

# Defense-Wide Civilian Personnel Costs

**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**Operation and Maintenance, Defense-Wide**

United States Cyber Command  
FY 2023  
(\$ in Thousands)

	<b>a</b>	<b>b</b>	<b>c</b>	<b>d</b>	<b>e</b>	<b>f</b>	<b>g</b>	<b>e + f + g</b>	<b>d + h</b>	<b>i</b>	<b>i + j</b>	<b>d/c</b>	<b>i/c</b>	<b>Rates</b>	<b>h/d</b>	<b>j/d</b>
	<b>Begin</b>	<b>End</b>	<b>FTEs</b>	<b>Basic</b>	<b>Overtime</b>	<b>Holiday</b>	<b>Other</b>	<b>h</b>	<b>i</b>	<b>Benefits</b>	<b>k</b>	<b>Basic</b>	<b>m</b>	<b>n</b>	<b>o</b>	<b>p</b>
	<b>Strength</b>	<b>Strength</b>		<b>Comp</b>	<b>Pay</b>	<b>Pay</b>	<b>O.C.11</b>	<b>Total</b>	<b>Comp</b>	<b>O.C.12/13</b>	<b>Comp &amp; Benefits</b>	<b>Comp</b>	<b>Total</b>	<b>Comp &amp; Benefits</b>	<b>% BC</b>	<b>% BC</b>
<b><u>Direct Funded Personnel (includes OC 13)</u></b>																
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	United States Cyber Command FY 2024 (\$ in Thousands)															
	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	Rates	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	h	i	j	k	l	m	k/c	o	p
	Strength	Strength		Comp	Pay	Pay	O.C.11	Total	Comp	Benefits	Comp & Benefits	Basic	Total	Comp & Benefits	% BC	% BC
								Variables	O.C.11	O.C.12/13	Benefits	Comp	Comp	Benefits	Variables	Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>2,539</b>	<b>2,539</b>	<b>2,539</b>	<b>332,535</b>	<b>1,395</b>	<b>1,395</b>	<b>9,307</b>	<b>12,097</b>	<b>344,632</b>	<b>121,087</b>	<b>465,719</b>	<b>130,971</b>	<b>135,735</b>	<b>183,426</b>	<b>3.6%</b>	<b>36.4%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>2,539</b>	<b>2,539</b>	<b>2,539</b>	<b>332,535</b>	<b>1,395</b>	<b>1,395</b>	<b>9,307</b>	<b>12,097</b>	<b>344,632</b>	<b>121,087</b>	<b>465,719</b>	<b>130,971</b>	<b>135,735</b>	<b>183,426</b>	<b>3.6%</b>	<b>36.4%</b>
D1a. Senior Executive Schedule	4	4	4	536			7	7	543	191	734	134,000	135,750	183,500	1.3%	35.6%
D1b. General Schedule	2,535	2,535	2,535	331,999	1,395	1,395	9,300	12,090	344,089	120,896	464,985	130,966	135,735	183,426	3.6%	36.4%
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<b>D3. Total Direct Hire</b>	<b>2,539</b>	<b>2,539</b>	<b>2,539</b>	<b>332,535</b>	<b>1,395</b>	<b>1,395</b>	<b>9,307</b>	<b>12,097</b>	<b>344,632</b>	<b>121,087</b>	<b>465,719</b>	<b>130,971</b>	<b>135,735</b>	<b>183,426</b>	<b>3.6%</b>	<b>36.4%</b>
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>2,539</b>	<b>2,539</b>	<b>2,539</b>	<b>332,535</b>	<b>1,395</b>	<b>1,395</b>	<b>9,307</b>	<b>12,097</b>	<b>344,632</b>	<b>121,087</b>	<b>465,719</b>	<b>130,971</b>	<b>135,735</b>	<b>183,426</b>	<b>3.6%</b>	<b>36.4%</b>
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	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	Rates k/c	h/d	j/d		
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	h	i	j	k	l	m	n	o	p	q	r
	Strength	Strength		Comp	Pay	Pay	O.C.11	Total	Comp	Benefits	Comp & Benefits	Basic	Total	Comp & Benefits	% BC	% BC	Variables	Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	2,542	2,542	2,557	264,358	1,109	1,109	7,399	9,617	273,975	96,261	370,236	103,386	107,147	144,793	3.6%	36.4%		
<b>D1. US Direct Hire (USDH)</b>	2,542	2,542	2,557	264,358	1,109	1,109	7,399	9,617	273,975	96,261	370,236	103,386	107,147	144,793	3.6%	36.4%		
D1a. Senior Executive Schedule	4	4	4	416	2	2	12	16	432	151	583	104,000	108,000	145,750	3.8%	36.3%		
D1b. General Schedule	2,538	2,538	2,553	263,942	1,107	1,107	7,387	9,601	273,543	96,110	369,653	103,385	107,146	144,792	3.6%	36.4%		
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T1a. Senior Executive Schedule	4	4	4	416	2	2	12	16	432	151	583	104,000	108,000	145,750	3.8%	36.3%		
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	Begin	End	FTEs	Basic	Overtime	Holiday	Other	h	i	j	k	l	m	n	o	p	q	r	s
	Strength	Strength		Comp	Pay	Pay	O.C.11	Total	Comp	Benefits	Comp & Benefits	Basic	Total	Comp & Benefits	% BC	% BC	Variables	Benefits	
<b>Direct Funded Personnel (includes OC 13)</b>	<b>646</b>	<b>663</b>	<b>572</b>	<b>87,406</b>	<b>52</b>	<b>14</b>	<b>3,195</b>	<b>3,261</b>	<b>90,667</b>	<b>28,383</b>	<b>119,050</b>	<b>152,808</b>	<b>158,509</b>	<b>208,129</b>	<b>3.7%</b>	<b>32.5%</b>			
<b>D1. US Direct Hire (USDH)</b>	<b>646</b>	<b>663</b>	<b>572</b>	<b>87,406</b>	<b>52</b>	<b>14</b>	<b>3,195</b>	<b>3,261</b>	<b>90,667</b>	<b>28,383</b>	<b>119,050</b>	<b>152,808</b>	<b>158,509</b>	<b>208,129</b>	<b>3.7%</b>	<b>32.5%</b>			
D1a. Senior Executive Schedule	1	1	1	209	0	0	22	22	231	70	301	209,000	231,000	301,000	10.5%	33.5%			
D1b. General Schedule	153	154	151	18,687	27	5	754	786	19,473	6,384	25,857	123,755	128,960	171,238	4.2%	34.2%			
D1c. Special Schedule	492	508	420	68,510	25	9	2,419	2,453	70,963	21,929	92,892	163,119	168,960	221,171	3.6%	32.0%			
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**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**Operation and Maintenance, Defense-Wide**

Defense Acquisition University FY 2024 (\$ in Thousands)																	
	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	Rates	h/d	j/d	
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	h	i	j	k	l	m	n	o	p	
	Strength	Strength		Comp	Pay	Pay	O.C.11	Total	Comp	Benefits	Comp & Benefits	Basic	Total	Comp & Benefits	% BC	% BC	
								Variables	O.C.11	O.C.12/13		Comp	Comp	Benefits	Variables	Benefits	
<b>Direct Funded Personnel (includes OC 13)</b>	<b>646</b>	<b>646</b>	<b>572</b>	<b>92,884</b>	<b>52</b>	<b>14</b>	<b>2,850</b>	<b>2,916</b>	<b>95,800</b>	<b>29,606</b>	<b>125,406</b>	<b>162,385</b>	<b>167,483</b>	<b>219,241</b>	<b>3.1%</b>	<b>31.9%</b>	
<b>D1. US Direct Hire (USDH)</b>	<b>646</b>	<b>646</b>	<b>572</b>	<b>92,884</b>	<b>52</b>	<b>14</b>	<b>2,850</b>	<b>2,916</b>	<b>95,800</b>	<b>29,606</b>	<b>125,406</b>	<b>162,385</b>	<b>167,483</b>	<b>219,241</b>	<b>3.1%</b>	<b>31.9%</b>	
D1a. Senior Executive Schedule	1	1	1	226			23	23	249	74	323	226,000	249,000	323,000	10.2%	32.7%	
D1b. General Schedule	153	153	155	20,464	27	5	610	642	21,106	6,523	27,629	132,026	136,168	178,252	3.1%	31.9%	
D1c. Special Schedule	492	492	416	72,194	25	9	2,217	2,251	74,445	23,009	97,454	173,543	178,954	234,264	3.1%	31.9%	
D1d. Wage System																	
D1e. Highly Qualified Experts																	
D1f. Other																	
D2. Direct Hire Program Foreign Nationals (DHFN)																	
<b>D3. Total Direct Hire</b>	<b>646</b>	<b>646</b>	<b>572</b>	<b>92,884</b>	<b>52</b>	<b>14</b>	<b>2,850</b>	<b>2,916</b>	<b>95,800</b>	<b>29,606</b>	<b>125,406</b>	<b>162,385</b>	<b>167,483</b>	<b>219,241</b>	<b>3.1%</b>	<b>31.9%</b>	
D4. Indirect Hire Foreign Nationals (IHFN)																	
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>646</b>	<b>646</b>	<b>572</b>	<b>92,884</b>	<b>52</b>	<b>14</b>	<b>2,850</b>	<b>2,916</b>	<b>95,800</b>	<b>29,606</b>	<b>125,406</b>	<b>162,385</b>	<b>167,483</b>	<b>219,241</b>	<b>3.1%</b>	<b>31.9%</b>	
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D5a. USDH - Benefits for Former Employees																	
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<b>Reimbursable Funded Personnel (includes OC 13)</b>																	
<b>R1. US Direct Hire (USDH)</b>																	
R1a. Senior Executive Schedule																	
R1b. General Schedule																	
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<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>																	
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<b>Total Funded Personnel (includes OC 13)</b>	<b>646</b>	<b>646</b>	<b>572</b>	<b>92,884</b>	<b>52</b>	<b>14</b>	<b>2,850</b>	<b>2,916</b>	<b>95,800</b>	<b>29,606</b>	<b>125,406</b>	<b>162,385</b>	<b>167,483</b>	<b>219,241</b>	<b>3.1%</b>	<b>31.9%</b>	
<b>T1. US Direct Hire (USDH)</b>	<b>646</b>	<b>646</b>	<b>572</b>	<b>92,884</b>	<b>52</b>	<b>14</b>	<b>2,850</b>	<b>2,916</b>	<b>95,800</b>	<b>29,606</b>	<b>125,406</b>	<b>162,385</b>	<b>167,483</b>	<b>219,241</b>	<b>3.1%</b>	<b>31.9%</b>	
T1a. Senior Executive Schedule	1	1	1	226			23	23	249	74	323	226,000	249,000	323,000	10.2%	32.7%	
T1b. General Schedule	153	153	155	20,464	27	5	610	642	21,106	6,523	27,629	132,026	136,168	178,252	3.1%	31.9%	
T1c. Special Schedule	492	492	416	72,194	25	9	2,217	2,251	74,445	23,009	97,454	173,543	178,954	234,264	3.1%	31.9%	
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<b>T3. Total Direct Hire</b>	<b>646</b>	<b>646</b>	<b>572</b>	<b>92,884</b>	<b>52</b>	<b>14</b>	<b>2,850</b>	<b>2,916</b>	<b>95,800</b>	<b>29,606</b>	<b>125,406</b>	<b>162,385</b>	<b>167,483</b>	<b>219,241</b>	<b>3.1%</b>	<b>31.9%</b>	
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<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>646</b>	<b>646</b>	<b>572</b>	<b>92,884</b>	<b>52</b>	<b>14</b>	<b>2,850</b>	<b>2,916</b>	<b>95,800</b>	<b>29,606</b>	<b>125,406</b>	<b>162,385</b>	<b>167,483</b>	<b>219,241</b>	<b>3.1%</b>	<b>31.9%</b>	
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**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**Operation and Maintenance, Defense-Wide**

Defense Acquisition University FY 2025 (\$ in Thousands)																		
	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	Rates k/c	h/d	j/d		
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	h	i	j	k	l	m	n	o	p	q	r
	Strength	Strength		Comp	Pay	Pay	O.C.11	Total	Comp	Benefits	Comp & Benefits	Basic	Total	Comp & Benefits	% BC	% BC	Variables	Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>663</b>	<b>663</b>	<b>572</b>	<b>94,297</b>	<b>52</b>	<b>14</b>	<b>3,454</b>	<b>3,520</b>	<b>97,817</b>	<b>30,550</b>	<b>128,367</b>	<b>164,855</b>	<b>171,009</b>	<b>224,418</b>	<b>3.7%</b>	<b>32.4%</b>		
<b>D1. US Direct Hire (USDH)</b>	<b>663</b>	<b>663</b>	<b>572</b>	<b>94,297</b>	<b>52</b>	<b>14</b>	<b>3,454</b>	<b>3,520</b>	<b>97,817</b>	<b>30,550</b>	<b>128,367</b>	<b>164,855</b>	<b>171,009</b>	<b>224,418</b>	<b>3.7%</b>	<b>32.4%</b>		
D1a. Senior Executive Schedule	1	1	1	226			24	24	250	76	326	226,000	250,000	326,000	10.6%	33.6%		
D1b. General Schedule	154	154	151	20,296	27	5	822	854	21,150	6,911	28,061	134,411	140,066	185,834	4.2%	34.1%		
D1c. Special Schedule	508	508	420	73,775	25	9	2,608	2,642	76,417	23,563	99,980	175,655	181,945	238,048	3.6%	31.9%		
D1d. Wage System																		
D1e. Highly Qualified Experts																		
D1f. Other																		
D2. Direct Hire Program Foreign Nationals (DHFN)																		
<b>D3. Total Direct Hire</b>	<b>663</b>	<b>663</b>	<b>572</b>	<b>94,297</b>	<b>52</b>	<b>14</b>	<b>3,454</b>	<b>3,520</b>	<b>97,817</b>	<b>30,550</b>	<b>128,367</b>	<b>164,855</b>	<b>171,009</b>	<b>224,418</b>	<b>3.7%</b>	<b>32.4%</b>		
D4. Indirect Hire Foreign Nationals (IHFN)																		
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>663</b>	<b>663</b>	<b>572</b>	<b>94,297</b>	<b>52</b>	<b>14</b>	<b>3,454</b>	<b>3,520</b>	<b>97,817</b>	<b>30,550</b>	<b>128,367</b>	<b>164,855</b>	<b>171,009</b>	<b>224,418</b>	<b>3.7%</b>	<b>32.4%</b>		
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<b>Reimbursable Funded Personnel (includes OC 13)</b>																		
<b>R1. US Direct Hire (USDH)</b>																		
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<b>Total Funded Personnel (includes OC 13)</b>	<b>663</b>	<b>663</b>	<b>572</b>	<b>94,297</b>	<b>52</b>	<b>14</b>	<b>3,454</b>	<b>3,520</b>	<b>97,817</b>	<b>30,550</b>	<b>128,367</b>	<b>164,855</b>	<b>171,009</b>	<b>224,418</b>	<b>3.7%</b>	<b>32.4%</b>		
<b>T1. US Direct Hire (USDH)</b>	<b>663</b>	<b>663</b>	<b>572</b>	<b>94,297</b>	<b>52</b>	<b>14</b>	<b>3,454</b>	<b>3,520</b>	<b>97,817</b>	<b>30,550</b>	<b>128,367</b>	<b>164,855</b>	<b>171,009</b>	<b>224,418</b>	<b>3.7%</b>	<b>32.4%</b>		
T1a. Senior Executive Schedule	1	1	1	226			24	24	250	76	326	226,000	250,000	326,000	10.6%	33.6%		
T1b. General Schedule	154	154	151	20,296	27	5	822	854	21,150	6,911	28,061	134,411	140,066	185,834	4.2%	34.1%		
T1c. Special Schedule	508	508	420	73,775	25	9	2,608	2,642	76,417	23,563	99,980	175,655	181,945	238,048	3.6%	31.9%		
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<b>T3. Total Direct Hire</b>	<b>663</b>	<b>663</b>	<b>572</b>	<b>94,297</b>	<b>52</b>	<b>14</b>	<b>3,454</b>	<b>3,520</b>	<b>97,817</b>	<b>30,550</b>	<b>128,367</b>	<b>164,855</b>	<b>171,009</b>	<b>224,418</b>	<b>3.7%</b>	<b>32.4%</b>		
T4. Indirect Hire Foreign Nationals (IHFN)																		
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>663</b>	<b>663</b>	<b>572</b>	<b>94,297</b>	<b>52</b>	<b>14</b>	<b>3,454</b>	<b>3,520</b>	<b>97,817</b>	<b>30,550</b>	<b>128,367</b>	<b>164,855</b>	<b>171,009</b>	<b>224,418</b>	<b>3.7%</b>	<b>32.4%</b>		
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**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**Operation and Maintenance, Defense-Wide**

Defense Contract Audit Agency FY 2023 (\$ in Thousands)																
	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	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	i Comp O.C.11	j Benefits O.C.12/13	k Comp & Benefits	l Basic Comp	m Total Comp	n Comp & Benefits	o % BC Variables	p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>3,698</b>	<b>3,756</b>	<b>3,756</b>	<b>374,922</b>	<b>389</b>	<b>3</b>	<b>8,138</b>	<b>8,530</b>	<b>383,452</b>	<b>148,794</b>	<b>532,246</b>	<b>99,819</b>	<b>102,091</b>	<b>141,706</b>	<b>2.3%</b>	<b>39.7%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>3,698</b>	<b>3,756</b>	<b>3,756</b>	<b>374,922</b>	<b>389</b>	<b>3</b>	<b>8,138</b>	<b>8,530</b>	<b>383,452</b>	<b>148,794</b>	<b>532,246</b>	<b>99,819</b>	<b>102,091</b>	<b>141,706</b>	<b>2.3%</b>	<b>39.7%</b>
D1a. Senior Executive Schedule	15	16	16	3,006			275	275	3,281	1,005	4,286	187,875	205,063	267,875	9.1%	33.4%
D1b. General Schedule	3,683	3,740	3,740	371,916	389	3	7,863	8,255	380,171	147,789	527,960	99,443	101,650	141,166	2.2%	39.7%
D1c. Special Schedule																
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	<b>3,698</b>	<b>3,756</b>	<b>3,756</b>	<b>374,922</b>	<b>389</b>	<b>3</b>	<b>8,138</b>	<b>8,530</b>	<b>383,452</b>	<b>148,794</b>	<b>532,246</b>	<b>99,819</b>	<b>102,091</b>	<b>141,706</b>	<b>2.3%</b>	<b>39.7%</b>
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>3,698</b>	<b>3,756</b>	<b>3,756</b>	<b>374,922</b>	<b>389</b>	<b>3</b>	<b>8,138</b>	<b>8,530</b>	<b>383,452</b>	<b>148,794</b>	<b>532,246</b>	<b>99,819</b>	<b>102,091</b>	<b>141,706</b>	<b>2.3%</b>	<b>39.7%</b>
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D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>271</b>	<b>191</b>	<b>191</b>	<b>20,696</b>					<b>20,696</b>	<b>8,049</b>	<b>28,745</b>	<b>108,356</b>	<b>108,356</b>	<b>150,497</b>		<b>38.9%</b>
<b>R1. US Direct Hire (USDH)</b>	<b>271</b>	<b>191</b>	<b>191</b>	<b>20,696</b>					<b>20,696</b>	<b>8,049</b>	<b>28,745</b>	<b>108,356</b>	<b>108,356</b>	<b>150,497</b>		<b>38.9%</b>
R1a. Senior Executive Schedule																
R1b. General Schedule	271	191	191	20,696					20,696	8,049	28,745	108,356	108,356	150,497		38.9%
R1c. Special Schedule																
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R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	<b>271</b>	<b>191</b>	<b>191</b>	<b>20,696</b>					<b>20,696</b>	<b>8,049</b>	<b>28,745</b>	<b>108,356</b>	<b>108,356</b>	<b>150,497</b>		<b>38.9%</b>
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	<b>271</b>	<b>191</b>	<b>191</b>	<b>20,696</b>					<b>20,696</b>	<b>8,049</b>	<b>28,745</b>	<b>108,356</b>	<b>108,356</b>	<b>150,497</b>		<b>38.9%</b>
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R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>3,969</b>	<b>3,947</b>	<b>3,947</b>	<b>395,618</b>	<b>389</b>	<b>3</b>	<b>8,138</b>	<b>8,530</b>	<b>404,148</b>	<b>156,843</b>	<b>560,991</b>	<b>100,233</b>	<b>102,394</b>	<b>142,131</b>	<b>2.2%</b>	<b>39.6%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>3,969</b>	<b>3,947</b>	<b>3,947</b>	<b>395,618</b>	<b>389</b>	<b>3</b>	<b>8,138</b>	<b>8,530</b>	<b>404,148</b>	<b>156,843</b>	<b>560,991</b>	<b>100,233</b>	<b>102,394</b>	<b>142,131</b>	<b>2.2%</b>	<b>39.6%</b>
T1a. Senior Executive Schedule	15	16	16	3,006			275	275	3,281	1,005	4,286	187,875	205,063	267,875	9.1%	33.4%
T1b. General Schedule	3,954	3,931	3,931	392,612	389	3	7,863	8,255	400,867	155,838	556,705	99,876	101,976	141,619	2.1%	39.7%
T1c. Special Schedule																
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	<b>3,969</b>	<b>3,947</b>	<b>3,947</b>	<b>395,618</b>	<b>389</b>	<b>3</b>	<b>8,138</b>	<b>8,530</b>	<b>404,148</b>	<b>156,843</b>	<b>560,991</b>	<b>100,233</b>	<b>102,394</b>	<b>142,131</b>	<b>2.2%</b>	<b>39.6%</b>
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>3,969</b>	<b>3,947</b>	<b>3,947</b>	<b>395,618</b>	<b>389</b>	<b>3</b>	<b>8,138</b>	<b>8,530</b>	<b>404,148</b>	<b>156,843</b>	<b>560,991</b>	<b>100,233</b>	<b>102,394</b>	<b>142,131</b>	<b>2.2%</b>	<b>39.6%</b>
<b>T5. Other Object Class 13 Benefits</b>																
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**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**Operation and Maintenance, Defense-Wide**

Defense Contract Audit Agency FY 2024 (\$ in Thousands)																	
	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	Rates	h/d	j/d	
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp &	Basic	Total	Comp &	% BC	% BC	
	Strength	Strength		Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13	Benefits	Comp	Comp	Benefits	Variables	Benefits	
<b>Direct Funded Personnel (includes OC 13)</b>	<b>3,767</b>	<b>3,773</b>	<b>3,735</b>	<b>391,396</b>	<b>741</b>	<b>72</b>	<b>11,394</b>	<b>12,207</b>	<b>403,603</b>	<b>159,607</b>	<b>563,210</b>	<b>104,791</b>	<b>108,060</b>	<b>150,793</b>	<b>3.1%</b>	<b>40.8%</b>	
<b>D1. US Direct Hire (USDH)</b>	<b>3,767</b>	<b>3,773</b>	<b>3,735</b>	<b>391,396</b>	<b>741</b>	<b>72</b>	<b>11,394</b>	<b>12,207</b>	<b>403,603</b>	<b>159,607</b>	<b>563,210</b>	<b>104,791</b>	<b>108,060</b>	<b>150,793</b>	<b>3.1%</b>	<b>40.8%</b>	
D1a. Senior Executive Schedule	17	17	17	3,324			299	299	3,623	1,301	4,924	195,529	213,118	289,647	9.0%	39.1%	
D1b. General Schedule	3,750	3,756	3,718	388,072	741	72	11,095	11,908	399,980	158,306	558,286	104,377	107,579	150,158	3.1%	40.8%	
D1c. Special Schedule																	
D1d. Wage System																	
D1e. Highly Qualified Experts																	
D1f. Other																	
D2. Direct Hire Program Foreign Nationals (DHFN)																	
<b>D3. Total Direct Hire</b>	<b>3,767</b>	<b>3,773</b>	<b>3,735</b>	<b>391,396</b>	<b>741</b>	<b>72</b>	<b>11,394</b>	<b>12,207</b>	<b>403,603</b>	<b>159,607</b>	<b>563,210</b>	<b>104,791</b>	<b>108,060</b>	<b>150,793</b>	<b>3.1%</b>	<b>40.8%</b>	
D4. Indirect Hire Foreign Nationals (IHFN)																	
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>3,767</b>	<b>3,773</b>	<b>3,735</b>	<b>391,396</b>	<b>741</b>	<b>72</b>	<b>11,394</b>	<b>12,207</b>	<b>403,603</b>	<b>159,607</b>	<b>563,210</b>	<b>104,791</b>	<b>108,060</b>	<b>150,793</b>	<b>3.1%</b>	<b>40.8%</b>	
<b>D5. Other Object Class 13 Benefits</b>																	
D5a. USDH - Benefits for Former Employees																	
D5b. DHFN - Benefits for Former Employees																	
D5c. Voluntary Separation Incentive Pay (VSIP)																	
D5d. Foreign National Separation Liability Accrual																	
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>206</b>	<b>205</b>	<b>205</b>	<b>21,040</b>					<b>21,040</b>	<b>8,232</b>	<b>29,272</b>	<b>102,634</b>	<b>102,634</b>	<b>142,790</b>		<b>39.1%</b>	
<b>R1. US Direct Hire (USDH)</b>	<b>206</b>	<b>205</b>	<b>205</b>	<b>21,040</b>					<b>21,040</b>	<b>8,232</b>	<b>29,272</b>	<b>102,634</b>	<b>102,634</b>	<b>142,790</b>		<b>39.1%</b>	
R1a. Senior Executive Schedule																	
R1b. General Schedule	206	205	205	21,040					21,040	8,232	29,272	102,634	102,634	142,790		39.1%	
R1c. Special Schedule																	
R1d. Wage System																	
R1e. Highly Qualified Experts																	
R1f. Other																	
R2. Direct Hire Program Foreign Nationals (DHFN)																	
<b>R3. Total Direct Hire</b>	<b>206</b>	<b>205</b>	<b>205</b>	<b>21,040</b>					<b>21,040</b>	<b>8,232</b>	<b>29,272</b>	<b>102,634</b>	<b>102,634</b>	<b>142,790</b>		<b>39.1%</b>	
R4. Indirect Hire Foreign Nationals (IHFN)																	
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	<b>206</b>	<b>205</b>	<b>205</b>	<b>21,040</b>					<b>21,040</b>	<b>8,232</b>	<b>29,272</b>	<b>102,634</b>	<b>102,634</b>	<b>142,790</b>		<b>39.1%</b>	
<b>R5. Other Object Class 13 Benefits</b>																	
R5a. USDH - Benefits for Former Employees																	
R5b. DHFN - Benefits for Former Employees																	
R5c. Voluntary Separation Incentive Pay (VSIP)																	
R5d. Foreign National Separation Liability Accrual																	
<b>Total Funded Personnel (includes OC 13)</b>	<b>3,973</b>	<b>3,978</b>	<b>3,940</b>	<b>412,436</b>	<b>741</b>	<b>72</b>	<b>11,394</b>	<b>12,207</b>	<b>424,643</b>	<b>167,839</b>	<b>592,482</b>	<b>104,679</b>	<b>107,777</b>	<b>150,376</b>	<b>3.0%</b>	<b>40.7%</b>	
<b>T1. US Direct Hire (USDH)</b>	<b>3,973</b>	<b>3,978</b>	<b>3,940</b>	<b>412,436</b>	<b>741</b>	<b>72</b>	<b>11,394</b>	<b>12,207</b>	<b>424,643</b>	<b>167,839</b>	<b>592,482</b>	<b>104,679</b>	<b>107,777</b>	<b>150,376</b>	<b>3.0%</b>	<b>40.7%</b>	
T1a. Senior Executive Schedule	17	17	17	3,324			299	299	3,623	1,301	4,924	195,529	213,118	289,647	9.0%	39.1%	
T1b. General Schedule	3,956	3,961	3,923	409,112	741	72	11,095	11,908	421,020	166,538	587,558	104,285	107,321	149,773	2.9%	40.7%	
T1c. Special Schedule																	
T1d. Wage System																	
T1e. Highly Qualified Experts																	
T1f. Other																	
T2. Direct Hire Program Foreign Nationals (DHFN)																	
<b>T3. Total Direct Hire</b>	<b>3,973</b>	<b>3,978</b>	<b>3,940</b>	<b>412,436</b>	<b>741</b>	<b>72</b>	<b>11,394</b>	<b>12,207</b>	<b>424,643</b>	<b>167,839</b>	<b>592,482</b>	<b>104,679</b>	<b>107,777</b>	<b>150,376</b>	<b>3.0%</b>	<b>40.7%</b>	
T4. Indirect Hire Foreign Nationals (IHFN)																	
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>3,973</b>	<b>3,978</b>	<b>3,940</b>	<b>412,436</b>	<b>741</b>	<b>72</b>	<b>11,394</b>	<b>12,207</b>	<b>424,643</b>	<b>167,839</b>	<b>592,482</b>	<b>104,679</b>	<b>107,777</b>	<b>150,376</b>	<b>3.0%</b>	<b>40.7%</b>	
<b>T5. Other Object Class 13 Benefits</b>																	
T5a. USDH - Benefits for Former Employees																	
T5b. DHFN - Benefits for Former Employees																	
T5c. Voluntary Separation Incentive Pay (VSIP)																	
T5d. Foreign National Separation Liability Accrual																	

**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
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**Operation and Maintenance, Defense-Wide**

Defense Contract Audit Agency FY 2025 (\$ in Thousands)																
	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	Rates	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	h	i	j	k	l	m	k/c	o	p
	Strength	Strength		Comp	Pay	Pay	O.C.11	Total	Comp	Benefits	Comp & Benefits	Basic	Total	Comp & Benefits	% BC	% BC
								Variables	O.C.11	O.C.12/13	Benefits	Comp	Comp	Benefits	Variables	Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	3,773	3,761	3,693	393,288	672	76	11,840	12,588	405,876	158,671	564,547	106,496	109,904	152,869	3.2%	40.3%
<b>D1. US Direct Hire (USDH)</b>	3,773	3,761	3,693	393,288	672	76	11,840	12,588	405,876	158,671	564,547	106,496	109,904	152,869	3.2%	40.3%
D1a. Senior Executive Schedule	17	17	39	3,392			305	305	3,697	1,327	5,024	86,974	94,795	128,821	9.0%	39.1%
D1b. General Schedule	3,756	3,744	3,654	389,896	672	76	11,535	12,283	402,179	157,344	559,523	106,704	110,065	153,126	3.2%	40.4%
D1c. Special Schedule																
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	3,773	3,761	3,693	393,288	672	76	11,840	12,588	405,876	158,671	564,547	106,496	109,904	152,869	3.2%	40.3%
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	3,773	3,761	3,693	393,288	672	76	11,840	12,588	405,876	158,671	564,547	106,496	109,904	152,869	3.2%	40.3%
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	205	204	204	23,564					23,564	8,436	32,000	115,510	115,510	156,863		35.8%
<b>R1. US Direct Hire (USDH)</b>	205	204	204	23,564					23,564	8,436	32,000	115,510	115,510	156,863		35.8%
R1a. Senior Executive Schedule																
R1b. General Schedule	205	204	204	23,564					23,564	8,436	32,000	115,510	115,510	156,863		35.8%
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	205	204	204	23,564					23,564	8,436	32,000	115,510	115,510	156,863		35.8%
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	205	204	204	23,564					23,564	8,436	32,000	115,510	115,510	156,863		35.8%
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	3,978	3,965	3,897	416,852	672	76	11,840	12,588	429,440	167,107	596,547	106,967	110,198	153,079	3.0%	40.1%
<b>T1. US Direct Hire (USDH)</b>	3,978	3,965	3,897	416,852	672	76	11,840	12,588	429,440	167,107	596,547	106,967	110,198	153,079	3.0%	40.1%
T1a. Senior Executive Schedule	17	17	39	3,392			305	305	3,697	1,327	5,024	86,974	94,795	128,821	9.0%	39.1%
T1b. General Schedule	3,961	3,948	3,858	413,460	672	76	11,535	12,283	425,743	165,780	591,523	107,170	110,353	153,324	3.0%	40.1%
T1c. Special Schedule																
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	3,978	3,965	3,897	416,852	672	76	11,840	12,588	429,440	167,107	596,547	106,967	110,198	153,079	3.0%	40.1%
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	3,978	3,965	3,897	416,852	672	76	11,840	12,588	429,440	167,107	596,547	106,967	110,198	153,079	3.0%	40.1%
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

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Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**Operation and Maintenance, Defense-Wide**

Defense Contract Management Agency FY 2023 (\$ in Thousands)																	
	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	k/c	h/d	j/d	
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	h	i	j	k	l	m	n	o	p	
	Strength	Strength		Comp	Pay	Pay	O.C.11	Total	Comp	O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC	
<b>Direct Funded Personnel (includes OC 13)</b>	10,288	8,694	8,615	900,383	6,552	438	24,461	31,451	931,834	365,891	1,297,725	104,513	108,164	150,636	3.5%	40.6%	
<b>D1. US Direct Hire (USDH)</b>	10,234	8,642	8,563	897,753	6,552	438	24,461	31,451	929,204	365,756	1,294,960	104,841	108,514	151,227	3.5%	40.7%	
D1a. Senior Executive Schedule	7	12	11	1,655		81	390	471	2,126	674	2,800	150,455	193,273	254,545	28.5%	40.7%	
D1b. General Schedule	10,227	8,630	8,552	896,098	6,552	357	24,071	30,980	927,078	365,082	1,292,160	104,782	108,405	151,094	3.5%	40.7%	
D1c. Special Schedule																	
D1d. Wage System	0	0	0	0			0	0	0	0	0						
D1e. Highly Qualified Experts																	
D1f. Other																	
D2. Direct Hire Program Foreign Nationals (DHFN)	52	50	50	2,421			0	0	2,421	135	2,556	48,420	48,420	51,120		5.6%	
<b>D3. Total Direct Hire</b>	10,286	8,692	8,613	900,174	6,552	438	24,461	31,451	931,625	365,891	1,297,516	104,513	108,165	150,646	3.5%	40.6%	
D4. Indirect Hire Foreign Nationals (IHFN)	2	2	2	209					209		209	104,500	104,500	104,500			
<b>Subtotal - Direct Funded (excludes OC 13)</b>	10,288	8,694	8,615	900,383	6,552	438	24,461	31,451	931,834	365,891	1,297,725	104,513	108,164	150,636	3.5%	40.6%	
<b>D5. Other Object Class 13 Benefits</b>																	
D5a. USDH - Benefits for Former Employees																	
D5b. DHFN - Benefits for Former Employees																	
D5c. Voluntary Separation Incentive Pay (VSIP)																	
D5d. Foreign National Separation Liability Accrual																	
<b>Reimbursable Funded Personnel (includes OC 13)</b>	1,588	1,520	1,520	13,208	11	3	285	299	13,507	4,383	17,890	8,689	8,886	11,770	2.3%	33.2%	
<b>R1. US Direct Hire (USDH)</b>	1,588	1,520	1,520	13,208	11	3	285	299	13,507	4,383	17,890	8,689	8,886	11,770	2.3%	33.2%	
R1a. Senior Executive Schedule																	
R1b. General Schedule	1,588	1,520	1,520	13,208	11	3	285	299	13,507	4,383	17,890	8,689	8,886	11,770	2.3%	33.2%	
R1c. Special Schedule																	
R1d. Wage System																	
R1e. Highly Qualified Experts																	
R1f. Other																	
R2. Direct Hire Program Foreign Nationals (DHFN)																	
<b>R3. Total Direct Hire</b>	1,588	1,520	1,520	13,208	11	3	285	299	13,507	4,383	17,890	8,689	8,886	11,770	2.3%	33.2%	
R4. Indirect Hire Foreign Nationals (IHFN)																	
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	1,588	1,520	1,520	13,208	11	3	285	299	13,507	4,383	17,890	8,689	8,886	11,770	2.3%	33.2%	
<b>R5. Other Object Class 13 Benefits</b>																	
R5a. USDH - Benefits for Former Employees																	
R5b. DHFN - Benefits for Former Employees																	
R5c. Voluntary Separation Incentive Pay (VSIP)																	
R5d. Foreign National Separation Liability Accrual																	
<b>Total Funded Personnel (includes OC 13)</b>	11,876	10,214	10,135	913,591	6,563	441	24,746	31,750	945,341	370,274	1,315,615	90,142	93,275	129,809	3.5%	40.5%	
<b>T1. US Direct Hire (USDH)</b>	11,822	10,162	10,083	910,961	6,563	441	24,746	31,750	942,711	370,139	1,312,850	90,346	93,495	130,204	3.5%	40.6%	
T1a. Senior Executive Schedule	7	12	11	1,655		81	390	471	2,126	674	2,800	150,455	193,273	254,545	28.5%	40.7%	
T1b. General Schedule	11,815	10,150	10,072	909,306	6,563	360	24,356	31,279	940,585	369,465	1,310,050	90,281	93,386	130,069	3.4%	40.6%	
T1c. Special Schedule																	
T1d. Wage System	0	0	0	0			0	0	0	0	0						
T1e. Highly Qualified Experts																	
T1f. Other																	
T2. Direct Hire Program Foreign Nationals (DHFN)	52	50	50	2,421			0	0	2,421	135	2,556	48,420	48,420	51,120		5.6%	
<b>T3. Total Direct Hire</b>	11,874	10,212	10,133	913,382	6,563	441	24,746	31,750	945,132	370,274	1,315,406	90,139	93,273	129,814	3.5%	40.5%	
T4. Indirect Hire Foreign Nationals (IHFN)	2	2	2	209					209		209	104,500	104,500	104,500			
<b>Subtotal - Total Funded (excludes OC 13)</b>	11,876	10,214	10,135	913,591	6,563	441	24,746	31,750	945,341	370,274	1,315,615	90,142	93,275	129,809	3.5%	40.5%	
<b>T5. Other Object Class 13 Benefits</b>																	
T5a. USDH - Benefits for Former Employees																	
T5b. DHFN - Benefits for Former Employees																	
T5c. Voluntary Separation Incentive Pay (VSIP)																	
T5d. Foreign National Separation Liability Accrual																	





**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**Operation and Maintenance, Defense-Wide**

**Defense Counterintelligence Security Agency  
FY 2023  
(\$ in Thousands)**

	<b>a</b>	<b>b</b>	<b>c</b>	<b>d</b>	<b>e</b>	<b>f</b>	<b>g</b>	<b>e + f + g</b>	<b>d + h</b>	<b>i</b>	<b>i + j</b>	<b>d/c</b>	<b>i/c</b>	<b>Rates</b>	<b>h/d</b>	<b>j/d</b>
	<b>Begin</b>	<b>End</b>	<b>FTEs</b>	<b>Basic</b>	<b>Overtime</b>	<b>Holiday</b>	<b>Other</b>	<b>h</b>	<b>i</b>	<b>j</b>	<b>k</b>	<b>l</b>	<b>m</b>	<b>k/c</b>	<b>o</b>	<b>p</b>
	<b>Strength</b>	<b>Strength</b>		<b>Comp</b>	<b>Pay</b>	<b>Pay</b>	<b>O.C.11</b>	<b>Total</b>	<b>Comp</b>	<b>O.C.12/13</b>	<b>Comp &amp; Benefits</b>	<b>Basic Comp</b>	<b>Total Comp</b>	<b>Comp &amp; Benefits</b>	<b>% BC</b>	<b>% BC</b>
<b>Direct Funded Personnel (includes OC 13)</b>	1,413	1,840	1,836	237,355	549	6	6,789	7,344	244,699	64,881	309,580	129,278	133,278	168,617	3.1%	27.3%
<b>D1. US Direct Hire (USDH)</b>	1,413	1,840	1,836	237,355	549	6	6,789	7,344	244,699	64,881	309,580	129,278	133,278	168,617	3.1%	27.3%
D1a. Senior Executive Schedule	10	10	10	1,625			368	368	1,993	490	2,483	162,500	199,300	248,300	22.6%	30.2%
D1b. General Schedule	1,394	1,819	1,815	233,942	549	6	6,053	6,608	240,550	63,249	303,799	128,894	132,534	167,382	2.8%	27.0%
D1c. Special Schedule	9	11	11	1,788			368	368	2,156	542	2,698	162,545	196,000	245,273	20.6%	30.3%
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other										600	600					
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	1,413	1,840	1,836	237,355	549	6	6,789	7,344	244,699	64,881	309,580	129,278	133,278	168,617	3.1%	27.3%
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	1,413	1,840	1,836	237,355	549	6	6,789	7,344	244,699	64,881	309,580	129,278	133,278	168,617	3.1%	27.3%
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
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R1b. General Schedule																
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<b>T1. US Direct Hire (USDH)</b>	1,413	1,840	1,836	237,355	549	6	6,789	7,344	244,699	64,881	309,580	129,278	133,278	168,617	3.1%	27.3%
T1a. Senior Executive Schedule	10	10	10	1,625			368	368	1,993	490	2,483	162,500	199,300	248,300	22.6%	30.2%
T1b. General Schedule	1,394	1,819	1,815	233,942	549	6	6,053	6,608	240,550	63,249	303,799	128,894	132,534	167,382	2.8%	27.0%
T1c. Special Schedule	9	11	11	1,788			368	368	2,156	542	2,698	162,545	196,000	245,273	20.6%	30.3%
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other										600	600					
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	1,413	1,840	1,836	237,355	549	6	6,789	7,344	244,699	64,881	309,580	129,278	133,278	168,617	3.1%	27.3%
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	1,413	1,840	1,836	237,355	549	6	6,789	7,344	244,699	64,881	309,580	129,278	133,278	168,617	3.1%	27.3%
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**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**Operation and Maintenance, Defense-Wide**

**Defense Counterintelligence Security Agency  
FY 2024  
(\$ in Thousands)**

	<b>a</b>	<b>b</b>	<b>c</b>	<b>d</b>	<b>e</b>	<b>f</b>	<b>g</b>	<b>e + f + g</b>	<b>d + h</b>	<b>i</b>	<b>i + j</b>	<b>d/c</b>	<b>i/c</b>	<b>Rates</b>	<b>h/d</b>	<b>j/d</b>
	<b>Begin</b>	<b>End</b>	<b>FTEs</b>	<b>Basic Comp</b>	<b>Overtime Pay</b>	<b>Holiday Pay</b>	<b>Other O.C.11</b>	<b>h Total Variables</b>	<b>i Comp O.C.11</b>	<b>i Benefits O.C.12/13</b>	<b>k Comp &amp; Benefits</b>	<b>l Basic Comp</b>	<b>m Total Comp</b>	<b>n Comp &amp; Benefits</b>	<b>o % BC Variables</b>	<b>p % BC Benefits</b>
<b>Direct Funded Personnel (includes OC 13)</b>	<b>2,174</b>	<b>2,121</b>	<b>2,022</b>	<b>268,410</b>	<b>678</b>	<b>6</b>	<b>6,852</b>	<b>7,536</b>	<b>275,946</b>	<b>67,571</b>	<b>343,517</b>	<b>132,745</b>	<b>136,472</b>	<b>169,890</b>	<b>2.8%</b>	<b>25.2%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>2,174</b>	<b>2,121</b>	<b>2,022</b>	<b>268,410</b>	<b>678</b>	<b>6</b>	<b>6,852</b>	<b>7,536</b>	<b>275,946</b>	<b>67,571</b>	<b>343,517</b>	<b>132,745</b>	<b>136,472</b>	<b>169,890</b>	<b>2.8%</b>	<b>25.2%</b>
D1a. Senior Executive Schedule	10	10	10	661			374	374	1,035	192	1,227	66,100	103,500	122,700	56.6%	29.0%
D1b. General Schedule	2,153	2,100	2,001	266,268	678	6	6,093	6,777	273,045	66,925	339,970	133,067	136,454	169,900	2.5%	25.1%
D1c. Special Schedule	11	11	11	1,481			385	385	1,866	454	2,320	134,636	169,636	210,909	26.0%	30.7%
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	<b>2,174</b>	<b>2,121</b>	<b>2,022</b>	<b>268,410</b>	<b>678</b>	<b>6</b>	<b>6,852</b>	<b>7,536</b>	<b>275,946</b>	<b>67,571</b>	<b>343,517</b>	<b>132,745</b>	<b>136,472</b>	<b>169,890</b>	<b>2.8%</b>	<b>25.2%</b>
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>2,174</b>	<b>2,121</b>	<b>2,022</b>	<b>268,410</b>	<b>678</b>	<b>6</b>	<b>6,852</b>	<b>7,536</b>	<b>275,946</b>	<b>67,571</b>	<b>343,517</b>	<b>132,745</b>	<b>136,472</b>	<b>169,890</b>	<b>2.8%</b>	<b>25.2%</b>
<b>D5. Other Object Class 13 Benefits</b>																
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<b>T1. US Direct Hire (USDH)</b>	<b>2,174</b>	<b>2,121</b>	<b>2,022</b>	<b>268,410</b>	<b>678</b>	<b>6</b>	<b>6,852</b>	<b>7,536</b>	<b>275,946</b>	<b>67,571</b>	<b>343,517</b>	<b>132,745</b>	<b>136,472</b>	<b>169,890</b>	<b>2.8%</b>	<b>25.2%</b>
T1a. Senior Executive Schedule	10	10	10	661			374	374	1,035	192	1,227	66,100	103,500	122,700	56.6%	29.0%
T1b. General Schedule	2,153	2,100	2,001	266,268	678	6	6,093	6,777	273,045	66,925	339,970	133,067	136,454	169,900	2.5%	25.1%
T1c. Special Schedule	11	11	11	1,481			385	385	1,866	454	2,320	134,636	169,636	210,909	26.0%	30.7%
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<b>T3. Total Direct Hire</b>	<b>2,174</b>	<b>2,121</b>	<b>2,022</b>	<b>268,410</b>	<b>678</b>	<b>6</b>	<b>6,852</b>	<b>7,536</b>	<b>275,946</b>	<b>67,571</b>	<b>343,517</b>	<b>132,745</b>	<b>136,472</b>	<b>169,890</b>	<b>2.8%</b>	<b>25.2%</b>
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**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**Operation and Maintenance, Defense-Wide**

**Defense Counterintelligence Security Agency  
FY 2025  
(\$ in Thousands)**

	<b>a</b>	<b>b</b>	<b>c</b>	<b>d</b>	<b>e</b>	<b>f</b>	<b>g</b>	<b>e + f + g</b>	<b>d + h</b>	<b>i</b>	<b>i + j</b>	<b>d/c</b>	<b>i/c</b>	<b>Rates</b>	<b>h/d</b>	<b>j/d</b>
	<b>Begin</b>	<b>End</b>	<b>FTEs</b>	<b>Basic</b>	<b>Overtime</b>	<b>Holiday</b>	<b>Other</b>	<b>h</b>	<b>i</b>	<b>j</b>	<b>k</b>	<b>l</b>	<b>m</b>	<b>n</b>	<b>o</b>	<b>p</b>
	<b>Strength</b>	<b>Strength</b>		<b>Comp</b>	<b>Pay</b>	<b>Pay</b>	<b>O.C.11</b>	<b>Total</b>	<b>Comp</b>	<b>O.C.12/13</b>	<b>Comp &amp; Benefits</b>	<b>Basic Comp</b>	<b>Total Comp</b>	<b>Comp &amp; Benefits</b>	<b>% BC</b>	<b>% BC</b>
<b>Direct Funded Personnel (includes OC 13)</b>	<b>2,121</b>	<b>1,425</b>	<b>1,367</b>	<b>149,339</b>	<b>678</b>	<b>6</b>	<b>5,348</b>	<b>6,032</b>	<b>155,371</b>	<b>79,327</b>	<b>234,698</b>	<b>109,246</b>	<b>113,658</b>	<b>171,688</b>	<b>4.0%</b>	<b>53.1%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>2,121</b>	<b>1,425</b>	<b>1,367</b>	<b>149,339</b>	<b>678</b>	<b>6</b>	<b>5,348</b>	<b>6,032</b>	<b>155,371</b>	<b>79,327</b>	<b>234,698</b>	<b>109,246</b>	<b>113,658</b>	<b>171,688</b>	<b>4.0%</b>	<b>53.1%</b>
D1a. Senior Executive Schedule	10	11	11	1,998			374	374	2,372	602	2,974	181,636	215,636	270,364	18.7%	30.1%
D1b. General Schedule	2,100	1,401	1,343	145,170	678	6	4,589	5,273	150,443	77,458	227,901	108,094	112,020	169,695	3.6%	53.4%
D1c. Special Schedule	11	13	13	2,171			385	385	2,556	667	3,223	167,000	196,615	247,923	17.7%	30.7%
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other										600	600					
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	<b>2,121</b>	<b>1,425</b>	<b>1,367</b>	<b>149,339</b>	<b>678</b>	<b>6</b>	<b>5,348</b>	<b>6,032</b>	<b>155,371</b>	<b>79,327</b>	<b>234,698</b>	<b>109,246</b>	<b>113,658</b>	<b>171,688</b>	<b>4.0%</b>	<b>53.1%</b>
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<b>T1. US Direct Hire (USDH)</b>	<b>2,121</b>	<b>1,425</b>	<b>1,367</b>	<b>149,339</b>	<b>678</b>	<b>6</b>	<b>5,348</b>	<b>6,032</b>	<b>155,371</b>	<b>79,327</b>	<b>234,698</b>	<b>109,246</b>	<b>113,658</b>	<b>171,688</b>	<b>4.0%</b>	<b>53.1%</b>
T1a. Senior Executive Schedule	10	11	11	1,998			374	374	2,372	602	2,974	181,636	215,636	270,364	18.7%	30.1%
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T1c. Special Schedule	11	13	13	2,171			385	385	2,556	667	3,223	167,000	196,615	247,923	17.7%	30.7%
T1d. Wage System																
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**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide

Defense Logistics Agency FY 2023 (\$ in Thousands)																
	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	Rates	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp &	Basic	Total	k/c	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits	Comp	Comp	n	o	p
														Comp & Benefits	Variables	Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	133	133	133	18,682	77	57	4,700	4,834	23,516	11,144	34,660	140,466	176,812	260,602	25.9%	59.7%
<b>D1. US Direct Hire (USDH)</b>	133	133	133	18,682	77	57	676	810	19,492	7,052	26,544	140,466	146,556	199,579	4.3%	37.7%
D1a. Senior Executive Schedule																
D1b. General Schedule	133	133	133	18,682	77	57	676	810	19,492	7,052	26,544	140,466	146,556	199,579	4.3%	37.7%
D1c. Special Schedule																
D1d. Wage System																
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D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	133	133	133	18,682	77	57	676	810	19,492	7,052	26,544	140,466	146,556	199,579	4.3%	37.7%
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	133	133	133	18,682	77	57	676	810	19,492	7,052	26,544	140,466	146,556	199,579	4.3%	37.7%
<b>D5. Other Object Class 13 Benefits</b>							4,024	4,024	4,024	4,092	8,116					
D5a. USDH - Benefits for Former Employees							4,024	4,024	4,024	4,024	8,048					
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)										68	68					
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	69	69	69	10,372	118	11	269	398	10,770	3,654	14,424	150,319	156,087	209,043	3.8%	35.2%
<b>R1. US Direct Hire (USDH)</b>	69	69	69	10,372	118	11	269	398	10,770	3,562	14,332	150,319	156,087	207,710	3.8%	34.3%
R1a. Senior Executive Schedule																
R1b. General Schedule	69	69	69	10,372	118	11	269	398	10,770	3,562	14,332	150,319	156,087	207,710	3.8%	34.3%
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<b>R3. Total Direct Hire</b>	69	69	69	10,372	118	11	269	398	10,770	3,562	14,332	150,319	156,087	207,710	3.8%	34.3%
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	69	69	69	10,372	118	11	269	398	10,770	3,562	14,332	150,319	156,087	207,710	3.8%	34.3%
<b>R5. Other Object Class 13 Benefits</b>										92	92					
R5a. USDH - Benefits for Former Employees																
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R5c. Voluntary Separation Incentive Pay (VSIP)										92	92					
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	202	202	202	29,054	195	68	4,969	5,232	34,286	14,798	49,084	143,832	169,733	242,990	18.0%	50.9%
<b>T1. US Direct Hire (USDH)</b>	202	202	202	29,054	195	68	945	1,208	30,262	10,614	40,876	143,832	149,812	202,356	4.2%	36.5%
T1a. Senior Executive Schedule																
T1b. General Schedule	202	202	202	29,054	195	68	945	1,208	30,262	10,614	40,876	143,832	149,812	202,356	4.2%	36.5%
T1c. Special Schedule																
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	202	202	202	29,054	195	68	945	1,208	30,262	10,614	40,876	143,832	149,812	202,356	4.2%	36.5%
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	202	202	202	29,054	195	68	945	1,208	30,262	10,614	40,876	143,832	149,812	202,356	4.2%	36.5%
<b>T5. Other Object Class 13 Benefits</b>							4,024	4,024	4,024	4,184	8,208					
T5a. USDH - Benefits for Former Employees							4,024	4,024	4,024	4,024	8,048					
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)										160	160					
T5d. Foreign National Separation Liability Accrual																





**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**Operation and Maintenance, Defense-Wide**

Defense Logistics Agency FY 2025 (\$ in Thousands)																
	<b>a</b>	<b>b</b>	<b>c</b>	<b>d</b>	<b>e</b>	<b>f</b>	<b>g</b>	<b>h</b>	<b>i</b>	<b>j</b>	<b>k</b>	<b>l</b>	<b>m</b>	<b>n</b>	<b>o</b>	<b>p</b>
	<b>Begin</b>	<b>End</b>	<b>FTEs</b>	<b>Basic</b>	<b>Overtime</b>	<b>Holiday</b>	<b>Other</b>	<b>Total</b>	<b>Comp</b>	<b>Benefits</b>	<b>Comp &amp;</b>	<b>Basic</b>	<b>Total</b>	<b>Comp &amp;</b>	<b>% BC</b>	<b>% BC</b>
	<b>Strength</b>	<b>Strength</b>		<b>Comp</b>	<b>Pay</b>	<b>Pay</b>	<b>O.C.11</b>	<b>Variables</b>	<b>O.C.11</b>	<b>O.C.12/13</b>	<b>Benefits</b>	<b>Comp</b>	<b>Comp</b>	<b>Benefits</b>	<b>Variables</b>	<b>Benefits</b>
<b>Direct Funded Personnel (includes OC 13)</b>	148	148	148	22,627	917		288	1,205	23,832	10,793	34,625	152,885	161,027	233,953	5.3%	47.7%
<b>D1. US Direct Hire (USDH)</b>	148	148	148	22,627	917		288	1,205	23,832	6,962	30,794	152,885	161,027	208,068	5.3%	30.8%
D1a. Senior Executive Schedule																
D1b. General Schedule	148	148	148	22,627	917		288	1,205	23,832	6,962	30,794	152,885	161,027	208,068	5.3%	30.8%
D1c. Special Schedule																
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	148	148	148	22,627	917		288	1,205	23,832	6,962	30,794	152,885	161,027	208,068	5.3%	30.8%
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	148	148	148	22,627	917		288	1,205	23,832	6,962	30,794	152,885	161,027	208,068	5.3%	30.8%
<b>D5. Other Object Class 13 Benefits</b>				0	0		0	0	0	3,831	3,831					
D5a. USDH - Benefits for Former Employees				0	0		0	0	0	3,831	3,831					
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	99	99	99	16,335	442		205	647	16,982	4,547	21,529	165,000	171,535	217,465	4.0%	27.8%
<b>R1. US Direct Hire (USDH)</b>	99	99	99	16,335	442		205	647	16,982	4,547	21,529	165,000	171,535	217,465	4.0%	27.8%
R1a. Senior Executive Schedule																
R1b. General Schedule	99	99	99	16,335	442		205	647	16,982	4,547	21,529	165,000	171,535	217,465	4.0%	27.8%
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	99	99	99	16,335	442		205	647	16,982	4,547	21,529	165,000	171,535	217,465	4.0%	27.8%
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	99	99	99	16,335	442		205	647	16,982	4,547	21,529	165,000	171,535	217,465	4.0%	27.8%
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	247	247	247	38,962	1,359		493	1,852	40,814	15,340	56,154	157,741	165,239	227,344	4.8%	39.4%
<b>T1. US Direct Hire (USDH)</b>	247	247	247	38,962	1,359		493	1,852	40,814	11,509	52,323	157,741	165,239	211,834	4.8%	29.5%
T1a. Senior Executive Schedule																
T1b. General Schedule	247	247	247	38,962	1,359		493	1,852	40,814	11,509	52,323	157,741	165,239	211,834	4.8%	29.5%
T1c. Special Schedule																
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	247	247	247	38,962	1,359		493	1,852	40,814	11,509	52,323	157,741	165,239	211,834	4.8%	29.5%
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	247	247	247	38,962	1,359		493	1,852	40,814	11,509	52,323	157,741	165,239	211,834	4.8%	29.5%
<b>T5. Other Object Class 13 Benefits</b>				0	0		0	0	0	3,831	3,831					
T5a. USDH - Benefits for Former Employees				0	0		0	0	0	3,831	3,831					
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																



**Department of Defense**  
**Fiscal Year (FY) 2025 Budget Estimates**  
**Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide

Defense Legal Services Agency  
FY 2024  
(\$ in Thousands)

	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	320	320	320	54,605	136		1,352	1,488	56,093	54,535	110,628	170,641	175,291	345,713	2.7%	99.9%
<b>D1. US Direct Hire (USDH)</b>	320	320	320	54,605	136		1,352	1,488	56,093	54,535	110,628	170,641	175,291	345,713	2.7%	99.9%
D1a. Senior Executive Schedule	5	5	5	1,006			25	25	1,031	316	1,347	201,200	206,200	269,400	2.5%	31.4%
D1b. General Schedule	309	309	309	52,422	134		1,299	1,433	53,855	53,855	107,710	169,650	174,288	348,576	2.7%	102.7%
D1c. Special Schedule	5	5	5	979	2		23	25	1,004	302	1,306	195,800	200,800	261,200	2.6%	30.8%
D1d. Wage System																
D1e. Highly Qualified Experts	1	1	1	198			5	5	203	62	265	198,000	203,000	265,000	2.5%	31.3%
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	320	320	320	54,605	136		1,352	1,488	56,093	54,535	110,628	170,641	175,291	345,713	2.7%	99.9%
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	320	320	320	54,605	136		1,352	1,488	56,093	54,535	110,628	170,641	175,291	345,713	2.7%	99.9%
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>																
<b>R1. US Direct Hire (USDH)</b>																
R1a. Senior Executive Schedule																
R1b. General Schedule																
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>																
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>																
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	320	320	320	54,605	136		1,352	1,488	56,093	54,535	110,628	170,641	175,291	345,713	2.7%	99.9%
<b>T1. US Direct Hire (USDH)</b>	320	320	320	54,605	136		1,352	1,488	56,093	54,535	110,628	170,641	175,291	345,713	2.7%	99.9%
T1a. Senior Executive Schedule	5	5	5	1,006			25	25	1,031	316	1,347	201,200	206,200	269,400	2.5%	31.4%
T1b. General Schedule	309	309	309	52,422	134		1,299	1,433	53,855	53,855	107,710	169,650	174,288	348,576	2.7%	102.7%
T1c. Special Schedule	5	5	5	979	2		23	25	1,004	302	1,306	195,800	200,800	261,200	2.6%	30.8%
T1d. Wage System																
T1e. Highly Qualified Experts	1	1	1	198			5	5	203	62	265	198,000	203,000	265,000	2.5%	31.3%
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	320	320	320	54,605	136		1,352	1,488	56,093	54,535	110,628	170,641	175,291	345,713	2.7%	99.9%
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	320	320	320	54,605	136		1,352	1,488	56,093	54,535	110,628	170,641	175,291	345,713	2.7%	99.9%
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																















**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**Operation and Maintenance, Defense-Wide**

	DoD Dependents Education FY 2025 (\$ in Thousands)												Rates		h/d % BC	j/d % BC
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	n Comp & Benefits		
<b>Direct Funded Personnel (includes OC 13)</b>	<b>12,504</b>	<b>12,762</b>	<b>11,639</b>	<b>841,353</b>	<b>1,002</b>	<b>645</b>	<b>150,427</b>	<b>152,074</b>	<b>993,427</b>	<b>524,400</b>	<b>1,517,827</b>	<b>72,287</b>	<b>85,353</b>	<b>130,409</b>	<b>18.1%</b>	<b>62.3%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>12,258</b>	<b>12,520</b>	<b>11,397</b>	<b>833,422</b>	<b>1,002</b>	<b>645</b>	<b>150,427</b>	<b>152,074</b>	<b>985,496</b>	<b>523,882</b>	<b>1,509,378</b>	<b>73,126</b>	<b>86,470</b>	<b>132,436</b>	<b>18.2%</b>	<b>62.9%</b>
D1a. Senior Executive Schedule	6	6	6	1,230				163	1,393	500	1,893	205,000	232,167	315,500	13.3%	40.7%
D1b. General Schedule	3,508	3,739	3,369	215,014	676	50	57,988	58,714	273,728	111,234	384,962	63,821	81,249	114,266	27.3%	51.7%
D1c. Special Schedule	8,438	8,470	7,722	604,705	4	594	88,388	88,986	693,691	405,545	1,099,236	78,309	89,833	142,351	14.7%	67.1%
D1d. Wage System	306	305	300	12,473	322	1	3,888	4,211	16,684	6,603	23,287	41,577	55,613	77,623	33.8%	52.9%
D1e. Highly Qualified Experts		0	0	0					0	0	0					
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)	73	72	72	1,736					1,736	518	2,254	24,111	24,111	31,306		29.8%
<b>D3. Total Direct Hire</b>	<b>12,331</b>	<b>12,592</b>	<b>11,469</b>	<b>835,158</b>	<b>1,002</b>	<b>645</b>	<b>150,427</b>	<b>152,074</b>	<b>987,232</b>	<b>524,400</b>	<b>1,511,632</b>	<b>72,819</b>	<b>86,078</b>	<b>131,802</b>	<b>18.2%</b>	<b>62.8%</b>
D4. Indirect Hire Foreign Nationals (IHFN)	173	170	170	6,195					6,195	6,195	36,441	36,441	36,441	36,441		
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>12,504</b>	<b>12,762</b>	<b>11,639</b>	<b>841,353</b>	<b>1,002</b>	<b>645</b>	<b>150,427</b>	<b>152,074</b>	<b>993,427</b>	<b>524,400</b>	<b>1,517,827</b>	<b>72,287</b>	<b>85,353</b>	<b>130,409</b>	<b>18.1%</b>	<b>62.3%</b>
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>																
<b>R1. US Direct Hire (USDH)</b>																
R1a. Senior Executive Schedule																
R1b. General Schedule																
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>																
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>																
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>12,504</b>	<b>12,762</b>	<b>11,639</b>	<b>841,353</b>	<b>1,002</b>	<b>645</b>	<b>150,427</b>	<b>152,074</b>	<b>993,427</b>	<b>524,400</b>	<b>1,517,827</b>	<b>72,287</b>	<b>85,353</b>	<b>130,409</b>	<b>18.1%</b>	<b>62.3%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>12,258</b>	<b>12,520</b>	<b>11,397</b>	<b>833,422</b>	<b>1,002</b>	<b>645</b>	<b>150,427</b>	<b>152,074</b>	<b>985,496</b>	<b>523,882</b>	<b>1,509,378</b>	<b>73,126</b>	<b>86,470</b>	<b>132,436</b>	<b>18.2%</b>	<b>62.9%</b>
T1a. Senior Executive Schedule	6	6	6	1,230				163	1,393	500	1,893	205,000	232,167	315,500	13.3%	40.7%
T1b. General Schedule	3,508	3,739	3,369	215,014	676	50	57,988	58,714	273,728	111,234	384,962	63,821	81,249	114,266	27.3%	51.7%
T1c. Special Schedule	8,438	8,470	7,722	604,705	4	594	88,388	88,986	693,691	405,545	1,099,236	78,309	89,833	142,351	14.7%	67.1%
T1d. Wage System	306	305	300	12,473	322	1	3,888	4,211	16,684	6,603	23,287	41,577	55,613	77,623	33.8%	52.9%
T1e. Highly Qualified Experts		0	0	0					0	0	0					
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)	73	72	72	1,736					1,736	518	2,254	24,111	24,111	31,306		29.8%
<b>T3. Total Direct Hire</b>	<b>12,331</b>	<b>12,592</b>	<b>11,469</b>	<b>835,158</b>	<b>1,002</b>	<b>645</b>	<b>150,427</b>	<b>152,074</b>	<b>987,232</b>	<b>524,400</b>	<b>1,511,632</b>	<b>72,819</b>	<b>86,078</b>	<b>131,802</b>	<b>18.2%</b>	<b>62.8%</b>
T4. Indirect Hire Foreign Nationals (IHFN)	173	170	170	6,195					6,195	6,195	36,441	36,441	36,441	36,441		
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>12,504</b>	<b>12,762</b>	<b>11,639</b>	<b>841,353</b>	<b>1,002</b>	<b>645</b>	<b>150,427</b>	<b>152,074</b>	<b>993,427</b>	<b>524,400</b>	<b>1,517,827</b>	<b>72,287</b>	<b>85,353</b>	<b>130,409</b>	<b>18.1%</b>	<b>62.3%</b>
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**Operation and Maintenance, Defense-Wide**

Defense POW/MIA Accounting Agency																
FY 2023																
(\$ in Thousands)																
	<b>a</b>	<b>b</b>	<b>c</b>	<b>d</b>	<b>e</b>	<b>f</b>	<b>g</b>	<b>e + f + g</b>	<b>d + h</b>	<b>i</b>	<b>i + j</b>	<b>d/c</b>	<b>i/c</b>	<b>Rates k/c</b>	<b>h/d</b>	<b>j/d</b>
	<b>Begin</b>	<b>End</b>	<b>FTEs</b>	<b>Basic Comp</b>	<b>Overtime Pay</b>	<b>Holiday Pay</b>	<b>Other O.C.11</b>	<b>h Total Variables</b>	<b>i Comp O.C.11</b>	<b>j Benefits O.C.12/13</b>	<b>k Comp &amp; Benefits</b>	<b>l Basic Comp</b>	<b>m Total Comp</b>	<b>n Comp &amp; Benefits</b>	<b>o % BC Variables</b>	<b>p % BC Benefits</b>
<b>Direct Funded Personnel (includes OC 13)</b>	<b>305</b>	<b>316</b>	<b>307</b>	<b>34,822</b>			<b>2,011</b>	<b>2,011</b>	<b>36,833</b>	<b>14,451</b>	<b>51,284</b>	<b>113,427</b>	<b>119,977</b>	<b>167,049</b>	<b>5.8%</b>	<b>41.5%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>283</b>	<b>294</b>	<b>285</b>	<b>33,848</b>			<b>2,011</b>	<b>2,011</b>	<b>35,859</b>	<b>14,451</b>	<b>50,310</b>	<b>118,765</b>	<b>125,821</b>	<b>176,526</b>	<b>5.9%</b>	<b>42.7%</b>
D1a. Senior Executive Schedule	2	2	2	355					355	120	475	177,500	177,500	237,500		33.8%
D1b. General Schedule	281	292	283	33,493			2,011	2,011	35,504	14,331	49,835	118,350	125,456	176,095	6.0%	42.8%
D1c. Special Schedule																
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	<b>283</b>	<b>294</b>	<b>285</b>	<b>33,848</b>			<b>2,011</b>	<b>2,011</b>	<b>35,859</b>	<b>14,451</b>	<b>50,310</b>	<b>118,765</b>	<b>125,821</b>	<b>176,526</b>	<b>5.9%</b>	<b>42.7%</b>
D4. Indirect Hire Foreign Nationals (IHFN)	22	22	22	974					974		974	44,273	44,273	44,273		
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>305</b>	<b>316</b>	<b>307</b>	<b>34,822</b>			<b>2,011</b>	<b>2,011</b>	<b>36,833</b>	<b>14,451</b>	<b>51,284</b>	<b>113,427</b>	<b>119,977</b>	<b>167,049</b>	<b>5.8%</b>	<b>41.5%</b>
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>				<b>150</b>					<b>150</b>	<b>100</b>	<b>250</b>					<b>66.7%</b>
<b>R1. US Direct Hire (USDH)</b>				<b>150</b>					<b>150</b>	<b>100</b>	<b>250</b>					<b>66.7%</b>
R1a. Senior Executive Schedule																
R1b. General Schedule				150					150	100	250					66.7%
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>				<b>150</b>					<b>150</b>	<b>100</b>	<b>250</b>					<b>66.7%</b>
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>				<b>150</b>					<b>150</b>	<b>100</b>	<b>250</b>					<b>66.7%</b>
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>305</b>	<b>316</b>	<b>307</b>	<b>34,972</b>			<b>2,011</b>	<b>2,011</b>	<b>36,983</b>	<b>14,551</b>	<b>51,534</b>	<b>113,915</b>	<b>120,466</b>	<b>167,863</b>	<b>5.8%</b>	<b>41.6%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>283</b>	<b>294</b>	<b>285</b>	<b>33,998</b>			<b>2,011</b>	<b>2,011</b>	<b>36,009</b>	<b>14,551</b>	<b>50,560</b>	<b>119,291</b>	<b>126,347</b>	<b>177,404</b>	<b>5.9%</b>	<b>42.8%</b>
T1a. Senior Executive Schedule	2	2	2	355					355	120	475	177,500	177,500	237,500		33.8%
T1b. General Schedule	281	292	283	33,643			2,011	2,011	35,654	14,431	50,085	118,880	125,986	176,979	6.0%	42.9%
T1c. Special Schedule																
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	<b>283</b>	<b>294</b>	<b>285</b>	<b>33,998</b>			<b>2,011</b>	<b>2,011</b>	<b>36,009</b>	<b>14,551</b>	<b>50,560</b>	<b>119,291</b>	<b>126,347</b>	<b>177,404</b>	<b>5.9%</b>	<b>42.8%</b>
T4. Indirect Hire Foreign Nationals (IHFN)	22	22	22	974					974		974	44,273	44,273	44,273		
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>305</b>	<b>316</b>	<b>307</b>	<b>34,972</b>			<b>2,011</b>	<b>2,011</b>	<b>36,983</b>	<b>14,551</b>	<b>51,534</b>	<b>113,915</b>	<b>120,466</b>	<b>167,863</b>	<b>5.8%</b>	<b>41.6%</b>
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**Operation and Maintenance, Defense-Wide**

Defense POW/MIA Accounting Agency FY 2024 (\$ in Thousands)																
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp &	Basic	Total	Comp &	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13	Benefits	Comp	Comp	Benefits	Variables	Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	322	334	329	42,343			0	0	42,343	15,226	57,569	128,702	128,702	174,982		36.0%
<b>D1. US Direct Hire (USDH)</b>	300	312	307	41,043			0	0	41,043	15,226	56,269	133,691	133,691	183,287		37.1%
D1a. Senior Executive Schedule	3	3	3	600			0	0	600	150	750	200,000	200,000	250,000		25.0%
D1b. General Schedule	297	309	304	40,443			0	0	40,443	15,076	55,519	133,036	133,036	182,628		37.3%
D1c. Special Schedule																
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	300	312	307	41,043			0	0	41,043	15,226	56,269	133,691	133,691	183,287		37.1%
D4. Indirect Hire Foreign Nationals (IHFN)	22	22	22	1,300					1,300		1,300	59,091	59,091	59,091		
<b>Subtotal - Direct Funded (excludes OC 13)</b>	322	334	329	42,343			0	0	42,343	15,226	57,569	128,702	128,702	174,982		36.0%
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>				150					150	100	250					66.7%
<b>R1. US Direct Hire (USDH)</b>				150					150	100	250					66.7%
R1a. Senior Executive Schedule																
R1b. General Schedule				150					150	100	250					66.7%
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>				150					150	100	250					66.7%
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>				150					150	100	250					66.7%
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	322	334	329	42,493			0	0	42,493	15,326	57,819	129,158	129,158	175,742		36.1%
<b>T1. US Direct Hire (USDH)</b>	300	312	307	41,193			0	0	41,193	15,326	56,519	134,179	134,179	184,101		37.2%
T1a. Senior Executive Schedule	3	3	3	600			0	0	600	150	750	200,000	200,000	250,000		25.0%
T1b. General Schedule	297	309	304	40,593			0	0	40,593	15,176	55,769	133,530	133,530	183,451		37.4%
T1c. Special Schedule																
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	300	312	307	41,193			0	0	41,193	15,326	56,519	134,179	134,179	184,101		37.2%
T4. Indirect Hire Foreign Nationals (IHFN)	22	22	22	1,300					1,300		1,300	59,091	59,091	59,091		
<b>Subtotal - Total Funded (excludes OC 13)</b>	322	334	329	42,493			0	0	42,493	15,326	57,819	129,158	129,158	175,742		36.1%
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide

Defense POW/MIA Accounting Agency FY 2025 (\$ in Thousands)																
	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	Rates	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp &	Basic	Total	k/c	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13	Benefits	Comp	Comp	n	Variables	Benefits
														Comp &		
														Benefits		
<b>Direct Funded Personnel (includes OC 13)</b>	337	349	328	42,840					42,840	15,844	58,684	130,610	130,610	178,915		37.0%
<b>D1. US Direct Hire (USDH)</b>	315	327	306	41,540					41,540	15,844	57,384	135,752	135,752	187,529		38.1%
D1a. Senior Executive Schedule	3	3	3	600					600	150	750	200,000	200,000	250,000		25.0%
D1b. General Schedule	312	324	303	40,940					40,940	15,694	56,634	135,116	135,116	186,911		38.3%
D1c. Special Schedule																
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	315	327	306	41,540					41,540	15,844	57,384	135,752	135,752	187,529		38.1%
D4. Indirect Hire Foreign Nationals (IHFN)	22	22	22	1,300					1,300	1,300	59,091	59,091	59,091	59,091		
<b>Subtotal - Direct Funded (excludes OC 13)</b>	337	349	328	42,840					42,840	15,844	58,684	130,610	130,610	178,915		37.0%
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>				150					150		150					
<b>R1. US Direct Hire (USDH)</b>				150					150		150					
R1a. Senior Executive Schedule																
R1b. General Schedule				150					150		150					
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>				150					150		150					
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>				150					150		150					
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	337	349	328	42,990					42,990	15,844	58,834	131,067	131,067	179,372		36.9%
<b>T1. US Direct Hire (USDH)</b>	315	327	306	41,690					41,690	15,844	57,534	136,242	136,242	188,020		38.0%
T1a. Senior Executive Schedule	3	3	3	600					600	150	750	200,000	200,000	250,000		25.0%
T1b. General Schedule	312	324	303	41,090					41,090	15,694	56,784	135,611	135,611	187,406		38.2%
T1c. Special Schedule																
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	315	327	306	41,690					41,690	15,844	57,534	136,242	136,242	188,020		38.0%
T4. Indirect Hire Foreign Nationals (IHFN)	22	22	22	1,300					1,300	1,300	59,091	59,091	59,091	59,091		
<b>Subtotal - Total Funded (excludes OC 13)</b>	337	349	328	42,990					42,990	15,844	58,834	131,067	131,067	179,372		36.9%
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**Operation and Maintenance, Defense-Wide**

Defense Security Cooperation Agency FY 2023 (\$ in Thousands)																
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>484</b>	<b>486</b>	<b>486</b>	<b>60,264</b>	<b>15</b>	<b>132</b>	<b>1,323</b>	<b>1,470</b>	<b>61,734</b>	<b>24,225</b>	<b>85,959</b>	<b>124,000</b>	<b>127,025</b>	<b>176,870</b>	<b>2.4%</b>	<b>40.2%</b>
D1. US Direct Hire (USDH)	469	471	471	58,325	15	132	1,323	1,470	59,795	24,225	84,020	123,832	126,953	178,386	2.5%	41.5%
D1a. Senior Executive Schedule																
D1b. General Schedule	283	284	285	33,462	9	79	794	882	34,344	14,535	48,879	117,411	120,505	171,505	2.6%	43.4%
D1c. Special Schedule	186	187	186	24,863	6	53	529	588	25,451	9,690	35,141	133,672	136,833	188,930	2.4%	39.0%
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)	15	15	15	1,939					1,939		1,939	129,267	129,267	129,267		
<b>D3. Total Direct Hire</b>	<b>484</b>	<b>486</b>	<b>486</b>	<b>60,264</b>	<b>15</b>	<b>132</b>	<b>1,323</b>	<b>1,470</b>	<b>61,734</b>	<b>24,225</b>	<b>85,959</b>	<b>124,000</b>	<b>127,025</b>	<b>176,870</b>	<b>2.4%</b>	<b>40.2%</b>
D4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Direct Funded (excludes OC 13)	484	486	486	60,264	15	132	1,323	1,470	61,734	24,225	85,959	124,000	127,025	176,870	2.4%	40.2%
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>13</b>	<b>9</b>	<b>9</b>	<b>1,706</b>	<b>2</b>	<b>22</b>	<b>33</b>	<b>57</b>	<b>1,763</b>	<b>450</b>	<b>2,213</b>	<b>189,556</b>	<b>195,889</b>	<b>245,889</b>	<b>3.3%</b>	<b>26.4%</b>
R1. US Direct Hire (USDH)	13	9	9	1,706	2	22	33	57	1,763	450	2,213	189,556	195,889	245,889	3.3%	26.4%
R1a. Senior Executive Schedule																
R1b. General Schedule	0	0														
R1c. Special Schedule	13	9	9	1,706	2	22	33	57	1,763	450	2,213	189,556	195,889	245,889	3.3%	26.4%
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	<b>13</b>	<b>9</b>	<b>9</b>	<b>1,706</b>	<b>2</b>	<b>22</b>	<b>33</b>	<b>57</b>	<b>1,763</b>	<b>450</b>	<b>2,213</b>	<b>189,556</b>	<b>195,889</b>	<b>245,889</b>	<b>3.3%</b>	<b>26.4%</b>
R4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Reimbursable Funded (excludes OC 13)	13	9	9	1,706	2	22	33	57	1,763	450	2,213	189,556	195,889	245,889	3.3%	26.4%
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>497</b>	<b>495</b>	<b>495</b>	<b>61,970</b>	<b>17</b>	<b>154</b>	<b>1,356</b>	<b>1,527</b>	<b>63,497</b>	<b>24,675</b>	<b>88,172</b>	<b>125,192</b>	<b>128,277</b>	<b>178,125</b>	<b>2.5%</b>	<b>39.8%</b>
T1. US Direct Hire (USDH)	482	480	480	60,031	17	154	1,356	1,527	61,558	24,675	86,233	125,065	128,246	179,652	2.5%	41.1%
T1a. Senior Executive Schedule																
T1b. General Schedule	283	284	285	33,462	9	79	794	882	34,344	14,535	48,879	117,411	120,505	171,505	2.6%	43.4%
T1c. Special Schedule	199	196	195	26,569	8	75	562	645	27,214	10,140	37,354	136,251	139,559	191,559	2.4%	38.2%
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)	15	15	15	1,939					1,939		1,939	129,267	129,267	129,267		
<b>T3. Total Direct Hire</b>	<b>497</b>	<b>495</b>	<b>495</b>	<b>61,970</b>	<b>17</b>	<b>154</b>	<b>1,356</b>	<b>1,527</b>	<b>63,497</b>	<b>24,675</b>	<b>88,172</b>	<b>125,192</b>	<b>128,277</b>	<b>178,125</b>	<b>2.5%</b>	<b>39.8%</b>
T4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Total Funded (excludes OC 13)	497	495	495	61,970	17	154	1,356	1,527	63,497	24,675	88,172	125,192	128,277	178,125	2.5%	39.8%
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

## Department of Defense Fiscal Year (FY) 2025 Budget Estimates Volume II - Defense-Wide Data Book

**Operation and Maintenance, Defense-Wide**

Defense Security Cooperation Agency FY 2024 (\$ in Thousands)																
	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	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	Total Comp	Comp & Benefits	% BC Variables	% BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>469</b>	<b>530</b>	<b>530</b>	<b>68,134</b>	<b>195</b>	<b>101</b>	<b>2,356</b>	<b>2,652</b>	<b>70,786</b>	<b>23,445</b>	<b>94,231</b>	<b>128,555</b>	<b>133,558</b>	<b>177,794</b>	<b>3.9%</b>	<b>34.4%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>469</b>	<b>530</b>	<b>530</b>	<b>68,134</b>	<b>195</b>	<b>101</b>	<b>2,356</b>	<b>2,652</b>	<b>70,786</b>	<b>23,445</b>	<b>94,231</b>	<b>128,555</b>	<b>133,558</b>	<b>177,794</b>	<b>3.9%</b>	<b>34.4%</b>
D1a. Senior Executive Schedule																
D1b. General Schedule	283	307	307	42,112	113	59	1,366	1,538	43,650	13,733	57,383	137,173	142,182	186,915	3.7%	32.6%
D1c. Special Schedule	186	223	223	26,022	82	42	990	1,114	27,136	9,712	36,848	116,691	121,686	165,238	4.3%	37.3%
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	<b>469</b>	<b>530</b>	<b>530</b>	<b>68,134</b>	<b>195</b>	<b>101</b>	<b>2,356</b>	<b>2,652</b>	<b>70,786</b>	<b>23,445</b>	<b>94,231</b>	<b>128,555</b>	<b>133,558</b>	<b>177,794</b>	<b>3.9%</b>	<b>34.4%</b>
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>469</b>	<b>530</b>	<b>530</b>	<b>68,134</b>	<b>195</b>	<b>101</b>	<b>2,356</b>	<b>2,652</b>	<b>70,786</b>	<b>23,445</b>	<b>94,231</b>	<b>128,555</b>	<b>133,558</b>	<b>177,794</b>	<b>3.9%</b>	<b>34.4%</b>
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>																
<b>R1. US Direct Hire (USDH)</b>																
R1a. Senior Executive Schedule																
R1b. General Schedule																
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>																
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>																
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
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R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>469</b>	<b>530</b>	<b>530</b>	<b>68,134</b>	<b>195</b>	<b>101</b>	<b>2,356</b>	<b>2,652</b>	<b>70,786</b>	<b>23,445</b>	<b>94,231</b>	<b>128,555</b>	<b>133,558</b>	<b>177,794</b>	<b>3.9%</b>	<b>34.4%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>469</b>	<b>530</b>	<b>530</b>	<b>68,134</b>	<b>195</b>	<b>101</b>	<b>2,356</b>	<b>2,652</b>	<b>70,786</b>	<b>23,445</b>	<b>94,231</b>	<b>128,555</b>	<b>133,558</b>	<b>177,794</b>	<b>3.9%</b>	<b>34.4%</b>
T1a. Senior Executive Schedule																
T1b. General Schedule	283	307	307	42,112	113	59	1,366	1,538	43,650	13,733	57,383	137,173	142,182	186,915	3.7%	32.6%
T1c. Special Schedule	186	223	223	26,022	82	42	990	1,114	27,136	9,712	36,848	116,691	121,686	165,238	4.3%	37.3%
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	<b>469</b>	<b>530</b>	<b>530</b>	<b>68,134</b>	<b>195</b>	<b>101</b>	<b>2,356</b>	<b>2,652</b>	<b>70,786</b>	<b>23,445</b>	<b>94,231</b>	<b>128,555</b>	<b>133,558</b>	<b>177,794</b>	<b>3.9%</b>	<b>34.4%</b>
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>469</b>	<b>530</b>	<b>530</b>	<b>68,134</b>	<b>195</b>	<b>101</b>	<b>2,356</b>	<b>2,652</b>	<b>70,786</b>	<b>23,445</b>	<b>94,231</b>	<b>128,555</b>	<b>133,558</b>	<b>177,794</b>	<b>3.9%</b>	<b>34.4%</b>
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																





**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide

Defense Threat Reduction Agency FY 2023 (\$ in Thousands)																
	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	Rates k/c	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	h	i	j	k	l	m	n	o	p
	Strength	Strength		Comp	Pay	Pay	O.C.11	Total	Comp	Benefits	Comp & Benefits	Basic	Total	Comp & Benefits	% BC	% BC
								Variables	O.C.11	O.C.12/13	Benefits	Comp	Comp	Benefits	Variables	Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	1,233	1,251	1,235	169,229	415	339	5,098	5,852	175,081	62,925	238,006	137,028	141,766	192,717	3.5%	37.2%
<b>D1. US Direct Hire (USDH)</b>	1,233	1,251	1,235	169,229	415	339	5,098	5,852	175,081	62,900	237,981	137,028	141,766	192,697	3.5%	37.2%
D1a. Senior Executive Schedule	12	10	12	2,374			228	228	2,602	769	3,371	197,833	216,833	280,917	9.6%	32.4%
D1b. General Schedule	1,221	1,241	1,223	166,855	415	339	4,870	5,624	172,479	62,131	234,610	136,431	141,029	191,832	3.4%	37.2%
D1c. Special Schedule																
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	1,233	1,251	1,235	169,229	415	339	5,098	5,852	175,081	62,900	237,981	137,028	141,766	192,697	3.5%	37.2%
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	1,233	1,251	1,235	169,229	415	339	5,098	5,852	175,081	62,900	237,981	137,028	141,766	192,697	3.5%	37.2%
<b>D5. Other Object Class 13 Benefits</b>										25	25					
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)										25	25					
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	116	113	106	15,647	6	7	421	434	16,081	5,502	21,583	147,613	151,708	203,613	2.8%	35.2%
<b>R1. US Direct Hire (USDH)</b>	116	113	106	15,647	6	7	421	434	16,081	5,502	21,583	147,613	151,708	203,613	2.8%	35.2%
R1a. Senior Executive Schedule	1	1	0	93			13	13	106	22	128				14.0%	23.7%
R1b. General Schedule	115	112	106	15,554	6	7	408	421	15,975	5,480	21,455	146,736	150,708	202,406	2.7%	35.2%
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	116	113	106	15,647	6	7	421	434	16,081	5,502	21,583	147,613	151,708	203,613	2.8%	35.2%
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	116	113	106	15,647	6	7	421	434	16,081	5,502	21,583	147,613	151,708	203,613	2.8%	35.2%
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	1,349	1,364	1,341	184,876	421	346	5,519	6,286	191,162	68,427	259,589	137,864	142,552	193,579	3.4%	37.0%
<b>T1. US Direct Hire (USDH)</b>	1,349	1,364	1,341	184,876	421	346	5,519	6,286	191,162	68,402	259,564	137,864	142,552	193,560	3.4%	37.0%
T1a. Senior Executive Schedule	13	11	12	2,467			241	241	2,708	791	3,499	205,583	225,667	291,583	9.8%	32.1%
T1b. General Schedule	1,336	1,353	1,329	182,409	421	346	5,278	6,045	188,454	67,611	256,065	137,253	141,801	192,675	3.3%	37.1%
T1c. Special Schedule																
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	1,349	1,364	1,341	184,876	421	346	5,519	6,286	191,162	68,402	259,564	137,864	142,552	193,560	3.4%	37.0%
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	1,349	1,364	1,341	184,876	421	346	5,519	6,286	191,162	68,402	259,564	137,864	142,552	193,560	3.4%	37.0%
<b>T5. Other Object Class 13 Benefits</b>										25	25					
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)										25	25					
T5d. Foreign National Separation Liability Accrual																



**Department of Defense**  
**Fiscal Year (FY) 2025 Budget Estimates**  
**Volume II - Defense-Wide Data Book**

**Operation and Maintenance, Defense-Wide**

Defense Threat Reduction Agency																
FY 2025																
(\$ in Thousands)																
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>Rates</u>	<u>h/d</u>	<u>j/d</u>
	<u>Begin</u>	<u>End</u>	<u>FTEs</u>	<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>h</u>	<u>l</u>	<u>Benefits</u>	<u>k</u>	<u>l</u>	<u>m</u>	<u>n</u>	<u>o</u>	<u>p</u>
	<u>Strength</u>	<u>Strength</u>		<u>Comp</u>	<u>Pay</u>	<u>Pay</u>	<u>O.C.11</u>	<u>Total</u>	<u>Comp</u>	<u>O.C.12/13</u>	<u>Comp &amp; Benefits</u>	<u>Basic Comp</u>	<u>Total Comp</u>	<u>Comp &amp; Benefits</u>	<u>% BC Variables</u>	<u>% BC Benefits</u>
<b>Direct Funded Personnel (includes OC 13)</b>	1,252	1,252	1,227	182,246	448	381	4,938	5,767	188,013	67,091	255,104	148,530	153,230	207,909	3.2%	36.8%
<b>D1. US Direct Hire (USDH)</b>	1,252	1,252	1,227	182,246	448	381	4,938	5,767	188,013	67,091	255,104	148,530	153,230	207,909	3.2%	36.8%
D1a. Senior Executive Schedule	16	16	16	3,457			301	301	3,758	1,120	4,878	216,063	234,875	304,875	8.7%	32.4%
D1b. General Schedule	1,236	1,236	1,211	178,789	448	381	4,637	5,466	184,255	65,971	250,226	147,637	152,151	206,628	3.1%	36.9%
D1c. Special Schedule																
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	1,252	1,252	1,227	182,246	448	381	4,938	5,767	188,013	67,091	255,104	148,530	153,230	207,909	3.2%	36.8%
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	1,252	1,252	1,227	182,246	448	381	4,938	5,767	188,013	67,091	255,104	148,530	153,230	207,909	3.2%	36.8%
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	138	138	131	21,009	8	10	558	576	21,585	7,469	29,054	160,374	164,771	221,786	2.7%	35.6%
<b>R1. US Direct Hire (USDH)</b>	138	138	131	21,009	8	10	558	576	21,585	7,469	29,054	160,374	164,771	221,786	2.7%	35.6%
R1a. Senior Executive Schedule	1	1	1	221			17	17	238	83	321	221,000	238,000	321,000	7.7%	37.6%
R1b. General Schedule	137	137	130	20,788	8	10	541	559	21,347	7,386	28,733	159,908	164,208	221,023	2.7%	35.5%
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	138	138	131	21,009	8	10	558	576	21,585	7,469	29,054	160,374	164,771	221,786	2.7%	35.6%
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	138	138	131	21,009	8	10	558	576	21,585	7,469	29,054	160,374	164,771	221,786	2.7%	35.6%
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	1,390	1,390	1,358	203,255	456	391	5,496	6,343	209,598	74,560	284,158	149,672	154,343	209,247	3.1%	36.7%
<b>T1. US Direct Hire (USDH)</b>	1,390	1,390	1,358	203,255	456	391	5,496	6,343	209,598	74,560	284,158	149,672	154,343	209,247	3.1%	36.7%
T1a. Senior Executive Schedule	17	17	17	3,678			318	318	3,996	1,203	5,199	216,353	235,059	305,824	8.6%	32.7%
T1b. General Schedule	1,373	1,373	1,341	199,577	456	391	5,178	6,025	205,602	73,357	278,959	148,827	153,320	208,023	3.0%	36.8%
T1c. Special Schedule																
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	1,390	1,390	1,358	203,255	456	391	5,496	6,343	209,598	74,560	284,158	149,672	154,343	209,247	3.1%	36.7%
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	1,390	1,390	1,358	203,255	456	391	5,496	6,343	209,598	74,560	284,158	149,672	154,343	209,247	3.1%	36.7%
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
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**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide

Defense Technology Security Administration FY 2023 (\$ in Thousands)																
	<b>a</b>	<b>b</b>	<b>c</b>	<b>d</b>	<b>e</b>	<b>f</b>	<b>g</b>	<b>e + f + g</b>	<b>d + h</b>	<b>i</b>	<b>i + j</b>	<b>d/c</b>	<b>i/c</b>	<b>Rates</b>	<b>h/d</b>	<b>j/d</b>
	<b>Begin</b>	<b>End</b>	<b>FTEs</b>	<b>Basic</b>	<b>Overtime</b>	<b>Holiday</b>	<b>Other</b>	<b>h</b>	<b>i</b>	<b>j</b>	<b>k</b>	<b>l</b>	<b>m</b>	<b>k/c</b>	<b>o</b>	<b>p</b>
	<b>Strength</b>	<b>Strength</b>		<b>Comp</b>	<b>Pay</b>	<b>Pay</b>	<b>O.C.11</b>	<b>Total</b>	<b>Comp</b>	<b>O.C.11</b>	<b>Comp &amp;</b>	<b>Basic</b>	<b>Total</b>	<b>Comp &amp;</b>	<b>% BC</b>	<b>% BC</b>
								<b>Variables</b>	<b>O.C.11</b>	<b>O.C.12/13</b>	<b>Benefits</b>	<b>Comp</b>	<b>Comp</b>	<b>Benefits</b>	<b>Variables</b>	<b>Benefits</b>
<b>Direct Funded Personnel (includes OC 13)</b>	138	114	116	19,791	0		756	756	20,547	6,935	27,482	170,612	177,129	236,914	3.8%	35.0%
<b>D1. US Direct Hire (USDH)</b>	138	114	116	19,791	0		756	756	20,547	6,935	27,482	170,612	177,129	236,914	3.8%	35.0%
D1a. Senior Executive Schedule	2	2	2	411			43	43	454	154	608	205,500	227,000	304,000	10.5%	37.5%
D1b. General Schedule	136	112	114	19,380	0		713	713	20,093	6,781	26,874	170,000	176,254	235,737	3.7%	35.0%
D1c. Special Schedule																
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	138	114	116	19,791	0		756	756	20,547	6,935	27,482	170,612	177,129	236,914	3.8%	35.0%
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	138	114	116	19,791	0		756	756	20,547	6,935	27,482	170,612	177,129	236,914	3.8%	35.0%
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	3	3	3	38			0	0	38	12	50	12,667	12,667	16,667		31.6%
<b>R1. US Direct Hire (USDH)</b>	3	3	3	38			0	0	38	12	50	12,667	12,667	16,667		31.6%
R1a. Senior Executive Schedule																
R1b. General Schedule	3	3	3	38			0	0	38	12	50	12,667	12,667	16,667		31.6%
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	3	3	3	38			0	0	38	12	50	12,667	12,667	16,667		31.6%
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	3	3	3	38			0	0	38	12	50	12,667	12,667	16,667		31.6%
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	141	117	119	19,829	0		756	756	20,585	6,947	27,532	166,630	172,983	231,361	3.8%	35.0%
<b>T1. US Direct Hire (USDH)</b>	141	117	119	19,829	0		756	756	20,585	6,947	27,532	166,630	172,983	231,361	3.8%	35.0%
T1a. Senior Executive Schedule	2	2	2	411			43	43	454	154	608	205,500	227,000	304,000	10.5%	37.5%
T1b. General Schedule	139	115	117	19,418	0		713	713	20,131	6,793	26,924	165,966	172,060	230,120	3.7%	35.0%
T1c. Special Schedule																
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	141	117	119	19,829	0		756	756	20,585	6,947	27,532	166,630	172,983	231,361	3.8%	35.0%
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	141	117	119	19,829	0		756	756	20,585	6,947	27,532	166,630	172,983	231,361	3.8%	35.0%
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
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**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**Operation and Maintenance, Defense-Wide**

**Defense Technology Security Administration  
FY 2024  
(\$ in Thousands)**

	<b>a</b>	<b>b</b>	<b>c</b>	<b>d</b>	<b>e</b>	<b>f</b>	<b>e + f + g</b>	<b>d + h</b>	<b>i</b>	<b>i + j</b>	<b>d/c</b>	<b>i/c</b>	<b>Rates</b>	<b>h/d</b>	<b>j/d</b>
	<b>Begin</b>	<b>End</b>	<b>FTEs</b>	<b>Basic Comp</b>	<b>Overtime Pay</b>	<b>Holiday Pay</b>	<b>Other O.C.11 Variables</b>	<b>Comp O.C.11</b>	<b>Benefits O.C.12/13</b>	<b>Comp &amp; Benefits</b>	<b>Basic Comp</b>	<b>Total Comp</b>	<b>k/c</b>	<b>% BC Variables</b>	<b>% BC Benefits</b>
<b>Direct Funded Personnel (includes OC 13)</b>	276	276	276	47,098	32		1,283	48,381	13,469	61,850	170,645	175,293	224,094	2.7%	28.6%
<b>D1. US Direct Hire (USDH)</b>	276	276	276	47,098	32		1,283	48,381	13,469	61,850	170,645	175,293	224,094	2.7%	28.6%
D1a. Senior Executive Schedule	4	4	4	926			68	994	238	1,232	231,500	248,500	308,000	7.3%	25.7%
D1b. General Schedule	272	272	272	46,172	32		1,183	47,387	13,231	60,618	169,750	174,217	222,860	2.6%	28.7%
D1c. Special Schedule															
D1d. Wage System															
D1e. Highly Qualified Experts															
D1f. Other															
D2. Direct Hire Program Foreign Nationals (DHFN)															
<b>D3. Total Direct Hire</b>	276	276	276	47,098	32		1,283	48,381	13,469	61,850	170,645	175,293	224,094	2.7%	28.6%
D4. Indirect Hire Foreign Nationals (IHFN)															
<b>Subtotal - Direct Funded (excludes OC 13)</b>	276	276	276	47,098	32		1,283	48,381	13,469	61,850	170,645	175,293	224,094	2.7%	28.6%
<b>D5. Other Object Class 13 Benefits</b>															
D5a. USDH - Benefits for Former Employees															
D5b. DHFN - Benefits for Former Employees															
D5c. Voluntary Separation Incentive Pay (VSIP)															
D5d. Foreign National Separation Liability Accrual															
<b>Reimbursable Funded Personnel (includes OC 13)</b>	3	3	3	596			20	616	170	786	198,667	205,333	262,000	3.4%	28.5%
<b>R1. US Direct Hire (USDH)</b>	3	3	3	596			20	616	170	786	198,667	205,333	262,000	3.4%	28.5%
R1a. Senior Executive Schedule															
R1b. General Schedule	3	3	3	596			20	616	170	786	198,667	205,333	262,000	3.4%	28.5%
R1c. Special Schedule															
R1d. Wage System															
R1e. Highly Qualified Experts															
R1f. Other															
R2. Direct Hire Program Foreign Nationals (DHFN)															
<b>R3. Total Direct Hire</b>	3	3	3	596			20	616	170	786	198,667	205,333	262,000	3.4%	28.5%
R4. Indirect Hire Foreign Nationals (IHFN)															
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	3	3	3	596			20	616	170	786	198,667	205,333	262,000	3.4%	28.5%
<b>R5. Other Object Class 13 Benefits</b>															
R5a. USDH - Benefits for Former Employees															
R5b. DHFN - Benefits for Former Employees															
R5c. Voluntary Separation Incentive Pay (VSIP)															
R5d. Foreign National Separation Liability Accrual															
<b>Total Funded Personnel (includes OC 13)</b>	279	279	279	47,694	32		1,271	48,997	13,639	62,636	170,946	175,616	224,502	2.7%	28.6%
<b>T1. US Direct Hire (USDH)</b>	279	279	279	47,694	32		1,271	48,997	13,639	62,636	170,946	175,616	224,502	2.7%	28.6%
T1a. Senior Executive Schedule	4	4	4	926			68	994	238	1,232	231,500	248,500	308,000	7.3%	25.7%
T1b. General Schedule	275	275	275	46,768	32		1,203	48,003	13,401	61,404	170,065	174,556	223,287	2.6%	28.7%
T1c. Special Schedule															
T1d. Wage System															
T1e. Highly Qualified Experts															
T1f. Other															
T2. Direct Hire Program Foreign Nationals (DHFN)															
<b>T3. Total Direct Hire</b>	279	279	279	47,694	32		1,271	48,997	13,639	62,636	170,946	175,616	224,502	2.7%	28.6%
T4. Indirect Hire Foreign Nationals (IHFN)															
<b>Subtotal - Total Funded (excludes OC 13)</b>	279	279	279	47,694	32		1,271	48,997	13,639	62,636	170,946	175,616	224,502	2.7%	28.6%
<b>T5. Other Object Class 13 Benefits</b>															
T5a. USDH - Benefits for Former Employees															
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T5c. Voluntary Separation Incentive Pay (VSIP)															
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**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide

Defense Technology Security Administration  
FY 2025  
(\$ in Thousands)

	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	Rates	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	h	i	j	k	l	m	k/c	o	p
	Strength	Strength		Comp	Pay	Pay	O.C.11	Total	Comp	O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC
<b>Direct Funded Personnel (includes OC 13)</b>	138	138	138	22,739	1		871	872	23,611	7,763	31,374	164,775	171,094	227,348	3.8%	34.1%
<b>D1. US Direct Hire (USDH)</b>	138	138	138	22,739	1		871	872	23,611	7,763	31,374	164,775	171,094	227,348	3.8%	34.1%
D1a. Senior Executive Schedule	2	2	0	461			46	46	507	181	688				10.0%	39.3%
D1b. General Schedule	136	136	138	22,278	1		825	826	23,104	7,582	30,686	161,435	167,420	222,362	3.7%	34.0%
D1c. Special Schedule																
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	138	138	138	22,739	1		871	872	23,611	7,763	31,374	164,775	171,094	227,348	3.8%	34.1%
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	138	138	138	22,739	1		871	872	23,611	7,763	31,374	164,775	171,094	227,348	3.8%	34.1%
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	3	3	3	552			21	21	573	173	746	184,000	191,000	248,667	3.8%	31.3%
<b>R1. US Direct Hire (USDH)</b>	3	3	3	552			21	21	573	173	746	184,000	191,000	248,667	3.8%	31.3%
R1a. Senior Executive Schedule																
R1b. General Schedule	3	3	3	552			21	21	573	173	746	184,000	191,000	248,667	3.8%	31.3%
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	3	3	3	552			21	21	573	173	746	184,000	191,000	248,667	3.8%	31.3%
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	3	3	3	552			21	21	573	173	746	184,000	191,000	248,667	3.8%	31.3%
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	141	141	141	23,291	1		892	893	24,184	7,936	32,120	165,184	171,518	227,801	3.8%	34.1%
<b>T1. US Direct Hire (USDH)</b>	141	141	141	23,291	1		892	893	24,184	7,936	32,120	165,184	171,518	227,801	3.8%	34.1%
T1a. Senior Executive Schedule	2	2	0	461			46	46	507	181	688				10.0%	39.3%
T1b. General Schedule	139	139	141	22,830	1		846	847	23,677	7,755	31,432	161,915	167,922	222,922	3.7%	34.0%
T1c. Special Schedule																
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	141	141	141	23,291	1		892	893	24,184	7,936	32,120	165,184	171,518	227,801	3.8%	34.1%
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	141	141	141	23,291	1		892	893	24,184	7,936	32,120	165,184	171,518	227,801	3.8%	34.1%
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
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**Department of Defense**  
**Fiscal Year (FY) 2025 Budget Estimates**  
**Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide

Office of Local Defense Community Cooperation  
FY 2023  
(\$ in Thousands)

	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	Rates k/c	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp &	Basic	Total	Comp &	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13	Benefits	Comp	Comp	Benefits	Variables	Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>39</b>	<b>51</b>	<b>51</b>	<b>6,819</b>			<b>208</b>	<b>208</b>	<b>7,027</b>	<b>2,542</b>	<b>9,569</b>	<b>133,706</b>	<b>137,784</b>	<b>187,627</b>	<b>3.1%</b>	<b>37.3%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>39</b>	<b>51</b>	<b>51</b>	<b>6,819</b>			<b>208</b>	<b>208</b>	<b>7,027</b>	<b>2,542</b>	<b>9,569</b>	<b>133,706</b>	<b>137,784</b>	<b>187,627</b>	<b>3.1%</b>	<b>37.3%</b>
D1a. Senior Executive Schedule	1	1	1	201			14	14	215	70	285	201,000	215,000	285,000	7.0%	34.8%
D1b. General Schedule	38	50	50	6,618			194	194	6,812	2,472	9,284	132,360	136,240	185,680	2.9%	37.4%
D1c. Special Schedule																
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	<b>39</b>	<b>51</b>	<b>51</b>	<b>6,819</b>			<b>208</b>	<b>208</b>	<b>7,027</b>	<b>2,542</b>	<b>9,569</b>	<b>133,706</b>	<b>137,784</b>	<b>187,627</b>	<b>3.1%</b>	<b>37.3%</b>
D4. Indirect Hire Foreign Nationals (IHFN)																
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>39</i>	<i>51</i>	<i>51</i>	<i>6,819</i>			<i>208</i>	<i>208</i>	<i>7,027</i>	<i>2,542</i>	<i>9,569</i>	<i>133,706</i>	<i>137,784</i>	<i>187,627</i>	<i>3.1%</i>	<i>37.3%</i>
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
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<b>Reimbursable Funded Personnel (includes OC 13)</b>																
<b>R1. US Direct Hire (USDH)</b>																
R1a. Senior Executive Schedule																
R1b. General Schedule																
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>																
R4. Indirect Hire Foreign Nationals (IHFN)																
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>																
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
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R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>39</b>	<b>51</b>	<b>51</b>	<b>6,819</b>			<b>208</b>	<b>208</b>	<b>7,027</b>	<b>2,542</b>	<b>9,569</b>	<b>133,706</b>	<b>137,784</b>	<b>187,627</b>	<b>3.1%</b>	<b>37.3%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>39</b>	<b>51</b>	<b>51</b>	<b>6,819</b>			<b>208</b>	<b>208</b>	<b>7,027</b>	<b>2,542</b>	<b>9,569</b>	<b>133,706</b>	<b>137,784</b>	<b>187,627</b>	<b>3.1%</b>	<b>37.3%</b>
T1a. Senior Executive Schedule	1	1	1	201			14	14	215	70	285	201,000	215,000	285,000	7.0%	34.8%
T1b. General Schedule	38	50	50	6,618			194	194	6,812	2,472	9,284	132,360	136,240	185,680	2.9%	37.4%
T1c. Special Schedule																
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T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	<b>39</b>	<b>51</b>	<b>51</b>	<b>6,819</b>			<b>208</b>	<b>208</b>	<b>7,027</b>	<b>2,542</b>	<b>9,569</b>	<b>133,706</b>	<b>137,784</b>	<b>187,627</b>	<b>3.1%</b>	<b>37.3%</b>
T4. Indirect Hire Foreign Nationals (IHFN)																
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>39</i>	<i>51</i>	<i>51</i>	<i>6,819</i>			<i>208</i>	<i>208</i>	<i>7,027</i>	<i>2,542</i>	<i>9,569</i>	<i>133,706</i>	<i>137,784</i>	<i>187,627</i>	<i>3.1%</i>	<i>37.3%</i>
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
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**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**Operation and Maintenance, Defense-Wide**

**Office of Local Defense Community Cooperation  
FY 2024  
(\$ in Thousands)**

	<b>a</b>	<b>b</b>	<b>c</b>	<b>d</b>	<b>e</b>	<b>f</b>	<b>g</b>	<b>e + f + g</b>	<b>d + h</b>	<b>i</b>	<b>i + j</b>	<b>d/c</b>	<b>i/c</b>	<b>Rates k/c</b>	<b>h/d</b>	<b>j/d</b>
	<b>Begin Strength</b>	<b>End Strength</b>	<b>FTEs</b>	<b>Basic Comp</b>	<b>Overtime Pay</b>	<b>Holiday Pay</b>	<b>Other O.C.11</b>	<b>h Total Variables</b>	<b>i Comp O.C.11</b>	<b>j Benefits O.C.12/13</b>	<b>k Comp &amp; Benefits</b>	<b>l Basic Comp</b>	<b>m Total Comp</b>	<b>n Comp &amp; Benefits</b>	<b>o % BC Variables</b>	<b>p % BC Benefits</b>
<b><u>Direct Funded Personnel (includes OC 13)</u></b>	<b>169</b>	<b>169</b>	<b>168</b>	<b>25,401</b>			<b>489</b>	<b>489</b>	<b>25,890</b>	<b>8,955</b>	<b>34,845</b>	<b>151,196</b>	<b>154,107</b>	<b>207,411</b>	<b>1.9%</b>	<b>35.3%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>169</b>	<b>169</b>	<b>168</b>	<b>25,401</b>			<b>489</b>	<b>489</b>	<b>25,890</b>	<b>8,955</b>	<b>34,845</b>	<b>151,196</b>	<b>154,107</b>	<b>207,411</b>	<b>1.9%</b>	<b>35.3%</b>
D1a. Senior Executive Schedule	3	3	3	594			51	51	645	162	807	198,000	215,000	269,000	8.6%	27.3%
D1b. General Schedule	166	166	165	24,807			438	438	25,245	8,793	34,038	150,345	153,000	206,291	1.8%	35.4%
D1c. Special Schedule																
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	<b>169</b>	<b>169</b>	<b>168</b>	<b>25,401</b>			<b>489</b>	<b>489</b>	<b>25,890</b>	<b>8,955</b>	<b>34,845</b>	<b>151,196</b>	<b>154,107</b>	<b>207,411</b>	<b>1.9%</b>	<b>35.3%</b>
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>169</b>	<b>169</b>	<b>168</b>	<b>25,401</b>			<b>489</b>	<b>489</b>	<b>25,890</b>	<b>8,955</b>	<b>34,845</b>	<b>151,196</b>	<b>154,107</b>	<b>207,411</b>	<b>1.9%</b>	<b>35.3%</b>
<b>D5. Other Object Class 13 Benefits</b>																
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<b>R1. US Direct Hire (USDH)</b>																
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<b>R3. Total Direct Hire</b>																
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>																
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>169</b>	<b>169</b>	<b>168</b>	<b>25,401</b>			<b>489</b>	<b>489</b>	<b>25,890</b>	<b>8,955</b>	<b>34,845</b>	<b>151,196</b>	<b>154,107</b>	<b>207,411</b>	<b>1.9%</b>	<b>35.3%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>169</b>	<b>169</b>	<b>168</b>	<b>25,401</b>			<b>489</b>	<b>489</b>	<b>25,890</b>	<b>8,955</b>	<b>34,845</b>	<b>151,196</b>	<b>154,107</b>	<b>207,411</b>	<b>1.9%</b>	<b>35.3%</b>
T1a. Senior Executive Schedule	3	3	3	594			51	51	645	162	807	198,000	215,000	269,000	8.6%	27.3%
T1b. General Schedule	166	166	165	24,807			438	438	25,245	8,793	34,038	150,345	153,000	206,291	1.8%	35.4%
T1c. Special Schedule																
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	<b>169</b>	<b>169</b>	<b>168</b>	<b>25,401</b>			<b>489</b>	<b>489</b>	<b>25,890</b>	<b>8,955</b>	<b>34,845</b>	<b>151,196</b>	<b>154,107</b>	<b>207,411</b>	<b>1.9%</b>	<b>35.3%</b>
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>169</b>	<b>169</b>	<b>168</b>	<b>25,401</b>			<b>489</b>	<b>489</b>	<b>25,890</b>	<b>8,955</b>	<b>34,845</b>	<b>151,196</b>	<b>154,107</b>	<b>207,411</b>	<b>1.9%</b>	<b>35.3%</b>
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
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**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**Operation and Maintenance, Defense-Wide**

**Office of Local Defense Community Cooperation  
FY 2025  
(\$ in Thousands)**

	<b>a</b>	<b>b</b>	<b>c</b>	<b>d</b>	<b>e</b>	<b>f</b>	<b>g</b>	<b>e + f + g</b>	<b>d + h</b>	<b>i</b>	<b>i + j</b>	<b>d/c</b>	<b>i/c</b>	<b>Rates</b>	<b>h/d</b>	<b>j/d</b>
	<b>Begin</b>	<b>End</b>	<b>FTEs</b>	<b>Basic</b>	<b>Overtime</b>	<b>Holiday</b>	<b>Other</b>	<b>h</b>	<b>i</b>	<b>j</b>	<b>k</b>	<b>l</b>	<b>m</b>	<b>k/c</b>	<b>o</b>	<b>p</b>
	<b>Strength</b>	<b>Strength</b>		<b>Comp</b>	<b>Pay</b>	<b>Pay</b>	<b>O.C.11</b>	<b>Total</b>	<b>Comp</b>	<b>O.C.12/13</b>	<b>Comp &amp; Benefits</b>	<b>Basic Comp</b>	<b>Total Comp</b>	<b>Comp &amp; Benefits</b>	<b>% BC</b>	<b>% BC</b>
<b>Direct Funded Personnel (includes OC 13)</b>	<b>169</b>	<b>56</b>	<b>56</b>	<b>8,118</b>			<b>152</b>	<b>152</b>	<b>8,270</b>	<b>2,881</b>	<b>11,151</b>	<b>144,964</b>	<b>147,679</b>	<b>199,125</b>	<b>1.9%</b>	<b>35.5%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>169</b>	<b>56</b>	<b>56</b>	<b>8,118</b>			<b>152</b>	<b>152</b>	<b>8,270</b>	<b>2,881</b>	<b>11,151</b>	<b>144,964</b>	<b>147,679</b>	<b>199,125</b>	<b>1.9%</b>	<b>35.5%</b>
D1a. Senior Executive Schedule	3	1	1	195			17	17	212	70	282	195,000	212,000	282,000	8.7%	35.9%
D1b. General Schedule	166	55	55	7,923			135	135	8,058	2,811	10,869	144,055	146,509	197,618	1.7%	35.5%
D1c. Special Schedule																
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	<b>169</b>	<b>56</b>	<b>56</b>	<b>8,118</b>			<b>152</b>	<b>152</b>	<b>8,270</b>	<b>2,881</b>	<b>11,151</b>	<b>144,964</b>	<b>147,679</b>	<b>199,125</b>	<b>1.9%</b>	<b>35.5%</b>
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>169</b>	<b>56</b>	<b>56</b>	<b>8,118</b>			<b>152</b>	<b>152</b>	<b>8,270</b>	<b>2,881</b>	<b>11,151</b>	<b>144,964</b>	<b>147,679</b>	<b>199,125</b>	<b>1.9%</b>	<b>35.5%</b>
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>																
<b>R1. US Direct Hire (USDH)</b>																
R1a. Senior Executive Schedule																
R1b. General Schedule																
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>																
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>																
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R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>169</b>	<b>56</b>	<b>56</b>	<b>8,118</b>			<b>152</b>	<b>152</b>	<b>8,270</b>	<b>2,881</b>	<b>11,151</b>	<b>144,964</b>	<b>147,679</b>	<b>199,125</b>	<b>1.9%</b>	<b>35.5%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>169</b>	<b>56</b>	<b>56</b>	<b>8,118</b>			<b>152</b>	<b>152</b>	<b>8,270</b>	<b>2,881</b>	<b>11,151</b>	<b>144,964</b>	<b>147,679</b>	<b>199,125</b>	<b>1.9%</b>	<b>35.5%</b>
T1a. Senior Executive Schedule	3	1	1	195			17	17	212	70	282	195,000	212,000	282,000	8.7%	35.9%
T1b. General Schedule	166	55	55	7,923			135	135	8,058	2,811	10,869	144,055	146,509	197,618	1.7%	35.5%
T1c. Special Schedule																
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	<b>169</b>	<b>56</b>	<b>56</b>	<b>8,118</b>			<b>152</b>	<b>152</b>	<b>8,270</b>	<b>2,881</b>	<b>11,151</b>	<b>144,964</b>	<b>147,679</b>	<b>199,125</b>	<b>1.9%</b>	<b>35.5%</b>
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>169</b>	<b>56</b>	<b>56</b>	<b>8,118</b>			<b>152</b>	<b>152</b>	<b>8,270</b>	<b>2,881</b>	<b>11,151</b>	<b>144,964</b>	<b>147,679</b>	<b>199,125</b>	<b>1.9%</b>	<b>35.5%</b>
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
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## Department of Defense Fiscal Year (FY) 2025 Budget Estimates Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide

	Office of the Secretary of Defense FY 2023 (\$ in Thousands)																
	<b>a</b>	<b>b</b>	<b>c</b>	<b>d</b>	<b>e</b>	<b>f</b>	<b>g</b>	<b>e + f + g</b>	<b>d + h</b>	<b>i</b>	<b>i + j</b>	<b>d/c</b>	<b>i/c</b>	<u><b>Rates</b></u>	<b>h/d</b>	<b>j/d</b>	
	<b>Begin</b>	<b>End</b>	<b>FTEs</b>	<b>Basic Comp</b>	<b>Overtime Pay</b>	<b>Holiday Pay</b>	<b>Other O.C.11</b>	<b>h Total Variables</b>	<b>i Comp O.C.11</b>	<b>j Benefits O.C.12/13</b>	<b>k Comp &amp; Benefits</b>	<b>l Basic Comp</b>	<b>m Total Comp</b>	<b>n Comp &amp; Benefits</b>	<b>o % BC Variables</b>	<b>p % BC Benefits</b>	
<b>Direct Funded Personnel (includes OC 13)</b>	<b>1,895</b>	<b>1,957</b>	<b>2,063</b>	<b>351,243</b>	<b>1,196</b>	<b>31</b>	<b>13,948</b>	<b>15,175</b>	<b>366,418</b>	<b>120,971</b>	<b>487,351</b>	<b>170,258</b>	<b>177,614</b>	<b>236,253</b>	<b>4.3%</b>	<b>34.4%</b>	
<b>D1. US Direct Hire (USDH)</b>	<b>1,895</b>	<b>1,957</b>	<b>2,063</b>	<b>351,243</b>	<b>1,196</b>	<b>31</b>	<b>13,948</b>	<b>15,175</b>	<b>366,418</b>	<b>120,933</b>	<b>487,351</b>	<b>170,258</b>	<b>177,614</b>	<b>236,234</b>	<b>4.3%</b>	<b>34.4%</b>	
D1a. Senior Executive Schedule	258	265	258	48,659			3,429	3,429	52,088	16,245	68,333	188,601	201,891	264,857	7.0%	33.4%	
D1b. General Schedule	1,179	1,128	1,328	217,548	1,187	29	7,643	8,859	226,407	73,629	300,036	163,816	170,487	225,931	4.1%	33.8%	
D1c. Special Schedule	420	525	442	77,457	1	2	2,876	2,879	80,336	26,560	106,896	175,242	181,756	241,846	3.7%	34.3%	
D1d. Wage System																	
D1e. Highly Qualified Experts	38	39	35	7,579	8		0	8	7,587	2,674	10,261	216,543	216,771	293,171	0.1%	35.3%	
D1f. Other										1,825	1,825						
D2. Direct Hire Program Foreign Nationals (DHFN)																	
<b>D3. Total Direct Hire</b>	<b>1,895</b>	<b>1,957</b>	<b>2,063</b>	<b>351,243</b>	<b>1,196</b>	<b>31</b>	<b>13,948</b>	<b>15,175</b>	<b>366,418</b>	<b>120,933</b>	<b>487,351</b>	<b>170,258</b>	<b>177,614</b>	<b>236,234</b>	<b>4.3%</b>	<b>34.4%</b>	
D4. Indirect Hire Foreign Nationals (IHFN)																	
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>1,895</b>	<b>1,957</b>	<b>2,063</b>	<b>351,243</b>	<b>1,196</b>	<b>31</b>	<b>13,948</b>	<b>15,175</b>	<b>366,418</b>	<b>120,933</b>	<b>487,351</b>	<b>170,258</b>	<b>177,614</b>	<b>236,234</b>	<b>4.3%</b>	<b>34.4%</b>	
<b>D5. Other Object Class 13 Benefits</b>										<b>38</b>	<b>38</b>						
D5a. USDH - Benefits for Former Employees																	
D5b. DHFN - Benefits for Former Employees																	
D5c. Voluntary Separation Incentive Pay (VSIP)										38	38						
D5d. Foreign National Separation Liability Accrual																	
<b>Reimbursable Funded Personnel (includes OC 13)</b>		<b>3</b>	<b>3</b>	<b>452</b>	<b>30</b>	<b>4</b>	<b>142</b>	<b>176</b>	<b>628</b>	<b>147</b>	<b>775</b>	<b>150,667</b>	<b>209,333</b>	<b>258,333</b>	<b>38.9%</b>	<b>32.5%</b>	
<b>R1. US Direct Hire (USDH)</b>		<b>3</b>	<b>3</b>	<b>452</b>	<b>30</b>	<b>4</b>	<b>142</b>	<b>176</b>	<b>628</b>	<b>147</b>	<b>775</b>	<b>150,667</b>	<b>209,333</b>	<b>258,333</b>	<b>38.9%</b>	<b>32.5%</b>	
R1a. Senior Executive Schedule																	
R1b. General Schedule		3	3	452	30	4	142	176	628	147	775	150,667	209,333	258,333	38.9%	32.5%	
R1c. Special Schedule																	
R1d. Wage System																	
R1e. Highly Qualified Experts																	
R1f. Other																	
R2. Direct Hire Program Foreign Nationals (DHFN)																	
<b>R3. Total Direct Hire</b>		<b>3</b>	<b>3</b>	<b>452</b>	<b>30</b>	<b>4</b>	<b>142</b>	<b>176</b>	<b>628</b>	<b>147</b>	<b>775</b>	<b>150,667</b>	<b>209,333</b>	<b>258,333</b>	<b>38.9%</b>	<b>32.5%</b>	
R4. Indirect Hire Foreign Nationals (IHFN)																	
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>		<b>3</b>	<b>3</b>	<b>452</b>	<b>30</b>	<b>4</b>	<b>142</b>	<b>176</b>	<b>628</b>	<b>147</b>	<b>775</b>	<b>150,667</b>	<b>209,333</b>	<b>258,333</b>	<b>38.9%</b>	<b>32.5%</b>	
<b>R5. Other Object Class 13 Benefits</b>																	
R5a. USDH - Benefits for Former Employees																	
R5b. DHFN - Benefits for Former Employees																	
R5c. Voluntary Separation Incentive Pay (VSIP)																	
R5d. Foreign National Separation Liability Accrual																	
<b>Total Funded Personnel (includes OC 13)</b>	<b>1,895</b>	<b>1,960</b>	<b>2,066</b>	<b>351,695</b>	<b>1,226</b>	<b>35</b>	<b>14,090</b>	<b>15,351</b>	<b>367,046</b>	<b>121,118</b>	<b>488,164</b>	<b>170,230</b>	<b>177,660</b>	<b>236,285</b>	<b>4.4%</b>	<b>34.4%</b>	
<b>T1. US Direct Hire (USDH)</b>	<b>1,895</b>	<b>1,960</b>	<b>2,066</b>	<b>351,695</b>	<b>1,226</b>	<b>35</b>	<b>14,090</b>	<b>15,351</b>	<b>367,046</b>	<b>121,080</b>	<b>488,126</b>	<b>170,230</b>	<b>177,660</b>	<b>236,266</b>	<b>4.4%</b>	<b>34.4%</b>	
T1a. Senior Executive Schedule	258	265	258	48,659			3,429	3,429	52,088	16,245	68,333	188,601	201,891	264,857	7.0%	33.4%	
T1b. General Schedule	1,179	1,131	1,331	218,000	1,217	33	7,785	9,035	227,035	73,776	300,811	163,787	170,575	226,004	4.1%	33.8%	
T1c. Special Schedule	420	525	442	77,457	1	2	2,876	2,879	80,336	26,560	106,896	175,242	181,756	241,846	3.7%	34.3%	
T1d. Wage System																	
T1e. Highly Qualified Experts	38	39	35	7,579	8		0	8	7,587	2,674	10,261	216,543	216,771	293,171	0.1%	35.3%	
T1f. Other										1,825	1,825						
T2. Direct Hire Program Foreign Nationals (DHFN)																	
<b>T3. Total Direct Hire</b>	<b>1,895</b>	<b>1,960</b>	<b>2,066</b>	<b>351,695</b>	<b>1,226</b>	<b>35</b>	<b>14,090</b>	<b>15,351</b>	<b>367,046</b>	<b>121,080</b>	<b>488,126</b>	<b>170,230</b>	<b>177,660</b>	<b>236,266</b>	<b>4.4%</b>	<b>34.4%</b>	
T4. Indirect Hire Foreign Nationals (IHFN)																	
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>1,895</b>	<b>1,960</b>	<b>2,066</b>	<b>351,695</b>	<b>1,226</b>	<b>35</b>	<b>14,090</b>	<b>15,351</b>	<b>367,046</b>	<b>121,080</b>	<b>488,126</b>	<b>170,230</b>	<b>177,660</b>	<b>236,266</b>	<b>4.4%</b>	<b>34.4%</b>	
<b>T5. Other Object Class 13 Benefits</b>										<b>38</b>	<b>38</b>						
T5a. USDH - Benefits for Former Employees																	
T5b. DHFN - Benefits for Former Employees																	
T5c. Voluntary Separation Incentive Pay (VSIP)										38	38						
T5d. Foreign National Separation Liability Accrual																	

**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide

Office of the Secretary of Defense FY 2024 (\$ in Thousands)																
	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	<u>Rates</u> k/c	h/d	j/d
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	h Total Variables	i Comp O.C.11	j Benefits O.C.12/13	k Comp & Benefits	l Basic Comp	m Total Comp	n Comp & Benefits	o % BC Variables	p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	2,416	2,836	2,836	499,613	1,115		12,472	13,587	513,200	163,996	677,196	176,168	180,959	238,786	2.7%	32.8%
<b>D1. US Direct Hire (USDH)</b>	2,416	2,836	2,836	499,613	1,115		12,472	13,587	513,200	162,996	676,196	176,168	180,959	238,433	2.7%	32.6%
D1a. Senior Executive Schedule	217	219	219	44,066	1		1,095	1,096	45,162	13,884	59,046	201,215	206,219	269,616	2.5%	31.5%
D1b. General Schedule	1,886	2,304	2,304	393,841	966		9,845	10,811	404,652	128,603	533,255	170,938	175,630	231,447	2.7%	32.7%
D1c. Special Schedule	284	284	284	56,142	136		1,398	1,534	57,676	17,470	75,146	197,683	203,085	264,599	2.7%	31.1%
D1d. Wage System																
D1e. Highly Qualified Experts	29	29	29	5,564	12		134	146	5,710	1,736	7,446	191,862	196,897	256,759	2.6%	31.2%
D1f. Other										1,303	1,303					
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	2,416	2,836	2,836	499,613	1,115		12,472	13,587	513,200	162,996	676,196	176,168	180,959	238,433	2.7%	32.6%
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	2,416	2,836	2,836	499,613	1,115		12,472	13,587	513,200	162,996	676,196	176,168	180,959	238,433	2.7%	32.6%
<b>D5. Other Object Class 13 Benefits</b>										1,000	1,000					
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual										1,000	1,000					
<b>Reimbursable Funded Personnel (includes OC 13)</b>	51	51	51	9,150	24		228	252	9,402	3,210	12,612	179,412	184,353	247,294	2.8%	35.1%
<b>R1. US Direct Hire (USDH)</b>	51	51	51	9,150	24		228	252	9,402	3,210	12,612	179,412	184,353	247,294	2.8%	35.1%
R1a. Senior Executive Schedule																
R1b. General Schedule	51	51	51	9,150	24		228	252	9,402	3,210	12,612	179,412	184,353	247,294	2.8%	35.1%
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	51	51	51	9,150	24		228	252	9,402	3,210	12,612	179,412	184,353	247,294	2.8%	35.1%
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	51	51	51	9,150	24		228	252	9,402	3,210	12,612	179,412	184,353	247,294	2.8%	35.1%
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	2,467	2,887	2,887	508,763	1,139		12,700	13,839	522,602	167,206	689,808	176,225	181,019	238,936	2.7%	32.9%
<b>T1. US Direct Hire (USDH)</b>	2,467	2,887	2,887	508,763	1,139		12,700	13,839	522,602	166,206	688,808	176,225	181,019	238,590	2.7%	32.7%
T1a. Senior Executive Schedule	217	219	219	44,066	1		1,095	1,096	45,162	13,884	59,046	201,215	206,219	269,616	2.5%	31.5%
T1b. General Schedule	1,937	2,355	2,355	402,991	990		10,073	11,063	414,054	131,813	545,867	171,121	175,819	231,791	2.7%	32.7%
T1c. Special Schedule	284	284	284	56,142	136		1,398	1,534	57,676	17,470	75,146	197,683	203,085	264,599	2.7%	31.1%
T1d. Wage System																
T1e. Highly Qualified Experts	29	29	29	5,564	12		134	146	5,710	1,736	7,446	191,862	196,897	256,759	2.6%	31.2%
T1f. Other										1,303	1,303					
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	2,467	2,887	2,887	508,763	1,139		12,700	13,839	522,602	166,206	688,808	176,225	181,019	238,590	2.7%	32.7%
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	2,467	2,887	2,887	508,763	1,139		12,700	13,839	522,602	166,206	688,808	176,225	181,019	238,590	2.7%	32.7%
<b>T5. Other Object Class 13 Benefits</b>										1,000	1,000					
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual										1,000	1,000					

### Department of Defense Fiscal Year (FY) 2025 Budget Estimates Volume II - Defense-Wide Data Book

**Operation and Maintenance, Defense-Wide**

Office of the Secretary of Defense  
FY 2025  
(\$ in Thousands)

	<b>a</b>	<b>b</b>	<b>c</b>	<b>d</b>	<b>e</b>	<b>f</b>	<b>g</b>	<b>e + f + g</b>	<b>d + h</b>	<b>i</b>	<b>i + j</b>	<b>d/c</b>	<b>i/c</b>	<u><b>k/c</b></u>	<b>h/d</b>	<b>j/d</b>
	<b>Begin</b>	<b>End</b>	<b>FTEs</b>	<b>Basic Comp</b>	<b>Overtime Pay</b>	<b>Holiday Pay</b>	<b>Other O.C.11</b>	<b>h Total Variables</b>	<b>i Comp O.C.11</b>	<b>j Benefits O.C.12/13</b>	<b>k Comp &amp; Benefits</b>	<b>l Basic Comp</b>	<b>m Total Comp</b>	<b>n Comp &amp; Benefits</b>	<b>o % BC Variables</b>	<b>p % BC Benefits</b>
<b>Direct Funded Personnel (includes OC 13)</b>	<b>2,887</b>	<b>2,761</b>	<b>2,864</b>	<b>525,819</b>	<b>1,178</b>		<b>13,141</b>	<b>14,319</b>	<b>540,138</b>	<b>175,668</b>	<b>715,806</b>	<b>183,596</b>	<b>188,596</b>	<b>249,932</b>	<b>2.7%</b>	<b>33.4%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>2,887</b>	<b>2,761</b>	<b>2,864</b>	<b>525,819</b>	<b>1,178</b>		<b>13,141</b>	<b>14,319</b>	<b>540,138</b>	<b>174,668</b>	<b>714,806</b>	<b>183,596</b>	<b>188,596</b>	<b>249,583</b>	<b>2.7%</b>	<b>33.2%</b>
D1a. Senior Executive Schedule	219	219	220	45,519	2		1,134	1,136	46,655	14,346	61,001	206,905	212,068	277,277	2.5%	31.5%
D1b. General Schedule	2,355	2,229	2,331	416,851	1,023		10,427	11,450	428,301	136,449	564,750	178,829	183,741	242,278	2.7%	32.7%
D1c. Special Schedule	284	284	284	57,719	141		1,441	1,582	59,301	17,957	77,258	203,236	208,806	272,035	2.7%	31.1%
D1d. Wage System																
D1e. Highly Qualified Experts	29	29	29	5,730	12		139	151	5,881	1,786	7,667	197,586	202,793	264,379	2.6%	31.2%
D1f. Other										4,130	4,130					
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	<b>2,887</b>	<b>2,761</b>	<b>2,864</b>	<b>525,819</b>	<b>1,178</b>		<b>13,141</b>	<b>14,319</b>	<b>540,138</b>	<b>174,668</b>	<b>714,806</b>	<b>183,596</b>	<b>188,596</b>	<b>249,583</b>	<b>2.7%</b>	<b>33.2%</b>
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>2,887</b>	<b>2,761</b>	<b>2,864</b>	<b>525,819</b>	<b>1,178</b>		<b>13,141</b>	<b>14,319</b>	<b>540,138</b>	<b>174,668</b>	<b>714,806</b>	<b>183,596</b>	<b>188,596</b>	<b>249,583</b>	<b>2.7%</b>	<b>33.2%</b>
<b>D5. Other Object Class 13 Benefits</b>										<b>1,000</b>	<b>1,000</b>					
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)										1,000	1,000					
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>51</b>	<b>53</b>	<b>53</b>	<b>9,338</b>	<b>24</b>		<b>233</b>	<b>257</b>	<b>9,595</b>	<b>3,276</b>	<b>12,871</b>	<b>176,189</b>	<b>181,038</b>	<b>242,849</b>	<b>2.8%</b>	<b>35.1%</b>
<b>R1. US Direct Hire (USDH)</b>	<b>51</b>	<b>53</b>	<b>53</b>	<b>9,338</b>	<b>24</b>		<b>233</b>	<b>257</b>	<b>9,595</b>	<b>3,276</b>	<b>12,871</b>	<b>176,189</b>	<b>181,038</b>	<b>242,849</b>	<b>2.8%</b>	<b>35.1%</b>
R1a. Senior Executive Schedule																
R1b. General Schedule	51	53	53	9,338	24		233	257	9,595	3,276	12,871	176,189	181,038	242,849	2.8%	35.1%
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	<b>51</b>	<b>53</b>	<b>53</b>	<b>9,338</b>	<b>24</b>		<b>233</b>	<b>257</b>	<b>9,595</b>	<b>3,276</b>	<b>12,871</b>	<b>176,189</b>	<b>181,038</b>	<b>242,849</b>	<b>2.8%</b>	<b>35.1%</b>
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	<b>51</b>	<b>53</b>	<b>53</b>	<b>9,338</b>	<b>24</b>		<b>233</b>	<b>257</b>	<b>9,595</b>	<b>3,276</b>	<b>12,871</b>	<b>176,189</b>	<b>181,038</b>	<b>242,849</b>	<b>2.8%</b>	<b>35.1%</b>
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>2,938</b>	<b>2,814</b>	<b>2,917</b>	<b>535,157</b>	<b>1,202</b>		<b>13,374</b>	<b>14,576</b>	<b>549,733</b>	<b>178,944</b>	<b>728,677</b>	<b>183,461</b>	<b>188,458</b>	<b>249,804</b>	<b>2.7%</b>	<b>33.4%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>2,938</b>	<b>2,814</b>	<b>2,917</b>	<b>535,157</b>	<b>1,202</b>		<b>13,374</b>	<b>14,576</b>	<b>549,733</b>	<b>177,944</b>	<b>727,677</b>	<b>183,461</b>	<b>188,458</b>	<b>249,461</b>	<b>2.7%</b>	<b>33.3%</b>
T1a. Senior Executive Schedule	219	219	220	45,519	2		1,134	1,136	46,655	14,346	61,001	206,905	212,068	277,277	2.5%	31.5%
T1b. General Schedule	2,406	2,282	2,384	426,189	1,047		10,660	11,707	437,896	139,725	577,621	178,771	183,681	242,291	2.7%	32.8%
T1c. Special Schedule	284	284	284	57,719	141		1,441	1,582	59,301	17,957	77,258	203,236	208,806	272,035	2.7%	31.1%
T1d. Wage System																
T1e. Highly Qualified Experts	29	29	29	5,730	12		139	151	5,881	1,786	7,667	197,586	202,793	264,379	2.6%	31.2%
T1f. Other										4,130	4,130					
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	<b>2,938</b>	<b>2,814</b>	<b>2,917</b>	<b>535,157</b>	<b>1,202</b>		<b>13,374</b>	<b>14,576</b>	<b>549,733</b>	<b>177,944</b>	<b>727,677</b>	<b>183,461</b>	<b>188,458</b>	<b>249,461</b>	<b>2.7%</b>	<b>33.3%</b>
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>2,938</b>	<b>2,814</b>	<b>2,917</b>	<b>535,157</b>	<b>1,202</b>		<b>13,374</b>	<b>14,576</b>	<b>549,733</b>	<b>177,944</b>	<b>727,677</b>	<b>183,461</b>	<b>188,458</b>	<b>249,461</b>	<b>2.7%</b>	<b>33.3%</b>
<b>T5. Other Object Class 13 Benefits</b>										<b>1,000</b>	<b>1,000</b>					
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)										1,000	1,000					
T5d. Foreign National Separation Liability Accrual																

**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**Operation and Maintenance, Defense-Wide**

Space Development Agency FY 2023 (\$ in Thousands)																
a	b	c	d	e	f	g	e + f + g h	d + h i	i	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits	
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	Basic Comp	Total Comp	Basic Comp	Total Comp	% BC Variables	% BC Benefits	
<b>Direct Funded Personnel (includes OC 13)</b>																
<b>D1. US Direct Hire (USDH)</b>																
	3															
D1a. Senior Executive Schedule	3															
D1b. General Schedule																
D1c. Special Schedule	41															
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>																
<b>D4. Indirect Hire Foreign Nationals (IHFN)</b>																
<b>Subtotal - Direct Funded (excludes OC 13)</b>																
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>																
<b>R1. US Direct Hire (USDH)</b>																
R1a. Senior Executive Schedule																
R1b. General Schedule																
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>																
<b>R4. Indirect Hire Foreign Nationals (IHFN)</b>																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>																
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>																
<b>T1. US Direct Hire (USDH)</b>																
T1a. Senior Executive Schedule	3															
T1b. General Schedule																
T1c. Special Schedule	41															
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>																
<b>T4. Indirect Hire Foreign Nationals (IHFN)</b>																
<b>Subtotal - Total Funded (excludes OC 13)</b>																
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**Operation and Maintenance, Defense-Wide**

Space Development Agency  
FY 2024  
(\$ in Thousands)

a	b	c	d	e	f	g	e + f + g h	d + h i	i	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
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		Basic Comp	Total Comp			

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

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**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**Operation and Maintenance, Defense-Wide**

Space Development Agency  
FY 2025  
(\$ in Thousands)

a	b	c	d	e	f	g	e + f + g h	d + h i	i	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
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		Basic Comp	Total Comp			

**Direct Funded Personnel (includes OC 13)**

**D1. US Direct Hire (USDH)**

- D1a. Senior Executive Schedule
- D1b. General Schedule
- D1c. Special Schedule
- D1d. Wage System
- D1e. Highly Qualified Experts
- D1f. Other

D2. Direct Hire Program Foreign Nationals (DHFN)

**D3. Total Direct Hire**

D4. Indirect Hire Foreign Nationals (IHFN)

*Subtotal - 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)

D5d. Foreign National Separation Liability Accrual

**Reimbursable Funded Personnel (includes OC 13)**

**R1. US Direct Hire (USDH)**

- R1a. Senior Executive Schedule
- R1b. General Schedule
- R1c. Special Schedule
- R1d. Wage System
- R1e. Highly Qualified Experts
- R1f. Other

R2. Direct Hire Program Foreign Nationals (DHFN)

**R3. Total Direct Hire**

R4. Indirect Hire Foreign Nationals (IHFN)

*Subtotal - Reimbursable Funded (excludes OC 13)*

**R5. Other Object Class 13 Benefits**

- R5a. USDH - Benefits for Former Employees
- R5b. DHFN - Benefits for Former Employees
- R5c. Voluntary Separation Incentive Pay (VSIP)
- R5d. Foreign National Separation Liability Accrual

**Total Funded Personnel (includes OC 13)**

**T1. US Direct Hire (USDH)**

- T1a. Senior Executive Schedule
- T1b. General Schedule
- T1c. Special Schedule
- T1d. Wage System
- T1e. Highly Qualified Experts
- T1f. Other

T2. Direct Hire Program Foreign Nationals (DHFN)

**T3. Total Direct Hire**

T4. Indirect Hire Foreign Nationals (IHFN)

*Subtotal - 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 (VSIP)
- T5d. Foreign National Separation Liability Accrual

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**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**Operation and Maintenance, Defense-Wide**

**United States Special Operations Command  
FY 2023  
(\$ in Thousands)**

	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	Rates k/c	h/d	j/d
	Begin	End	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	h Total Variables	l Comp O.C.11	Benefits O.C.12/13	k Comp & Benefits	Basic Comp	m Total Comp	n Comp & Benefits	o % BC Variables	p % BC Benefits
	Strength	Strength														
<b><u>Direct Funded Personnel (includes OC 13)</u></b>	<b>6,903</b>	<b>6,662</b>	<b>6,534</b>	<b>664,495</b>	<b>7,570</b>	<b>1,533</b>	<b>19,233</b>	<b>28,336</b>	<b>692,831</b>	<b>236,328</b>	<b>929,159</b>	<b>101,698</b>	<b>106,035</b>	<b>142,204</b>	<b>4.3%</b>	<b>35.6%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>6,903</b>	<b>6,662</b>	<b>6,534</b>	<b>664,495</b>	<b>7,570</b>	<b>1,533</b>	<b>19,233</b>	<b>28,336</b>	<b>692,831</b>	<b>236,157</b>	<b>928,988</b>	<b>101,698</b>	<b>106,035</b>	<b>142,178</b>	<b>4.3%</b>	<b>35.5%</b>
D1a. Senior Executive Schedule	7	22	21	3,752	1	204	0	205	3,957	1,190	5,147	178,667	188,429	245,095	5.5%	31.7%
D1b. General Schedule	6,282	6,295	6,130	626,094	7,477	1,155	18,305	26,937	653,031	222,565	875,596	102,136	106,530	142,838	4.3%	35.5%
D1c. Special Schedule																
D1d. Wage System	614	345	383	34,649	92	174	928	1,194	35,843	12,402	48,245	90,467	93,585	125,966	3.4%	35.8%
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	<b>6,903</b>	<b>6,662</b>	<b>6,534</b>	<b>664,495</b>	<b>7,570</b>	<b>1,533</b>	<b>19,233</b>	<b>28,336</b>	<b>692,831</b>	<b>236,157</b>	<b>928,988</b>	<b>101,698</b>	<b>106,035</b>	<b>142,178</b>	<b>4.3%</b>	<b>35.5%</b>
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>6,903</b>	<b>6,662</b>	<b>6,534</b>	<b>664,495</b>	<b>7,570</b>	<b>1,533</b>	<b>19,233</b>	<b>28,336</b>	<b>692,831</b>	<b>236,157</b>	<b>928,988</b>	<b>101,698</b>	<b>106,035</b>	<b>142,178</b>	<b>4.3%</b>	<b>35.5%</b>
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## Department of Defense Fiscal Year (FY) 2025 Budget Estimates Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide

**United States Special Operations Command  
FY 2024  
(\$ in Thousands)**

	<b>a</b>	<b>b</b>	<b>c</b>	<b>d</b>	<b>e</b>	<b>f</b>	<b>g</b>	<b>e + f + g</b>	<b>d + h</b>	<b>i</b>	<b>i + j</b>	<b>d/c</b>	<b>i/c</b>	<b>Rates k/c</b>	<b>h/d</b>	<b>j/d</b>
	<b>Begin</b>	<b>End</b>	<b>FTEs</b>	<b>Basic Comp</b>	<b>Overtime Pay</b>	<b>Holiday Pay</b>	<b>Other O.C.11</b>	<b>h Total Variables</b>	<b>l Comp O.C.11</b>	<b>Benefits O.C.12/13</b>	<b>k Comp &amp; Benefits</b>	<b>l Basic Comp</b>	<b>m Total Comp</b>	<b>n Comp &amp; Benefits</b>	<b>o % BC Variables</b>	<b>p % BC Benefits</b>
<b>Direct Funded Personnel (includes OC 13)</b>	<b>6,903</b>	<b>6,875</b>	<b>6,875</b>	<b>710,985</b>	<b>10,229</b>	<b>5,483</b>	<b>19,205</b>	<b>34,917</b>	<b>745,902</b>	<b>260,644</b>	<b>1,006,546</b>	<b>103,416</b>	<b>108,495</b>	<b>146,407</b>	<b>4.9%</b>	<b>36.7%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>6,903</b>	<b>6,875</b>	<b>6,875</b>	<b>710,985</b>	<b>10,229</b>	<b>5,483</b>	<b>19,205</b>	<b>34,917</b>	<b>745,902</b>	<b>259,484</b>	<b>1,005,386</b>	<b>103,416</b>	<b>108,495</b>	<b>146,238</b>	<b>4.9%</b>	<b>36.5%</b>
D1a. Senior Executive Schedule	16	16	16	3,813	215	88	269	572	4,385	2,086	6,471	238,313	274,063	404,438	15.0%	54.7%
D1b. General Schedule	6,263	6,182	6,182	634,191	9,575	4,737	17,015	31,327	665,518	228,336	893,854	102,587	107,654	144,590	4.9%	36.0%
D1c. Special Schedule																
D1d. Wage System	624	677	677	72,981	439	658	1,921	3,018	75,999	29,062	105,061	107,801	112,258	155,186	4.1%	39.8%
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	<b>6,903</b>	<b>6,875</b>	<b>6,875</b>	<b>710,985</b>	<b>10,229</b>	<b>5,483</b>	<b>19,205</b>	<b>34,917</b>	<b>745,902</b>	<b>259,484</b>	<b>1,005,386</b>	<b>103,416</b>	<b>108,495</b>	<b>146,238</b>	<b>4.9%</b>	<b>36.5%</b>
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<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>6,903</b>	<b>6,875</b>	<b>6,875</b>	<b>710,985</b>	<b>10,229</b>	<b>5,483</b>	<b>19,205</b>	<b>34,917</b>	<b>745,902</b>	<b>259,484</b>	<b>1,005,386</b>	<b>103,416</b>	<b>108,495</b>	<b>146,238</b>	<b>4.9%</b>	<b>36.5%</b>
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D5b. DHFN - Benefits for Former Employees										1,160	1,160					
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# Department of Defense Fiscal Year (FY) 2025 Budget Estimates Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide

	United States Special Operations Command FY 2025 (\$ in Thousands)															
	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	Rates	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp & Benefits	Basic	Total	k/n	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13	O.C.12/13	Comp	Comp	Comp & Benefits	Variables	Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>6,875</b>	<b>6,783</b>	<b>6,656</b>	<b>730,289</b>	<b>8,315</b>	<b>1,684</b>	<b>20,807</b>	<b>30,806</b>	<b>761,095</b>	<b>259,473</b>	<b>1,020,568</b>	<b>109,719</b>	<b>114,347</b>	<b>153,331</b>	<b>4.2%</b>	<b>35.5%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>6,875</b>	<b>6,783</b>	<b>6,656</b>	<b>730,289</b>	<b>8,315</b>	<b>1,684</b>	<b>20,807</b>	<b>30,806</b>	<b>761,095</b>	<b>259,290</b>	<b>1,020,385</b>	<b>109,719</b>	<b>114,347</b>	<b>153,303</b>	<b>4.2%</b>	<b>35.5%</b>
D1a. Senior Executive Schedule	16	16	16	4,121	1	224	0	225	4,346	1,307	5,653	257,563	271,625	353,313	5.5%	31.7%
D1b. General Schedule	6,182	6,099	5,972	688,110	8,213	1,269	19,788	29,270	717,380	244,361	961,741	115,223	120,124	161,042	4.3%	35.5%
D1c. Special Schedule																
D1d. Wage System	677	668	668	38,058	101	191	1,019	1,311	39,369	13,622	52,991	56,973	58,936	79,328	3.4%	35.8%
D1e. Highly Qualified Experts																
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**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**Operation and Maintenance, Defense-Wide**

	The Joint Staff FY 2023 (\$ in Thousands)														h/d o % BC	j/d p % BC
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits		
<b>Direct Funded Personnel (includes OC 13)</b>	1,353	1,340	1,120	161,335	297	132	2,238	2,667	164,002	44,452	208,454	144,049	146,430	186,120	1.7%	27.6%
<b>D1. US Direct Hire (USDH)</b>	1,353	1,340	1,120	161,335	297	132	2,238	2,667	164,002	44,452	208,454	144,049	146,430	186,120	1.7%	27.6%
D1a. Senior Executive Schedule	14	14	14	3,442			279	279	3,721	797	4,518	245,857	265,786	322,714	8.1%	23.2%
D1b. General Schedule	1,092	1,079	864	124,094	277	132	1,884	2,293	126,387	34,259	160,646	143,627	146,281	185,933	1.8%	27.6%
D1c. Special Schedule																
D1d. Wage System	12	12	12	724					724	272	996	60,333	60,333	83,000		37.6%
D1e. Highly Qualified Experts	1	1	1	155					155	155	155,000	155,000	155,000	155,000		
D1f. Other	234	234	229	32,920	20		75	95	33,015	9,124	42,139	143,755	144,170	184,013	0.3%	27.7%
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	1,353	1,340	1,120	161,335	297	132	2,238	2,667	164,002	44,452	208,454	144,049	146,430	186,120	1.7%	27.6%
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	1,353	1,340	1,120	161,335	297	132	2,238	2,667	164,002	44,452	208,454	144,049	146,430	186,120	1.7%	27.6%
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	92	92	85	7,099	90	2	185	277	7,376	3,771	11,147	83,518	86,776	131,141	3.9%	53.1%
<b>R1. US Direct Hire (USDH)</b>	92	92	85	7,099	90	2	185	277	7,376	3,771	11,147	83,518	86,776	131,141	3.9%	53.1%
R1a. Senior Executive Schedule																
R1b. General Schedule	29	29	29	2,320	70	2	110	182	2,502	692	3,194	80,000	86,276	110,138	7.8%	29.8%
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts	1	1	1	155					155		155	155,000	155,000	155,000		
R1f. Other	62	62	55	4,624	20		75	95	4,719	3,079	7,798	84,073	85,800	141,782	2.1%	66.6%
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	92	92	85	7,099	90	2	185	277	7,376	3,771	11,147	83,518	86,776	131,141	3.9%	53.1%
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	92	92	85	7,099	90	2	185	277	7,376	3,771	11,147	83,518	86,776	131,141	3.9%	53.1%
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	1,445	1,432	1,205	168,434	387	134	2,423	2,944	171,378	48,223	219,601	139,779	142,222	182,241	1.7%	28.6%
<b>T1. US Direct Hire (USDH)</b>	1,445	1,432	1,205	168,434	387	134	2,423	2,944	171,378	48,223	219,601	139,779	142,222	182,241	1.7%	28.6%
T1a. Senior Executive Schedule	14	14	14	3,442			279	279	3,721	797	4,518	245,857	265,786	322,714	8.1%	23.2%
T1b. General Schedule	1,121	1,108	893	126,414	347	134	1,994	2,475	128,889	34,951	163,840	141,561	144,333	183,471	2.0%	27.6%
T1c. Special Schedule																
T1d. Wage System	12	12	12	724					724	272	996	60,333	60,333	83,000		37.6%
T1e. Highly Qualified Experts	2	2	2	310					310	310	155,000	155,000	155,000	155,000		
T1f. Other	296	296	284	37,544	40		150	190	37,734	12,203	49,937	132,197	132,866	175,835	0.5%	32.5%
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	1,445	1,432	1,205	168,434	387	134	2,423	2,944	171,378	48,223	219,601	139,779	142,222	182,241	1.7%	28.6%
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	1,445	1,432	1,205	168,434	387	134	2,423	2,944	171,378	48,223	219,601	139,779	142,222	182,241	1.7%	28.6%
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

**Department of Defense**  
**Fiscal Year (FY) 2025 Budget Estimates**  
**Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide

	The Joint Staff FY 2024 (\$ in Thousands)												<u>Rates</u>			
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
	<u>Begin</u>	<u>End</u>	<u>FTEs</u>	<u>Basic Comp</u>	<u>Overtime Pay</u>	<u>Holiday Pay</u>	<u>Other O.C.11</u>	<u>Total Variables</u>	<u>Comp O.C.11</u>	<u>Benefits O.C.12/13</u>	<u>Comp &amp; Benefits</u>	<u>Basic Comp</u>	<u>Total Comp</u>	<u>Comp &amp; Benefits</u>	<u>% BC Variables</u>	<u>% BC Benefits</u>
<b>Direct Funded Personnel (includes OC 13)</b>	1,261	1,248	1,320	191,406	207	130	2,053	2,390	193,796	40,681	234,477	145,005	146,815	177,634	1.2%	21.3%
<b>D1. US Direct Hire (USDH)</b>	1,261	1,248	1,320	191,406	207	130	2,053	2,390	193,796	40,681	234,477	145,005	146,815	177,634	1.2%	21.3%
D1a. Senior Executive Schedule	14	14	14	3,442			279	279	3,721	797	4,518	245,857	265,786	322,714	8.1%	23.2%
D1b. General Schedule	1,063	1,050	1,122	165,340	207	130	1,774	2,111	167,451	33,567	201,018	147,362	149,243	179,160	1.3%	20.3%
D1c. Special Schedule																
D1d. Wage System	12	12	12	724					724	272	996	60,333	60,333	83,000		37.6%
D1e. Highly Qualified Experts	0	0	0	0					0		0					
D1f. Other	172	172	172	21,900	0		0	0	21,900	6,045	27,945	127,326	127,326	162,471		27.6%
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	1,261	1,248	1,320	191,406	207	130	2,053	2,390	193,796	40,681	234,477	145,005	146,815	177,634	1.2%	21.3%
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	1,261	1,248	1,320	191,406	207	130	2,053	2,390	193,796	40,681	234,477	145,005	146,815	177,634	1.2%	21.3%
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	92	92	87	13,495	90	2	185	277	13,772	3,771	17,543	155,115	158,299	201,644	2.1%	27.9%
<b>R1. US Direct Hire (USDH)</b>	92	92	87	13,495	90	2	185	277	13,772	3,771	17,543	155,115	158,299	201,644	2.1%	27.9%
R1a. Senior Executive Schedule																
R1b. General Schedule	29	29	29	2,320	70	2	110	182	2,502	692	3,194	80,000	86,276	110,138	7.8%	29.8%
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts	1	1	1	155					155		155	155,000	155,000	155,000		
R1f. Other	62	62	57	11,020	20		75	95	11,115	3,079	14,194	193,333	195,000	249,018	0.9%	27.9%
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	92	92	87	13,495	90	2	185	277	13,772	3,771	17,543	155,115	158,299	201,644	2.1%	27.9%
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	92	92	87	13,495	90	2	185	277	13,772	3,771	17,543	155,115	158,299	201,644	2.1%	27.9%
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	1,353	1,340	1,407	204,901	297	132	2,238	2,667	207,568	44,452	252,020	145,630	147,525	179,119	1.3%	21.7%
<b>T1. US Direct Hire (USDH)</b>	1,353	1,340	1,407	204,901	297	132	2,238	2,667	207,568	44,452	252,020	145,630	147,525	179,119	1.3%	21.7%
T1a. Senior Executive Schedule	14	14	14	3,442			279	279	3,721	797	4,518	245,857	265,786	322,714	8.1%	23.2%
T1b. General Schedule	1,092	1,079	1,151	167,660	277	132	1,884	2,293	169,953	34,259	204,212	145,665	147,657	177,421	1.4%	20.4%
T1c. Special Schedule																
T1d. Wage System	12	12	12	724					724	272	996	60,333	60,333	83,000		37.6%
T1e. Highly Qualified Experts	1	1	1	155					155		155	155,000	155,000	155,000		
T1f. Other	234	234	229	32,920	20		75	95	33,015	9,124	42,139	143,755	144,170	184,013	0.3%	27.7%
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	1,353	1,340	1,407	204,901	297	132	2,238	2,667	207,568	44,452	252,020	145,630	147,525	179,119	1.3%	21.7%
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	1,353	1,340	1,407	204,901	297	132	2,238	2,667	207,568	44,452	252,020	145,630	147,525	179,119	1.3%	21.7%
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**Operation and Maintenance, Defense-Wide**

	The Joint Staff FY 2025 (\$ in Thousands)												<u>Rates</u>		<u>h/d</u> <u>% BC</u>	<u>j/d</u> <u>% BC</u>
	<u>a</u> <u>Begin</u> <u>Strength</u>	<u>b</u> <u>End</u> <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> <u>Basic</u> <u>Comp</u>	<u>e</u> <u>Overtime</u> <u>Pay</u>	<u>f</u> <u>Holiday</u> <u>Pay</u>	<u>g</u> <u>Other</u> <u>O.C.11</u>	<u>e + f + g</u> <u>h</u> <u>Total</u> <u>Variables</u>	<u>d + h</u> <u>i</u> <u>Comp</u> <u>O.C.11</u>	<u>i</u> <u>Benefits</u> <u>O.C.12/13</u>	<u>i + j</u> <u>k</u> <u>Comp &amp;</u> <u>Benefits</u>	<u>d/c</u> <u>l</u> <u>Basic</u> <u>Comp</u>	<u>i/c</u> <u>m</u> <u>Total</u> <u>Comp</u>	<u>n</u> <u>Comp &amp;</u> <u>Benefits</u>		
<b><u>Direct Funded Personnel (includes OC 13)</u></b>	<b>1,284</b>	<b>1,284</b>	<b>1,182</b>	<b>188,865</b>	<b>207</b>	<b>130</b>	<b>2,053</b>	<b>2,390</b>	<b>191,255</b>	<b>41,378</b>	<b>232,633</b>	<b>159,784</b>	<b>161,806</b>	<b>196,813</b>	<b>1.3%</b>	<b>21.9%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>1,284</b>	<b>1,284</b>	<b>1,182</b>	<b>188,865</b>	<b>207</b>	<b>130</b>	<b>2,053</b>	<b>2,390</b>	<b>191,255</b>	<b>41,378</b>	<b>232,633</b>	<b>159,784</b>	<b>161,806</b>	<b>196,813</b>	<b>1.3%</b>	<b>21.9%</b>
D1a. Senior Executive Schedule	14	14	14	3,442			279	279	3,721	797	4,518	245,857	265,786	322,714	8.1%	23.2%
D1b. General Schedule	1,023	1,023	926	150,384	207	130	1,774	2,111	152,495	31,185	183,680	162,402	164,681	198,359	1.4%	20.7%
D1c. Special Schedule																
D1d. Wage System	12	12	12	724					724	272	996	60,333	60,333	83,000		37.6%
D1e. Highly Qualified Experts	1	1	1	155					155		155	155,000	155,000	155,000		
D1f. Other	234	234	229	34,160					34,160	9,124	43,284	149,170	149,170	189,013		26.7%
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	<b>1,284</b>	<b>1,284</b>	<b>1,182</b>	<b>188,865</b>	<b>207</b>	<b>130</b>	<b>2,053</b>	<b>2,390</b>	<b>191,255</b>	<b>41,378</b>	<b>232,633</b>	<b>159,784</b>	<b>161,806</b>	<b>196,813</b>	<b>1.3%</b>	<b>21.9%</b>
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>1,284</b>	<b>1,284</b>	<b>1,182</b>	<b>188,865</b>	<b>207</b>	<b>130</b>	<b>2,053</b>	<b>2,390</b>	<b>191,255</b>	<b>41,378</b>	<b>232,633</b>	<b>159,784</b>	<b>161,806</b>	<b>196,813</b>	<b>1.3%</b>	<b>21.9%</b>
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>92</b>	<b>92</b>	<b>87</b>	<b>13,821</b>					<b>13,821</b>	<b>3,850</b>	<b>17,671</b>	<b>158,862</b>	<b>158,862</b>	<b>203,115</b>		<b>27.9%</b>
<b>R1. US Direct Hire (USDH)</b>	<b>92</b>	<b>92</b>	<b>87</b>	<b>13,821</b>					<b>13,821</b>	<b>3,850</b>	<b>17,671</b>	<b>158,862</b>	<b>158,862</b>	<b>203,115</b>		<b>27.9%</b>
R1a. Senior Executive Schedule																
R1b. General Schedule	29	29	29	2,646					2,646	771	3,417	91,241	91,241	117,828		29.1%
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts	1	1	1	155					155		155	155,000	155,000	155,000		
R1f. Other	62	62	57	11,020					11,020	3,079	14,099	193,333	193,333	247,351		27.9%
R2. Direct Hire Program Foreign Nationals (DHFN)				0					0		0					
<b>R3. Total Direct Hire</b>	<b>92</b>	<b>92</b>	<b>87</b>	<b>13,821</b>					<b>13,821</b>	<b>3,850</b>	<b>17,671</b>	<b>158,862</b>	<b>158,862</b>	<b>203,115</b>		<b>27.9%</b>
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	<b>92</b>	<b>92</b>	<b>87</b>	<b>13,821</b>					<b>13,821</b>	<b>3,850</b>	<b>17,671</b>	<b>158,862</b>	<b>158,862</b>	<b>203,115</b>		<b>27.9%</b>
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>1,376</b>	<b>1,376</b>	<b>1,269</b>	<b>202,686</b>	<b>207</b>	<b>130</b>	<b>2,053</b>	<b>2,390</b>	<b>205,076</b>	<b>45,228</b>	<b>250,304</b>	<b>159,721</b>	<b>161,604</b>	<b>197,245</b>	<b>1.2%</b>	<b>22.3%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>1,376</b>	<b>1,376</b>	<b>1,269</b>	<b>202,686</b>	<b>207</b>	<b>130</b>	<b>2,053</b>	<b>2,390</b>	<b>205,076</b>	<b>45,228</b>	<b>250,304</b>	<b>159,721</b>	<b>161,604</b>	<b>197,245</b>	<b>1.2%</b>	<b>22.3%</b>
T1a. Senior Executive Schedule	14	14	14	3,442			279	279	3,721	797	4,518	245,857	265,786	322,714	8.1%	23.2%
T1b. General Schedule	1,052	1,052	955	153,030	207	130	1,774	2,111	155,141	31,956	187,097	160,241	162,451	195,913	1.4%	20.9%
T1c. Special Schedule																
T1d. Wage System	12	12	12	724					724	272	996	60,333	60,333	83,000		37.6%
T1e. Highly Qualified Experts	2	2	2	310					310		310	155,000	155,000	155,000		
T1f. Other	296	296	286	45,180					45,180	12,203	57,383	157,972	157,972	200,640		27.0%
T2. Direct Hire Program Foreign Nationals (DHFN)				0					0		0					
<b>T3. Total Direct Hire</b>	<b>1,376</b>	<b>1,376</b>	<b>1,269</b>	<b>202,686</b>	<b>207</b>	<b>130</b>	<b>2,053</b>	<b>2,390</b>	<b>205,076</b>	<b>45,228</b>	<b>250,304</b>	<b>159,721</b>	<b>161,604</b>	<b>197,245</b>	<b>1.2%</b>	<b>22.3%</b>
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>1,376</b>	<b>1,376</b>	<b>1,269</b>	<b>202,686</b>	<b>207</b>	<b>130</b>	<b>2,053</b>	<b>2,390</b>	<b>205,076</b>	<b>45,228</b>	<b>250,304</b>	<b>159,721</b>	<b>161,604</b>	<b>197,245</b>	<b>1.2%</b>	<b>22.3%</b>
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

# Department of Defense Fiscal Year (FY) 2025 Budget Estimates Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide

### Washington Headquarters Services FY 2023 (\$ in Thousands)

	a	b	c	d	e	f	g	e + f + g h	d + h i	i	i + j k Comp & Benefits	d/c l	i/c m	Rates k/c n Comp & Benefits	h/d o	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		Basic Comp	Total Comp		% BC Variables	% BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>631</b>	<b>351</b>	<b>515</b>	<b>63,964</b>	<b>673</b>	<b>20</b>	<b>2,412</b>	<b>3,105</b>	<b>67,069</b>	<b>23,304</b>	<b>90,373</b>	<b>124,202</b>	<b>130,231</b>	<b>175,482</b>	<b>4.9%</b>	<b>36.4%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>631</b>	<b>351</b>	<b>515</b>	<b>63,964</b>	<b>673</b>	<b>20</b>	<b>2,412</b>	<b>3,105</b>	<b>67,069</b>	<b>23,254</b>	<b>90,323</b>	<b>124,202</b>	<b>130,231</b>	<b>175,384</b>	<b>4.9%</b>	<b>36.4%</b>
D1a. Senior Executive Schedule	12	10	11	2,102			195	195	2,297	702	2,999	191,091	208,818	272,636	9.3%	33.4%
D1b. General Schedule	528	296	437	51,940	591	20	1,797	2,408	54,348	18,322	72,670	118,856	124,366	166,293	4.6%	35.3%
D1c. Special Schedule	89	45	67	9,174	82		420	502	9,676	3,359	13,035	136,925	144,418	194,552	5.5%	36.6%
D1d. Wage System																
D1e. Highly Qualified Experts	2															
D1f. Other				748					748	871	1,619					116.4%
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	<b>631</b>	<b>351</b>	<b>515</b>	<b>63,964</b>	<b>673</b>	<b>20</b>	<b>2,412</b>	<b>3,105</b>	<b>67,069</b>	<b>23,254</b>	<b>90,323</b>	<b>124,202</b>	<b>130,231</b>	<b>175,384</b>	<b>4.9%</b>	<b>36.4%</b>
D4. Indirect Hire Foreign Nationals (IHFN)																
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<b>631</b>	<b>351</b>	<b>515</b>	<b>63,964</b>	<b>673</b>	<b>20</b>	<b>2,412</b>	<b>3,105</b>	<b>67,069</b>	<b>23,254</b>	<b>90,323</b>	<b>124,202</b>	<b>130,231</b>	<b>175,384</b>	<b>4.9%</b>	<b>36.4%</b>
<b>D5. Other Object Class 13 Benefits</b>				<b>0</b>					<b>0</b>	<b>50</b>	<b>50</b>					
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)				0					0	50	50					
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>			<b>292</b>	<b>35,451</b>	<b>564</b>	<b>12</b>	<b>1,126</b>	<b>1,702</b>	<b>37,153</b>	<b>12,287</b>	<b>49,440</b>	<b>121,408</b>	<b>127,236</b>	<b>169,315</b>	<b>4.8%</b>	<b>34.7%</b>
<b>R1. US Direct Hire (USDH)</b>			<b>292</b>	<b>35,451</b>	<b>564</b>	<b>12</b>	<b>1,126</b>	<b>1,702</b>	<b>37,153</b>	<b>12,287</b>	<b>49,440</b>	<b>121,408</b>	<b>127,236</b>	<b>169,315</b>	<b>4.8%</b>	<b>34.7%</b>
R1a. Senior Executive Schedule																
R1b. General Schedule			292	35,451	564	12	1,126	1,702	37,153	12,185	49,338	121,408	127,236	168,966	4.8%	34.4%
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other				0					0	102	102					
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>			<b>292</b>	<b>35,451</b>	<b>564</b>	<b>12</b>	<b>1,126</b>	<b>1,702</b>	<b>37,153</b>	<b>12,287</b>	<b>49,440</b>	<b>121,408</b>	<b>127,236</b>	<b>169,315</b>	<b>4.8%</b>	<b>34.7%</b>
R4. Indirect Hire Foreign Nationals (IHFN)																
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>			<b>292</b>	<b>35,451</b>	<b>564</b>	<b>12</b>	<b>1,126</b>	<b>1,702</b>	<b>37,153</b>	<b>12,287</b>	<b>49,440</b>	<b>121,408</b>	<b>127,236</b>	<b>169,315</b>	<b>4.8%</b>	<b>34.7%</b>
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>631</b>	<b>351</b>	<b>807</b>	<b>99,415</b>	<b>1,237</b>	<b>32</b>	<b>3,538</b>	<b>4,807</b>	<b>104,222</b>	<b>35,591</b>	<b>139,813</b>	<b>123,191</b>	<b>129,147</b>	<b>173,250</b>	<b>4.8%</b>	<b>35.8%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>631</b>	<b>351</b>	<b>807</b>	<b>99,415</b>	<b>1,237</b>	<b>32</b>	<b>3,538</b>	<b>4,807</b>	<b>104,222</b>	<b>35,541</b>	<b>139,763</b>	<b>123,191</b>	<b>129,147</b>	<b>173,188</b>	<b>4.8%</b>	<b>35.8%</b>
T1a. Senior Executive Schedule	12	10	11	2,102			195	195	2,297	702	2,999	191,091	208,818	272,636	9.3%	33.4%
T1b. General Schedule	528	296	729	87,391	1,155	32	2,923	4,110	91,501	30,507	122,008	119,878	125,516	167,364	4.7%	34.9%
T1c. Special Schedule	89	45	67	9,174	82		420	502	9,676	3,359	13,035	136,925	144,418	194,552	5.5%	36.6%
T1d. Wage System																
T1e. Highly Qualified Experts	2															
T1f. Other				748					748	973	1,721					130.1%
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	<b>631</b>	<b>351</b>	<b>807</b>	<b>99,415</b>	<b>1,237</b>	<b>32</b>	<b>3,538</b>	<b>4,807</b>	<b>104,222</b>	<b>35,541</b>	<b>139,763</b>	<b>123,191</b>	<b>129,147</b>	<b>173,188</b>	<b>4.8%</b>	<b>35.8%</b>
T4. Indirect Hire Foreign Nationals (IHFN)																
<i>Subtotal - Total Funded (excludes OC 13)</i>	<b>631</b>	<b>351</b>	<b>807</b>	<b>99,415</b>	<b>1,237</b>	<b>32</b>	<b>3,538</b>	<b>4,807</b>	<b>104,222</b>	<b>35,541</b>	<b>139,763</b>	<b>123,191</b>	<b>129,147</b>	<b>173,188</b>	<b>4.8%</b>	<b>35.8%</b>
<b>T5. Other Object Class 13 Benefits</b>				<b>0</b>					<b>0</b>	<b>50</b>	<b>50</b>					
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)				0					0	50	50					
T5d. Foreign National Separation Liability Accrual																

**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide

Washington Headquarters Services  
FY 2024  
(\$ in Thousands)

	a	b	c	d	e	f	g	e + f + g	d + h	i	j	i + j	d/c	i/c	Rates		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	Total Comp	Comp & Benefits	% BC Variables	% BC Benefits		
<b>Direct Funded Personnel (includes OC 13)</b>	<b>681</b>	<b>613</b>	<b>601</b>	<b>80,871</b>	<b>198</b>		<b>1,983</b>	<b>2,181</b>	<b>83,052</b>	<b>25,637</b>	<b>108,689</b>	<b>134,561</b>	<b>138,190</b>	<b>180,847</b>	<b>2.7%</b>	<b>31.7%</b>		
<b>D1. US Direct Hire (USDH)</b>	<b>681</b>	<b>613</b>	<b>601</b>	<b>80,871</b>	<b>198</b>		<b>1,983</b>	<b>2,181</b>	<b>83,052</b>	<b>25,237</b>	<b>108,289</b>	<b>134,561</b>	<b>138,190</b>	<b>180,181</b>	<b>2.7%</b>	<b>31.2%</b>		
D1a. Senior Executive Schedule	13	13	13	2,498			60	60	2,558	779	3,337	192,154	196,769	256,692	2.4%	31.2%		
D1b. General Schedule	573	521	509	67,292	171		1,651	1,822	69,114	20,750	89,864	132,204	135,784	176,550	2.7%	30.8%		
D1c. Special Schedule	95	79	79	11,081	27		272	299	11,380	3,459	14,839	140,266	144,051	187,835	2.7%	31.2%		
D1d. Wage System																		
D1e. Highly Qualified Experts																		
D1f. Other										249	249							
D2. Direct Hire Program Foreign Nationals (DHFN)																		
<b>D3. Total Direct Hire</b>	<b>681</b>	<b>613</b>	<b>601</b>	<b>80,871</b>	<b>198</b>		<b>1,983</b>	<b>2,181</b>	<b>83,052</b>	<b>25,237</b>	<b>108,289</b>	<b>134,561</b>	<b>138,190</b>	<b>180,181</b>	<b>2.7%</b>	<b>31.2%</b>		
D4. Indirect Hire Foreign Nationals (IHFN)																		
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>681</b>	<b>613</b>	<b>601</b>	<b>80,871</b>	<b>198</b>		<b>1,983</b>	<b>2,181</b>	<b>83,052</b>	<b>25,237</b>	<b>108,289</b>	<b>134,561</b>	<b>138,190</b>	<b>180,181</b>	<b>2.7%</b>	<b>31.2%</b>		
<b>D5. Other Object Class 13 Benefits</b>										<b>400</b>	<b>400</b>							
D5a. USDH - Benefits for Former Employees																		
D5b. DHFN - Benefits for Former Employees																		
D5c. Voluntary Separation Incentive Pay (VSIP)										400	400							
D5d. Foreign National Separation Liability Accrual																		
<b>Reimbursable Funded Personnel (includes OC 13)</b>		<b>271</b>	<b>271</b>	<b>39,246</b>	<b>101</b>		<b>982</b>	<b>1,083</b>	<b>40,329</b>	<b>12,380</b>	<b>52,709</b>	<b>144,819</b>	<b>148,815</b>	<b>194,498</b>	<b>2.8%</b>	<b>31.5%</b>		
<b>R1. US Direct Hire (USDH)</b>		<b>271</b>	<b>271</b>	<b>39,246</b>	<b>101</b>		<b>982</b>	<b>1,083</b>	<b>40,329</b>	<b>12,380</b>	<b>52,709</b>	<b>144,819</b>	<b>148,815</b>	<b>194,498</b>	<b>2.8%</b>	<b>31.5%</b>		
R1a. Senior Executive Schedule																		
R1b. General Schedule		271	271	39,246	101		982	1,083	40,329	12,380	52,709	144,819	148,815	194,498	2.8%	31.5%		
R1c. Special Schedule																		
R1d. Wage System																		
R1e. Highly Qualified Experts																		
R2. Direct Hire Program Foreign Nationals (DHFN)																		
<b>R3. Total Direct Hire</b>		<b>271</b>	<b>271</b>	<b>39,246</b>	<b>101</b>		<b>982</b>	<b>1,083</b>	<b>40,329</b>	<b>12,380</b>	<b>52,709</b>	<b>144,819</b>	<b>148,815</b>	<b>194,498</b>	<b>2.8%</b>	<b>31.5%</b>		
R4. Indirect Hire Foreign Nationals (IHFN)																		
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>		<b>271</b>	<b>271</b>	<b>39,246</b>	<b>101</b>		<b>982</b>	<b>1,083</b>	<b>40,329</b>	<b>12,380</b>	<b>52,709</b>	<b>144,819</b>	<b>148,815</b>	<b>194,498</b>	<b>2.8%</b>	<b>31.5%</b>		
<b>R5. Other Object Class 13 Benefits</b>																		
R5a. USDH - Benefits for Former Employees																		
R5b. DHFN - Benefits for Former Employees																		
R5c. Voluntary Separation Incentive Pay (VSIP)																		
R5d. Foreign National Separation Liability Accrual																		
<b>Total Funded Personnel (includes OC 13)</b>	<b>681</b>	<b>884</b>	<b>872</b>	<b>120,117</b>	<b>299</b>		<b>2,965</b>	<b>3,264</b>	<b>123,381</b>	<b>38,017</b>	<b>161,398</b>	<b>137,749</b>	<b>141,492</b>	<b>185,089</b>	<b>2.7%</b>	<b>31.6%</b>		
<b>T1. US Direct Hire (USDH)</b>	<b>681</b>	<b>884</b>	<b>872</b>	<b>120,117</b>	<b>299</b>		<b>2,965</b>	<b>3,264</b>	<b>123,381</b>	<b>37,617</b>	<b>160,998</b>	<b>137,749</b>	<b>141,492</b>	<b>184,631</b>	<b>2.7%</b>	<b>31.3%</b>		
T1a. Senior Executive Schedule	13	13	13	2,498			60	60	2,558	779	3,337	192,154	196,769	256,692	2.4%	31.2%		
T1b. General Schedule	573	792	780	106,538	272		2,633	2,905	109,443	33,130	142,573	136,587	140,312	182,786	2.7%	31.1%		
T1c. Special Schedule	95	79	79	11,081	27		272	299	11,380	3,459	14,839	140,266	144,051	187,835	2.7%	31.2%		
T1d. Wage System																		
T1e. Highly Qualified Experts																		
T2. Direct Hire Program Foreign Nationals (DHFN)																		
<b>T3. Total Direct Hire</b>	<b>681</b>	<b>884</b>	<b>872</b>	<b>120,117</b>	<b>299</b>		<b>2,965</b>	<b>3,264</b>	<b>123,381</b>	<b>37,617</b>	<b>160,998</b>	<b>137,749</b>	<b>141,492</b>	<b>184,631</b>	<b>2.7%</b>	<b>31.3%</b>		
T4. Indirect Hire Foreign Nationals (IHFN)																		
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>681</b>	<b>884</b>	<b>872</b>	<b>120,117</b>	<b>299</b>		<b>2,965</b>	<b>3,264</b>	<b>123,381</b>	<b>37,617</b>	<b>160,998</b>	<b>137,749</b>	<b>141,492</b>	<b>184,631</b>	<b>2.7%</b>	<b>31.3%</b>		
<b>T5. Other Object Class 13 Benefits</b>										<b>400</b>	<b>400</b>							
T5a. USDH - Benefits for Former Employees																		
T5b. DHFN - Benefits for Former Employees																		
T5c. Voluntary Separation Incentive Pay (VSIP)										400	400							
T5d. Foreign National Separation Liability Accrual																		

**Department of Defense**  
**Fiscal Year (FY) 2025 Budget Estimates**  
**Volume II - Defense-Wide Data Book**

**Operation and Maintenance, Defense-Wide**

Washington Headquarters Services																
FY 2025																
(\$ in Thousands)																
	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	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	Total Comp	Comp & Benefits	% BC Variables	% BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	884	632	688	89,647	222		2,212	2,434	92,081	28,744	120,825	130,301	133,839	175,618	2.7%	32.1%
<b>D1. US Direct Hire (USDH)</b>	884	632	688	89,647	222		2,212	2,434	92,081	28,349	120,430	130,301	133,839	175,044	2.7%	31.6%
D1a. Senior Executive Schedule	13	13	13	2,515			61	61	2,576	796	3,372	193,462	198,154	259,385	2.4%	31.7%
D1b. General Schedule	792	540	596	76,039	195		1,877	2,072	78,111	23,839	101,950	127,582	131,059	171,057	2.7%	31.4%
D1c. Special Schedule	79	79	79	11,093	27		274	301	11,394	3,466	14,860	140,418	144,228	188,101	2.7%	31.2%
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other											248			248		
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	884	632	688	89,647	222		2,212	2,434	92,081	28,349	120,430	130,301	133,839	175,044	2.7%	31.6%
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	884	632	688	89,647	222		2,212	2,434	92,081	28,349	120,430	130,301	133,839	175,044	2.7%	31.6%
<b>D5. Other Object Class 13 Benefits</b>										395	395					
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)										395	395					
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	271	271	271	40,424	104		980	1,084	41,508	12,747	54,255	149,166	153,166	200,203	2.7%	31.5%
<b>R1. US Direct Hire (USDH)</b>	271	271	271	40,424	104		980	1,084	41,508	12,747	54,255	149,166	153,166	200,203	2.7%	31.5%
R1a. Senior Executive Schedule																
R1b. General Schedule	271	271	271	40,424	104		980	1,084	41,508	12,747	54,255	149,166	153,166	200,203	2.7%	31.5%
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	271	271	271	40,424	104		980	1,084	41,508	12,747	54,255	149,166	153,166	200,203	2.7%	31.5%
R4. Indirect Hire Foreign Nationals (IHFN)												washington				
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	271	271	271	40,424	104		980	1,084	41,508	12,747	54,255	149,166	153,166	200,203	2.7%	31.5%
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	1,155	903	959	130,071	326		3,192	3,518	133,589	41,491	175,080	135,632	139,300	182,565	2.7%	31.9%
<b>T1. US Direct Hire (USDH)</b>	1,155	903	959	130,071	326		3,192	3,518	133,589	41,096	174,685	135,632	139,300	182,153	2.7%	31.6%
T1a. Senior Executive Schedule	13	13	13	2,515			61	61	2,576	796	3,372	193,462	198,154	259,385	2.4%	31.7%
T1b. General Schedule	1,063	811	867	116,463	299		2,857	3,156	119,619	36,586	156,205	134,329	137,969	180,167	2.7%	31.4%
T1c. Special Schedule	79	79	79	11,093	27		274	301	11,394	3,466	14,860	140,418	144,228	188,101	2.7%	31.2%
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other											248			248		
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	1,155	903	959	130,071	326		3,192	3,518	133,589	41,096	174,685	135,632	139,300	182,153	2.7%	31.6%
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	1,155	903	959	130,071	326		3,192	3,518	133,589	41,096	174,685	135,632	139,300	182,153	2.7%	31.6%
<b>T5. Other Object Class 13 Benefits</b>										395	395					
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)										395	395					
T5d. Foreign National Separation Liability Accrual																



**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide

	Summary FY 2023 (\$ in Thousands)															Rates k/c n	h/d o	j/d p	
	a	b	c	d	e	f	g	e + f + g h	d + h i	j	i + j k	d/c l	i/c m	Rates k/c n Comp & Benefits	% BC Variables				% BC Benefits
	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						
<b>Direct Funded Personnel (includes OC 13)</b>	<b>113,013</b>	<b>110,996</b>	<b>84,602</b>	<b>14,452,486</b>	<b>96,267</b>	<b>44,562</b>	<b>425,443</b>	<b>566,272</b>	<b>15,018,758</b>	<b>3,992,928</b>	<b>19,011,686</b>	<b>170,829</b>	<b>177,522</b>	<b>224,719</b>	<b>3.9%</b>	<b>27.6%</b>			
<b>D1. US Direct Hire (USDH)</b>	<b>112,314</b>	<b>110,307</b>	<b>83,934</b>	<b>14,427,883</b>	<b>95,578</b>	<b>44,532</b>	<b>421,244</b>	<b>561,354</b>	<b>14,989,237</b>	<b>3,983,900</b>	<b>18,973,137</b>	<b>171,896</b>	<b>178,584</b>	<b>226,048</b>	<b>3.9%</b>	<b>27.6%</b>			
D1a. Senior Executive Schedule	1,790	1,807	1,224	348,456	1	415	13,824	14,240	362,696	97,901	460,597	284,686	296,320	376,305	4.1%	28.1%			
D1b. General Schedule	99,448	97,736	72,530	13,187,304	95,061	43,287	306,723	445,071	13,632,375	3,377,981	17,010,356	181,819	187,955	234,529	3.4%	25.6%			
D1c. Special Schedule	9,743	9,729	9,142	784,636	118	655	94,559	95,332	879,968	467,616	1,347,584	85,828	96,256	147,406	12.1%	59.6%			
D1d. Wage System	934	667	679	46,620	370	175	4,256	4,801	51,421	18,573	69,994	68,660	75,730	103,084	10.3%	39.8%			
D1e. Highly Qualified Experts	48	41	37	8,210	8	0	15	23	8,233	2,851	11,084	221,892	222,514	299,568	0.3%	34.7%			
D1f. Other	351	327	322	52,657	20	1,867	1,887	1,887	54,544	18,978	73,522	163,531	169,391	228,329	3.6%	36.0%			
D2. Direct Hire Program Foreign Nationals (DHFN)	459	430	409	15,023	689	30	175	894	15,917	4,056	19,973	36,731	38,917	48,834	6.0%	27.0%			
<b>D3. Total Direct Hire</b>	<b>112,773</b>	<b>110,737</b>	<b>84,343</b>	<b>14,442,906</b>	<b>96,267</b>	<b>44,562</b>	<b>421,419</b>	<b>562,248</b>	<b>15,005,154</b>	<b>3,987,956</b>	<b>18,993,110</b>	<b>171,240</b>	<b>177,906</b>	<b>225,189</b>	<b>3.9%</b>	<b>27.6%</b>			
D4. Indirect Hire Foreign Nationals (IHFN)	240	259	259	9,580	0	0	0	0	9,580	0	36,988	36,988	36,988	36,988					
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>113,013</b>	<b>110,996</b>	<b>84,602</b>	<b>14,452,486</b>	<b>96,267</b>	<b>44,562</b>	<b>421,419</b>	<b>562,248</b>	<b>15,014,734</b>	<b>3,987,956</b>	<b>19,002,690</b>	<b>170,829</b>	<b>177,475</b>	<b>224,613</b>	<b>3.9%</b>	<b>27.6%</b>			
<b>D5. Other Object Class 13 Benefits</b>				<b>0</b>			<b>4,024</b>	<b>4,024</b>	<b>4,024</b>	<b>4,972</b>	<b>8,996</b>								
D5a. USDH - Benefits for Former Employees							4,024	4,024	4,024	4,972	8,219								
D5b. DHFN - Benefits for Former Employees																			
D5c. Voluntary Separation Incentive Pay (VSIP)				0					0	777	777								
D5d. Foreign National Separation Liability Accrual																			
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>2,423</b>	<b>2,492</b>	<b>2,726</b>	<b>176,327</b>	<b>1,111</b>	<b>1,710</b>	<b>3,881</b>	<b>6,702</b>	<b>183,029</b>	<b>64,268</b>	<b>247,297</b>	<b>64,683</b>	<b>67,142</b>	<b>90,718</b>	<b>3.8%</b>	<b>36.4%</b>			
<b>R1. US Direct Hire (USDH)</b>	<b>2,418</b>	<b>2,492</b>	<b>2,726</b>	<b>176,327</b>	<b>1,111</b>	<b>1,710</b>	<b>3,881</b>	<b>6,702</b>	<b>183,029</b>	<b>64,176</b>	<b>247,205</b>	<b>64,683</b>	<b>67,142</b>	<b>90,684</b>	<b>3.8%</b>	<b>36.4%</b>			
R1a. Senior Executive Schedule	9	9	8	1,840			13	13	1,853	575	2,428	230,000	231,625	303,500	0.7%	31.3%			
R1b. General Schedule	2,333	2,400	2,642	166,195	1,089	1,688	3,721	6,498	172,693	59,404	232,097	62,905	65,364	87,849	3.9%	35.7%			
R1c. Special Schedule	13	20	20	3,513	2	22	72	96	3,609	1,016	4,625	175,650	180,450	231,250	2.7%	28.9%			
R1d. Wage System																			
R1e. Highly Qualified Experts	1	1	1	155					155		155	155,000	155,000	155,000					
R1f. Other	62	62	55	4,624	20		75	95	4,719	3,181	7,900	84,073	85,800	143,636	2.1%	68.8%			
R2. Direct Hire Program Foreign Nationals (DHFN)																			
<b>R3. Total Direct Hire</b>	<b>2,418</b>	<b>2,492</b>	<b>2,726</b>	<b>176,327</b>	<b>1,111</b>	<b>1,710</b>	<b>3,881</b>	<b>6,702</b>	<b>183,029</b>	<b>64,176</b>	<b>247,205</b>	<b>64,683</b>	<b>67,142</b>	<b>90,684</b>	<b>3.8%</b>	<b>36.4%</b>			
R4. Indirect Hire Foreign Nationals (IHFN)	5	0	0	0	0	0	0	0	0	0	0	0	0	0					
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	<b>2,423</b>	<b>2,492</b>	<b>2,726</b>	<b>176,327</b>	<b>1,111</b>	<b>1,710</b>	<b>3,881</b>	<b>6,702</b>	<b>183,029</b>	<b>64,176</b>	<b>247,205</b>	<b>64,683</b>	<b>67,142</b>	<b>90,684</b>	<b>3.8%</b>	<b>36.4%</b>			
<b>R5. Other Object Class 13 Benefits</b>										<b>92</b>	<b>92</b>								
R5a. USDH - Benefits for Former Employees																			
R5b. DHFN - Benefits for Former Employees																			
R5c. Voluntary Separation Incentive Pay (VSIP)										92	92								
R5d. Foreign National Separation Liability Accrual																			
<b>Total Funded Personnel (includes OC 13)</b>	<b>115,436</b>	<b>113,488</b>	<b>87,328</b>	<b>14,628,813</b>	<b>97,378</b>	<b>46,272</b>	<b>429,324</b>	<b>572,974</b>	<b>15,201,787</b>	<b>4,057,196</b>	<b>19,258,983</b>	<b>167,516</b>	<b>174,077</b>	<b>220,536</b>	<b>3.9%</b>	<b>27.7%</b>			
<b>T1. US Direct Hire (USDH)</b>	<b>114,732</b>	<b>112,799</b>	<b>86,660</b>	<b>14,604,210</b>	<b>96,689</b>	<b>46,242</b>	<b>425,125</b>	<b>568,056</b>	<b>15,172,266</b>	<b>4,048,076</b>	<b>19,220,342</b>	<b>168,523</b>	<b>175,078</b>	<b>221,790</b>	<b>3.9%</b>	<b>27.7%</b>			
T1a. Senior Executive Schedule	1,799	1,816	1,232	350,296	1	415	13,837	14,253	364,549	98,476	463,025	284,331	295,900	375,832	4.1%	28.1%			
T1b. General Schedule	101,781	100,136	75,172	13,353,499	96,150	44,975	310,444	451,569	13,805,068	3,437,385	17,242,453	177,639	183,646	229,373	3.4%	25.7%			
T1c. Special Schedule	9,756	9,749	9,162	788,149	120	677	94,631	95,428	883,577	468,632	1,352,209	86,024	96,439	147,589	12.1%	59.5%			
T1d. Wage System	934	667	679	46,620	370	175	4,256	4,801	51,421	18,573	69,994	68,660	75,730	103,084	10.3%	39.8%			
T1e. Highly Qualified Experts	49	42	38	8,365	8	0	15	23	8,388	2,851	11,239	220,132	220,737	295,763	0.3%	34.1%			
T1f. Other	413	389	377	57,281	40	1,942	1,982	1,982	59,263	22,159	81,422	151,939	157,196	215,973	3.5%	38.7%			
T2. Direct Hire Program Foreign Nationals (DHFN)	459	430	409	15,023	689	30	175	894	15,917	4,056	19,973	36,731	38,917	48,834	6.0%	27.0%			
<b>T3. Total Direct Hire</b>	<b>115,191</b>	<b>113,229</b>	<b>87,069</b>	<b>14,619,233</b>	<b>97,378</b>	<b>46,272</b>	<b>425,300</b>	<b>568,950</b>	<b>15,188,183</b>	<b>4,052,132</b>	<b>19,240,315</b>	<b>167,904</b>	<b>174,438</b>	<b>220,978</b>	<b>3.9%</b>	<b>27.7%</b>			
T4. Indirect Hire Foreign Nationals (IHFN)	245	259	259	9,580	0	0	0	0	9,580	0	36,988	36,988	36,988	36,988					
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>115,436</b>	<b>113,488</b>	<b>87,328</b>	<b>14,628,813</b>	<b>97,378</b>	<b>46,272</b>	<b>425,300</b>	<b>568,950</b>	<b>15,197,763</b>	<b>4,052,132</b>	<b>19,249,895</b>	<b>167,516</b>	<b>174,031</b>	<b>220,432</b>	<b>3.9%</b>	<b>27.7%</b>			
<b>T5. Other Object Class 13 Benefits</b>				<b>0</b>			<b>4,024</b>	<b>4,024</b>	<b>4,024</b>	<b>5,064</b>	<b>9,088</b>								
T5a. USDH - Benefits for Former Employees							4,024	4,024	4,024	5,064	9,088								
T5b. DHFN - Benefits for Former Employees																			
T5c. Voluntary Separation Incentive Pay (VSIP)				0					0	869	869								
T5d. Foreign National Separation Liability Accrual																			

**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**Summary  
FY 2024  
(\$ in Thousands)**

<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>Rates</u> <u>k/c</u>	<u>h/d</u>	<u>j/d</u>
<u>Begin</u>	<u>End</u>	<u>FTEs</u>	<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>Total</u>	<u>Comp</u>	<u>Benefits</u>	<u>Comp</u>	<u>Basic</u>	<u>Total</u>	<u>Comp</u>	<u>% BC</u>	<u>% BC</u>
<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Comp</u>	<u>Pay</u>	<u>Pay</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>&amp; Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>&amp; Benefits</u>	<u>Variables</u>	<u>Benefits</u>
93,827	95,332	93,931	12,193,292	79,124	14,855	402,333	496,312	12,689,604	3,848,430	16,538,034	129,811	135,095	176,066	4.1%	31.6%
93,131	94,636	93,235	12,167,515	79,118	14,853	395,467	489,438	12,656,953	3,834,665	16,491,618	130,504	135,753	176,882	4.0%	31.5%
1,250	1,271	1,264	729,217	3,792	438	13,913	18,143	747,360	151,412	898,772	576,912	591,266	711,054	2.5%	20.8%
80,964	82,500	81,355	10,469,205	74,235	12,792	278,574	365,601	10,834,806	3,115,977	13,950,783	128,685	133,179	171,480	3.5%	29.8%
9,644	9,539	9,294	832,278	292	964	95,801	97,057	929,335	515,173	1,444,508	89,550	99,993	155,424	11.7%	61.9%
948	1,000	995	86,386	785	658	5,216	6,659	93,045	34,973	128,018	86,820	93,513	128,661	7.7%	40.5%
36	37	38	7,346	14	1	178	193	7,539	2,271	9,810	193,316	198,395	258,158	2.6%	30.9%
289	289	289	43,083	0		1,785	1,785	44,868	14,859	59,727	149,076	155,253	206,668	4.1%	34.5%
447	447	447	15,749	6	2	1,147	1,155	16,904	4,527	21,431	35,233	37,817	47,944	7.3%	28.7%
93,578	95,083	93,682	12,183,264	79,124	14,855	396,614	490,593	12,673,857	3,839,192	16,513,049	130,049	135,286	176,267	4.0%	31.5%
249	249	249	10,028					10,028		10,028	40,273	40,273	40,273		
93,827	95,332	93,931	12,193,292	79,124	14,855	396,614	490,593	12,683,885	3,839,192	16,523,077	129,811	135,034	175,907	4.0%	31.5%
						5,719	5,719	5,719	9,238	14,957					
						5,719	5,719	5,719	6,879	12,598					
									2,359	2,359					
2,479	2,749	2,809	339,128	826	55	7,119	8,000	347,128	112,762	459,890	120,729	123,577	163,720	2.4%	33.3%
2,474	2,744	2,804	339,128	826	55	7,119	8,000	347,128	112,762	459,890	120,944	123,797	164,012	2.4%	33.3%
1	1	1	214			16	16	230	79	309	214,000	230,000	309,000	7.5%	36.9%
2,410	2,680	2,745	327,739	806	55	7,028	7,889	335,628	109,604	445,232	119,395	122,269	162,197	2.4%	33.4%
1	1	1	155					155		155	155,000	155,000	155,000		
62	62	57	11,020	20		75	95	11,115	3,079	14,194	193,333	195,000	249,018	0.9%	27.9%
2,474	2,744	2,804	339,128	826	55	7,119	8,000	347,128	112,762	459,890	120,944	123,797	164,012	2.4%	33.3%
5	5	5													
2,479	2,749	2,809	339,128	826	55	7,119	8,000	347,128	112,762	459,890	120,729	123,577	163,720	2.4%	33.3%
96,306	98,081	96,740	12,532,420	79,950	14,910	409,452	504,312	13,036,732	3,961,192	16,997,924	129,547	134,761	175,707	4.0%	31.6%
95,605	97,380	96,039	12,506,643	79,944	14,908	402,586	497,438	13,004,081	3,947,427	16,951,508	130,225	135,404	176,507	4.0%	31.6%
1,251	1,272	1,265	729,431	3,792	438	13,929	18,159	747,590	151,491	899,081	576,625	590,980	710,736	2.5%	20.8%
83,374	85,180	84,100	10,796,944	75,041	12,847	285,602	373,490	11,170,434	3,225,581	14,396,015	128,382	132,823	171,177	3.5%	29.9%
9,644	9,539	9,294	832,278	292	964	95,801	97,057	929,335	515,173	1,444,508	89,550	99,993	155,424	11.7%	61.9%
948	1,000	995	86,386	785	658	5,216	6,659	93,045	34,973	128,018	86,820	93,513	128,661	7.7%	40.5%
37	38	39	7,501	14	1	178	193	7,694	2,271	9,965	192,333	197,282	255,513	2.6%	30.3%
351	351	346	54,103	20		1,860	1,880	55,983	17,938	73,921	156,367	161,801	213,645	3.5%	33.2%
447	447	447	15,749	6	2	1,147	1,155	16,904	4,527	21,431	35,233	37,817	47,944	7.3%	28.7%
96,052	97,827	96,486	12,522,392	79,950	14,910	403,733	498,593	13,020,985	3,951,954	16,972,939	129,785	134,952	175,911	4.0%	31.6%
254	254	254	10,028					10,028		10,028	39,480	39,480	39,480		
96,306	98,081	96,740	12,532,420	79,950	14,910	403,733	498,593	13,031,013	3,951,954	16,982,967	129,547	134,701	175,553	4.0%	31.5%
						5,719	5,719	5,719	9,238	14,957					
						5,719	5,719	5,719	6,879	12,598					
									2,359	2,359					

13)

**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide

	Summary FY 2025 (\$ in Thousands)															Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	a	b	c	d	e	f	g	e + f + g h	d + h i	l	i + j k	d/c l	i/c m					
	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					
<b>Direct Funded Personnel (includes OC 13)</b>	95,324	94,770	92,174	11,555,166	122,598	16,930	503,631	643,159	12,198,325	4,481,494	16,679,819	125,363	132,340	180,960	5.6%	38.8%		
<b>D1. US Direct Hire (USDH)</b>	94,600	94,055	91,467	11,526,558	122,591	16,928	502,458	641,977	12,168,535	4,471,157	16,639,692	126,019	133,037	181,920	5.6%	38.8%		
D1a. Senior Executive Schedule	1,269	1,276	1,274	267,762	5	432	12,052	12,489	280,251	95,159	375,410	210,174	219,977	294,670	4.7%	35.5%		
D1b. General Schedule	82,404	81,796	80,056	10,359,956	121,952	15,701	390,302	527,955	10,887,911	3,868,624	14,756,535	129,409	136,004	184,328	5.1%	37.3%		
D1c. Special Schedule	9,538	9,606	8,770	783,768	199	603	93,179	93,981	877,749	463,149	1,340,898	89,369	100,085	152,896	12.0%	59.1%		
D1d. Wage System	1,000	990	985	51,633	423	192	4,928	5,543	57,176	20,658	77,834	52,419	58,047	79,019	10.7%	40.0%		
D1e. Highly Qualified Experts	38	36	36	6,850	12		144	156	7,006	2,125	9,131	190,278	194,611	253,639	2.3%	31.0%		
D1f. Other	351	351	346	56,589			1,853	1,853	58,442	21,442	79,884	163,552	168,908	230,879	3.3%	37.9%		
D2. Direct Hire Program Foreign Nationals (DHFN)	432	431	431	17,484	7	2	1,173	1,182	18,666	4,654	23,320	40,566	43,309	54,107	6.8%	26.6%		
<b>D3. Total Direct Hire</b>	<b>95,032</b>	<b>94,486</b>	<b>91,898</b>	<b>11,544,042</b>	<b>122,598</b>	<b>16,930</b>	<b>503,631</b>	<b>643,159</b>	<b>12,187,201</b>	<b>4,475,811</b>	<b>16,663,012</b>	<b>125,618</b>	<b>132,617</b>	<b>181,321</b>	<b>5.6%</b>	<b>38.8%</b>		
D4. Indirect Hire Foreign Nationals (IHFN)	292	284	276	11,124			11,124	11,124	11,124		40,304	40,304	40,304	40,304				
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>95,324</b>	<b>94,770</b>	<b>92,174</b>	<b>11,555,166</b>	<b>122,598</b>	<b>16,930</b>	<b>503,631</b>	<b>643,159</b>	<b>12,198,325</b>	<b>4,475,811</b>	<b>16,674,136</b>	<b>125,363</b>	<b>132,340</b>	<b>180,898</b>	<b>5.6%</b>	<b>38.7%</b>		
<b>D5. Other Object Class 13 Benefits</b>				0	0	0	0	0	0	5,683	5,683							
D5a. USDH - Benefits for Former Employees				0	0		0	0	0	5,683	5,683							
D5b. DHFN - Benefits for Former Employees																		
D5c. Voluntary Separation Incentive Pay (VSIP)																		
D5d. Foreign National Separation Liability Accrual										1,669	1,669							
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>2,734</b>	<b>2,662</b>	<b>2,747</b>	<b>182,455</b>	<b>951</b>	<b>32</b>	<b>2,803</b>	<b>3,786</b>	<b>186,241</b>	<b>59,330</b>	<b>245,571</b>	<b>66,420</b>	<b>67,798</b>	<b>89,396</b>	<b>2.1%</b>	<b>32.5%</b>		
<b>R1. US Direct Hire (USDH)</b>	<b>2,729</b>	<b>2,657</b>	<b>2,742</b>	<b>182,455</b>	<b>951</b>	<b>32</b>	<b>2,803</b>	<b>3,786</b>	<b>186,241</b>	<b>59,330</b>	<b>245,571</b>	<b>66,541</b>	<b>67,922</b>	<b>89,559</b>	<b>2.1%</b>	<b>32.5%</b>		
R1a. Senior Executive Schedule	1	1	1	221			17	17	238	83	321	221,000	238,000	321,000	7.7%	37.6%		
R1b. General Schedule	2,665	2,593	2,683	171,059	951	32	2,786	3,769	174,828	56,168	230,996	63,757	65,161	86,096	2.2%	32.8%		
R1c. Special Schedule																		
R1d. Wage System																		
R1e. Highly Qualified Experts	1	1	1	155					155		155	155,000	155,000	155,000				
R1f. Other	62	62	57	11,020					11,020	3,079	14,099	193,333	193,333	247,351		27.9%		
R2. Direct Hire Program Foreign Nationals (DHFN)				0					0		0							
<b>R3. Total Direct Hire</b>	<b>2,729</b>	<b>2,657</b>	<b>2,742</b>	<b>182,455</b>	<b>951</b>	<b>32</b>	<b>2,803</b>	<b>3,786</b>	<b>186,241</b>	<b>59,330</b>	<b>245,571</b>	<b>66,541</b>	<b>67,922</b>	<b>89,559</b>	<b>2.1%</b>	<b>32.5%</b>		
R4. Indirect Hire Foreign Nationals (IHFN)	5	5	5															
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	<b>2,734</b>	<b>2,662</b>	<b>2,747</b>	<b>182,455</b>	<b>951</b>	<b>32</b>	<b>2,803</b>	<b>3,786</b>	<b>186,241</b>	<b>59,330</b>	<b>245,571</b>	<b>66,420</b>	<b>67,798</b>	<b>89,396</b>	<b>2.1%</b>	<b>32.5%</b>		
<b>R5. Other Object Class 13 Benefits</b>																		
R5a. USDH - Benefits for Former Employees																		
R5b. DHFN - Benefits for Former Employees																		
R5c. Voluntary Separation Incentive Pay (VSIP)																		
R5d. Foreign National Separation Liability Accrual																		
<b>Total Funded Personnel (includes OC 13)</b>	<b>98,058</b>	<b>97,432</b>	<b>94,921</b>	<b>11,737,621</b>	<b>123,549</b>	<b>16,962</b>	<b>506,434</b>	<b>646,945</b>	<b>12,384,566</b>	<b>4,540,824</b>	<b>16,925,390</b>	<b>123,657</b>	<b>130,472</b>	<b>178,310</b>	<b>5.5%</b>	<b>38.7%</b>		
<b>T1. US Direct Hire (USDH)</b>	<b>97,329</b>	<b>96,712</b>	<b>94,209</b>	<b>11,709,013</b>	<b>123,542</b>	<b>16,960</b>	<b>505,261</b>	<b>645,763</b>	<b>12,354,776</b>	<b>4,530,487</b>	<b>16,885,263</b>	<b>124,288</b>	<b>131,142</b>	<b>179,232</b>	<b>5.5%</b>	<b>38.7%</b>		
T1a. Senior Executive Schedule	1,270	1,277	1,275	267,983	5	432	12,069	12,506	280,489	95,242	375,731	210,183	219,991	294,691	4.7%	35.5%		
T1b. General Schedule	85,069	84,389	82,739	10,531,015	122,903	15,733	393,088	531,724	11,062,739	3,924,792	14,987,531	127,280	133,706	181,142	5.0%	37.3%		
T1c. Special Schedule	9,538	9,606	8,770	783,768	199	603	93,179	93,981	877,749	463,149	1,340,898	89,369	100,085	152,896	12.0%	59.1%		
T1d. Wage System	1,000	990	985	51,633	423	192	4,928	5,543	57,176	20,658	77,834	52,419	58,047	79,019	10.7%	40.0%		
T1e. Highly Qualified Experts	39	37	37	7,005	12		144	156	7,161	2,125	9,286	189,324	193,541	250,973	2.2%	30.3%		
T1f. Other	413	413	403	67,609			1,853	1,853	69,462	24,521	93,983	167,764	172,362	233,208	2.7%	36.3%		
T2. Direct Hire Program Foreign Nationals (DHFN)	432	431	431	17,484	7	2	1,173	1,182	18,666	4,654	23,320	40,566	43,309	54,107	6.8%	26.6%		
<b>T3. Total Direct Hire</b>	<b>97,761</b>	<b>97,143</b>	<b>94,640</b>	<b>11,726,497</b>	<b>123,549</b>	<b>16,962</b>	<b>506,434</b>	<b>646,945</b>	<b>12,373,442</b>	<b>4,535,141</b>	<b>16,908,583</b>	<b>123,906</b>	<b>130,742</b>	<b>178,662</b>	<b>5.5%</b>	<b>38.7%</b>		
T4. Indirect Hire Foreign Nationals (IHFN)	297	289	281	11,124			11,124	11,124	11,124		39,587	39,587	39,587	39,587				
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>98,058</b>	<b>97,432</b>	<b>94,921</b>	<b>11,737,621</b>	<b>123,549</b>	<b>16,962</b>	<b>506,434</b>	<b>646,945</b>	<b>12,384,566</b>	<b>4,535,141</b>	<b>16,919,707</b>	<b>123,657</b>	<b>130,472</b>	<b>178,250</b>	<b>5.5%</b>	<b>38.6%</b>		
<b>T5. Other Object Class 13 Benefits</b>				0	0	0	0	0	0	5,683	5,683							
T5a. USDH - Benefits for Former Employees				0	0		0	0	0	5,683	5,683							
T5b. DHFN - Benefits for Former Employees																		
T5c. Voluntary Separation Incentive Pay (VSIP)																		
T5d. Foreign National Separation Liability Accrual										1,669	1,669							

**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**Research, Development, Test and Evaluation, Defense-Wide**

CYBER FY 2023 (\$ in Thousands)																
a	b	c	d	e	f	g	e + f + g h	d + h i	i	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits	
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	Basic Comp	Total Comp	Comp & Benefits	Comp & Benefits	% BC Variables	% BC Benefits	
<b>Direct Funded Personnel (includes OC 13)</b>																
<b>D1. US Direct Hire (USDH)</b>																
D1a. Senior Executive Schedule																
D1b. General Schedule																
D1c. Special Schedule																
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>																
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>																
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>																
<b>R1. US Direct Hire (USDH)</b>																
R1a. Senior Executive Schedule																
R1b. General Schedule																
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>																
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>																
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>																
<b>T1. US Direct Hire (USDH)</b>																
T1a. Senior Executive Schedule																
T1b. General Schedule																
T1c. Special Schedule																
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>																
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>																
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

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**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

Research, Development, Test and Evaluation, Defense-Wide

CYBER FY 2024 (\$ in Thousands)																	
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>Rates</u>		<u>h/d</u>	<u>j/d</u>
	<u>Begin</u>	<u>End</u>	<u>FTEs</u>	<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>Total</u>	<u>Comp</u>	<u>Benefits</u>	<u>Comp</u>	<u>Basic</u>	<u>Total</u>	<u>Comp</u>	<u>% BC</u>	<u>% BC</u>	
	<u>Strength</u>	<u>Strength</u>		<u>Comp</u>	<u>Pay</u>	<u>Pay</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>&amp; Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>&amp; Benefits</u>	<u>Variables</u>	<u>Benefits</u>	
<b>Direct Funded Personnel (includes OC 13)</b>	21	21	21	2,774	12	12	78	102	2,876	1,011	3,887	132,095	136,952	185,095	3.7%	36.4%	
<b>D1. US Direct Hire (USDH)</b>	21	21	21	2,774	12	12	78	102	2,876	1,011	3,887	132,095	136,952	185,095	3.7%	36.4%	
D1a. Senior Executive Schedule																	
D1b. General Schedule	21	21	21	2,774	12	12	78	102	2,876	1,011	3,887	132,095	136,952	185,095	3.7%	36.4%	
D1c. Special Schedule																	
D1d. Wage System																	
D1e. Highly Qualified Experts																	
D2. Direct Hire Program Foreign Nationals (DHFN)																	
<b>D3. Total Direct Hire</b>	21	21	21	2,774	12	12	78	102	2,876	1,011	3,887	132,095	136,952	185,095	3.7%	36.4%	
D4. Indirect Hire Foreign Nationals (IHFN)																	
<b>Subtotal - Direct Funded (excludes OC 13)</b>	21	21	21	2,774	12	12	78	102	2,876	1,011	3,887	132,095	136,952	185,095	3.7%	36.4%	
<b>D5. Other Object Class 13 Benefits</b>																	
D5a. USDH - Benefits for Former Employees																	
D5b. DHFN - Benefits for Former Employees																	
D5c. Voluntary Separation Incentive Pay (VSIP)																	
D5d. Foreign National Separation Liability Accrual																	
<b>Reimbursable Funded Personnel (includes OC 13)</b>																	
<b>R1. US Direct Hire (USDH)</b>																	
R1a. Senior Executive Schedule																	
R1b. General Schedule																	
R1c. Special Schedule																	
R1d. Wage System																	
R1e. Highly Qualified Experts																	
R2. Direct Hire Program Foreign Nationals (DHFN)																	
<b>R3. Total Direct Hire</b>																	
R4. Indirect Hire Foreign Nationals (IHFN)																	
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>																	
<b>R5. Other Object Class 13 Benefits</b>																	
R5a. USDH - Benefits for Former Employees																	
R5b. DHFN - Benefits for Former Employees																	
R5c. Voluntary Separation Incentive Pay (VSIP)																	
R5d. Foreign National Separation Liability Accrual																	
<b>Total Funded Personnel (includes OC 13)</b>	21	21	21	2,774	12	12	78	102	2,876	1,011	3,887	132,095	136,952	185,095	3.7%	36.4%	
<b>T1. US Direct Hire (USDH)</b>	21	21	21	2,774	12	12	78	102	2,876	1,011	3,887	132,095	136,952	185,095	3.7%	36.4%	
T1a. Senior Executive Schedule																	
T1b. General Schedule	21	21	21	2,774	12	12	78	102	2,876	1,011	3,887	132,095	136,952	185,095	3.7%	36.4%	
T1c. Special Schedule																	
T1d. Wage System																	
T1e. Highly Qualified Experts																	
T2. Direct Hire Program Foreign Nationals (DHFN)																	
<b>T3. Total Direct Hire</b>	21	21	21	2,774	12	12	78	102	2,876	1,011	3,887	132,095	136,952	185,095	3.7%	36.4%	
T4. Indirect Hire Foreign Nationals (IHFN)																	
<b>Subtotal - Total Funded (excludes OC 13)</b>	21	21	21	2,774	12	12	78	102	2,876	1,011	3,887	132,095	136,952	185,095	3.7%	36.4%	
<b>T5. Other Object Class 13 Benefits</b>																	
T5a. USDH - Benefits for Former Employees																	
T5b. DHFN - Benefits for Former Employees																	
T5c. Voluntary Separation Incentive Pay (VSIP)																	
T5d. Foreign National Separation Liability Accrual																	

**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

Defense-Wide

CYBER FY 2025 (\$ in Thousands)																
a	b	c	d	e	f	g	e + f + g h	d + h i	i	i + j k Comp & Benefits	d/c l	i/c m	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits	
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		Basic Comp	Total Comp				
21	21	21	2,753	11	11	72	94	2,847	938	3,785	131,095	135,571	180,238	3.4%	34.1%	
21	21	21	2,753	11	11	72	94	2,847	938	3,785	131,095	135,571	180,238	3.4%	34.1%	
21	21	21	2,753	11	11	72	94	2,847	938	3,785	131,095	135,571	180,238	3.4%	34.1%	
21	21	21	2,753	11	11	72	94	2,847	938	3,785	131,095	135,571	180,238	3.4%	34.1%	
21	21	21	2,753	11	11	72	94	2,847	938	3,785	131,095	135,571	180,238	3.4%	34.1%	
21	21	21	2,753	11	11	72	94	2,847	938	3,785	131,095	135,571	180,238	3.4%	34.1%	
21	21	21	2,753	11	11	72	94	2,847	938	3,785	131,095	135,571	180,238	3.4%	34.1%	
21	21	21	2,753	11	11	72	94	2,847	938	3,785	131,095	135,571	180,238	3.4%	34.1%	
21	21	21	2,753	11	11	72	94	2,847	938	3,785	131,095	135,571	180,238	3.4%	34.1%	
21	21	21	2,753	11	11	72	94	2,847	938	3,785	131,095	135,571	180,238	3.4%	34.1%	

13)

**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

Research, Development, Test and Evaluation, Defense-Wide

Defense Advanced Research Projects Agency FY 2023 (\$ in Thousands)														Rates	h/d	j/d
a	b	c	d	e	f	g	e + f + g h	d + h i	i	i + j k Comp & Benefits	d/c l	i/c m	k/c n Comp & Benefits	o % BC Variables	p % BC Benefits	
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	Basic Comp	Total Comp	Basic Comp	Total Comp	Comp & Benefits	% BC Variables	% BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>185</b>	<b>225</b>	<b>208</b>	<b>41,956</b>			<b>1,364</b>	<b>1,364</b>	<b>43,320</b>	<b>14,224</b>	<b>57,544</b>	<b>201,712</b>	<b>208,269</b>	<b>276,654</b>	<b>3.3%</b>	<b>33.9%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>185</b>	<b>225</b>	<b>208</b>	<b>41,956</b>			<b>1,364</b>	<b>1,364</b>	<b>43,320</b>	<b>14,224</b>	<b>57,544</b>	<b>201,712</b>	<b>208,269</b>	<b>276,654</b>	<b>3.3%</b>	<b>33.9%</b>
D1a. Senior Executive Schedule	5	4	5	928			63	63	991	416	1,407	185,600	198,200	281,400	6.8%	44.8%
D1b. General Schedule	84	100	95	15,124			618	618	15,742	5,888	21,630	159,200	165,705	227,684	4.1%	38.9%
D1c. Special Schedule	96	121	108	25,904			683	683	26,587	7,920	34,507	239,852	246,176	319,509	2.6%	30.6%
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	<b>185</b>	<b>225</b>	<b>208</b>	<b>41,956</b>			<b>1,364</b>	<b>1,364</b>	<b>43,320</b>	<b>14,224</b>	<b>57,544</b>	<b>201,712</b>	<b>208,269</b>	<b>276,654</b>	<b>3.3%</b>	<b>33.9%</b>
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>185</b>	<b>225</b>	<b>208</b>	<b>41,956</b>			<b>1,364</b>	<b>1,364</b>	<b>43,320</b>	<b>14,224</b>	<b>57,544</b>	<b>201,712</b>	<b>208,269</b>	<b>276,654</b>	<b>3.3%</b>	<b>33.9%</b>
<b>D5. Other Object Class 13 Benefits</b>									<b>0</b>	<b>0</b>						
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>																
<b>R1. US Direct Hire (USDH)</b>																
R1a. Senior Executive Schedule																
R1b. General Schedule																
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>																
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>																
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>185</b>	<b>225</b>	<b>208</b>	<b>41,956</b>			<b>1,364</b>	<b>1,364</b>	<b>43,320</b>	<b>14,224</b>	<b>57,544</b>	<b>201,712</b>	<b>208,269</b>	<b>276,654</b>	<b>3.3%</b>	<b>33.9%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>185</b>	<b>225</b>	<b>208</b>	<b>41,956</b>			<b>1,364</b>	<b>1,364</b>	<b>43,320</b>	<b>14,224</b>	<b>57,544</b>	<b>201,712</b>	<b>208,269</b>	<b>276,654</b>	<b>3.3%</b>	<b>33.9%</b>
T1a. Senior Executive Schedule	5	4	5	928			63	63	991	416	1,407	185,600	198,200	281,400	6.8%	44.8%
T1b. General Schedule	84	100	95	15,124			618	618	15,742	5,888	21,630	159,200	165,705	227,684	4.1%	38.9%
T1c. Special Schedule	96	121	108	25,904			683	683	26,587	7,920	34,507	239,852	246,176	319,509	2.6%	30.6%
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	<b>185</b>	<b>225</b>	<b>208</b>	<b>41,956</b>			<b>1,364</b>	<b>1,364</b>	<b>43,320</b>	<b>14,224</b>	<b>57,544</b>	<b>201,712</b>	<b>208,269</b>	<b>276,654</b>	<b>3.3%</b>	<b>33.9%</b>
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>185</b>	<b>225</b>	<b>208</b>	<b>41,956</b>			<b>1,364</b>	<b>1,364</b>	<b>43,320</b>	<b>14,224</b>	<b>57,544</b>	<b>201,712</b>	<b>208,269</b>	<b>276,654</b>	<b>3.3%</b>	<b>33.9%</b>
<b>T5. Other Object Class 13 Benefits</b>									<b>0</b>	<b>0</b>						
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability Accrual																

**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

Research, Development, Test and Evaluation, Defense-Wide

Defense Advanced Research Projects Agency FY 2024 (\$ in Thousands)																	
	a	b	c	d	e	f	g	e + f + g	d + h	i	j	i + j	d/c	i/c	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	Total Comp	Comp & Benefits	% BC Variables	% BC Benefits	
<b>Direct Funded Personnel (includes OC 13)</b>	196	246	238	46,108			1,751	1,751	47,859	18,450	66,309	193,731	201,088	278,609	3.8%	40.0%	
<b>D1. US Direct Hire (USDH)</b>	196	246	238	46,108			1,751	1,751	47,859	18,350	66,209	193,731	201,088	278,189	3.8%	39.8%	
D1a. Senior Executive Schedule	5	5	5	1,020			154	154	1,174	530	1,704	204,000	234,800	340,800	15.1%	52.0%	
D1b. General Schedule	88	103	103	17,206			573	573	17,779	7,038	24,817	167,049	172,612	240,942	3.3%	40.9%	
D1c. Special Schedule	103	138	130	27,882			1,024	1,024	28,906	10,782	39,688	214,477	222,354	305,292	3.7%	38.7%	
D1d. Wage System																	
D1e. Highly Qualified Experts																	
D2. Direct Hire Program Foreign Nationals (DHFN)																	
<b>D3. Total Direct Hire</b>	196	246	238	46,108			1,751	1,751	47,859	18,350	66,209	193,731	201,088	278,189	3.8%	39.8%	
D4. Indirect Hire Foreign Nationals (IHFN)																	
<b>Subtotal - Direct Funded (excludes OC 13)</b>	196	246	238	46,108			1,751	1,751	47,859	18,350	66,209	193,731	201,088	278,189	3.8%	39.8%	
<b>D5. Other Object Class 13 Benefits</b>										100	100						
D5a. USDH - Benefits for Former Employees																	
D5b. DHFN - Benefits for Former Employees																	
D5c. Voluntary Separation Incentive Pay (VSIP)										100	100						
D5d. Foreign National Separation Liability Accrual																	
<b>Reimbursable Funded Personnel (includes OC 13)</b>																	
<b>R1. US Direct Hire (USDH)</b>																	
R1a. Senior Executive Schedule																	
R1b. General Schedule																	
R1c. Special Schedule																	
R1d. Wage System																	
R1e. Highly Qualified Experts																	
R2. Direct Hire Program Foreign Nationals (DHFN)																	
<b>R3. Total Direct Hire</b>																	
R4. Indirect Hire Foreign Nationals (IHFN)																	
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>																	
<b>R5. Other Object Class 13 Benefits</b>																	
R5a. USDH - Benefits for Former Employees																	
R5b. DHFN - Benefits for Former Employees																	
R5c. Voluntary Separation Incentive Pay (VSIP)																	
R5d. Foreign National Separation Liability Accrual																	
<b>Total Funded Personnel (includes OC 13)</b>	196	246	238	46,108			1,751	1,751	47,859	18,450	66,309	193,731	201,088	278,609	3.8%	40.0%	
<b>T1. US Direct Hire (USDH)</b>	196	246	238	46,108			1,751	1,751	47,859	18,350	66,209	193,731	201,088	278,189	3.8%	39.8%	
T1a. Senior Executive Schedule	5	5	5	1,020			154	154	1,174	530	1,704	204,000	234,800	340,800	15.1%	52.0%	
T1b. General Schedule	88	103	103	17,206			573	573	17,779	7,038	24,817	167,049	172,612	240,942	3.3%	40.9%	
T1c. Special Schedule	103	138	130	27,882			1,024	1,024	28,906	10,782	39,688	214,477	222,354	305,292	3.7%	38.7%	
T1d. Wage System																	
T1e. Highly Qualified Experts																	
T2. Direct Hire Program Foreign Nationals (DHFN)																	
<b>T3. Total Direct Hire</b>	196	246	238	46,108			1,751	1,751	47,859	18,350	66,209	193,731	201,088	278,189	3.8%	39.8%	
T4. Indirect Hire Foreign Nationals (IHFN)																	
<b>Subtotal - Total Funded (excludes OC 13)</b>	196	246	238	46,108			1,751	1,751	47,859	18,350	66,209	193,731	201,088	278,189	3.8%	39.8%	
<b>T5. Other Object Class 13 Benefits</b>										100	100						
T5a. USDH - Benefits for Former Employees																	
T5b. DHFN - Benefits for Former Employees																	
T5c. Voluntary Separation Incentive Pay (VSIP)										100	100						
T5d. Foreign National Separation Liability Accrual																	



**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**Research, Development, Test and Evaluation, Defense-Wide**

Defense Advanced Research Projects Agency  
FY 2025  
(\$ in Thousands)

	a	b	c	d	e	f	g	e + f + g h	d + h i	i	i + j k Comp & Benefits	d/c l	i/c m	Rates k/c n Comp & Benefits	h/d o	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		Basic Comp	Total Comp	Comp & Benefits	% BC Variables	% BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>253</b>	<b>259</b>	<b>259</b>	<b>57,435</b>			<b>2,158</b>	<b>2,158</b>	<b>59,593</b>	<b>20,474</b>	<b>80,067</b>	<b>221,757</b>	<b>230,089</b>	<b>309,139</b>	<b>3.8%</b>	<b>35.6%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>253</b>	<b>259</b>	<b>259</b>	<b>57,435</b>			<b>2,158</b>	<b>2,158</b>	<b>59,593</b>	<b>20,374</b>	<b>79,967</b>	<b>221,757</b>	<b>230,089</b>	<b>308,753</b>	<b>3.8%</b>	<b>35.5%</b>
D1a. Senior Executive Schedule	5	5	5	1,047			71	71	1,118	469	1,587	209,400	223,600	317,400	6.8%	44.8%
D1b. General Schedule	105	105	103	17,502			744	744	18,246	7,063	25,309	169,922	177,146	245,718	4.3%	40.4%
D1c. Special Schedule	143	149	151	38,886			1,343	1,343	40,229	12,842	53,071	257,523	266,417	351,464	3.5%	33.0%
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	<b>253</b>	<b>259</b>	<b>259</b>	<b>57,435</b>			<b>2,158</b>	<b>2,158</b>	<b>59,593</b>	<b>20,374</b>	<b>79,967</b>	<b>221,757</b>	<b>230,089</b>	<b>308,753</b>	<b>3.8%</b>	<b>35.5%</b>
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>253</b>	<b>259</b>	<b>259</b>	<b>57,435</b>			<b>2,158</b>	<b>2,158</b>	<b>59,593</b>	<b>20,374</b>	<b>79,967</b>	<b>221,757</b>	<b>230,089</b>	<b>308,753</b>	<b>3.8%</b>	<b>35.5%</b>
<b>D5. Other Object Class 13 Benefits</b>										<b>100</b>	<b>100</b>					
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)										100	100					
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>																
<b>R1. US Direct Hire (USDH)</b>																
R1a. Senior Executive Schedule																
R1b. General Schedule																
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>																
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>																
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
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R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>253</b>	<b>259</b>	<b>259</b>	<b>57,435</b>			<b>2,158</b>	<b>2,158</b>	<b>59,593</b>	<b>20,474</b>	<b>80,067</b>	<b>221,757</b>	<b>230,089</b>	<b>309,139</b>	<b>3.8%</b>	<b>35.6%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>253</b>	<b>259</b>	<b>259</b>	<b>57,435</b>			<b>2,158</b>	<b>2,158</b>	<b>59,593</b>	<b>20,374</b>	<b>79,967</b>	<b>221,757</b>	<b>230,089</b>	<b>308,753</b>	<b>3.8%</b>	<b>35.5%</b>
T1a. Senior Executive Schedule	5	5	5	1,047			71	71	1,118	469	1,587	209,400	223,600	317,400	6.8%	44.8%
T1b. General Schedule	105	105	103	17,502			744	744	18,246	7,063	25,309	169,922	177,146	245,718	4.3%	40.4%
T1c. Special Schedule	143	149	151	38,886			1,343	1,343	40,229	12,842	53,071	257,523	266,417	351,464	3.5%	33.0%
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	<b>253</b>	<b>259</b>	<b>259</b>	<b>57,435</b>			<b>2,158</b>	<b>2,158</b>	<b>59,593</b>	<b>20,374</b>	<b>79,967</b>	<b>221,757</b>	<b>230,089</b>	<b>308,753</b>	<b>3.8%</b>	<b>35.5%</b>
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>253</b>	<b>259</b>	<b>259</b>	<b>57,435</b>			<b>2,158</b>	<b>2,158</b>	<b>59,593</b>	<b>20,374</b>	<b>79,967</b>	<b>221,757</b>	<b>230,089</b>	<b>308,753</b>	<b>3.8%</b>	<b>35.5%</b>
<b>T5. Other Object Class 13 Benefits</b>										<b>100</b>	<b>100</b>					
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)										100	100					
T5d. Foreign National Separation Liability Accrual																

**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**Research, Development, Test and Evaluation, Defense-Wide**

Defense Information Systems Agency FY 2023 (\$ in Thousands)																	
	<b>a</b>	<b>b</b>	<b>c</b>	<b>d</b>	<b>e</b>	<b>f</b>	<b>g</b>	<b>e + f + g</b>	<b>d + h</b>	<b>i</b>	<b>i + j</b>	<b>d/c</b>	<b>i/c</b>	<b>Rates</b>	<b>h/d</b>	<b>j/d</b>	
	<b>Begin</b>	<b>End</b>	<b>FTEs</b>	<b>Basic</b>	<b>Overtime</b>	<b>Holiday</b>	<b>Other</b>	<b>h</b>	<b>i</b>	<b>Benefits</b>	<b>k</b>	<b>l</b>	<b>m</b>	<b>k/c</b>	<b>o</b>	<b>p</b>	
	<b>Strength</b>	<b>Strength</b>		<b>Comp</b>	<b>Pay</b>	<b>Pay</b>	<b>O.C.11</b>	<b>Total</b>	<b>Comp</b>	<b>O.C.12/13</b>	<b>Comp</b>	<b>Basic</b>	<b>Total</b>	<b>Comp</b>	<b>% BC</b>	<b>% BC</b>	
								<b>Variables</b>	<b>O.C.11</b>		<b>&amp; Benefits</b>	<b>Comp</b>	<b>Comp</b>	<b>&amp; Benefits</b>	<b>Variables</b>	<b>Benefits</b>	
<b>Direct Funded Personnel (includes OC 13)</b>	216	211	200	26,728	24	48	616	688	27,416	9,610	37,026	133,640	137,080	185,130	2.6%	36.0%	
<b>D1. US Direct Hire (USDH)</b>	216	211	200	26,728	24	48	616	688	27,416	9,610	37,026	133,640	137,080	185,130	2.6%	36.0%	
D1a. Senior Executive Schedule																	
D1b. General Schedule	215	210	199	26,596	24	48	615	687	27,283	9,563	36,846	133,648	137,101	185,156	2.6%	36.0%	
D1c. Special Schedule	1	1	1	132			1	1	133	47	180	132,000	133,000	180,000	0.8%	35.6%	
D1d. Wage System																	
D1e. Highly Qualified Experts																	
D1f. Other																	
D2. Direct Hire Program Foreign Nationals (DHFN)																	
<b>D3. Total Direct Hire</b>	216	211	200	26,728	24	48	616	688	27,416	9,610	37,026	133,640	137,080	185,130	2.6%	36.0%	
D4. Indirect Hire Foreign Nationals (IHFN)																	
<b>Subtotal - Direct Funded (excludes OC 13)</b>	216	211	200	26,728	24	48	616	688	27,416	9,610	37,026	133,640	137,080	185,130	2.6%	36.0%	
<b>D5. Other Object Class 13 Benefits</b>																	
D5a. USDH - Benefits for Former Employees																	
D5b. DHFN - Benefits for Former Employees																	
D5c. Voluntary Separation Incentive Pay (VSIP)																	
D5d. Foreign National Separation Liability Accrual																	
<b>Reimbursable Funded Personnel (includes OC 13)</b>	131	95	90	4,284	52	8	123	183	4,467	1,621	6,088	47,600	49,633	67,644	4.3%	37.8%	
<b>R1. US Direct Hire (USDH)</b>	131	95	90	4,284	52	8	123	183	4,467	1,621	6,088	47,600	49,633	67,644	4.3%	37.8%	
R1a. Senior Executive Schedule																	
R1b. General Schedule	131	95	90	4,284	52	8	123	183	4,467	1,621	6,088	47,600	49,633	67,644	4.3%	37.8%	
R1c. Special Schedule																	
R1d. Wage System																	
R1e. Highly Qualified Experts																	
R1f. Other																	
R2. Direct Hire Program Foreign Nationals (DHFN)																	
<b>R3. Total Direct Hire</b>	131	95	90	4,284	52	8	123	183	4,467	1,621	6,088	47,600	49,633	67,644	4.3%	37.8%	
R4. Indirect Hire Foreign Nationals (IHFN)																	
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	131	95	90	4,284	52	8	123	183	4,467	1,621	6,088	47,600	49,633	67,644	4.3%	37.8%	
<b>R5. Other Object Class 13 Benefits</b>																	
R5a. USDH - Benefits for Former Employees																	
R5b. DHFN - Benefits for Former Employees																	
R5c. Voluntary Separation Incentive Pay (VSIP)																	
R5d. Foreign National Separation Liability Accrual																	
<b>Total Funded Personnel (includes OC 13)</b>	347	306	290	31,012	76	56	739	871	31,883	11,231	43,114	106,938	109,941	148,669	2.8%	36.2%	
<b>T1. US Direct Hire (USDH)</b>	347	306	290	31,012	76	56	739	871	31,883	11,231	43,114	106,938	109,941	148,669	2.8%	36.2%	
T1a. Senior Executive Schedule																	
T1b. General Schedule	346	305	289	30,880	76	56	738	870	31,750	11,184	42,934	106,851	109,862	148,561	2.8%	36.2%	
T1c. Special Schedule	1	1	1	132			1	1	133	47	180	132,000	133,000	180,000	0.8%	35.6%	
T1d. Wage System																	
T1e. Highly Qualified Experts																	
T1f. Other																	
T2. Direct Hire Program Foreign Nationals (DHFN)																	
<b>T3. Total Direct Hire</b>	347	306	290	31,012	76	56	739	871	31,883	11,231	43,114	106,938	109,941	148,669	2.8%	36.2%	
T4. Indirect Hire Foreign Nationals (IHFN)																	
<b>Subtotal - Total Funded (excludes OC 13)</b>	347	306	290	31,012	76	56	739	871	31,883	11,231	43,114	106,938	109,941	148,669	2.8%	36.2%	
<b>T5. Other Object Class 13 Benefits</b>																	
T5a. USDH - Benefits for Former Employees																	
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T5c. Voluntary Separation Incentive Pay (VSIP)																	
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**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

Research, Development, Test and Evaluation, Defense-Wide

Defense Information Systems Agency FY 2024 (\$ in Thousands)																
	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	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	Total Comp	Comp & Benefits	% BC Variables	% BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	215	215	215	25,514	59	91	651	801	26,315	8,902	35,217	118,670	122,395	163,800	3.1%	34.9%
<b>D1. US Direct Hire (USDH)</b>	215	215	215	25,514	59	91	651	801	26,315	8,902	35,217	118,670	122,395	163,800	3.1%	34.9%
D1a. Senior Executive Schedule																
D1b. General Schedule	214	214	214	25,381	59	91	650	800	26,181	8,855	35,036	118,603	122,341	163,720	3.2%	34.9%
D1c. Special Schedule	1	1	1	133			1	1	134	47	181	133,000	134,000	181,000	0.8%	35.3%
D1d. Wage System																
D1e. Highly Qualified Experts																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	215	215	215	25,514	59	91	651	801	26,315	8,902	35,217	118,670	122,395	163,800	3.1%	34.9%
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	215	215	215	25,514	59	91	651	801	26,315	8,902	35,217	118,670	122,395	163,800	3.1%	34.9%
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	131	131	131	12,162	36	13	244	293	12,455	4,114	16,569	92,840	95,076	126,481	2.4%	33.8%
<b>R1. US Direct Hire (USDH)</b>	131	131	131	12,162	36	13	244	293	12,455	4,114	16,569	92,840	95,076	126,481	2.4%	33.8%
R1a. Senior Executive Schedule																
R1b. General Schedule	131	131	131	12,162	36	13	244	293	12,455	4,114	16,569	92,840	95,076	126,481	2.4%	33.8%
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	131	131	131	12,162	36	13	244	293	12,455	4,114	16,569	92,840	95,076	126,481	2.4%	33.8%
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	131	131	131	12,162	36	13	244	293	12,455	4,114	16,569	92,840	95,076	126,481	2.4%	33.8%
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	346	346	346	37,676	95	104	895	1,094	38,770	13,016	51,786	108,890	112,052	149,671	2.9%	34.5%
<b>T1. US Direct Hire (USDH)</b>	346	346	346	37,676	95	104	895	1,094	38,770	13,016	51,786	108,890	112,052	149,671	2.9%	34.5%
T1a. Senior Executive Schedule																
T1b. General Schedule	345	345	345	37,543	95	104	894	1,093	38,636	12,969	51,605	108,820	111,988	149,580	2.9%	34.5%
T1c. Special Schedule	1	1	1	133			1	1	134	47	181	133,000	134,000	181,000	0.8%	35.3%
T1d. Wage System																
T1e. Highly Qualified Experts																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	346	346	346	37,676	95	104	895	1,094	38,770	13,016	51,786	108,890	112,052	149,671	2.9%	34.5%
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	346	346	346	37,676	95	104	895	1,094	38,770	13,016	51,786	108,890	112,052	149,671	2.9%	34.5%
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**Research, Development, Test and Evaluation, Defense-Wide**

Defense Information Systems Agency FY 2025 (\$ in Thousands)																
	a	b	c	d	e	f	g	e + f + g h	d + h i	i	i + j k Comp & Benefits	d/c l	i/c m	Rates k/c n Comp & Benefits	h/d o	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		Basic Comp	Total Comp		% BC Variables	% BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>346</b>	<b>182</b>	<b>182</b>	<b>22,637</b>	<b>61</b>	<b>93</b>	<b>576</b>	<b>730</b>	<b>23,367</b>	<b>8,191</b>	<b>31,558</b>	<b>124,379</b>	<b>128,390</b>	<b>173,396</b>	<b>3.2%</b>	<b>36.2%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>346</b>	<b>182</b>	<b>182</b>	<b>22,637</b>	<b>61</b>	<b>93</b>	<b>576</b>	<b>730</b>	<b>23,367</b>	<b>8,191</b>	<b>31,558</b>	<b>124,379</b>	<b>128,390</b>	<b>173,396</b>	<b>3.2%</b>	<b>36.2%</b>
D1a. Senior Executive Schedule																
D1b. General Schedule	345	182	182	22,637	61	93	576	730	23,367	8,191	31,558	124,379	128,390	173,396	3.2%	36.2%
D1c. Special Schedule	1															
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	<b>346</b>	<b>182</b>	<b>182</b>	<b>22,637</b>	<b>61</b>	<b>93</b>	<b>576</b>	<b>730</b>	<b>23,367</b>	<b>8,191</b>	<b>31,558</b>	<b>124,379</b>	<b>128,390</b>	<b>173,396</b>	<b>3.2%</b>	<b>36.2%</b>
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>346</b>	<b>182</b>	<b>182</b>	<b>22,637</b>	<b>61</b>	<b>93</b>	<b>576</b>	<b>730</b>	<b>23,367</b>	<b>8,191</b>	<b>31,558</b>	<b>124,379</b>	<b>128,390</b>	<b>173,396</b>	<b>3.2%</b>	<b>36.2%</b>
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>131</b>	<b>131</b>	<b>131</b>	<b>12,162</b>	<b>36</b>	<b>13</b>	<b>244</b>	<b>293</b>	<b>12,455</b>	<b>4,114</b>	<b>16,569</b>	<b>92,840</b>	<b>95,076</b>	<b>126,481</b>	<b>2.4%</b>	<b>33.8%</b>
<b>R1. US Direct Hire (USDH)</b>	<b>131</b>	<b>131</b>	<b>131</b>	<b>12,162</b>	<b>36</b>	<b>13</b>	<b>244</b>	<b>293</b>	<b>12,455</b>	<b>4,114</b>	<b>16,569</b>	<b>92,840</b>	<b>95,076</b>	<b>126,481</b>	<b>2.4%</b>	<b>33.8%</b>
R1a. Senior Executive Schedule																
R1b. General Schedule	131	131	131	12,162	36	13	244	293	12,455	4,114	16,569	92,840	95,076	126,481	2.4%	33.8%
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	<b>131</b>	<b>131</b>	<b>131</b>	<b>12,162</b>	<b>36</b>	<b>13</b>	<b>244</b>	<b>293</b>	<b>12,455</b>	<b>4,114</b>	<b>16,569</b>	<b>92,840</b>	<b>95,076</b>	<b>126,481</b>	<b>2.4%</b>	<b>33.8%</b>
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	<b>131</b>	<b>131</b>	<b>131</b>	<b>12,162</b>	<b>36</b>	<b>13</b>	<b>244</b>	<b>293</b>	<b>12,455</b>	<b>4,114</b>	<b>16,569</b>	<b>92,840</b>	<b>95,076</b>	<b>126,481</b>	<b>2.4%</b>	<b>33.8%</b>
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>477</b>	<b>313</b>	<b>313</b>	<b>34,799</b>	<b>97</b>	<b>106</b>	<b>820</b>	<b>1,023</b>	<b>35,822</b>	<b>12,305</b>	<b>48,127</b>	<b>111,179</b>	<b>114,447</b>	<b>153,760</b>	<b>2.9%</b>	<b>35.4%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>477</b>	<b>313</b>	<b>313</b>	<b>34,799</b>	<b>97</b>	<b>106</b>	<b>820</b>	<b>1,023</b>	<b>35,822</b>	<b>12,305</b>	<b>48,127</b>	<b>111,179</b>	<b>114,447</b>	<b>153,760</b>	<b>2.9%</b>	<b>35.4%</b>
T1a. Senior Executive Schedule																
T1b. General Schedule	476	313	313	34,799	97	106	820	1,023	35,822	12,305	48,127	111,179	114,447	153,760	2.9%	35.4%
T1c. Special Schedule	1															
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	<b>477</b>	<b>313</b>	<b>313</b>	<b>34,799</b>	<b>97</b>	<b>106</b>	<b>820</b>	<b>1,023</b>	<b>35,822</b>	<b>12,305</b>	<b>48,127</b>	<b>111,179</b>	<b>114,447</b>	<b>153,760</b>	<b>2.9%</b>	<b>35.4%</b>
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>477</b>	<b>313</b>	<b>313</b>	<b>34,799</b>	<b>97</b>	<b>106</b>	<b>820</b>	<b>1,023</b>	<b>35,822</b>	<b>12,305</b>	<b>48,127</b>	<b>111,179</b>	<b>114,447</b>	<b>153,760</b>	<b>2.9%</b>	<b>35.4%</b>
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**Research, Development, Test and Evaluation, Defense-Wide**

Defense Logistics Agency FY 2023 (\$ in Thousands)																
	a	b	c	d	e	f	g	e + f + g h	d + h i	i	i + j k Comp & Benefits	d/c l	i/c m	Rates k/c n Comp & Benefits	h/d o	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	Basic Comp	Total Comp	Total Comp & Benefits	% BC Variables	% BC Benefits	
<b>Direct Funded Personnel (includes OC 13)</b>	179	179	179	49,605		0	1,588	1,588	51,193	9,669	60,862	277,123	285,994	340,011	3.2%	19.5%
<b>D1. US Direct Hire (USDH)</b>	179	179	179	24,413		0	1,125	1,125	25,538	9,669	35,207	136,385	142,670	196,687	4.6%	39.6%
D1a. Senior Executive Schedule																
D1b. General Schedule	179	179	179	24,413		0	1,125	1,125	25,538	9,669	35,207	136,385	142,670	196,687	4.6%	39.6%
D1c. Special Schedule																
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	179	179	179	24,413		0	1,125	1,125	25,538	9,669	35,207	136,385	142,670	196,687	4.6%	39.6%
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	179	179	179	24,413		0	1,125	1,125	25,538	9,669	35,207	136,385	142,670	196,687	4.6%	39.6%
<b>D5. Other Object Class 13 Benefits</b>				25,192			463	463	25,655	0	25,655				1.8%	
D5a. USDH - Benefits for Former Employees				25,192			463	463	25,655	0	25,655				1.8%	
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	28	28	28	4,818		0	216	216	5,034	857	5,891	172,071	179,786	210,393	4.5%	17.8%
<b>R1. US Direct Hire (USDH)</b>	28	28	28	4,818		0	216	216	5,034	857	5,891	172,071	179,786	210,393	4.5%	17.8%
R1a. Senior Executive Schedule																
R1b. General Schedule	28	28	28	4,818		0	216	216	5,034	857	5,891	172,071	179,786	210,393	4.5%	17.8%
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	28	28	28	4,818		0	216	216	5,034	857	5,891	172,071	179,786	210,393	4.5%	17.8%
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	28	28	28	4,818		0	216	216	5,034	857	5,891	172,071	179,786	210,393	4.5%	17.8%
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	207	207	207	54,423		0	1,804	1,804	56,227	10,526	66,753	262,913	271,628	322,478	3.3%	19.3%
<b>T1. US Direct Hire (USDH)</b>	207	207	207	29,231		0	1,341	1,341	30,572	10,526	41,098	141,213	147,691	198,541	4.6%	36.0%
T1a. Senior Executive Schedule																
T1b. General Schedule	207	207	207	29,231		0	1,341	1,341	30,572	10,526	41,098	141,213	147,691	198,541	4.6%	36.0%
T1c. Special Schedule																
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	207	207	207	29,231		0	1,341	1,341	30,572	10,526	41,098	141,213	147,691	198,541	4.6%	36.0%
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	207	207	207	29,231		0	1,341	1,341	30,572	10,526	41,098	141,213	147,691	198,541	4.6%	36.0%
<b>T5. Other Object Class 13 Benefits</b>				25,192			463	463	25,655	0	25,655				1.8%	
T5a. USDH - Benefits for Former Employees				25,192			463	463	25,655	0	25,655				1.8%	
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

Research, Development, Test and Evaluation, Defense-Wide

Defense Logistics Agency  
FY 2024  
(\$ in Thousands)

	a	b	c	d	e	f	g	e + f + g	d + h	i	j	i + j	d/c	l/c	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	Total Comp	Comp & Benefits	% BC Variables	% BC Benefits	
<b>Direct Funded Personnel (includes OC 13)</b>	198	198	198	26,538			473	473	27,011	7,951	34,962	134,030	136,419	176,576	1.8%	30.0%	
<b>D1. US Direct Hire (USDH)</b>	198	198	198	26,538			473	473	27,011	7,951	34,962	134,030	136,419	176,576	1.8%	30.0%	
D1a. Senior Executive Schedule																	
D1b. General Schedule	198	198	198	26,538			473	473	27,011	7,951	34,962	134,030	136,419	176,576	1.8%	30.0%	
D1c. Special Schedule																	
D1d. Wage System																	
D1e. Highly Qualified Experts																	
D2. Direct Hire Program Foreign Nationals (DHFN)																	
<b>D3. Total Direct Hire</b>	198	198	198	26,538			473	473	27,011	7,951	34,962	134,030	136,419	176,576	1.8%	30.0%	
D4. Indirect Hire Foreign Nationals (IHFN)																	
<b>Subtotal - Direct Funded (excludes OC 13)</b>	198	198	198	26,538			473	473	27,011	7,951	34,962	134,030	136,419	176,576	1.8%	30.0%	
<b>D5. Other Object Class 13 Benefits</b>																	
D5a. USDH - Benefits for Former Employees																	
D5b. DHFN - Benefits for Former Employees																	
D5c. Voluntary Separation Incentive Pay (VSIP)																	
D5d. Foreign National Separation Liability Accrual																	
<b>Reimbursable Funded Personnel (includes OC 13)</b>	60	60	60	6,173					6,173	78	6,251	102,883	102,883	104,183		1.3%	
<b>R1. US Direct Hire (USDH)</b>	60	60	60	6,173					6,173	78	6,251	102,883	102,883	104,183		1.3%	
R1a. Senior Executive Schedule																	
R1b. General Schedule	60	60	60	6,173					6,173	78	6,251	102,883	102,883	104,183		1.3%	
R1c. Special Schedule																	
R1d. Wage System																	
R1e. Highly Qualified Experts																	
R2. Direct Hire Program Foreign Nationals (DHFN)																	
<b>R3. Total Direct Hire</b>	60	60	60	6,173					6,173	78	6,251	102,883	102,883	104,183		1.3%	
R4. Indirect Hire Foreign Nationals (IHFN)																	
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	60	60	60	6,173					6,173	78	6,251	102,883	102,883	104,183		1.3%	
<b>R5. Other Object Class 13 Benefits</b>																	
R5a. USDH - Benefits for Former Employees																	
R5b. DHFN - Benefits for Former Employees																	
R5c. Voluntary Separation Incentive Pay (VSIP)																	
R5d. Foreign National Separation Liability Accrual																	
<b>Total Funded Personnel (includes OC 13)</b>	258	258	258	32,711			473	473	33,184	8,029	41,213	126,787	128,620	159,740	1.4%	24.5%	
<b>T1. US Direct Hire (USDH)</b>	258	258	258	32,711			473	473	33,184	8,029	41,213	126,787	128,620	159,740	1.4%	24.5%	
T1a. Senior Executive Schedule																	
T1b. General Schedule	258	258	258	32,711			473	473	33,184	8,029	41,213	126,787	128,620	159,740	1.4%	24.5%	
T1c. Special Schedule																	
T1d. Wage System																	
T1e. Highly Qualified Experts																	
T2. Direct Hire Program Foreign Nationals (DHFN)																	
<b>T3. Total Direct Hire</b>	258	258	258	32,711			473	473	33,184	8,029	41,213	126,787	128,620	159,740	1.4%	24.5%	
T4. Indirect Hire Foreign Nationals (IHFN)																	
<b>Subtotal - Total Funded (excludes OC 13)</b>	258	258	258	32,711			473	473	33,184	8,029	41,213	126,787	128,620	159,740	1.4%	24.5%	
<b>T5. Other Object Class 13 Benefits</b>																	
T5a. USDH - Benefits for Former Employees																	
T5b. DHFN - Benefits for Former Employees																	
T5c. Voluntary Separation Incentive Pay (VSIP)																	
T5d. Foreign National Separation Liability Accrual																	

**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**Research, Development, Test and Evaluation, Defense-Wide**

Defense Logistics Agency FY 2025 (\$ in Thousands)																
	a	b	c	d	e	f	g	e + f + g h	d + h i	i	i + j k Comp & Benefits	d/c l	i/c m	Rates k/c n Comp & Benefits	h/d o	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	Basic Comp	Total Comp	Total Comp & Benefits	% BC Variables	% BC Benefits	
<b>Direct Funded Personnel (includes OC 13)</b>	<b>198</b>	<b>198</b>	<b>198</b>	<b>27,084</b>	<b>478</b>		<b>0</b>	<b>478</b>	<b>27,562</b>	<b>8,039</b>	<b>35,601</b>	<b>136,788</b>	<b>139,202</b>	<b>179,803</b>	<b>1.8%</b>	<b>29.7%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>198</b>	<b>198</b>	<b>198</b>	<b>27,084</b>	<b>478</b>		<b>0</b>	<b>478</b>	<b>27,562</b>	<b>8,039</b>	<b>35,601</b>	<b>136,788</b>	<b>139,202</b>	<b>179,803</b>	<b>1.8%</b>	<b>29.7%</b>
D1a. Senior Executive Schedule																
D1b. General Schedule	198	198	198	27,084	478		0	478	27,562	8,039	35,601	136,788	139,202	179,803	1.8%	29.7%
D1c. Special Schedule																
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	<b>198</b>	<b>198</b>	<b>198</b>	<b>27,084</b>	<b>478</b>		<b>0</b>	<b>478</b>	<b>27,562</b>	<b>8,039</b>	<b>35,601</b>	<b>136,788</b>	<b>139,202</b>	<b>179,803</b>	<b>1.8%</b>	<b>29.7%</b>
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>198</b>	<b>198</b>	<b>198</b>	<b>27,084</b>	<b>478</b>		<b>0</b>	<b>478</b>	<b>27,562</b>	<b>8,039</b>	<b>35,601</b>	<b>136,788</b>	<b>139,202</b>	<b>179,803</b>	<b>1.8%</b>	<b>29.7%</b>
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees									6,296	79	6,375	104,933	104,933	106,250		1.3%
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>60</b>	<b>60</b>	<b>60</b>	<b>6,296</b>					<b>6,296</b>	<b>79</b>	<b>6,375</b>	<b>104,933</b>	<b>104,933</b>	<b>106,250</b>		<b>1.3%</b>
<b>R1. US Direct Hire (USDH)</b>	<b>60</b>	<b>60</b>	<b>60</b>	<b>6,296</b>					<b>6,296</b>	<b>79</b>	<b>6,375</b>	<b>104,933</b>	<b>104,933</b>	<b>106,250</b>		<b>1.3%</b>
R1a. Senior Executive Schedule																
R1b. General Schedule	60	60	60	6,296					6,296	79	6,375	104,933	104,933	106,250		1.3%
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	<b>60</b>	<b>60</b>	<b>60</b>	<b>6,296</b>					<b>6,296</b>	<b>79</b>	<b>6,375</b>	<b>104,933</b>	<b>104,933</b>	<b>106,250</b>		<b>1.3%</b>
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	<b>60</b>	<b>60</b>	<b>60</b>	<b>6,296</b>					<b>6,296</b>	<b>79</b>	<b>6,375</b>	<b>104,933</b>	<b>104,933</b>	<b>106,250</b>		<b>1.3%</b>
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R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>258</b>	<b>258</b>	<b>258</b>	<b>33,380</b>	<b>478</b>		<b>0</b>	<b>478</b>	<b>33,858</b>	<b>8,118</b>	<b>41,976</b>	<b>129,380</b>	<b>131,233</b>	<b>162,698</b>	<b>1.4%</b>	<b>24.3%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>258</b>	<b>258</b>	<b>258</b>	<b>33,380</b>	<b>478</b>		<b>0</b>	<b>478</b>	<b>33,858</b>	<b>8,118</b>	<b>41,976</b>	<b>129,380</b>	<b>131,233</b>	<b>162,698</b>	<b>1.4%</b>	<b>24.3%</b>
T1a. Senior Executive Schedule																
T1b. General Schedule	258	258	258	33,380	478		0	478	33,858	8,118	41,976	129,380	131,233	162,698	1.4%	24.3%
T1c. Special Schedule																
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	<b>258</b>	<b>258</b>	<b>258</b>	<b>33,380</b>	<b>478</b>		<b>0</b>	<b>478</b>	<b>33,858</b>	<b>8,118</b>	<b>41,976</b>	<b>129,380</b>	<b>131,233</b>	<b>162,698</b>	<b>1.4%</b>	<b>24.3%</b>
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>258</b>	<b>258</b>	<b>258</b>	<b>33,380</b>	<b>478</b>		<b>0</b>	<b>478</b>	<b>33,858</b>	<b>8,118</b>	<b>41,976</b>	<b>129,380</b>	<b>131,233</b>	<b>162,698</b>	<b>1.4%</b>	<b>24.3%</b>
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**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**Research, Development, Test and Evaluation, Defense-Wide**

**Defense Technical Information Center  
FY 2023  
(\$ in Thousands)**

	a	b	c	d	e	f	g	e + f + g h	d + h i	i	i + j k Comp & Benefits	d/c l	i/c m	Rates k/c n Comp & Benefits	h/d o	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	Basic Comp	Total Comp	Total Comp	% BC Variables	% BC Benefits	
<b>Direct Funded Personnel (includes OC 13)</b>	<b>165</b>	<b>177</b>	<b>177</b>	<b>21,415</b>	<b>58</b>		<b>531</b>	<b>589</b>	<b>22,004</b>	<b>7,727</b>	<b>29,731</b>	<b>120,989</b>	<b>124,316</b>	<b>167,972</b>	<b>2.8%</b>	<b>36.1%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>165</b>	<b>177</b>	<b>177</b>	<b>21,415</b>	<b>58</b>		<b>531</b>	<b>589</b>	<b>22,004</b>	<b>7,727</b>	<b>29,731</b>	<b>120,989</b>	<b>124,316</b>	<b>167,972</b>	<b>2.8%</b>	<b>36.1%</b>
D1a. Senior Executive Schedule	1	1	1	198			11	11	209	60	269	198,000	209,000	269,000	5.6%	30.3%
D1b. General Schedule	164	176	176	21,217	58		520	578	21,795	7,667	29,462	120,551	123,835	167,398	2.7%	36.1%
D1c. Special Schedule																
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	<b>165</b>	<b>177</b>	<b>177</b>	<b>21,415</b>	<b>58</b>		<b>531</b>	<b>589</b>	<b>22,004</b>	<b>7,727</b>	<b>29,731</b>	<b>120,989</b>	<b>124,316</b>	<b>167,972</b>	<b>2.8%</b>	<b>36.1%</b>
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>165</b>	<b>177</b>	<b>177</b>	<b>21,415</b>	<b>58</b>		<b>531</b>	<b>589</b>	<b>22,004</b>	<b>7,727</b>	<b>29,731</b>	<b>120,989</b>	<b>124,316</b>	<b>167,972</b>	<b>2.8%</b>	<b>36.1%</b>
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<b>T1. US Direct Hire (USDH)</b>	<b>165</b>	<b>177</b>	<b>177</b>	<b>21,415</b>	<b>58</b>		<b>531</b>	<b>589</b>	<b>22,004</b>	<b>7,727</b>	<b>29,731</b>	<b>120,989</b>	<b>124,316</b>	<b>167,972</b>	<b>2.8%</b>	<b>36.1%</b>
T1a. Senior Executive Schedule	1	1	1	198			11	11	209	60	269	198,000	209,000	269,000	5.6%	30.3%
T1b. General Schedule	164	176	176	21,217	58		520	578	21,795	7,667	29,462	120,551	123,835	167,398	2.7%	36.1%
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<b>T3. Total Direct Hire</b>	<b>165</b>	<b>177</b>	<b>177</b>	<b>21,415</b>	<b>58</b>		<b>531</b>	<b>589</b>	<b>22,004</b>	<b>7,727</b>	<b>29,731</b>	<b>120,989</b>	<b>124,316</b>	<b>167,972</b>	<b>2.8%</b>	<b>36.1%</b>
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**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**Research, Development, Test and Evaluation, Defense-Wide**

Defense Technical Information Center  
FY 2024  
(\$ in Thousands)

	a	b	c	d	e	f	g	e + f + g	d + h	i	j	i + j	d/c	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	Total Comp	Comp & Benefits	% BC Variables	% BC Benefits	
<b>Direct Funded Personnel (includes OC 13)</b>	215	215	215	26,948	214		669	883	27,831	8,839	36,670	125,340	129,447	170,558	3.3%	32.8%	
<b>D1. US Direct Hire (USDH)</b>	215	215	215	26,948	214		669	883	27,831	8,839	36,670	125,340	129,447	170,558	3.3%	32.8%	
D1a. Senior Executive Schedule	1	1	1	201			16	16	217	66	283	201,000	217,000	283,000	8.0%	32.8%	
D1b. General Schedule	214	214	214	26,747	214		653	867	27,614	8,773	36,387	124,986	129,037	170,033	3.2%	32.8%	
D1c. Special Schedule																	
D1d. Wage System																	
D1e. Highly Qualified Experts																	
D2. Direct Hire Program Foreign Nationals (DHFN)																	
<b>D3. Total Direct Hire</b>	215	215	215	26,948	214		669	883	27,831	8,839	36,670	125,340	129,447	170,558	3.3%	32.8%	
D4. Indirect Hire Foreign Nationals (IHFN)																	
<b>Subtotal - Direct Funded (excludes OC 13)</b>	215	215	215	26,948	214		669	883	27,831	8,839	36,670	125,340	129,447	170,558	3.3%	32.8%	
<b>D5. Other Object Class 13 Benefits</b>																	
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<b>Total Funded Personnel (includes OC 13)</b>	215	215	215	26,948	214		669	883	27,831	8,839	36,670	125,340	129,447	170,558	3.3%	32.8%	
<b>T1. US Direct Hire (USDH)</b>	215	215	215	26,948	214		669	883	27,831	8,839	36,670	125,340	129,447	170,558	3.3%	32.8%	
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**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**Research, Development, Test and Evaluation, Defense-Wide**

Defense Technical Information Center FY 2025 (\$ in Thousands)																
	a	b	c	d	e	f	g	e + f + g h	d + h i	i	i + j k Comp & Benefits	d/c l	i/c m	Rates k/c n Comp & Benefits	h/d o	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		Basic Comp	Total Comp		% BC Variables	% BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	215	215	215	28,954	80		626	706	29,660	9,519	39,179	134,670	137,953	182,228	2.4%	32.9%
<b>D1. US Direct Hire (USDH)</b>	215	215	215	28,954	80		626	706	29,660	9,519	39,179	134,670	137,953	182,228	2.4%	32.9%
D1a. Senior Executive Schedule	1	1	1	212			12	12	224	67	291	212,000	224,000	291,000	5.7%	31.6%
D1b. General Schedule	214	214	214	28,742	80		614	694	29,436	9,452	38,888	134,308	137,551	181,720	2.4%	32.9%
D1c. Special Schedule																
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T4. Indirect Hire Foreign Nationals (IHFN)																
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**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**Research, Development, Test and Evaluation, Defense-Wide**

Missile Defense Agency FY 2023 (\$ in Thousands)																	
	a	b	c	d	e	f	g	e + f + g h	d + h i	i	i + j k Comp & Benefits	d/c l	i/c m	Rates k/c n Comp & Benefits	h/d o	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		Basic Comp	Total Comp		% BC Variables	% BC Benefits	
<b>Direct Funded Personnel (includes OC 13)</b>	<b>2,168</b>	<b>2,525</b>	<b>2,500</b>	<b>330,739</b>	<b>820</b>	<b>14,681</b>	<b>12,779</b>	<b>28,280</b>	<b>359,019</b>	<b>127,323</b>	<b>486,342</b>	<b>132,296</b>	<b>143,608</b>	<b>194,537</b>	<b>8.6%</b>	<b>38.5%</b>	
<b>D1. US Direct Hire (USDH)</b>	<b>2,168</b>	<b>2,525</b>	<b>2,500</b>	<b>330,739</b>	<b>820</b>	<b>14,681</b>	<b>12,779</b>	<b>28,280</b>	<b>359,019</b>	<b>127,323</b>	<b>486,342</b>	<b>132,296</b>	<b>143,608</b>	<b>194,537</b>	<b>8.6%</b>	<b>38.5%</b>	
D1a. Senior Executive Schedule	25	25	25	4,180		179	561	740	4,920	1,428	6,348	167,200	196,800	253,920	17.7%	34.2%	
D1b. General Schedule	2,143	2,500	2,475	326,559	820	14,502	12,218	27,540	354,099	125,895	479,994	131,943	143,070	193,937	8.4%	38.6%	
D1c. Special Schedule																	
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D1e. Highly Qualified Experts																	
D1f. Other																	
D2. Direct Hire Program Foreign Nationals (DHFN)																	
<b>D3. Total Direct Hire</b>	<b>2,168</b>	<b>2,525</b>	<b>2,500</b>	<b>330,739</b>	<b>820</b>	<b>14,681</b>	<b>12,779</b>	<b>28,280</b>	<b>359,019</b>	<b>127,323</b>	<b>486,342</b>	<b>132,296</b>	<b>143,608</b>	<b>194,537</b>	<b>8.6%</b>	<b>38.5%</b>	
D4. Indirect Hire Foreign Nationals (IHFN)																	
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>2,168</b>	<b>2,525</b>	<b>2,500</b>	<b>330,739</b>	<b>820</b>	<b>14,681</b>	<b>12,779</b>	<b>28,280</b>	<b>359,019</b>	<b>127,323</b>	<b>486,342</b>	<b>132,296</b>	<b>143,608</b>	<b>194,537</b>	<b>8.6%</b>	<b>38.5%</b>	
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<b>Direct Funded Personnel (includes OC 13)</b>	<b>2,185</b>	<b>2,128</b>	<b>2,128</b>	<b>290,693</b>	<b>866</b>	<b>13,414</b>	<b>12,649</b>	<b>26,929</b>	<b>317,622</b>	<b>112,196</b>	<b>429,818</b>	<b>136,604</b>	<b>149,258</b>	<b>201,982</b>	<b>9.3%</b>	<b>38.6%</b>
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D1a. Senior Executive Schedule	25	25	25	3,822		160	745	905	4,727	1,299	6,026	152,880	189,080	241,040	23.7%	34.0%
D1b. General Schedule	2,160	2,103	2,103	286,871	866	13,254	11,904	26,024	312,895	110,897	423,792	136,410	148,785	201,518	9.1%	38.7%
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FY 2025  
(\$ in Thousands)

	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	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	Total Comp	Comp & Benefits	% BC Variables	% BC Benefits
<b><u>Direct Funded Personnel (includes OC 13)</u></b>	<b>2,128</b>	<b>2,128</b>	<b>2,128</b>	<b>300,695</b>	<b>746</b>	<b>13,348</b>	<b>11,618</b>	<b>25,712</b>	<b>326,407</b>	<b>115,756</b>	<b>442,163</b>	<b>141,304</b>	<b>153,387</b>	<b>207,783</b>	<b>8.6%</b>	<b>38.5%</b>
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D1b. General Schedule	2,103	2,103	2,103	296,414	746	13,164	11,044	24,954	321,368	114,294	435,662	140,948	152,814	207,162	8.4%	38.6%
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Summary  
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2,913	3,317	3,264	470,443	902	14,729	16,878	32,509	502,952	168,553	671,505	144,131	154,091	205,731	6.9%	35.8%
2,913	3,317	3,264	445,251	902	14,729	16,415	32,046	477,297	168,553	645,850	136,413	146,231	197,871	7.2%	37.9%
31	30	31	5,306		179	635	814	6,120	1,904	8,024	171,161	197,419	258,839	15.3%	35.9%
2,785	3,165	3,124	413,909	902	14,550	15,096	30,548	444,457	158,682	603,139	132,493	142,272	193,066	7.4%	38.3%
97	122	109	26,036			684	684	26,720	7,967	34,687	238,862	245,138	318,229	2.6%	30.6%
2,913	3,317	3,264	445,251	902	14,729	16,415	32,046	477,297	168,553	645,850	136,413	146,231	197,871	7.2%	37.9%
2,913	3,317	3,264	445,251	902	14,729	16,415	32,046	477,297	168,553	645,850	136,413	146,231	197,871	7.2%	37.9%
			25,192			463	463	25,655	0	25,655				1.8%	
			25,192			463	463	25,655	0	25,655				1.8%	
								0	0						
159	123	118	9,102	52	8	339	399	9,501	2,478	11,979	77,136	80,517	101,517	4.4%	27.2%
159	123	118	9,102	52	8	339	399	9,501	2,478	11,979	77,136	80,517	101,517	4.4%	27.2%
159	123	118	9,102	52	8	339	399	9,501	2,478	11,979	77,136	80,517	101,517	4.4%	27.2%
159	123	118	9,102	52	8	339	399	9,501	2,478	11,979	77,136	80,517	101,517	4.4%	27.2%
159	123	118	9,102	52	8	339	399	9,501	2,478	11,979	77,136	80,517	101,517	4.4%	27.2%
3,072	3,440	3,382	479,545	954	14,737	17,217	32,908	512,453	171,031	683,484	141,793	151,524	202,095	6.9%	35.7%
3,072	3,440	3,382	454,353	954	14,737	16,754	32,445	486,798	171,031	657,829	134,344	143,938	194,509	7.1%	37.6%
31	30	31	5,306		179	635	814	6,120	1,904	8,024	171,161	197,419	258,839	15.3%	35.9%
2,944	3,288	3,242	423,011	954	14,558	15,435	30,947	453,958	161,160	615,118	130,478	140,024	189,734	7.3%	38.1%
97	122	109	26,036			684	684	26,720	7,967	34,687	238,862	245,138	318,229	2.6%	30.6%
3,072	3,440	3,382	454,353	954	14,737	16,754	32,445	486,798	171,031	657,829	134,344	143,938	194,509	7.1%	37.6%
3,072	3,440	3,382	454,353	954	14,737	16,754	32,445	486,798	171,031	657,829	134,344	143,938	194,509	7.1%	37.6%
			25,192			463	463	25,655	0	25,655				1.8%	
			25,192			463	463	25,655	0	25,655				1.8%	
								0	0						

**Department of Defense**  
**Fiscal Year (FY) 2025 Budget Estimates**  
**Volume II - Defense-Wide Data Book**

**Research, Development, Test and Evaluation, Defense-Wide**

Summary FY 2024 (\$ in Thousands)																
	<b>a</b>	<b>b</b>	<b>c</b>	<b>d</b>	<b>e</b>	<b>f</b>	<b>g</b>	<b>e + f + g</b>	<b>d + h</b>	<b>i</b>	<b>i + j</b>	<b>d/c</b>	<b>i/c</b>	<b>Rates</b>	<b>h/d</b>	<b>j/d</b>
	<b>Begin</b>	<b>End</b>	<b>FTEs</b>	<b>Basic</b>	<b>Overtime</b>	<b>Holiday</b>	<b>Other</b>	<b>h</b>	<b>i</b>	<b>Benefits</b>	<b>k</b>	<b>l</b>	<b>m</b>	<b>k/c</b>	<b>o</b>	<b>p</b>
	<b>Strength</b>	<b>Strength</b>		<b>Comp</b>	<b>Pay</b>	<b>Pay</b>	<b>O.C.11</b>	<b>Total</b>	<b>Comp</b>	<b>O.C.12/13</b>	<b>Comp</b>	<b>Basic</b>	<b>Total</b>	<b>Comp</b>	<b>% BC</b>	<b>% BC</b>
								<b>Variables</b>	<b>O.C.11</b>		<b>&amp; Benefits</b>	<b>Comp</b>	<b>Comp</b>	<b>&amp; Benefits</b>	<b>Variables</b>	<b>Benefits</b>
<b>Direct Funded Personnel (includes OC 13)</b>	<b>3,030</b>	<b>3,023</b>	<b>3,015</b>	<b>418,575</b>	<b>1,151</b>	<b>13,517</b>	<b>16,271</b>	<b>30,939</b>	<b>449,514</b>	<b>157,349</b>	<b>606,863</b>	<b>138,831</b>	<b>149,093</b>	<b>201,281</b>	<b>7.4%</b>	<b>37.6%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>3,030</b>	<b>3,023</b>	<b>3,015</b>	<b>418,575</b>	<b>1,151</b>	<b>13,517</b>	<b>16,271</b>	<b>30,939</b>	<b>449,514</b>	<b>157,249</b>	<b>606,763</b>	<b>138,831</b>	<b>149,093</b>	<b>201,248</b>	<b>7.4%</b>	<b>37.6%</b>
D1a. Senior Executive Schedule	31	31	31	5,043		160	915	1,075	6,118	1,895	8,013	162,677	197,355	258,484	21.3%	37.6%
D1b. General Schedule	2,895	2,853	2,853	385,517	1,151	13,357	14,331	28,839	414,356	144,525	558,881	135,127	145,235	195,892	7.5%	37.5%
D1c. Special Schedule	104	139	131	28,015			1,025	1,025	29,040	10,829	39,869	213,855	221,679	304,344	3.7%	38.7%
D1d. Wage System																
D1e. Highly Qualified Experts																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	<b>3,030</b>	<b>3,023</b>	<b>3,015</b>	<b>418,575</b>	<b>1,151</b>	<b>13,517</b>	<b>16,271</b>	<b>30,939</b>	<b>449,514</b>	<b>157,249</b>	<b>606,763</b>	<b>138,831</b>	<b>149,093</b>	<b>201,248</b>	<b>7.4%</b>	<b>37.6%</b>
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>3,030</b>	<b>3,023</b>	<b>3,015</b>	<b>418,575</b>	<b>1,151</b>	<b>13,517</b>	<b>16,271</b>	<b>30,939</b>	<b>449,514</b>	<b>157,249</b>	<b>606,763</b>	<b>138,831</b>	<b>149,093</b>	<b>201,248</b>	<b>7.4%</b>	<b>37.6%</b>
<b>D5. Other Object Class 13 Benefits</b>										<b>100</b>	<b>100</b>					
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)										100	100					
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>191</b>	<b>191</b>	<b>191</b>	<b>18,335</b>	<b>36</b>	<b>13</b>	<b>244</b>	<b>293</b>	<b>18,628</b>	<b>4,192</b>	<b>22,820</b>	<b>95,995</b>	<b>97,529</b>	<b>119,476</b>	<b>1.6%</b>	<b>22.9%</b>
<b>R1. US Direct Hire (USDH)</b>	<b>191</b>	<b>191</b>	<b>191</b>	<b>18,335</b>	<b>36</b>	<b>13</b>	<b>244</b>	<b>293</b>	<b>18,628</b>	<b>4,192</b>	<b>22,820</b>	<b>95,995</b>	<b>97,529</b>	<b>119,476</b>	<b>1.6%</b>	<b>22.9%</b>
R1a. Senior Executive Schedule																
R1b. General Schedule	191	191	191	18,335	36	13	244	293	18,628	4,192	22,820	95,995	97,529	119,476	1.6%	22.9%
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	<b>191</b>	<b>191</b>	<b>191</b>	<b>18,335</b>	<b>36</b>	<b>13</b>	<b>244</b>	<b>293</b>	<b>18,628</b>	<b>4,192</b>	<b>22,820</b>	<b>95,995</b>	<b>97,529</b>	<b>119,476</b>	<b>1.6%</b>	<b>22.9%</b>
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	<b>191</b>	<b>191</b>	<b>191</b>	<b>18,335</b>	<b>36</b>	<b>13</b>	<b>244</b>	<b>293</b>	<b>18,628</b>	<b>4,192</b>	<b>22,820</b>	<b>95,995</b>	<b>97,529</b>	<b>119,476</b>	<b>1.6%</b>	<b>22.9%</b>
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>3,221</b>	<b>3,214</b>	<b>3,206</b>	<b>436,910</b>	<b>1,187</b>	<b>13,530</b>	<b>16,515</b>	<b>31,232</b>	<b>468,142</b>	<b>161,541</b>	<b>629,683</b>	<b>136,279</b>	<b>146,021</b>	<b>196,408</b>	<b>7.1%</b>	<b>37.0%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>3,221</b>	<b>3,214</b>	<b>3,206</b>	<b>436,910</b>	<b>1,187</b>	<b>13,530</b>	<b>16,515</b>	<b>31,232</b>	<b>468,142</b>	<b>161,441</b>	<b>629,583</b>	<b>136,279</b>	<b>146,021</b>	<b>196,376</b>	<b>7.1%</b>	<b>37.0%</b>
T1a. Senior Executive Schedule	31	31	31	5,043		160	915	1,075	6,118	1,895	8,013	162,677	197,355	258,484	21.3%	37.6%
T1b. General Schedule	3,086	3,044	3,044	403,852	1,187	13,370	14,575	29,132	432,984	148,717	581,701	132,671	142,242	191,098	7.2%	36.8%
T1c. Special Schedule	104	139	131	28,015			1,025	1,025	29,040	10,829	39,869	213,855	221,679	304,344	3.7%	38.7%
T1d. Wage System																
T1e. Highly Qualified Experts																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	<b>3,221</b>	<b>3,214</b>	<b>3,206</b>	<b>436,910</b>	<b>1,187</b>	<b>13,530</b>	<b>16,515</b>	<b>31,232</b>	<b>468,142</b>	<b>161,441</b>	<b>629,583</b>	<b>136,279</b>	<b>146,021</b>	<b>196,376</b>	<b>7.1%</b>	<b>37.0%</b>
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>3,221</b>	<b>3,214</b>	<b>3,206</b>	<b>436,910</b>	<b>1,187</b>	<b>13,530</b>	<b>16,515</b>	<b>31,232</b>	<b>468,142</b>	<b>161,441</b>	<b>629,583</b>	<b>136,279</b>	<b>146,021</b>	<b>196,376</b>	<b>7.1%</b>	<b>37.0%</b>
<b>T5. Other Object Class 13 Benefits</b>										<b>100</b>	<b>100</b>					
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)										100	100					
T5d. Foreign National Separation Liability Accrual																

**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

Research, Development, Test and Evaluation, Defense-Wide

	Summary FY 2025 (\$ in Thousands)														Rates	
	<b>a</b> Begin Strength	<b>b</b> End Strength	<b>c</b> FTEs	<b>d</b> Basic Comp	<b>e</b> Overtime Pay	<b>f</b> Holiday Pay	<b>g</b> Other O.C.11	<b>e + f + g</b> <b>h</b> Total Variables	<b>d + h</b> <b>i</b> Comp O.C.11	<b>i</b> Benefits O.C.12/13	<b>i + j</b> <b>k</b> Comp & Benefits	<b>d/c</b> <b>l</b> Basic Comp	<b>i/c</b> <b>m</b> Total Comp	<b>k/c</b> <b>n</b> Comp & Benefits	<b>h/d</b> <b>o</b> % BC Variables	<b>j/d</b> <b>p</b> % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>3,161</b>	<b>3,003</b>	<b>3,003</b>	<b>439,558</b>	<b>1,376</b>	<b>13,452</b>	<b>15,050</b>	<b>29,878</b>	<b>469,436</b>	<b>162,917</b>	<b>632,353</b>	<b>146,373</b>	<b>156,322</b>	<b>210,574</b>	<b>6.8%</b>	<b>37.1%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>3,161</b>	<b>3,003</b>	<b>3,003</b>	<b>439,558</b>	<b>1,376</b>	<b>13,452</b>	<b>15,050</b>	<b>29,878</b>	<b>469,436</b>	<b>162,817</b>	<b>632,253</b>	<b>146,373</b>	<b>156,322</b>	<b>210,540</b>	<b>6.8%</b>	<b>37.0%</b>
D1a. Senior Executive Schedule	31	31	31	5,540		184	657	841	6,381	1,998	8,379	178,710	205,839	270,290	15.2%	36.1%
D1b. General Schedule	2,986	2,823	2,821	395,132	1,376	13,268	13,050	27,694	422,826	147,977	570,803	140,068	149,885	202,341	7.0%	37.5%
D1c. Special Schedule	144	149	151	38,886			1,343	1,343	40,229	12,842	53,071	257,523	266,417	351,464	3.5%	33.0%
D1d. Wage System																
D1e. Highly Qualified Experts																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	<b>3,161</b>	<b>3,003</b>	<b>3,003</b>	<b>439,558</b>	<b>1,376</b>	<b>13,452</b>	<b>15,050</b>	<b>29,878</b>	<b>469,436</b>	<b>162,817</b>	<b>632,253</b>	<b>146,373</b>	<b>156,322</b>	<b>210,540</b>	<b>6.8%</b>	<b>37.0%</b>
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>3,161</b>	<b>3,003</b>	<b>3,003</b>	<b>439,558</b>	<b>1,376</b>	<b>13,452</b>	<b>15,050</b>	<b>29,878</b>	<b>469,436</b>	<b>162,817</b>	<b>632,253</b>	<b>146,373</b>	<b>156,322</b>	<b>210,540</b>	<b>6.8%</b>	<b>37.0%</b>
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees										100	100					
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)											100	100				
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>191</b>	<b>191</b>	<b>191</b>	<b>18,458</b>	<b>36</b>	<b>13</b>	<b>244</b>	<b>293</b>	<b>18,751</b>	<b>4,193</b>	<b>22,944</b>	<b>96,639</b>	<b>98,173</b>	<b>120,126</b>	<b>1.6%</b>	<b>22.7%</b>
<b>R1. US Direct Hire (USDH)</b>	<b>191</b>	<b>191</b>	<b>191</b>	<b>18,458</b>	<b>36</b>	<b>13</b>	<b>244</b>	<b>293</b>	<b>18,751</b>	<b>4,193</b>	<b>22,944</b>	<b>96,639</b>	<b>98,173</b>	<b>120,126</b>	<b>1.6%</b>	<b>22.7%</b>
R1a. Senior Executive Schedule																
R1b. General Schedule	191	191	191	18,458	36	13	244	293	18,751	4,193	22,944	96,639	98,173	120,126	1.6%	22.7%
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	<b>191</b>	<b>191</b>	<b>191</b>	<b>18,458</b>	<b>36</b>	<b>13</b>	<b>244</b>	<b>293</b>	<b>18,751</b>	<b>4,193</b>	<b>22,944</b>	<b>96,639</b>	<b>98,173</b>	<b>120,126</b>	<b>1.6%</b>	<b>22.7%</b>
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	<b>191</b>	<b>191</b>	<b>191</b>	<b>18,458</b>	<b>36</b>	<b>13</b>	<b>244</b>	<b>293</b>	<b>18,751</b>	<b>4,193</b>	<b>22,944</b>	<b>96,639</b>	<b>98,173</b>	<b>120,126</b>	<b>1.6%</b>	<b>22.7%</b>
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>3,352</b>	<b>3,194</b>	<b>3,194</b>	<b>458,016</b>	<b>1,412</b>	<b>13,465</b>	<b>15,294</b>	<b>30,171</b>	<b>488,187</b>	<b>167,110</b>	<b>655,297</b>	<b>143,399</b>	<b>152,845</b>	<b>205,165</b>	<b>6.6%</b>	<b>36.5%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>3,352</b>	<b>3,194</b>	<b>3,194</b>	<b>458,016</b>	<b>1,412</b>	<b>13,465</b>	<b>15,294</b>	<b>30,171</b>	<b>488,187</b>	<b>167,010</b>	<b>655,197</b>	<b>143,399</b>	<b>152,845</b>	<b>205,134</b>	<b>6.6%</b>	<b>36.5%</b>
T1a. Senior Executive Schedule	31	31	31	5,540		184	657	841	6,381	1,998	8,379	178,710	205,839	270,290	15.2%	36.1%
T1b. General Schedule	3,177	3,014	3,012	413,590	1,412	13,281	13,294	27,987	441,577	152,170	593,747	137,314	146,606	197,127	6.8%	36.8%
T1c. Special Schedule	144	149	151	38,886			1,343	1,343	40,229	12,842	53,071	257,523	266,417	351,464	3.5%	33.0%
T1d. Wage System																
T1e. Highly Qualified Experts																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	<b>3,352</b>	<b>3,194</b>	<b>3,194</b>	<b>458,016</b>	<b>1,412</b>	<b>13,465</b>	<b>15,294</b>	<b>30,171</b>	<b>488,187</b>	<b>167,010</b>	<b>655,197</b>	<b>143,399</b>	<b>152,845</b>	<b>205,134</b>	<b>6.6%</b>	<b>36.5%</b>
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>3,352</b>	<b>3,194</b>	<b>3,194</b>	<b>458,016</b>	<b>1,412</b>	<b>13,465</b>	<b>15,294</b>	<b>30,171</b>	<b>488,187</b>	<b>167,010</b>	<b>655,197</b>	<b>143,399</b>	<b>152,845</b>	<b>205,134</b>	<b>6.6%</b>	<b>36.5%</b>
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees										100	100					
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)											100	100				
T5d. Foreign National Separation Liability Accrual																



**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

Office of the Inspector General

Inspector General  
FY 2023  
(\$ in Thousands)

	<b>a</b>	<b>b</b>	<b>c</b>	<b>d</b>	<b>e</b>	<b>f</b>	<b>g</b>	<b>e + f + g</b>	<b>d + h</b>	<b>i</b>	<b>i + j</b>	<b>d/c</b>	<b>i/c</b>	<b>Rates</b>	<b>h/d</b>	<b>j/d</b>
	<b>Begin</b>	<b>End</b>	<b>FTEs</b>	<b>Basic</b>	<b>Overtime</b>	<b>Holiday</b>	<b>Other</b>	<b>h</b>	<b>i</b>	<b>Benefits</b>	<b>k</b>	<b>Basic</b>	<b>Total</b>	<b>k/c</b>	<b>% BC</b>	<b>% BC</b>
	<b>Strength</b>	<b>Strength</b>		<b>Comp</b>	<b>Pay</b>	<b>Pay</b>	<b>O.C.11</b>	<b>Total</b>	<b>Comp</b>	<b>O.C.12/13</b>	<b>Comp</b>	<b>Comp</b>	<b>Comp</b>	<b>n</b>	<b>o</b>	<b>p</b>
								<b>Variables</b>	<b>O.C.11</b>	<b>O.C.12/13</b>	<b>&amp; Benefits</b>			<b>Comp</b>	<b>Variables</b>	<b>Benefits</b>
<b>Direct Funded Personnel (includes OC 13)</b>	<b>1,922</b>	<b>1,922</b>	<b>1,769</b>	<b>223,304</b>	<b>1,765</b>	<b>215</b>	<b>19,332</b>	<b>21,312</b>	<b>244,616</b>	<b>98,502</b>	<b>343,118</b>	<b>126,232</b>	<b>138,279</b>	<b>193,962</b>	<b>9.5%</b>	<b>44.1%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>1,920</b>	<b>1,920</b>	<b>1,767</b>	<b>223,304</b>	<b>1,765</b>	<b>215</b>	<b>19,332</b>	<b>21,312</b>	<b>244,616</b>	<b>98,502</b>	<b>343,118</b>	<b>126,375</b>	<b>138,436</b>	<b>194,181</b>	<b>9.5%</b>	<b>44.1%</b>
D1a. Senior Executive Schedule	27	27	27	5,098			463	463	5,561	2,163	7,724	188,815	205,963	286,074	9.1%	42.4%
D1b. General Schedule	1,803	1,803	1,652	206,024	765	51	18,272	19,088	225,112	92,423	317,535	124,712	136,266	192,212	9.3%	44.9%
D1c. Special Schedule	90	90	88	12,182	1,000	164	597	1,761	13,943	3,916	17,859	138,432	158,443	202,943	14.5%	32.1%
D1d. Wage System																
D1e. Highly Qualified Experts																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	<b>1,920</b>	<b>1,920</b>	<b>1,767</b>	<b>223,304</b>	<b>1,765</b>	<b>215</b>	<b>19,332</b>	<b>21,312</b>	<b>244,616</b>	<b>98,502</b>	<b>343,118</b>	<b>126,375</b>	<b>138,436</b>	<b>194,181</b>	<b>9.5%</b>	<b>44.1%</b>
D4. Indirect Hire Foreign Nationals (IHFN)	2	2	2	0					0		0					
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>1,922</b>	<b>1,922</b>	<b>1,769</b>	<b>223,304</b>	<b>1,765</b>	<b>215</b>	<b>19,332</b>	<b>21,312</b>	<b>244,616</b>	<b>98,502</b>	<b>343,118</b>	<b>126,232</b>	<b>138,279</b>	<b>193,962</b>	<b>9.5%</b>	<b>44.1%</b>
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>R1. US Direct Hire (USDH)</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
R1a. Senior Executive Schedule																
R1b. General Schedule	4	4	4	0	0	0	0	0	0	0	0					
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>1,926</b>	<b>1,926</b>	<b>1,773</b>	<b>223,304</b>	<b>1,765</b>	<b>215</b>	<b>19,332</b>	<b>21,312</b>	<b>244,616</b>	<b>98,502</b>	<b>343,118</b>	<b>125,947</b>	<b>137,967</b>	<b>193,524</b>	<b>9.5%</b>	<b>44.1%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>1,924</b>	<b>1,924</b>	<b>1,771</b>	<b>223,304</b>	<b>1,765</b>	<b>215</b>	<b>19,332</b>	<b>21,312</b>	<b>244,616</b>	<b>98,502</b>	<b>343,118</b>	<b>126,089</b>	<b>138,123</b>	<b>193,743</b>	<b>9.5%</b>	<b>44.1%</b>
T1a. Senior Executive Schedule	27	27	27	5,098			463	463	5,561	2,163	7,724	188,815	205,963	286,074	9.1%	42.4%
T1b. General Schedule	1,807	1,807	1,656	206,024	765	51	18,272	19,088	225,112	92,423	317,535	124,411	135,937	191,748	9.3%	44.9%
T1c. Special Schedule	90	90	88	12,182	1,000	164	597	1,761	13,943	3,916	17,859	138,432	158,443	202,943	14.5%	32.1%
T1d. Wage System																
T1e. Highly Qualified Experts																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	<b>1,924</b>	<b>1,924</b>	<b>1,771</b>	<b>223,304</b>	<b>1,765</b>	<b>215</b>	<b>19,332</b>	<b>21,312</b>	<b>244,616</b>	<b>98,502</b>	<b>343,118</b>	<b>126,089</b>	<b>138,123</b>	<b>193,743</b>	<b>9.5%</b>	<b>44.1%</b>
T4. Indirect Hire Foreign Nationals (IHFN)	2	2	2	0					0		0					
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>1,926</b>	<b>1,926</b>	<b>1,773</b>	<b>223,304</b>	<b>1,765</b>	<b>215</b>	<b>19,332</b>	<b>21,312</b>	<b>244,616</b>	<b>98,502</b>	<b>343,118</b>	<b>125,947</b>	<b>137,967</b>	<b>193,524</b>	<b>9.5%</b>	<b>44.1%</b>
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

Office of the Inspector General

Inspector General  
FY 2024  
(\$ in Thousands)

	<b>a</b>	<b>b</b>	<b>c</b>	<b>d</b>	<b>e</b>	<b>f</b>	<b>g</b>	<b>e + f + g</b>	<b>d + h</b>	<b>i</b>	<b>i + j</b>	<b>d/c</b>	<b>i/c</b>	<b>Rates</b>	<b>h/d</b>	<b>j/d</b>
	<b>Begin</b>	<b>End</b>	<b>FTEs</b>	<b>Basic</b>	<b>Overtime</b>	<b>Holiday</b>	<b>Other</b>	<b>h</b>	<b>i</b>	<b>Benefits</b>	<b>k</b>	<b>Basic</b>	<b>Total</b>	<b>k/c</b>	<b>% BC</b>	<b>% BC</b>
	<b>Strength</b>	<b>Strength</b>		<b>Comp</b>	<b>Pay</b>	<b>Pay</b>	<b>O.C.11</b>	<b>Total</b>	<b>Comp</b>	<b>O.C.12/13</b>	<b>Comp</b>	<b>Comp</b>	<b>Comp</b>	<b>n</b>	<b>o</b>	<b>p</b>
								<b>Variables</b>	<b>O.C.11</b>	<b>O.C.12/13</b>	<b>&amp; Benefits</b>			<b>Comp</b>	<b>Variables</b>	<b>Benefits</b>
														<b>&amp; Benefits</b>		
<b>Direct Funded Personnel (includes OC 13)</b>	<b>1,918</b>	<b>1,936</b>	<b>1,867</b>	<b>239,747</b>	<b>1,890</b>	<b>232</b>	<b>20,373</b>	<b>22,495</b>	<b>262,242</b>	<b>102,540</b>	<b>364,782</b>	<b>128,413</b>	<b>140,462</b>	<b>195,384</b>	<b>9.4%</b>	<b>42.8%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>1,916</b>	<b>1,934</b>	<b>1,865</b>	<b>239,541</b>	<b>1,890</b>	<b>232</b>	<b>20,373</b>	<b>22,495</b>	<b>262,036</b>	<b>102,540</b>	<b>364,576</b>	<b>128,440</b>	<b>140,502</b>	<b>195,483</b>	<b>9.4%</b>	<b>42.8%</b>
D1a. Senior Executive Schedule	27	21	21	5,273			479	479	5,752	2,237	7,989	251,095	273,905	380,429	9.1%	42.4%
D1b. General Schedule	1,799	1,817	1,750	220,856	789	52	19,237	20,078	240,934	95,991	336,925	126,203	137,677	192,529	9.1%	43.5%
D1c. Special Schedule	90	96	94	13,412	1,101	180	657	1,938	15,350	4,312	19,662	142,681	163,298	209,170	14.4%	32.2%
D1d. Wage System																
D1e. Highly Qualified Experts																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	<b>1,916</b>	<b>1,934</b>	<b>1,865</b>	<b>239,541</b>	<b>1,890</b>	<b>232</b>	<b>20,373</b>	<b>22,495</b>	<b>262,036</b>	<b>102,540</b>	<b>364,576</b>	<b>128,440</b>	<b>140,502</b>	<b>195,483</b>	<b>9.4%</b>	<b>42.8%</b>
D4. Indirect Hire Foreign Nationals (IHFN)	2	2	2	206					206		206	103,000	103,000	103,000		
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>1,918</b>	<b>1,936</b>	<b>1,867</b>	<b>239,747</b>	<b>1,890</b>	<b>232</b>	<b>20,373</b>	<b>22,495</b>	<b>262,242</b>	<b>102,540</b>	<b>364,782</b>	<b>128,413</b>	<b>140,462</b>	<b>195,384</b>	<b>9.4%</b>	<b>42.8%</b>
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>4</b>	<b>1</b>	<b>1</b>													
<b>R1. US Direct Hire (USDH)</b>	<b>4</b>	<b>1</b>	<b>1</b>													
R1a. Senior Executive Schedule																
R1b. General Schedule	4	1	1													
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	<b>4</b>	<b>1</b>	<b>1</b>													
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	<b>4</b>	<b>1</b>	<b>1</b>													
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>1,922</b>	<b>1,937</b>	<b>1,868</b>	<b>239,747</b>	<b>1,890</b>	<b>232</b>	<b>20,373</b>	<b>22,495</b>	<b>262,242</b>	<b>102,540</b>	<b>364,782</b>	<b>128,344</b>	<b>140,387</b>	<b>195,279</b>	<b>9.4%</b>	<b>42.8%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>1,920</b>	<b>1,935</b>	<b>1,866</b>	<b>239,541</b>	<b>1,890</b>	<b>232</b>	<b>20,373</b>	<b>22,495</b>	<b>262,036</b>	<b>102,540</b>	<b>364,576</b>	<b>128,371</b>	<b>140,427</b>	<b>195,378</b>	<b>9.4%</b>	<b>42.8%</b>
T1a. Senior Executive Schedule	27	21	21	5,273			479	479	5,752	2,237	7,989	251,095	273,905	380,429	9.1%	42.4%
T1b. General Schedule	1,803	1,818	1,751	220,856	789	52	19,237	20,078	240,934	95,991	336,925	126,131	137,598	192,419	9.1%	43.5%
T1c. Special Schedule	90	96	94	13,412	1,101	180	657	1,938	15,350	4,312	19,662	142,681	163,298	209,170	14.4%	32.2%
T1d. Wage System																
T1e. Highly Qualified Experts																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	<b>1,920</b>	<b>1,935</b>	<b>1,866</b>	<b>239,541</b>	<b>1,890</b>	<b>232</b>	<b>20,373</b>	<b>22,495</b>	<b>262,036</b>	<b>102,540</b>	<b>364,576</b>	<b>128,371</b>	<b>140,427</b>	<b>195,378</b>	<b>9.4%</b>	<b>42.8%</b>
T4. Indirect Hire Foreign Nationals (IHFN)	2	2	2	206					206		206	103,000	103,000	103,000		
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>1,922</b>	<b>1,937</b>	<b>1,868</b>	<b>239,747</b>	<b>1,890</b>	<b>232</b>	<b>20,373</b>	<b>22,495</b>	<b>262,242</b>	<b>102,540</b>	<b>364,782</b>	<b>128,344</b>	<b>140,387</b>	<b>195,279</b>	<b>9.4%</b>	<b>42.8%</b>
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

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Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**Office of the Inspector General**

Inspector General  
FY 2025  
(\$ in Thousands)

	<b>a</b>	<b>b</b>	<b>c</b>	<b>d</b>	<b>e</b>	<b>f</b>	<b>g</b>	<b>e + f + g</b>	<b>d + h</b>	<b>i</b>	<b>j</b>	<b>i + j</b>	<b>d/c</b>	<b>i/c</b>	<b>Rates</b>	<b>h/d</b>	<b>j/d</b>
	<b>Begin</b>	<b>End</b>	<b>FTEs</b>	<b>Basic</b>	<b>Overtime</b>	<b>Holiday</b>	<b>Other</b>	<b>Total</b>	<b>Comp</b>	<b>Benefits</b>	<b>Comp</b>	<b>&amp; Benefits</b>	<b>Basic</b>	<b>Total</b>	<b>k/c</b>	<b>% BC</b>	<b>% BC</b>
	<b>Strength</b>	<b>Strength</b>		<b>Comp</b>	<b>Pay</b>	<b>Pay</b>	<b>O.C.11</b>	<b>Variables</b>	<b>O.C.11</b>	<b>O.C.12/13</b>	<b>&amp; Benefits</b>	<b>Comp</b>	<b>Comp</b>	<b>Comp</b>	<b>n</b>	<b>Variables</b>	<b>Benefits</b>
<b>Direct Funded Personnel (includes OC 13)</b>	<b>1,922</b>	<b>1,937</b>	<b>1,869</b>	<b>262,611</b>	<b>2,941</b>	<b>232</b>	<b>20,379</b>	<b>23,552</b>	<b>286,163</b>	<b>104,514</b>	<b>390,677</b>	<b>140,509</b>	<b>153,110</b>	<b>209,030</b>		<b>9.0%</b>	<b>39.8%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>1,920</b>	<b>1,935</b>	<b>1,867</b>	<b>262,400</b>	<b>2,941</b>	<b>232</b>	<b>20,379</b>	<b>23,552</b>	<b>285,952</b>	<b>104,514</b>	<b>390,466</b>	<b>140,546</b>	<b>153,161</b>	<b>209,141</b>		<b>9.0%</b>	<b>39.8%</b>
D1a. Senior Executive Schedule	27	21	28	5,796			479	479	6,275	2,090	8,365	207,000	224,107	298,750		8.3%	36.1%
D1b. General Schedule	1,803	1,818	1,740	241,913	789	52	19,243	20,084	261,997	96,153	358,150	139,030	150,573	205,833		8.3%	39.7%
D1c. Special Schedule	90	96	94	14,691	2,152	180	657	2,989	17,680	6,271	23,951	156,287	188,085	254,798		20.3%	42.7%
D1d. Wage System																	
D1e. Highly Qualified Experts																	
D1f. Other			5														
D2. Direct Hire Program Foreign Nationals (DHFN)																	
<b>D3. Total Direct Hire</b>	<b>1,920</b>	<b>1,935</b>	<b>1,867</b>	<b>262,400</b>	<b>2,941</b>	<b>232</b>	<b>20,379</b>	<b>23,552</b>	<b>285,952</b>	<b>104,514</b>	<b>390,466</b>	<b>140,546</b>	<b>153,161</b>	<b>209,141</b>		<b>9.0%</b>	<b>39.8%</b>
D4. Indirect Hire Foreign Nationals (IHFN)	2	2	2	211					211		211	105,500	105,500	105,500			
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>1,922</b>	<b>1,937</b>	<b>1,869</b>	<b>262,611</b>	<b>2,941</b>	<b>232</b>	<b>20,379</b>	<b>23,552</b>	<b>286,163</b>	<b>104,514</b>	<b>390,677</b>	<b>140,509</b>	<b>153,110</b>	<b>209,030</b>		<b>9.0%</b>	<b>39.8%</b>
<b>D5. Other Object Class 13 Benefits</b>																	
D5a. USDH - Benefits for Former Employees																	
D5b. DHFN - Benefits for Former Employees																	
D5c. Voluntary Separation Incentive Pay (VSIP)																	
D5d. Foreign National Separation Liability Accrual																	
<b>Reimbursable Funded Personnel (includes OC 13)</b>			<b>1</b>	<b>400</b>					<b>400</b>		<b>400</b>	<b>400,000</b>	<b>400,000</b>	<b>400,000</b>			
<b>R1. US Direct Hire (USDH)</b>																	
R1a. Senior Executive Schedule																	
R1b. General Schedule																	
R1c. Special Schedule																	
R1d. Wage System																	
R1e. Highly Qualified Experts																	
R2. Direct Hire Program Foreign Nationals (DHFN)																	
<b>R3. Total Direct Hire</b>																	
R4. Indirect Hire Foreign Nationals (IHFN)			1	400					400		400	400,000	400,000	400,000			
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>			<b>1</b>	<b>400</b>					<b>400</b>		<b>400</b>	<b>400,000</b>	<b>400,000</b>	<b>400,000</b>			
<b>R5. Other Object Class 13 Benefits</b>																	
R5a. USDH - Benefits for Former Employees																	
R5b. DHFN - Benefits for Former Employees																	
R5c. Voluntary Separation Incentive Pay (VSIP)																	
R5d. Foreign National Separation Liability Accrual																	
<b>Total Funded Personnel (includes OC 13)</b>	<b>1,922</b>	<b>1,937</b>	<b>1,870</b>	<b>263,011</b>	<b>2,941</b>	<b>232</b>	<b>20,379</b>	<b>23,552</b>	<b>286,563</b>	<b>104,514</b>	<b>391,077</b>	<b>140,648</b>	<b>153,242</b>	<b>209,132</b>		<b>9.0%</b>	<b>39.7%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>1,920</b>	<b>1,935</b>	<b>1,867</b>	<b>262,400</b>	<b>2,941</b>	<b>232</b>	<b>20,379</b>	<b>23,552</b>	<b>285,952</b>	<b>104,514</b>	<b>390,466</b>	<b>140,546</b>	<b>153,161</b>	<b>209,141</b>		<b>9.0%</b>	<b>39.8%</b>
T1a. Senior Executive Schedule	27	21	28	5,796			479	479	6,275	2,090	8,365	207,000	224,107	298,750		8.3%	36.1%
T1b. General Schedule	1,803	1,818	1,740	241,913	789	52	19,243	20,084	261,997	96,153	358,150	139,030	150,573	205,833		8.3%	39.7%
T1c. Special Schedule	90	96	94	14,691	2,152	180	657	2,989	17,680	6,271	23,951	156,287	188,085	254,798		20.3%	42.7%
T1d. Wage System																	
T1e. Highly Qualified Experts																	
T1f. Other			5														
T2. Direct Hire Program Foreign Nationals (DHFN)																	
<b>T3. Total Direct Hire</b>	<b>1,920</b>	<b>1,935</b>	<b>1,867</b>	<b>262,400</b>	<b>2,941</b>	<b>232</b>	<b>20,379</b>	<b>23,552</b>	<b>285,952</b>	<b>104,514</b>	<b>390,466</b>	<b>140,546</b>	<b>153,161</b>	<b>209,141</b>		<b>9.0%</b>	<b>39.8%</b>
T4. Indirect Hire Foreign Nationals (IHFN)	2	2	3	611					611		611	203,667	203,667	203,667			
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>1,922</b>	<b>1,937</b>	<b>1,870</b>	<b>263,011</b>	<b>2,941</b>	<b>232</b>	<b>20,379</b>	<b>23,552</b>	<b>286,563</b>	<b>104,514</b>	<b>391,077</b>	<b>140,648</b>	<b>153,242</b>	<b>209,132</b>		<b>9.0%</b>	<b>39.7%</b>
<b>T5. Other Object Class 13 Benefits</b>																	
T5a. USDH - Benefits for Former Employees																	
T5b. DHFN - Benefits for Former Employees																	
T5c. Voluntary Separation Incentive Pay (VSIP)																	
T5d. Foreign National Separation Liability Accrual																	

**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

Working Capital Fund, Defense-Wide

Defense Finance and Accounting Service  
FY 2023  
(\$ in Thousands)

	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	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	Total Comp	n Comp & Benefits	% BC Variables	% BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>					
<b>D1. US Direct Hire (USDH)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>					
D1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0					
D1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0					
D1c. Special Schedule																
D1d. Wage System	0	0	0	0	0		0	0	0	0	0					
D1e. Highly Qualified Experts																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>					
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0		0	0	0	0	0					
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>					
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees											0		0			
D5b. DHFN - Benefits for Former Employees											0		0			
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>10,980</b>	<b>11,151</b>	<b>10,921</b>	<b>804,213</b>	<b>19,239</b>	<b>282</b>	<b>22,587</b>	<b>42,108</b>	<b>846,321</b>	<b>338,191</b>	<b>1,184,512</b>	<b>73,639</b>	<b>77,495</b>	<b>108,462</b>	<b>5.2%</b>	<b>42.1%</b>
<b>R1. US Direct Hire (USDH)</b>	<b>10,796</b>	<b>10,962</b>	<b>10,734</b>	<b>803,075</b>	<b>19,239</b>	<b>282</b>	<b>22,587</b>	<b>42,108</b>	<b>845,183</b>	<b>338,191</b>	<b>1,183,374</b>	<b>74,816</b>	<b>78,739</b>	<b>110,245</b>	<b>5.2%</b>	<b>42.1%</b>
R1a. Senior Executive Schedule	22	22	22	4,321	0	0	451	451	4,772	1,502	6,274	196,409	216,909	285,182	10.4%	34.8%
R1b. General Schedule	10,753	10,919	10,690	797,572	19,235	282	22,092	41,609	839,181	336,228	1,175,409	74,609	78,501	109,954	5.2%	42.2%
R1c. Special Schedule																
R1d. Wage System	21	21	22	1,182	4	0	44	48	1,230	461	1,691	53,727	55,909	76,864	4.1%	39.0%
R1e. Highly Qualified Experts																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	<b>10,796</b>	<b>10,962</b>	<b>10,734</b>	<b>803,075</b>	<b>19,239</b>	<b>282</b>	<b>22,587</b>	<b>42,108</b>	<b>845,183</b>	<b>338,191</b>	<b>1,183,374</b>	<b>74,816</b>	<b>78,739</b>	<b>110,245</b>	<b>5.2%</b>	<b>42.1%</b>
R4. Indirect Hire Foreign Nationals (IHFN)	184	189	187	1,138	0	0	0	0	1,138	0	1,138	6,086	6,086	6,086		
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	<b>10,980</b>	<b>11,151</b>	<b>10,921</b>	<b>804,213</b>	<b>19,239</b>	<b>282</b>	<b>22,587</b>	<b>42,108</b>	<b>846,321</b>	<b>338,191</b>	<b>1,184,512</b>	<b>73,639</b>	<b>77,495</b>	<b>108,462</b>	<b>5.2%</b>	<b>42.1%</b>
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>10,980</b>	<b>11,151</b>	<b>10,921</b>	<b>804,213</b>	<b>19,239</b>	<b>282</b>	<b>22,587</b>	<b>42,108</b>	<b>846,321</b>	<b>338,191</b>	<b>1,184,512</b>	<b>73,639</b>	<b>77,495</b>	<b>108,462</b>	<b>5.2%</b>	<b>42.1%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>10,796</b>	<b>10,962</b>	<b>10,734</b>	<b>803,075</b>	<b>19,239</b>	<b>282</b>	<b>22,587</b>	<b>42,108</b>	<b>845,183</b>	<b>338,191</b>	<b>1,183,374</b>	<b>74,816</b>	<b>78,739</b>	<b>110,245</b>	<b>5.2%</b>	<b>42.1%</b>
T1a. Senior Executive Schedule	22	22	22	4,321	0	0	451	451	4,772	1,502	6,274	196,409	216,909	285,182	10.4%	34.8%
T1b. General Schedule	10,753	10,919	10,690	797,572	19,235	282	22,092	41,609	839,181	336,228	1,175,409	74,609	78,501	109,954	5.2%	42.2%
T1c. Special Schedule																
T1d. Wage System	21	21	22	1,182	4	0	44	48	1,230	461	1,691	53,727	55,909	76,864	4.1%	39.0%
T1e. Highly Qualified Experts																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	<b>10,796</b>	<b>10,962</b>	<b>10,734</b>	<b>803,075</b>	<b>19,239</b>	<b>282</b>	<b>22,587</b>	<b>42,108</b>	<b>845,183</b>	<b>338,191</b>	<b>1,183,374</b>	<b>74,816</b>	<b>78,739</b>	<b>110,245</b>	<b>5.2%</b>	<b>42.1%</b>
T4. Indirect Hire Foreign Nationals (IHFN)	184	189	187	1,138	0	0	0	0	1,138	0	1,138	6,086	6,086	6,086		
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>10,980</b>	<b>11,151</b>	<b>10,921</b>	<b>804,213</b>	<b>19,239</b>	<b>282</b>	<b>22,587</b>	<b>42,108</b>	<b>846,321</b>	<b>338,191</b>	<b>1,184,512</b>	<b>73,639</b>	<b>77,495</b>	<b>108,462</b>	<b>5.2%</b>	<b>42.1%</b>
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees											0		0			
T5b. DHFN - Benefits for Former Employees											0		0			
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**Working Capital Fund, Defense-Wide**

Defense Finance and Accounting Service FY 2024 (\$ in Thousands)																
	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	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	Total Comp	Comp & Benefits	% BC Variables	% BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>					
<b>D1. US Direct Hire (USDH)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>					
D1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0					
D1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0					
D1c. Special Schedule																
D1d. Wage System	0	0	0	0	0		0	0	0	0	0					
D1e. Highly Qualified Experts																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>					
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0					0							
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>					
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees											0		0			
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>10,835</b>	<b>10,827</b>	<b>10,830</b>	<b>864,594</b>	<b>17,530</b>	<b>145</b>	<b>24,488</b>	<b>42,163</b>	<b>906,757</b>	<b>345,431</b>	<b>1,252,188</b>	<b>79,833</b>	<b>83,726</b>	<b>115,622</b>	<b>4.9%</b>	<b>40.0%</b>
<b>R1. US Direct Hire (USDH)</b>	<b>10,635</b>	<b>10,627</b>	<b>10,630</b>	<b>862,730</b>	<b>17,530</b>	<b>145</b>	<b>24,488</b>	<b>42,163</b>	<b>904,893</b>	<b>345,324</b>	<b>1,250,217</b>	<b>81,160</b>	<b>85,126</b>	<b>117,612</b>	<b>4.9%</b>	<b>40.0%</b>
R1a. Senior Executive Schedule	22	22	22	4,357			357	357	4,714	1,605	6,319	198,045	214,273	287,227	8.2%	36.8%
R1b. General Schedule	10,590	10,575	10,579	856,673	17,521	145	24,082	41,748	898,421	343,075	1,241,496	80,979	84,925	117,355	4.9%	40.0%
R1c. Special Schedule																
R1d. Wage System	23	30	29	1,700	9		49	58	1,758	644	2,402	58,621	60,621	82,828	3.4%	37.9%
R1e. Highly Qualified Experts																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	<b>10,635</b>	<b>10,627</b>	<b>10,630</b>	<b>862,730</b>	<b>17,530</b>	<b>145</b>	<b>24,488</b>	<b>42,163</b>	<b>904,893</b>	<b>345,324</b>	<b>1,250,217</b>	<b>81,160</b>	<b>85,126</b>	<b>117,612</b>	<b>4.9%</b>	<b>40.0%</b>
R4. Indirect Hire Foreign Nationals (IHFN)	200	200	200	1,864					1,864		1,864	9,320	9,320	9,320		
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	<b>10,835</b>	<b>10,827</b>	<b>10,830</b>	<b>864,594</b>	<b>17,530</b>	<b>145</b>	<b>24,488</b>	<b>42,163</b>	<b>906,757</b>	<b>345,324</b>	<b>1,252,081</b>	<b>79,833</b>	<b>83,726</b>	<b>115,612</b>	<b>4.9%</b>	<b>39.9%</b>
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees										107	107					
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>10,835</b>	<b>10,827</b>	<b>10,830</b>	<b>864,594</b>	<b>17,530</b>	<b>145</b>	<b>24,488</b>	<b>42,163</b>	<b>906,757</b>	<b>345,431</b>	<b>1,252,188</b>	<b>79,833</b>	<b>83,726</b>	<b>115,622</b>	<b>4.9%</b>	<b>40.0%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>10,635</b>	<b>10,627</b>	<b>10,630</b>	<b>862,730</b>	<b>17,530</b>	<b>145</b>	<b>24,488</b>	<b>42,163</b>	<b>904,893</b>	<b>345,324</b>	<b>1,250,217</b>	<b>81,160</b>	<b>85,126</b>	<b>117,612</b>	<b>4.9%</b>	<b>40.0%</b>
T1a. Senior Executive Schedule	22	22	22	4,357			357	357	4,714	1,605	6,319	198,045	214,273	287,227	8.2%	36.8%
T1b. General Schedule	10,590	10,575	10,579	856,673	17,521	145	24,082	41,748	898,421	343,075	1,241,496	80,979	84,925	117,355	4.9%	40.0%
T1c. Special Schedule																
T1d. Wage System	23	30	29	1,700	9		49	58	1,758	644	2,402	58,621	60,621	82,828	3.4%	37.9%
T1e. Highly Qualified Experts																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	<b>10,635</b>	<b>10,627</b>	<b>10,630</b>	<b>862,730</b>	<b>17,530</b>	<b>145</b>	<b>24,488</b>	<b>42,163</b>	<b>904,893</b>	<b>345,324</b>	<b>1,250,217</b>	<b>81,160</b>	<b>85,126</b>	<b>117,612</b>	<b>4.9%</b>	<b>40.0%</b>
T4. Indirect Hire Foreign Nationals (IHFN)	200	200	200	1,864					1,864		1,864	9,320	9,320	9,320		
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>10,835</b>	<b>10,827</b>	<b>10,830</b>	<b>864,594</b>	<b>17,530</b>	<b>145</b>	<b>24,488</b>	<b>42,163</b>	<b>906,757</b>	<b>345,324</b>	<b>1,252,081</b>	<b>79,833</b>	<b>83,726</b>	<b>115,612</b>	<b>4.9%</b>	<b>39.9%</b>
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees										107	107					
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

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Volume II - Defense-Wide Data Book**

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Defense Finance and Accounting Service  
FY 2025  
(\$ in Thousands)

	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	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	Total Comp	Comp & Benefits	% BC Variables	% BC Benefits
<b><u>Direct Funded Personnel (includes OC 13)</u></b>																
<b>D1. US Direct Hire (USDH)</b>																
D1a. Senior Executive Schedule																
D1b. General Schedule																
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D1d. Wage System																
D1e. Highly Qualified Experts																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>																
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>																
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b><u>Reimbursable Funded Personnel (includes OC 13)</u></b>	<b>11,048</b>	<b>10,999</b>	<b>11,023</b>	<b>892,956</b>	<b>18,270</b>	<b>218</b>	<b>25,238</b>	<b>43,726</b>	<b>936,682</b>	<b>369,303</b>	<b>1,305,985</b>	<b>81,008</b>	<b>84,975</b>	<b>118,478</b>	<b>4.9%</b>	<b>41.4%</b>
<b>R1. US Direct Hire (USDH)</b>	<b>10,848</b>	<b>10,799</b>	<b>10,823</b>	<b>891,709</b>	<b>18,270</b>	<b>218</b>	<b>25,238</b>	<b>43,726</b>	<b>935,435</b>	<b>369,196</b>	<b>1,304,631</b>	<b>82,390</b>	<b>86,430</b>	<b>120,542</b>	<b>4.9%</b>	<b>41.4%</b>
R1a. Senior Executive Schedule	22	22	22	4,719	0	0	357	357	5,076	1,678	6,754	214,500	230,727	307,000	7.6%	35.6%
R1b. General Schedule	10,800	10,750	10,773	885,297	18,262	218	24,830	43,310	928,607	366,857	1,295,464	82,177	86,198	120,251	4.9%	41.4%
R1c. Special Schedule																
R1d. Wage System	26	27	28	1,693	8	0	51	59	1,752	661	2,413	60,464	62,571	86,179	3.5%	39.0%
R1e. Highly Qualified Experts																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	<b>10,848</b>	<b>10,799</b>	<b>10,823</b>	<b>891,709</b>	<b>18,270</b>	<b>218</b>	<b>25,238</b>	<b>43,726</b>	<b>935,435</b>	<b>369,196</b>	<b>1,304,631</b>	<b>82,390</b>	<b>86,430</b>	<b>120,542</b>	<b>4.9%</b>	<b>41.4%</b>
R4. Indirect Hire Foreign Nationals (IHFN)	200	200	200	1,247	0	0	0	0	1,247	0	1,247	6,235	6,235	6,235		
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	<b>11,048</b>	<b>10,999</b>	<b>11,023</b>	<b>892,956</b>	<b>18,270</b>	<b>218</b>	<b>25,238</b>	<b>43,726</b>	<b>936,682</b>	<b>369,196</b>	<b>1,305,878</b>	<b>81,008</b>	<b>84,975</b>	<b>118,468</b>	<b>4.9%</b>	<b>41.3%</b>
<b>R5. Other Object Class 13 Benefits</b>										<b>107</b>	<b>107</b>					
R5a. USDH - Benefits for Former Employees										107	107					
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b><u>Total Funded Personnel (includes OC 13)</u></b>	<b>11,048</b>	<b>10,999</b>	<b>11,023</b>	<b>892,956</b>	<b>18,270</b>	<b>218</b>	<b>25,238</b>	<b>43,726</b>	<b>936,682</b>	<b>369,303</b>	<b>1,305,985</b>	<b>81,008</b>	<b>84,975</b>	<b>118,478</b>	<b>4.9%</b>	<b>41.4%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>10,848</b>	<b>10,799</b>	<b>10,823</b>	<b>891,709</b>	<b>18,270</b>	<b>218</b>	<b>25,238</b>	<b>43,726</b>	<b>935,435</b>	<b>369,196</b>	<b>1,304,631</b>	<b>82,390</b>	<b>86,430</b>	<b>120,542</b>	<b>4.9%</b>	<b>41.4%</b>
T1a. Senior Executive Schedule	22	22	22	4,719	0	0	357	357	5,076	1,678	6,754	214,500	230,727	307,000	7.6%	35.6%
T1b. General Schedule	10,800	10,750	10,773	885,297	18,262	218	24,830	43,310	928,607	366,857	1,295,464	82,177	86,198	120,251	4.9%	41.4%
T1c. Special Schedule																
T1d. Wage System	26	27	28	1,693	8	0	51	59	1,752	661	2,413	60,464	62,571	86,179	3.5%	39.0%
T1e. Highly Qualified Experts																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	<b>10,848</b>	<b>10,799</b>	<b>10,823</b>	<b>891,709</b>	<b>18,270</b>	<b>218</b>	<b>25,238</b>	<b>43,726</b>	<b>935,435</b>	<b>369,196</b>	<b>1,304,631</b>	<b>82,390</b>	<b>86,430</b>	<b>120,542</b>	<b>4.9%</b>	<b>41.4%</b>
T4. Indirect Hire Foreign Nationals (IHFN)	200	200	200	1,247	0	0	0	0	1,247	0	1,247	6,235	6,235	6,235		
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>11,048</b>	<b>10,999</b>	<b>11,023</b>	<b>892,956</b>	<b>18,270</b>	<b>218</b>	<b>25,238</b>	<b>43,726</b>	<b>936,682</b>	<b>369,196</b>	<b>1,305,878</b>	<b>81,008</b>	<b>84,975</b>	<b>118,468</b>	<b>4.9%</b>	<b>41.3%</b>
<b>T5. Other Object Class 13 Benefits</b>										<b>107</b>	<b>107</b>					
T5a. USDH - Benefits for Former Employees										107	107					
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**Working Capital Fund, Defense-Wide**

Defense Information Systems Agency  
FY 2023  
(\$ in Thousands)

	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	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	Total Comp	Comp & Benefits	% BC Variables	% BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>			
<b>D1. US Direct Hire (USDH)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>			
D1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0			
D1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0			
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0			
D1d. Wage System																
D1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	0	0			
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>			
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	0	0			
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>			
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>3,513</b>	<b>3,467</b>	<b>3,456</b>	<b>376,962</b>	<b>2,803</b>	<b>1,059</b>	<b>15,275</b>	<b>19,137</b>	<b>396,099</b>	<b>140,371</b>	<b>536,470</b>	<b>109,075</b>	<b>114,612</b>	<b>155,229</b>	<b>5.1%</b>	<b>37.2%</b>
<b>R1. US Direct Hire (USDH)</b>	<b>3,507</b>	<b>3,462</b>	<b>3,451</b>	<b>376,453</b>	<b>2,803</b>	<b>1,059</b>	<b>14,447</b>	<b>18,309</b>	<b>394,762</b>	<b>140,371</b>	<b>535,133</b>	<b>109,085</b>	<b>114,391</b>	<b>155,066</b>	<b>4.9%</b>	<b>37.3%</b>
R1a. Senior Executive Schedule	2	3	4	377			2	2	379	629	1,008	94,250	94,750	252,000	0.5%	166.8%
R1b. General Schedule	1,828	1,648	1,640	179,737	1,565	324	10,828	12,717	192,454	67,172	259,626	109,596	117,350	158,309	7.1%	37.4%
R1c. Special Schedule	1,676	1,811	1,807	196,339	1,238	735	3,617	5,590	201,929	72,570	274,499	108,655	111,748	151,909	2.8%	37.0%
R1d. Wage System																
R1e. Highly Qualified Experts	1	0	0	0			0	0	0	0	0					
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	<b>3,507</b>	<b>3,462</b>	<b>3,451</b>	<b>376,453</b>	<b>2,803</b>	<b>1,059</b>	<b>14,447</b>	<b>18,309</b>	<b>394,762</b>	<b>140,371</b>	<b>535,133</b>	<b>109,085</b>	<b>114,391</b>	<b>155,066</b>	<b>4.9%</b>	<b>37.3%</b>
R4. Indirect Hire Foreign Nationals (IHFN)	6	5	5	509			0	0	509	0	509	101,800	101,800	101,800		
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	<b>3,513</b>	<b>3,467</b>	<b>3,456</b>	<b>376,962</b>	<b>2,803</b>	<b>1,059</b>	<b>14,447</b>	<b>18,309</b>	<b>395,271</b>	<b>140,371</b>	<b>535,642</b>	<b>109,075</b>	<b>114,372</b>	<b>154,989</b>	<b>4.9%</b>	<b>37.2%</b>
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)							828	828	828		828					
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>3,513</b>	<b>3,467</b>	<b>3,456</b>	<b>376,962</b>	<b>2,803</b>	<b>1,059</b>	<b>15,275</b>	<b>19,137</b>	<b>396,099</b>	<b>140,371</b>	<b>536,470</b>	<b>109,075</b>	<b>114,612</b>	<b>155,229</b>	<b>5.1%</b>	<b>37.2%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>3,507</b>	<b>3,462</b>	<b>3,451</b>	<b>376,453</b>	<b>2,803</b>	<b>1,059</b>	<b>14,447</b>	<b>18,309</b>	<b>394,762</b>	<b>140,371</b>	<b>535,133</b>	<b>109,085</b>	<b>114,391</b>	<b>155,066</b>	<b>4.9%</b>	<b>37.3%</b>
T1a. Senior Executive Schedule	2	3	4	377			2	2	379	629	1,008	94,250	94,750	252,000	0.5%	166.8%
T1b. General Schedule	1,828	1,648	1,640	179,737	1,565	324	10,828	12,717	192,454	67,172	259,626	109,596	117,350	158,309	7.1%	37.4%
T1c. Special Schedule	1,676	1,811	1,807	196,339	1,238	735	3,617	5,590	201,929	72,570	274,499	108,655	111,748	151,909	2.8%	37.0%
T1d. Wage System																
T1e. Highly Qualified Experts	1	0	0	0			0	0	0	0	0					
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	<b>3,507</b>	<b>3,462</b>	<b>3,451</b>	<b>376,453</b>	<b>2,803</b>	<b>1,059</b>	<b>14,447</b>	<b>18,309</b>	<b>394,762</b>	<b>140,371</b>	<b>535,133</b>	<b>109,085</b>	<b>114,391</b>	<b>155,066</b>	<b>4.9%</b>	<b>37.3%</b>
T4. Indirect Hire Foreign Nationals (IHFN)	6	5	5	509			0	0	509	0	509	101,800	101,800	101,800		
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>3,513</b>	<b>3,467</b>	<b>3,456</b>	<b>376,962</b>	<b>2,803</b>	<b>1,059</b>	<b>14,447</b>	<b>18,309</b>	<b>395,271</b>	<b>140,371</b>	<b>535,642</b>	<b>109,075</b>	<b>114,372</b>	<b>154,989</b>	<b>4.9%</b>	<b>37.2%</b>
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)							828	828	828		828					
T5d. Foreign National Separation Liability Accrual																





**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**Working Capital Fund, Defense-Wide**

Defense Information Systems Agency FY 2025 (\$ in Thousands)																	
	a	b	c	d	e	f	g	e + f + g h	d + h i	i	i + j k Comp & Benefits	d/c l	i/c m	Rates k/c n Comp & Benefits	h/d o	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		Basic Comp	Total Comp		% BC Variables	% BC Benefits	
<b>Direct Funded Personnel (includes OC 13)</b>																	
<b>D1. US Direct Hire (USDH)</b>																	
D1a. Senior Executive Schedule																	
D1b. General Schedule																	
D1c. Special Schedule																	
D1d. Wage System																	
D1e. Highly Qualified Experts																	
D1f. Other																	
D2. Direct Hire Program Foreign Nationals (DHFN)																	
<b>D3. Total Direct Hire</b>																	
D4. Indirect Hire Foreign Nationals (IHFN)																	
<b>Subtotal - Direct Funded (excludes OC 13)</b>																	
<b>D5. Other Object Class 13 Benefits</b>																	
D5a. USDH - Benefits for Former Employees																	
D5b. DHFN - Benefits for Former Employees																	
D5c. Voluntary Separation Incentive Pay (VSIP)																	
D5d. Foreign National Separation Liability Accrual																	
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>4,177</b>	<b>4,183</b>	<b>4,064</b>	<b>501,639</b>	<b>2,273</b>	<b>1,523</b>	<b>15,090</b>	<b>18,886</b>	<b>520,525</b>	<b>188,009</b>	<b>708,534</b>	<b>123,435</b>	<b>128,082</b>	<b>174,344</b>	<b>3.8%</b>	<b>37.5%</b>	
<b>R1. US Direct Hire (USDH)</b>	<b>4,172</b>	<b>4,178</b>	<b>4,059</b>	<b>501,075</b>	<b>2,273</b>	<b>1,523</b>	<b>15,090</b>	<b>18,886</b>	<b>519,961</b>	<b>188,009</b>	<b>707,970</b>	<b>123,448</b>	<b>128,101</b>	<b>174,420</b>	<b>3.8%</b>	<b>37.5%</b>	
R1a. Senior Executive Schedule	3	3	3	644			31	31	675	235	910	214,667	225,000	303,333	4.8%	36.5%	
R1b. General Schedule	2,031	2,030	1,974	250,944	758	252	6,836	7,846	258,790	94,269	353,059	127,125	131,099	178,855	3.1%	37.6%	
R1c. Special Schedule	2,137	2,144	2,081	249,273	1,515	1,271	8,218	11,004	260,277	93,427	353,704	119,785	125,073	169,968	4.4%	37.5%	
R1d. Wage System																	
R1e. Highly Qualified Experts	1	1	1	214			5	5	219	78	297	214,000	219,000	297,000	2.3%	36.4%	
R1f. Other																	
R2. Direct Hire Program Foreign Nationals (DHFN)																	
<b>R3. Total Direct Hire</b>	<b>4,172</b>	<b>4,178</b>	<b>4,059</b>	<b>501,075</b>	<b>2,273</b>	<b>1,523</b>	<b>15,090</b>	<b>18,886</b>	<b>519,961</b>	<b>188,009</b>	<b>707,970</b>	<b>123,448</b>	<b>128,101</b>	<b>174,420</b>	<b>3.8%</b>	<b>37.5%</b>	
R4. Indirect Hire Foreign Nationals (IHFN)	5	5	5	564					564		564	112,800	112,800	112,800			
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	<b>4,177</b>	<b>4,183</b>	<b>4,064</b>	<b>501,639</b>	<b>2,273</b>	<b>1,523</b>	<b>15,090</b>	<b>18,886</b>	<b>520,525</b>	<b>188,009</b>	<b>708,534</b>	<b>123,435</b>	<b>128,082</b>	<b>174,344</b>	<b>3.8%</b>	<b>37.5%</b>	
<b>R5. Other Object Class 13 Benefits</b>																	
R5a. USDH - Benefits for Former Employees																	
R5b. DHFN - Benefits for Former Employees																	
R5c. Voluntary Separation Incentive Pay (VSIP)																	
R5d. Foreign National Separation Liability Accrual																	
<b>Total Funded Personnel (includes OC 13)</b>	<b>4,177</b>	<b>4,183</b>	<b>4,064</b>	<b>501,639</b>	<b>2,273</b>	<b>1,523</b>	<b>15,090</b>	<b>18,886</b>	<b>520,525</b>	<b>188,009</b>	<b>708,534</b>	<b>123,435</b>	<b>128,082</b>	<b>174,344</b>	<b>3.8%</b>	<b>37.5%</b>	
<b>T1. US Direct Hire (USDH)</b>	<b>4,172</b>	<b>4,178</b>	<b>4,059</b>	<b>501,075</b>	<b>2,273</b>	<b>1,523</b>	<b>15,090</b>	<b>18,886</b>	<b>519,961</b>	<b>188,009</b>	<b>707,970</b>	<b>123,448</b>	<b>128,101</b>	<b>174,420</b>	<b>3.8%</b>	<b>37.5%</b>	
T1a. Senior Executive Schedule	3	3	3	644			31	31	675	235	910	214,667	225,000	303,333	4.8%	36.5%	
T1b. General Schedule	2,031	2,030	1,974	250,944	758	252	6,836	7,846	258,790	94,269	353,059	127,125	131,099	178,855	3.1%	37.6%	
T1c. Special Schedule	2,137	2,144	2,081	249,273	1,515	1,271	8,218	11,004	260,277	93,427	353,704	119,785	125,073	169,968	4.4%	37.5%	
T1d. Wage System																	
T1e. Highly Qualified Experts	1	1	1	214			5	5	219	78	297	214,000	219,000	297,000	2.3%	36.4%	
T1f. Other																	
T2. Direct Hire Program Foreign Nationals (DHFN)																	
<b>T3. Total Direct Hire</b>	<b>4,172</b>	<b>4,178</b>	<b>4,059</b>	<b>501,075</b>	<b>2,273</b>	<b>1,523</b>	<b>15,090</b>	<b>18,886</b>	<b>519,961</b>	<b>188,009</b>	<b>707,970</b>	<b>123,448</b>	<b>128,101</b>	<b>174,420</b>	<b>3.8%</b>	<b>37.5%</b>	
T4. Indirect Hire Foreign Nationals (IHFN)	5	5	5	564					564		564	112,800	112,800	112,800			
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>4,177</b>	<b>4,183</b>	<b>4,064</b>	<b>501,639</b>	<b>2,273</b>	<b>1,523</b>	<b>15,090</b>	<b>18,886</b>	<b>520,525</b>	<b>188,009</b>	<b>708,534</b>	<b>123,435</b>	<b>128,082</b>	<b>174,344</b>	<b>3.8%</b>	<b>37.5%</b>	
<b>T5. Other Object Class 13 Benefits</b>																	
T5a. USDH - Benefits for Former Employees																	
T5b. DHFN - Benefits for Former Employees																	
T5c. Voluntary Separation Incentive Pay (VSIP)																	
T5d. Foreign National Separation Liability Accrual																	

**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

Working Capital Fund, Defense-Wide

Defense Logistics Agency FY2023 (\$ in Thousands)																
	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	Rates		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	Total Comp	k/c n	h/d o % BC Variables	p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>			
<b>D1. US Direct Hire (USDH)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>			
D1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0			
D1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0			
D1c. Special Schedule																
D1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	0	0			
D1e. Highly Qualified Experts																
D2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0			0	0	0	0	0	0	0			
<b>D3. Total Direct Hire</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>			
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0						0	0	0	0			
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>			
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees											0	0	0			
D5b. DHFN - Benefits for Former Employees											0	0	0			
D5c. Voluntary Separation Incentive Pay (VSIP)											0	0	0			
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>24,256</b>	<b>24,182</b>	<b>23,550</b>	<b>1,914,270</b>	<b>40,060</b>	<b>6,940</b>	<b>159,073</b>	<b>206,073</b>	<b>2,120,343</b>	<b>906,487</b>	<b>3,026,830</b>	<b>81,285</b>	<b>90,036</b>	<b>128,528</b>	<b>10.8%</b>	<b>47.4%</b>
<b>R1. US Direct Hire (USDH)</b>	<b>23,575</b>	<b>23,511</b>	<b>22,871</b>	<b>1,911,387</b>	<b>40,060</b>	<b>6,940</b>	<b>159,073</b>	<b>206,073</b>	<b>2,117,460</b>	<b>883,904</b>	<b>3,001,364</b>	<b>83,573</b>	<b>92,583</b>	<b>131,230</b>	<b>10.8%</b>	<b>46.2%</b>
R1a. Senior Executive Schedule	24	23	24	32,593	833	54	9,527	10,414	43,007	17,482	60,489	1,358,042	1,791,958	2,520,375	32.0%	53.6%
R1b. General Schedule	18,670	18,689	18,091	1,616,345	27,387	6,784	142,537	176,708	1,793,053	740,458	2,533,511	89,345	99,113	140,043	10.9%	45.8%
R1c. Special Schedule																
R1d. Wage System	4,881	4,799	4,756	262,449	11,840	102	7,009	18,951	281,400	113,958	395,358	55,183	59,167	83,128	7.2%	43.4%
R1e. Highly Qualified Experts																
R1f. Other										12,006	12,006					
R2. Direct Hire Program Foreign Nationals (DHFN)	38	39	40	943			0	0	943	1,158	2,101	23,575	23,575	52,525		122.8%
<b>R3. Total Direct Hire</b>	<b>23,613</b>	<b>23,550</b>	<b>22,911</b>	<b>1,912,330</b>	<b>40,060</b>	<b>6,940</b>	<b>159,073</b>	<b>206,073</b>	<b>2,118,403</b>	<b>885,062</b>	<b>3,003,465</b>	<b>83,468</b>	<b>92,462</b>	<b>131,093</b>	<b>10.8%</b>	<b>46.3%</b>
R4. Indirect Hire Foreign Nationals (IHFN)	643	632	639	1,940				1,940	11,771	13,711	3,036	3,036	21,457	606.8%		
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	<b>24,256</b>	<b>24,182</b>	<b>23,550</b>	<b>1,914,270</b>	<b>40,060</b>	<b>6,940</b>	<b>159,073</b>	<b>206,073</b>	<b>2,120,343</b>	<b>896,833</b>	<b>3,017,176</b>	<b>81,285</b>	<b>90,036</b>	<b>128,118</b>	<b>10.8%</b>	<b>46.8%</b>
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees										9,654	9,654					
R5b. DHFN - Benefits for Former Employees										8,203	8,203					
R5c. Voluntary Separation Incentive Pay (VSIP)										1,451	1,451					
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>24,256</b>	<b>24,182</b>	<b>23,550</b>	<b>1,914,270</b>	<b>40,060</b>	<b>6,940</b>	<b>159,073</b>	<b>206,073</b>	<b>2,120,343</b>	<b>906,487</b>	<b>3,026,830</b>	<b>81,285</b>	<b>90,036</b>	<b>128,528</b>	<b>10.8%</b>	<b>47.4%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>23,575</b>	<b>23,511</b>	<b>22,871</b>	<b>1,911,387</b>	<b>40,060</b>	<b>6,940</b>	<b>159,073</b>	<b>206,073</b>	<b>2,117,460</b>	<b>883,904</b>	<b>3,001,364</b>	<b>83,573</b>	<b>92,583</b>	<b>131,230</b>	<b>10.8%</b>	<b>46.2%</b>
T1a. Senior Executive Schedule	24	23	24	32,593	833	54	9,527	10,414	43,007	17,482	60,489	1,358,042	1,791,958	2,520,375	32.0%	53.6%
T1b. General Schedule	18,670	18,689	18,091	1,616,345	27,387	6,784	142,537	176,708	1,793,053	740,458	2,533,511	89,345	99,113	140,043	10.9%	45.8%
T1c. Special Schedule																
T1d. Wage System	4,881	4,799	4,756	262,449	11,840	102	7,009	18,951	281,400	113,958	395,358	55,183	59,167	83,128	7.2%	43.4%
T1e. Highly Qualified Experts																
T1f. Other										12,006	12,006					
T2. Direct Hire Program Foreign Nationals (DHFN)	38	39	40	943			0	0	943	1,158	2,101	23,575	23,575	52,525		122.8%
<b>T3. Total Direct Hire</b>	<b>23,613</b>	<b>23,550</b>	<b>22,911</b>	<b>1,912,330</b>	<b>40,060</b>	<b>6,940</b>	<b>159,073</b>	<b>206,073</b>	<b>2,118,403</b>	<b>885,062</b>	<b>3,003,465</b>	<b>83,468</b>	<b>92,462</b>	<b>131,093</b>	<b>10.8%</b>	<b>46.3%</b>
T4. Indirect Hire Foreign Nationals (IHFN)	643	632	639	1,940				1,940	11,771	13,711	3,036	3,036	21,457	606.8%		
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>24,256</b>	<b>24,182</b>	<b>23,550</b>	<b>1,914,270</b>	<b>40,060</b>	<b>6,940</b>	<b>159,073</b>	<b>206,073</b>	<b>2,120,343</b>	<b>896,833</b>	<b>3,017,176</b>	<b>81,285</b>	<b>90,036</b>	<b>128,118</b>	<b>10.8%</b>	<b>46.8%</b>
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees										9,654	9,654					
T5b. DHFN - Benefits for Former Employees										8,203	8,203					
T5c. Voluntary Separation Incentive Pay (VSIP)										1,451	1,451					
T5d. Foreign National Separation Liability Accrual																

**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**Working Capital Fund, Defense-Wide**

Defense Logistics Agency FY 2024 (\$ in Thousands)																
	a	b	c	d	e	f	g	e + f + g h	d + h i	i	i + j k Comp & Benefits	d/c l	i/c m	Rates k/c n Comp & Benefits	h/d o	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		Basic Comp	Total Comp		% BC Variables	% BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0					
<b>D1. US Direct Hire (USDH)</b>	0	0	0	0	0	0	0	0	0	0	0					
D1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0					
D1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0					
D1c. Special Schedule																
D1d. Wage System	0	0	0	0	0	0	0	0	0	0	0					
D1e. Highly Qualified Experts																
D1f. Other										0	0					
D2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0			0	0	0	0	0					
<b>D3. Total Direct Hire</b>	0	0	0	0	0	0	0	0	0	0	0					
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0						0	0					
<b>Subtotal - Direct Funded (excludes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0					
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees										0	0					
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	26,060	25,692	25,261	2,263,211	42,078	2,524	110,027	154,629	2,417,840	899,402	3,317,242	89,593	95,714	131,319	6.8%	39.7%
<b>R1. US Direct Hire (USDH)</b>	25,365	24,997	24,566	2,259,580	42,078	2,524	110,023	154,625	2,414,205	863,890	3,278,095	91,980	98,274	133,440	6.8%	38.2%
R1a. Senior Executive Schedule	25	25	25	4,518	7	3	401	411	4,929	1,392	6,321	180,720	197,160	252,840	9.1%	30.8%
R1b. General Schedule	20,125	20,066	19,761	1,982,645	32,530	2,449	102,761	137,740	2,120,385	735,934	2,856,319	100,331	107,302	144,543	6.9%	37.1%
R1c. Special Schedule																
R1d. Wage System	5,215	4,906	4,780	272,417	9,541	72	6,861	16,474	288,891	107,581	396,472	56,991	60,437	82,944	6.0%	39.5%
R1e. Highly Qualified Experts																
R1f. Other										18,983	18,983					
R2. Direct Hire Program Foreign Nationals (DHFN)	36	36	36	822			4	4	826	2,373	3,199	22,833	22,944	88,861	0.5%	288.7%
<b>R3. Total Direct Hire</b>	25,401	25,033	24,602	2,260,402	42,078	2,524	110,027	154,629	2,415,031	866,263	3,281,294	91,879	98,164	133,375	6.8%	38.3%
R4. Indirect Hire Foreign Nationals (IHFN)	659	659	659	2,809					2,809	21,678	24,487	4,263	4,263	37,158		771.7%
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	26,060	25,692	25,261	2,263,211	42,078	2,524	110,027	154,629	2,417,840	887,941	3,305,781	89,593	95,714	130,865	6.8%	39.2%
<b>R5. Other Object Class 13 Benefits</b>										11,461	11,461					
R5a. USDH - Benefits for Former Employees										8,722	8,722					
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)										2,739	2,739					
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	26,060	25,692	25,261	2,263,211	42,078	2,524	110,027	154,629	2,417,840	899,402	3,317,242	89,593	95,714	131,319	6.8%	39.7%
<b>T1. US Direct Hire (USDH)</b>	25,365	24,997	24,566	2,259,580	42,078	2,524	110,023	154,625	2,414,205	863,890	3,278,095	91,980	98,274	133,440	6.8%	38.2%
T1a. Senior Executive Schedule	25	25	25	4,518	7	3	401	411	4,929	1,392	6,321	180,720	197,160	252,840	9.1%	30.8%
T1b. General Schedule	20,125	20,066	19,761	1,982,645	32,530	2,449	102,761	137,740	2,120,385	735,934	2,856,319	100,331	107,302	144,543	6.9%	37.1%
T1c. Special Schedule																
T1d. Wage System	5,215	4,906	4,780	272,417	9,541	72	6,861	16,474	288,891	107,581	396,472	56,991	60,437	82,944	6.0%	39.5%
T1e. Highly Qualified Experts																
T1f. Other										18,983	18,983					
T2. Direct Hire Program Foreign Nationals (DHFN)	36	36	36	822			4	4	826	2,373	3,199	22,833	22,944	88,861	0.5%	288.7%
<b>T3. Total Direct Hire</b>	25,401	25,033	24,602	2,260,402	42,078	2,524	110,027	154,629	2,415,031	866,263	3,281,294	91,879	98,164	133,375	6.8%	38.3%
T4. Indirect Hire Foreign Nationals (IHFN)	659	659	659	2,809					2,809	21,678	24,487	4,263	4,263	37,158		771.7%
<b>Subtotal - Total Funded (excludes OC 13)</b>	26,060	25,692	25,261	2,263,211	42,078	2,524	110,027	154,629	2,417,840	887,941	3,305,781	89,593	95,714	130,865	6.8%	39.2%
<b>T5. Other Object Class 13 Benefits</b>										11,461	11,461					
T5a. USDH - Benefits for Former Employees										8,722	8,722					
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)										2,739	2,739					
T5d. Foreign National Separation Liability Accrual																

**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**Working Capital Fund, Defense-Wide**

Defense Logistics Agency FY 2025 (\$ in Thousands)																
a	b	c	d	e	f	g	e + f + g h	d + h i	j	i + j k Comp & Benefits	d/c l	l/c m	Rates k/c n Comp & Benefits	h/d o	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		Basic Comp	Total Comp		% BC Variables	% BC Benefits	
<b>Direct Funded Personnel (includes OC 13)</b>																
<b>D1. US Direct Hire (USDH)</b>																
D1a. Senior Executive Schedule																
D1b. General Schedule																
D1c. Special Schedule																
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>																
D4. Indirect Hire Foreign Nationals (IHFN)																
<i>Subtotal - Direct Funded (excludes OC 13)</i>																
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>25,842</b>	<b>26,008</b>	<b>25,474</b>	<b>2,357,647</b>	<b>43,323</b>	<b>2,407</b>	<b>182,437</b>	<b>228,167</b>	<b>2,585,814</b>	<b>947,279</b>	<b>3,533,093</b>	<b>92,551</b>	<b>101,508</b>	<b>138,694</b>	<b>9.7%</b>	<b>40.2%</b>
<b>R1. US Direct Hire (USDH)</b>																
R1a. Senior Executive Schedule																
R1b. General Schedule																
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>																
R4. Indirect Hire Foreign Nationals (IHFN)																
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>																
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>25,842</b>	<b>26,008</b>	<b>25,474</b>	<b>2,357,647</b>	<b>43,323</b>	<b>2,407</b>	<b>182,437</b>	<b>228,167</b>	<b>2,585,814</b>	<b>947,279</b>	<b>3,533,093</b>	<b>92,551</b>	<b>101,508</b>	<b>138,694</b>	<b>9.7%</b>	<b>40.2%</b>
<b>T1. US Direct Hire (USDH)</b>																
T1a. Senior Executive Schedule																
T1b. General Schedule																
T1c. Special Schedule																
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>																
T4. Indirect Hire Foreign Nationals (IHFN)																
<i>Subtotal - Total Funded (excludes OC 13)</i>																
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

Working Capital Fund, Defense-Wide

	Summary FY 2023 (\$ in Thousands)															
	a	b	c	d	e	f	g	e + f + g h	d + h i	i	i + j k Comp & Benefits	d/c l	i/c m	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	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			Basic Comp	Total Comp		
<b>Direct Funded Personnel (includes OC 13)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>D1. US Direct Hire (USDH)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
D1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>D3. Total Direct Hire</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees											0					
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)										0						
D5d. Foreign National Separation Liability Accrual											0					
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>38,749</b>	<b>38,800</b>	<b>37,927</b>	<b>3,095,445</b>	<b>62,102</b>	<b>8,281</b>	<b>196,935</b>	<b>267,318</b>	<b>3,362,763</b>	<b>1,385,049</b>	<b>4,747,812</b>	<b>81,616</b>	<b>88,664</b>	<b>125,183</b>	<b>8.6%</b>	<b>44.7%</b>
<b>R1. US Direct Hire (USDH)</b>	<b>37,878</b>	<b>37,935</b>	<b>37,056</b>	<b>3,090,915</b>	<b>62,102</b>	<b>8,281</b>	<b>196,107</b>	<b>266,490</b>	<b>3,357,405</b>	<b>1,362,466</b>	<b>4,719,871</b>	<b>83,412</b>	<b>90,604</b>	<b>127,371</b>	<b>8.6%</b>	<b>44.1%</b>
R1a. Senior Executive Schedule	48	48	50	37,291	833	54	9,980	10,867	48,158	19,613	67,771	745,820	963,160	1,355,420	29.1%	52.6%
R1b. General Schedule	31,251	31,256	30,421	2,593,654	48,187	7,390	175,457	231,034	2,824,688	1,143,858	3,968,546	85,259	92,853	130,454	8.9%	44.1%
R1c. Special Schedule	1,676	1,811	1,807	196,339	1,238	735	3,617	5,590	201,929	72,570	274,499	108,655	111,748	151,909	2.8%	37.0%
R1d. Wage System	4,902	4,820	4,778	263,631	11,844	102	7,053	18,999	282,630	114,419	397,049	55,176	59,152	83,099	7.2%	43.4%
R1e. Highly Qualified Experts	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R1f. Other										12,006	12,006					
R2. Direct Hire Program Foreign Nationals (DHFN)	38	39	40	943			0		943	1,158	2,101	23,575	23,575	52,525		122.8%
<b>R3. Total Direct Hire</b>	<b>37,916</b>	<b>37,974</b>	<b>37,096</b>	<b>3,091,858</b>	<b>62,102</b>	<b>8,281</b>	<b>196,107</b>	<b>266,490</b>	<b>3,358,348</b>	<b>1,363,624</b>	<b>4,721,972</b>	<b>83,347</b>	<b>90,531</b>	<b>127,291</b>	<b>8.6%</b>	<b>44.1%</b>
R4. Indirect Hire Foreign Nationals (IHFN)	833	826	831	3,587	0	0	0	0	3,587	11,771	15,358	4,316	4,316	18,481		328.2%
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	<b>38,749</b>	<b>38,800</b>	<b>37,927</b>	<b>3,095,445</b>	<b>62,102</b>	<b>8,281</b>	<b>196,107</b>	<b>266,490</b>	<b>3,361,935</b>	<b>1,375,395</b>	<b>4,737,330</b>	<b>81,616</b>	<b>88,642</b>	<b>124,907</b>	<b>8.6%</b>	<b>44.4%</b>
<b>R5. Other Object Class 13 Benefits</b>							<b>828</b>	<b>828</b>	<b>828</b>	<b>9,654</b>	<b>10,482</b>					
R5a. USDH - Benefits for Former Employees										8,203	8,203					
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)							828	828	828	1,451	2,279					
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>38,749</b>	<b>38,800</b>	<b>37,927</b>	<b>3,095,445</b>	<b>62,102</b>	<b>8,281</b>	<b>196,935</b>	<b>267,318</b>	<b>3,362,763</b>	<b>1,385,049</b>	<b>4,747,812</b>	<b>81,616</b>	<b>88,664</b>	<b>125,183</b>	<b>8.6%</b>	<b>44.7%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>37,878</b>	<b>37,935</b>	<b>37,056</b>	<b>3,090,915</b>	<b>62,102</b>	<b>8,281</b>	<b>196,107</b>	<b>266,490</b>	<b>3,357,405</b>	<b>1,362,466</b>	<b>4,719,871</b>	<b>83,412</b>	<b>90,604</b>	<b>127,371</b>	<b>8.6%</b>	<b>44.1%</b>
T1a. Senior Executive Schedule	48	48	50	37,291	833	54	9,980	10,867	48,158	19,613	67,771	745,820	963,160	1,355,420	29.1%	52.6%
T1b. General Schedule	31,251	31,256	30,421	2,593,654	48,187	7,390	175,457	231,034	2,824,688	1,143,858	3,968,546	85,259	92,853	130,454	8.9%	44.1%
T1c. Special Schedule	1,676	1,811	1,807	196,339	1,238	735	3,617	5,590	201,929	72,570	274,499	108,655	111,748	151,909	2.8%	37.0%
T1d. Wage System	4,902	4,820	4,778	263,631	11,844	102	7,053	18,999	282,630	114,419	397,049	55,176	59,152	83,099	7.2%	43.4%
T1e. Highly Qualified Experts	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T1f. Other										12,006	12,006					
T2. Direct Hire Program Foreign Nationals (DHFN)	38	39	40	943			0		943	1,158	2,101	23,575	23,575	52,525		122.8%
<b>T3. Total Direct Hire</b>	<b>37,916</b>	<b>37,974</b>	<b>37,096</b>	<b>3,091,858</b>	<b>62,102</b>	<b>8,281</b>	<b>196,107</b>	<b>266,490</b>	<b>3,358,348</b>	<b>1,363,624</b>	<b>4,721,972</b>	<b>83,347</b>	<b>90,531</b>	<b>127,291</b>	<b>8.6%</b>	<b>44.1%</b>
T4. Indirect Hire Foreign Nationals (IHFN)	833	826	831	3,587	0	0	0	0	3,587	11,771	15,358	4,316	4,316	18,481		328.2%
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>38,749</b>	<b>38,800</b>	<b>37,927</b>	<b>3,095,445</b>	<b>62,102</b>	<b>8,281</b>	<b>196,107</b>	<b>266,490</b>	<b>3,361,935</b>	<b>1,375,395</b>	<b>4,737,330</b>	<b>81,616</b>	<b>88,642</b>	<b>124,907</b>	<b>8.6%</b>	<b>44.4%</b>
<b>T5. Other Object Class 13 Benefits</b>							<b>828</b>	<b>828</b>	<b>828</b>	<b>9,654</b>	<b>10,482</b>					
T5a. USDH - Benefits for Former Employees										8,203	8,203					
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)							828	828	828	1,451	2,279					
T5d. Foreign National Separation Liability Accrual																

**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**Working Capital Fund, Defense-Wide**

Summary FY 2024 (\$ in Thousands)																
	a	b	c	d	e	f	g	e + f + g h	d + h i	j	i + j k Comp & Benefits	d/c l	l/c m	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	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		Basic Comp	Total Comp			
<b>Direct Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0			
<b>D1. US Direct Hire (USDH)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0			
D1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0			
D1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0			
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0			
D1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	0	0			
D1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	0	0			
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	0	0			
D2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	0	0			
<b>D3. Total Direct Hire</b>	0	0	0	0	0	0	0	0	0	0	0	0	0			
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	0	0			
<b>Subtotal - Direct Funded (excludes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0			
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees												0	0			
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	40,718	40,781	40,136	3,595,481	62,632	3,552	146,684	212,868	3,808,349	1,418,002	5,226,351	89,582	94,886	130,216	5.9%	39.4%
<b>R1. US Direct Hire (USDH)</b>	39,818	39,881	39,236	3,589,682	62,632	3,552	146,674	212,858	3,802,540	1,382,272	5,184,812	91,489	96,915	132,144	5.9%	38.5%
R1a. Senior Executive Schedule	49	49	49	9,256	7	3	773	783	10,039	3,136	13,175	188,898	204,878	268,878	8.5%	33.9%
R1b. General Schedule	32,666	32,990	32,552	3,101,723	51,022	2,852	132,963	186,837	3,288,560	1,176,087	4,464,647	95,285	101,025	137,154	6.0%	37.9%
R1c. Special Schedule	1,863	1,904	1,824	204,214	2,053	625	6,020	8,698	212,912	75,705	288,617	111,959	116,728	158,233	4.3%	37.1%
R1d. Wage System	5,238	4,936	4,809	274,117	9,550	72	6,910	16,532	290,649	108,225	398,874	57,001	60,439	82,943	6.0%	39.5%
R1e. Highly Qualified Experts	2	2	2	372			8	8	380	136	516	186,000	190,000	258,000	2.2%	36.6%
R1f. Other										18,983	18,983					
R2. Direct Hire Program Foreign Nationals (DHFN)	36	36	36	822			4	4	826	2,373	3,199	22,833	22,944	88,861	0.5%	288.7%
<b>R3. Total Direct Hire</b>	39,854	39,917	39,272	3,590,504	62,632	3,552	146,678	212,862	3,803,366	1,384,645	5,188,011	91,427	96,847	132,105	5.9%	38.6%
R4. Indirect Hire Foreign Nationals (IHFN)	864	864	864	4,977			6	6	4,983	21,789	26,772	5,760	5,767	30,986	0.1%	437.8%
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	40,718	40,781	40,136	3,595,481	62,632	3,552	146,684	212,868	3,808,349	1,406,434	5,214,783	89,582	94,886	129,928	5.9%	39.1%
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees												11,568	11,568			
R5b. DHFN - Benefits for Former Employees												8,829	8,829			
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual												2,739	2,739			
<b>Total Funded Personnel (includes OC 13)</b>	40,718	40,781	40,136	3,595,481	62,632	3,552	146,684	212,868	3,808,349	1,418,002	5,226,351	89,582	94,886	130,216	5.9%	39.4%
<b>T1. US Direct Hire (USDH)</b>	39,818	39,881	39,236	3,589,682	62,632	3,552	146,674	212,858	3,802,540	1,382,272	5,184,812	91,489	96,915	132,144	5.9%	38.5%
T1a. Senior Executive Schedule	49	49	49	9,256	7	3	773	783	10,039	3,136	13,175	188,898	204,878	268,878	8.5%	33.9%
T1b. General Schedule	32,666	32,990	32,552	3,101,723	51,022	2,852	132,963	186,837	3,288,560	1,176,087	4,464,647	95,285	101,025	137,154	6.0%	37.9%
T1c. Special Schedule	1,863	1,904	1,824	204,214	2,053	625	6,020	8,698	212,912	75,705	288,617	111,959	116,728	158,233	4.3%	37.1%
T1d. Wage System	5,238	4,936	4,809	274,117	9,550	72	6,910	16,532	290,649	108,225	398,874	57,001	60,439	82,943	6.0%	39.5%
T1e. Highly Qualified Experts	2	2	2	372			8	8	380	136	516	186,000	190,000	258,000	2.2%	36.6%
T1f. Other										18,983	18,983					
T2. Direct Hire Program Foreign Nationals (DHFN)	36	36	36	822			4	4	826	2,373	3,199	22,833	22,944	88,861	0.5%	288.7%
<b>T3. Total Direct Hire</b>	39,854	39,917	39,272	3,590,504	62,632	3,552	146,678	212,862	3,803,366	1,384,645	5,188,011	91,427	96,847	132,105	5.9%	38.6%
T4. Indirect Hire Foreign Nationals (IHFN)	864	864	864	4,977			6	6	4,983	21,789	26,772	5,760	5,767	30,986	0.1%	437.8%
<b>Subtotal - Total Funded (excludes OC 13)</b>	40,718	40,781	40,136	3,595,481	62,632	3,552	146,684	212,868	3,808,349	1,406,434	5,214,783	89,582	94,886	129,928	5.9%	39.1%
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees												11,568	11,568			
T5b. DHFN - Benefits for Former Employees												8,829	8,829			
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual												2,739	2,739			

**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**Working Capital Fund, Defense-Wide**

	Summary FY 2025 (\$ in Thousands)															
	a	b	c	d	e	f	g	e + f + g h	d + h i	l	i + j k Comp & Benefits	d/c l	i/c m	Rates k/c n Comp & Benefits	h/d o Variables	j/d p Benefits
	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	Basic Comp	Total Comp	Comp & Benefits	% BC Variables	% BC Benefits	
<b>Direct Funded Personnel (includes OC 13)</b>																
<b>D1. US Direct Hire (USDH)</b>																
D1a. Senior Executive Schedule																
D1b. General Schedule																
D1c. Special Schedule																
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>																
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>																
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>41,067</b>	<b>41,190</b>	<b>40,561</b>	<b>3,752,242</b>	<b>63,866</b>	<b>4,148</b>	<b>222,765</b>	<b>290,779</b>	<b>4,043,021</b>	<b>1,504,591</b>	<b>5,547,612</b>	<b>92,509</b>	<b>99,678</b>	<b>136,772</b>	<b>7.7%</b>	<b>40.1%</b>
<b>R1. US Direct Hire (USDH)</b>	<b>40,179</b>	<b>40,302</b>	<b>39,673</b>	<b>3,746,872</b>	<b>63,866</b>	<b>4,148</b>	<b>222,765</b>	<b>290,779</b>	<b>4,037,651</b>	<b>1,468,799</b>	<b>5,506,450</b>	<b>94,444</b>	<b>101,773</b>	<b>138,796</b>	<b>7.8%</b>	<b>39.2%</b>
R1a. Senior Executive Schedule	50	50	50	10,392	6	18	770	794	11,186	3,475	14,661	207,840	223,720	293,220	7.6%	33.4%
R1b. General Schedule	33,202	33,297	32,858	3,218,891	52,765	2,808	206,410	261,983	3,480,874	1,241,785	4,722,659	97,964	105,937	143,729	8.1%	38.6%
R1c. Special Schedule	2,137	2,144	2,081	249,273	1,515	1,271	8,218	11,004	260,277	93,427	353,704	119,785	125,073	169,968	4.4%	37.5%
R1d. Wage System	4,789	4,810	4,683	268,102	9,580	51	7,362	16,993	285,095	109,920	395,015	57,250	60,879	84,351	6.3%	41.0%
R1e. Highly Qualified Experts	1	1	1	214	0	0	0	5	219	78	297	214,000	219,000	297,000	2.3%	36.4%
R1f. Other				0	0	0	0	0	0	20,114	20,114					
R2. Direct Hire Program Foreign Nationals (DHFN)	37	37	36	859	0	0	0	0	859	2,425	3,284	23,861	23,861	91,222		282.3%
<b>R3. Total Direct Hire</b>	<b>40,216</b>	<b>40,339</b>	<b>39,709</b>	<b>3,747,731</b>	<b>63,866</b>	<b>4,148</b>	<b>222,765</b>	<b>290,779</b>	<b>4,038,510</b>	<b>1,471,224</b>	<b>5,509,734</b>	<b>94,380</b>	<b>101,703</b>	<b>138,753</b>	<b>7.8%</b>	<b>39.3%</b>
R4. Indirect Hire Foreign Nationals (IHFN)	851	851	852	4,511	0	0	0	0	4,511	22,184	26,695	5,295	5,295	31,332		491.8%
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>																
<b>R5. Other Object Class 13 Benefits</b>	<b>41,067</b>	<b>41,190</b>	<b>40,561</b>	<b>3,752,242</b>	<b>63,866</b>	<b>4,148</b>	<b>222,765</b>	<b>290,779</b>	<b>4,043,021</b>	<b>1,493,408</b>	<b>5,536,429</b>	<b>92,509</b>	<b>99,678</b>	<b>136,496</b>	<b>7.7%</b>	<b>39.8%</b>
R5a. USDH - Benefits for Former Employees				0	0	0	0	0	0	11,183	11,183					
R5b. DHFN - Benefits for Former Employees				0	0	0	0	0	0	8,818	8,818					
R5c. Voluntary Separation Incentive Pay (VSIP)				0	0	0	0	0	0	2,365	2,365					
R5d. Foreign National Separation Liability Accrual				0	0	0	0	0	0							
<b>Total Funded Personnel (includes OC 13)</b>	<b>41,067</b>	<b>41,190</b>	<b>40,561</b>	<b>3,752,242</b>	<b>63,866</b>	<b>4,148</b>	<b>222,765</b>	<b>290,779</b>	<b>4,043,021</b>	<b>1,504,591</b>	<b>5,547,612</b>	<b>92,509</b>	<b>99,678</b>	<b>136,772</b>	<b>7.7%</b>	<b>40.1%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>40,179</b>	<b>40,302</b>	<b>39,673</b>	<b>3,746,872</b>	<b>63,866</b>	<b>4,148</b>	<b>222,765</b>	<b>290,779</b>	<b>4,037,651</b>	<b>1,468,799</b>	<b>5,506,450</b>	<b>94,444</b>	<b>101,773</b>	<b>138,796</b>	<b>7.8%</b>	<b>39.2%</b>
T1a. Senior Executive Schedule	50	50	50	10,392	6	18	770	794	11,186	3,475	14,661	207,840	223,720	293,220	7.6%	33.4%
T1b. General Schedule	33,202	33,297	32,858	3,218,891	52,765	2,808	206,410	261,983	3,480,874	1,241,785	4,722,659	97,964	105,937	143,729	8.1%	38.6%
T1c. Special Schedule	2,137	2,144	2,081	249,273	1,515	1,271	8,218	11,004	260,277	93,427	353,704	119,785	125,073	169,968	4.4%	37.5%
T1d. Wage System	4,789	4,810	4,683	268,102	9,580	51	7,362	16,993	285,095	109,920	395,015	57,250	60,879	84,351	6.3%	41.0%
T1e. Highly Qualified Experts	1	1	1	214	0	0	0	5	219	78	297	214,000	219,000	297,000	2.3%	36.4%
T1f. Other				0	0	0	0	0	0	20,114	20,114					
T2. Direct Hire Program Foreign Nationals (DHFN)	37	37	36	859	0	0	0	0	859	2,425	3,284	23,861	23,861	91,222		282.3%
<b>T3. Total Direct Hire</b>	<b>40,216</b>	<b>40,339</b>	<b>39,709</b>	<b>3,747,731</b>	<b>63,866</b>	<b>4,148</b>	<b>222,765</b>	<b>290,779</b>	<b>4,038,510</b>	<b>1,471,224</b>	<b>5,509,734</b>	<b>94,380</b>	<b>101,703</b>	<b>138,753</b>	<b>7.8%</b>	<b>39.3%</b>
T4. Indirect Hire Foreign Nationals (IHFN)	851	851	852	4,511	0	0	0	0	4,511	22,184	26,695	5,295	5,295	31,332		491.8%
<b>Subtotal - Total Funded (excludes OC 13)</b>																
<b>T5. Other Object Class 13 Benefits</b>	<b>41,067</b>	<b>41,190</b>	<b>40,561</b>	<b>3,752,242</b>	<b>63,866</b>	<b>4,148</b>	<b>222,765</b>	<b>290,779</b>	<b>4,043,021</b>	<b>1,493,408</b>	<b>5,536,429</b>	<b>92,509</b>	<b>99,678</b>	<b>136,496</b>	<b>7.7%</b>	<b>39.8%</b>
T5a. USDH - Benefits for Former Employees				0	0	0	0	0	0	11,183	11,183					
T5b. DHFN - Benefits for Former Employees				0	0	0	0	0	0	8,818	8,818					
T5c. Voluntary Separation Incentive Pay (VSIP)				0	0	0	0	0	0	2,365	2,365					
T5d. Foreign National Separation Liability Accrual				0	0	0	0	0	0							

**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**Defense Commissary Agency  
FY 2023  
(\$ in Thousands)**

<b>a</b>	<b>b</b>	<b>c</b>	<b>d</b>	<b>e</b>	<b>f</b>	<b>g</b>	<b>e + f + g</b>	<b>d + h</b>	<b>i</b>	<b>i + j</b>	<b>d/c</b>	<b>i/c</b>	<b>Rates</b>	<b>h/d</b>	<b>j/d</b>
<b>Begin</b>	<b>End</b>	<b>FTEs</b>	<b>Basic</b>	<b>Overtime</b>	<b>Holiday</b>	<b>Other</b>	<b>h</b>	<b>i</b>	<b>Benefits</b>	<b>k</b>	<b>Basic</b>	<b>Total</b>	<b>k/c</b>	<b>% BC</b>	<b>% BC</b>
<b>Strength</b>	<b>Strength</b>		<b>Comp</b>	<b>Pay</b>	<b>Pay</b>	<b>O.C.11</b>	<b>Total</b>	<b>O.C.11</b>	<b>O.C.12/13</b>	<b>Comp &amp; Benefits</b>	<b>Comp</b>	<b>Comp</b>	<b>n</b>	<b>Variables</b>	<b>Benefits</b>
													<b>Comp &amp; Benefits</b>		
12,765	12,831	12,745	620,230	7,766	7,821	8,872	24,459	644,689	208,648	853,337	48,665	50,584	66,955	3.9%	33.6%
11,136	11,216	11,150	566,700	7,319	7,821	8,473	23,613	590,313	208,648	798,961	50,825	52,943	71,656	4.2%	36.8%
5	5	5	674			15	15	689	271	960	134,800	137,800	192,000	2.2%	40.2%
7,466	7,572	7,523	382,068	4,940	5,279	5,709	15,928	397,996	140,654	538,650	50,787	52,904	71,600	4.2%	36.8%
3,665	3,639	3,622	183,958	2,379	2,542	2,749	7,670	191,628	67,723	259,351	50,789	52,907	71,604	4.2%	36.8%
569	565	546	17,546	447		399	846	18,392		18,392	32,136	33,685	33,685	4.8%	
11,705	11,781	11,696	584,246	7,766	7,821	8,872	24,459	608,705	208,648	817,353	49,953	52,044	69,883	4.2%	35.7%
1,060	1,050	1,049	35,984				35,984			35,984	34,303	34,303	34,303		
12,765	12,831	12,745	620,230	7,766	7,821	8,872	24,459	644,689	208,648	853,337	48,665	50,584	66,955	3.9%	33.6%

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12,765	12,831	12,745	620,230	7,766	7,821	8,872	24,459	644,689	208,648	853,337	48,665	50,584	66,955	3.9%	33.6%
11,136	11,216	11,150	566,700	7,319	7,821	8,473	23,613	590,313	208,648	798,961	50,825	52,943	71,656	4.2%	36.8%
5	5	5	674			15	15	689	271	960	134,800	137,800	192,000	2.2%	40.2%
7,466	7,572	7,523	382,068	4,940	5,279	5,709	15,928	397,996	140,654	538,650	50,787	52,904	71,600	4.2%	36.8%
3,665	3,639	3,622	183,958	2,379	2,542	2,749	7,670	191,628	67,723	259,351	50,789	52,907	71,604	4.2%	36.8%
569	565	546	17,546	447		399	846	18,392		18,392	32,136	33,685	33,685	4.8%	
11,705	11,781	11,696	584,246	7,766	7,821	8,872	24,459	608,705	208,648	817,353	49,953	52,044	69,883	4.2%	35.7%
1,060	1,050	1,049	35,984				35,984			35,984	34,303	34,303	34,303		
12,765	12,831	12,745	620,230	7,766	7,821	8,872	24,459	644,689	208,648	853,337	48,665	50,584	66,955	3.9%	33.6%

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**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**Working Capital Fund, Defense Commissary Agency**

Defense Commissary Agency FY 2024 (\$ in Thousands)																		
	<b>a</b>	<b>b</b>	<b>c</b>	<b>d</b>	<b>e</b>	<b>f</b>	<b>g</b>	<b>e + f + g</b>	<b>d + h</b>	<b>i</b>	<b>i + j</b>	<b>d/c</b>	<b>i/c</b>	<b>Rates</b>	<b>h/d</b>	<b>j/d</b>		
	<b>Begin</b>	<b>End</b>	<b>FTEs</b>	<b>Basic</b>	<b>Overtime</b>	<b>Holiday</b>	<b>Other</b>	<b>Total</b>	<b>Comp</b>	<b>Benefits</b>	<b>Comp &amp; Benefits</b>	<b>Basic</b>	<b>Total</b>	<b>Comp &amp; Benefits</b>	<b>% BC</b>	<b>% BC</b>		
	<b>Strength</b>	<b>Strength</b>		<b>Comp</b>	<b>Pay</b>	<b>Pay</b>	<b>O.C.11</b>	<b>Variables</b>	<b>O.C.11</b>	<b>O.C.12/13</b>	<b>O.C.12/13</b>	<b>Comp</b>	<b>Comp</b>	<b>Benefits</b>	<b>Variables</b>	<b>Benefits</b>		
<b>Direct Funded Personnel (includes OC 13)</b>	<b>12,961</b>	<b>12,925</b>	<b>12,615</b>	<b>649,687</b>	<b>6,346</b>	<b>9,518</b>	<b>47,592</b>	<b>63,456</b>	<b>713,143</b>	<b>198,374</b>	<b>911,517</b>	<b>51,501</b>	<b>56,531</b>	<b>72,257</b>	<b>9.8%</b>	<b>30.5%</b>		
<b>D1. US Direct Hire (USDH)</b>	<b>11,172</b>	<b>11,172</b>	<b>11,030</b>	<b>571,100</b>	<b>6,346</b>	<b>9,518</b>	<b>47,592</b>	<b>63,456</b>	<b>634,556</b>	<b>196,830</b>	<b>831,386</b>	<b>51,777</b>	<b>57,530</b>	<b>75,375</b>	<b>11.1%</b>	<b>34.5%</b>		
D1a. Senior Executive Schedule	4	4	5	856					856	216	1,072	171,200	171,200	214,400		25.2%		
D1b. General Schedule	7,499	7,499	7,436	399,770	4,442	6,187	33,314	43,943	443,713	137,781	581,494	53,761	59,671	78,200	11.0%	34.5%		
D1c. Special Schedule																		
D1d. Wage System	3,669	3,669	3,589	170,474	1,904	3,331	14,278	19,513	189,987	58,833	248,820	47,499	52,936	69,329	11.4%	34.5%		
D1e. Highly Qualified Experts																		
D1f. Other																		
D2. Direct Hire Program Foreign Nationals (DHFN)	604	607	537	38,451					38,451		38,451	71,603	71,603	71,603				
<b>D3. Total Direct Hire</b>	<b>11,776</b>	<b>11,779</b>	<b>11,567</b>	<b>609,551</b>	<b>6,346</b>	<b>9,518</b>	<b>47,592</b>	<b>63,456</b>	<b>673,007</b>	<b>196,830</b>	<b>869,837</b>	<b>52,697</b>	<b>58,183</b>	<b>75,200</b>	<b>10.4%</b>	<b>32.3%</b>		
D4. Indirect Hire Foreign Nationals (IHFN)	1,185	1,146	1,048	40,136					40,136		38,298	38,298	38,298	38,298				
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>12,961</b>	<b>12,925</b>	<b>12,615</b>	<b>649,687</b>	<b>6,346</b>	<b>9,518</b>	<b>47,592</b>	<b>63,456</b>	<b>713,143</b>	<b>196,830</b>	<b>909,973</b>	<b>51,501</b>	<b>56,531</b>	<b>72,134</b>	<b>9.8%</b>	<b>30.3%</b>		
<b>D5. Other Object Class 13 Benefits</b>																		
D5a. USDH - Benefits for Former Employees																		
D5b. DHFN - Benefits for Former Employees																		
D5c. Voluntary Separation Incentive Pay (VSIP)										1,544	1,544							
D5d. Foreign National Separation Liability Accrual																		
<b>Reimbursable Funded Personnel (includes OC 13)</b>																		
<b>R1. US Direct Hire (USDH)</b>																		
R1a. Senior Executive Schedule																		
R1b. General Schedule																		
R1c. Special Schedule																		
R1d. Wage System																		
R1e. Highly Qualified Experts																		
R1f. Other																		
R2. Direct Hire Program Foreign Nationals (DHFN)																		
<b>R3. Total Direct Hire</b>																		
R4. Indirect Hire Foreign Nationals (IHFN)																		
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>																		
<b>R5. Other Object Class 13 Benefits</b>																		
R5a. USDH - Benefits for Former Employees																		
R5b. DHFN - Benefits for Former Employees																		
R5c. Voluntary Separation Incentive Pay (VSIP)																		
R5d. Foreign National Separation Liability Accrual																		
<b>Total Funded Personnel (includes OC 13)</b>	<b>12,961</b>	<b>12,925</b>	<b>12,615</b>	<b>649,687</b>	<b>6,346</b>	<b>9,518</b>	<b>47,592</b>	<b>63,456</b>	<b>713,143</b>	<b>198,374</b>	<b>911,517</b>	<b>51,501</b>	<b>56,531</b>	<b>72,257</b>	<b>9.8%</b>	<b>30.5%</b>		
<b>T1. US Direct Hire (USDH)</b>	<b>11,172</b>	<b>11,172</b>	<b>11,030</b>	<b>571,100</b>	<b>6,346</b>	<b>9,518</b>	<b>47,592</b>	<b>63,456</b>	<b>634,556</b>	<b>196,830</b>	<b>831,386</b>	<b>51,777</b>	<b>57,530</b>	<b>75,375</b>	<b>11.1%</b>	<b>34.5%</b>		
T1a. Senior Executive Schedule	4	4	5	856					856	216	1,072	171,200	171,200	214,400		25.2%		
T1b. General Schedule	7,499	7,499	7,436	399,770	4,442	6,187	33,314	43,943	443,713	137,781	581,494	53,761	59,671	78,200	11.0%	34.5%		
T1c. Special Schedule																		
T1d. Wage System	3,669	3,669	3,589	170,474	1,904	3,331	14,278	19,513	189,987	58,833	248,820	47,499	52,936	69,329	11.4%	34.5%		
T1e. Highly Qualified Experts																		
T1f. Other																		
T2. Direct Hire Program Foreign Nationals (DHFN)	604	607	537	38,451					38,451		38,451	71,603	71,603	71,603				
<b>T3. Total Direct Hire</b>	<b>11,776</b>	<b>11,779</b>	<b>11,567</b>	<b>609,551</b>	<b>6,346</b>	<b>9,518</b>	<b>47,592</b>	<b>63,456</b>	<b>673,007</b>	<b>196,830</b>	<b>869,837</b>	<b>52,697</b>	<b>58,183</b>	<b>75,200</b>	<b>10.4%</b>	<b>32.3%</b>		
T4. Indirect Hire Foreign Nationals (IHFN)	1,185	1,146	1,048	40,136					40,136		38,298	38,298	38,298	38,298				
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>12,961</b>	<b>12,925</b>	<b>12,615</b>	<b>649,687</b>	<b>6,346</b>	<b>9,518</b>	<b>47,592</b>	<b>63,456</b>	<b>713,143</b>	<b>196,830</b>	<b>909,973</b>	<b>51,501</b>	<b>56,531</b>	<b>72,134</b>	<b>9.8%</b>	<b>30.3%</b>		
<b>T5. Other Object Class 13 Benefits</b>																		
T5a. USDH - Benefits for Former Employees																		
T5b. DHFN - Benefits for Former Employees																		
T5c. Voluntary Separation Incentive Pay (VSIP)										1,544	1,544							
T5d. Foreign National Separation Liability Accrual																		

**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**Working Capital Fund, Defense Commissary Agency**

Defense Commissary Agency  
FY 2025  
(\$ in Thousands)

	a	b	c	d	e	f	g	e + f + g h	d + h i	i	i + j k Comp & Benefits	d/c l	i/c m	Rates k/c n Comp & Benefits	h/d o	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	Basic Comp	Total Comp	Total Comp & Benefits	% BC Variables	% BC Benefits	
<b>Direct Funded Personnel (includes OC 13)</b>	<b>12,925</b>	<b>12,925</b>	<b>12,615</b>	<b>681,360</b>	<b>9,518</b>	<b>9,518</b>	<b>12,689</b>	<b>31,725</b>	<b>713,085</b>	<b>197,662</b>	<b>910,747</b>	<b>54,012</b>	<b>56,527</b>	<b>72,196</b>	<b>4.7%</b>	<b>29.0%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>11,172</b>	<b>11,173</b>	<b>11,030</b>	<b>602,772</b>	<b>9,518</b>	<b>9,518</b>	<b>12,689</b>	<b>31,725</b>	<b>634,497</b>	<b>196,118</b>	<b>830,615</b>	<b>54,648</b>	<b>57,525</b>	<b>75,305</b>	<b>5.3%</b>	<b>32.5%</b>
D1a. Senior Executive Schedule	4	5	5	844					844	275	1,119	168,800	168,800	223,800		32.6%
D1b. General Schedule	7,499	7,718	7,618	421,940	6,653	6,653	8,882	22,188	444,128	137,283	581,411	55,387	58,300	76,321	5.3%	32.5%
D1c. Special Schedule																
D1d. Wage System	3,669	3,450	3,407	179,988	2,865	2,865	3,807	9,537	189,525	58,560	248,085	52,829	55,628	72,816	5.3%	32.5%
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)	607	608	538	38,451					38,451		38,451	71,470	71,470	71,470		
<b>D3. Total Direct Hire</b>	<b>11,779</b>	<b>11,781</b>	<b>11,568</b>	<b>641,223</b>	<b>9,518</b>	<b>9,518</b>	<b>12,689</b>	<b>31,725</b>	<b>672,948</b>	<b>196,118</b>	<b>869,066</b>	<b>55,431</b>	<b>58,173</b>	<b>75,127</b>	<b>4.9%</b>	<b>30.6%</b>
D4. Indirect Hire Foreign Nationals (IHFN)	1,146	1,144	1,047	40,137					40,137		40,137	38,335	38,335	38,335		
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>12,925</b>	<b>12,925</b>	<b>12,615</b>	<b>681,360</b>	<b>9,518</b>	<b>9,518</b>	<b>12,689</b>	<b>31,725</b>	<b>713,085</b>	<b>196,118</b>	<b>909,203</b>	<b>54,012</b>	<b>56,527</b>	<b>72,073</b>	<b>4.7%</b>	<b>28.8%</b>
<b>D5. Other Object Class 13 Benefits</b>										<b>1,544</b>	<b>1,544</b>					
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)										1,544	1,544					
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>																
<b>R1. US Direct Hire (USDH)</b>																
R1a. Senior Executive Schedule																
R1b. General Schedule																
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>																
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>																
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>12,925</b>	<b>12,925</b>	<b>12,615</b>	<b>681,360</b>	<b>9,518</b>	<b>9,518</b>	<b>12,689</b>	<b>31,725</b>	<b>713,085</b>	<b>197,662</b>	<b>910,747</b>	<b>54,012</b>	<b>56,527</b>	<b>72,196</b>	<b>4.7%</b>	<b>29.0%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>11,172</b>	<b>11,173</b>	<b>11,030</b>	<b>602,772</b>	<b>9,518</b>	<b>9,518</b>	<b>12,689</b>	<b>31,725</b>	<b>634,497</b>	<b>196,118</b>	<b>830,615</b>	<b>54,648</b>	<b>57,525</b>	<b>75,305</b>	<b>5.3%</b>	<b>32.5%</b>
T1a. Senior Executive Schedule	4	5	5	844					844	275	1,119	168,800	168,800	223,800		32.6%
T1b. General Schedule	7,499	7,718	7,618	421,940	6,653	6,653	8,882	22,188	444,128	137,283	581,411	55,387	58,300	76,321	5.3%	32.5%
T1c. Special Schedule																
T1d. Wage System	3,669	3,450	3,407	179,988	2,865	2,865	3,807	9,537	189,525	58,560	248,085	52,829	55,628	72,816	5.3%	32.5%
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)	607	608	538	38,451					38,451		38,451	71,470	71,470	71,470		
<b>T3. Total Direct Hire</b>	<b>11,779</b>	<b>11,781</b>	<b>11,568</b>	<b>641,223</b>	<b>9,518</b>	<b>9,518</b>	<b>12,689</b>	<b>31,725</b>	<b>672,948</b>	<b>196,118</b>	<b>869,066</b>	<b>55,431</b>	<b>58,173</b>	<b>75,127</b>	<b>4.9%</b>	<b>30.6%</b>
T4. Indirect Hire Foreign Nationals (IHFN)	1,146	1,144	1,047	40,137					40,137		40,137	38,335	38,335	38,335		
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>12,925</b>	<b>12,925</b>	<b>12,615</b>	<b>681,360</b>	<b>9,518</b>	<b>9,518</b>	<b>12,689</b>	<b>31,725</b>	<b>713,085</b>	<b>196,118</b>	<b>909,203</b>	<b>54,012</b>	<b>56,527</b>	<b>72,073</b>	<b>4.7%</b>	<b>28.8%</b>
<b>T5. Other Object Class 13 Benefits</b>										<b>1,544</b>	<b>1,544</b>					
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)										1,544	1,544					
T5d. Foreign National Separation Liability Accrual																

**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**Building Maintenance Fund**

Washington Headquarters Services FY 2023 (\$ in Thousands)																	
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i</u>	<u>i</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>Rates</u>	<u>h/d</u>	<u>j/d</u>
	<u>Begin</u>	<u>End</u>	<u>FTEs</u>	<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>h</u>	<u>i</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>k</u>	<u>!</u>	<u>m</u>	<u>n</u>	<u>o</u>	<u>p</u>
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pay</u>	<u>Pay</u>	<u>O.C.11</u>	<u>Total</u>	<u>Comp</u>	<u>O.C.11</u>	<u>Benefits</u>	<u>Comp</u>	<u>Basic</u>	<u>Total</u>	<u>Comp</u>	<u>% BC</u>	<u>% BC</u>
								<u>Variables</u>				<u>&amp; Benefits</u>			<u>k/c</u>	<u>Variables</u>	<u>Benefits</u>
<b>Direct Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
<b>D1. US Direct Hire (USDH)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
D1a. Senior Executive Schedule																	
D1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
D1c. Special Schedule	0																
D1d. Wage System																	
D1e. Highly Qualified Experts																	
D2. Direct Hire Program Foreign Nationals (DHFN)																	
<b>D3. Total Direct Hire</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
D4. Indirect Hire Foreign Nationals (IHFN)																	
<b>Subtotal - Direct Funded (excludes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
<b>D5. Other Object Class 13 Benefits</b>												0	0				
D5a. USDH - Benefits for Former Employees																	
D5b. DHFN - Benefits for Former Employees																	
D5c. Voluntary Separation Incentive Pay (VSIP)											0	0					
D5d. Foreign National Separation Liability Accrual																	
<b>Reimbursable Funded Personnel (includes OC 13)</b>	124	179	131	16,950	504	247	1,377	2,128	19,078	7,050	26,128	129,389	145,634	199,450	12.6%	41.6%	
<b>R1. US Direct Hire (USDH)</b>	124	179	131	16,950	504	247	1,377	2,128	19,078	7,050	26,128	129,389	145,634	199,450	12.6%	41.6%	
R1a. Senior Executive Schedule																	
R1b. General Schedule	83	179	131	16,946	503	247	1,376	2,126	19,072	7,048	26,120	129,359	145,588	199,389	12.5%	41.6%	
R1c. Special Schedule	41																
R1d. Wage System				4	1		1	2	6	2	8					50.0%	50.0%
R1e. Highly Qualified Experts																	
R2. Direct Hire Program Foreign Nationals (DHFN)																	
<b>R3. Total Direct Hire</b>	124	179	131	16,950	504	247	1,377	2,128	19,078	7,050	26,128	129,389	145,634	199,450	12.6%	41.6%	
R4. Indirect Hire Foreign Nationals (IHFN)																	
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	124	179	131	16,950	504	247	1,377	2,128	19,078	7,050	26,128	129,389	145,634	199,450	12.6%	41.6%	
<b>R5. Other Object Class 13 Benefits</b>												0	0				
R5a. USDH - Benefits for Former Employees																	
R5b. DHFN - Benefits for Former Employees																	
R5c. Voluntary Separation Incentive Pay (VSIP)											0	0					
R5d. Foreign National Separation Liability Accrual																	
<b>Total Funded Personnel (includes OC 13)</b>	124	179	131	16,950	504	247	1,377	2,128	19,078	7,050	26,128	129,389	145,634	199,450	12.6%	41.6%	
<b>T1. US Direct Hire (USDH)</b>	124	179	131	16,950	504	247	1,377	2,128	19,078	7,050	26,128	129,389	145,634	199,450	12.6%	41.6%	
T1a. Senior Executive Schedule																	
T1b. General Schedule	83	179	131	16,946	503	247	1,376	2,126	19,072	7,048	26,120	129,359	145,588	199,389	12.5%	41.6%	
T1c. Special Schedule	41																
T1d. Wage System				4	1		1	2	6	2	8					50.0%	50.0%
T1e. Highly Qualified Experts																	
T2. Direct Hire Program Foreign Nationals (DHFN)																	
<b>T3. Total Direct Hire</b>	124	179	131	16,950	504	247	1,377	2,128	19,078	7,050	26,128	129,389	145,634	199,450	12.6%	41.6%	
T4. Indirect Hire Foreign Nationals (IHFN)																	
<b>Subtotal - Total Funded (excludes OC 13)</b>	124	179	131	16,950	504	247	1,377	2,128	19,078	7,050	26,128	129,389	145,634	199,450	12.6%	41.6%	
<b>T5. Other Object Class 13 Benefits</b>												0	0				
T5a. USDH - Benefits for Former Employees																	
T5b. DHFN - Benefits for Former Employees																	
T5c. Voluntary Separation Incentive Pay (VSIP)											0	0					
T5d. Foreign National Separation Liability Accrual																	

**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**Building Maintenance Fund**

**Washington Headquarters Services  
FY 2024  
(\$ in Thousands)**

	a	b	c	d	e	f	g	e + f + g h	d + h i	i	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	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						
<b>Direct Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0					
<b>D1. US Direct Hire (USDH)</b>	0	0	0	0	0	0	0	0	0	0	0					
D1a. Senior Executive Schedule																
D1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0					
D1c. Special Schedule																
D1d. Wage System																
D1e. Highly Qualified Experts																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	0	0	0	0	0	0	0	0	0	0	0					
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0					
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	136	134	134	14,826	553	324	393	1,270	16,096	5,359	21,455	110,642	120,119	160,112	8.6%	36.1%
<b>R1. US Direct Hire (USDH)</b>	136	134	134	14,826	553	324	393	1,270	16,096	5,259	21,355	110,642	120,119	159,366	8.6%	35.5%
R1a. Senior Executive Schedule																
R1b. General Schedule	136	134	134	14,826	553	324	393	1,270	16,096	5,259	21,355	110,642	120,119	159,366	8.6%	35.5%
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	136	134	134	14,826	553	324	393	1,270	16,096	5,259	21,355	110,642	120,119	159,366	8.6%	35.5%
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	136	134	134	14,826	553	324	393	1,270	16,096	5,259	21,355	110,642	120,119	159,366	8.6%	35.5%
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)										100	100					
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	136	134	134	14,826	553	324	393	1,270	16,096	5,359	21,455	110,642	120,119	160,112	8.6%	36.1%
<b>T1. US Direct Hire (USDH)</b>	136	134	134	14,826	553	324	393	1,270	16,096	5,259	21,355	110,642	120,119	159,366	8.6%	35.5%
T1a. Senior Executive Schedule																
T1b. General Schedule	136	134	134	14,826	553	324	393	1,270	16,096	5,259	21,355	110,642	120,119	159,366	8.6%	35.5%
T1c. Special Schedule																
T1d. Wage System																
T1e. Highly Qualified Experts																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	136	134	134	14,826	553	324	393	1,270	16,096	5,259	21,355	110,642	120,119	159,366	8.6%	35.5%
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	136	134	134	14,826	553	324	393	1,270	16,096	5,259	21,355	110,642	120,119	159,366	8.6%	35.5%
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)										100	100					
T5d. Foreign National Separation Liability Accrual																

**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**Building Maintenance Fund**

**Washington Headquarters Services  
FY 2025  
(\$ in Thousands)**

	<b>a</b>	<b>b</b>	<b>c</b>	<b>d</b>	<b>e</b>	<b>f</b>	<b>g</b>	<b>e + f + g h</b>	<b>d + h i</b>	<b>j</b>	<b>i + j k Comp &amp; Benefits</b>	<b>d/c l</b>	<b>i/c m</b>	<b>k/c n Comp &amp; Benefits</b>	<b>h/d o</b>	<b>j/d p</b>
	<b>Begin Strength</b>	<b>End Strength</b>	<b>FTEs</b>	<b>Basic Comp</b>	<b>Overtime Pay</b>	<b>Holiday Pay</b>	<b>Other O.C.11</b>	<b>Total Variables</b>	<b>Comp O.C.11</b>	<b>Benefits O.C.12/13</b>		<b>Basic Comp</b>	<b>Total Comp</b>	<b>Comp &amp; Benefits</b>	<b>% BC Variables</b>	<b>% BC Benefits</b>
<b>Direct Funded Personnel (includes OC 13)</b>																
<b>D1. US Direct Hire (USDH)</b>																
D1a. Senior Executive Schedule																
D1b. General Schedule																
D1c. Special Schedule																
D1d. Wage System																
D1e. Highly Qualified Experts																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>																
D4. Indirect Hire Foreign Nationals (IHFN)																
<i>Subtotal - Direct Funded (excludes OC 13)</i>																
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	134	134	134	15,294	567	332	407	1,306	16,600	5,508	22,108	114,134	123,881	164,985	8.5%	36.0%
<b>R1. US Direct Hire (USDH)</b>	134	134	134	15,294	567	332	407	1,306	16,600	5,408	22,008	114,134	123,881	164,239	8.5%	35.4%
R1a. Senior Executive Schedule																
R1b. General Schedule	134	134	134	15,294	567	332	407	1,306	16,600	5,408	22,008	114,134	123,881	164,239	8.5%	35.4%
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	134	134	134	15,294	567	332	407	1,306	16,600	5,408	22,008	114,134	123,881	164,239	8.5%	35.4%
R4. Indirect Hire Foreign Nationals (IHFN)																
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	134	134	134	15,294	567	332	407	1,306	16,600	5,408	22,008	114,134	123,881	164,239	8.5%	35.4%
<b>R5. Other Object Class 13 Benefits</b>											100					
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)										100	100					
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	134	134	134	15,294	567	332	407	1,306	16,600	5,508	22,108	114,134	123,881	164,985	8.5%	36.0%
<b>T1. US Direct Hire (USDH)</b>	134	134	134	15,294	567	332	407	1,306	16,600	5,408	22,008	114,134	123,881	164,239	8.5%	35.4%
T1a. Senior Executive Schedule																
T1b. General Schedule	134	134	134	15,294	567	332	407	1,306	16,600	5,408	22,008	114,134	123,881	164,239	8.5%	35.4%
T1c. Special Schedule																
T1d. Wage System																
T1e. Highly Qualified Experts																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	134	134	134	15,294	567	332	407	1,306	16,600	5,408	22,008	114,134	123,881	164,239	8.5%	35.4%
T4. Indirect Hire Foreign Nationals (IHFN)																
<i>Subtotal - Total Funded (excludes OC 13)</i>	134	134	134	15,294	567	332	407	1,306	16,600	5,408	22,008	114,134	123,881	164,239	8.5%	35.4%
<b>T5. Other Object Class 13 Benefits</b>											100					
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)										100	100					
T5d. Foreign National Separation Liability Accrual																

**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

Pentagon Reservation Maintenance Revolving Fund

Washington Headquarters Services																
FY 2023																
(\$ in Thousands)																
	a	b	c	d	e	f	g	e + f + g	d + h	i	j	i + j	d/c	i/c	Rates	
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	h	i	Benefits	Comp	k	l	m	k/c	
	Strength	Strength		Comp	Pay	Pay	O.C.11	Total	Comp	O.C.12/13	& Benefits	Basic	Total	n	h/d	
								Variables	O.C.11	O.C.12/13	& Benefits	Comp	Comp	Comp	o	
															% BC	
															j/d	
															% BC	
															Benefits	
<b>Direct Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
<b>D1. US Direct Hire (USDH)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
D1a. Senior Executive Schedule	0															
D1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
D1c. Special Schedule	0															
D1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
D1e. Highly Qualified Experts																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	1,615	1,987	1,463	183,474	11,390	1,992	13,148	26,530	210,004	76,837	286,841	125,409	143,543	196,064	14.5%	41.9%
<b>R1. US Direct Hire (USDH)</b>	1,615	1,987	1,463	183,474	11,390	1,992	13,148	26,530	210,004	76,837	286,841	125,409	143,543	196,064	14.5%	41.9%
R1a. Senior Executive Schedule	3	3	3	639			57	57	696	183	879	213,000	232,000	293,000	8.9%	28.6%
R1b. General Schedule	746	1,806	1,276	167,973	9,104	1,862	11,941	22,907	190,880	69,758	260,638	131,640	149,592	204,262	13.6%	41.5%
R1c. Special Schedule	676															
R1d. Wage System	190	178	184	14,862	2,286	130	1,150	3,566	18,428	6,896	25,324	80,772	100,152	137,630	24.0%	46.4%
R1e. Highly Qualified Experts																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	1,615	1,987	1,463	183,474	11,390	1,992	13,148	26,530	210,004	76,837	286,841	125,409	143,543	196,064	14.5%	41.9%
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	1,615	1,987	1,463	183,474	11,390	1,992	13,148	26,530	210,004	76,837	286,841	125,409	143,543	196,064	14.5%	41.9%
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	1,615	1,987	1,463	183,474	11,390	1,992	13,148	26,530	210,004	76,837	286,841	125,409	143,543	196,064	14.5%	41.9%
<b>T1. US Direct Hire (USDH)</b>	1,615	1,987	1,463	183,474	11,390	1,992	13,148	26,530	210,004	76,837	286,841	125,409	143,543	196,064	14.5%	41.9%
T1a. Senior Executive Schedule	3	3	3	639			57	57	696	183	879	213,000	232,000	293,000	8.9%	28.6%
T1b. General Schedule	746	1,806	1,276	167,973	9,104	1,862	11,941	22,907	190,880	69,758	260,638	131,640	149,592	204,262	13.6%	41.5%
T1c. Special Schedule	676															
T1d. Wage System	190	178	184	14,862	2,286	130	1,150	3,566	18,428	6,896	25,324	80,772	100,152	137,630	24.0%	46.4%
T1e. Highly Qualified Experts																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	1,615	1,987	1,463	183,474	11,390	1,992	13,148	26,530	210,004	76,837	286,841	125,409	143,543	196,064	14.5%	41.9%
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	1,615	1,987	1,463	183,474	11,390	1,992	13,148	26,530	210,004	76,837	286,841	125,409	143,543	196,064	14.5%	41.9%
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**Pentagon Reservation Maintenance Revolving Fund**

Washington Headquarters Services  
FY 2024  
(\$ in Thousands)

	a	b	c	d	e	f	g	e + f + g h	d + h i	l	i + j k Comp & Benefits	d/c l	i/c m	Rates k/c n Comp & Benefits	h/d o	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	Basic Comp	Total Comp	% BC Variables	% BC Benefits		
<b>Direct Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	0				
<b>D1. US Direct Hire (USDH)</b>	0	0	0	0	0	0	0	0	0	0	0	0				
D1a. Senior Executive Schedule																
D1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	0				
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	0				
D1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	0				
D1e. Highly Qualified Experts																
D1f. Other												0	0			
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	0	0	0	0	0	0	0	0	0	0	0	0				
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	0				
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	1,786	1,915	1,915	218,025	8,045	4,750	5,981	18,776	236,801	79,645	316,446	113,851	123,656	165,246	8.6%	36.5%
<b>R1. US Direct Hire (USDH)</b>	1,786	1,915	1,915	218,025	8,045	4,750	5,981	18,776	236,801	79,645	316,446	113,851	123,656	165,246	8.6%	36.5%
R1a. Senior Executive Schedule																
R1b. General Schedule	1,541	1,616	1,616	183,677	7,645	4,552	5,101	17,298	200,975	67,418	268,393	113,662	124,366	166,085	9.4%	36.7%
R1c. Special Schedule		54	54	4,954	327	198	145	670	5,624	1,987	7,611	91,741	104,148	140,944	13.5%	40.1%
R1d. Wage System	245	245	245	29,394	73		735	808	30,202	9,278	39,480	119,976	123,273	161,143	2.7%	31.6%
R1e. Highly Qualified Experts																
R1f. Other										962	962					
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	1,786	1,915	1,915	218,025	8,045	4,750	5,981	18,776	236,801	79,645	316,446	113,851	123,656	165,246	8.6%	36.5%
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	1,786	1,915	1,915	218,025	8,045	4,750	5,981	18,776	236,801	79,645	316,446	113,851	123,656	165,246	8.6%	36.5%
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	1,786	1,915	1,915	218,025	8,045	4,750	5,981	18,776	236,801	79,645	316,446	113,851	123,656	165,246	8.6%	36.5%
<b>T1. US Direct Hire (USDH)</b>	1,786	1,915	1,915	218,025	8,045	4,750	5,981	18,776	236,801	79,645	316,446	113,851	123,656	165,246	8.6%	36.5%
T1a. Senior Executive Schedule																
T1b. General Schedule	1,541	1,616	1,616	183,677	7,645	4,552	5,101	17,298	200,975	67,418	268,393	113,662	124,366	166,085	9.4%	36.7%
T1c. Special Schedule		54	54	4,954	327	198	145	670	5,624	1,987	7,611	91,741	104,148	140,944	13.5%	40.1%
T1d. Wage System	245	245	245	29,394	73		735	808	30,202	9,278	39,480	119,976	123,273	161,143	2.7%	31.6%
T1e. Highly Qualified Experts																
T1f. Other										962	962					
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	1,786	1,915	1,915	218,025	8,045	4,750	5,981	18,776	236,801	79,645	316,446	113,851	123,656	165,246	8.6%	36.5%
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	1,786	1,915	1,915	218,025	8,045	4,750	5,981	18,776	236,801	79,645	316,446	113,851	123,656	165,246	8.6%	36.5%
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**Pentagon Reservation Maintenance Revolving Fund**

Washington Headquarters Services  
FY 2025  
(\$ in Thousands)

	a	b	c	d	e	f	g	e + f + g h	d + h i	i	i + j k Comp & Benefits	d/c l	i/c m	Rates k/c n Comp & Benefits	h/d o Variables	j/d p Benefits
	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	Basic & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC Variables	% BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>																
<b>D1. US Direct Hire (USDH)</b>																
D1a. Senior Executive Schedule																
D1b. General Schedule																
D1c. Special Schedule																
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>																
D4. Indirect Hire Foreign Nationals (IHFN)																
<i>Subtotal - Direct Funded (excludes OC 13)</i>																
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	1,915	1,779	1,896	222,983	8,197	4,842	6,116	19,155	242,138	81,899	324,037	117,607	127,710	170,906	8.6%	36.7%
<b>R1. US Direct Hire (USDH)</b>	1,915	1,779	1,896	222,983	8,197	4,842	6,116	19,155	242,138	81,899	324,037	117,607	127,710	170,906	8.6%	36.7%
R1a. Senior Executive Schedule																
R1b. General Schedule	1,616	1,480	1,597	187,979	7,791	4,641	5,219	17,651	205,630	69,457	275,087	117,708	128,760	172,252	9.4%	36.9%
R1c. Special Schedule	54	54	54	5,037	332	201	148	681	5,718	2,022	7,740	93,278	105,889	143,333	13.5%	40.1%
R1d. Wage System	245	245	245	29,967	74		749	823	30,790	9,461	40,251	122,314	125,673	164,290	2.7%	31.6%
R1e. Highly Qualified Experts																
R1f. Other										959	959					
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	1,915	1,779	1,896	222,983	8,197	4,842	6,116	19,155	242,138	81,899	324,037	117,607	127,710	170,906	8.6%	36.7%
R4. Indirect Hire Foreign Nationals (IHFN)																
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	1,915	1,779	1,896	222,983	8,197	4,842	6,116	19,155	242,138	81,899	324,037	117,607	127,710	170,906	8.6%	36.7%
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	1,915	1,779	1,896	222,983	8,197	4,842	6,116	19,155	242,138	81,899	324,037	117,607	127,710	170,906	8.6%	36.7%
<b>T1. US Direct Hire (USDH)</b>	1,915	1,779	1,896	222,983	8,197	4,842	6,116	19,155	242,138	81,899	324,037	117,607	127,710	170,906	8.6%	36.7%
T1a. Senior Executive Schedule																
T1b. General Schedule	1,616	1,480	1,597	187,979	7,791	4,641	5,219	17,651	205,630	69,457	275,087	117,708	128,760	172,252	9.4%	36.9%
T1c. Special Schedule	54	54	54	5,037	332	201	148	681	5,718	2,022	7,740	93,278	105,889	143,333	13.5%	40.1%
T1d. Wage System	245	245	245	29,967	74		749	823	30,790	9,461	40,251	122,314	125,673	164,290	2.7%	31.6%
T1e. Highly Qualified Experts																
T1f. Other										959	959					
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	1,915	1,779	1,896	222,983	8,197	4,842	6,116	19,155	242,138	81,899	324,037	117,607	127,710	170,906	8.6%	36.7%
T4. Indirect Hire Foreign Nationals (IHFN)																
<i>Subtotal - Total Funded (excludes OC 13)</i>	1,915	1,779	1,896	222,983	8,197	4,842	6,116	19,155	242,138	81,899	324,037	117,607	127,710	170,906	8.6%	36.7%
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																



**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**Working Capital Fund, Defense**

Defense Counterintelligence and Security Agency FY 2023 (\$ in Thousands)																
	<b>a</b>	<b>b</b>	<b>c</b>	<b>d</b>	<b>e</b>	<b>f</b>	<b>g</b>	<b>e + f + g</b>	<b>d + h</b>	<b>i</b>	<b>i + j</b>	<b>d/c</b>	<b>i/c</b>	<b>Rates</b>	<b>h/d</b>	<b>j/d</b>
	<b>Begin</b>	<b>End</b>	<b>FTEs</b>	<b>Basic</b>	<b>Overtime</b>	<b>Holiday</b>	<b>Other</b>	<b>Total</b>	<b>Comp</b>	<b>Benefits</b>	<b>Comp</b>	<b>Basic</b>	<b>Total</b>	<b>k/c</b>	<b>o</b>	<b>p</b>
	<b>Strength</b>	<b>Strength</b>		<b>Comp</b>	<b>Pay</b>	<b>Pay</b>	<b>O.C.11</b>	<b>Variables</b>	<b>O.C.11</b>	<b>O.C.12/13</b>	<b>&amp; Benefits</b>	<b>Comp</b>	<b>Comp</b>	<b>n</b>	<b>% BC</b>	<b>% BC</b>
														<b>Comp</b>	<b>Variables</b>	<b>Benefits</b>
<b>Direct Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0			
<b>D1. US Direct Hire (USDH)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0			
D1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0			
D1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0			
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0			
D1d. Wage System																
D1e. Highly Qualified Experts																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	0	0	0	0	0	0	0	0	0	0	0	0	0			
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0			
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	3,109	3,500	3,315	308,543	5,000	6	15,183	20,189	328,732	119,889	448,621	93,075	99,165	135,331	6.5%	38.9%
<b>R1. US Direct Hire (USDH)</b>	3,109	3,500	3,315	308,543	5,000	6	15,183	20,189	328,732	119,889	448,621	93,075	99,165	135,331	6.5%	38.9%
R1a. Senior Executive Schedule	10	12	12	1,920			705	705	2,625	441	3,066	160,000	218,750	255,500	36.7%	23.0%
R1b. General Schedule	3,093	3,478	3,293	305,043	5,000	6	14,145	19,151	324,194	118,403	442,597	92,634	98,449	134,405	6.3%	38.8%
R1c. Special Schedule	6	10	10	1,580			333	333	1,913	453	2,366	158,000	191,300	236,600	21.1%	28.7%
R1d. Wage System																
R1e. Highly Qualified Experts																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	3,109	3,500	3,315	308,543	5,000	6	15,183	20,189	328,732	119,889	448,621	93,075	99,165	135,331	6.5%	38.9%
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	3,109	3,500	3,315	308,543	5,000	6	15,183	20,189	328,732	119,889	448,621	93,075	99,165	135,331	6.5%	38.9%
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	3,109	3,500	3,315	308,543	5,000	6	15,183	20,189	328,732	119,889	448,621	93,075	99,165	135,331	6.5%	38.9%
<b>T1. US Direct Hire (USDH)</b>	3,109	3,500	3,315	308,543	5,000	6	15,183	20,189	328,732	119,889	448,621	93,075	99,165	135,331	6.5%	38.9%
T1a. Senior Executive Schedule	10	12	12	1,920			705	705	2,625	441	3,066	160,000	218,750	255,500	36.7%	23.0%
T1b. General Schedule	3,093	3,478	3,293	305,043	5,000	6	14,145	19,151	324,194	118,403	442,597	92,634	98,449	134,405	6.3%	38.8%
T1c. Special Schedule	6	10	10	1,580			333	333	1,913	453	2,366	158,000	191,300	236,600	21.1%	28.7%
T1d. Wage System																
T1e. Highly Qualified Experts																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	3,109	3,500	3,315	308,543	5,000	6	15,183	20,189	328,732	119,889	448,621	93,075	99,165	135,331	6.5%	38.9%
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	3,109	3,500	3,315	308,543	5,000	6	15,183	20,189	328,732	119,889	448,621	93,075	99,165	135,331	6.5%	38.9%
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**Working Capital Fund, Defense**

**Defense Counterintelligence and Security Agency  
FY 2024  
(\$ in Thousands)**

	a	b	c	d	e	f	g	e + f + g h	d + h i	i	i + j k Comp & Benefits	d/c l	i/c m	Rates k/c n Comp & Benefits	h/d o	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	Basic Comp	Total Comp	Basic Comp & Benefits	% BC Variables	% BC Benefits	
<b>Direct Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0			
<b>D1. US Direct Hire (USDH)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0			
D1a. Senior Executive Schedule	0	0	0	0			0	0	0	0	0	0	0			
D1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0			
D1c. Special Schedule	0	0	0	0			0	0	0	0	0	0	0			
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	0	0	0	0	0	0	0	0	0	0	0	0	0			
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0	0	0			
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	3,500	3,725	3,500	437,299	5,000	6	6,773	11,779	449,078	57,036	506,114	124,943	128,308	144,604	2.7%	13.0%
<b>R1. US Direct Hire (USDH)</b>	3,500	3,725	3,500	437,299	5,000	6	6,773	11,779	449,078	57,036	506,114	124,943	128,308	144,604	2.7%	13.0%
R1a. Senior Executive Schedule	12	12	12	1,489			705	705	2,194	143	2,337	124,083	182,833	194,750	47.3%	9.6%
R1b. General Schedule	3,478	3,703	3,478	434,281	5,000	6	5,735	10,741	445,022	56,536	501,558	124,865	127,953	144,209	2.5%	13.0%
R1c. Special Schedule	10	10	10	1,529			333	333	1,862	357	2,219	152,900	186,200	221,900	21.8%	23.3%
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	3,500	3,725	3,500	437,299	5,000	6	6,773	11,779	449,078	57,036	506,114	124,943	128,308	144,604	2.7%	13.0%
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	3,500	3,725	3,500	437,299	5,000	6	6,773	11,779	449,078	57,036	506,114	124,943	128,308	144,604	2.7%	13.0%
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	3,500	3,725	3,500	437,299	5,000	6	6,773	11,779	449,078	57,036	506,114	124,943	128,308	144,604	2.7%	13.0%
<b>T1. US Direct Hire (USDH)</b>	3,500	3,725	3,500	437,299	5,000	6	6,773	11,779	449,078	57,036	506,114	124,943	128,308	144,604	2.7%	13.0%
T1a. Senior Executive Schedule	12	12	12	1,489			705	705	2,194	143	2,337	124,083	182,833	194,750	47.3%	9.6%
T1b. General Schedule	3,478	3,703	3,478	434,281	5,000	6	5,735	10,741	445,022	56,536	501,558	124,865	127,953	144,209	2.5%	13.0%
T1c. Special Schedule	10	10	10	1,529			333	333	1,862	357	2,219	152,900	186,200	221,900	21.8%	23.3%
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	3,500	3,725	3,500	437,299	5,000	6	6,773	11,779	449,078	57,036	506,114	124,943	128,308	144,604	2.7%	13.0%
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	3,500	3,725	3,500	437,299	5,000	6	6,773	11,779	449,078	57,036	506,114	124,943	128,308	144,604	2.7%	13.0%
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
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T5d. Foreign National Separation Liability Accrual																

**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**Working Capital Fund, Defense**

Defense Counterintelligence and Security Agency  
FY 2025  
(\$ in Thousands)

	a	b	c	d	e	f	g	e + f + g h	d + h i	l	i + j k Comp & Benefits	d/c l	i/c m	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	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		Basic Comp	Total Comp			
<b>Direct Funded Personnel (includes OC 13)</b>																
<b>D1. US Direct Hire (USDH)</b>																
D1a. Senior Executive Schedule																
D1b. General Schedule																
D1c. Special Schedule																
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>																
D4. Indirect Hire Foreign Nationals (IHFN)																
<i>Subtotal - Direct Funded (excludes OC 13)</i>																
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	3,725	4,552	4,420	601,685	6,000	6	6,973	12,979	614,664	79,691	694,355	136,128	139,064	157,094	2.2%	13.2%
<b>R1. US Direct Hire (USDH)</b>	3,725	4,552	4,420	601,685	6,000	6	6,973	12,979	614,664	79,691	694,355	136,128	139,064	157,094	2.2%	13.2%
R1a. Senior Executive Schedule	12	10	10	1,191			705	705	1,896	441	2,337	119,100	189,600	233,700	59.2%	37.0%
R1b. General Schedule	3,703	4,533	4,401	599,271	6,000	6	5,935	11,941	611,212	78,197	689,409	136,167	138,880	156,648	2.0%	13.0%
R1c. Special Schedule	10	9	9	1,223			333	333	1,556	453	2,009	135,889	172,889	223,222	27.2%	37.0%
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other										600	600					
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	3,725	4,552	4,420	601,685	6,000	6	6,973	12,979	614,664	79,691	694,355	136,128	139,064	157,094	2.2%	13.2%
R4. Indirect Hire Foreign Nationals (IHFN)																
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	3,725	4,552	4,420	601,685	6,000	6	6,973	12,979	614,664	79,691	694,355	136,128	139,064	157,094	2.2%	13.2%
<b>R5. Other Object Class 13 Benefits</b>																
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<b>Total Funded Personnel (includes OC 13)</b>	3,725	4,552	4,420	601,685	6,000	6	6,973	12,979	614,664	79,691	694,355	136,128	139,064	157,094	2.2%	13.2%
<b>T1. US Direct Hire (USDH)</b>	3,725	4,552	4,420	601,685	6,000	6	6,973	12,979	614,664	79,691	694,355	136,128	139,064	157,094	2.2%	13.2%
T1a. Senior Executive Schedule	12	10	10	1,191			705	705	1,896	441	2,337	119,100	189,600	233,700	59.2%	37.0%
T1b. General Schedule	3,703	4,533	4,401	599,271	6,000	6	5,935	11,941	611,212	78,197	689,409	136,167	138,880	156,648	2.0%	13.0%
T1c. Special Schedule	10	9	9	1,223			333	333	1,556	453	2,009	135,889	172,889	223,222	27.2%	37.0%
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other										600	600					
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	3,725	4,552	4,420	601,685	6,000	6	6,973	12,979	614,664	79,691	694,355	136,128	139,064	157,094	2.2%	13.2%
T4. Indirect Hire Foreign Nationals (IHFN)																
<i>Subtotal - Total Funded (excludes OC 13)</i>	3,725	4,552	4,420	601,685	6,000	6	6,973	12,979	614,664	79,691	694,355	136,128	139,064	157,094	2.2%	13.2%
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
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**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**U.S. Court of Appeals for the Armed Forces, Defense**

**United States Court of Appeals for the Armed Forces**

FY 2023  
(\$ in Thousands)

	a	b	c	d	e	f	g	e + f + g	d + h	i	j	i + j	d/c	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	Total Comp	n Comp & Benefits	% BC Variables	% BC Benefits	
<b>Direct Funded Personnel (includes OC 13)</b>	<b>42</b>	<b>48</b>	<b>45</b>	<b>6,305</b>	<b>0</b>		<b>177</b>	<b>177</b>	<b>6,482</b>	<b>2,158</b>	<b>8,640</b>	<b>140,111</b>	<b>144,044</b>	<b>192,000</b>	<b>2.8%</b>	<b>34.2%</b>	
D1. US Direct Hire (USDH)	42	48	45	6,305	0		177	177	6,482	2,158	8,640	140,111	144,044	192,000	2.8%	34.2%	
D1a. Senior Executive Schedule	2	2	2	387			29	29	416	117	533	193,500	208,000	266,500	7.5%	30.2%	
D1b. General Schedule	35	39	37	4,472	0		148	148	4,620	1,575	6,195	120,865	124,865	167,432	3.3%	35.2%	
D1c. Special Schedule	5	7	6	1,446	0		0	0	1,446	466	1,912	241,000	241,000	318,667		32.2%	
D1d. Wage System																	
D1e. Highly Qualified Experts																	
D1f. Other																	
D2. Direct Hire Program Foreign Nationals (DHFN)																	
<b>D3. Total Direct Hire</b>	<b>42</b>	<b>48</b>	<b>45</b>	<b>6,305</b>	<b>0</b>		<b>177</b>	<b>177</b>	<b>6,482</b>	<b>2,158</b>	<b>8,640</b>	<b>140,111</b>	<b>144,044</b>	<b>192,000</b>	<b>2.8%</b>	<b>34.2%</b>	
D4. Indirect Hire Foreign Nationals (IHFN)																	
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>42</b>	<b>48</b>	<b>45</b>	<b>6,305</b>	<b>0</b>		<b>177</b>	<b>177</b>	<b>6,482</b>	<b>2,158</b>	<b>8,640</b>	<b>140,111</b>	<b>144,044</b>	<b>192,000</b>	<b>2.8%</b>	<b>34.2%</b>	
<b>D5. Other Object Class 13 Benefits</b>																	
D5a. USDH - Benefits for Former Employees																	
D5b. DHFN - Benefits for Former Employees																	
D5c. Voluntary Separation Incentive Pay (VSIP)																	
D5d. Foreign National Separation Liability Accrual																	
<b>Reimbursable Funded Personnel (includes OC 13)</b>																	
<b>R1. US Direct Hire (USDH)</b>																	
R1a. Senior Executive Schedule																	
R1b. General Schedule																	
R1c. Special Schedule																	
R1d. Wage System																	
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R2. Direct Hire Program Foreign Nationals (DHFN)																	
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<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>																	
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<b>Total Funded Personnel (includes OC 13)</b>	<b>42</b>	<b>48</b>	<b>45</b>	<b>6,305</b>	<b>0</b>		<b>177</b>	<b>177</b>	<b>6,482</b>	<b>2,158</b>	<b>8,640</b>	<b>140,111</b>	<b>144,044</b>	<b>192,000</b>	<b>2.8%</b>	<b>34.2%</b>	
<b>T1. US Direct Hire (USDH)</b>	<b>42</b>	<b>48</b>	<b>45</b>	<b>6,305</b>	<b>0</b>		<b>177</b>	<b>177</b>	<b>6,482</b>	<b>2,158</b>	<b>8,640</b>	<b>140,111</b>	<b>144,044</b>	<b>192,000</b>	<b>2.8%</b>	<b>34.2%</b>	
T1a. Senior Executive Schedule	2	2	2	387			29	29	416	117	533	193,500	208,000	266,500	7.5%	30.2%	
T1b. General Schedule	35	39	37	4,472	0		148	148	4,620	1,575	6,195	120,865	124,865	167,432	3.3%	35.2%	
T1c. Special Schedule	5	7	6	1,446	0		0	0	1,446	466	1,912	241,000	241,000	318,667		32.2%	
T1d. Wage System																	
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T1f. Other																	
T2. Direct Hire Program Foreign Nationals (DHFN)																	
<b>T3. Total Direct Hire</b>	<b>42</b>	<b>48</b>	<b>45</b>	<b>6,305</b>	<b>0</b>		<b>177</b>	<b>177</b>	<b>6,482</b>	<b>2,158</b>	<b>8,640</b>	<b>140,111</b>	<b>144,044</b>	<b>192,000</b>	<b>2.8%</b>	<b>34.2%</b>	
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<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>42</b>	<b>48</b>	<b>45</b>	<b>6,305</b>	<b>0</b>		<b>177</b>	<b>177</b>	<b>6,482</b>	<b>2,158</b>	<b>8,640</b>	<b>140,111</b>	<b>144,044</b>	<b>192,000</b>	<b>2.8%</b>	<b>34.2%</b>	
<b>T5. Other Object Class 13 Benefits</b>																	
T5a. USDH - Benefits for Former Employees																	
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**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**U.S. Court of Appeals for the Armed Forces, Defense**

United States Court of Appeals for the Armed Forces FY 2024 (\$ in Thousands)																
	a	b	c	d	e	f	g	e + f + g h	d + h i	j	i + j k Comp & Benefits	d/c l	i/c m	Rates k/c n Comp & Benefits	h/d o	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 Variables	% BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>59</b>	<b>59</b>	<b>59</b>	<b>7,990</b>	<b>19</b>		<b>196</b>	<b>215</b>	<b>8,205</b>	<b>2,490</b>	<b>10,695</b>	<b>135,424</b>	<b>139,068</b>	<b>181,271</b>	<b>2.7%</b>	<b>31.2%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>59</b>	<b>59</b>	<b>59</b>	<b>7,990</b>	<b>19</b>		<b>196</b>	<b>215</b>	<b>8,205</b>	<b>2,490</b>	<b>10,695</b>	<b>135,424</b>	<b>139,068</b>	<b>181,271</b>	<b>2.7%</b>	<b>31.2%</b>
D1a. Senior Executive Schedule	2	2	2	399			9	9	408	122	530	199,500	204,000	265,000	2.3%	30.6%
D1b. General Schedule	52	52	52	6,931	17		171	188	7,119	2,162	9,281	133,288	136,904	178,481	2.7%	31.2%
D1c. Special Schedule	5	5	5	660	2		16	18	678	206	884	132,000	135,600	176,800	2.7%	31.2%
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	<b>59</b>	<b>59</b>	<b>59</b>	<b>7,990</b>	<b>19</b>		<b>196</b>	<b>215</b>	<b>8,205</b>	<b>2,490</b>	<b>10,695</b>	<b>135,424</b>	<b>139,068</b>	<b>181,271</b>	<b>2.7%</b>	<b>31.2%</b>
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>59</b>	<b>59</b>	<b>59</b>	<b>7,990</b>	<b>19</b>		<b>196</b>	<b>215</b>	<b>8,205</b>	<b>2,490</b>	<b>10,695</b>	<b>135,424</b>	<b>139,068</b>	<b>181,271</b>	<b>2.7%</b>	<b>31.2%</b>
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<b>R1. US Direct Hire (USDH)</b>																
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<b>Total Funded Personnel (includes OC 13)</b>	<b>59</b>	<b>59</b>	<b>59</b>	<b>7,990</b>	<b>19</b>		<b>196</b>	<b>215</b>	<b>8,205</b>	<b>2,490</b>	<b>10,695</b>	<b>135,424</b>	<b>139,068</b>	<b>181,271</b>	<b>2.7%</b>	<b>31.2%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>59</b>	<b>59</b>	<b>59</b>	<b>7,990</b>	<b>19</b>		<b>196</b>	<b>215</b>	<b>8,205</b>	<b>2,490</b>	<b>10,695</b>	<b>135,424</b>	<b>139,068</b>	<b>181,271</b>	<b>2.7%</b>	<b>31.2%</b>
T1a. Senior Executive Schedule	2	2	2	399			9	9	408	122	530	199,500	204,000	265,000	2.3%	30.6%
T1b. General Schedule	52	52	52	6,931	17		171	188	7,119	2,162	9,281	133,288	136,904	178,481	2.7%	31.2%
T1c. Special Schedule	5	5	5	660	2		16	18	678	206	884	132,000	135,600	176,800	2.7%	31.2%
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	<b>59</b>	<b>59</b>	<b>59</b>	<b>7,990</b>	<b>19</b>		<b>196</b>	<b>215</b>	<b>8,205</b>	<b>2,490</b>	<b>10,695</b>	<b>135,424</b>	<b>139,068</b>	<b>181,271</b>	<b>2.7%</b>	<b>31.2%</b>
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>59</b>	<b>59</b>	<b>59</b>	<b>7,990</b>	<b>19</b>		<b>196</b>	<b>215</b>	<b>8,205</b>	<b>2,490</b>	<b>10,695</b>	<b>135,424</b>	<b>139,068</b>	<b>181,271</b>	<b>2.7%</b>	<b>31.2%</b>
<b>T5. Other Object Class 13 Benefits</b>																
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**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

U.S. Court of Appeals for the Armed Forces, Defense

United States Court of Appeals for the Armed Forces  
FY 2025  
(\$ in Thousands)

	a	b	c	d	e	f	g	e + f + g h	d + h i	i	i + j k Comp & Benefits	d/c l	i/c m	Rates k/c n Comp & Benefits	h/d o	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		Basic Comp	Total Comp		% BC Variables	% BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>59</b>	<b>59</b>	<b>59</b>	<b>8,205</b>	<b>19</b>		<b>203</b>	<b>222</b>	<b>8,427</b>	<b>2,567</b>	<b>10,994</b>	<b>139,068</b>	<b>142,831</b>	<b>186,339</b>	<b>2.7%</b>	<b>31.3%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>59</b>	<b>59</b>	<b>59</b>	<b>8,205</b>	<b>19</b>		<b>203</b>	<b>222</b>	<b>8,427</b>	<b>2,567</b>	<b>10,994</b>	<b>139,068</b>	<b>142,831</b>	<b>186,339</b>	<b>2.7%</b>	<b>31.3%</b>
D1a. Senior Executive Schedule	2	2	2	409			10	10	419	128	547	204,500	209,500	273,500	2.4%	31.3%
D1b. General Schedule	52	52	52	7,117	17		177	194	7,311	2,229	9,540	136,865	140,596	183,462	2.7%	31.3%
D1c. Special Schedule	5	5	5	679	2		16	18	697	210	907	135,800	139,400	181,400	2.7%	30.9%
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	<b>59</b>	<b>59</b>	<b>59</b>	<b>8,205</b>	<b>19</b>		<b>203</b>	<b>222</b>	<b>8,427</b>	<b>2,567</b>	<b>10,994</b>	<b>139,068</b>	<b>142,831</b>	<b>186,339</b>	<b>2.7%</b>	<b>31.3%</b>
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>59</b>	<b>59</b>	<b>59</b>	<b>8,205</b>	<b>19</b>		<b>203</b>	<b>222</b>	<b>8,427</b>	<b>2,567</b>	<b>10,994</b>	<b>139,068</b>	<b>142,831</b>	<b>186,339</b>	<b>2.7%</b>	<b>31.3%</b>
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>																
<b>R1. US Direct Hire (USDH)</b>																
R1a. Senior Executive Schedule																
R1b. General Schedule																
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>																
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>																
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>59</b>	<b>59</b>	<b>59</b>	<b>8,205</b>	<b>19</b>		<b>203</b>	<b>222</b>	<b>8,427</b>	<b>2,567</b>	<b>10,994</b>	<b>139,068</b>	<b>142,831</b>	<b>186,339</b>	<b>2.7%</b>	<b>31.3%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>59</b>	<b>59</b>	<b>59</b>	<b>8,205</b>	<b>19</b>		<b>203</b>	<b>222</b>	<b>8,427</b>	<b>2,567</b>	<b>10,994</b>	<b>139,068</b>	<b>142,831</b>	<b>186,339</b>	<b>2.7%</b>	<b>31.3%</b>
T1a. Senior Executive Schedule	2	2	2	409			10	10	419	128	547	204,500	209,500	273,500	2.4%	31.3%
T1b. General Schedule	52	52	52	7,117	17		177	194	7,311	2,229	9,540	136,865	140,596	183,462	2.7%	31.3%
T1c. Special Schedule	5	5	5	679	2		16	18	697	210	907	135,800	139,400	181,400	2.7%	30.9%
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	<b>59</b>	<b>59</b>	<b>59</b>	<b>8,205</b>	<b>19</b>		<b>203</b>	<b>222</b>	<b>8,427</b>	<b>2,567</b>	<b>10,994</b>	<b>139,068</b>	<b>142,831</b>	<b>186,339</b>	<b>2.7%</b>	<b>31.3%</b>
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>59</b>	<b>59</b>	<b>59</b>	<b>8,205</b>	<b>19</b>		<b>203</b>	<b>222</b>	<b>8,427</b>	<b>2,567</b>	<b>10,994</b>	<b>139,068</b>	<b>142,831</b>	<b>186,339</b>	<b>2.7%</b>	<b>31.3%</b>
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**Drug Interdiction and Counter-Drug Activities, Defense**

Drug Interdiction and Counter-Drug Activities  
FY 2023  
(\$ in Thousands)

<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i</u>	<u>j</u>	<u>d/c</u>	<u>i/c</u>	<u>Rates</u>	<u>h/d</u>	<u>j/d</u>
<u>Begin</u>	<u>End</u>	<u>FTEs</u>	<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>Total</u>	<u>Comp</u>	<u>Benefits</u>	<u>i + j</u>	<u>!</u>	<u>m</u>	<u>k/c</u>	<u>% BC</u>	<u>% BC</u>
<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pay</u>	<u>Pay</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>Comp</u>	<u>Basic</u>	<u>Total</u>	<u>Comp</u>	<u>Variables</u>	<u>Benefits</u>

**Direct Funded Personnel (includes OC 13)**

- D1. US Direct Hire (USDH)**
  - D1a. Senior Executive Schedule
  - D1b. General Schedule
  - D1c. Special Schedule
  - D1d. Wage System
  - D1e. Highly Qualified Experts
- D2. Direct Hire Program Foreign Nationals (DHFN)
- D3. Total Direct Hire**
- D4. Indirect Hire Foreign Nationals (IHFN)
- Subtotal - 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)
  - D5d. Foreign National Separation Liability Accrual

**Reimbursable Funded Personnel (includes OC 13)**

**COLUMNS INTENTIONALLY LEFT BLANK**

- R1. US Direct Hire (USDH)**
  - R1a. Senior Executive Schedule
  - R1b. General Schedule
  - R1c. Special Schedule
  - R1d. Wage System
  - R1e. Highly Qualified Experts
- R2. Direct Hire Program Foreign Nationals (DHFN)
- R3. Total Direct Hire**
- R4. Indirect Hire Foreign Nationals (IHFN)
- Subtotal - Reimbursable Funded (excludes OC 13)**
- R5. Other Object Class 13 Benefits**
  - R5a. USDH - Benefits for Former Employees
  - R5b. DHFN - Benefits for Former Employees
  - R5c. Voluntary Separation Incentive Pay (VSIP)
  - R5d. Foreign National Separation Liability Accrual

**Total Funded Personnel (includes OC 13)**

- T1. US Direct Hire (USDH)**
  - T1a. Senior Executive Schedule
  - T1b. General Schedule
  - T1c. Special Schedule
  - T1d. Wage System
  - T1e. Highly Qualified Experts
- T2. Direct Hire Program Foreign Nationals (DHFN)
- T3. Total Direct Hire**
- T4. Indirect Hire Foreign Nationals (IHFN)
- Subtotal - 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 (VSIP)
  - T5d. Foreign National Separation Liability Accrual

**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**Drug Interdiction and Counter-Drug Activities, Defense**

Drug Interdiction and Counter-Drug Activities  
FY 2024  
(\$ in Thousands)

a	b	c	d	e	f	g	e + f + g h	d + h i	j	i + j k	d/c l	i/c m	Rates k/c n Comp & Benefits	h/d o	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		% BC Variables	% BC Benefits

**Direct Funded Personnel (includes OC 13)**

- D1. US Direct Hire (USDH)**
  - D1a. Senior Executive Schedule
  - D1b. General Schedule
  - D1c. Special Schedule
  - D1d. Wage System
  - D1e. Highly Qualified Experts
- D2. Direct Hire Program Foreign Nationals (DHFN)
- D3. Total Direct Hire**
- D4. Indirect Hire Foreign Nationals (IHFN)
  - Subtotal - 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)
  - D5d. Foreign National Separation Liability Accrual

**Reimbursable Funded Personnel (includes OC 13)**

**COLUMNS INTENTIONALLY LEFT BLANK**

- R1. US Direct Hire (USDH)**
  - R1a. Senior Executive Schedule
  - R1b. General Schedule
  - R1c. Special Schedule
  - R1d. Wage System
  - R1e. Highly Qualified Experts
- R2. Direct Hire Program Foreign Nationals (DHFN)
- R3. Total Direct Hire**
- R4. Indirect Hire Foreign Nationals (IHFN)
  - Subtotal - Reimbursable Funded (excludes OC 13)**
- R5. Other Object Class 13 Benefits**
  - R5a. USDH - Benefits for Former Employees
  - R5b. DHFN - Benefits for Former Employees
  - R5c. Voluntary Separation Incentive Pay (VSIP)
  - R5d. Foreign National Separation Liability Accrual

**Total Funded Personnel (includes OC 13)**

- T1. US Direct Hire (USDH)**
  - T1a. Senior Executive Schedule
  - T1b. General Schedule
  - T1c. Special Schedule
  - T1d. Wage System
  - T1e. Highly Qualified Experts
- T2. Direct Hire Program Foreign Nationals (DHFN)
- T3. Total Direct Hire**
- T4. Indirect Hire Foreign Nationals (IHFN)
  - Subtotal - 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 (VSIP)
  - T5d. Foreign National Separation Liability Accrual



**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**Drug Interdiction and Counter-Drug Activities, Defense**

Drug Interdiction and Counter-Drug Activities FY 2025 (\$ in Thousands)														Rates	h/d	j/d
a	b	c	d	e	f	g	e + f + g h	d + h i	i	i + j k	d/c l	i/c m	k/c n	% BC o	% BC 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	Variables	Benefits	
<b>Direct Funded Personnel (includes OC 13)</b>																
<b>D1. US Direct Hire (USDH)</b>																
D1a. Senior Executive Schedule																
D1b. General Schedule																
D1c. Special Schedule																
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>										218,357	218,357					
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>										218,357	218,357					
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>																
<b>R1. US Direct Hire (USDH)</b>																
R1a. Senior Executive Schedule																
R1b. General Schedule																
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>																
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>																
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>										218,357	218,357					
<b>T1. US Direct Hire (USDH)</b>										218,357	218,357					
T1a. Senior Executive Schedule																
T1b. General Schedule																
T1c. Special Schedule																
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>										218,357	218,357					
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>										218,357	218,357					
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**Defense Health Program**

Defense Health Agency FY 2023 (\$ in Thousands)																	
	a	b	c	d	e	f	g	e + f + g h	d + h i	i	i + j k Comp & Benefits	d/c l	i/c m	Rates k/c n Comp & Benefits	h/d o	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	Basic Comp	Total Comp	Comp & Benefits	% BC Variables	% BC Benefits		
<b>Direct Funded Personnel (includes OC 13)</b>	<b>59,181</b>	<b>59,715</b>	<b>56,703</b>	<b>4,122,582</b>	<b>59,335</b>	<b>47,393</b>	<b>543,048</b>	<b>649,776</b>	<b>4,772,358</b>	<b>1,767,184</b>	<b>6,539,542</b>	<b>72,705</b>	<b>84,164</b>	<b>115,330</b>	<b>15.8%</b>	<b>42.9%</b>	
<b>D1. US Direct Hire (USDH)</b>	<b>57,157</b>	<b>57,327</b>	<b>54,502</b>	<b>4,037,180</b>	<b>58,707</b>	<b>46,887</b>	<b>531,692</b>	<b>637,286</b>	<b>4,674,466</b>	<b>1,739,900</b>	<b>6,414,366</b>	<b>74,074</b>	<b>85,767</b>	<b>117,690</b>	<b>15.8%</b>	<b>43.1%</b>	
D1a. Senior Executive Schedule	18	18	18	2,543		4	207	211	2,754	705	3,459	141,278	153,000	192,167	8.3%	27.7%	
D1b. General Schedule	54,868	55,107	52,420	3,903,239	53,636	44,760	525,435	623,831	4,527,070	1,678,263	6,205,333	74,461	86,362	118,377	16.0%	43.0%	
D1c. Special Schedule	2	2	2	189		4	26	30	219	89	308	94,500	109,500	154,000	15.9%	47.1%	
D1d. Wage System	1,917	1,902	1,814	88,552	4,892	2,110	5,380	12,382	100,934	44,417	145,351	48,816	55,642	80,127	14.0%	50.2%	
D1e. Highly Qualified Experts																	
D1f. Other	352	298	248	42,657	179	9	644	832	43,489	16,426	59,915	172,004	175,359	241,593	2.0%	38.5%	
D2. Direct Hire Program Foreign Nationals (DHFN)	1,001	1,294	1,168	53,431	256	142	6,929	7,327	60,758	15,842	76,600	45,746	52,019	65,582	13.7%	29.6%	
<b>D3. Total Direct Hire</b>	<b>58,158</b>	<b>58,621</b>	<b>55,670</b>	<b>4,090,611</b>	<b>58,963</b>	<b>47,029</b>	<b>538,621</b>	<b>644,613</b>	<b>4,735,224</b>	<b>1,755,742</b>	<b>6,490,966</b>	<b>73,480</b>	<b>85,059</b>	<b>116,597</b>	<b>15.8%</b>	<b>42.9%</b>	
D4. Indirect Hire Foreign Nationals (IHFN)	1,023	1,094	1,033	31,971	372	364	4,427	5,163	37,134	11,166	48,300	30,950	35,948	46,757	16.1%	34.9%	
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>59,181</b>	<b>59,715</b>	<b>56,703</b>	<b>4,122,582</b>	<b>59,335</b>	<b>47,393</b>	<b>543,048</b>	<b>649,776</b>	<b>4,772,358</b>	<b>1,766,908</b>	<b>6,539,266</b>	<b>72,705</b>	<b>84,164</b>	<b>115,325</b>	<b>15.8%</b>	<b>42.9%</b>	
<b>D5. Other Object Class 13 Benefits</b>																	
D5a. USDH - Benefits for Former Employees																	
D5b. DHFN - Benefits for Former Employees																	
D5c. Voluntary Separation Incentive Pay (VSIP)										79	79						
D5d. Foreign National Separation Liability Accrual																	
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>243</b>	<b>405</b>	<b>201</b>	<b>10,714</b>	<b>7</b>	<b>5</b>	<b>87</b>	<b>99</b>	<b>10,813</b>	<b>307</b>	<b>11,120</b>	<b>53,303</b>	<b>53,796</b>	<b>55,323</b>	<b>0.9%</b>	<b>2.9%</b>	
<b>R1. US Direct Hire (USDH)</b>	<b>62</b>	<b>405</b>	<b>201</b>	<b>10,714</b>	<b>7</b>	<b>5</b>	<b>87</b>	<b>99</b>	<b>10,813</b>	<b>307</b>	<b>11,120</b>	<b>53,303</b>	<b>53,796</b>	<b>55,323</b>	<b>0.9%</b>	<b>2.9%</b>	
R1a. Senior Executive Schedule																	
R1b. General Schedule	62	365	181	6,619	7	5	87	99	6,718	307	7,025	36,569	37,116	38,812	1.5%	4.6%	
R1c. Special Schedule																	
R1d. Wage System																	
R1e. Highly Qualified Experts																	
R1f. Other		40	20	4,095					4,095		4,095	204,750	204,750	204,750			
R2. Direct Hire Program Foreign Nationals (DHFN)	35																
<b>R3. Total Direct Hire</b>	<b>97</b>	<b>405</b>	<b>201</b>	<b>10,714</b>	<b>7</b>	<b>5</b>	<b>87</b>	<b>99</b>	<b>10,813</b>	<b>307</b>	<b>11,120</b>	<b>53,303</b>	<b>53,796</b>	<b>55,323</b>	<b>0.9%</b>	<b>2.9%</b>	
R4. Indirect Hire Foreign Nationals (IHFN)	146																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	<b>243</b>	<b>405</b>	<b>201</b>	<b>10,714</b>	<b>7</b>	<b>5</b>	<b>87</b>	<b>99</b>	<b>10,813</b>	<b>307</b>	<b>11,120</b>	<b>53,303</b>	<b>53,796</b>	<b>55,323</b>	<b>0.9%</b>	<b>2.9%</b>	
<b>R5. Other Object Class 13 Benefits</b>																	
R5a. USDH - Benefits for Former Employees																	
R5b. DHFN - Benefits for Former Employees																	
R5c. Voluntary Separation Incentive Pay (VSIP)																	
R5d. Foreign National Separation Liability Accrual																	
<b>Total Funded Personnel (includes OC 13)</b>	<b>59,424</b>	<b>60,120</b>	<b>56,904</b>	<b>4,133,296</b>	<b>59,342</b>	<b>47,398</b>	<b>543,135</b>	<b>649,875</b>	<b>4,783,171</b>	<b>1,767,491</b>	<b>6,550,662</b>	<b>72,636</b>	<b>84,057</b>	<b>115,118</b>	<b>15.7%</b>	<b>42.8%</b>	
<b>T1. US Direct Hire (USDH)</b>	<b>57,219</b>	<b>57,732</b>	<b>54,703</b>	<b>4,047,894</b>	<b>58,714</b>	<b>46,892</b>	<b>531,779</b>	<b>637,385</b>	<b>4,685,279</b>	<b>1,740,207</b>	<b>6,425,486</b>	<b>73,998</b>	<b>85,649</b>	<b>117,461</b>	<b>15.7%</b>	<b>43.0%</b>	
T1a. Senior Executive Schedule	18	18	18	2,543		4	207	211	2,754	705	3,459	141,278	153,000	192,167	8.3%	27.7%	
T1b. General Schedule	54,930	55,472	52,601	3,909,858	53,643	44,765	525,522	623,930	4,533,788	1,678,570	6,212,358	74,330	86,192	118,103	16.0%	42.9%	
T1c. Special Schedule	2	2	2	189		4	26	30	219	89	308	94,500	109,500	154,000	15.9%	47.1%	
T1d. Wage System	1,917	1,902	1,814	88,552	4,892	2,110	5,380	12,382	100,934	44,417	145,351	48,816	55,642	80,127	14.0%	50.2%	
T1e. Highly Qualified Experts																	
T1f. Other	352	338	268	46,752	179	9	644	832	47,584	16,426	64,010	174,448	177,552	238,843	1.8%	35.1%	
T2. Direct Hire Program Foreign Nationals (DHFN)	1,036	1,294	1,168	53,431	256	142	6,929	7,327	60,758	15,842	76,600	45,746	52,019	65,582	13.7%	29.6%	
<b>T3. Total Direct Hire</b>	<b>58,255</b>	<b>59,026</b>	<b>55,871</b>	<b>4,101,325</b>	<b>58,970</b>	<b>47,034</b>	<b>538,708</b>	<b>644,712</b>	<b>4,746,037</b>	<b>1,756,049</b>	<b>6,502,086</b>	<b>73,407</b>	<b>84,946</b>	<b>116,377</b>	<b>15.7%</b>	<b>42.8%</b>	
T4. Indirect Hire Foreign Nationals (IHFN)	1,169	1,094	1,033	31,971	372	364	4,427	5,163	37,134	11,166	48,300	30,950	35,948	46,757	16.1%	34.9%	
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>59,424</b>	<b>60,120</b>	<b>56,904</b>	<b>4,133,296</b>	<b>59,342</b>	<b>47,398</b>	<b>543,135</b>	<b>649,875</b>	<b>4,783,171</b>	<b>1,767,215</b>	<b>6,550,386</b>	<b>72,636</b>	<b>84,057</b>	<b>115,113</b>	<b>15.7%</b>	<b>42.8%</b>	
<b>T5. Other Object Class 13 Benefits</b>																	
T5a. USDH - Benefits for Former Employees																	
T5b. DHFN - Benefits for Former Employees																	
T5c. Voluntary Separation Incentive Pay (VSIP)										79	79						
T5d. Foreign National Separation Liability Accrual																	

**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

Defense Health Program

Defense Health Agency FY 2024 (\$ in Thousands)																
	<b>a</b>	<b>b</b>	<b>c</b>	<b>d</b>	<b>e</b>	<b>f</b>	<b>g</b>	<b>e + f + g</b>	<b>d + h</b>	<b>i</b>	<b>i + j</b>	<b>d/c</b>	<b>i/c</b>	<b>Rates</b>	<b>h/d</b>	<b>j/d</b>
	<b>Begin</b>	<b>End</b>	<b>FTEs</b>	<b>Basic</b>	<b>Overtime</b>	<b>Holiday</b>	<b>Other</b>	<b>Total</b>	<b>Comp</b>	<b>Benefits</b>	<b>Comp</b>	<b>Basic</b>	<b>Total</b>	<b>k/c</b>	<b>% BC</b>	<b>% BC</b>
	<b>Strength</b>	<b>Strength</b>		<b>Comp</b>	<b>Pay</b>	<b>Pay</b>	<b>O.C.11</b>	<b>Variables</b>	<b>O.C.11</b>	<b>O.C.12/13</b>	<b>&amp; Benefits</b>	<b>Comp</b>	<b>Comp</b>	<b>&amp; Benefits</b>	<b>Variables</b>	<b>Benefits</b>
<b>Direct Funded Personnel (includes OC 13)</b>	<b>59,715</b>	<b>59,706</b>	<b>56,898</b>	<b>4,627,235</b>	<b>53,888</b>	<b>52,601</b>	<b>639,974</b>	<b>746,463</b>	<b>5,373,698</b>	<b>1,614,541</b>	<b>6,988,239</b>	<b>81,325</b>	<b>94,444</b>	<b>122,820</b>	<b>16.1%</b>	<b>34.9%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>57,327</b>	<b>57,321</b>	<b>54,605</b>	<b>4,538,881</b>	<b>52,858</b>	<b>51,596</b>	<b>627,743</b>	<b>732,197</b>	<b>5,271,078</b>	<b>1,583,042</b>	<b>6,854,120</b>	<b>83,122</b>	<b>96,531</b>	<b>125,522</b>	<b>16.1%</b>	<b>34.9%</b>
D1a. Senior Executive Schedule	18	18	18	2,214		25	307	332	2,546	799	3,345	123,000	141,444	185,833	15.0%	36.1%
D1b. General Schedule	55,107	55,101	52,397	4,396,973	51,231	49,980	608,097	709,308	5,106,281	1,533,474	6,639,755	83,917	97,454	126,720	16.1%	34.9%
D1c. Special Schedule	2	2	2	200		4	28	32	232	70	302	100,000	116,000	151,000	16.0%	35.0%
D1d. Wage System	1,902	1,902	1,890	98,673	1,151	1,123	13,660	15,934	114,607	34,447	149,054	52,208	60,639	78,865	16.1%	34.9%
D1e. Highly Qualified Experts																
D1f. Other	298	298	298	40,821	476	464	5,651	6,591	47,412	14,252	61,664	136,983	159,101	206,926	16.1%	34.9%
D2. Direct Hire Program Foreign Nationals (DHFN)	1,294	1,292	1,218	51,050	595	581	7,067	8,243	59,293	17,823	77,116	41,913	48,681	63,314	16.1%	34.9%
<b>D3. Total Direct Hire</b>	<b>58,621</b>	<b>58,613</b>	<b>55,823</b>	<b>4,589,931</b>	<b>53,453</b>	<b>52,177</b>	<b>634,810</b>	<b>740,440</b>	<b>5,330,371</b>	<b>1,600,865</b>	<b>6,931,236</b>	<b>82,223</b>	<b>95,487</b>	<b>124,165</b>	<b>16.1%</b>	<b>34.9%</b>
D4. Indirect Hire Foreign Nationals (IHFN)	1,094	1,093	1,075	37,304	435	424	5,164	6,023	43,327	13,024	56,351	34,701	40,304	52,420	16.1%	34.9%
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>59,715</b>	<b>59,706</b>	<b>56,898</b>	<b>4,627,235</b>	<b>53,888</b>	<b>52,601</b>	<b>639,974</b>	<b>746,463</b>	<b>5,373,698</b>	<b>1,613,889</b>	<b>6,987,587</b>	<b>81,325</b>	<b>94,444</b>	<b>122,809</b>	<b>16.1%</b>	<b>34.9%</b>
<b>D5. Other Object Class 13 Benefits</b>										<b>652</b>	<b>652</b>					
D5a. USDH - Benefits for Former Employees										295	295					
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)										357	357					
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>405</b>	<b>416</b>	<b>411</b>	<b>14,472</b>	<b>169</b>	<b>165</b>	<b>2,003</b>	<b>2,337</b>	<b>16,809</b>	<b>5,052</b>	<b>21,861</b>	<b>35,212</b>	<b>40,898</b>	<b>53,190</b>	<b>35.6%</b>	<b>76.9%</b>
<b>R1. US Direct Hire (USDH)</b>	<b>405</b>	<b>416</b>	<b>411</b>	<b>14,472</b>	<b>169</b>	<b>165</b>	<b>2,003</b>	<b>2,337</b>	<b>16,809</b>	<b>5,052</b>	<b>21,861</b>	<b>35,212</b>	<b>40,898</b>	<b>53,190</b>	<b>35.6%</b>	<b>76.9%</b>
R1a. Senior Executive Schedule																
R1b. General Schedule	365	376	371	9,241	108	105	1,279	1,492	10,733	3,226	13,959	24,908	28,930	37,625	16.1%	34.9%
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other	40	40	40	5,231	61	60	724	845	6,076	1,826	7,902	130,775	151,900	197,550	-31.6%	-68.4%
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	<b>405</b>	<b>416</b>	<b>411</b>	<b>14,472</b>	<b>169</b>	<b>165</b>	<b>2,003</b>	<b>2,337</b>	<b>16,809</b>	<b>5,052</b>	<b>21,861</b>	<b>35,212</b>	<b>40,898</b>	<b>53,190</b>	<b>35.6%</b>	<b>76.9%</b>
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	<b>405</b>	<b>416</b>	<b>411</b>	<b>14,472</b>	<b>169</b>	<b>165</b>	<b>2,003</b>	<b>2,337</b>	<b>16,809</b>	<b>5,052</b>	<b>21,861</b>	<b>35,212</b>	<b>40,898</b>	<b>53,190</b>	<b>35.6%</b>	<b>76.9%</b>
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>60,120</b>	<b>60,122</b>	<b>57,309</b>	<b>4,641,707</b>	<b>54,057</b>	<b>52,766</b>	<b>641,977</b>	<b>748,800</b>	<b>5,390,507</b>	<b>1,619,593</b>	<b>7,010,100</b>	<b>80,994</b>	<b>94,060</b>	<b>122,321</b>	<b>16.2%</b>	<b>35.0%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>57,732</b>	<b>57,737</b>	<b>55,016</b>	<b>4,553,353</b>	<b>53,027</b>	<b>51,761</b>	<b>629,746</b>	<b>734,534</b>	<b>5,287,887</b>	<b>1,588,094</b>	<b>6,875,981</b>	<b>82,764</b>	<b>96,115</b>	<b>124,981</b>	<b>16.2%</b>	<b>34.9%</b>
T1a. Senior Executive Schedule	18	18	18	2,214		25	307	332	2,546	799	3,345	123,000	141,444	185,833	15.0%	36.1%
T1b. General Schedule	55,472	55,477	52,768	4,406,214	51,339	50,085	609,376	710,800	5,117,014	1,536,700	6,653,714	83,502	96,972	126,094	16.1%	34.9%
T1c. Special Schedule	2	2	2	200		4	28	32	232	70	302	100,000	116,000	151,000	16.0%	35.0%
T1d. Wage System	1,902	1,902	1,890	98,673	1,151	1,123	13,660	15,934	114,607	34,447	149,054	52,208	60,639	78,865	16.1%	34.9%
T1e. Highly Qualified Experts																
T1f. Other	338	338	338	46,052	537	524	6,375	7,436	53,488	16,078	69,566	136,249	158,249	205,817	19.5%	42.1%
T2. Direct Hire Program Foreign Nationals (DHFN)	1,294	1,292	1,218	51,050	595	581	7,067	8,243	59,293	17,823	77,116	41,913	48,681	63,314	16.1%	34.9%
<b>T3. Total Direct Hire</b>	<b>59,026</b>	<b>59,029</b>	<b>56,234</b>	<b>4,604,403</b>	<b>53,622</b>	<b>52,342</b>	<b>636,813</b>	<b>742,777</b>	<b>5,347,180</b>	<b>1,605,917</b>	<b>6,953,097</b>	<b>81,879</b>	<b>95,088</b>	<b>123,646</b>	<b>16.2%</b>	<b>34.9%</b>
T4. Indirect Hire Foreign Nationals (IHFN)	1,094	1,093	1,075	37,304	435	424	5,164	6,023	43,327	13,024	56,351	34,701	40,304	52,420	16.1%	34.9%
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>60,120</b>	<b>60,122</b>	<b>57,309</b>	<b>4,641,707</b>	<b>54,057</b>	<b>52,766</b>	<b>641,977</b>	<b>748,800</b>	<b>5,390,507</b>	<b>1,618,941</b>	<b>7,009,448</b>	<b>80,994</b>	<b>94,060</b>	<b>122,310</b>	<b>16.2%</b>	<b>34.9%</b>
<b>T5. Other Object Class 13 Benefits</b>										<b>652</b>	<b>652</b>					
T5a. USDH - Benefits for Former Employees										295	295					
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)										357	357					
T5d. Foreign National Separation Liability Accrual																

**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**Defense Health Program**

	Defense Health Agency FY 2025 (\$ in Thousands)															
	a	b	c	d	e	f	g	e + f + g h	d + h i	i	i + j k Comp & Benefits	d/c l	i/c m	Rates k/c n Comp & Benefits	h/d o	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	Basic Comp	Total Comp	Basic Comp	Total Comp	% BC Variables	% BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>60,122</b>	<b>59,155</b>	<b>57,091</b>	<b>4,773,684</b>	<b>55,460</b>	<b>54,138</b>	<b>658,644</b>	<b>768,242</b>	<b>5,541,926</b>	<b>1,662,247</b>	<b>7,204,173</b>	<b>83,615</b>	<b>97,072</b>	<b>126,188</b>	<b>16.1%</b>	<b>34.8%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>57,737</b>	<b>56,770</b>	<b>54,798</b>	<b>4,683,068</b>	<b>54,403</b>	<b>53,107</b>	<b>646,099</b>	<b>753,609</b>	<b>5,436,677</b>	<b>1,629,307</b>	<b>7,065,984</b>	<b>85,461</b>	<b>99,213</b>	<b>128,946</b>	<b>16.1%</b>	<b>34.8%</b>
D1a. Senior Executive Schedule	18	18	18	2,259		26	313	339	2,598	789	3,387	125,500	144,333	188,167	15.0%	34.9%
D1b. General Schedule	55,477	54,550	52,590	4,537,217	52,731	51,445	625,908	730,084	5,267,301	1,578,389	6,845,690	86,275	100,158	130,171	16.1%	34.8%
D1c. Special Schedule	2	2	2	205		4	28	32	237	71	308	102,500	118,500	154,000	15.6%	34.6%
D1d. Wage System	1,902	1,902	1,890	101,503	1,184	1,155	14,052	16,391	117,894	35,436	153,330	53,705	62,378	81,127	16.1%	34.9%
D1e. Highly Qualified Experts																
D1f. Other	338	298	298	41,884	488	477	5,798	6,763	48,647	14,622	63,269	140,550	163,245	212,312	16.1%	34.9%
D2. Direct Hire Program Foreign Nationals (DHFN)	1,292	1,292	1,218	52,225	609	594	7,230	8,433	60,658	18,233	78,891	42,878	49,801	64,771	16.1%	34.9%
<b>D3. Total Direct Hire</b>	<b>59,029</b>	<b>58,062</b>	<b>56,016</b>	<b>4,735,293</b>	<b>55,012</b>	<b>53,701</b>	<b>653,329</b>	<b>762,042</b>	<b>5,497,335</b>	<b>1,647,540</b>	<b>7,144,875</b>	<b>84,535</b>	<b>98,139</b>	<b>127,551</b>	<b>16.1%</b>	<b>34.8%</b>
D4. Indirect Hire Foreign Nationals (IHFN)	1,093	1,093	1,075	38,391	448	437	5,315	6,200	44,591	13,403	57,994	35,713	41,480	53,948	16.1%	34.9%
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>60,122</b>	<b>59,155</b>	<b>57,091</b>	<b>4,773,684</b>	<b>55,460</b>	<b>54,138</b>	<b>658,644</b>	<b>768,242</b>	<b>5,541,926</b>	<b>1,660,943</b>	<b>7,202,869</b>	<b>83,615</b>	<b>97,072</b>	<b>126,165</b>	<b>16.1%</b>	<b>34.8%</b>
<b>D5. Other Object Class 13 Benefits</b>										<b>1,304</b>	<b>1,304</b>					
D5a. USDH - Benefits for Former Employees										590	590					
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)										714	714					
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>416</b>	<b>416</b>	<b>411</b>	<b>14,852</b>	<b>203</b>	<b>169</b>	<b>2,056</b>	<b>2,428</b>	<b>17,280</b>	<b>5,155</b>	<b>22,435</b>	<b>36,136</b>	<b>42,044</b>	<b>54,586</b>	<b>16.3%</b>	<b>34.7%</b>
<b>R1. US Direct Hire (USDH)</b>	<b>416</b>	<b>416</b>	<b>411</b>	<b>14,852</b>	<b>203</b>	<b>169</b>	<b>2,056</b>	<b>2,428</b>	<b>17,280</b>	<b>5,155</b>	<b>22,435</b>	<b>36,136</b>	<b>42,044</b>	<b>54,586</b>	<b>16.3%</b>	<b>34.7%</b>
R1a. Senior Executive Schedule																
R1b. General Schedule	376	376	371	9,484	110	108	1,313	1,531	11,015	3,281	14,296	25,563	29,690	38,534	16.1%	34.6%
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other	40	40	40	5,368	93	61	743	897	6,265	1,874	8,139	134,200	156,625	203,475	16.7%	34.9%
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	<b>416</b>	<b>416</b>	<b>411</b>	<b>14,852</b>	<b>203</b>	<b>169</b>	<b>2,056</b>	<b>2,428</b>	<b>17,280</b>	<b>5,155</b>	<b>22,435</b>	<b>36,136</b>	<b>42,044</b>	<b>54,586</b>	<b>16.3%</b>	<b>34.7%</b>
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	<b>416</b>	<b>416</b>	<b>411</b>	<b>14,852</b>	<b>203</b>	<b>169</b>	<b>2,056</b>	<b>2,428</b>	<b>17,280</b>	<b>5,155</b>	<b>22,435</b>	<b>36,136</b>	<b>42,044</b>	<b>54,586</b>	<b>16.3%</b>	<b>34.7%</b>
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>60,538</b>	<b>59,571</b>	<b>57,502</b>	<b>4,788,536</b>	<b>55,663</b>	<b>54,307</b>	<b>660,700</b>	<b>770,670</b>	<b>5,559,206</b>	<b>1,667,402</b>	<b>7,226,608</b>	<b>83,276</b>	<b>96,678</b>	<b>125,676</b>	<b>16.1%</b>	<b>34.8%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>58,153</b>	<b>57,186</b>	<b>55,209</b>	<b>4,697,920</b>	<b>54,606</b>	<b>53,276</b>	<b>648,155</b>	<b>756,037</b>	<b>5,453,957</b>	<b>1,634,462</b>	<b>7,088,419</b>	<b>85,093</b>	<b>98,787</b>	<b>128,392</b>	<b>16.1%</b>	<b>34.8%</b>
T1a. Senior Executive Schedule	18	18	18	2,259		26	313	339	2,598	789	3,387	125,500	144,333	188,167	15.0%	34.9%
T1b. General Schedule	55,853	54,926	52,961	4,546,701	52,841	51,553	627,221	731,615	5,278,316	1,581,670	6,859,986	85,850	99,664	129,529	16.1%	34.8%
T1c. Special Schedule	2	2	2	205		4	28	32	237	71	308	102,500	118,500	154,000	15.6%	34.6%
T1d. Wage System	1,902	1,902	1,890	101,503	1,184	1,155	14,052	16,391	117,894	35,436	153,330	53,705	62,378	81,127	16.1%	34.9%
T1e. Highly Qualified Experts																
T1f. Other	378	338	338	47,252	581	538	6,541	7,660	54,912	16,496	71,408	139,799	162,462	211,266	16.2%	34.9%
T2. Direct Hire Program Foreign Nationals (DHFN)	1,292	1,292	1,218	52,225	609	594	7,230	8,433	60,658	18,233	78,891	42,878	49,801	64,771	16.1%	34.9%
<b>T3. Total Direct Hire</b>	<b>59,445</b>	<b>58,478</b>	<b>56,427</b>	<b>4,750,145</b>	<b>55,215</b>	<b>53,870</b>	<b>655,385</b>	<b>764,470</b>	<b>5,514,615</b>	<b>1,652,695</b>	<b>7,167,310</b>	<b>84,182</b>	<b>97,730</b>	<b>127,019</b>	<b>16.1%</b>	<b>34.8%</b>
T4. Indirect Hire Foreign Nationals (IHFN)	1,093	1,093	1,075	38,391	448	437	5,315	6,200	44,591	13,403	57,994	35,713	41,480	53,948	16.1%	34.9%
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>60,538</b>	<b>59,571</b>	<b>57,502</b>	<b>4,788,536</b>	<b>55,663</b>	<b>54,307</b>	<b>660,700</b>	<b>770,670</b>	<b>5,559,206</b>	<b>1,666,098</b>	<b>7,225,304</b>	<b>83,276</b>	<b>96,678</b>	<b>125,653</b>	<b>16.1%</b>	<b>34.8%</b>
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**Department of Defense Acquisition Workforce Development Fund**

Defense Acquisition University FY 2023 (\$ in Thousands)																
	a	b	c	d	e	f	g	e + f + g h	d + h i	j	i + j k Comp & Benefits	d/c l	i/c m	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	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		Basic Comp	Total Comp			
<b>Direct Funded Personnel (includes OC 13)</b>	122	120	22	1,306	0	2	0	2	1,308	50	1,358	59,364	59,455	61,727	0.2%	3.8%
<b>D1. US Direct Hire (USDH)</b>	122	120	22	1,306	0	2	0	2	1,308	50	1,358	59,364	59,455	61,727	0.2%	3.8%
D1a. Senior Executive Schedule																
D1b. General Schedule	122	120	22	1,306	0	2	0	2	1,308	50	1,358	59,364	59,455	61,727	0.2%	3.8%
D1c. Special Schedule																
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	122	120	22	1,306	0	2	0	2	1,308	50	1,358	59,364	59,455	61,727	0.2%	3.8%
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	122	120	22	1,306	0	2	0	2	1,308	50	1,358	59,364	59,455	61,727	0.2%	3.8%
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
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<b>T1. US Direct Hire (USDH)</b>	122	120	22	1,306	0	2	0	2	1,308	50	1,358	59,364	59,455	61,727	0.2%	3.8%
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T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	122	120	22	1,306	0	2	0	2	1,308	50	1,358	59,364	59,455	61,727	0.2%	3.8%
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**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**Department of Defense Acquisition Workforce Development Fund**

	Defense Acquisition University FY 2024 (\$ in Thousands)											Rates				
	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	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	Total Comp	Comp & Benefits	% BC Variables	% BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	200	205	41	2,365		4	26	30	2,395	587	2,982	57,683	58,415	72,732	1.3%	24.8%
<b>D1. US Direct Hire (USDH)</b>	200	205	41	2,365		4	26	30	2,395	587	2,982	57,683	58,415	72,732	1.3%	24.8%
D1a. Senior Executive Schedule																
D1b. General Schedule	200	200	36	1,498		2	0	2	1,500	311	1,811	41,611	41,667	50,306	0.1%	20.8%
D1c. Special Schedule	0	5	5	867		2	26	28	895	276	1,171	173,400	179,000	234,200	3.2%	31.8%
D1d. Wage System																
D1e. Highly Qualified Experts																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	200	205	41	2,365		4	26	30	2,395	587	2,982	57,683	58,415	72,732	1.3%	24.8%
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	200	205	41	2,365		4	26	30	2,395	587	2,982	57,683	58,415	72,732	1.3%	24.8%
<b>D5. Other Object Class 13 Benefits</b>																
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T1d. Wage System																
T1e. Highly Qualified Experts																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	200	205	41	2,365		4	26	30	2,395	587	2,982	57,683	58,415	72,732	1.3%	24.8%
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	200	205	41	2,365		4	26	30	2,395	587	2,982	57,683	58,415	72,732	1.3%	24.8%
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**Department of Defense  
Fiscal Year (FY) 2025 Budget Estimates  
Volume II - Defense-Wide Data Book**

**Department of Defense Acquisition Workforce Development Fund**

Defense Acquisition University

FY 2025  
(\$ in Thousands)

	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u> <u>h</u>	<u>d + h</u> <u>i</u>	<u>i</u>	<u>i + j</u> <u>k</u> <u>Comp</u> <u>&amp;</u> <u>Benefits</u>	<u>d/c</u> <u>l</u>	<u>i/c</u> <u>m</u>	<u>Rates</u> <u>k/c</u> <u>n</u>	<u>h/d</u> <u>o</u>	<u>j/d</u> <u>p</u>
	<b>Begin Strength</b>	<b>End Strength</b>	<b>FTEs</b>	<b>Basic Comp</b>	<b>Overtime Pay</b>	<b>Holiday Pay</b>	<b>Other O.C.11</b>	<b>Total Variables</b>	<b>Comp O.C.11</b>	<b>Benefits O.C.12/13</b>	<b>Basic Comp</b>	<b>Total Comp</b>	<b>Comp &amp; Benefits</b>	<b>% BC Variables</b>	<b>% BC Benefits</b>	
<b>Direct Funded Personnel (includes OC 13)</b>	<b>205</b>	<b>210</b>	<b>46</b>	<b>4,145</b>			<b>54</b>	<b>54</b>	<b>4,199</b>	<b>899</b>	<b>5,098</b>	<b>90,109</b>	<b>91,283</b>	<b>110,826</b>	<b>1.3%</b>	<b>21.7%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>205</b>	<b>210</b>	<b>46</b>	<b>4,145</b>			<b>54</b>	<b>54</b>	<b>4,199</b>	<b>899</b>	<b>5,098</b>	<b>90,109</b>	<b>91,283</b>	<b>110,826</b>	<b>1.3%</b>	<b>21.7%</b>
D1a. Senior Executive Schedule																
D1b. General Schedule	200	200	36	2,339					2,339	324	2,663	64,972	64,972	73,972		13.9%
D1c. Special Schedule	5	10	10	1,806			54	54	1,860	575	2,435	180,600	186,000	243,500	3.0%	31.8%
D1d. Wage System																
D1e. Highly Qualified Experts																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	<b>205</b>	<b>210</b>	<b>46</b>	<b>4,145</b>			<b>54</b>	<b>54</b>	<b>4,199</b>	<b>899</b>	<b>5,098</b>	<b>90,109</b>	<b>91,283</b>	<b>110,826</b>	<b>1.3%</b>	<b>21.7%</b>
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>205</b>	<b>210</b>	<b>46</b>	<b>4,145</b>			<b>54</b>	<b>54</b>	<b>4,199</b>	<b>899</b>	<b>5,098</b>	<b>90,109</b>	<b>91,283</b>	<b>110,826</b>	<b>1.3%</b>	<b>21.7%</b>
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<b>T1. US Direct Hire (USDH)</b>	<b>205</b>	<b>210</b>	<b>46</b>	<b>4,145</b>			<b>54</b>	<b>54</b>	<b>4,199</b>	<b>899</b>	<b>5,098</b>	<b>90,109</b>	<b>91,283</b>	<b>110,826</b>	<b>1.3%</b>	<b>21.7%</b>
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<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>205</b>	<b>210</b>	<b>46</b>	<b>4,145</b>			<b>54</b>	<b>54</b>	<b>4,199</b>	<b>899</b>	<b>5,098</b>	<b>90,109</b>	<b>91,283</b>	<b>110,826</b>	<b>1.3%</b>	<b>21.7%</b>
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