1				1	***************************************		Attached Co.		0.0000000000000000000000000000000000000			1000000	October Activities
D2. Direct Hire Frogram Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) Subtout - Direct Finded Inectalate (CC 13) D5. Other Object Class 13 Benefits D5s. USDH - Benefits for Former Employees D5s. DHFN - Benefits for Former Employees D5s. Colletts, Benefits for Former Employees D5s. Voluntary Separation Incentive Pay (VSIP) D5d Foreign Nutboud Separation Lubbity Accessed	Ť	1		-	Š	1	İ		-						Š	
Reimbursable Funded Personnel (includes OC 13)	3,266	3,215	3,170	303,877	3,017	672	5,267	8,956	312,833	105,829	418,662	\$95,860	598,685	\$132,070	2.9%	34.8%
RI. US Direct Hire (USDH) R1s. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System. R1c. Highly Qualified Experts R1C. Other	3,263 3 3,260	3,212 4 3,208	3,167 3 3,164	303,675 516 303,159	3,017	672	5,267 28 5,239	8,956 28 8,928	312,631 544 312,087	104,144 154 103,990	416.775 698 416,077	\$95,887 \$172,000 \$95,815	898,715 8181,333 898,687	\$131,599 \$232,667 \$131,503	2,9% 5,4% 2,9%	34.3% 29.8% 34.8%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R3. Indirect Hire Foreign Nationals (HHFN) Submail - Reembursable Founded (excludes OC 13) R8. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. USDH - Benefits for Former Employees R5b. USDH - Shenfits for Former Employees R5b. Valundary Separation Incentive Pay VISHP R8d, Foreign National Separation Liability Accental	3,263 3,266	3,212 3 3,215	3,167 3 3,170	303,675 202 303,877	3,017	672 672	5,267 5,267	8,956 8,956	312,631 202 312,833	104,144 104,144 1,685	416,775 202 416,977 1,688	\$95,887 \$67,333 \$95,860	898,715 867,333 898,685	\$131,599 \$67,333 \$131,538	2,9% 0.0% 2,9%	34.3% 0.0% 34.3%
Total Personnel (includes OC 13)	3,266	3.215	3,170	303,877	3,017	672	5,267	8,956	312,833	105,829	418,662	\$95,869	\$98,685	\$132,070	2,9%	34.8%
TI. US Direct Hire (USDI) TIs. Senior Executive Schedule TIb. General Schedule TIb. Special Schedule TId. Wage System, TId. Wage System, TIe Highly Qualified Experts TIC Other	3,263 3 3,260 0 0 0	3,212 4 3,208 0 0 0	3,167 3 3,164 0 0 0	303,675 516 303,159 0 0 0	3,017 0 3,017 0 0 0	672 0 672 0 0 0	5,267 28 5,239 0 0 0	8,956 28 8,928 0 0 0	312,631 544 312,087 0 0	104,144 154 103,990 0 0	416,775 698 416,077 0 0 0	\$95,887 \$172,000 \$95,815	898,715 \$181,333 \$98,637	\$131,599 \$232,667 \$131,503	2,9% 5,4% 2,9%	34.3% 29.8% 34.3%
T2. Direct Bire Program Fureign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HIFN) Substant - Total Funded (sechodes Oc 13) Substant - Total Funded (sechodes Oc 13) T5. Other Object Class 13 Branelis T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay VSSPI T5d. Foreign National Separation Lubitive, Accusal	3,263 3 3,266	3,212 3 3,215	3,167 3 3,170	303,675 202 303,877	3,017 0 3,017	672 0 672	5,267 0 5,267	8,956 0 8,956	312,631 202 312,833	104,144 9 104,144 1,685 0 0 1,685	0 416,775 202 416,977 1,685 0 0 1,685	395,887 \$67,333 \$95,860	898,715 867,333 898,685	\$131,599 967,333 \$131,538	2,9% 0.0% 2,9%	34.3% 0.0% 34.3%

Working Capital Fund, Defense-Wide						nformation S							Date: May	2017		
					1200	OP-8B: OP-8 OP-8B: OP-8 O18 Presiden (FY 2017	(PB) t's Budget	SIS								
						(S in Thousa		L.	-X-				- 4.1	Rates	799	-
	2.2	<u>b</u>	2	<u>a</u>	2	ſ	- 8	e+r+g h	d + h		1+1 k	d/e	i/c m	n/c	h/d.	j/d P
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	2		1.0	5	
D1. US Direct Hire (USDH)			-	~			-	2		_	5	-				1
D1a Senior Executive Schedule	1 3	-	-	-	-	-	-	-	-	-	3	-				-
D1b. General Schedule D1c. Special Schedule	1 4						-					100				
D1d. Wage System	1 6							-		-		10			-	1
Die. Highly Qualified Experts	100	12	-	-	-	-	-			-		-	-		-	
D1f. Other		1	-	^				^				-	-		-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	11 3															
D3. Total Direct Hire	, , , , , , , , , , , , , , , , , , ,		-	~				~		~	-					
D4. Indirect Hire Foreign Nationals (IHFN) Subtonal - Direct Funded (excludes OC 13)		-		-		7	7									
D5. Other Object Class 13 Benefits		-			-	-	-	-		100						
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)	3,215	3,016	2,911	275,582	2.242	360	5.027	7,629	283,211	86,038	363,249	594,669	597,290	\$124,785	2.8%	29.0%
Rt. US Direct Hire (USDH)	3,212	3,013	2,908	275,368	2,242	360	5,027	7,629	282,997	78,863	361,860	594,693	897,317	8124,436	2.8%	28.6%
R1a. Senior Executive Schedule R1b. General Schedule	3,208	3,009	2,904	691 274,677	2.242	360	4,994	7.596	724 282,273	78,669	918 360,942	8172,750 894,586	\$181,000	\$229,500 \$124,291	7.8%	28.6%
R1c Special Schedule	3,240	3,009	2,704	2742073	2,242	200	4,774	7 51290	40416(3	78,007	300,742	324, 100	937,802	31-4-571	6163.8	40.00.00
R1d. Wage System		-		-	1.5	1.5	211									- 4
R1c. Highly Qualified Experts	*	-	-	0.00	-	-	-	+	-	-	- 3		-	-	- 0	+
R1f. Other	8		8	8	-	-		8		-	-	-				
R2. Direct Hire Program Foreign Nationals (DHFN)	20			2	75.00	100	20	1.4	1	5			-			2.5
R3. Total Direct Hire	3,212	3,013	2,908	275,368	2,242	360	5,027	7,629	282,997	78,863	361,860	\$94,693	897,317	\$124,436	2,8%	28.6%
R4. Indirect Hire Foreign Nationals (IHFN)  Subtotal - Reimbursable Funded (excludes OC 13)	3,215	3.016	2,911	214 275.582	2,242	360	3,027	7,029	283.211	78.863	362,074	\$71,333 \$94,669	\$71,333 \$97,298	\$71,333° \$124,381	2.8%	28.6%
R5. Other Object Class 13 Benefits	3(2)(0	3.070	-1271	275,362	-144-	Page .	5/4/5	6.112.9	-0.5277	1,175	1,175	31341102	29/12/20	41-4-201	6.40.0	40.0%
R5a. USDH - Benefits for Former Employees										-						
R5b. DHFN - Benefits for Former Employees											-					
R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual										1.175	1,175					
Total Personnel (includes OC 13)	3,215	3,016	2,911	275,582	2,242	360	5.027	7.629	283,211	80,038	363,249	\$94,669	\$97,290	\$124,785	2.8%	29.0%
				-			-									
T1. US Direct Hire (USDH)	3,212	3,013	2,908	275,368	2,242	360	5,027	7,629	282,997	78,863	361,860	\$94,693 \$172,750	897,317 5181,000	\$124,436	2.8% 4.8%	28.0%
T1a. Senior Executive Schedule T1b. General Schedule	3,208	3,009	2,904	274,677	2,242	360	4,994	7,596	724 282.273	78,669	918 360,942	\$172,750 \$94.586	\$97,201	\$124,291	2.8%	28.6%
Tle Special Schedule	0	0	0	Ú.	0	0	ü	0	0	0	0		4-11-11	21411471	-	-
Ttd. Wage System	(0)		0	.0	0	0	0.	0	.0	0	0	-	-		-	14
T1e Highly Qualified Experts	0	0.	0	0	0	0	0	9	0	0	-0				14	-
TIE 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	Am. 11 8				
T3. Total Direct Hire	3,212	3,013	2,908	275,368	2,242	360	5,027	7,629	282,997	78,863	361,860	394.693	897,317	3124,436	2,8%	28.6%
T4. Indirect Hire Foreign Nationals (HIFN) Subtotal - Total Funded (excludes OC 13)	3.215	3,016	2.911	214 275.582	2.242	360	5.027	7,629	283.211	78.863	362,074	\$71,333 \$94,669	\$71,333 \$97,290	871,333 8124,381	2.8%	28.6%
T5. Other Object Class 13 Benefits	2,213	3/0/0	-,721	2/3/382	2,242	340	5,027	11029	205,211	1,175	1,175	334,009	297,290	2124.201	2.070	20.076
TSa. USDH - Benefits for Former Employees										0	0					
T5b. DHFN - Benefits for Former Employees										. 0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										1,175	1,175					
T5d. Foreign National Separation Liability Accrual										.0	0					

Working Capital Fund, Defease-Wide				1	TOTAL CI	information S VILIAN PER: OP-8B: OP-8 2018 Presiden (FY 2018	SONNEL CO (PB) t's Budget						Date: May	2017		
						(\$ in Thousa	nds)	p+f+g	d+h		1+1	d/e	Ve.	Rates k/c	h/d	j/d
	Begin Strength	End Strength	FIEs	<u>d</u> Basic Comp	Overtime Pay	f Holiday <u>Pay</u>	Other O.C.11	<u>h</u> Total Variables	Comp O.C.11	Benefits O.C.12/13	k Comp & Benefits	1 Basic Comp	m Tetal Comp	E Benefits	% BC <u>Variables</u>	% BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	9	0	0	0	0	0	0	0	2	3	1.2	8	
DL US Direct Hire (USDH) Dla Senior Executive Schedule Dlb General Schedule Dlc. Special Schedule Dld. Wage System Dle. Highly Qualified Experis. Dlf. Other		To the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of th	C (c) 1 (c) (c)	0.74.0		1	***************************************	77		A Complete Co.		00000000			1000000	
D2. Direct Hire Frogram Foreign Nationals (DHFN) D3. Total Direct Hire J. Indirect Hire Foreign Nationals (HFN) Subtonal - Direct Funded Jexchales (OC 13) Solven 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 Lubbility Accusal	0.00	1	Š		3	1	-		-	0.00					ŝ	
Reimbursable Funded Personnel (includes OC 13)	3,016	2,992	2,922	280,030	2,272	368	5,110	7,750	287,780	81,133	368,913	\$95,835	598,487	\$126,254	2.8%	29.0%
RI. US Direct Hire (USDH) RIa. Senior Executive Schedule RIb. General Schedule RIv. Special Schedule RId. Wage System RIc. Highly Qualified Experts RIJ. Other	3,013 4 3,009	2,989 4 2,985	2,919 4 2,915	279,784 710 279,074	2,272	368	5,110 34 5,076	7,750 34 7,716	287,534 744 286,790	80,358 199 80,159	367,892 943 366,949	\$95,849 8/77,500 895,787	\$98,504 \$186,000 \$98,384	\$126,034 \$235,750 \$125,883	2.8% 4.8% 2.8%	28.7% 28.0% 28.7%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subsicual - Reumbursubbe Funded (excluder OC / 3) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSHP) R5d. Foreign National Separation Liabelity Acceptal	3,013 3 3,016	2,989 3 2,992	2,919 3 2,922	279,784 246 280,030	2,272	368 368	5,110 5,110	7.750 7.750	287,534 246 287,780	NO.358 775 - 775	367,892 246 368,138 775	\$95,849 \$82,000 \$95,835	\$98,504 \$82,000 \$98,487	\$126,034 \$82,000 \$125,988	2,8% 0.0% 2,8%	28.7% 0.0% 28.7%
Total Personnel (includes OC 13)	3,016	2,992	2,922	280,030	2,272	368	5,110	7.750	287,780	81,133	368,913	\$95,835	598,487	\$126,254	2,8%	29,0%
TI. US Direct Hire (USDII) Tas. Senior Executive Schedule Tils. General Schedule Tils. Special Schedule Tild. Wage System Tile. Highly Qualified Experts TIL Other	3,013 4 3,009 0 0 0	2,989 4 2,985 0 0	2,919 4 2,915 0 0 0	279,784 710 279,074 0 0 0	2,272 0 2,272 0 0 0 0	368 0 368 0 0 0	5,110 34 5,076 0 0 0	7,750 34 7,716 0 0 0	287,534 744 286,790 0 0	80,358 199 80,159 0 0	367,892 943 366,949 0 0	\$95,849 \$177,500 \$95,737	898,504 5186,000 898,384	\$126,034 \$235,750 \$125,883	2.8% 4.8% 2.8%	28.7% 28.0% 28.7%
12. Direct Hire Program Foreign Nationals (DHFN) 13. Total Direct Hire 14. Indirect Hire Fereign Nationals (HIFN) Substast - Total Funded (secholes OC 18) 15. Other Object Class 13 Benefits 15a. USDH - Benefits for Former Employees 15b. DHFN - Benefits for Former Employees 15c. Voluntary Separation Incentive Pay (VSIP) 15d. Foreign National Separation Lubility Accural	3,013 3,016	2,989 3 2,992	2,919 3 2,922	279,784 246 280,030	2,272 0 2,372	0 368 0 36N	5,110 0 5,110	7.750 0 7,750	287,534 246 287,786	80,358 0 80,358 775 0 0 775	367,892 246 368,138 775 0 0 775	595,849 582,000 595,835	\$98,504 \$82,000 \$98,487	\$126,034 \$82,000 \$125,988	2.8% 0.0% 2.8%	28.7% 0.0% 28.7%

Working Capital Fund, Defense-Wide					TOTAL CIV	nance and Acc VILIAN PERS OP-8B: OP-8 018 President (FY 2016	SONNEL CO (PB) I's Budget						Date: May	2017		
	<u>a</u> Begin Strength	b End Strength	Σ FTEs	d Basic Comp	S Overtime Pay	(S in Thousa  f Holiday  Pay		e+f+g h Total Variables	d+h 1 Comp O.C.II	Benefits O.C.12/13	i+j k Comp & Benefits	d/e 1 Basic Comp	i/c <u>m</u> Tetal <u>Comp</u>	Rates k/c h Comp & Benefits	h/d g % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	- 2	3	1.2	>	2
DI. US Direct Hire (USDH)  D1a. Senior Executive Schedule  D1b. General Schedule  D1c. Special Schedule  D1d. Wage System  D1e. Highly Qualified Experts.  D1f. Other.			60.11.11	\$ 100 P 100 P			1			Attached Co.	1000	0.0000000				
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) Substant - Direct Finded (excludes OC 13) D5. Other Object Class 13 Benefits D5s. USDH - Benefits for Former Employees D5s. DHFN - Benefits for Former Employees D5s. Volumity Separation Incentive Pay (VSIP) D5d - Foreign National Separation Lubbiny Accental		1				1	1		-						0.00	į
Reimbursable Funded Personnel (includes OC 13)	11,363	11,677	11,281	704,104	23,040	87	20,495	43,622	747,726	247,750	995,476	<u>\$62,415</u>	566,282	588,244	6.2%	35.2%
RI. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1c. Highly Qualified Experts R1C. Other	11,154 23 )1,107 24	11,480 23 11,429 28	11,085 23 11,036 26	702,942 3,869 697,856	23,040 23,012 	87	20,495 311 20,168	43,622 511 43,267 - 44	746,564 4,780 741,123 1,261	247,705 826 246,489 - 390	994,269 5,006 987,612 1,651	\$63,414 \$168,217 \$63,235 \$46,808	867,349 8181,739 867,158 848,500	\$89,695 \$217,652 \$89,490 \$63,500	6.2% 8.0% 6.2% 3.6%	35.2% 21.3% 35.3% 32.0%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subioual - Resubsurable Founder (orchaeler OC [3]) R5. Other Object Class 13 Benefits R5s. USDH - Benefits for Former Employees R5s. USDH - Benefits for Former Employees R5s. USDH - Benefits for Former Employees R5s. Voluntary Separation Incentive Pay ViSHP R5d. Foreign National Separation Liabelity Accural	11,154 209 11,363	11,486 197 71,677	11,085 196 [1],28]	702,942 1,162 704,104	23,040	87	20,495 20,495	43,622 43,622	746,564 1,162 747,726	247,705 247,705 45 (1) -	994,269 1,162 995,431 48 (1)	\$63,414 \$5,929 \$62,415	\$67,349 \$5,929 \$66,282	\$89,695 \$5,929 \$88,240	6,2% 0.0% 6,2%	35.2% 0.0% 35.2%
Total Personnel (includes OC 13)	11,363	11.677	11,281	704,104	23,040	87	20,495	43,622	747,726	247,750	995,476	<u>\$62,415</u>	\$66,282	\$88,244	6,2%	35.2%
T1. US Direct Hire (USDH) T1s. Senior Executive Schedule T1b. General Schedule T1b. Special Schedule T1d. Wage System T1d. Wage System T1e. Highly Qualified Experts T1C Other	11,154 23 11,107 9 24 0 0	11,480 23 11,429 0 28 0	11,085 23 11,036 0 26 0 0	702,942 3,869 697,856 0 1,217 0	23,040 0 23,012 0 28 0 0	87 0 87 0 0	20,495 311 20,168 0 16 0 0	43,622 311 43,267 6 44 0	746,564 4,180 741,123 0 1,261 0	247,705 826 246,489 0 390 0	994,269 5,006 987,612 0 1,651 0	\$63,414 \$168,217 \$63,235 \$46,808	867,349 5181,739 867,155 848,500	\$89,695 \$217,652 \$89,490 \$63,300	6.2% 8.0% 6.2% 3.6%	35,2% 21,3% 35,3% 32,0%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HHFN) Substant - Total Funded (secholace OC 1/3) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSH) T5d. Foreign National Separation Lubitive, Accural	11,154 209 11,363	11,480 197. 71,677	11,085 196 11,281	7 <b>02,942</b> 1,162 7 <i>04,104</i>	23,040 0 25,040	87 0 87	0 20,495 0 20,495	43,622 0 43,622	746,564 1,162 747,726	247,705 0 247,705 45 (1) 0 46	0 994,269 1,162 995,431 45 (1) 0 46	363,414 35,929 862,415	867,349 \$5,929 \$66,282	\$89,695 \$5,929 \$88,240	6.2% 0.0% 6.2%	35.2% 0.0% 35.2%

Working Capital Fund, Defense-Wide					TOTAL CI	nance and Ac VILIAN PER: OP-8B: OP-8 2018 Presiden (FV 2017	SONNEL CO (PB) t's Budget						Date: May	2017		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	Σ FIEs	d Basic Comp	S Overtime Pay	(S in Thousa <u>f</u> Holiday <u>Pay</u>	nds)  g Other O.C.11	e+f+g h Total Variables	d + h 1 Comp O.C.11	Benefits O.C.12/13	i+j k Comp & Benefits	d/c 1 Basic Comp	i/c <u>m</u> Tetal <u>Comp</u>	Rates k/c h Comp & Benefits	h/d g % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	9	0	0	0	0	0	0	0	2	3		2	
DI. US Direct Hire (USDH) DIa Senor Executive Schedule DIs General Schedule Dic Special Schedule Did, Wage System Die Highly Qualified Experts. DIT Other		e transfer to	\$ 0.1 E 10 B	***************************************	-	1	1		*	All malana con	***************************************	0.0000000				
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) B4. Indirect Hire Foreign Nationals (HHFN) D5. Other Object Class 13 Benefits D5s. USDH - Benefits for Former Employees D5s. DHFN - Benefits for Formet Employees D5s. Voluntury Separation Incentive Pay (YSIP) D5d - Foreign National Separation Lubbiny Accusal		1	Š	Š	1	1 2	1	0.1.0	-	0.00	. 4 14 11 1 7 4				Š	1
Reimbursable Funded Personnel (includes OC 13)	11.558	11.719	11,681	728,525	27,218	107	24,206	51,531	780,056	249,730	1,029,786	<u>\$62,368</u>	566,780	\$88,159	7.1%	34.3%
Rt. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System. R1d. Wage System. R1c. Highly Qualified Experts R1f. Other	11,334 23 )1,287 24	11,520 23 11,469 28	11,482 23 (1,431 - 28	727,022 3,766 721,899 1,357	27,195 27,142 53	107	24,149 181 23,932 36	\$1,451 181 51,181	778,473 3,947 773,080 1,446	245,191 973 243,902	1,023,664 4,920 1,016,982 1,762	\$63,318 8163,739 863,153 \$48,464	867,799 8171,609 867,630 851,643	889,154 8213,913 888,967 862,929	7.1% 4.8% 7.1% 6.6%	33.7% 25.8% 33.8% 23.1%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Tetal Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Substail - Reembarashle Funded (exclude Oct [3]) R5. Other Object Class 13 Benefits R5a USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. USDH - Benefits for Former Employees R5b. USDH - Steptish Substail Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Substail R5a Sub	11,334 224 11,338	11,520 199 71,719	11,482 199 /1,687	727,022 1,503 728.525	27,195 23 27,218	107	24,149 57 24,206	51.451 80 51.531	778,473 1,583 780,036	245,191 389 245,586 4,150 317 3,833	1,023,664 1,972 1,025,636 4,150 317 3,833	\$63,318 \$7,553 \$62,368	\$67,799 \$7,955 \$66,780	589,154 59,910 587,804	7,1% 5,3% 7,1%	33.7% 25.9% 33.7%
Total Personnel (includes OC 13)	11,558	11,719	11,681	728,525	27,218	107	24,206	51,531	780,056	249,730	1,029,786	<u>\$62,368</u>	\$66,780	\$88,159	7.1%	34.3%
TI. US Direct Hire (USDI) TI.s. Senior Executive Schedule Tils. General Schedule Tils. General Schedule Tild. Wage System Tild. Wage System Tile. Highly Qualified Experts TIC Other	23 11,287 0 24 0 0	11,520 23 11,469 0 28 0	11,482 23 11,431 0 28 0 0	727,022 3,766 721,899 0 1,357 0	27,195 0 27,142 0 53 0	107 0 107 0 0 0	24,149 181 23,932 0 36 0 0	51,451 181 51,181 0 89 0	778,473 3,947 773,080 0 1,446 0	245,191 973 243,902 0 316 0	1,023,664 4,920 1,016,982 0 1,762 0	\$63,318 \$163,739 \$63,753 \$48,464	\$67,799 \$171,609 \$67,630 \$51,643	\$89,154 \$213,913 \$88,967 \$62,929	7.1% 4.8% 7.1% 6.6%	33 7% 25 8% 33.8% 23 3%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HHFN) Substant - Total Funded (seehules OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Lubitive, Accessed	11,534 224 11,558	0 11,520 199 21,749	0 11,482 199 11,681	0 727,022 1,503 728,525	0 27,195 23 27,218	0 107 0 107	0 24,149 57 24,206	51,451 80 51,531	778,473 1,583 780,056	245,191 389 245,580 4,150 317 0 3,833	0 1,023,664 1,972 1,025,636 4,150 317 0 3,833 0	363.318 87,553 862,368	\$67,799 \$7,955 \$66,780	\$89,154 \$9,910 \$87,804	7.1% 5.3% 7.1%	33,7% 25,9% 33,7%

Working Capital Fund, Defease-Wide					TOTAL CI	nance and Ac VILIAN PER: OP-8B: OP-3 2018 Presiden (FV 2018	SONNEL CO (PB) t's Budget						Date: May	2017		i
	Begin Strength	<u>b</u> End Strength	Σ FTEs	d Basic Comp	Overtime Pay	(S in Thousa  f Holiday  Pay	nds) <u>g</u> Other <u>O.C.11</u>	e+f+g h Total Variables	d+h i Cump O.C.11	Benefits O.C.12/13	i+ j <u>k</u> Comp & Benefits	d/e  1 Basic Comp	i/c <u>m</u> Tetal <u>Comp</u>	Rates k/c n Comp & Benefits	h/d g % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	9	0	0	0	0	0	0	0	- 3		1.2	>	
DI. US Direct Hire (USDH) Dla Semor Executive Schedule Dla General Schedule Dla Special Schedule Dla Wage System Dle Highly Qualified Experts Dl7 Other		etselfetse	\$ 00 X 00 0		-		1	7	*			0.0000000			1000	
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) D5. Windows - Direct Funded Jexchales (DC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incontrov Pay (VSIP) D5d - Foreign National Separation Lubbiny Accusal		1	3		1	1 2	1	3.0	-	5					Š	
Reimbursable Funded Personnel (includes OC 13)	11,730	11,862	11,796	753,607	20,647	106	18,745	39,498	793,105	270,099	1.063,204	\$63,887	567,235	\$90,133	5.2%	35.8%
RI. US Direct Hire (USDH) R1a Senior Executive Schedule R1b General Schedule R1c Special Schedule R1d Wage System R1c. Highly Qualified Experts R1f. Other	11,531 23 11,480 28	11,663 23 11,612 28	11,597 23 11,546 28	7\$1,636 4,241 746,032 1,363	20,647	106	18,745 370 18,352 23	39,498 370 39,074 54	791,134 4,611 785,106 1,417	266,447 (,205 264,814 - 428	1,057,581 5,816 1,049,920 1,845	\$64,813 \$184,391 \$64,614 \$48,679	\$68,219 \$200,478 \$67,998 \$50,607	\$91,194 \$252,870 \$90,934 \$65,893	5,3% 8,7% 5,2% 4,0%	35.4% 28.4% 35.3% 31.4%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subioual - Reemborandshe Founded (excluder OC [3] R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. Voluntary Separation Incentive Fay (VSHF) R5d. Foreign National Separation Lubblity Accural	11,531 199 11,730	11,663 199 71,862	11.597 199 77.796	751,636 1,971 753,607	20,647 20,647	106	18,745 18,745	39,498 39,498	791,134 1,971 793,105	266,447 266,447 3,652 107 3,345	1,057,581 1,971 1,059,552 3,682 107 3,545	\$64,813 \$9,905 \$63,887	\$68,219 \$9,905 \$67,235	891,194 89,905 889,823	.5,3% 0.0% 5,2%	35.4% 0.0% 35.4%
Total Personnel (includes OC 13)	11,730	11.862	11,796	753,607	20,647	106	18,745	39,498	793,105	270,099	1,063,204	\$63,887	\$67,235	\$90,133	5,2%	35.8%
TI. US Direct Hire (USDII) TII. Senior Executive Schedule Tile. General Schedule Tile. Special Schedule Tild. Wage System, Tile. Highly Qualified Experts TII. Other	11,531 23 11,480 0 28 0	11,663 23 11,612 0 28 0	11,597 23 11,546 0 28 0 0	751,636 4,241 746,032 0 1,363 0	20,647 0 20,646 0 31 0	106 0 106 0 0 0	18,745 370 18,352 0 23 0 0	39,498 370 39,074 0 54 0	791,134 4,611 785,100 0 1,417 0	266,447 1,205 264,814 0 428 0	1,057,581 5,816 1,049,920 0 1,845 0	\$64,813 \$184,391 \$64,614 \$48,679	\$68,219 \$200,478 \$67,998 \$50,607	\$97,194 \$252,870 \$90,934 \$65,893	5 3% 8.7% 5,2% 4.0%	35.4% 28.4% 35.3% 31.4%
17. Direct Hire Program Foreign Nationals (DHFN) 13. Total Direct Hire 14. Indirect Hire Far-ligh Nationals (HIFN) Substoal - Total Funded (sechodes OC 1/3) 15. Other Object Class 13 Benefits 15a. USDH - Benefits for Former Employees 15b. DHFN. Benefits for Former Employees 15c. Voluntury Separation Incentive Pay (VSIP) 15d. Foreign National Separation Lubility, Accural	11,531 109 11,730	0 11,663 199 71,862	0 11,597 199 11,796	7 <b>51,636</b> 1,971 7 <b>53,6</b> 07	0 20,647 0 20,647	0 106 0 106	0 18,745 0 JW,745	39,498 0 39,498	791,134 1,971 793,105	266,447 0, 266,447 3,682 107 0 3,545	0 1,057,581 1,971 1,059,552 3,652 107 0 3,545	\$64.813 \$9,905 \$63.887	\$68,219 \$9,905 \$67,235	\$91,194 \$9,905 \$89,823	5.3% 0.0% 5.2%	35.4% 0.0% 35.4%

Operation and Maintenance, Defense-Wide				Defens			ONNEL CO: (PB) 's Budget						Date: May	2017		
	a Begin Strength	<u>b</u> End <u>Strength</u>	<u>r</u>	d Basic Comp	S Overtime Pay	(\$ in Thousa f Holiday <u>Pay</u>	nds)  E Other O.C.11	e+f+g h Total Variables	d+h i Comp O.C.11	Benefits O.C.12/13	i+j <u>k</u> Comp & Benefits	d/e 1 Basic Comp	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>B</u> Comp & Benefits	h/d <u>9</u> % BC <u>Variables</u>	j/d g % BC Benefits
Direct Funded Personnel (includes OC 13)	81.712	79,189	78,144	7,677,123	121,657	15,334	206,241	343,232	8,020,355	2,733,167	10,753,522	<u>898,243</u>	\$102,636	\$137,612	4.5%	35.6%
DI. US Direct Hire (USDH)  DIs Senior Executive Schedule  DIS General Schedule  DIS Special Schedule  DIS Mercal System  DIS Highly Qualified Experts  DIT Other	80,997 1,124 68,612 4,588 344 18 6,311	78,518 1,101 67,378 3,493 354 12 6,180	77,482 1,122 66,533 3,437 348 28 6,014	7,651,829 (87,821 6,740,232 279,478 13,466 3,645 427,187	121,635 0 121,334 50 163 1 85	15,331 208 9,239 15 43 8 5,818	205,297 7,968 181,001 6,337 266 36 9,689	342,263 8,176 311,574 6,402 474 45 15,592	7,994,092 195,997 7,051,806 285,880 13,940 3,690 442,779	2,710,017 56,342 2,271,110 90,987 5,171 554 285,853	10,764,109 252,339 9,322,916 376,867 19,111 4,244 728,632	898,756 8167,398 8101,307 881,315 838,695 8130,179 871,032	\$103,174 \$174,685 \$105,990 \$83,177 \$40,057 \$131,786 \$73,625	3/38,/50 \$224,90/ \$140,125 \$109,650 854,917 \$151,57/ \$121,/56	4.5% 4.4% 4.6% 2.3% 3.5% 1,2% 3.6%	35.4% 30.0% 33.7% 32.6% 38.4% 15.2% 66.9%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) Submat - Direct Funded Inscitution (C 18) Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntury Separation Incontive Pay (VSIP) D5d - Foreign National Separation Lubility Accessed	429 81,426 286 81,712	418 78,936 253 79,789	413 77.895 249 78.144	12,946 7,664,775 12,348 7,677,123	121,657 0 121,637	3 15,334 0 15,334	844 206,141 100 206,247	869 343,132 100 343,232	13,815 8,007,907 12,448 8,020,355	3,844 2,713,861 964 2,714,825 18,342 11,358 0 6,528 456	17.659 10,721,768 13,412 10,735,180 18,342 11,358 - 6,528 456	\$31,346 \$98,399 \$49,590 \$98,243	\$33,450 \$102,804 \$49,992 \$102,636	\$42,758 \$137,644 \$53,863 \$137,377	6.7% 4.5% 0.8% 4.5%	29.7% 35.4% 7.8% 35.4%
Reimbursable Funded Personnel (includes OC 13)	1,709	1,692	1,692	199,294	1.134	27	4,738	5,949	205,243	94,798	300,041	\$117,786	\$121,302	<u>\$177,329</u>	3.0%	47.6%
RI, US Direct Hire (USDH) R1a Senior Executive Schedule R1b General Schedule R1c Special Schedule R1d Wage System R1c Highly Qualified Experts R1f Other	1,704 1 1,640 0 0 1 62	1,687 1,628 0 0 0 9 58	1,687 2 1,628 0 0 2 55	199,294 322 191,519 0 0 258 7,195	1,134 6 1,134 9 0 0	77 0 77 6 0 0	4,738 14 4,547 0 0 1	5,949 14 5,758 1 176	205,243 336 197,277 - 259 7,371	94,798 96 92,526 0 0 52 2,124	300,041 432 289,803 - 311 9,495	\$118,135 \$161,000 \$117,641 \$129,000 \$130,818	\$121,662 \$168,000 \$121,178 \$129,500 \$134,018	\$177,855 \$216,000 \$178,012 \$155,500 \$172,636	3.0% 4.3% 3.0% 0.4% 2.4%	47.6% 29.8% 48.3% 
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Substoal - Reumbursable Founded (excludes OC [3]) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Inscentive Pay VSRP1 R5d. Foreign National Separation Liabelity, Accernal	0 1.704 5 1,709	1,687 5 1,692	1,687 5 7,692	0 199,294 0 199,294	1,134 0 1,134	0 77 0 77	0 4,738 0 4,738	5,949 5,949	205,243 205,243	94,798 0 94,798 0 0 0 0	300,041	\$118,135 \$0 \$147,786	\$121,662 \$0 \$121,302	\$177,855 \$0 \$177,329	3.0%	47.6% 47.6%
Total Personnel (includes OC 13)	83,421	80,881	79,836	7,876,417	122,791	15,411	210,979	349,181	8,225,598	2,827,965	11,053,563	\$98,657	\$103,031	\$138,453	4.4%	35,9%
TI. US Direct Hire (USDH) TIa. Senior Executive Schedule Tib. General Schedule Tib. Special Schedule Tid. Wage System Tie. Highly Quilfied Experts TIf. Other	82,701 1,125 70,252 4,588 344 19 6,373	80,205 1,102 69,006 3,493 354 12 6,238	79,169 1,124 68,161 3,437 348 30 6,069	7,851,123 188,143 6,931,751 279,478 13,466 3,903 434,382	122,769 0 122,468 50 165 1	15,408 208 9,316 15 43 8 5,818	210,035 7,982 185,548 6,337 266 37 9,865	348,212 8,190 317,332 6,402 474 46 13,768	8,199,335 196,333 7,249,083 285,880 13,940 3,949 450,150	2,804,815 56,438 2,363,636 90,987 5,171 606 287,977	252,771 9,612,719 376,867 19,111 4,555 738,127	\$99,169 \$167,387 \$101,697 \$81,315 \$38,695 \$130,100 \$71,574	\$103,567 \$174,673 \$106,352 \$85,177 \$40,057 \$131,633 \$74,172	\$138,996 \$224,885 \$141,030 \$109,650 \$54,917 \$151,833 \$121,623	d 4% d 4% d,6% 2,3% 3,5% 1,2% 3,6%	35.7% 30.0% 34.1% 32.6% 38.4% 15.5% 66.3%
72. Direct Hire Program Foreign Nationals (DHFN) 13. Total Direct Hire 14. Indirect Hire Provign Nationals (HHFN) Substant - Total Funded (exclude: OC 13) Substant - Total Funded (exclude: OC 13) 15. Other Object Class 13 Benefits Tās. USDH - Benefits for Former Employees Tās. DHFN - Benefits for Former Employees Tās. Voluntury Separation Incentive Pay (VSIP) Tās. Foreign National Separation Lubdity, Accusal	429 83,130 291 85,421	80,623 258 80,881	413 79,582 254 79,836	12,946 7,864,069 12,348 7,876,417	22 122,791 0 122,791	3 15.411 0 15.411	844 210,879 100 210,979	869 349,081 100 349,181	13,815 8,213,150 12,448 8,225,598	3,844 2,808,659 964 2,809,623 18,342 11,358 0 6,528 456	17,659 11,021,809 13,412 11,035,221 18,342 11,358 0 6,528 456	\$31,346 \$98,817 \$48,614 \$98,657	\$33,450 \$103,204 \$49,008 \$103,031	842,758 8138,496 852,803 8138,224	6.7% 4.4% 0.8% 4.4%	29.7% 35.7% 7.8% 35.7%

Operation and Maintenance, Defense-Wide				Defens	d Activities) STS					Date: May	2017					
	<u>a</u> Begin Strength	b End Strength	<u>s</u> <u>FTEs</u>	d Basic Comp	S Overtime Pay	(S in Thousa  f Holiday  Pay	nds)  g Other O.C.11	e+f+g <u>h</u> Total Variables	d+h i Comp O.C.II	Benefits O.C.12/13	i+j <u>k</u> Comp & Benefits	d/e 1 Basic <u>Comp</u>	We m Total Comp	Rates k/c n Comp & Benefits	h/d g % BC <u>Variables</u>	j/d p % BC Benefits
Direct Funded Personnel (includes OC 13)	82,343	84,205	80,704	7,913,559	97,154	9,919	174,502	281,575	8,195,134	2,802,251	10,997,385	\$98,057	\$101,546	\$136,268	3.6%	35.4%
DI. US Direct Hire (USDH) D1a Senior Executive Schedule D1b General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	81,591 1,114 68,131 5,623 346 1 6,376	83,487 f,130 70,629 5,330 364 3 6,031	80,013 1,124 68,038 4,691 361 3 5,796	7,885,017 194,092 6,832,762 434,674 15,457 150 407,882	97,141 46 96,554 311 210 0 20	9,916 255 9,079 74 26 0 482	173,473 5,386 138,479 9,640 376 0 19,592	280,530 5,687 244,112 10,025 612 20,094	8,165,547 199,779 7,076,874 444,699 16,069 150 427,976	2,779,347 62,275 2,273,830 132,379 5,410 81 305,372	10,944,894 262,054 9,350,704 577,078 21,479 231 733,348	898,547 8172,680 8100,426 892,661 842,817 850,000 870,373	\$102,053 \$177,739 \$104,014 \$94,798 \$44,512 \$50,000 \$73,840	3/36,789 \$233,144 \$137,434 \$123,018 \$59,499 \$77,000 \$126,527	3.6% 2,9% 3.6% 2.3% 4.0% 6.0% 4.9%	35.2% 32.1% 33.3% 30.5% 35.0% 54.0% 74.9%
D. Direct Hire Program Foreign Nationals (DHFN) D. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) Submata - Direct Funded fresh bades OC 13] D5. Other Object Class 13 Benefits D5s. USDH - Benefits for Former Employees D5b. DiFFn - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d - Foreign National Separation Lubbiny Accusal	480 <b>82,671</b> 272 82,343	467 83,954 251 84,205	453 80,466 238 80,764	18,902 7,903,919 9,640 7,973,539	97,154 97,154	9,919 0 9,979	1,029 174,502 0 .774,502	1,045 281,575 281,575	19,947 8,185,494 9,640 8,795,134	5,275 2,784,622 0 2,784,622 17,629 10,679 0 6,930	25,222 10,970,116 9,640 10,979,756 17,629 10,679 6,950	\$41,726 \$98,227 \$40,504 \$98,057	\$44,033 \$101,726 \$40,504 \$101,546	\$55,678 \$136,332 \$40,504 \$136,050	5.5% 3.6% 0.0% 3.6%	27.9% \$5.2% 0.0% 35.2%
Reimbursable Funded Personnel (includes OC 13)	1,611	1,556	1,549	190,736	946	97	3,111	4,154	194,890	60,868	255,758	<u>\$123,135</u>	\$125,817	\$165,112	2.2%	31.9%
RI. US Direct Hire (USDH) R1 s. Serijor Executive Schedule R16 General Schedule R1 s. Special Schedule R1 d Wage System R1 dt Wage System R1 dt Wage System R1 dt Older	1,606 1 1,542 0 0 1 1 62	1,551 1,492 0 0 1 57	1,544 1 1,485 0 0 1	190,736 347 180,009 0 0 165 10,215	946 0 944 0 0 0	97 0 66 0 0 0	3.111 9 3.054 0 0 0 48	4,154 9 4,064	194,890 356 184,073 165 10,296	60.868 88 57,900 0 0 0 2.880	255,758 444 241,973 165 13,176	\$123,534 \$347,000 \$121,218 \$165,000 \$179,211	\$126,224 \$356,000 \$123,953 \$165,000 \$180,632	\$165,646 \$444,000 \$162,945 \$165,000 \$231,158	2,2% 2,6% 2,3% 0,0% 0,8%	31.9% 25.4% 32.2% 0.0% 28.2%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Tetal Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Substant - Reembursable Founded (excluder OC [3]) R5. Other Object Class 13 Benefits R5s. USDH - Benefits for Former Employees R5s. USDH - Benefits for Former Employees R5s. USDH - Benefits for Former Employees R5s. Voluntary Separation Incentive Pay (VSHP) R54 Foreign National Separation Lubelity Accural	1,616 5 7,617	1,551 5 1,556	1,544 5 1,549	0 190,736 0 190,736	946 0 946	0 97 0 97	0 3,111 0 3,111	4.154	194,890 194,896	60,868 0 60,868 0 0 0	255,758 235,75R	\$123,534 \$0 \$123,135	\$126,224 \$0 \$125,817	\$165,646 \$0 \$165,112	2,2%	31.9% 31.9%
Total Personnel (includes OC 13)	83,954	85,761	82,253	8,104,295	98,100	10,016	177,613	285,729	8,390,024	2,863,119	11,253,143	\$98,529	\$102,003	\$136,811	3,5%	35,3%
TI. US Direct Hire (USDI) TIa. Senior Executive Schedule TIb. General Schedule TIb. Special Schedule TId. Wage System TIC Highly Qualified Experts TIT: Other TJ. Direct Hire Program Foreign Nationals (DHFN) TJ. Total Direct Hire	83,197 1.115 69,673 5,623 346 2 6,438 480 83,677	85,038 1,131 72,121 5,330 364 4 6,088 467 85,595	\$1,557 1,125 69,523 4,691 361 4 5,853 453 \$2,010	8,075,753 194,439 7,012,771 434,674 15,457 315 418,097 18,902 8,094,655	98,987 46 97,498 3(1 210 0 22	10,013 255 9,145 74 26 0 513	176,584 5,395 (41,533 9,640 376 0 19,640 1,029	284,684 5,696 248,176 10,025 612 0 20,175 1,045 285,729	8,360,437 280,135 7,260,947 444,899 16,069 315 438,272 19,947 8,380,384	2,840,215 62,363 2,331,730 132,379 5,410 81 308,252 5,275 2,845,490	11,200,652 262,498 9,592,677 577,078 21,479 396 746,324 25,222 11,225,874	\$99,020 \$172,835 \$100,870 \$92,661 \$42,817 \$78,750 \$71,493 \$41,726 \$98,705	\$102,510 \$177,898 \$104,439 \$94,798 \$44,312 \$78,750 \$74,880 \$44,033 \$102,187	\$137,335 \$233,332 \$137,978 \$123,018 \$59,499 \$99,000 \$127,546 \$55,678 \$136,884	3,5% 2,9% 3,5% 2,3% 4,0% 0,0% 4,8% 5,5% 3,5%	35.2% 32.1% 33.2% 30.5% 35.0% 25.7% 73.7% 27.9% 35.2%
<ol> <li>Indirect Hire Foreign Nationals (HIFN)</li> <li>Indirect Hire Foreign Nationals (HIFN)</li> <li>Subtotal - Total Funded (excluder OC 13)</li> <li>Other Object Class 13 Benefits</li> <li>Tax. USDIT - Benefits for Former Employees</li> <li>DEFN - Benefits for Former Employees</li> <li>Voluntury Separation Incentive Pay (VSIP)</li> <li>Tax Foreign National Separation Lubility. Accessed</li> </ol>	277 83.954	256 35,76J	2,83 82,253	9,540 8,104,295	98,100	10.016	0 J77,613	285,729	9,640 8,390,024	2,845,490 17,629 10,679 0 6,950	9,640 11,235,514 17,629 10,679 0 6,950	\$39,671 \$98,529	\$39,671 \$102,003	\$39,671 \$136,597	0.0% 3.5%	0.0% 35.1%

Operation and Maintenance, Defense-Wide				Defens	1-1	iary (Defense /ILIAN PER: OP-8B: OP-8 018 President (FY 2018	SONNEL CO (PB) I's Budget						Date: May	2017		
	a Begin Strength	b End Strength	<u>s</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	S Overtime Pay	(\$ in Thousa <u>f</u> Holiday <u>Pay</u>	nds) <u>E</u> Other <u>O.C.11</u>	e+f+g <u>h</u> Total <u>Variables</u>	d+h i Comp O.C.II	Benefits O.C.12/13	i+j <u>k</u> Comp & Benefits	d/e 1 Basic Comp	i/c <u>m</u> Total <u>Comp</u>	Rates k/c n Comp & Benefits	h/d <u>g</u> % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	83,043	82,923	81,057	8,194,069	105,669	8,568	170,824	285,061	8,479,130	2,913,364	11,392,494	\$101,090	\$104,607	\$140,549	3,5%	35.6%
D1. US Direct Hire (USDH)  D1a. Senior Executive Schedule  D1b. General Schedule  D1c. Special Schedule  D1d. Wage System  D1c. Highly Qualified Experts  D1f. Other	82,323 1,178 70,527 4,302 322 23 5,971	82,244 1,180 71,038 3,777 326 23 5,900	80,378 1,178 69,416 3,686 321 23 5,754	8,167,285 202,745 7,213,137 327,046 12,678 3,090 408,589	105,664 0 105,402 61 190 0	8.567 188 7,872 14 2 0 491	169,617 7,478 136,983 8,409 249 16 16,482	283,848 7,666 250,257 8,484 441 16 16,984	8,451,133 210,411 7,463,394 335,530 13,119 3,106 425,573	2,885,849 62,526 2,408,579 100,812 4,558 482 308,892	11,336,982 272,937 9,871,973 436,342 17,677 3,588 734,465	\$101.611 \$172.110 \$103.912 \$88.727 \$39.495 \$134.348 \$71.010	\$105,142 \$178,617 \$107,517 \$91,028 \$40,869 \$135,043 \$73,961	3141,046 \$231,693 \$142,215 \$118,378 \$55,069 \$156,000 \$127,644	3.5% 3.8% 3.5% 2.6% 3.5% 0.5% 4.2%	35.3% 30.8% 33.4% 30.8% 36.0% 15.6% 75.6%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) Substant - Direct Funded Jexchales OC 13/ D5. Other Object Class 13 Benefits D5s. USDH. Benefits for Former Employees D5s. DHFN. Benefits for Former Employees D5s. Voluntury Separation Incentive Pay (VSIP) D5d Jovenign National Separation Lubbiny Accusal	82,772 271 83,043	429 82,673 250 82,923	429 80.807 250 81.057	16,536 8,183,821 10,248 8,194,069	105,669 105,669	1 8,568 0 8,568	1,207 170,824 0 170,824	1,213 285,061 285,061	17,749 8,468,882 10,248 8,479,130	5,407 2,891,256 0 2,897,256 22,108 11,211 0 10,897	23,156 11,360,138 10,248 11,379,386 22,108 11,211 10,897	\$38,545 \$101,276 \$40,992 \$101,090	\$41,373 \$104,804 \$40,992 \$104,607	853,977 8140,584 840,992 8140,276	7.3% 3.5% 0.0% 3.5%	32.7% 35.3% 0.094 35.3%
Reimbursable Funded Personnel (includes OC 13)	1,930	2,024	2,015	244,686	1.855	140	4304	6,299	250,985	78,655	329,640	<u>\$121,432</u>	\$124,558	\$163,593	2.6%	32.1%
RI. US Direct Hire (USDH) R1a Senior Executive Schedule R1b General Schedule R1c Special Schedule R1d Wage System R1d Wage System R1c Highly Qualified Experts R1f Other	1,925 1 1,861 0 0 1 62	2,019 1,960 0 0	2,010     1,951   0   1   57	244,686 184 233,925 0 0 168 10,409	1,855 0 1,853 0 0 0	140 0 108 0 0 0 0 52	4,304 14 4,241 0 0 0 49	6,299 14 6,202	250,985 198 240,127 168 10,492	78,655 55 75,665 0 0 0 2,935	329,640 253 315,792 168 13,427	\$121,734 \$184,000 \$119,900 \$168,000 \$182,614	\$124,868 \$198,000 \$123,079 \$168,000 \$184,070	\$164,000 \$253,000 \$161,862 \$168,000 \$233,361	2.6% 7.6% 2.7% 0.0% 0.8%	32.7% 29.9% 32.3% 0.0% 28.2%
R2. Direct Hire Frogram Foreign Nationals (DHFN) R3. Total Direct Hire R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Substant - Resubsanable Founder (orchaeler OC 13) R5. Other Object Class 13 Benefits R5s. USDH - Benefits for Former Employees R5s. USDH - Benefits for Former Employees R5s. Voluntary Separation Incentive Pay (VSHP) R54 Foreign National Separation Lubelity Acceptal	1,925 5 1,930	2,019 5 2,024	2,010 5 2,015	244,686 0 244,686	1,855 0 1,855	140 0 140	4,304 0 4,304	6,299	250,985 250,985	78,655 0 78,655 0 0 0 0	329,640 329,640	\$121,734 \$6 \$121,432	\$124,868 \$0 \$124,538	\$164,000 \$0 \$163,593	2.6% 2.6%	32.1% 32.1%
Total Personnel (includes OC 13)	84,973	84,947	83,072	8,438,755	107,524	8,708	175,128	291,360	8,730,115	2,992,019	11,722,134	\$101,584	\$105,091	\$141,108	3,5%	35.5%
TI. US Direct Hire (USDII) TI.s. Senior Executive Schedule Tils. General Schedule Tils. General Schedule Tild. Wage System Tild. Wage System Tile. Highly Qualified Experts TII. Other	84,248 1,179 72,388 4,302 322 24 6,033	84,263 1,181 72,998 3,777 326 24 5,957	82,388 1,179 71,367 3,686 321 24 5,811	8,411,971 202,929 7,447,062 327,046 12,678 3,258 418,998	107,519 0 107,255 61 190 0 13	8,707 188 7,980 14 2 0 523	173,921 7,492 141,224 8,409 249 16 16,531	290,147 7,680 256,459 8,484 441 16 17,067	8,702,118 210,609 7,703,521 335,530 13,119 3,274 436,065	2,964,504 62,581 2,484,244 100,812 4,558 482 311,827	11,666,622 273,190 10,187,765 436,342 17,677 3,756 747,892	\$102,102 \$172,120 \$104,349 \$88,727 \$39,495 \$135,750 \$72,104	\$105,624 \$178,634 \$107,942 \$91,028 \$40,869 \$136,417 \$75,041	\$141,606 \$231,713 \$142,752 \$118,378 \$55,069 \$156,500 \$128,703	3,4% 3,8% 3,4% 2,6% 3,5% 0,5% 4,7%	35.2% 30.8% 33.4% 30.8% 36.0% 14.8% 74.4%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HIFN) Substant - Total Funded (excluder OC 18) T5. Other Object Class 18 Benefits T5a. USDIT. Benefits for Former Employees T5b. DHFN. Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d Foreign National Separation Lubbits, Accural	449 84,697 276 84,973	429 84,692 255 84,947	429 82,817 255 83,072	16,536 8,428,507 10,248 8,438,755	\$ 107,524 0 107,524	8,708 0 8,708	1,207 175,128 0 175,128	1,213 291,360 0 291,360	17,749 8,719,867 10,248 8,730,115	5,407 2,969,911 0 2,969,911 22,108 11,211 0 10,897 6	23,156 11,689,778 10,248 11,709,026 22,108 11,211 0 10,897	\$38.545 \$101,773 \$40,188 \$101,584	\$41,373 \$105,291 \$40,188 \$105,091	\$53,977 \$141,152 \$40,188 \$140,842	7.3% 3.5% 0.0% 3.5%	32.7% 35.2% 0.0% 35.2%

Research, Development, Test & Eval, DW				Defens	d Activities) STS					Date: May	2017					
	a Begin Strength	<u>b</u> End Strength	<u>s</u> <u>FTEs</u>	d Basic Comp	Overtime Pay	(\$ in Thousa <u>f</u> Holiday <u>Pay</u>	nds) g Other O.C.11	e+f+g <u>h</u> Total <u>Variables</u>	d+h i Comp O.C.II	Benefits O.C.12/13	i+ j <u>k</u> Comp & Benefits	d/e 1 Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp & Benefits	h/d g % BC <u>Variables</u>	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	3,086	3,163	3,129	345,888	927	11,467	8,485	20,879	366,767	114,377	481,144	\$110,543	\$117,215	\$153,769	6.0%	33.1%
D1. US Direct Hire (USDH) D1a. Senor Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts. D1f. Other	3,086 32 2,978 75 1 0	3,163 33 3,054 75 1 0	3,129 32 3,021 75 1 0	345.888 5,221 328,014 12,594 39 0	927 0 924 0 3 0 0	11,467 145 11,322 0 0 0	8,485 479 7,443 562 1 0	20.879 624 19.689 562 4	366,767 5,845 347,703 13,156 63	114.262 1,535 107,578 5,122 27 0	481,029 7,380 455,281 18,278 90	\$110,543 \$163,156 \$108,578 \$167,920 \$59,000	\$117,213 \$182,656 \$115,095 \$175,413 \$63,000	3153,733 \$230,625 \$150,705 \$243,707 \$90,000	6.0% 12.0% 6.0% 4.5% 6.8%	33.0% 29.4% 32.8% 40.7% 45.8%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) Substant - Direct Funded Jexchader OC 18/ D5. Other Object Class 13 Benefits D5s. USDH - Benefits for Former Employees D5s. DHFN - Benefits for Formet Employees D5s. Voluntary Separation Incentive Pay (VSIP) D5d - Foreign National Separation Lubbiny Accusal	3,086 0 3,086	3,163 0 3,163	3,129 0 3,129	345,888 0 345,888	927 0 927	0 11,467 0 11,467	8,485 0 8,485	20,879 20,879	366,767 366,767	0 114,262 0 114,262 115 15 0 100	481,029 481,029 115 15		\$117,213 \$117,218		60%	33.0% 34.0%
Reimbursable Funded Personnel (includes OC 13)	156	197	178	19,916	85	179	283	547	20,463	5,550	26,013	\$111,888	\$114,961	\$146,140	2.7%	27.9%
RI, US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1c. Highly Qualified Experts R1f. Other	156 0 156 0 0	197 0 197 0 0 0	178 0 178 0 0 0	19,916 0 19,916 0 0	85 0 85 0 0 0	179 0 179 0 0	283 0 283 0 0 0	547	20,463	5,550 0 3,550 0 0 0	26,013 26,013	\$111.888 \$111.888	\$114,961 \$114,961	3146.140 3146.140	2.7%	27.9%
R2. Direct Hire Program Foreign Nationals (BHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subtoial - Sembinovable Funded feechades OC [3] R5. Other Object Class 13 Benefits R5a USDH - Benefits for Former Employees R5b DHFN - Benefits for Former Employees R5c. Voluntary Separation Intentive Pay (VSIP) R5d. Foreign National Separation Liability Accural	0 156 0 156	197 0 197	0 178 0 778	19,916 0 79,916	85 0 35	0 179 0 179	0 283 0 283	547 547	20,463 20,463	5,550 0 3,550 0 0 0	26,013 26,013	\$111.888 \$141.888	\$114,961 \$114,961	\$146,140 \$146,140	2.7%	27.9% 27.9%
Total Personnel (includes OC 13)	3,242	3,360	3,307	365,804	1.012	11,646	8,768	21,426	387,230	119,927	507,157	\$110,615	\$117,094	\$153,359	5,9%	32.8%
TI. US Direct Hire (USDII) TII. Senior Executive Schedule Tib. General Schedule Tib. Special Schedule Tid. Wage System Tie. Highly Qualified Experts TII. Other	3,242 32 3,134 75 1 0	3,369 33 3,251 75 1 0	3,307 32 3,199 75 1 0 0	365,884 5,221 347,930 12,594 59 0	1,012 0 1,009 0 3 0 0	11,646 145 11,501 0 0 0	8,768 479 7,726 562 1 0	21,426 624 20,236 562 4 0	387,230 5,845 368,166 13,156 63 0	119,812 1,535 113,128 5,122 27 0	507,042 7,380 481,294 18,278 90 0	\$110,615 \$163,156 \$108,762 \$167,920 \$59,000	\$117,094 \$182,656 \$115,088 \$175,413 \$63,000	\$153,324 \$230,625 \$150,451 \$243,707 \$90,000	5.9% 12.0% 5.8% 4.5% 6.8%	32.8% 29.4% 32.3% 40.7% 45.8%
12. Direct Hire Program Foreign Nationals (DHFN) 13. Total Direct Hire 14. Indirect Hire Foreign Nationals (HIFN) Subtotal - Total Funded (seehales OC 13) 15. Other Object Class 13 Benefits 15a. USDH - Benefits for Former Employees 15b. DHFN. Benefits for Former Employees 15c. Voluntury Separation Incentive Pay (VSH) 15d. Foreign National Separation Lubility, Acensal	3,242 0 3,242	3,360 0 3,360	3,307 0 3,307	365,864 0 365,804	0 1,012 0 1,012	11,646 0 11,646	8,768 0 8,768	21,426 0 21,426	387,236 0 387,236	0 119,812 0 119,812 115 15 0 100	0 507,042 0 507,042 115 15 0 100	\$110.615 \$110.615	\$117,094 \$117,094	\$153,324 \$153,324	3,9% 5,9%	32.8% 32.8%

Research, Development, Test & Eval, DW				Defens	d Activities) STS					Date: May	2017					
	<u>a</u> Begin Strength	<u>b</u> End Strength	S FTEs	d Basic Comp	S Overtime Pay	(S in Thousa f Holiday Pay	nds)  R Other O.C.11	e+f+g h Total Variables	d+h i Comp O.C.11	Benefits O.C.12/13	i+j <u>k</u> Comp & Benefits	d/e 1 Basic Comp	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp & Benefits	b/d g % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	3,196	3,194	3,162	365,223	686	14.623	10,127	25,436	390,659	112,399	503,058	\$115,504	\$123,548	\$159,095	7.0%	30.8%
DI. US Direct Hire (USDH)  D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1. Other	3.196 51 3,079 65 1 8	3.194 51 3.075 67 1 0	3,162 51 3,045 65 1 0	365,223 7,984 346,073 11,106 60 0	686 0 683 0 3 0	14,623 (83 14,440 0 0 0	10.127 535 8.730 861 1 0	25.436 718 23.853 861 4	390,659 8,702 369,926 11,967 64	112,199 2,359 105,948 3,865 27 0	502,858 11,061 475,874 15,832 91	\$115.504 \$156.549 \$113.653 \$170.862 \$60.000	\$123,548 \$170,627 \$121,486 \$184,108 \$64,000	\$159,032 \$216,882 \$156,280 \$243,369 \$91,000	7.8% 9.8% 6.9% 7.8% 6.7%	30.7% 20.5% 30.6% 34.8% 45.0%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HFN) Subsoul - Direct Probled Jexchales (OC 13) Subsoul - Direct Probled Jexchales (OC 13) D5. Other Object Class 13 Benefits D5a USDH - Benefits for Former Employees D5b. DHFN - Benefits for Formet Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d - Foreign National Separation Lubdity Accusal	3,196 0 3,196	3,194 0 3,794	3,162 9 3,762	365,223 0 365,223	686 9 686	14,623 0 14,623	10,127 0 10,127	25,436 25,436	390,659 390,659	112,199 0 7/2,199 200 0 0 200	502,858 502,858 200 	\$115.504 \$115.504	\$123,548 \$123,548	\$159,032 \$159,032	7.0% 7.0%	30.7% 30.7%
Reimbursable Funded Personnel (includes OC 13)	258	284	284	24,037	44	203	208	455	24,492	5,375	29,867	584,637	586,239	\$105,165	1.9%	22.4%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d Wage System. R1d. Wage System. R1c. Highly Qualified Experts R1f Other	258 0 258 0 0 0	284 0 284 0 0 0	284 0 284 0 0 0	24,037 0 24,037 0 0 0	44 6 44 9 0 0	203 0 203 0 0 0 0	208 0 208 0 0 0	455 455	24,492	5,375 0 5,375 0 0 0	29,867 29,867	\$84,637 \$84,637	886,239 886,239	\$105,165 \$105,165	1.9%	22.4% 22.4%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Tetal Direct Hire R3. Tetal Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subiosal - Resubsarsable Familes (see Judies OC 13) R5. Other Object Class 13 Benefits R5s. USDH - Benefits for Former Employees R5s. USDH - Benefits for Former Employees R5s. Voluntary Separation Incentive Pay (VSHP) R54 Foreign National Separation Liabelity Acceptal	258 Q 258	284 0 284	0 284 0 284	24,037 0 24,037	0 44 0 44	0 203 0 203	0 208 0 208	455 455	24,492 24,492	5,375 0 5,375 0 0 0 0	29,867 29,867	\$84,637 \$84,637	\$86,239 \$86,239	\$105,165 \$105,165	1,9% 1,9%	22.4% 22.4%
Total Personnel (includes OC 13)	3,454	3,478	3,446	389,260	730	14,826	10,335	25,891	415,151	117,774	532,925	\$112,969	\$120,473	\$154,650	6,7%	30.3%
TI. US Direct Hire (USDH) TIs. Senior Executive Schedule TIb. General Schedule TIb. General Schedule TIc. Special Schedule TId. Wage System TIE. Highly Qualified Experts TIC Other	3,454 51 3,337 65 1 0	3,478 51 3,359 67 1 0	3,446 51 3,329 65 1 0	389,260 7,984 370,110 11,106 60 0	730 0 727 0 3 0	14,826 183 14,643 0 0 0	10,335 535 8,938 861 1 0	25,891 718 24,308 861 4 0	415,151 8,702 394,418 11,967 64 0	2,359 111,323 3,865 27 0	532,725 11,061 505,741 15,832 91 0	\$112,960 \$156,549 \$113,178 \$170,862 \$60,000	8120,473 5170,627 5118,479 5184,108 364,000	\$154,592 \$216,882 \$151,920 \$243,369 \$91,000	6,7% 9,0% 6,6% 7,8% 6,7%	30.2% 29.5% 30.1% 34.8% 45.0%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HHFN) Substant - Total Funded (excluder OC 1/8) T5. Other Object Class 18 Benefits T5a. USDIT. Benefits for Former Employees T5b. DHFN. Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Lubility Accrual	3,454 0 3,454	3,478 0 3,478	3,446 0 3,446	389,260 0 389,260	730 0 730	14,826 0 14,826	10,335 0 10,335	25,891 0 25,891	415,151 0 415,151	0 117,574 9 117,574 200 0 0 200	0 532,725 0 532,725 200 0 0 200	\$112,960	\$120,473 \$120,473	\$154.592 \$154.592	6.7%	30.2% 30.2%

Research, Development, Test & Eval, DW				Defens	d Activities) STS					Date: May	2017					
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>S</u>	<u>d</u> Basic <u>Comp</u>	Overtime Pay	(\$ in Thousa  f Holiday  Pay	nds)  E Other O.C.11	e+f+g <u>h</u> Total <u>Variables</u>	d + h i Comp O.C.11	Benefits O.C.12/13	i+j k Comp & Benefits	d/c 1 Basic Comp	i/c m Total Comp	Rates k/c <u>H</u> Comp & Benefits	h/d g % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	3,139	3,227	3,134	356,232	642	13,890	9,410	23,942	380,174	109,422	489,596	\$113,667	5121,306	\$156,221	6.7%	30.7%
D1. US Direct Hire (USDH)  D1a. Senior Executive Schedule  D1b. General Schedule  D1c. Special Schedule  D1d. Wage System  D1e. Highly Quilified Experts.  D1f. Other	3,139 39 3,007 92 1 8	3,227 37 3,111 78 1 0	3,134 38 3,045 80 1 0	356,232 5,939 336,257 13,976 60 0	642 0 639 0 3 0	13,890 (86 13,704 0 0 0	9,410 426 8,354 629 1 0	23,942 612 22,697 629 4	380,174 6,551 358,954 14,605 64	109,202 1,602 101,888 5,684 28 0	489,376 8,153 460,842 20,289 92	\$113.667 \$156,289 \$111.528 \$174,700 \$60,000	\$121,306 \$172,395 \$119,056 \$182,563 \$64,000	3156,151 \$214,553 \$152,850 \$253,613 \$92,000	6.7% 10.3% 6.7% 4.5% 6.7%	30 7% 27 0% 30 3% 40 7% 46 7%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) D5. Wishoul - Direct Finded Jevechales OC 187 D5. Other Object Class 13 Benefits D5a USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D54 Foreign National Separation Lubbiny Accusal	3,139 0 3,739	3,227 0 3,227	3,134 0 3,784	356,232 0 856,232	642 6 642	13,890 0 /3,890	9,410 9,410 9,410	23,942 23,942	380,174 380,174	0 109,202 0 109,202 220 0 0 220	489,376 489,376 220 	\$113,667 \$113,667	\$121,306 \$121,306	\$156,151 \$156,151	6.7%	30.7% 30.7%
Reimbursable Funded Personnel (includes OC 13)	224	224	224	21,547	86	98	405	589	22,136	4,257	26,393	\$96,192	598,821	\$117,826	2.7%	19.8%
RI. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1c. Highly Qualified Experts R1C. Other	224 0 224 0 0 0	224 0 224 0 0 0	224 0 224 0 0 0	21,547 0 21,547 0 0 0 0	86 0 86 0 0 0	98 0 98 0 0 0	405 0 405 0 0	589	22,136	4,257 0 4,257 0 0 0 0	26,393 26,393	\$96,192 \$96,192	398,821 - 898,821	\$117,826 3117,826	2.7%	19.8% 19.8%
R2. Direct Hire Program Forcign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subsoul - Resultantable Funded (excluder OC [3] R5. Other Object Class 13 Banefile R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Inscutive Pay VISHP R5d. Foreign National Separation Liability Accumil	0 224 0 224	0 224 0 224	0 224 0 224	21,547 0 21,547	0 86 0 36	0 98 0 98	0 405 0 405	589 589	22,136 22,136	4,257 0 4,257 0 0 0 0 0	26,393 26,393	\$96,192 \$96,192	\$98,821 \$98,821	\$117,826 \$117,826	2,7%	19.8%
Total Personnel (includes OC 13)	3,363	3,451	3,358	377,779	728	13,988	9,815	24,531	402,310	113,679	515,989	\$112,501	\$119,806	\$153,660	6,5%	30.1%
TI. US Direct Hire (USDII) TII. Senior Executive Schedule Tills, General Schedule Tills, Special Schedule Till Wags System Till Highly Qualified Experts TIL Other	3,363 39 3,231 92 1 0	3,451 37 3,335 78 1 0	3,358 38 3,239 80 1 0	377,779 5,939 357,804 13,976 60 0	728 0 725 0 3 0	13,988 186 13,802 0 0 0	9,815 426 8,759 629 1 0	24.531 612 23.286 629 4 0	402,310 6,551 381,090 14,605 64 0	113,459 1,602 106,145 5,684 28 0	515,769 8,153 487,235 20,389 92 0	\$112,501 \$156,289 \$110,467 \$174,700 \$60,000	\$119,806 \$172,395 \$117,657 \$182,563 \$64,000	\$153,594 \$214,553 \$150,428 \$253,613 \$92,000	6.5% 10.3% 6.5% 4.5% 6.7%	30 0% 27.0% 29.7% 40.7% 46.7%
17. Direct Hire Program Foreign Nationals (DHFN) 13. Total Direct Hire 14. Indirect Hire Foreign Nationals (HIFN) Subtotal - Total Funded (seehules OC 13) 15. Other Object Class 13 Benefits 15a. USDH - Benefits for Former Employees 15b. DHFN - Benefits for Former Employees 15c. Voluntury Separation Incentive Pay (VSHP) 15d. Foreign National Separation Lubility. Acetual	3,363 0 3,363	3,451 0 3,451	3,358 0 3,358	0 377,779 0 377,779	0 728 0 728	0 13,988 0 13,988	9,815 0 9,815	24,531 0 24,531	402,310 402,310	113,459 9 113,459 220 0 9 220	0 515,769 0 515,769 220 0 0 220	\$112.501 \$112.501	\$119,506 \$119,806	\$153,594 \$153,594	6.5%	30.0% 30.0%

	Personnel (includes OCL3)															
	Begin	End		Basic	Overtime	f Holiday	g Other	h Total	i Comp	Benefits	i+j <u>k</u> Comp & Benefits	d/e 1 Basic Comp	i/c <u>m</u> Tetal <u>Comp</u>	Rates k/c <u>B</u> Comp & Benefits	h/d g % BC <u>Variables</u>	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	530,794	388,653	506,642	38,055,426	727.586	194,838	1,163,604	2,086,028	40,141,454	13,836,026	53,977,480	875,113	\$79,230	\$106,540	5.5%	36.4%
DI. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1. Other	1,365 410,792 4,698 73,872 18	1,125 305,704 3,606 53,382 12	1,356 395,758 3,548 68,775 28	217,843 31,844,224 297,644 4,250,478 3,645	12 467,113 447 228,981	2,812 167,560 37 15,310 8	12,172 991,069 7,005 115,288 36	14,996 1,625,742 7,489 359,579 45	232,839 33,469,966 305,133 4,610,057 3,690	59,405 11,536,617 97,715 1,605,646 554	52,699,109 292,244 45,006,583 402,848 6,215,703 4,244 777,487	877.938 8160.631 880.464 883.891 861.803 8130,179 874.005	882,192 8171,710 884,572 886,001 867,031 8131,786 876,538	3110,770 \$215,519 \$113,722 \$113,542 \$90,377 \$151,371 \$123,626	5.5% 6.9% 5.19% 2.5% 8.5% 1.2% 3.4%	36.7% 27.3% 36.2% 32.8% 37.8% 15.2% 63.6%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) Submat - Direct Probled Jeveluder OC 13/ D5. Other Object Class 13 Benefits D5s. USDH. Benefits for Former Employees D5b. DIFN. Benefits for Former Employees D5b. USDH. Benefits for Former Employees D5c. Voluntury Separation Incontrov Pay (VSIP) D5d. Foreign National Separation Lubbiny Accusal	510,069 20,725	377,402 11,251	488,349 18,293	37,403,417 652,009	723,536 4,050	194,539 299	1,163,447 157	2,081,522 4,506	39,484,939 656,515	13,691,423 21,965 13,713,388 122,638 76,628 19,885 21,978	477,253 53,176,362 678,480 53,654,842 122,638 76,628 19,885 21,978 4,147	\$25,738 \$76,592 \$35,643 \$75,113	\$30,322 \$80,854 \$35,889 \$79,230	\$37,892 \$108,890 \$37,090 \$106,298	17.8% 5.6% 0.7% 5.5%	29.4% 36.6% 3.4% 36.0%
Reimbursable Funded Personnel (includes OC 13)	248,689	208,780	248,124	17,854,316	1,021,174	81,345	449,626	1,552,145	19,406,461	6,255,581	25,662,042	<u>\$71,957</u>	578,213	\$103,424	8.7%	35.0%
RI. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System. R1d. Wage System. R1c. Highly Qualified Experts R1f. Other	178,520 6,552 50,615	128 136,514 11,014 49,961 0	143 170,211 11,810 52,834 2	23,865 14,684,454 477,901 2,523,861 258	405,955 211,207 402,766 0	7 39,413 7,904 33,713 0	1,718 319,520 59,234 62,788	1,725 764,888 278,345 499,267	25,590 15,449,342 756,746 3,023,128 259	5,983 4,794,861 192,960 1,186,447 52	25,468,555 31,573 20,244,203 949,206 4,209,575 311 33,687	\$75,377 \$166,888 \$86,272 \$40,466 \$47,770 \$129,000 \$131,052	\$81,947 \$178,951 \$90,766 \$64,034 \$57,219 \$129,500 \$134,103	\$108,350 \$220,790 \$118,936 \$80,373 \$79,675 \$155,500 \$580,810	9,7% 7,2% 5,2% 58,2% (9,8% 0,4% 2,3%	35.0% 25.1% 32.7% 40.4% 47.0% 20.2% 340.9%
R2. Direct Hire Frogram Foreign Nationals (DHFN) R3. Tetal Direct Hire R3. Tetal Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subiosal - Resubsavable Founder (Orchael OC § 3) R5. Other Object Class 13 Benefits R5s. USDH - Benefits for Former Employees R5s. USDH - Benefits for Former Employees R5s. Voluntary Separation Incentive Pay ViSHP R5d Foreign National Separation Liabelity Acceptal	1,541 237,461 11,228 348,689	1,444 199,122 9,658 208,786	2,032 237,090 11,034 248,124	55,082 17,773,022 81,294 17,854,316	1,246 1,021,174 0 1.021,174	308 81,345 0 81,345	6,185 449,623 3 449,626	7,739 1,552,142 3 1,552,145	62,821 19,325,164 81,297 19,406,461	12,031 6,218,243 14,509 6,252,752 22,829 15,127 6,502 1,200	74,852 25,543,407 95,806 25,639,2/3 22,829 15,127 - 6,502 1,200	\$27,107 \$74,963 \$7,368 \$71,957	\$30,916 \$81,510 \$7,368 \$78,213	\$36,837 \$107,737 \$8,683 \$103,332	8,7% 8,7% 0,0% 8,7%	21.8% 35.0% 17.8% 34.9%
Total Personnel (includes OC 13)	779,483	597,433	754,766	55,989,742	1,748,760	276,183	1.613.230	3,638,173	59,547,915	20,091,607	79,639,522	\$74,076	\$78,896	\$105,516	6,5%	35.9%
T1. US Direct Hire (USDH) T1s. Senior Executive Schedule T1b. General Schedule T1b. Special Schedule T1c Mage System T1c Highly Qualified Experts T1c Other T1c Other	733,266 1,531 589,312 11,250 124,487 19 6,667	567,988 1,253 442,218 14,620 103,343 12 6,542	710,812 1,499 565,969 15,358 121,609 30 6,347	54,797,193 241,708 46,528,678 775,545 6,774,339 3,903 473,020	1,716,567 12 873,068 211,654 631,747 1 85	272,582 2,819 206,973 7,941 49,023 8 5,818	1,579,031 13,890 1,310,589 66,239 178,076 37 10,200	3,568,180 16,721 2,390,630 285,834 858,846 46 16,103	58,365,373 258,429 48,919,308 1,061,379 7,633,185 3,949 489,123	19,802,291 65,388 16,331,478 290,675 2,792,093 606 322,031	78,167,664 323,817 65,250,786 1,352,054 10,425,278 4,555 811,174	\$77,091 \$161,246 \$82,211 \$50,498 \$55,706 \$130,100 \$74,527	\$82,111 \$172,401 \$86,435 \$69,109 \$62,768 \$131,633 \$77,064	\$109,970 \$216,022 \$115,290 \$88,036 \$85,728 \$151,833 \$127,804	6,5% 6,9% 5,1% 36,9% 12,7% 1,2% 3,4%	36.1% 27.1% 35.1% 37.5% 41.2% 15.5% 68.1%
T2. Direct Hire Program Foreign Nationals (DHFN) 13. Total Direct Hire 14. Indirect Hire Foreign Nationals (HIFN) Subtotal - Fool Funded (excluder OC-18) 15. Other Object Class 13 Benefits 15a. USDIT- Benefits for Former Employees 15b. DHFN. Benefits for Former Employees 15c. Voluntury Separation Incentive Pay (VSHP) 15d. Foreign National Separation Lubility. Accural	14,264 747,530 31,953 779,483	8,536 576,524 20,909 397,433	14,627 725,439 29,327 754,766	379,246 55,176,439 733,303 55,909,742	28,143 1,744,710 4,050 1,748,760	3,302 275,884 299 276,183	34.039 1,613.070 160 1,615,230	65,484 3,633,664 4,509 3,638,173	444,730 58,810,103 737,812 59,547,915	107,375 19,909,666 36,474 19,946,140 145,467 91,755 19,885 28,480 5,347	552,105 78,719,769 774,286 79,494,055 145,467 91,755 19,885 28,480 5,347	\$25,928 \$76,059 \$25,004 \$74,076	\$30,405 \$81,968 \$25,158 \$78,896	\$37,746 \$198,513 \$26,402 \$105,323	17.3% 6.6% 0.6% 6.5%	28.3% 36.1% 3.0% 35.7%

	Department of Defense Summary TOTAL CIVILIAN PERSONNEL COSTS OP-88: OP-8 (PB) FY 2018 President's Budget (FY 2017)													Date: May 2017						
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>s</u> FTEs	d Basic	Š Overtime	(S in Thousa  f Holiday Pay	g Other O.C.11	e+f+g h Total Variables	d + h i Comp O.C.II	Benefits O.C.12/13	i+j <u>k</u> Comp & Benefits	d/e 1 Basic	i/c m Total	Rates k/c n Comp & Benefits	h/d g % BC Variables	j/d P % BC Benefits				
Direct Funded Personnel (includes OC 13)	547.894	532,751	515,396	<u>Comp</u> 38,817,459	Pav 491,830	69,276	1.045,067	1,606,173	40,423,632	14,101,674	54,525,306	<u>Comp</u> \$75,316	<u>Comp</u> <u>\$78,432</u>	\$105,793	4.1%	36.39				
DI. US Direct Hire (USDH)  Dia Senior Executive Schedule  Dib General Schedule  Dis Special Schedule  Did Wage System  Die Highly Qualified Experts  DIF Other	515,240 1,491 425,242 5,726 76,132 1 6,648	503,110 1,541 413,775 5,434 76,076 3 6,281	486,128 1,525 399,425 4,792 74,346 3 6,037	37,851,541 268,372 32,414,461 451,452 4,274,139 150 442,967	488,714 46 319,517 750 168,381 0 20	65,817 405 58,658 97 6,175 0	969,349 10,450 852,490 10,602 75,875 0 19,932	1,523,880 10,901 1,230,665 11,449 250,431	39,375,421 279,273 33,645,126 462,901 4,524,570 150 463,401	13,882,063 77,180 11,661,403 137,746 1,690,875 81 314,778	\$3,257,484 356,453 45,306,529 600,647 6,215,445 231 778,179	877,863 8175,982 881,153 894,210 857,490 850,000 873,375	880,998 8183,130 884,234 896,599 860,858 850,000 876,760	3109,354 \$233,740 \$113,429 \$125,344 \$83,602 \$77,000 \$128,902	4.0% 4.1% 3.8% 2.5% 5.9% 0.0% 4.6%	36.7° 28.8° 36.0° 30.5° 39.6° 54.0° 71.1°				
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) Substant - Direct Funded fex-bales (OC 13) D5. Other Object Class 13 Benefits D5s. USDH - Benefits for Former Employees D5s. DHFN - Benefits for Former Employees D5s. Voluntury Sequation Incentive Pay (VSIP) D5d Foreign National Separation Lubshipty Accusal	12,848 528,688 19,806 547,894	12,525 <b>515,635</b> 17,J16 532,751	12,548 498,676 16,720 515,396	323,647 38,175,188 642,271 38,817,459	2,990 491,704 126 491,830	3,459 69,276 0 69,276	75,556 1,044,905 162 1,045,067	82,005 1,605,885 288 1,606,173	405,652 39,781,973 642,559 40,423,632	118,090 14,000,153 5,292 14,003,445 96,229 65,244 14,750 13,246 2,989	523,742 53,781,226 647,851 54,429,077 96,229 65,244 14,750 13,246 2,989	\$25,793 \$76,553 \$38,413 \$75,316	\$32,328 879,773 \$38,431 878,482	\$41,739 \$107,848 \$38,747 \$105,666	25.3% 4.2% 0.0% 4.1%	36.5% 36.7% 0.8% 36.7%				
Reimbursable Funded Personnel (includes OC 13)	241,866	249,191	250,501	19,132,332	872.976	85,585	408,898	1,367,459	20,499,791	6,575,522	27,075,313	\$76,376	581,835	\$108,085	7.1%	34.49				
RI. US Direct Hire (USDH) R1a. Seriior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System. R1c. Highly Qualified Experts R1f. Other	229,475 183 167,553 11,085 50,587 1	231,667 193 169,288 10,780 51,344 1,	233,036 191 169,972 11,240 51,570 1	18,736,511 33,836 15,299,600 685,247 2,706,792 165 10,871	872,028 4 355,246 205,050 311,726 0 2	85,219 16 37,177 11,874 36,121 0 31	395,487 1,608 268,995 57,229 67,603 0 52	1,352,734 1,628 661,418 274,153 415,456	20,089,245 35,464 15,961,018 959,400 3,122,242 165 10,956	6,497,534 8,866 4,924,753 300,766 1,235,984 0 27,165	26,586,779 44,330 20,885,771 1,260,166 4,358,226 165 38,121	\$80,402 \$177,152 \$90,012 \$60,965 \$52,488 \$165,000 \$175,339	886,207 8185,675 893,904 885,356 860,544 8165,000 8176,710	\$114,089 \$232,094 \$122,878 \$113,114 \$84,311 \$165,000 \$614,855	7,2% 4,8% 4,3% 40,0% 15,3% 0,0% 0,8%	34.79 26.29 32.29 43.99 45.79 0.09 249.99				
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subtoual - Resubsurable Founded (excluder OC 13) R5. Other Object Class 13 Banefile R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSHP) R54. Foreign National Separation Lubelity Accural	1,952 231,427 10,439 241,866	2,679 234,346 14,845 249,191	2,668 235,702 14,799 250,567	78,275 18,814,786 317,546 19,132,532	925 <b>872,953</b> 23 872,976	366 85,585 0 85,585	10,485 405,972 2,926 408,898	11,776 1,364,510 2,949 1,367,459	90,051 20,179,296 320,495 20,499,791	29,873 6,527,407 18,600 6,546,007 29,515 14,436 110 13,701 1,268	119,924 26,706,703 339,005 27,045,798 29,515 14,436 110 13,701 1,268	\$29,360 \$79,824 \$21,457 \$76,376	\$33,778 \$85,614 \$21,657 \$81,835	\$44,983 \$113,307 \$22,913 \$107,967	15.0% 7,3% 0.9% 7,1%	3k.2 34.7 5.9 34.2				
Total Personnel (includes OC 13)	789,760	781,942	765,897	57,949,791	1,364,806	154,861	1.453,965	2,973,632	60,923,423	20,677,196	81,600,619	\$75,663	879,545	\$106,543	5,1%	35.7				
TI. US Direct Hire (USDI) TII. Senior Executive Schedule Tills, General Schedule Tills, Special Schedule Tild Wage System Tild Wage System Till Highly Qualified Experts TII Other	744,715 1,674 592,795 16,811 126,719 2 6,714	734,777 1,734 583,063 16,214 127,420 4 6,342	719,164 1,716 569,397 16,032 125,916 4 6,099	56,588,052 302,208 47,714,061 1,136,699 6,980,931 315 453,838	1,360,742 50 674,763 205,800 480,107 0 22	151,036 421 95,835 11,971 42,296 0 513	1,364,836 12,058 1,121,485 67,831 143,478 0 19,984	2,876,614 12,529 1,892,083 285,602 665,881 0 20,519	59,464,666 314,737 49,606,144 1,422,301 7,646,812 315 474,357	20,379,597 86,046 16,586,156 438,512 2,926,859 81 341,943	79,844,263 400,783 66,192,300 1,860,813 10,573,671 396 816,300	\$78,686 \$176,112 \$83,798 \$70,902 \$55,441 \$78,750 \$74,412	\$82,686 \$183,413 \$87,120 \$88,716 \$60,729 \$78,750 \$77,776	3111,024 \$233,557 \$116,250 \$116,069 \$85,974 \$99,000 \$133,842	5.1% 4.1% 4.6% 25.1% 9.5% 0.6% 4.5%	36.89 28.59 34.89 38.69 41.99 25.79 75.39				
72. Direct Hire Program Foreign Nationals (DHFN) 73. Total Direct Hire 74. Indirect Hire Foreign Nationals (HHFN) Substant - Total Funded (excludes CC 13) 75. Other Object Class 13 Benefits 75a. USDH - Benefits for Former Employees 75b. DHFN - Benefits for Former Employees 75c. Voluntury Separation Incentive Pay (VSHP) 75d. Foreign National Separation Lubility Accural	14,800 759,515 30,245 789,760	15,204 749,981 31,961 781,942	15,214 734,378 31,519 765,897	401.922 56,989,974 959,817 57,949,79J	3,915 1,364,657 149 1,364,896	3,825 154,861 0 154,861	86,041 1,450,877 3,088 1,453,965	93,781 2,970,395 3,237 2,973,632	495,703 59,960,369 963,054 60,923,423	147,963 20,527,560 23,892 20,551,452 125,744 79,680 14,860 26,947 4,257	643,666 80,487,929 986,946 81,474,875 125,744 79,680 14,860 26,947 4,257	\$26,418 \$77,603 \$30,452 \$75,663	832,582 881,648 830,555 879,545	\$42,307 \$179,600 \$31,313 \$106,378	23,3% 5,2% 0,3% 5,1%	36.8 36.0 2.5 35.5				

	Department of Defense Summary TOTAL CIVILIAN PERSONNEL COSTS OP-88: OP-8(PB) FY 2018 President's Budget (FV 2018)														Date: May 2017						
	<u>a</u> Begin	<u>b</u> End	2	<u>d</u> Basic	vertime V	(S in Thousa	nds) <u>E</u> Other	e + f + g <u>h</u> Total	d + h i Comp	į Benefits	i+j <u>k</u> Comp	d/e 1 Basic	i/c <u>m</u> Total	Rates k/c <u>n</u> Comp	h/d <u>9</u> % BC	j/d P % BC					
	Strength	Strength	FTEs	Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits	Comp	Comp	& Benefits	Variables	Benefits					
Direct Funded Personnel (includes OC 13)	532,641	538,174	524,299	40,652,617	532,806	148,712	1,127,566	1,809,084	42,461,701	14,120,739	56,582,440	877,537	580,988	\$107,920	4.5%	34.79					
DI. US Direct Hire (USDH) Dla Senior Executive Schedule Dlb General Schedule Dlc Special Schedule Dld. Wage System Dle Highly Qualified Experts Dlf Other	\$02,421 1,560 414,361 4,431 75,827 23 6,219	507,127 1,500 417,960 3,892 77,617 23 6,135	493,942 1,500 406,526 3,802 76,109 23 5,982	39,604,428 253,315 33,965,867 346,853 4,592,436 3,090 442,867	510,861 21 331,500 504 178,825 0	133,508 934 116,124 37 15,922 0 491	1,107,100 12,873 942,989 9,167 125,298 16 16,757	1,751,469 13,828 1,390,613 9,708 320,045 16 17,259	41,385,897 267,143 35,356,480 356,561 4,912,481 3,106 460,126	13,896,512 71,305 11,844,208 108,001 1,554,136 482 318,380	55,252,409 338,448 47,200,688 464,562 6,466,617 3,588 778,506	\$80,180 \$168,877 \$83,552 \$91,229 \$60,340 \$134,348 \$74,033	\$83,726 \$178,095 \$86,972 \$93,782 \$64,545 \$135,043 \$76,918	\$111,860 \$225,632 \$116,107 \$122,189 \$84,965 \$156,000 \$130,141	4,4% 5,5% 4,1% 2,8% 7,0% 0,5% 3,9%	35 J <sup>1</sup> 28 J <sup>1</sup> 34 92 31 J <sup>1</sup> 33 81 15 62 71 92					
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) Subtoad - Direct Funded Involution CO 13/ D5. Other Object Class 13 Benefits D5a USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d - Foreign National Separation Lubbilay Accusal	12,733 515,154 17,487 532,641	12,910 \$20,037 18,137 338,174	12,568 \$06,510 17,789 524,299	326,218 39,930,646 721,971 40,652,617	21,846 832,677 129 532,866	15,204 148,712 0 148,712	20,300 1,127,400 166 1,127,566	57,320 1,808,789 295 1,809,084	383,538 41,739,435 722,266 42,461,707	109,478 14,005,990 6,281 14,012,271 108,468 69,036 363 36,049 3,020	493,016 55,745,425 728,547 56,473,972 108,468 69,036 363 36,049 3,020	\$25,956 \$78,835 \$40,585 \$77,537	\$30,517 \$82,406 \$40,602 \$80,988	839,228 8119,058 840,955 8107,713	17.6% 4.5% 0.0% 4.5%	33.65 35.10 0.99 34.39					
Reimbursable Funded Personnel (includes OC 13)	249,545	243,236	246,984	18,798,871	844,213	82,093	494,528	1.420,834	20,219,705	6,612,714	26,832,419	\$76,114	581,866	\$108,640	7.6%	35.29					
RI, US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1c. Highly Qualified Experts R1f. Other	232,009 193 169,611 10,795 51,344	227,095 155 166,428 10,683 49,768 1 60	230,899 154 168,486 11,246 50,952 1 60	18,419,644 28,330 14,952,630 704,019 2,723,666 168 10,831	843,335 4 336,384 194,436 312,509 0 2	81,704 8 32,349 12,041 37,27,4 0 32	485,641 1,477 362,521 58,567 63,027 0 49	1,410,680 1,489 731,254 265,044 412,810	19,830,324 29,819 15,683,884 969,063 3,136,476 168 10,914	6,542,071 7,366 4,964,733 299,210 1,242,253 0 28,509	26,372,395 37,185 20,648,617 1,268,273 4,378,729 168 39,423	\$79,774 \$183,961 \$88,747 \$62,602 \$53,456 \$168,000 \$180,517	885,883 8193,630 893,087 886,170 861,557 8168,000 8181,900	\$114,216 \$241,461 \$122,354 \$112,775 \$85,938 \$168,000 \$657,050	7,7% 5,3% 4,9% 37,6% 45,2% 0,9% 0,8%	35,3% 26,09 33,2% 42,5% 45,6% 0,0% 263,2%					
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HHFN) Subsicual - Reembourshie Founded (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 1781P1 R5d. Foreign National Separation Liability Accumal	2,684 234,693 14,852 249,545	2,380 229,475 13,761 243,236	2,365 233,264 13,720 246,984	87,837 18,507,481 291,390 18,798,871	878 844,213 0 844,215	389 82,093 0 82,093	8,833 494,474 54 494,528	10,100 1,420,780 54 1,420,834	97,937 19,928,261 291,444 20,219,705	26,897 6,568,968 18,542 6,587,510 25,204 10,864 111 13,507 722	124,834 26,497,229 309,986 26,807,275 25,264 10,864 111 13,507 722	\$37,140 \$79,341 \$21,238 \$76,114	\$41,411 \$85,432 \$21,242 \$81,866	\$52,784 \$113,593 \$22,594 \$108,538	11,5% 7,7% 0.0% 7,6%	30.6 35.3 6.4 35.0					
Total Personnel (includes OC 13)	782,186	781,410	771,283	59,451,488	1,377,019	230,805	1,622,094	3,229,918	62,681,406	20,733,453	83,414,859	\$77,081	\$81,269	\$108,151	5.4%	34.9					
TI. US Direct Hire (USDII) TIa. Senior Executive Schedule Tib. General Schedule Tib. Special Schedule Tid. Wage System Tie. Highly Qualified Experts TII. Other	734,430 1,753 583,972 15,226 127,171 24 6,284	734,222 1,655 584,388 14,575 127,385 24 6,195	724.841 1,654 575,012 15,048 127,061 24 6,042	58,024,072 281,645 48,918,497 1,050,872 7,316,102 3,258 453,698	1,354,196 25 667,884 194,940 491,334 0 13	215,212 942 148,473 12,078 53,196 0 523	1,592,741 14,350 1,305,510 67,734 188,325 16 16,806	3,162,149 15,317 2,121,867 274,752 732,855 16 17,342	61,186,221 296,962 51,040,364 1,325,624 8,048,957 3,274 471,040	20,438,583 78,671 16,808,941 407,211 2,796,389 482 346,889	81,624,804 375,633 67,849,305 1,732,835 10,845,346 3,756 817,929	\$80,051 \$170,281 \$85,074 \$69,835 \$57,579 \$135,750 \$73,091	\$84,413 \$179,542 \$88,764 \$88,093 \$63,347 \$136,417 \$77,961	\$112,611 \$227,106 \$117,996 \$115,154 \$85,355 \$156,500 \$135,374	5.4% 5.4% 4.3% 26.1% 10.0% 0.5% 3.8%	35.29 27.99 34.49 38.79 38.29 14.89 76.39					
Direct Hire Program Foreign Nationals (DHFN)     Total Direct Hire     And Direct Hire     And Direct Hire     Salutatal - Total Funded (see hole: OC 13)     Salutatal - Total Funded (see hole: OC 13)     She Direct Class 13 Benefits     Ta. USDH - Benefits for Former Employees     Ta. USDH - Benefits for Former Employees     Ta. USDH - Benefits for Former Employees     Ta. USDH - Naenfits for Former Employees     Ta.	15,417 749,847 32,339 782,186	15,290 749,512 31,898 781,410	14,933 739,774 31,509 771,283	414,055 58,438,127 1,013,361 59,451,488	22,694 1,376,890 129 1,377,019	15,593 230,805 0 230,805	29,133 1,621,874 220 1,622,094	67.420 3.229.569 349 3.229.918	481,475 61,667,696 1,013,710 62,681,406	136,375 20,574,958 24,823 20,599,781 133,672 79,900 474 49,556 3,742	617,850 82,242,654 1,038,533 83,281,187 133,672 79,900 474 49,556 3,742	\$27,728 \$78,995 \$32,161 \$77,081	832,242 883,360 832,172 881,269	\$41.375 \$111.173 \$32,960 \$107,977	16.3% 5.5% 0.0% 5.4%	32.5 35.2 2.4 34.6					