

**Department of Defense
Operation and Maintenance, Defense-Wide**



March 2024

VOLUME II

DEFENSE-WIDE DATA BOOK

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Manpower Changes in Full-time Equivalent (FTE)

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CYBERCOM

United States Cyber Command

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Summary				
1. FY 2023 FTEs	0	0	0	0
2. FY 2024 FTEs	2,539	0	0	2,539
3. FY 2025 FTEs	2,557	0	0	2,557
CYBERCOM - Operation & Maintenance (O&M)				
1. FY 2023 FTEs	0	0	0	0
2. FY 2024 FTEs	2,539	0	0	2,539
3. FY 2025 FTEs	2,557	0	0	2,557
CYBERCOM - Research, Development, Test and Evaluation (RDT&E)				
1. FY 2023 FTEs	0	0	0	0
2. FY 2024 FTEs	0	0	0	0
3. FY 2025 FTEs	0	0	0	0
CYBERCOM - Defense Working Capital Fund (DWCF)				
1. FY 2023 FTEs	0	0	0	0
2. FY 2024 FTEs	0	0	0	0
3. FY 2025 FTEs	0	0	0	0

1. This exhibit includes the FY 2024 Overseas Operations Costs Budget Request for civilian FTEs accounted for in the Base Budget Request.

4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
FY 2023				
Total Component	0	0	0	0
Direct Funded	0	0	0	0
Reimbursable Funded	0	0	0	0

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4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
FY 2024				
O&M Total	2,539	0	0	2,539
Direct Funded	2,539	0	0	2,539
Total Component	2,539	0	0	2,539
Direct Funded	2,539	0	0	2,539
Reimbursable Funded	0	0	0	0
FY 2025				
O&M Total	2,557	0	0	2,557
Direct Funded	2,557	0	0	2,557
Total Component	2,557	0	0	2,557
Direct Funded	2,557	0	0	2,557
Reimbursable Funded	0	0	0	0

5. Summary of Changes

FY 2025 column reflects civilian authorizations. U.S. Cyber Command request includes an additional 18 civilian authorizations, 3 in support of space command and 15 for the Joint Force Trainer projected for FY2025 to support and sustain the Cyber missions in the defense of the United States and its international partners.

DAU

Defense Acquisition University

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Summary				
1. FY 2023 FTEs	572	0	0	572
2. FY 2024 FTEs	572	0	0	572
3. FY 2025 FTEs	572	0	0	572
DAU - Operation & Maintenance (O&M)				
1. FY 2023 FTEs	572	0	0	572

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Defense Acquisition University

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
2. FY 2024 FTEs	572	0	0	572
3. FY 2025 FTEs	572	0	0	572

DAU - Research, Development, Test and Evaluation (RDT&E)

1. FY 2023 FTEs	0	0	0	0
2. FY 2024 FTEs	0	0	0	0
3. FY 2025 FTEs	0	0	0	0

DAU - Defense Working Capital Fund (DWCF)

1. FY 2023 FTEs	0	0	0	0
2. FY 2024 FTEs	0	0	0	0
3. FY 2025 FTEs	0	0	0	0

4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
FY 2023				
O&M Total	572	0	0	572
Direct Funded	572	0	0	572
Total Component	572	0	0	572
Direct Funded	572	0	0	572
Reimbursable Funded	0	0	0	0
FY 2024				
O&M Total	572	0	0	572
Direct Funded	572	0	0	572
Total Component	572	0	0	572
Direct Funded	572	0	0	572
Reimbursable Funded	0	0	0	0
FY 2025				
O&M Total	572	0	0	572
Direct Funded	572	0	0	572

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4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Total Component	572	0	0	572
Direct Funded	572	0	0	572
Reimbursable Funded	0	0	0	0

5. Summary of Changes

DCAA

Defense Contract Audit Agency

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Summary				
1. FY 2023 FTEs	3,764	0	0	3,764
2. FY 2024 FTEs	3,931	0	0	3,931
3. FY 2025 FTEs	3,888	0	0	3,888
DCAA - Operation & Maintenance (O&M)				
1. FY 2023 FTEs	3,764	0	0	3,764
2. FY 2024 FTEs	3,931	0	0	3,931
FTE Change	-43			-43
3. FY 2025 FTEs	3,888	0	0	3,888
DCAA - Research, Development, Test and Evaluation (RDT&E)				
1. FY 2023 FTEs	0	0	0	0
2. FY 2024 FTEs	0	0	0	0
3. FY 2025 FTEs	0	0	0	0
DCAA - Defense Working Capital Fund (DWCF)				
1. FY 2023 FTEs	0	0	0	0

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Defense Contract Audit Agency

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
2. FY 2024 FTEs	0	0	0	0
3. FY 2025 FTEs	0	0	0	0

4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
FY 2023				
O&M Total	3,764	0	0	3,764
Direct Funded	3,573	0	0	3,573
Reimbursable Funded	191	0	0	191
Total Component	3,764	0	0	3,764
Direct Funded	3,573	0	0	3,573
Reimbursable Funded	191	0	0	191
FY 2024				
O&M Total	3,931	0	0	3,931
Direct Funded	3,726	0	0	3,726
Reimbursable Funded	205	0	0	205
Total Component	3,931	0	0	3,931
Direct Funded	3,726	0	0	3,726
Reimbursable Funded	205	0	0	205
FY 2025				
O&M Total	3,888	0	0	3,888
Direct Funded	3,684	0	0	3,684
Reimbursable Funded	204	0	0	204
Total Component	3,888	0	0	3,888
Direct Funded	3,684	0	0	3,684
Reimbursable Funded	204	0	0	204

5. Summary of Changes

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Technology investments and automation efficiencies will enable the DCAA to accomplish its contract audit mission with fewer FTEs; The DCAA will continue to focus efforts on high-risk audits with high return on investment to the taxpayer and warfighter.

DCAA Cyber

Defense Contract Audit Agency Cyber

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Summary				
1. FY 2023 FTEs	8	0	0	8
2. FY 2024 FTEs	9	0	0	9
3. FY 2025 FTEs	9	0	0	9
DCAA Cyber - Operation & Maintenance (O&M)				
1. FY 2023 FTEs	8	0	0	8
2. FY 2024 FTEs	9	0	0	9
3. FY 2025 FTEs	9	0	0	9
DCAA Cyber - Research, Development, Test and Evaluation (RDT&E)				
1. FY 2023 FTEs	0	0	0	0
2. FY 2024 FTEs	0	0	0	0
3. FY 2025 FTEs	0	0	0	0
DCAA Cyber - Defense Working Capital Fund (DWCF)				
1. FY 2023 FTEs	0	0	0	0
2. FY 2024 FTEs	0	0	0	0
3. FY 2025 FTEs	0	0	0	0

4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
FY 2023				
O&M Total	8	0	0	8

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	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Direct Funded	8	0	0	8
Total Component	8	0	0	8
Direct Funded	8	0	0	8
Reimbursable Funded	0	0	0	0
FY 2024				
O&M Total	9	0	0	9
Direct Funded	9	0	0	9
Total Component	9	0	0	9
Direct Funded	9	0	0	9
Reimbursable Funded	0	0	0	0
FY 2025				
O&M Total	9	0	0	9
Direct Funded	9	0	0	9
Total Component	9	0	0	9
Direct Funded	9	0	0	9
Reimbursable Funded	0	0	0	0

DCMA

Defense Contract Management Agency

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Summary				
1. FY 2023 FTEs	9,962	50	2	10,014
2. FY 2024 FTEs	10,025	57	3	10,085
3. FY 2025 FTEs	9,819	57	3	9,879
DCMA - Operation & Maintenance (O&M)				
1. FY 2023 FTEs	9,962	50	2	10,014
FTE Change	63	7	1	71

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Defense Contract Management Agency

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
In FY 2024, the DCMA increased by 71 FTEs to provide additional support to the Department in Contract Administration, Cost and Pricing and Product Acceptance.				
2. FY 2024 FTEs	10,025	57	3	10,085
FTE Change	-206	0	0	-206
In FY 2025, the DCMA reduced Direct FTEs by 105 to sustain legacy IT systems (-56 FTE) and to support a workload shift from non-cyber to cyber operations (-49 FTE). Additionally, Reimbursable FTEs reduced by 101 FTEs based on projected reimbursable workload.				
3. FY 2025 FTEs	9,819	57	3	9,879

DCMA - Research, Development, Test and Evaluation (RDT&E)

1. FY 2023 FTEs	0	0	0	0
2. FY 2024 FTEs	0	0	0	0
3. FY 2025 FTEs	0	0	0	0

DCMA - Defense Working Capital Fund (DWCF)

1. FY 2023 FTEs	0	0	0	0
2. FY 2024 FTEs	0	0	0	0
3. FY 2025 FTEs	0	0	0	0

4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
FY 2023				
O&M Total	9,962	50	2	10,014
Direct Funded	8,442	50	2	8,494
Reimbursable Funded	1,520	0	0	1,520

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	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Total Component	9,962	50	2	10,014
Direct Funded	8,442	50	2	8,494
Reimbursable Funded	1,520	0	0	1,520
FY 2024				
O&M Total	10,025	57	3	10,085
Direct Funded	8,454	57	3	8,514
Reimbursable Funded	1,571	0	0	1,571
Total Component	10,025	57	3	10,085
Direct Funded	8,454	57	3	8,514
Reimbursable Funded	1,571	0	0	1,571
FY 2025				
O&M Total	9,819	57	3	9,879
Direct Funded	8,349	57	3	8,409
Reimbursable Funded	1,470	0	0	1,470
Total Component	9,819	57	3	9,879
Direct Funded	8,349	57	3	8,409
Reimbursable Funded	1,470	0	0	1,470

5. Summary of Changes

In FY 2025, the DCMA reduced by 105 FTEs to sustain legacy IT systems (-56 FTE) and to support a workload shift from non-cyber to cyber operations (-49 FTE).

DCMA Cyber

Defense Contract Management Agency Cyber

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Summary				
1. FY 2023 FTEs	121	0	0	121
2. FY 2024 FTEs	118	0	0	118
3. FY 2025 FTEs	167	0	0	167

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Defense Contract Management Agency Cyber

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
DCMA Cyber - Operation & Maintenance (O&M)				
1. FY 2023 FTEs	121	0	0	121
FTE change	-3	0	0	-3
<p>The FTE reduction in FY24 is a result of the previously understated PB24 amount. The FY24 Cyber mission requires a slight internal workload shift from the Non-Cyber O&M budget to the Cyber O&M budget to support the cybersecurity landscape.</p>				
2. FY 2024 FTEs	118	0	0	118
FTE change	49	0	0	49
<p>It was determined an internal workload shift was necessary to realign 49 personnel from the Non-cyber O&M budget to the Cyber O&M budget to support the cybersecurity landscape.</p>				
3. FY 2025 FTEs	167	0	0	167
DCMA Cyber - Research, Development, Test and Evaluation (RDT&E)				
1. FY 2023 FTEs	0	0	0	0
2. FY 2024 FTEs	0	0	0	0
3. FY 2025 FTEs	0	0	0	0
DCMA Cyber - Defense Working Capital Fund (DWCF)				
1. FY 2023 FTEs	0	0	0	0
2. FY 2024 FTEs	0	0	0	0
3. FY 2025 FTEs	0	0	0	0

4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
FY 2023				

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	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
O&M Total	121	0	0	121
Direct Funded	121	0	0	121
Total Component	121	0	0	121
Direct Funded	121	0	0	121
Reimbursable Funded	0	0	0	0
FY 2024				
O&M Total	118	0	0	118
Direct Funded	118	0	0	118
Total Component	118	0	0	118
Direct Funded	118	0	0	118
Reimbursable Funded	0	0	0	0
FY 2025				
O&M Total	167	0	0	167
Direct Funded	167	0	0	167
Total Component	167	0	0	167
Direct Funded	167	0	0	167
Reimbursable Funded	0	0	0	0

5. Summary of Changes

N/A

DCSA

Defense Counterintelligence and Security Agency

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Summary				
1. FY 2023 FTEs	5,095	0	0	5,095
2. FY 2024 FTEs	5,466	0	0	5,466
3. FY 2025 FTEs	5,731	0	0	5,731

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Defense Counterintelligence and Security Agency

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
DCSA - Operation & Maintenance (O&M)				
1. FY 2023 FTEs	1,780	0	0	1,780
FTE Change	186	0		186
2. FY 2024 FTEs	1,966	0	0	1,966
FTE Change	-655			-655
3. FY 2025 FTEs	1,311	0	0	1,311
DCSA - Research, Development, Test and Evaluation (RDT&E)				
1. FY 2023 FTEs	0	0	0	0
2. FY 2024 FTEs	0	0	0	0
3. FY 2025 FTEs	0	0	0	0
DCSA - Defense Working Capital Fund (DWCF)				
1. FY 2023 FTEs	3,315	0	0	3,315
2. FY 2024 FTEs	3,500	0	0	3,500
3. FY 2025 FTEs	4,420	0	0	4,420

4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
FY 2023				
O&M Total	1,780	0	0	1,780
Direct Funded	1,780	0	0	1,780
DWCF Total	3,315	0	0	3,315
Reimbursable Funded	3,315	0	0	3,315
Total Component	5,095	0	0	5,095
Direct Funded	1,780	0	0	1,780
Reimbursable Funded	3,315	0	0	3,315
FY 2024				
O&M Total	1,966	0	0	1,966

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4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Direct Funded	1,966	0	0	1,966
DWCF Total	3,500	0	0	3,500
Reimbursable Funded	3,500	0	0	3,500
Total Component	5,466	0	0	5,466
Direct Funded	1,966	0	0	1,966
Reimbursable Funded	3,500	0	0	3,500
FY 2025				
O&M Total	1,311	0	0	1,311
Direct Funded	1,311	0	0	1,311
DWCF Total	4,420	0	0	4,420
Reimbursable Funded	4,420	0	0	4,420
Total Component	5,731	0	0	5,731
Direct Funded	1,311	0	0	1,311
Reimbursable Funded	4,420	0	0	4,420

5. Summary of Changes

Civilian FTEs were decreased from FY 2024 to FY 2025 as a result of moving the Consolidated Adjudications Services to the Working Capital Fund.

DHRA

Defense Human Resources Activity

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Summary				
1. FY 2023 FTEs	1,188	0	0	1,188
2. FY 2024 FTEs	1,296	0	0	1,296
3. FY 2025 FTEs	1,307	0	0	1,307
DHRA - Operation & Maintenance (O&M)				
1. FY 2023 FTEs	1,188	0	0	1,188

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Defense Human Resources Activity

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
2. FY 2024 FTEs	1,296	0	0	1,296
3. FY 2025 FTEs	1,307	0	0	1,307

DHRA - Research, Development, Test and Evaluation (RDT&E)

1. FY 2023 FTEs	0	0	0	0
2. FY 2024 FTEs	0	0	0	0
3. FY 2025 FTEs	0	0	0	0

DHRA - Defense Working Capital Fund (DWCF)

1. FY 2023 FTEs	0	0	0	0
2. FY 2024 FTEs	0	0	0	0
3. FY 2025 FTEs	0	0	0	0

4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
FY 2023				
O&M Total	1,204	0	0	1,204
Direct Funded	1,188	0	0	1,188
Reimbursable Funded	16	0	0	16
Total Component	1,204	0	0	1,204
Direct Funded	1,188	0	0	1,188
Reimbursable Funded	16	0	0	16
FY 2024				
O&M Total	1,329	0	0	1,329
Direct Funded	1,296	0	0	1,296
Reimbursable Funded	33	0	0	33
Total Component	1,329	0	0	1,329
Direct Funded	1,296	0	0	1,296
Reimbursable Funded	33	0	0	33
FY 2025				

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	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
O&M Total	1,340	0	0	1,340
Direct Funded	1,307	0	0	1,307
Reimbursable Funded	33	0	0	33
Total Component	1,340	0	0	1,340
Direct Funded	1,307	0	0	1,307
Reimbursable Funded	33	0	0	33

5. Summary of Changes

Civilian direct workforce increase of 11 from FY 2024 to FY 2025 reflects: 1) foundational Enhancements to the SIPRNET and Enablers; 2) Suicide Prevention and Response Independent Review Committee (SPRIRC) related recommendations; and 3) Office of Force Resiliency (OFR) realignment.

Reimbursable workforce remains unchanged.

Military personnel end strength (E/S) remains unchanged.

DISA

Defense Information Systems Agency

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Summary				
1. FY 2023 FTEs	6,189	0	5	6,194
2. FY 2024 FTEs	7,104	0	5	7,109
3. FY 2025 FTEs	7,131	0	5	7,136
DISA - Operation & Maintenance (O&M)				
1. FY 2023 FTEs	2,448	0	0	2,448
FTE Change - Direct	275			275
2. FY 2024 FTEs	2,718	0	0	2,718
FTE Change - Direct	41			41

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Defense Information Systems Agency

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
3. FY 2025 FTEs	2,759	0	0	2,759

DISA - Research, Development, Test and Evaluation (RDT&E)

1. FY 2023 FTEs	290	0	0	290
FTE Change - Direct	56			56
2. FY 2024 FTEs	346	0	0	346
FTE Change - Direct	-33			-33
3. FY 2025 FTEs	313	0	0	313

DISA - Defense Working Capital Fund (DWCF)

1. FY 2023 FTEs	3,451	0	5	3,456
FTE Change - Direct	589			589
2. FY 2024 FTEs	4,040	0	5	4,045
FTE Change - Direct	19			19
3. FY 2025 FTEs	4,059	0	5	4,064

4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
FY 2023				
O&M Total	2,448	0	0	2,448
Direct Funded	2,351	0	0	2,351
Reimbursable Funded	97	0	0	97
RDT&E Total	290	0	0	290
Direct Funded	200	0	0	200
Reimbursable Funded	90	0	0	90
DWCF Total	3,451	0	5	3,456
Reimbursable Funded	3,451	0	5	3,456
Total Component	6,189	0	5	6,194
Direct Funded	2,551	0	0	2,551
Reimbursable Funded	3,638	0	5	3,643

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4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
FY 2024				
O&M Total	2,718	0	5	2,723
Direct Funded	2,590	0	0	2,590
Reimbursable Funded	128	0	5	133
RDT&E Total	346	0	0	346
Direct Funded	215	0	0	215
Reimbursable Funded	131	0	0	131
DWCF Total	4,040	0	5	4,045
Reimbursable Funded	4,040	0	5	4,045
Total Component	7,104	0	10	7,114
Direct Funded	2,805	0	0	2,805
Reimbursable Funded	4,299	0	10	4,309
FY 2025				
O&M Total	2,759	0	5	2,764
Direct Funded	2,631	0	0	2,631
Reimbursable Funded	128	0	5	133
RDT&E Total	313	0	0	313
Direct Funded	182	0	0	182
Reimbursable Funded	131	0	0	131
DWCF Total	4,059	0	5	4,064
Reimbursable Funded	4,059	0	5	4,064
Total Component	7,131	0	10	7,141
Direct Funded	2,813	0	0	2,813
Reimbursable Funded	4,318	0	10	4,328

5. Summary of Changes

O&M - Non-Cyber

FY 2024- FY 2025 is (+41) FTEs. The FTE change is due to the following:

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1. Civilian Compensation from RDT&E: An increase of +33 FTEs from RDT&E, supporting Emerging Technology. They are a group of Computer Scientists, Engineers, and IT Specialists/Analysts, focused on architectures, technical standards, and concept and requirements evaluation.
2. DISA Internal FTE Realignment: Increase of +14 FTEs reflects an internal realignment of DISA's workforce. The DISA included an agency-wide reconciliation between cyber and non cyber efforts; to better align the budgeted personnel distributions in its budgeting system to the agency's official manpower database. The DISA will continue to evaluate and make necessary adjustments to ensure civilian personnel counts and compensation rates are accurately budgeted and are in alignment with the manpower database.
3. DISA Internal FTE Rephasing: Decrease of -6 Direct FTEs reflects an internal rephasing. In the past, the DISA experienced significant under execution in Direct FTEs. As a result, the Agency reduced civilian FTE levels in under executing programs in past budgets and gradually rephased these FTEs across future years. The decrease of Direct FTEs represents this year's rephasing levels. The DISA continues to use a variety of recruiting initiatives such as direct hiring authority, job fairs, etc., to return programs to their proper manpower levels as well as, to reflect the proper Average Annual Rate (AAR) for the agency.

RDT&E

FY 2024- FY 2025 is (-33) FTEs. The FTE change is due to the following:

1. An decrease of FTEs is from a realignment of -33 FTEs to O&M, supporting Emerging Technology. They are a group of Computer Scientists, Engineers, and IT Specialists/Analysts, focused on architectures, technical standards, and concept and requirements evaluation.

DWCF

FY 2024- FY 2025 is (+19) FTEs. The FTE change is due to the following:

1. Increase is primarily driven by the additional migrations and support of Fourth Estate Agencies to the Global Service Desk and DoDNet services, which also drives an increased need for financial and personnel management support. Additional billets support increased workload for the Defense Information Technology Contracting Organization (DITCO), filling vacancies in support of the DISN Infrastructure Services and mission partner engagement efforts and phasing in of GSD positions to include a full year of JSP and customer reimbursable positions. Increases are partially offset by civilian labor associated with a reduction of positions due to sunseting DEPS SIPR in FY 2025 as well as reduction in Data Center system administration positions due to Defense Collaboration Services (DCS) decommissioning.

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DISA Cyber

Defense Information Systems Agency Cyber

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Summary				
1. FY 2023 FTEs	344	0	0	344
2. FY 2024 FTEs	239	0	0	239
3. FY 2025 FTEs	235	0	0	235
DISA Cyber - Operation & Maintenance (O&M)				
1. FY 2023 FTEs	344	0	0	344
FTE Change	-105	0	0	-105
2. FY 2024 FTEs	239	0	0	239
FTE Change	-4	0	0	-4
3. FY 2025 FTEs	235	0	0	235
DISA Cyber - Research, Development, Test and Evaluation (RDT&E)				
1. FY 2023 FTEs	0	0	0	0
2. FY 2024 FTEs	0	0	0	0
3. FY 2025 FTEs	0	0	0	0
DISA Cyber - Defense Working Capital Fund (DWCF)				
1. FY 2023 FTEs	0	0	0	0
2. FY 2024 FTEs	0	0	0	0
3. FY 2025 FTEs	0	0	0	0
4. SUMMARY				
	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
FY 2023				
O&M Total	344	0	0	344
Direct Funded	344	0	0	344
Total Component	344	0	0	344

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4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Direct Funded	344	0	0	344
Reimbursable Funded	0	0	0	0
FY 2024				
O&M Total	239	0	0	239
Direct Funded	239	0	0	239
Total Component	239	0	0	239
Direct Funded	239	0	0	239
Reimbursable Funded	0	0	0	0
FY 2025				
O&M Total	235	0	0	235
Direct Funded	235	0	0	235
Total Component	235	0	0	235
Direct Funded	235	0	0	235
Reimbursable Funded	0	0	0	0

5. Summary of Changes

O&M – Cyber

FY 2023 - FY 2024 is (-105) FTEs. The FTE change is due to the following:

1. Decrease of FTEs primarily reflects the transfer of JFHQ DODIN to the U.S. Cyber Command (USCYBERCOM) - Enhanced Budgetary Control. JFHQ–DoDIN’s mission is to oversee the day-to-day operation of DoD’s networks and mount an active defense of them, securing their key cyber terrain and being prepared to neutralize any adversary who manages to bypass their perimeter defenses.

FY 2024 - FY 2025 is (-4) FTEs. The FTE change is due to the following:

2. Increase of +8 Direct FTEs reflects an internal rephasing. In the past, the DISA experienced significant over execution in Direct FTEs. As a result, the Agency increase civilian FTE levels in over executing programs in past budgets and gradually rephased these FTEs across future years. The increase of Direct FTEs represents this year’s rephasing levels; as well as, to reflect the proper Average Annual Rate (AAR) for the agency.

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3. Decrease of -12 FTEs reflects an internal realignment of DISA's workforce. The DISA included an agency-wide reconciliation between cyber and non cyber efforts; to better align the budgeted personnel distributions in its budgeting system to the agency's official manpower database. The DISA will continue to evaluate and make necessary adjustments to ensure civilian personnel counts and compensation rates are accurately budgeted and are in alignment with the manpower database.

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DLA

Defense Logistics Agency

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Summary				
1. FY 2023 FTEs	23,280	40	639	23,959
2. FY 2024 FTEs	25,096	36	655	25,787
3. FY 2025 FTEs	25,296	36	647	25,979
DLA - Operation & Maintenance (O&M)				
1. FY 2023 FTEs	202	0	0	202
2. FY 2024 FTEs	247	0	0	247
3. FY 2025 FTEs	247	0	0	247
DLA - Research, Development, Test and Evaluation (RDT&E)				
1. FY 2023 FTEs	207	0	0	207
2. FY 2024 FTEs	258	0	0	258
3. FY 2025 FTEs	258	0	0	258
DLA - Defense Working Capital Fund (DWCF)				
1. FY 2023 FTEs	22,871	40	639	23,550
2. FY 2024 FTEs	24,591	36	655	25,282
3. FY 2025 FTEs	24,791	36	647	25,474

4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
FY 2023				
O&M Total	202	0	0	202
Direct Funded	133	0	0	133
Reimbursable Funded	69	0	0	69
RDT&E Total	207	0	0	207
Direct Funded	179	0	0	179

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4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Reimbursable Funded	28	0	0	28
DWCF Total	22,871	40	639	23,550
Reimbursable Funded	22,871	40	639	23,550
Total Component	23,280	40	639	23,959
Direct Funded	312	0	0	312
Reimbursable Funded	22,968	40	639	23,647
FY 2024				
O&M Total	247	0	0	247
Direct Funded	150	0	0	150
Reimbursable Funded	97	0	0	97
RDT&E Total	258	0	0	258
Direct Funded	198	0	0	198
Reimbursable Funded	60	0	0	60
DWCF Total	24,591	36	655	25,282
Reimbursable Funded	24,591	36	655	25,282
Total Component	25,096	36	655	25,787
Direct Funded	348	0	0	348
Reimbursable Funded	24,748	36	655	25,439
FY 2025				
O&M Total	247	0	0	247
Direct Funded	148	0	0	148
Reimbursable Funded	99	0	0	99
RDT&E Total	258	0	0	258
Direct Funded	198	0	0	198
Reimbursable Funded	60	0	0	60
DWCF Total	24,791	36	647	25,474
Reimbursable Funded	24,791	36	647	25,474
Total Component	25,296	36	647	25,979
Direct Funded	346	0	0	346
Reimbursable Funded	24,950	36	647	25,633

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5. Summary of Changes

O&M total FTEs remain at baseline (247 FTEs); 2 direct FTEs were realigned to reimbursable to support workload balance.

DLSA

Defense Legal Services Agency

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Summary				
1. FY 2023 FTEs	285	0	0	285
2. FY 2024 FTEs	320	0	0	320
3. FY 2025 FTEs	316	0	0	316
DLSA - Operation & Maintenance (O&M)				
1. FY 2023 FTEs	285	0	0	285
FY2023 Actuals to FY 2024 Requested Budget Reality	35	0	0	35
2. FY 2024 FTEs	320	0	0	320
OMC Transfer to USSOUTHCOM	-4			-4
3. FY 2025 FTEs	316	0	0	316
DLSA - Research, Development, Test and Evaluation (RDT&E)				
1. FY 2023 FTEs	0	0	0	0
2. FY 2024 FTEs	0	0	0	0
3. FY 2025 FTEs	0	0	0	0
DLSA - Defense Working Capital Fund (DWCF)				
1. FY 2023 FTEs	0	0	0	0
2. FY 2024 FTEs	0	0	0	0
3. FY 2025 FTEs	0	0	0	0

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4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
FY 2023				
O&M Total	285	0	0	285
Direct Funded	274	0	0	274
Reimbursable Funded	11	0	0	11
Total Component	285	0	0	285
Direct Funded	274	0	0	274
Reimbursable Funded	11	0	0	11
FY 2024				
O&M Total	320	0	0	320
Direct Funded	320	0	0	320
Total Component	320	0	0	320
Direct Funded	320	0	0	320
Reimbursable Funded	0	0	0	0
FY 2025				
O&M Total	316	0	0	316
Direct Funded	316	0	0	316
Total Component	316	0	0	316
Direct Funded	316	0	0	316
Reimbursable Funded	0	0	0	0

5. Summary of Changes

Changes of +35 total FTEs from FY 2023 to FY 2024
+35 as compared to FY 2023 Actuals.

Changes of -4 total FTEs from FY 2024 to FY 2025
-4 FTEs Office of Military Commissions transfer to USSOUTHCOM

This exhibit includes the FY 2025 Overseas Operations Costs Budget Request for civilian FTEs accounted for in the Base Budget Request.

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DMA

Defense Media Activity

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Summary				
1. FY 2023 FTEs	456	0	54	510
2. FY 2024 FTEs	505	0	70	575
3. FY 2025 FTEs	505	0	70	575
DMA - Operation & Maintenance (O&M)				
1. FY 2023 FTEs	456	0	54	510
2. FY 2024 FTEs	505	0	70	575
3. FY 2025 FTEs	505	0	70	575
DMA - Research, Development, Test and Evaluation (RDT&E)				
1. FY 2023 FTEs	0	0	0	0
2. FY 2024 FTEs	0	0	0	0
3. FY 2025 FTEs	0	0	0	0
DMA - Defense Working Capital Fund (DWCF)				
1. FY 2023 FTEs	0	0	0	0
2. FY 2024 FTEs	0	0	0	0
3. FY 2025 FTEs	0	0	0	0
4. SUMMARY				
	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
FY 2023				
O&M Total	456	0	54	510
Direct Funded	456	0	54	510
Total Component	456	0	54	510
Direct Funded	456	0	54	510
Reimbursable Funded	0	0	0	0

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4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
FY 2024				
O&M Total	505	0	70	575
Direct Funded	505	0	70	575
Total Component	505	0	70	575
Direct Funded	505	0	70	575
Reimbursable Funded	0	0	0	0
FY 2025				
O&M Total	505	0	70	575
Direct Funded	505	0	70	575
Total Component	505	0	70	575
Direct Funded	505	0	70	575
Reimbursable Funded	0	0	0	0

5. Summary of Changes

Civilian FTEs (Total): The increase from FY 2023 to FY 2024 (+65) is due to transferred 2 FTEs and funds associated with the Army Multimedia and Visual Information Directorate (AMVID) back to the Army (-2) and execution adjustment (+67: +51 USDH and +16 FNIH). There is no change from FY 2024 to FY 2025. DMA will continue to use a variety of recruiting initiatives such as direct hiring authority, job fairs, remote work and telework, etc., to increase their manpower levels.

DoDDE

DoD Dependents Education

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Summary				
1. FY 2023 FTEs	11,030	70	173	11,273
2. FY 2024 FTEs	11,735	73	173	11,981
3. FY 2025 FTEs	11,397	72	170	11,639

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DoD Dependents Education

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
DoDDE - Operation & Maintenance (O&M)				
1. FY 2023 FTEs	11,030	70	173	11,273
FTE Change	5	3	0	8
2. FY 2024 FTEs	11,735	73	173	11,981
FTE Change	-337	-1	-3	-341
FTE reduction is based on actual execution.				
3. FY 2025 FTEs	11,397	72	170	11,639

DoDDE - Research, Development, Test and Evaluation (RDT&E)

1. FY 2023 FTEs	0	0	0	0
2. FY 2024 FTEs	0	0	0	0
3. FY 2025 FTEs	0	0	0	0

DoDDE - Defense Working Capital Fund (DWCF)

1. FY 2023 FTEs	0	0	0	0
2. FY 2024 FTEs	0	0	0	0
3. FY 2025 FTEs	0	0	0	0

4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
FY 2023				
O&M Total	11,030	70	173	11,273
Direct Funded	11,030	70	173	11,273
Total Component	11,030	70	173	11,273
Direct Funded	11,030	70	173	11,273
Reimbursable Funded	0	0	0	0
FY 2024				
O&M Total	11,735	73	173	11,981
Direct Funded	11,735	73	173	11,981
Total Component	11,735	73	173	11,981

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4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Direct Funded	11,735	73	173	11,981
Reimbursable Funded	0	0	0	0
FY 2025				
O&M Total	11,397	72	170	11,639
Direct Funded	11,397	72	170	11,639
Total Component	11,397	72	170	11,639
Direct Funded	11,397	72	170	11,639
Reimbursable Funded	0	0	0	0

5. Summary of Changes

A reduction of 341 FTEs is a result of actual execution and zero based staffing.

DPAA

Defense POW/MIA Accounting Agency

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Summary				
1. FY 2023 FTEs	285	0	22	307
2. FY 2024 FTEs	285	0	22	307
3. FY 2025 FTEs	306	0	22	328
DPAA - Operation & Maintenance (O&M)				
1. FY 2023 FTEs	285	0	22	307
2. FY 2024 FTEs	285	0	22	307
3. FY 2025 FTEs	306	0	22	328
DPAA - Research, Development, Test and Evaluation (RDT&E)				
1. FY 2023 FTEs	0	0	0	0
2. FY 2024 FTEs	0	0	0	0

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Defense POW/MIA Accounting Agency

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
3. FY 2025 FTEs	0	0	0	0

DPAA - Defense Working Capital Fund (DWCF)

1. FY 2023 FTEs	0	0	0	0
2. FY 2024 FTEs	0	0	0	0
3. FY 2025 FTEs	0	0	0	0

4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
FY 2023				
O&M Total	285	0	22	307
Direct Funded	285	0	22	307
Total Component	285	0	22	307
Direct Funded	285	0	22	307
Reimbursable Funded	0	0	0	0
FY 2024				
O&M Total	285	0	22	307
Direct Funded	285	0	22	307
Total Component	307	0	22	329
Direct Funded	285	0	22	307
Reimbursable Funded	0	0	0	0
FY 2025				
O&M Total	306	0	22	328
Direct Funded	306	0	22	328
Total Component	309	0	22	331
Direct Funded	306	0	22	328
Reimbursable Funded	0	0	0	0

5. Summary of Changes

The Civilian U. S. Direct Hire FTE for FY 2024 is 307 FTEs. The corrected FY2024/FY2025 FTE change is -1 FTE.

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DSCA

Defense Security Cooperation Agency

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Summary				
1. FY 2023 FTEs	480	15	0	495
2. FY 2024 FTEs	532	15	0	547
3. FY 2025 FTEs	635	15	0	650
DSCA - Operation & Maintenance (O&M)				
1. FY 2023 FTEs	480	15	0	495
2. FY 2024 FTEs	532	15	0	547
3. FY 2025 FTEs	635	15	0	650
DSCA - Research, Development, Test and Evaluation (RDT&E)				
1. FY 2023 FTEs	0	0	0	0
2. FY 2024 FTEs	0	0	0	0
3. FY 2025 FTEs	0	0	0	0
DSCA - Defense Working Capital Fund (DWCF)				
1. FY 2023 FTEs	0	0	0	0
2. FY 2024 FTEs	0	0	0	0
3. FY 2025 FTEs	0	0	0	0

4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
FY 2023				
O&M Total	480	15	0	495
Direct Funded	471	15	0	486
Reimbursable Funded	9	0	0	9
Total Component	482	15	0	497
Direct Funded	471	15	0	486

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4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Reimbursable Funded	9	0	0	9
FY 2024				
O&M Total	532	15	0	547
Direct Funded	519	15	0	534
Reimbursable Funded	13	0	0	13
Total Component	532	15	0	547
Direct Funded	519	15	0	534
Reimbursable Funded	13	0	0	13
FY 2025				
O&M Total	635	15	0	650
Direct Funded	594	15	0	609
Reimbursable Funded	41	0	0	41
Total Component	597	15	0	612
Direct Funded	594	15	0	609
Reimbursable Funded	41	0	0	41

DTRA

Defense Threat Reduction Agency

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Summary				
1. FY 2023 FTEs	1,284	0	0	1,284
2. FY 2024 FTEs	1,358	0	0	1,358
3. FY 2025 FTEs	1,285	0	0	1,285
DTRA - Operation & Maintenance (O&M)				
1. FY 2023 FTEs	1,284	0	0	1,284
FTE Change	46			46
2. FY 2024 FTEs	1,358	0	0	1,358
FTE Change	-73	0		-73

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Defense Threat Reduction Agency

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
3. FY 2025 FTEs	1,285	0	0	1,285

DTRA - Research, Development, Test and Evaluation (RDT&E)

1. FY 2023 FTEs	0	0	0	0
2. FY 2024 FTEs	0	0	0	0
3. FY 2025 FTEs	0	0	0	0

DTRA - Defense Working Capital Fund (DWCF)

1. FY 2023 FTEs	0	0	0	0
2. FY 2024 FTEs	0	0	0	0
3. FY 2025 FTEs	0	0	0	0

4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
FY 2023				
O&M Total	1,284	0	0	1,284
Direct Funded	1,181	0	0	1,181
Reimbursable Funded	103	0	0	103
Total Component	1,284	0	0	1,284
Direct Funded	1,181	0	0	1,181
Reimbursable Funded	103	0	0	103
FY 2024				
O&M Total	1,358	0	0	1,358
Direct Funded	1,227	0	0	1,227
Reimbursable Funded	131	0	0	131
Total Component	1,358	0	0	1,358
Direct Funded	1,227	0	0	1,227
Reimbursable Funded	131	0	0	131
FY 2025				
O&M Total	1,285	0	0	1,285

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4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Direct Funded	1,154	0	0	1,154
Reimbursable Funded	131	0	0	131
Total Component	1,285	0	0	1,285
Direct Funded	1,154	0	0	1,154
Reimbursable Funded	131	0	0	131

5. Summary of Changes

The Defense Threat Reduction Agency (DTRA) has a decrease of -73 full time equivalents (FTEs) between FY 2024 and FY 2025.

The decrease of -5 full time equivalents (FTEs) between FY 2024 and FY 2025 reflects an internal realignment from DTRA's Non-Cyber O&M account to DTRA's Cyber Activities to accurately reflect the work performed.

The remaining decrease of -68 civilian FTES in FY 2025 is the result of a functional transfer of the Defense Threat Reduction Agency's (DTRA) Military Intelligence Program (MIP). The Under Secretaries of Defense for Intelligence and Security (USD(I&S)) and Acquisition and Sustainment (USD(A&S)) jointly agree to the transition of the Defense Threat Reduction Agency's (DTRA) Military Intelligence Program (MIP) funded resources and billets associated with open source intelligence and all-source intelligence analytic authorities involving weapons of mass destruction/counter-weapons of mass destruction (WMD/CWMD) to the Defense Intelligence Agency (DIA). The agreement was finalized on 09 November 2023.

*These numbers do not include Cyber.

DTRA Cyber

Defense Threat Reduction Agency Cyber

Summary	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2023 FTEs	17	0	0	17
2. FY 2024 FTEs	27	0	0	27
3. FY 2025 FTEs	32	0	0	32

DTRA Cyber - Operation & Maintenance (O&M)

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Defense Threat Reduction Agency Cyber

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2023 FTEs	17	0	0	17
FTE Change	10	0	0	10
2. FY 2024 FTEs	27	0	0	27
FTE Change	5	0	0	5
3. FY 2025 FTEs	32	0	0	32

DTRA Cyber - Research, Development, Test and Evaluation (RDT&E)

1. FY 2023 FTEs	0	0	0	0
2. FY 2024 FTEs	0	0	0	0
3. FY 2025 FTEs	0	0	0	0

DTRA Cyber - Defense Working Capital Fund (DWCF)

1. FY 2023 FTEs	0	0	0	0
2. FY 2024 FTEs	0	0	0	0
3. FY 2025 FTEs	0	0	0	0

4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
FY 2023				
O&M Total	17	0	0	17
Direct Funded	17	0	0	17
Total Component	17	0	0	17
Direct Funded	17	0	0	17
Reimbursable Funded	0	0	0	0
FY 2024				
O&M Total	27	0	0	27
Direct Funded	27	0	0	27
Total Component	27	0	0	27
Direct Funded	27	0	0	27
Reimbursable Funded	0	0	0	0

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4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
FY 2025				
O&M Total	32	0	0	32
Direct Funded	32	0	0	32
Total Component	32	0	0	32
Direct Funded	32	0	0	32
Reimbursable Funded	0	0	0	0

5. Summary of Changes

The increase of +5 full time equivalents (FTEs) between FY 2024 and FY 2025 reflects an internal realignment from DTRA's Non-Cyber O&M account to DTRA's Cyber Activities to accurately reflect the work performed.

DTSA

Defense Technology Security Administration

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Summary				
1. FY 2023 FTEs	117	0	0	117
2. FY 2024 FTEs	141	0	0	141
3. FY 2025 FTEs	141	0	0	141
DTSA - Operation & Maintenance (O&M)				
1. FY 2023 FTEs	117	0	0	117
2. FY 2024 FTEs	141	0	0	141
3. FY 2025 FTEs	141	0	0	141
DTSA - Research, Development, Test and Evaluation (RDT&E)				
1. FY 2023 FTEs	0	0	0	0
2. FY 2024 FTEs	0	0	0	0
3. FY 2025 FTEs	0	0	0	0

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Defense Technology Security Administration

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
DTSA - Defense Working Capital Fund (DWCF)				
1. FY 2023 FTEs	0	0	0	0
2. FY 2024 FTEs	0	0	0	0
3. FY 2025 FTEs	0	0	0	0

4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
FY 2023				
O&M Total	117	0	0	117
Direct Funded	114	0	0	114
Reimbursable Funded	3	0	0	3
Total Component	117	0	0	117
Direct Funded	114	0	0	114
Reimbursable Funded	3	0	0	3
FY 2024				
O&M Total	141	0	0	141
Direct Funded	138	0	0	138
Reimbursable Funded	3	0	0	3
Total Component	141	0	0	141
Direct Funded	138	0	0	138
Reimbursable Funded	3	0	0	3
FY 2025				
O&M Total	141	0	0	141
Direct Funded	138	0	0	138
Reimbursable Funded	3	0	0	3
Total Component	141	0	0	141
Direct Funded	138	0	0	138
Reimbursable Funded	3	0	0	3

5. Summary of Changes

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FY 2023 to FY 2024: The changes reflects hard to fill the expertise required to the job in DTSA.

FY 2024 to FY 2025: No changes

MDA

Missile Defense Agency

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Summary				
1. FY 2023 FTEs	2,143	0	0	2,143
2. FY 2024 FTEs	2,128	0	0	2,128
3. FY 2025 FTEs	2,128	0	0	2,128
MDA - Operation & Maintenance (O&M)				
1. FY 2023 FTEs	0	0	0	0
2. FY 2024 FTEs	0	0	0	0
3. FY 2025 FTEs	0	0	0	0
MDA - Research, Development, Test and Evaluation (RDT&E)				
1. FY 2023 FTEs	2,143	0	0	2,143
Civilian FTE change	-15			-15
2. FY 2024 FTEs	2,128	0	0	2,128
Civilian FTE change	0			0
3. FY 2025 FTEs	2,128	0	0	2,128
MDA - Defense Working Capital Fund (DWCF)				
1. FY 2023 FTEs	0	0	0	0
2. FY 2024 FTEs	0	0	0	0
3. FY 2025 FTEs	0	0	0	0

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4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
FY 2023				
RDT&E Total	2,143	0	0	2,143
Direct Funded	2,143	0		2,143
Total Component	2,143	0	0	2,143
Direct Funded	2,143	0	0	2,143
Reimbursable Funded	0	0	0	0
FY 2024				
RDT&E Total	2,128	0	0	2,128
Direct Funded	2,128	0	0	2,128
Total Component	2,128	0	0	2,128
Direct Funded	2,128	0	0	2,128
Reimbursable Funded	0	0	0	0
FY 2025				
RDT&E Total	2,128	0	0	2,128
Direct Funded	2,128	0	0	2,128
Total Component	2,128	0	0	2,128
Direct Funded	2,128	0	0	2,128
Reimbursable Funded	0	0	0	0

5. Summary of Changes

Research, Development, Test and Evaluation (RDT&E)

Note: A technical correction to increase MDA FTE by 61 due to delayed implementation of the Fourth Estate Network Optimization

Change from FY 2023 to FY 2024:

MDA's direct RDT&E funded FTE decrease reflects continued implementation of the FY 2021 Defense Wide Review (DWR) Reductions, which will be fully realized in FY 2024.

Change from FY 2024 to FY 2025:

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No change

OLDCC

Office of Local Defense Community Cooperation

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Summary				
1. FY 2023 FTEs	51	0	0	51
2. FY 2024 FTEs	56	0	0	56
3. FY 2025 FTEs	56	0	0	56
OLDCC - Operation & Maintenance (O&M)				
1. FY 2023 FTEs	51	0	0	51
2. FY 2024 FTEs	56	0	0	56
3. FY 2025 FTEs	56	0	0	56
OLDCC - Research, Development, Test and Evaluation (RDT&E)				
1. FY 2023 FTEs	0	0	0	0
2. FY 2024 FTEs	0	0	0	0
3. FY 2025 FTEs	0	0	0	0
OLDCC - Defense Working Capital Fund (DWCF)				
1. FY 2023 FTEs	0	0	0	0
2. FY 2024 FTEs	0	0	0	0
3. FY 2025 FTEs	0	0	0	0

4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
FY 2023				
O&M Total	51	0	0	51
Direct Funded	51	0	0	51

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4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Total Component	51	0	0	51
Direct Funded	51	0	0	51
Reimbursable Funded	0	0	0	0
FY 2024				
O&M Total	56	0	0	56
Direct Funded	56	0	0	56
Total Component	56	0	0	56
Direct Funded	56	0	0	56
Reimbursable Funded	0	0	0	0
FY 2025				
O&M Total	56	0	0	56
Direct Funded	56	0	0	56
Total Component	56	0	0	56
Direct Funded	56	0	0	56
Reimbursable Funded	0	0	0	0

OIG

Office of Inspector General

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Summary				
1. FY 2023 FTEs	1,741	0	2	1,743
2. FY 2024 FTEs	1,857	0	2	1,859
3. FY 2025 FTEs	1,857	0	2	1,859
OIG - Operation & Maintenance (O&M)				
1. FY 2023 FTEs	1,741	0	2	1,743
2. FY 2024 FTEs	1,857	0	2	1,859
3. FY 2025 FTEs	1,857	0	2	1,859

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Office of Inspector General

	Foreign National		Total
	<u>US Direct Hire</u>	<u>Direct Hire</u>	
OIG - Research, Development, Test and Evaluation (RDT&E)			
1. FY 2023 FTEs	0	0	0
2. FY 2024 FTEs	0	0	0
3. FY 2025 FTEs	0	0	0
OIG - Defense Working Capital Fund (DWCF)			
1. FY 2023 FTEs	0	0	0
2. FY 2024 FTEs	0	0	0
3. FY 2025 FTEs	0	0	0

4. SUMMARY

	Foreign National		Total
	<u>US Direct Hire</u>	<u>Direct Hire</u>	
FY 2023			
O&M Total	1,741	0	2
Direct Funded	1,741	0	2
Total Component	1,741	0	2
Direct Funded	1,741	0	2
Reimbursable Funded	0	0	0
FY 2024			
O&M Total	1,857	0	2
Direct Funded	1,857	0	2
Total Component	1,867	0	2
Direct Funded	1,857	0	2
Reimbursable Funded	0	0	0
FY 2025			
O&M Total	1,857	0	2
Direct Funded	1,857	0	2
Total Component	1,867	0	2
Direct Funded	1,857	0	2
Reimbursable Funded	0	0	0

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OIG Cyber

Office of Inspector General Cyber

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Summary				
1. FY 2023 FTEs	7	0	0	7
2. FY 2024 FTEs	10	0	0	10
3. FY 2025 FTEs	10	0	0	10
OIG Cyber - Operation & Maintenance (O&M)				
1. FY 2023 FTEs	7	0	0	7
2. FY 2024 FTEs	10	0	0	10
3. FY 2025 FTEs	10	0	0	10
OIG Cyber - Research, Development, Test and Evaluation (RDT&E)				
1. FY 2023 FTEs	0	0	0	0
2. FY 2024 FTEs	0	0	0	0
3. FY 2025 FTEs	0	0	0	0
OIG Cyber - Defense Working Capital Fund (DWCF)				
1. FY 2023 FTEs	0	0	0	0
2. FY 2024 FTEs	0	0	0	0
3. FY 2025 FTEs	0	0	0	0

4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
FY 2023				
O&M Total	7	0	0	7
Direct Funded	7	0	0	7
Total Component	7	0	0	7
Direct Funded	7	0	0	7
Reimbursable Funded	0	0	0	0

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4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
FY 2024				
O&M Total	10	0	0	10
Direct Funded	10	0	0	10
Total Component	10	0	0	10
Direct Funded	10	0	0	10
Reimbursable Funded	0	0	0	0
FY 2025				
O&M Total	10	0	0	10
Direct Funded	10	0	0	10
Total Component	10	0	0	10
Direct Funded	10	0	0	10
Reimbursable Funded	0	0	0	0

OSD

Office of the Secretary of Defense

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Summary				
1. FY 2023 FTEs	2,045	0	0	2,045
2. FY 2024 FTEs	2,769	0	0	2,769
3. FY 2025 FTEs	2,850	0	0	2,850
OSD - Operation & Maintenance (O&M)				
1. FY 2023 FTEs	2,045	0	0	2,045
OSD Civilian Growth	724			724
2. FY 2024 FTEs	2,769	0	0	2,769
OSD Civilian Growth	81			81
3. FY 2025 FTEs	2,850	0	0	2,850

OSD - Research, Development, Test and Evaluation (RDT&E)

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	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2023 FTEs	0	0	0	0
2. FY 2024 FTEs	0	0	0	0
3. FY 2025 FTEs	0	0	0	0

OSD - Defense Working Capital Fund (DWCF)

1. FY 2023 FTEs	0	0	0	0
2. FY 2024 FTEs	0	0	0	0
3. FY 2025 FTEs	0	0	0	0

4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
FY 2023				
O&M Total	2,045	0	0	2,045
Direct Funded	2,024	0	0	2,024
Reimbursable Funded	21	0	0	21
Total Component	2,045	0	0	2,045
Direct Funded	2,024	0	0	2,024
Reimbursable Funded	21	0	0	21
FY 2024				
O&M Total	2,769	0	0	2,769
Direct Funded	2,718	0	0	2,718
Reimbursable Funded	51	0	0	51
Total Component	2,769	0	0	2,769
Direct Funded	2,718	0	0	2,718
Reimbursable Funded	51	0	0	51
FY 2025				
O&M Total	2,850	0	0	2,850
Direct Funded	2,797	0	0	2,797
Reimbursable Funded	53	0	0	53
Total Component	2,850	0	0	2,850

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4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Direct Funded	2,797	0	0	2,797
Reimbursable Funded	53	0	0	53

5. Summary of Changes

As part of the overall increase, this budget requests 2,797 civilian Full Time Equivalents (FTE), which includes +79 new FTEs. The additional FTEs, along with the mission resources requested, enhance the Department's civilian oversight over the Department's activities such as Sexual Assault Commission, Talent Management Office, AUKUS, and Special Operations with various National Defense Authorization Act (NDAA) or Congressional requirements.

OSD Cyber

Office of the Secretary of Defense Cyber

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Summary				
1. FY 2023 FTEs	47	0	0	47
2. FY 2024 FTEs	67	0	0	67
3. FY 2025 FTEs	67	0	0	67
OSD Cyber - Operation & Maintenance (O&M)				
1. FY 2023 FTEs	47	0	0	47
2. FY 2024 FTEs	67	0	0	67
3. FY 2025 FTEs	67	0	0	67
OSD Cyber - Research, Development, Test and Evaluation (RDT&E)				
1. FY 2023 FTEs	0	0	0	0
2. FY 2024 FTEs	0	0	0	0
3. FY 2025 FTEs	0	0	0	0
OSD Cyber - Defense Working Capital Fund (DWCF)				
1. FY 2023 FTEs	0	0	0	0
2. FY 2024 FTEs	0	0	0	0

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Office of the Secretary of Defense Cyber

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
3. FY 2025 FTEs	0	0	0	0

4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
FY 2023				
O&M Total	47	0	0	47
Direct Funded	47	0	0	47
Total Component	47	0	0	47
Direct Funded	47	0	0	47
Reimbursable Funded	0	0	0	0
FY 2024				
O&M Total	67	0	0	67
Direct Funded	67	0	0	67
Total Component	67	0	0	67
Direct Funded	67	0	0	67
Reimbursable Funded	0	0	0	0
FY 2025				
O&M Total	67	0	0	67
Direct Funded	67	0	0	67
Total Component	67	0	0	67
Direct Funded	67	0	0	67
Reimbursable Funded	0	0	0	0

5. Summary of Changes

From FY 2024 to FY 2025 OSD Cyber had no FTE growth.

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TJS

The Joint Staff

	Foreign National		Total	
	<u>US Direct Hire</u>	<u>Direct Hire</u>		<u>Indirect Hire</u>
Summary				
1. FY 2023 FTEs	1,172	0	0	1,172
2. FY 2024 FTEs	1,407	0	0	1,407
3. FY 2025 FTEs	1,269	0	0	1,269
TJS - Operation & Maintenance (O&M)				
1. FY 2023 FTEs	1,172	0	0	1,172
FTE Change	10			10
1. CHANGES BETWEEN FY 2023 AND FY 2024				

FTE Changes from FY 2023 to FY 2024:

-- Joint Staff civilian direct hire FTEs increased by 10 FTEs from 1310 to 1320 to support:

- a. -1 FTEs HQ EUCOM Offset
- b. 7 FTEs to support Internal Reconciliation
- c. 1 FTE for Strategy Implementation
- d. 2 FTEs for Harm Mitigation
- e. 2 FTEs for RDIM
- f. 1 FTEs for Analysis Working Group (AWG)
- h. -2 FTEs for Transfer EEO to WHS

-- NDU had no FTE changes between FY23 and FY24

Total Civilian Personnel Compensation:

The change in civilian compensation reflects a net increase of 10 FTEs from FY 2023 to FY 2024.

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The Joint Staff

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
<p>The average annual civilian salary increase is based on the following factors: Change in pay raise assumptions for CY 2023 (4.6%) and CY 2024 (5.2%).</p>				
2. FY 2024 FTEs	1,407	0	0	1,407
FTE Change	-138			-138

=====

Civilian Manpower Changes from FY 2024 to FY 2025:

-- JS Civilian direct hire authorizations (in TJS OPS) increased from 1320 to 1335 authorizations between FY 2024 and FY 2025 due to the 15 authorizations added as stated below.

- +10 Direct FTEs for the Combined Joint All Domain Command and Control program
- +2 Direct FTEs for the Civilian Harm Risk Mitigation Program
- +2 Direct FTEs for international Joint Requirements Oversight Council liaisons
- +1 Direct FTE to perform Cyber duties

-- Projected FTEs are anticipated at 1182 Direct and 87 Reimbursable

-- While it appears there is a decrease in FTEs based on previous submissions, this is due to a change in the methodology for reporting civilian direct hire FTEs. The methodology has been changed to reflect actual anticipated FTEs as opposed to matching the authorization level as was previously reported.

3. FY 2025 FTEs	1,269	0	0	1,269
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The Joint Staff

	Foreign National		Total
	<u>US Direct Hire</u>	<u>Direct Hire</u>	
TJS - Research, Development, Test and Evaluation (RDT&E)			
1. FY 2023 FTEs	0	0	0
2. FY 2024 FTEs	0	0	0
3. FY 2025 FTEs	0	0	0
TJS - Defense Working Capital Fund (DWCF)			
1. FY 2023 FTEs	0	0	0
2. FY 2024 FTEs	0	0	0
3. FY 2025 FTEs	0	0	0

4. SUMMARY

	Foreign National		Total	
	<u>US Direct Hire</u>	<u>Direct Hire</u>		<u>Indirect Hire</u>
FY 2023				
O&M Total	1,172	0	0	1,172
Direct Funded	1,120	0	0	1,120
Reimbursable Funded	52	0	0	52
Total Component	1,172	0	0	1,172
Direct Funded	1,120	0	0	1,120
Reimbursable Funded	52	0	0	52
FY 2024				
O&M Total	1,407	0	0	1,407
Direct Funded	1,320	0	0	1,320
Reimbursable Funded	87	0	0	87
Total Component	1,407	0	0	1,407
Direct Funded	1,320	0	0	1,320
Reimbursable Funded	87	0	0	87
FY 2025				
O&M Total	1,269	0	0	1,269

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4. SUMMARY

	Foreign National		Total
	<u>US Direct Hire</u>	<u>Direct Hire</u>	
Direct Funded	1,182	0	0
Reimbursable Funded	87	0	0
Total Component	1,269	0	0
Direct Funded	1,182	0	0
Reimbursable Funded	87	0	0

5. Summary of Changes

-- JS Civilian direct hire authorizations (in TJS OPS) increased from 1320 to 1335 authorizations between FY 2024 and FY 2025 due to the 15 authorizations added as stated below.

- +10 Direct FTEs for the Combined Joint All Domain Command and Control program
- +2 Direct FTEs for the Civilian Harm Risk Mitigation Program
- +2 Direct FTEs for international Joint Requirements Oversight Council liaisons
- +1 Direct FTE to perform Cyber duties

-- Projected FTEs are anticipated at 1182 Direct and 87 Reimbursable which represents ~1% improvement per year from FY23 Actual FTEs

-- While it appears there is a decrease in FTEs based on previous submissions, this is due to a change in the methodology for reporting civilian direct hire FTEs. The methodology has been changed to reflect actual anticipated FTEs as opposed to matching the authorization level as was previously reported.

WHS

Washington Headquarters Service

	Foreign National		Total
	<u>US Direct Hire</u>	<u>Direct Hire</u>	
Summary			
1. FY 2023 FTEs	807	0	0
2. FY 2024 FTEs	872	0	0
3. FY 2025 FTEs	959	0	0

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Washington Headquarters Service

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
WHS - Operation & Maintenance (O&M)				
1. FY 2023 FTEs	807	0	0	807
FY 2023 Actuals to FY 2023 Requested Budget Reality	86			86
2. FY 2024 FTEs	872	0	0	872
ESD Motor Transport Division O&M Direct Alignment	68			68
Immediate Office Staffing Support	7			7
Security Manager	1			1
Publicaiton Author	1			1
Human Resources Staffing Support	7			7
Air Force Mail Room Transfer	3			3
3. FY 2025 FTEs	959	0	0	959
WHS - Research, Development, Test and Evaluation (RDT&E)				
1. FY 2023 FTEs	0	0	0	0
2. FY 2024 FTEs	0	0	0	0
3. FY 2025 FTEs	0	0	0	0
WHS - Defense Working Capital Fund (DWCF)				
1. FY 2023 FTEs	0	0	0	0
2. FY 2024 FTEs	0	0	0	0
3. FY 2025 FTEs	0	0	0	0
4. SUMMARY				
	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
FY 2023				
O&M Total	807	0	0	807
Direct Funded	515	0	0	515
Reimbursable Funded	292	0	0	292

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4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Total Component	807	0	0	807
Direct Funded	515	0	0	515
Reimbursable Funded	292	0	0	292
FY 2024				
O&M Total	872	0	0	872
Direct Funded	601	0	0	601
Reimbursable Funded	271	0	0	271
Total Component	872	0	0	872
Direct Funded	601	0	0	601
Reimbursable Funded	271	0	0	271
FY 2025				
O&M Total	959	0	0	959
Direct Funded	688	0	0	688
Reimbursable Funded	271	0	0	271
Total Component	959	0	0	959
Direct Funded	688	0	0	688
Reimbursable Funded	271	0	0	271

5. Summary of Changes

Changes of +86 total FTEs from FY 2023 to FY 2024

+86 FTEs as compared to FY 2023 actuals due to further utilization of reimbursable funding, primarily a from the AD's Acquisition Service Fee program. Compared to the FY 2023 budgeted levels, FY 2024 request included a decrease of -68 FTEs

Changes of +87 total FTEs from FY 2024 to FY 2025

- +68 FTE ESD Motor Transport Division Realignment to O&M Direct
- +20 FTE HRD Staffing Support
- +7 FTE WHS Immediate Office Staffing Support
- +3 FTE FSD Mail Room personnel transfer from the Air Force
- +1 FTE ESD Security Manager
- +1 FTE HLD Publication Author

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-13 FTE from multiple directorates as offset to fund HRD Staffing Support

Footnote:

1. This exhibit represents the total civilian FTEs associated with the O&M, 0100 appropriation. FY 2024 Overseas Operations Budget Request is accounted for in the Base Budget.
2. This exhibit includes the FY 2024 Overseas Operations Costs Budget Request for civilian FTEs accounted for in the Base Budget Request.

Professional Military Education Schools

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- I. Narrative Description: The Eisenhower School's mission is to prepare selected military officers and civilians for senior leadership and success in developing our national security strategy and in evaluating, marshalling, and managing resources in the execution of that strategy.

- II. Description of Operations Financed: Senior-level course of study in national security resource strategy to prepare selected military officers, federal officials, private sector employees, and international officers for high-level policy, command, and staff responsibilities. Prepares graduates for strategic leadership roles in the integrated development and resource execution of national security and national defense strategies. The academic program includes courses in national security studies, economics, defense strategy and resourcing, acquisition, the global industrial base, and strategic leadership. The curriculum includes a one-of-a-kind study of industry that requires the development of a strategic perspective on the U.S. and global industrial base and its role in supporting the resource requirements of national security.

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III. Financial Summary (\$ in Thousands): Eisenhower School

	FY 2023 <u>Actuals</u>	FY 2024			FY 2025 <u>Estimate</u>	FY2024/ FY2025 <u>Change</u>
		<u>Budget Request</u>	<u>Appropriated</u>	<u>Current Estimate</u>		
Mission (O&M)	6,130	7,876	-	7,876	7,278	-598
Military Personnel	8,848	9,737	-	9,737	10,515	778
Total Direct Program	14,978	17,613	-	17,613	17,993	180
Reimbursable Program	2,907	3,248	-	3,248	3,514	266
Total Direct and Reimbursable	17,885	20,861	-	20,861	21,307	446

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IV. Performance Criteria and Evaluation: - Eisenhower School

	<u>FY 2023 Actuals</u>	<u>FY 2024 Estimate</u>	<u>FY2025 Estimate</u>	<u>FY 2024/FY2025 Change</u>
<u>Direct Funded:</u>				
Student Input	155	167	167	12
Student Load	155	167	167	12
Graduates	155	167	167	12
<u>Reimbursable Funded:</u>				
Student Input	130	146	161	16
Student Load	130	146	161	16
Graduates	130	146	161	16
Average Cost per Student Load	\$58,000	\$621,500	\$65,000	\$3,000

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IV. Personnel Summary: - Eisenhower School

	<u>FY 2023 Actuals</u>	<u>FY 2024 Estimate</u>	<u>FY 2025 Estimate</u>	<u>FY 2024/ FY 2025 Change</u>
<u>Military End Strength (Total)</u>	31	38	38	0
<u>Officers</u>	31	38	38	0
<u>Enlisted</u>	0	0	0	0
<u>Military Average Strength (Total)</u>	31	38	38	0
<u>Officers</u>	31	38	38	0
<u>Enlisted</u>	0	0	0	0
<u>Civilian End Strength (Total)</u>	54	54	54	0
<u>US Direct Hires</u>	35	31	31	0
<u>Reimbursable Civilians</u>	19	23	23	0
<u>Civilian FTEs (Total)</u>	54	53	53	0
<u>US Direct Hires</u>	35	31	31	0
<u>Reimbursable Civilians</u>	19	22	22	0

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- I. Narrative Description: The National War College mission is to prepare future leaders of the Armed Forces, Department of State, other civilian agencies and international students for high-level policy, command, and staff responsibilities, by conducting a senior-level course of study in national security strategy development and national security policy process. A fundamental strength of the College is its joint, interagency, and multinational environment and approach. Students and faculty are drawn from all U.S. armed forces evenly, from U.S. civilian departments and agencies concerned with national security policy, and from a broad coalition of foreign militaries. The College program stresses the interrelationship of domestic, foreign, and defense policies, and the necessity of inclusion and coordination of Service, interagency, and multinational capabilities, perspectives, and other factors in national security strategy planning and national security policy execution.

- II. Description of Operations Financed: Funding provides for academic requirements: books, copyrights, and all those operations associated with the academic program. Maintenance to support operations requires significant funding: this includes facility support in classrooms, seminar rooms, committee rooms and the auditorium. The Regional Studies program, a centerpiece within the curriculum, requires funding for guest lectures, embassy coordination, regional preparation and travel.

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III. Financial Summary (\$ Thousands): National War College

	<u>FY 2023 Actuals</u>	<u>Budget Request</u>	<u>FY 2024 Appropriated</u>	<u>Current Enacted</u>	<u>FY 2025 Estimate</u>	<u>FY2024/ FY2025 Change</u>
Mission (O&M)	5,479	5,518	-	5,518	5,716	198
Military Personnel	10,459	9,579	-	9,579	10,515	936
Total Direct Program	15,938	15,097	-	15,097	16,231	1,134
Reimbursable Program	2,464	2,066	-	2,066	1,390	-676
Total Direct and Reimbursable	18,402	17,163	-	17,163	17,621	458

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IV. Performance Criteria and Evaluation: National War College

	<u>FY 2023 Actuals</u>	<u>FY 2024 Estimate</u>	<u>FY2025 Estimate</u>	<u>FY2024/ FY2025 Change</u>
<u>Direct Funded:</u>				
Student Input	116	121	122	1
Student Load	116	121	122	1
Graduates	116	121	122	1
<u>Reimbursable Funded:</u>				
Student Input	93	91	93	2
Student Load	93	91	93	2
Graduates	93	91	93	2
Avg Cost per Student Load	\$87,000	\$81,000	\$82,000	\$1,000

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V. Personnel Summary: National War College

	<u>FY 2023 Actuals</u>	<u>FY 2024 Estimate</u>	<u>FY2025 Estimate</u>	<u>FY2024/ FY2025 Change</u>
Military End Strength (Total)	27	27	27	0
Officers	27	27	27	0
Enlisted	0	0	0	0
Military Average Strength (Total)	27	27	27	0
Officers	27	27	27	0
Enlisted	0	0	0	0
Civilian End Strength (Total)	32	32	32	0
US Direct Hires	26	26	26	0
Reimbursable Civilians	6	6	6	0
Civilian FTEs (Total)	32	32	32	0
US Direct Hires	26	26	26	0
Reimbursable Civilians	6	6	6	0

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Advisory and Assistance Services

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Summary

<u>Appropriation/Fund</u>	<u>FY 2023 Actuals</u>	<u>FY 2024 Estimate</u>	<u>FY 2025 Estimate</u>
I. Management & Professional Support Services			
FFRDC Work	539,364	321,740	312,839
Non-FFRDC Work	4,103,975	3,489,139	3,963,682
Subtotal	4,643,339	3,810,879	4,276,521
 II. Studies, Analysis & Evaluations			
FFRDC Work	184,704	42,063	33,139
Non-FFRDC Work	389,700	602,357	591,260
Subtotal	574,404	644,420	624,399
 III. Engineering & Technical Services			
FFRDC Work	395,587	105,778	95,495
Non-FFRDC Work	2,460,586	2,044,848	2,094,079
Subtotal	2,856,173	2,150,626	2,189,574
 TOTAL			
FFRDC Work	1,119,655	469,581	441,473
Non-FFRDC Work	6,954,261	6,136,344	6,649,021
GRAND Total	8,073,916	6,605,925	7,090,494
 Reimbursable	1,000	1,000	1,000

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O&M, Defense-Wide

<u>Appropriation/Fund</u>	<u>FY 2023 Actuals</u>	<u>FY 2024 Estimate</u>	<u>FY 2025 Estimate</u>
I. Management & Professional Support Services			
FFRDC Work	19,205	11,055	10,466
Non-FFRDC Work	2,384,895	1,850,122	2,084,304
Subtotal	2,404,100	1,861,177	2,094,770
II. Studies, Analysis & Evaluations			
FFRDC Work	48,437	18,141	7,327
Non-FFRDC Work	225,953	348,410	320,333
Subtotal	274,390	366,551	327,660
III. Engineering & Technical Services			
FFRDC Work	22,563	25,083	20,375
Non-FFRDC Work	804,346	448,572	583,436
Subtotal	826,909	473,655	603,811
TOTAL			
FFRDC Work	90,205	54,279	38,168
Non-FFRDC Work	3,415,194	2,647,104	2,988,073
GRAND Total	3,505,399	2,701,383	3,026,241
Reimbursable	1,000	1,000	1,000

Footnote:

Excludes classified programs, which may be found in Volume III of the Operation and Maintenance, Defense-Wide justification entitled "Other Programs, Classified Justification Book."

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Defense Acquisition Workforce Development Fund

<u>Appropriation/Fund</u>	<u>FY 2023</u>	<u>FY 2024</u>	<u>FY 2025</u>
	<u>Actuals</u>	<u>Estimate</u>	<u>Estimate</u>
I. Management & Professional Support Services			
FFRDC Work	0	0	0
Non-FFRDC Work	<u>55,895</u>	<u>14,648</u>	<u>17,347</u>
Subtotal	55,895	14,648	17,347
II. Studies, Analysis & Evaluations			
FFRDC Work	0	0	0
Non-FFRDC Work	<u>6,158</u>	<u>6,500</u>	<u>6,637</u>
Subtotal	6,158	6,500	6,637
III. Engineering & Technical Services			
FFRDC Work	0	0	0
Non-FFRDC Work	<u>0</u>	<u>0</u>	<u>0</u>
Subtotal	0	0	0
TOTAL			
FFRDC Work	0	0	0
Non-FFRDC Work	<u>62,053</u>	<u>21,148</u>	<u>23,984</u>
GRAND Total	62,053	21,148	23,984
Reimbursable	0	0	0

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Explanation of Funding Changes (FY 2023 to FY 2024):

PB15 has been reduced between FY2023 and FY 2024 to reflect reduction for the Congressional Mandates in the FY 2023 Enactment

Explanation of Funding Changes (FY 2024 to FY 2025):

NA

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Defense Health Agency

<u>Appropriation/Fund</u>	<u>FY 2023 Actuals</u>	<u>FY 2024 Estimate</u>	<u>FY 2025 Estimate</u>
I. Management & Professional Support Services			
FFRDC Work	510,780	304,779	296,866
Non-FFRDC Work	44,416	26,503	25,814
Subtotal	555,196	331,282	322,680
II. Studies, Analysis & Evaluations			
FFRDC Work	79,385	22,878	24,784
Non-FFRDC Work	4,532	4,135	1,415
Subtotal	83,917	27,013	26,199
III. Engineering & Technical Services			
FFRDC Work	70,432	5,502	5,649
Non-FFRDC Work	0	0	0
Subtotal	70,432	5,502	5,649
TOTAL			
FFRDC Work	660,597	333,159	327,299
Non-FFRDC Work	48,948	30,638	27,229
GRAND Total	709,545	363,797	354,528
Reimbursable	0	0	0

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Cooperative Threat Reduction

<u>Appropriation/Fund</u>	<u>FY 2023</u>	<u>FY 2024</u>	<u>FY 2025</u>
	<u>Actuals</u>	<u>Estimate</u>	<u>Estimate</u>
I. Management & Professional Support Services			
FFRDC Work	0	0	0
Non-FFRDC Work	<u>6,324</u>	<u>6,920</u>	<u>11,052</u>
Subtotal	6,324	6,920	11,052
II. Studies, Analysis & Evaluations			
FFRDC Work	0	0	0
Non-FFRDC Work	<u>0</u>	<u>0</u>	<u>0</u>
Subtotal	0	0	0
III. Engineering & Technical Services			
FFRDC Work	0	0	0
Non-FFRDC Work	<u>48,495</u>	<u>103,096</u>	<u>51,275</u>
Subtotal	48,495	103,096	51,275
TOTAL			
FFRDC Work	0	0	0
Non-FFRDC Work	<u>54,819</u>	<u>110,016</u>	<u>62,327</u>
GRAND Total	54,819	110,016	62,327
Reimbursable	0	0	0

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Explanation of Funding Changes (FY 2023 to FY 2024):

The increase in Engineering and Technical Services reflects internal realignments to better align funds to the nature of work performed. Previously, much of the core CTR work was categorized using "Professional, Administrative and Management Support" Product Services Codes (PSCs) that align to OP-32 code 934 Engineering and Technical Services. A review of CTR requirements showed that "Education and Training" PSCs more closely align with the planned work. These PSCs align to Non-A&AS categories. FY 2023 and FY 2025 are displaying the result of these internal realignments. FY 2024 will normalize and show the same realignment when we update with actual obligations.

Explanation of Funding Changes (FY 2024 to FY 2025):

The increase in Management & Professional Support Services reflects planned requirements for Advisory & Assistance Services and performance contractors who implement CTR capabilities in foreign countries.

The decrease in Engineering and Technical Services reflects internal realignments to better align funds to the nature of work performed. Previously, much of the core CTR work was categorized using "Professional, Administrative and Management Support" Product Services Codes (PSCs) that align to OP-32 code 934 Engineering and Technical Services. A review of CTR planned requirements showed that "Education and Training" PSCs more closely align with the planned work. These PSCs align to Non-A&AS categories. FY 2023 and FY 2025 are displaying the result of these internal realignments. FY 2024 will normalize and show the same realignment when we update with actual obligations. The decrease in Engineering and Technical Services also reflects transition from conducting in-country project assessments to execution of the resulting projects, which requires a smaller cadre of contractors.

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Office of Inspector General

<u>Appropriation/Fund</u>	<u>FY 2023</u>	<u>FY 2024</u>	<u>FY 2025</u>
	<u>Actuals</u>	<u>Estimate</u>	<u>Estimate</u>
I. Management & Professional Support Services			
FFRDC Work	0	0	0
Non-FFRDC Work	<u>29,145</u>	<u>7,879</u>	<u>6,938</u>
Subtotal	29,145	7,879	6,938
II. Studies, Analysis & Evaluations			
FFRDC Work	0	0	0
Non-FFRDC Work	<u>0</u>	<u>0</u>	<u>0</u>
Subtotal	0	0	0
III. Engineering & Technical Services			
FFRDC Work	0	0	0
Non-FFRDC Work	<u>0</u>	<u>45</u>	<u>45</u>
Subtotal	0	45	45
TOTAL			
FFRDC Work	0	0	0
Non-FFRDC Work	<u>29,145</u>	<u>7,924</u>	<u>6,983</u>
GRAND Total	29,145	7,924	6,983
Reimbursable	0	0	0

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United States Court of Appeals for the Armed Force

<u>Appropriation/Fund</u>	<u>FY 2023</u>	<u>FY 2024</u>	<u>FY 2025</u>
	<u>Actuals</u>	<u>Estimate</u>	<u>Estimate</u>
I. Management & Professional Support Services			
FFRDC Work	0	0	0
Non-FFRDC Work	<u>0</u>	<u>0</u>	<u>0</u>
Subtotal	0	0	0
II. Studies, Analysis & Evaluations			
FFRDC Work	0	0	0
Non-FFRDC Work	<u>0</u>	<u>2,642</u>	<u>2,680</u>
Subtotal	0	2,642	2,680
III. Engineering & Technical Services			
FFRDC Work	0	0	0
Non-FFRDC Work	<u>0</u>	<u>44</u>	<u>45</u>
Subtotal	0	44	45
TOTAL			
FFRDC Work	0	0	0
Non-FFRDC Work	<u>0</u>	<u>2,686</u>	<u>2,725</u>
GRAND Total	0	2,686	2,725
Reimbursable	0	0	0

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Explanation of Funding Changes (FY 2023 to FY 2024):

The increase reflects a realignment of funding to reflect anticipated execution requirements for studies and analysis contracts as well as other support services.

Explanation of Funding Changes (FY 2024 to FY 2025):

The increase reflects the carry forward of standard price growth to accurately reflect current execution for studies, analysis contracts, and other support services.

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Procurement, Defense-Wide

<u>Appropriation/Fund</u>	<u>FY 2023</u> <u>Actuals</u>	<u>FY 2024</u> <u>Estimate</u>	<u>FY 2025</u> <u>Estimate</u>
I. Management & Professional Support Services			
FFRDC Work	0	0	0
Non-FFRDC Work	79,411	146,733	138,379
Subtotal	79,411	146,733	138,379
 II. Studies, Analysis & Evaluations			
FFRDC Work	0	0	0
Non-FFRDC Work	250	1,500	500
Subtotal	250	1,500	500
 III. Engineering & Technical Services			
FFRDC Work	0	0	0
Non-FFRDC Work	133,401	77,267	36,625
Subtotal	133,401	77,267	36,625
 TOTAL			
FFRDC Work	0	0	0
Non-FFRDC Work	213,062	225,500	175,504
GRAND Total	213,062	225,500	175,504
 Reimbursable	0	0	0

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Research, Development, Test and Evaluation, D-W

<u>Appropriation/Fund</u>	<u>FY 2023 Actuals</u>	<u>FY 2024 Estimate</u>	<u>FY 2025 Estimate</u>
I. Management & Professional Support Services			
FFRDC Work	9,379	5,906	5,507
Non-FFRDC Work	1,503,889	1,436,334	1,679,848
Subtotal	1,513,268	1,442,240	1,685,355
II. Studies, Analysis & Evaluations			
FFRDC Work	56,882	1,044	1,028
Non-FFRDC Work	152,807	239,170	259,695
Subtotal	209,689	240,214	260,723
III. Engineering & Technical Services			
FFRDC Work	302,592	75,193	69,471
Non-FFRDC Work	1,191,611	1,247,607	1,213,994
Subtotal	1,494,203	1,322,800	1,283,465
TOTAL			
FFRDC Work	368,853	82,143	76,006
Non-FFRDC Work	2,848,307	2,923,111	3,153,537
GRAND Total	3,217,160	3,005,254	3,229,543
Reimbursable	0	0	0

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Operational Test and Evaluation

<u>Appropriation/Fund</u>	<u>FY 2023 Actuals</u>	<u>FY 2024 Estimate</u>	<u>FY 2025 Estimate</u>
I. Management & Professional Support Services			
FFRDC Work	0	0	0
Non-FFRDC Work	0	0	0
Subtotal	0	0	0
II. Studies, Analysis & Evaluations			
FFRDC Work	0	0	0
Non-FFRDC Work	0	0	0
Subtotal	0	0	0
III. Engineering & Technical Services			
FFRDC Work	0	0	0
Non-FFRDC Work	282,733	168,217	208,659
Subtotal	282,733	168,217	208,659
TOTAL			
FFRDC Work	0	0	0
Non-FFRDC Work	282,733	168,217	208,659
GRAND Total	282,733	168,217	208,659
Reimbursable	0	0	0

Appropriated Fund Support for Morale, Welfare, and Recreational Activities

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<u>0100 O&M, DW (Current \$ Millions)</u>	<u>FY 2023</u>	<u>FY 2024</u>	<u>FY 2025</u>
	<u>Actual</u>	<u>Estimate</u>	<u>Estimate</u>
Civilian MWR			
Civilian MWR - Direct Program Operation	<u>0.616</u>	<u>0.651</u>	<u>0.728</u>
Total Support - Revenue-Generating Programs	0.616	0.651	0.728
Military MWR Programs (without Child Development Program, Youth Program, and Warfighter and Family Support)			
<u>Category A--Mission Sustaining Programs</u>			
A.3 Physical Fitness	2.732	2.965	2.995
A.10 Sports and Athletics	<u>0.285</u>	<u>0.301</u>	<u>0.332</u>
Total Cat. A - Direct Program Operation	3.017	3.266	3.327
Cat. A - Direct Overhead	<u>1.195</u>	<u>1.334</u>	<u>1.383</u>
Total Direct Support	1.195	1.334	1.383
Total Support - Mission Sustaining Programs	4.212	4.600	4.710
<u>Category B--Community Support</u>			
B.2 Programs			
B.2.2 Recreation Information, Tickets, Tours and Travel Services	0.370	0.375	0.366
B.2.3 Recreational Swimming	0.170	0.145	0.141

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<u>0100 O&M, DW (Current \$ Millions) (continued)</u>	<u>FY 2023</u>	<u>FY 2024</u>	<u>FY 2025</u>
	<u>Actual</u>	<u>Estimate</u>	<u>Estimate</u>
Military MWR Programs (without Child Development Program, Youth Program, and Warfighter and Family Support)(continued)			
B.3 Programs			
B.3.1 Directed Outdoor Recreation	0.375	0.394	0.400
B.4 Programs			
B.4.4 Automotive Skill Development	0.115	0.121	0.121
Total Cat. B - Direct Program Operation	1.030	1.035	1.028
Cat. B – Direct Overhead	<u>.380</u>	<u>.395</u>	<u>.384</u>
Total Direct Support	<u>.380</u>	<u>.395</u>	<u>.384</u>
Total Funding - Community Support	1.410	1.430	1.412
<u>Category C--Revenue-Generating Programs</u>			
Cat. C - Direct Overhead	-	-	-
Total Support - Revenue-Generating Programs	-	-	-
Warfighter and Family Support			
<u>Family Support (Non-MWR)</u>			
Family Support - Direct Program Operation	<u>.581</u>	<u>.574</u>	<u>.571</u>
Total Funding – Family Support (Non-MWR)	.581	.574	.571
<u>Family Support (MWR Category A)</u>			
Family Support – Direct Program Operation	<u>933.138</u>	<u>938.846</u>	<u>1,063.472</u>
Total Funding – Family Support (MWR Category A)	933.138	938.846	1,063.472

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<u>0100 O&M, DW (Current \$ Millions)</u>	<u>FY 2023</u>	<u>FY 2024</u>	<u>FY 2025</u>
	<u>Actual</u>	<u>Estimate</u>	<u>Estimate</u>
<u>Child Development and Youth Programs</u>			
<u>Youth Program (MWR Category B)</u>			
Youth Program - Direct Program Operation	<u>0.231</u>	<u>0.227</u>	<u>0.219</u>
Total Funding - Youth Program (MWR Category B)	0.231	0.227	0.219
<u>Child Development Program (MWR Category B)</u>			
Child Development - Direct Program Operation	<u>154.718</u>	<u>166.853</u>	<u>169.441</u>
Total Support - Child Development Program (MWR Category B)	154.718	166.853	169.441
Child Development – OCO 20	-	-	-
Total Support - Revenue-Generating Programs	154.718	166.853	169.441

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Depot Maintenance Program

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**U.S Special Operations Command
Operation and Maintenance, Defense-Wide
Depot Maintenance Program**

Maintenance /Maintenance Type			FY 2023			FY 2024			FY 2025		
			TOA Actuals	TOA Required	TOA Funded Supplemental	TOA Funded	TOA Required	TOA Funded Supplemental	TOA Funded	TOA Required	TOA Funded Supplemental
Aircraft	Basic Aircraft	AC-130 PSP Sustainment	75,627	75,627	-	67,616	67,616	-	79,247	79,247	-
		CASA/C-27J	16,293	16,293	-	8,558	8,558	-	7,795	7,795	-
		EC-130J Sustainment	4,341	4,341	-	1,300	1,300	-	346	346	-
		MC-130H Sustainment	629	629	-	-	-	-	-	-	-
		MALET MQ-9	17,201	17,201	77,819	41,967	41,967	55,546	42,806	42,806	49,231
		MC-12	1,772	1,772	244,495	-	-	142,420	-	-	106,167
		MC-12 ANG	57,855	57,855	-	31,786	31,786	-	32,437	32,437	-
		MEAUS	-	-	56,244	-	-	43,435	-	-	-
		MH47 MH 60 MH6 (160TH)	14,367	14,367	-	15,877	15,877	-	16,154	16,154	-
		MH47 MH 60 MH6	11,804	11,804	-	11,927	11,927	-	18,849	18,849	-
		MH47 MH 60 MH6 (RW)	71,811	71,811	-	69,128	69,128	-	69,602	69,602	-
		MQ-1C	4,898	4,898	-	1,962	1,962	-	2,001	2,001	-
		MTUAS	1,381	1,381	33,656	-	-	37,025	-	-	28,100
		Non-Stan Aviation	66,071	66,071	32,168	71,554	71,554	23,746	72,985	72,985	8,407
		SUAS	-	-	-	10,838	10,838	-	-	-	-
		U28	66,939	66,939	120,070	92,012	92,012	119,445	93,462	93,462	118,917
		CV-22 Sustainment	70,684	70,684	-	78,326	78,326	-	68,642	68,642	-
		LEAP	17,885	17,885	49,353	50,069	50,069	49,260	30,046	30,046	49,275
		EOTAC	-	-	-	-	-	-	-	-	-
		STAMP	-	-	65,725	15,000	15,000	69,322	17,557	17,557	69,344
		CUAS	-	-	5,353	10,779	10,779	740	1,175	1,175	-
		Basic Aircraft Total	499,558	499,558	684,883	578,699	578,699	540,939	553,104	553,104	429,441
	Engine	CV-22 (POWER BY HOUR)	9,874	9,874	-	9,263	9,263	-	10,668	10,668	-
		EC-130J (POWER BY HOUR)	2,176	2,176	-	-	-	-	1,060	1,060	-
		AC-130J (POWER BY HOUR)	39,322	39,322	-	18,211	18,211	-	20,317	20,317	-
		MC-130J (POWER BY HOUR)	-	-	-	59,351	59,351	-	58,393	58,393	-
		Engine Total	51,372	51,372	-	86,825	86,825	-	90,438	90,438	-
		Aircraft Total	550,930	550,930	684,883	665,524	665,524	540,939	643,542	643,542	429,441
	All Other Items Not Identified	Combat Craft Medium	27,980	27,980	-	29,992	29,992	-	30,703	30,703	-
		Combat Craft Assault	16,707	16,707	-	26,689	26,689	-	28,440	28,440	-
		Dry Deck Shelter	16,634	16,634	-	30,903	30,903	-	24,863	24,863	-
		SEAL Delivery Vehicle/Shallow Water Combat Submersible	26,098	26,098	-	30,077	30,077	-	32,430	32,430	-
		Speical Operations Craft-Riverine (SOC-R)	4,710	4,710	-	1,287	1,287	-	1,309	1,309	-
		Dry Combat Submersible	15,982	15,982	-	10,507	10,507	-	10,764	10,764	-
		All Other Items Not Identified Total	108,111	108,111	-	129,455	129,455	-	128,509	128,509	-
		FSOV GMV	-	-	0	36,473	36,473	118,566	-	-	-
		FSOV MRAP	-	-	46,784	-	-	4,330	-	-	-
		Combat Vehicles Total *	0	0	46,784	36,473	36,473	122,896	0	0	0
		Grand Total	659,041	659,041	731,667	831,452	831,452	663,835	772,051	772,051	429,441

* Combat Vehicles Total updated to correct formula error
Numbers reflect combined value of program and price change

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**Missile Defense Agency
Operation and Maintenance, Defense-Wide
Depot Maintenance Program**

(\$ in Thousands)

	Method of Accomplishment	Weapon System	FY 2023	FY 2024	FY 2025
Operations and Maintenance Funding					
	Contractor Logistics Support (CLS)	AN/TPY-2 Radar	-	-	-
		Ballistic Missile Defense	13,897	15,857	16,174
		Long Range Discrim Radar	-	-	2,333
		Standard Missile-3	14,537	20,479	23,504
		THAAD	24,242	23,117	23,862
	Contractor Logistics Support (CLS) Total		52,676	59,453	65,873
	Interim Contractor Support	THAAD	1,314	772	785
	Interim Contractor Support		1,314	772	785
		THAAD	1,650	7,848	7,910
	Inter-Service Total		1,650	7,848	7,910
	Organic	AN/TPY-2 Radar	-	19,768	6,370
		Ballistic Missile Defense	2,129	2,245	2,291
		THAAD	112	49	124
	Organic Total		2,241	22,062	8,785
	Other Contract	THAAD	24,012	18,082	18,412
	Other Contract Total		24,012	18,082	18,412
	Total Operations and Maintenance Funding		81,893	108,217	101,765
	Total MDA Depot Maintenance Program		81,893	108,217	101,765

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Service-Provided Support and Enabling Capabilities to United States Special Operations Forces

* Exhibits are in response to the Committee requirement contained on page 54 of the Joint Explanatory Statement of the FY 2021 Omnibus Appropriations Bill and page 156 in the Conference report of the National Defense Authorization Act for FY 2021

**Additional agency submissions are classified. Details will be provided upon request.

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CHEMICAL AND BIOLOGICAL DEFENSE PROGRAM							
FY 2025 President's Budget							
<u>Support to Special Operations Forces (SOF)</u>							
<i>\$ in Millions</i>							
SOF Activity	Appropriation Name	Budget Activity	Budget Line Item Title	FY 2023 Actuals	FY 2024 Estimate	FY 2025 Request	
Combat Service Support	Procurement	03 Chemical/Biological Defense	01-7001SA1000 CHEMICAL BIOLOGICAL SITUATIONAL AWARENESS	\$0	\$0	\$17.5	
			01-8001PH1000 CB PROTECTION & HAZARD MITIGATION	\$24.2	\$54.3	\$49.6	
Combat Service Support	Research, Development, Test, and Evaluation (RDT&E)	04 Advanced Component Development and Prototypes	MT4 Mitigate (ACD&P)	\$9.4	\$0	\$0	
			05 System development and demonstration	MT5 Mitigate (SDD)	\$9.1	\$11.0	\$6.4
				UN5 Understand (SDD)	\$16.7	\$35.2	\$31.1
		07 Operational system development	UN7 Understand (Op Sys Dev)	\$1.9	\$1.8	\$1.8	
			Combat Service Support Subtotal	\$61.3	\$102.3	\$106.4	
GRAND TOTAL				\$61.3	\$102.3	\$106.4	
NOTE: Numbers may NOT add due to rounding							

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CHEMICAL AND BIOLOGICAL DEFENSE PROGRAM

FY 2025 President's Budget

Support to Special Operations Forces (SOF)

\$ in Millions

Identification of changes from FY 2023 to FY 2025

SOF Activity	Appropriation Name	Budget Activity	Budget Line Item Title
Combat Service Support	Procurement	03 Chemical/Biological Defense	01-7001SA1000 CHEMICAL BIOLOGICAL SITUATIONAL AWARENESS

Activities

Reconciliation: FY 2025 initiates the Wearable All Hazard Remote Monitoring Program (WARP) base procurement of 2,300 remote physiological and CBRN environmental monitoring kits and technical support. Full Operational Capability will be complete with 5,000 kits in FY 2028 to close a USSOCOM requirement as validated through USSOCOM SPECAT process and ASD(NCB). FY 2025 funding increase as procurement efforts initiate for WARP.

Assessment: No known impact to provide Service-Common support and enabling capabilities to Special Operations Forces.

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CHEMICAL AND BIOLOGICAL DEFENSE PROGRAM

FY 2025 President's Budget

Support to Special Operations Forces (SOF)

\$ in Millions

Identification of changes from FY 2023 to FY 2025

SOF Activity	Appropriation Name	Budget Activity	Budget Line Item Title
Combat Service Support	Procurement	03 Chemical/Biological Defense	01-8001PH1000 CB PROTECTION & HAZARD MITIGATION

Activities

Reconciliation:

FY 2023 completed funding for 665 Tactical Advance Threat Protective Ensemble (TATPE) overgarments and kitting sets bridge the critical capability gap between current military protective ensembles and the next generation military protective ensembles by providing increased protection against specific Countering Weapons of Mass Destruction (CWMD) crisis response mission execution. USSOCOM CBRN and Explosive Ordinance Disposal personnel operate at high-risk of non-traditional and advanced threat agent exposure during Countering Weapons of Mass Destruction (CWMD) missions and protection afforded by TATPE is critical. FY 2023 to FY 2024 funding decrease as program completes buy of TATPE.

FY 2025 funding initiates procurement of 10 Critical Equipment Decontamination (CEDS) Small systems and 10 CEDS large systems. FY 2025 funding increase as program transitions efforts into procurement.

FY 2025 funds procure the remaining 4,000 All-Purpose Personal Protective Ensemble (AP-PPE) ensembles to meet the JSOC life of buy. In addition, FY 2025 funds procure the material needed to support the production of the USSOCOM life of buy during FY26-29. FY 2025 funds also provide the program management, technical support, and product acceptance and verification testing associated with each system. FY 2023 to FY 2024 increase as funds increased to support AP-PPE life of buy. FY 2024 to FY 2025 funds decrease as efforts in protection, mitigation, detection, and assays complete buys.

FY 2025 funds the procurement of 13 Forward Area Mobility Spray System (FAMS-S) Large variants and 31 FAMS-S Small variants to close SOF's highest priority forward deployable decontamination capability gaps.

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CHEMICAL AND BIOLOGICAL DEFENSE PROGRAM

FY 2025 President's Budget

Support to Special Operations Forces (SOF)

\$ in Millions

Identification of changes from FY 2023 to FY 2025

SOF Activity	Appropriation Name	Budget Activity	Budget Line Item Title
<u>Assessment:</u> No known impact to provide Service-Common support and enabling capabilities to Special Operations Forces			
Combat Service Support	Research, Development, Test, and Evaluation (RDT&E)	04 Advanced Component Development and Prototypes	MT4 Mitigate (ACD&P)

Activities

Reconciliation: Milestone (MS) B support and Prototype Development: Technology Maturation Risk Reduction (TMRR) Phased Activities to support MS-B and Prototype Development. No FY 2024 or FY 2025 resources requested as the Sensitive Equipment Decontamination System (SEDS) program transitions to BA5 (MT5).

Assessment: No known impact to provide Service-Common support and enabling capabilities to Special Operations Forces.

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CHEMICAL AND BIOLOGICAL DEFENSE PROGRAM

FY 2025 President's Budget

Support to Special Operations Forces (SOF)

\$ in Millions

Identification of changes from FY 2023 to FY 2025

SOF Activity	Appropriation Name	Budget Activity	Budget Line Item Title
Combat Service Support	Research, Development, Test, and Evaluation (RDT&E)	05 System development and demonstration	MT5 Mitigate (SDD)

Activities

Reconciliation:

Complete small and large variant prototype refinement and close out of remaining Developmental Testing/Operational Testing (DT/OT) activities as the FAMS-S program transitions to procurement.

Continue with DT/OT/Early User Testing (EUT), Operational Assessment (OA) and Logistics Maintenance Demonstration (LMD) for Joint Service, Service Equipment Decontamination System (SEDS). SOF CEDS will complete system testing, configuration management and conduct manufacturing readiness.

FY 2023 to FY 2024 funding increase as program transitions to full system testing and operational assessment. FY 2024 to FY 2025 funding decrease as program transitions to procurement.

Assessment:

No known impact to provide Service-Common support and enabling capabilities to Special Operations Forces.

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CHEMICAL AND BIOLOGICAL DEFENSE PROGRAM

FY 2025 President's Budget

Support to Special Operations Forces (SOF)

\$ in Millions

Identification of changes from FY 2023 to FY 2025

SOF Activity	Appropriation Name	Budget Activity	Budget Line Item Title
Combat Service Support	Research, Development, Test, and Evaluation (RDT&E)	05 System development and demonstration	UN5 Understand (SDD)

Activities

Reconciliation:

Complete delivery of CBRN Unmanned Aircraft Systems (UAS) payload kits in FY 2024 to Expeditionary Organic Tactical Airborne Intelligence and Reconnaissance Capability Set (EOTACS) program for fielding to MARSOC. FY 2025, development of additional payloads/sensors for UASs to supplement previously fielded CBRN UAS kits.

In FY 2025, the Next Generation Diagnostic System Inc 2 – Man Portable Diagnostic System (NGDS 2 MPDS) receive Food and Drug Administration (FDA) Clearance of first assay, complete clinical trials and submit application for FDA clearance of final two assays and conduct Initial Operational Test and Evaluation (IOT&E). Plan for production. FY 2023 to FY 2024 funding increase as program starts FDA clinical trials for third assay. An increase in funding from FY 2024 to FY 2025 for completion of development testing and ensure that the diagnostic system meets all Service requirements, including USSOCOM-specific diagnostic testing needs. These efforts involve continuing clinical trials required by the FDA to meet medical clearance regulations for two separate tests and the initiation of a clinical trial for the third test.

In FY 2025, the program continues prototype development and testing effort that will focus on the development of prototypes to ensure they are able to meet requirements of decreasing sample to answer time, increasing the ease of use for the preparation of samples, increasing bioinformatics data and software and database development. FY 2024 funding increase with new start program to provide rapid handheld biological sequencing device that will provide far-forward Special Operations Forces (SOF) the detect-to-inform capability on or near the objective, with a reduction in Commanders' tactical decision timeline from weeks to hours, increasing tactical flexibility and fighting strength, and it will save lives.

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CHEMICAL AND BIOLOGICAL DEFENSE PROGRAM			
FY 2025 President's Budget			
<u>Support to Special Operations Forces (SOF)</u>			
<i>\$ in Millions</i>			
<u>Identification of changes from FY 2023 to FY 2025</u>			
SOF Activity	Appropriation Name	▲ Budget Activity	Budget Line Item Title
Combat Service Support	Research, Development, Test, and Evaluation (RDT&E)	05 System development and demonstration	UN5 Understand (SDD)
<p>In FY 2025, the program will integrate commercial off-the-shelf and Government off-the-shelf (COTS/GOTS) CBRN sensors into a visualization tool that is viewable on a customer specific USSOCOM devices. Additionally, the program will test and evaluate the software and communication protocol for the integrated CBRN sensors and USSOCOM device(s). FY 2024 funding increase with new start program providing a family of wearable and attachable sensors to collect, transmit, and integrate information about the CBRND operational environment, disposition of warfighters, and key mission equipment status to optimize actions on the objective, provide real-time tactical data for decision makers, and facilitate unit readiness post mission. Minimal funding change FY 2024 to FY 2025 as program continues system testing.</p> <p>In FY 2025, the Special Purpose Unit Rapid Capability Development and Demo (SPURCDD), BA5 line will continue developing, prototyping, and maturing CBRND technologies to rapidly equip users with capabilities in response to new and emerging threats and opportunities within Understand, Protect, Mitigate, and Enabling commodity areas. Continue developing Special Operations Forces (SOF)-peculiar solutions for USSOCOM and capability gaps for USSOCOM – National.</p> <p><u>Assessment:</u> No known impact to provide Service-Common support and enabling capabilities to Special Operations Forces.</p>			

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CHEMICAL AND BIOLOGICAL DEFENSE PROGRAM			
FY 2025 President's Budget			
<u>Support to Special Operations Forces (SOF)</u>			
<i>\$ in Millions</i>			
<u>Identification of changes from FY 2023 to FY 2025</u>			
SOF Activity	Appropriation Name	Budget Activity	Budget Line Item Title
Combat Service Support	Research, Development, Test, and Evaluation (RDT&E)	07 Operational system development	UN7 Understand (Op Sys Dev)
<u>Activities</u>			
<u>Reconciliation:</u>	In FY 2025, the Special Purpose Unit Rapid Capability Development and Demo (SPU RCDD), BA7 line will continue product enhancement, development, and technology upgrades on currently fielded equipment to counter emerging threats, conduct limited user evaluations and operational assessments, and provide program management support for efforts within Understand, Protect, Mitigate, and Enabling commodity areas. Continue developing SOF-peculiar solutions for USSOCOM and capability gaps for USSOCOM – National.		
<u>Assessment:</u>	No known impact to provide Service-Common support and enabling capabilities to Special Operations Forces.		

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DEFENSE HUMAN RESOURCES ACTIVITY						
FY 2025 President's Budget						
<u>Support to Special Operations Forces (SOF)</u>						
<i>\$ in Millions</i>						
SOF Activity	Appropriation Name	Budget Activity	Budget Line Item Title	FY 2023 Actuals	FY 2024 Estimate	FY 2025 Request
Enabling Capabilities	Operation and Maintenance (O&M)	04 Administration and service-wide activities	4G-4GT8 Defense Human Resources Activity	\$20.0	\$0	\$0
			Enabling Capabilities Subtotal	\$20.0	\$0.0	\$0.0
GRAND TOTAL				\$20.0	\$0.0	\$0.0
NOTE: Numbers may NOT add due to rounding						

Department of Defense
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DEFENSE HUMAN RESOURCES ACTIVITY			
FY 2025 President's Budget			
<u>Support to Special Operations Forces (SOF)</u>			
<i>\$ in Millions</i>			
<u>Identification of changes from FY 2023 to FY 2025</u>			
SOF Activity	Appropriation Name	Budget Activity	Budget Line Item Title
Enabling Capabilities	Operation and Maintenance (O&M)	04 Administration and service-wide activities	4G-4GT8 Defense Human Resources Activity
<u>Activities</u>			
<u>Reconciliation:</u> FY 2023 funded through congressional adds. FY 2024 and FY 2025 funding dependent on additional congressional support.			

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DEFENSE THREAT REDUCTION AGENCY						
FY 2025 President's Budget						
<u>Support to Special Operations Forces (SOF)</u>						
<i>\$ in Millions</i>						
SOF Activity	Appropriation Name	Budget Activity	Budget Line Item Title	FY 2023 Actuals	FY 2024 Estimate	FY 2025 Request
Enabling Capabilities	Operation and Maintenance (O&M)	04 Administration and service-wide activities	4G-4GTI Defense Threat Reduction Agency	\$20.3	\$10.9	\$8.3
Enabling Capabilities	Research, Development, Test, and Evaluation (RDT&E)	03 Advanced technology development	RG Defeat Technologies	\$33.2	\$34.5	\$33.1
			Enabling Capabilities Subtotal	\$53.5	\$45.5	\$41.4
GRAND TOTAL				\$53.5	\$45.5	\$41.4
NOTE: Numbers may NOT add due to rounding						

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DEFENSE THREAT REDUCTION AGENCY			
FY 2025 President's Budget			
<u>Support to Special Operations Forces (SOF)</u>			
<i>\$ in Millions</i>			
<u>Identification of changes from FY 2023 to FY 2025</u>			
SOF Activity	Appropriation Name	Budget Activity	Budget Line Item Title
Enabling Capabilities	Operation and Maintenance (O&M)	04 Administration and service-wide activities	4G-4GTI Defense Threat Reduction Agency
<u>Activities</u>			
<u>Reconciliation:</u>	The change from FY 2023 to FY 2024 reflects emphasized focus to support CWMD and emerging threat missions. The change from FY 2024 to FY 2025 continues to reflect emphasized focus to support CWMD and emerging threat missions.		
<u>Assessment:</u>	Results in a decrease to deployed support to designated partners enabling trade space to support broader Combatant Command increases in requests for support to operations to counter higher priority National Defense Strategy WMD threats.		
Enabling Capabilities	Research, Development, Test, and Evaluation (RDT&E)	03 Advanced technology development	RG Defeat Technologies
<u>Activities</u>			
<u>Reconciliation:</u>	The change from FY 2023 to FY 2024 is due to inflation. The decrease from FY 2024 to FY 2025 reflects decreased investment to fund higher priority Departmental requirements.		
<u>Assessment:</u>	This research provides enhanced capabilities supporting U.S. Special Operations Command (USSOCOM) through rapid refinement of mature technologies, development of tactics, techniques and procedures, proof of concept, and transition of new technologies for Special Operations Forces (SOF) to counter state and rogue organization emergent WMD threats. There are no planned manpower and/or force structure changes. Any changes would impact national SOF ability to respond to CWMD threats.		

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JOINT CHIEFS OF STAFF FY 2025 President's Budget <u>Support to Special Operations Forces (SOF)</u> <i>\$ in Millions</i>						
SOF Activity	Appropriation Name	Budget Activity	Budget Line Item Title	FY 2023 Actuals	FY 2024 Estimate	FY 2025 Request
Combat Service Support	Operation and Maintenance (O&M)	01 Operating forces	1P-1PL1 Joint Chiefs of Staff	\$0.7	\$7.3	\$2.0
			Combat Service Support Subtotal	\$0.7	\$7.3	\$2.0
Enabling Capabilities	Operation and Maintenance (O&M)	01 Operating forces	1P-8PL1 Joint Chiefs of Staff - JTEEP	\$23.1	\$21.9	\$21.9
		03 Training and recruiting	33-3PL1 Joint Chiefs of Staff	\$1.6	\$1.6	\$1.7
Enabling Capabilities	Research, Development, Test, and Evaluation (RDT&E)	06 Management support	769 Joint Knowledge Development & Distribution	\$2.1	\$2.1	\$2.1
			Enabling Capabilities Subtotal	\$26.7	\$25.6	\$25.6
GRAND TOTAL				\$27.4	\$32.8	\$27.6
NOTE: Numbers may NOT add due to rounding						

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JOINT CHIEFS OF STAFF			
FY 2025 President's Budget			
<u>Support to Special Operations Forces (SOF)</u>			
<i>\$ in Millions</i>			
<u>Identification of changes from FY 2023 to FY 2025</u>			
SOF Activity	Appropriation Name	Budget Activity	Budget Line Item Title
Combat Service Support	Operation and Maintenance (O&M)	01 Operating forces	1P-1PL1 Joint Chiefs of Staff
<u>Activities</u>			
<u>Reconciliation:</u>	The Non-conventional Assisted Recovery (NAR) Program is an operational mission overseen by the Joint Personnel Recovery Agency (JPRA) and executed by the Combatant Commands. The NAR program supports personnel recovery (PR) using indigenous/surrogate personnel who are trained, supported, and led by Special Operations Forces (SOF) or Other Government Agencies (OGA) specifically trained and directed to conduct NAR.		
<u>Assessment:</u>	FY 2023 funding reflects actual execution resulting from real-world activity impacting this program. FY 2024 and FY 2025 funding levels reflect estimated requirements but may require adjustments during execution to address rapidly changing real-world conditions and critical mission needs.		

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JOINT CHIEFS OF STAFF
FY 2025 President's Budget
Support to Special Operations Forces (SOF)

\$ in Millions

Identification of changes from FY 2023 to FY 2025

SOF Activity	Appropriation Name	Budget Activity	Budget Line Item Title
Enabling Capabilities	Operation and Maintenance (O&M)	01 Operating forces	1P-8PL1 Joint Chiefs of Staff - JTEEP

Activities

Reconciliation:

The Joint National Training Capability (JNTC) program provides accreditation and/or certification for Service and U.S. Special Operations Command training programs and/or sites. As a result of this accreditation/certification, funding mitigates joint exercise control shortfalls to plan, coordinate, synchronize and execute five SOCOM component JNTC programs.

The Joint Training Coordination Program (JTCP) allows Service and USSOCOM event planners to identify annual opportunities for mutually beneficial joint training and offset costs for non-host Service/USSOCOM participation. Historically, not all Joint National Training Capability (JNTC) accredited training events receive JTCP funding since demand exceeds available funding. Funding is allocated based on the priorities of the hosting Service/USSOCOM and availability of supporting forces. Program effectiveness is measured through quarterly tracking of event/units funded and percentage of Service training events supported.

The Joint Training Exercise and Evaluation Program develops increased readiness and agility for U.S. forces and battle staffs through realistic and challenging joint/combined training at the strategic, operational, and tactical levels.

Assessment:

No known impact to provide Service-Common support and enabling capabilities to Special Operations Forces.

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JOINT CHIEFS OF STAFF			
FY 2025 President's Budget			
<u>Support to Special Operations Forces (SOF)</u>			
<i>\$ in Millions</i>			
<u>Identification of changes from FY 2023 to FY 2025</u>			
SOF Activity	Appropriation Name	Budget Activity	Budget Line Item Title
Enabling Capabilities	Operation and Maintenance (O&M)	03 Training and recruiting	33-3PL1 Joint Chiefs of Staff
<u>Activities</u>			
<u>Reconciliation:</u>	Funding provides for the Joint Special Operations Master of Arts (JSOMA) program at Fort Liberty, NC. Through JSOMA, part of the National Defense University (NDU) College of International Security Affairs (CISA), the DoD is building enduring advantages across the Joint Force in the areas of International Security Studies, Irregular Warfare, Counterterrorism, Homeland Defense, or South and Central Asia Theater operations. NDU is working with the special operations community to refine program requirements for future years.		
<u>Assessment:</u>	There is no operational impact to JSOMA as it is currently structured. However, these funding levels do not support the growth in student capacity (U.S. and international) desired by USASOC and IWC nor does it support accreditation of JSOMA which would require increase in faculty to meet mandated student/faculty ratios.		
Enabling Capabilities	Research, Development, Test, and Evaluation (RDT&E)	06 Management	769 Joint Knowledge Development & Distribution
<u>Activities</u>			
<u>Reconciliation:</u>	The mission of the Joint National Training Capability (JNTC) program is to advance joint capabilities and interoperability by concentrating on emerging joint training requirements through collective training using a managed set of globally distributed capabilities and activities. The program resources Service and Special Operations Forces joint training to improve interoperability and create realistic tactical and operational joint training.		
<u>Assessment:</u>	No known impact to provide Service-Common support and enabling capabilities to Special Operations Forces.		

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UNDER SECRETARY OF DEFENSE FOR POLICY						
FY 2025 President's Budget						
<u>Support to Special Operations Forces (SOF)</u>						
<i>\$ in Millions</i>						
SOF Activity	Appropriation Name	Budget Activity	Budget Line Item Title	FY 2023 Actuals	FY 2024 Estimate	FY 2025 Request
Combat Service Support	Research, Development, Test, and Evaluation (RDT&E)	03 Advanced technology development	121 SO/LIC Advanced Development	\$4.8	\$0	\$0
			Combat Service Support Subtotal	\$4.8	\$0.0	\$0.0
Enabling Capabilities	Research, Development, Test, and Evaluation (RDT&E)	03 Advanced technology development	484 Combatting Terrorism Technical Support	\$74.2	\$36.4	\$27.3
			Enabling Capabilities Subtotal	\$74.2	\$36.4	\$27.3
GRAND TOTAL				\$79.0	\$36.4	\$27.3
<small>NOTE: Numbers may NOT add due to rounding</small>						

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UNDER SECRETARY OF DEFENSE FOR POLICY

FY 2025 President's Budget

Support to Special Operations Forces (SOF)

\$ in Millions

Identification of changes from FY 2023 to FY 2025

SOF Activity	Appropriation Name	Budget Activity	Budget Line Item Title
Combat Service Support	Research, Development, Test, and Evaluation (RDT&E)	03 Advanced technology development	121 SO/LIC Advanced Development

Activities

Reconciliation: The decrease in FY 2024 is due to SO/LIC Advanced Development and transition of the Secure Unclassified Network (SUNet) enterprise system to the Chief Digital and Artificial Intelligence Office (CDAO).

Assessment: No known impact to provide Service-Common support and enabling capabilities to Special Operations Forces.

Enabling Capabilities	Research, Development, Test, and Evaluation (RDT&E)	03 Advanced technology development	484 Combatting Terrorism Technical Support
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Activities

Reconciliation: Funding from external sources: other Agencies, Countries, and Congressional Adds to include: \$33.298 million in the FY 2023 total. The decrease in FY 2025 funding does not impact SOF operations.

The decrease in FY 2025 funding does not impact SOF operations.

Assessment: No known impact to provide Service-Common support and enabling capabilities to Special Operations Forces.

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ENVIRONMENTAL RESTORATION PROGRAM

Department of Defense
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ENV 30 DERA and BRAC Funds for Environmental Cleanup - Budget Years
(Current \$ Millions - Sites/Installations in Eaches)
Defense Logistics Agency

	FY 23		FY 24		FY 25	
	<u>\$ Millions</u>	<u># Sites</u>	<u>\$ Millions</u>	<u># Sites</u>	<u>\$ Millions</u>	<u># Sites</u>
DADW						
Environmental Restoration						
IRP						
<u>Investigation:</u>						
Preliminary Assessment/Site Inspection	0.000	0	0.000	0	0.000	0
Remedial Investigation/Feasibility Study (including Records of Decision/Decision Documents)	2.630	24	1.455	7	0.876	8
Potentially Responsible Parties	0.000	0	0.000	0	0.000	0
Investigation Subtotal	2.630	24	1.455	7	0.876	8
<u>Remedial Action (RA):</u>						
Interim Remedial Actions	0.000	0	0.000	0	0.000	0
Remedial Design	0.000	0	0.000	0	0.000	0
Remedial Action Construction	0.000	0	0.000	0	0.000	0
Remedial Action Operations	2.501	7	6.548	7	2.226	7
Building Demolition/Debris Removal	0.000	0	0.000	0	0.000	0
Potentially Responsible Parties	0.000	0	0.000	0	0.000	0
RA Subtotal	2.501	7	6.548	7	2.226	7
<u>Post RA:</u>						
Long-Term Management	0.607	33	0.269	33	0.272	34
Project Closeout	0.000	0	0.000	0	0.000	0
Post RA Subtotal	0.607	33	0.269	33	0.272	34
IRP Subtotal	5.738	64	8.272	47	3.374	49

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(Current \$ Millions - Sites/Installations in Eaches)

Defense Logistics Agency

	FY 23		FY 24		FY 25	
	<u>\$ Millions</u>	<u># Sites</u>	<u>\$ Millions</u>	<u># Sites</u>	<u>\$ Millions</u>	<u># Sites</u>
MMRP						
<u>Investigation:</u>						
Preliminary Assessment/Site Inspection	0.000	0	0.000	0	0.000	0
Remedial Investigation/Feasibility Study (including Records of Decision/Decision Documents)	0.071	5	0.000	5	0.000	5
Potentially Responsible Parties	0.000	0	0.000	0	0.000	0
Investigation Subtotal	0.071	5	0.000	5	0.000	5

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Defense Logistics Agency

	FY 23		FY 24		FY 25	
	<u>\$ Millions</u>	<u># Sites</u>	<u>\$ Millions</u>	<u># Sites</u>	<u>\$ Millions</u>	<u># Sites</u>
DADW						
Environmental Restoration						
MMRP (Continued)						
<u>Remedial Action (RA):</u>						
Interim Remedial Actions	0.000	0	0.000	0	0.000	0
Remedial Design	0.000	0	0.000	0	0.000	0
Remedial Action Construction	0.000	0	0.000	0	0.000	0
Remedial Action Operations	0.000	0	0.000	0	0.000	0
Potentially Responsible Parties	0.000	0	0.000	0	0.000	0
RA Subtotal	0.000	0	0.000	0	0.000	0
<u>Post RA:</u>						
Long-Term Management	0.000	0	0.000	0	0.000	0
Project Closeout	0.000	0	0.000	0	0.000	0
Post RA Subtotal	0.000	0	0.000	0	0.000	0
MMRP Subtotal	0.071	5	0.000	5	0.000	5
IRP and MMRP Subtotal	5.810	69	8.272	52	3.374	54
Management						
DSMOA	0.067	-	0.320	-	0.330	-
ATSDR	0.000	-	0.000	-	0.000	-

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Defense Logistics Agency

	FY 23		FY 24		FY 25	
	<u>\$ Millions</u>	<u># Sites</u>	<u>\$ Millions</u>	<u># Sites</u>	<u>\$ Millions</u>	<u># Sites</u>
Manpower						
Government	0.582	-	0.600	-	0.603	-
Contractor	0.000	-	0.000	-	0.000	-
Manpower Subtotal	0.582	-	0.600	-	0.603	-
EPA Funding	0.000	-	0.000	-	0.000	-
Other	0.555	-	0.096	-	0.099	-
Management Subtotal	1.204	-	1.017	-	1.032	-
DADW Environmental Restoration Total	7.014	69	9.289	52	4.406	54
Reprogrammed Funds	0.000	-	4.024	-	0.000	-
DADW Environmental Restoration Appropriated Funds	7.014	69	5.265	52	4.406	54

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Defense Logistics Agency

	FY 23		FY 24		FY 25	
	<u>\$ Millions</u>	<u># Sites</u>	<u>\$ Millions</u>	<u># Sites</u>	<u>\$ Millions</u>	<u># Sites</u>
DADW						
BRAC						
IRP						
<u>Investigation:</u>						
Preliminary Assessment/Site Inspection	0.000	0	0.000	0	0.000	0
Remedial Investigation/Feasibility Study (including Records of Decision/Decision Documents)	0.000	0	0.000	0	0.000	0
Investigation Subtotal	0.000	0	0.000	0	0.000	0
<u>Remedial Action (RA):</u>						
Interim Remedial Actions	0.000	0	0.000	0	0.000	0
Remedial Design	0.000	0	0.000	0	0.000	0
Remedial Action Construction	0.000	0	0.000	0	0.000	0
Remedial Action Operations	2.537	1	5.638	1	1.664	1
RA Subtotal	2.537	1	5.638	1	1.664	1
<u>Post RA:</u>						
Long-Term Management	0.000	0	0.000	0	0.000	0
Project Closeout	0.000	0	0.000	0	0.000	0
Post RA Subtotal	0.000	0	0.000	0	0.000	0
IRP Subtotal	2.537	1	5.638	1	1.664	1

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Defense Logistics Agency

	FY 23		FY 24		FY 25	
	<u>\$ Millions</u>	<u># Sites</u>	<u>\$ Millions</u>	<u># Sites</u>	<u>\$ Millions</u>	<u># Sites</u>
MMRP						
<u>Investigation:</u>						
Preliminary Assessment/Site Inspection	0.000	0	0.000	0	0.000	0
Remedial Investigation/Feasibility Study (including Records of Decision/Decision Documents)	0.000	0	0.000	0	0.000	0
Investigation Subtotal	0.000	0	0.000	0	0.000	0

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Defense Logistics Agency

	FY 23		FY 24		FY 25	
	<u>\$ Millions</u>	<u># Sites</u>	<u>\$ Millions</u>	<u># Sites</u>	<u>\$ Millions</u>	<u># Sites</u>
DADW						
BRAC						
MMRP (Continued)						
<u>Remedial Action (RA):</u>						
Interim Remedial Actions	0.000	0	0.000	0	0.000	0
Remedial Design	0.000	0	0.000	0	0.000	0
Remedial Action Construction	0.000	0	0.000	0	0.000	0
Remedial Action Operations	0.000	0	0.000	0	0.000	0
RA Subtotal	0.000	0	0.000	0	0.000	0
<u>Post RA:</u>						
Long-Term Management	0.000	0	0.000	0	0.000	0
Project Closeout	0.000	0	0.000	0	0.000	0
Post RA Subtotal	0.000	0	0.000	0	0.000	0
MMRP Subtotal	0.000	0	0.000	0	0.000	0
IRP and MMRP Subtotal	2.537	1	5.638	1	1.664	1
Planning Compliance Management	0.000	0	0.000	0	0.000	0
DSMOA	0.053	-	0.085	-	0.085	-
ATSDR	0.000	-	0.000	-	0.000	-

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(Current \$ Millions - Sites/Installations in Eaches)

Defense Logistics Agency

	FY 23		FY 24		FY 25	
	<u>\$ Millions</u>	<u># Sites</u>	<u>\$ Millions</u>	<u># Sites</u>	<u>\$ Millions</u>	<u># Sites</u>
Manpower						
Government	0.000	-	0.000	-	0.000	-
Contractor	0.000	-	0.000	-	0.000	-
Manpower Subtotal	0.000	-	0.000	-	0.000	-
EPA Funding	0.000	-	0.000	-	0.000	-
Other	0.000	-	0.003	-	0.003	-
Management Subtotal	0.053	-	0.088	-	0.088	-
DADW Environmental Restoration Total	2.591	1	5.726	1	1.752	1
Land Sale Revenue	0.000	-	0.000	-	0.000	-
Prior Year Funds	2.591	-	1.124	-	0.000	-
DADW Appropriated Funding	0.000	1	4.602	1	1.752	1

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Under Secretary of Defense for Acquisition and Sustainment

	FY 23		FY 24		FY 25	
	<u>\$ Millions</u>	<u># Sites</u>	<u>\$ Millions</u>	<u># Sites</u>	<u>\$ Millions</u>	<u># Sites</u>
DADW						
Environmental Restoration						
IRP						
<u>Investigation:</u>						
Preliminary Assessment/Site Inspection	0.000	0	0.000	0	0.000	0
Remedial Investigation/Feasibility Study (including Records of Decision/Decision Documents)	0.000	0	0.000	0	0.000	0
Potentially Responsible Parties	0.000	0	0.000	0	0.000	0
Investigation Subtotal	0.000	0	0.000	0	0.000	0
<u>Remedial Action (RA):</u>						
Interim Remedial Actions	0.000	0	0.000	0	0.000	0
Remedial Design	0.000	0	0.000	0	0.000	0
Remedial Action Construction	0.000	0	0.000	0	0.000	0
Remedial Action Operations	0.000	0	0.000	0	0.000	0
Building Demolition/Debris Removal	0.000	0	0.000	0	0.000	0
Potentially Responsible Parties	0.000	0	0.000	0	0.000	0
RA Subtotal	0.000	0	0.000	0	0.000	0
<u>Post RA:</u>						
Long-Term Management	0.000	0	0.000	0	0.000	0
Project Closeout	0.000	0	0.000	0	0.000	0
Post RA Subtotal	0.000	0	0.000	0	0.000	0
IRP Subtotal	0.000	0	0.000	0	0.000	0

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	FY 23		FY 24		FY 25	
	<u>\$ Millions</u>	<u># Sites</u>	<u>\$ Millions</u>	<u># Sites</u>	<u>\$ Millions</u>	<u># Sites</u>
MMRP						
<u>Investigation:</u>						
Preliminary Assessment/Site Inspection	0.000	0	0.000	0	0.000	0
Remedial Investigation/Feasibility Study (including Records of Decision/Decision Documents)	0.000	0	0.000	0	0.000	0
Potentially Responsible Parties	0.000	0	0.000	0	0.000	0
Investigation Subtotal	0.000	0	0.000	0	0.000	0

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(Current \$ Millions - Sites/Installations in Eaches)
Under Secretary of Defense for Acquisition and Sustainment

	FY 23		FY 24		FY 25	
	<u>\$ Millions</u>	<u># Sites</u>	<u>\$ Millions</u>	<u># Sites</u>	<u>\$ Millions</u>	<u># Sites</u>
DADW						
Environmental Restoration						
MMRP (Continued)						
<u>Remedial Action (RA):</u>						
Interim Remedial Actions	0.000	0	0.000	0	0.000	0
Remedial Design	0.000	0	0.000	0	0.000	0
Remedial Action Construction	0.000	0	0.000	0	0.000	0
Remedial Action Operations	0.000	0	0.000	0	0.000	0
Potentially Responsible Parties	0.000	0	0.000	0	0.000	0
RA Subtotal	0.000	0	0.000	0	0.000	0
<u>Post RA:</u>						
Long-Term Management	0.000	0	0.000	0	0.000	0
Project Closeout	0.000	0	0.000	0	0.000	0
Post RA Subtotal	0.000	0	0.000	0	0.000	0
MMRP Subtotal	0.000	0	0.000	0	0.000	0
IRP and MMRP Subtotal	0.000	0	0.000	0	0.000	0
Management						
DSMOA	0.000	-	0.000	-	0.000	-
ATSDR	0.000	-	0.000	-	0.000	-

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Under Secretary of Defense for Acquisition and Sustainment

	FY 23		FY 24		FY 25	
	<u>\$ Millions</u>	<u># Sites</u>	<u>\$ Millions</u>	<u># Sites</u>	<u>\$ Millions</u>	<u># Sites</u>
Manpower						
Government	0.000	-	0.000	-	0.000	-
Contractor	3.259	-	3.700	-	4.394	-
Manpower Subtotal	3.259	-	3.700	-	4.394	-
EPA Funding	0.000	-	0.000	-	0.000	-
Other	0.000	-	0.000	-	0.000	-
Management Subtotal	3.259	-	3.700	-	4.394	-
DADW Environmental Restoration Total	3.259	0	3.700	0	4.394	0
Reprogrammed Funds	0.000	-	0.000	-	0.000	-
DADW Environmental Restoration Appropriated Funds	3.259	0	3.700	0	4.394	0

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Summary of Funds Budgeted for Environmental Projects

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**Department of Defense
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PB28A Environmental Technology - Budget Years

(Current \$ Millions)

Under Secretary of Defense for Acquisition and Sustainment

	<u>FY 2023</u>	<u>FY 2024</u>	<u>FY 2025</u>
APPROPRIATION TOTALS			
RDT&E, DW			
Cleanup	32.443	18.776	19.856
Compliance	34.793	20.317	21.450
Conservation	18.214	11.832	12.258
Pollution Prevention	35.855	20.999	22.158
Unexploded Ordnance	34.281	20.094	21.201
Total	155.586	92.018	96.923
Grand Total	155.586	92.018	96.923

**Department of Defense
Fiscal Year (FY) 2025 Budget Estimates
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PB28A Environmental Technology - Budget Years

(Current \$ Millions)

Under Secretary of Defense for Acquisition and Sustainment

ENVIRONMENTAL PROGRAM TOTALS	<u>FY 2023</u>	<u>FY 2024</u>	<u>FY 2025</u>
Cleanup	32.443	18.776	19.856
Compliance	34.793	20.317	21.450
Conservation	18.214	11.832	12.258
Pollution Prevention	35.855	20.999	22.158
Unexploded Ordnance	34.281	20.094	21.201
Grand Total	155.586	92.018	96.923

**Department of Defense
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PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)
Defense Health Agency

OPR & MAINT	<u>FY 2023</u>	<u>FY 2024</u>	<u>FY 2025</u>
Active			
Domestic			
Compliance			
<u>Air</u>			
Stationary and Mobile Sources	0.000	0.021	0.021
<u>Compliance Cross-Cutting Programs</u>			
Compliance Education and Training	0.819	1.825	1.651
Multi-Program Management	0.543	0.896	0.929
Total Compliance Cross-Cutting Programs	1.362	2.721	2.580
<u>Compliance Manpower</u>			
Compliance Manpower	3.465	3.536	3.654
<u>Compliance Other</u>			
Miscellaneous Compliance Activities	0.812	1.397	1.434
<u>Planning</u>			
Environmental Impact Analysis	0.000	0.085	0.085
<u>Storage and Disposal</u>			
Solid Waste (RCRA - D)	1.842	2.052	2.119
<u>Toxic Substances</u>			
EPCRA Reporting (TRI and Tier I&II)	0.005	0.005	0.005
<u>Water</u>			
Safe Drinking Water	1.178	1.084	1.065
Spill Prevention and Response/ASTs	0.000	0.020	0.021
Wastewater	0.000	0.025	0.025
Total Water	1.178	1.129	1.111
Total Compliance	8.664	10.946	11.009
Pollution Prevention			
<u>Pollution Prevention Projects</u>			
Hazardous Material / Hazardous and Solid Waste Reduction	0.132	0.310	0.316
Total Pollution Prevention	0.132	0.310	0.316
Total Domestic	8.796	11.256	11.325

**Department of Defense
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PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)
Defense Health Agency

OPR & MAINT	<u>FY 2023</u>	<u>FY 2024</u>	<u>FY 2025</u>
Active (Continued)			
<u>Foreign</u>			
Compliance			
<u>Air</u>			
Stationary and Mobile Sources	0.000	0.002	0.002
<u>Compliance Cross-Cutting Programs</u>			
Compliance Education and Training	0.150	0.155	0.155
Multi-Program Management	0.000	0.109	0.113
Total Compliance Cross-Cutting Programs	0.150	0.264	0.268
<u>Compliance Manpower</u>			
Compliance Manpower	0.249	0.538	0.556
<u>Compliance Other</u>			
Miscellaneous Compliance Activities	0.000	0.025	0.026
<u>Storage and Disposal</u>			
Hazardous Waste (RCRA - C)	0.581	0.604	0.606
Solid Waste (RCRA - D)	0.538	0.548	0.569
Total Storage and Disposal	1.119	1.152	1.175
<u>Water</u>			
Safe Drinking Water	0.349	0.348	0.360
Total Compliance	1.867	2.329	2.387
Total Foreign	1.867	2.329	2.387

**Department of Defense
Fiscal Year (FY) 2025 Budget Estimates
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PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)
Defense Health Agency

OPR & MAINT	<u>FY 2023</u>	<u>FY 2024</u>	<u>FY 2025</u>
Active (Summary)			
Environmental Activity Cost Type Totals			
Compliance	10.531	13.275	13.397
Pollution Prevention	0.132	0.310	0.316
Conservation	0.000	0.000	0.000
Total	10.663	13.585	13.713
Location Totals			
Domestic	8.796	11.255	11.325
Foreign	1.867	2.330	2.388
Total	10.663	13.585	13.713
DHA TOTALS			
Environmental Activity Cost Type Totals			
Compliance	10.531	13.275	13.397
Pollution Prevention	0.132	0.310	0.316
Conservation	0.000	0.000	0.000
Total	10.663	13.585	13.713
Location Totals			
Domestic	8.796	11.255	11.325
Foreign	1.867	2.330	2.388
Total	10.663	13.585	13.713

Department of Defense
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PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)
 Defense Logistics Agency

MIL CON	<u>FY 2023</u>	<u>FY 2024</u>	<u>FY 2025</u>
DADW			
<u>Domestic</u>			
Compliance			
<u>Compliance Other</u>			
Miscellaneous Compliance Activities	0.000	0.000	0.000
Total Compliance	0.000	0.000	0.000
Total Domestic	0.000	0.000	0.000

Department of Defense
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PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)
 Defense Logistics Agency

MIL CON	<u>FY 2023</u>	<u>FY 2024</u>	<u>FY 2025</u>
DADW (Continued)			
<u>Foreign</u>			
Compliance			
<u>Compliance Other</u>			
Miscellaneous Compliance Activities	0.000	80.000	0.000
Total Compliance	0.000	80.000	0.000
Total Foreign	0.000	80.000	0.000

**Department of Defense
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PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)
Defense Logistics Agency

MIL CON	<u>FY 2023</u>	<u>FY 2024</u>	<u>FY 2025</u>
DADW (Summary)			
Environmental Activity Cost Type Totals			
Compliance	0.000	80.000	0.000
Pollution Prevention	0.000	0.000	0.000
Conservation	0.000	0.000	0.000
Total	0.000	80.000	0.000
Location Totals			
Domestic	0.000	0.000	0.000
Foreign	0.000	80.000	0.000
Total	0.000	80.000	0.000

**Department of Defense
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PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)
Defense Logistics Agency

OPR & MAINT	<u>FY 2023</u>	<u>FY 2024</u>	<u>FY 2025</u>
DADW			
<u>Domestic</u>			
Compliance			
<u>Compliance Cross-Cutting Programs</u>			
Multi-Program Management	0.000	0.043	0.043
<u>Compliance Manpower</u>			
Compliance Manpower	0.528	0.511	0.535
<u>Compliance Other</u>			
Miscellaneous Compliance Activities	3.897	6.528	6.623
Total Compliance	4.425	7.082	7.201
Pollution Prevention			
<u>Pollution Prevention Manpower</u>			
Pollution Prevention Manpower	4.251	5.394	5.550
<u>Pollution Prevention Projects</u>			
Hazardous Material / Hazardous and Solid Waste Reduction	3.433	3.626	3.626
Total Pollution Prevention	7.684	9.020	9.176
Total Domestic	12.109	16.102	16.377

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PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)
 Defense Logistics Agency

OPR & MAINT	<u>FY 2023</u>	<u>FY 2024</u>	<u>FY 2025</u>
DADW (Continued)			
<u>Foreign</u>			
Compliance			
<u>Storage and Disposal</u>			
Hazardous Waste (RCRA - C)	0.000	0.004	0.004
Total Compliance	0.000	0.004	0.004
Total Foreign	0.000	0.004	0.004

**Department of Defense
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PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)
Defense Logistics Agency

OPR & MAINT	<u>FY 2023</u>	<u>FY 2024</u>	<u>FY 2025</u>
DADW (Summary)			
Environmental Activity Cost Type Totals			
Compliance	4.425	7.086	7.205
Pollution Prevention	7.684	9.020	9.176
Conservation	0.000	0.000	0.000
Total	12.109	16.106	16.381
Location Totals			
Domestic	12.109	16.102	16.377
Foreign	0.000	0.004	0.004
Total	12.109	16.106	16.381

**Department of Defense
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PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)
Defense Logistics Agency

REV & MGT FNDS	<u>FY 2023</u>	<u>FY 2024</u>	<u>FY 2025</u>
DADW			
<u>Domestic</u>			
Compliance			
<u>Air</u>			
Stationary and Mobile Sources	0.265	0.280	0.315
<u>Compliance Cross-Cutting Programs</u>			
Compliance Education and Training	0.417	0.377	0.382
Geospatial Information Systems (GIS) and Information Techno	0.061	0.066	0.051
Multi-Program Management	0.534	0.543	0.598
Total Compliance Cross-Cutting Programs	1.012	0.986	1.031
<u>Compliance Manpower</u>			
Compliance Manpower	19.431	19.850	20.208
<u>Compliance Other</u>			
Miscellaneous Compliance Activities	0.964	2.236	2.246
<u>Compliance Related Cleanup</u>			
Other Compliance-Related Assessment and Cleanup	41.467	47.586	49.086
<u>Planning</u>			
Environmental Impact Analysis	0.945	1.374	1.564
<u>Storage and Disposal</u>			
Hazardous Waste (RCRA - C)	1.045	0.789	0.718
Solid Waste (RCRA - D)	0.437	0.143	0.143
USTs (RCRA - I)	40.085	40.086	40.586
Total Storage and Disposal	41.567	41.018	41.447
<u>Toxic Substances</u>			
Controlled Substances	0.026	0.032	0.032
EPCRA Reporting (TRI and Tier I&II)	0.224	0.230	0.235
Total Toxic Substances	0.250	0.262	0.267

**Department of Defense
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PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)
Defense Logistics Agency

REV & MGT FNDS	<u>FY 2023</u>	<u>FY 2024</u>	<u>FY 2025</u>
DADW (Continued)			
<u>Domestic (Continued)</u>			
Compliance (Continued)			
<u>Water</u>			
Safe Drinking Water	0.191	0.123	0.121
Spill Prevention and Response/ASTs	8.804	6.035	6.286
Stormwater	0.153	0.171	0.176
Wastewater	0.241	0.232	0.234
Total Water	9.389	6.561	6.817
Total Compliance	115.290	120.153	122.981
Pollution Prevention			
<u>Pollution Prevention Manpower</u>			
Pollution Prevention Manpower	0.909	1.052	1.053
<u>Pollution Prevention Other</u>			
Misc. Pollution Prevention Activities	0.275	0.519	0.519
<u>Pollution Prevention Projects</u>			
Air Pollution Reduction	0.000	0.001	0.001
Hazardous Material / Hazardous and Solid Waste Reduction	0.383	0.290	0.290
Water Pollution Reduction	0.015	0.016	0.016
Total Pollution Prevention Projects	0.398	0.307	0.307
Total Pollution Prevention	1.582	1.878	1.879
Conservation			
<u>Archaeology</u>			
Archeological/ Curation	0.005	0.015	0.013
Tribal Consultation/ Repatriation	0.000	0.006	0.003
Total Archaeology	0.005	0.021	0.016
<u>Conservation Cross-Cutting Programs</u>			
Conservation Education and Training	0.012	0.018	0.016

**Department of Defense
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PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)
Defense Logistics Agency

REV & MGT FNDS	<u>FY 2023</u>	<u>FY 2024</u>	<u>FY 2025</u>
DADW (Continued)			
Domestic (Continued)			
Conservation (Continued)			
<u>Conservation Manpower</u>			
Cultural Resources Manpower	0.224	0.225	0.220
Natural Resources Manpower	0.219	0.220	0.217
Total Conservation Manpower	0.443	0.445	0.437
<u>Cultural Resources Other</u>			
Miscellaneous Cultural Resources Activities	0.084	0.084	0.084
<u>Historic Structures</u>			
Historic Built Environment	0.000	0.004	0.039
<u>Integrated Natural Resource Planning</u>			
Integrated Natural Resources Planning	0.031	0.042	0.042
<u>Listed and At-Risk Species</u>			
Threatened and Endangered Species; Candidate Species and Sp	0.006	0.006	0.007
<u>Natural Resources Other</u>			
Miscellaneous Natural Resources Activities	0.035	0.085	0.085
<u>Wetlands</u>			
Wetlands	0.031	0.031	0.031
Total Conservation	0.647	0.736	0.757
Total Domestic	117.519	122.767	125.617

**Department of Defense
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PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)
Defense Logistics Agency

REV & MGT FNDS	<u>FY 2023</u>	<u>FY 2024</u>	<u>FY 2025</u>
DADW (Continued)			
<u>Foreign</u>			
Compliance			
<u>Compliance Cross-Cutting Programs</u>			
Compliance Education and Training	0.015	0.043	0.044
<u>Compliance Manpower</u>			
Compliance Manpower	2.072	2.390	2.440
<u>Compliance Other</u>			
Miscellaneous Compliance Activities	0.000	0.000	0.000
<u>Compliance Related Cleanup</u>			
Overseas Remediation	0.205	0.450	0.500
<u>Planning</u>			
Environmental Impact Analysis	0.300	0.310	0.350
<u>Storage and Disposal</u>			
Hazardous Waste (RCRA - C)	0.012	0.153	0.153
USTs (RCRA - I)	6.800	9.000	9.200
Total Storage and Disposal	6.812	9.153	9.353
<u>Toxic Substances</u>			
Controlled Substances	0.000	0.001	0.001
<u>Water</u>			
Spill Prevention and Response/ASTs	1.023	0.490	0.500
Total Compliance	10.427	12.837	13.188
Total Foreign	10.427	12.837	13.188

**Department of Defense
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PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)
Defense Logistics Agency

REV & MGT FNDS	<u>FY 2023</u>	<u>FY 2024</u>	<u>FY 2025</u>
DADW (Summary)			
Environmental Activity Cost Type Totals			
Compliance	125.717	132.990	136.169
Pollution Prevention	1.582	1.878	1.879
Conservation	0.647	0.736	0.757
Total	127.946	135.604	138.805
Location Totals			
Domestic	117.519	122.767	125.617
Foreign	10.427	12.837	13.188
Total	127.946	135.604	138.805
DLA TOTALS			
Environmental Activity Cost Type Totals			
Compliance	130.142	220.076	143.374
Pollution Prevention	9.266	10.898	11.055
Conservation	0.647	0.736	0.757
Total	140.055	231.710	155.186
Location Totals			
Domestic	129.628	138.869	141.994
Foreign	10.427	92.841	13.192
Total	140.055	231.710	155.186

Department of Defense
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PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)
 Defense Education Activity

OPR & MAINT	<u>FY 2023</u>	<u>FY 2024</u>	<u>FY 2025</u>
DADW			
<u>Domestic</u>			
Compliance			
<u>Compliance Other</u>			
Miscellaneous Compliance Activities	0.000	0.000	2.109
<u>Storage and Disposal</u>			
Hazardous Waste (RCRA - C)	0.478	0.487	0.497
Total Compliance	0.478	0.487	2.606
Total Domestic	0.478	0.487	2.606

Department of Defense
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PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)
 Defense Education Activity

OPR & MAINT	<u>FY 2023</u>	<u>FY 2024</u>	<u>FY 2025</u>
DADW (Continued)			
<u>Foreign</u>			
Compliance			
<u>Storage and Disposal</u>			
Hazardous Waste (RCRA - C)	3.181	2.551	0.000
Total Compliance	3.181	2.551	0.000
Total Foreign	3.181	2.551	0.000

**Department of Defense
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PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)
Defense Education Activity

OPR & MAINT	<u>FY 2023</u>	<u>FY 2024</u>	<u>FY 2025</u>
DADW (Summary)			
Environmental Activity Cost Type Totals			
Compliance	3.659	3.038	2.606
Pollution Prevention	0.000	0.000	0.000
Conservation	0.000	0.000	0.000
Total	3.659	3.038	2.606
Location Totals			
Domestic	0.478	0.487	2.606
Foreign	3.181	2.551	0.000
Total	3.659	3.038	2.606
DODEA TOTALS			
Environmental Activity Cost Type Totals			
Compliance	3.659	3.038	2.606
Pollution Prevention	0.000	0.000	0.000
Conservation	0.000	0.000	0.000
Total	3.659	3.038	2.606
Location Totals			
Domestic	0.478	0.487	2.606
Foreign	3.181	2.551	0.000
Total	3.659	3.038	2.606

**Department of Defense
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PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)
Missile Defense Agency

RDT&E	<u>FY 2023</u>	<u>FY 2024</u>	<u>FY 2025</u>
DADW			
<u>Domestic</u>			
Compliance			
<u>Air</u>			
Stationary and Mobile Sources	0.330	0.580	1.080
<u>Compliance Cross-Cutting Programs</u>			
Compliance Education and Training	0.000	0.000	0.000
Geospatial Information Systems (GIS) and Information Techno	0.050	0.050	0.050
Multi-Program Management	0.039	0.014	0.014
Total Compliance Cross-Cutting Programs	0.089	0.064	0.064
<u>Compliance Manpower</u>			
Compliance Manpower	5.000	5.161	5.501
<u>Compliance Other</u>			
Miscellaneous Compliance Activities	0.001	0.031	0.001
<u>Planning</u>			
Environmental Impact Analysis	14.254	11.748	6.400
<u>Storage and Disposal</u>			
Hazardous Waste (RCRA - C)	1.787	0.655	0.790
Solid Waste (RCRA - D)	0.039	0.040	0.041
Total Storage and Disposal	1.826	0.695	0.831
<u>Toxic Substances</u>			
Controlled Substances	0.003	0.003	0.003
EPCRA Reporting (TRI and Tier I&II)	0.002	0.002	0.002
Total Toxic Substances	0.005	0.005	0.005
<u>Water</u>			
Safe Drinking Water	0.005	0.010	0.005
Spill Prevention and Response/ASTs	0.006	0.007	0.007
Stormwater	0.006	0.006	0.007
Wastewater	0.001	0.001	0.001
Total Water	0.018	0.024	0.020
Total Compliance	21.523	18.308	13.903

**Department of Defense
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PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)
Missile Defense Agency

RDT&E	<u>FY 2023</u>	<u>FY 2024</u>	<u>FY 2025</u>
DADW (Continued)			
<u>Domestic (Continued)</u>			
Pollution Prevention			
<u>Pollution Prevention Other</u>			
Miscellaneous Pollution Prevention Activities	0.010	0.010	0.010
<u>Pollution Prevention Projects</u>			
Air Pollution Reduction	0.065	0.065	0.065
Hazardous Material / Hazardous and Solid Waste Reduction	0.025	0.025	0.025
Total Pollution Prevention Projects	0.090	0.090	0.090
Total Pollution Prevention	0.100	0.100	0.100
Conservation			
<u>Conservation Manpower</u>			
Natural Resources Manpower	0.002	0.002	0.002
<u>Cultural Resources Other</u>			
Miscellaneous Cultural Resources Activities	1.600	0.900	1.500
<u>Integrated Natural Resource Planning</u>			
Integrated Natural Resources Planning	0.000	0.000	0.010
<u>Listed and At-Risk Species</u>			
Threatened and Endangered Species; Candidate Species and Sp	1.350	1.000	1.500
<u>Natural Resources Other</u>			
Miscellaneous Natural Resources Activities	0.003	0.003	0.003
<u>Wetlands</u>			
Wetlands	0.251	0.250	0.250
Total Conservation	3.206	2.155	3.265
Total Domestic	24.828	20.563	17.268

Department of Defense
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PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)
Missile Defense Agency

RDT&E	<u>FY 2023</u>	<u>FY 2024</u>	<u>FY 2025</u>
DADW (Summary)			
Environmental Activity Cost Type Totals			
Compliance	21.523	18.308	13.903
Pollution Prevention	0.100	0.100	0.100
Conservation	3.206	2.155	3.265
Total	24.829	20.563	17.268
Location Totals			
Domestic	24.828	20.563	17.268
Foreign	0.000	0.000	0.000
Total	24.828	20.563	17.268
 MDA TOTALS			
Environmental Activity Cost Type Totals			
Compliance	21.523	18.308	13.903
Pollution Prevention	0.100	0.100	0.100
Conservation	3.206	2.155	3.265
Total	24.829	20.563	17.268
Location Totals			
Domestic	24.828	20.563	17.268
Foreign	0.000	0.000	0.000
Total	24.828	20.563	17.268

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PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)

Under Secretary of Defense for Acquisition and Sustainment

OPR & MAINT	<u>FY 2023</u>	<u>FY 2024</u>	<u>FY 2025</u>
DADW			
<u>Domestic</u>			
Compliance			
<u>Compliance Cross-Cutting Programs</u>			
Multi-Program Management	21.599	28.424	25.143
<u>Compliance Related Cleanup</u>			
Other Compliance-Related Assessment and Cleanup	20.549	12.559	19.861
Total Compliance	42.148	40.983	45.004
Pollution Prevention			
<u>Pollution Prevention Other</u>			
Miscellaneous Pollution Prevention Activities	12.605	6.285	5.674
Total Pollution Prevention	12.605	6.285	5.674
Conservation			
<u>Natural Resources Other</u>			
Miscellaneous Natural Resources Activities	179.228	193.103	189.097
Total Conservation	179.228	193.103	189.097
Total Domestic	233.981	240.371	239.775

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

PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)

Under Secretary of Defense for Acquisition and Sustainment

OPR & MAINT	<u>FY 2023</u>	<u>FY 2024</u>	<u>FY 2025</u>
DADW (Continued)			
<u>Foreign</u>			
Pollution Prevention			
<u>Pollution Prevention Other</u>			
Miscellaneous Pollution Prevention Activities	0.000	0.000	0.000
Total Pollution Prevention	0.000	0.000	0.000
Total Foreign	0.000	0.000	0.000

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

PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)

Under Secretary of Defense for Acquisition and Sustainment

OPR & MAINT	<u>FY 2023</u>	<u>FY 2024</u>	<u>FY 2025</u>
DADW (Summary)			
Environmental Activity Cost Type Totals			
Compliance	42.148	40.983	45.004
Pollution Prevention	12.605	6.285	5.674
Conservation	179.228	193.103	189.097
Total	233.981	240.371	239.775
Location Totals			
Domestic	233.981	240.371	239.775
Foreign	0.000	0.000	0.000
Total	233.981	240.371	239.775
 OUSD(A&S) TOTALS			
Environmental Activity Cost Type Totals			
Compliance	42.148	40.983	45.004
Pollution Prevention	12.605	6.285	5.674
Conservation	179.228	193.103	189.097
Total	233.981	240.371	239.775
Location Totals			
Domestic	233.981	240.371	239.775
Foreign	0.000	0.000	0.000
Total	233.981	240.371	239.775

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SOCOM Spares and Repair Parts

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

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

**U.S. Special Operations Command
Operation and Maintenance, Defense-Wide
Spares and Repair Parts**

	<u>FY 2023</u> <u>Qty (\$ in M)</u>	<u>FY 2024</u> <u>Qty (\$ in M)</u>	<u>FY 2025</u> <u>Qty (\$ in M)</u>	<u>FY 2024-FY 2025</u> <u>CHANGE</u> <u>Qty (\$ in M)</u>
<u>DEPOT LEVEL REPARABLES (DLRs)</u>				
<u>COMMODITY:</u>				
AIRFRAMES	183.5	183.8	206.9	23.1
AIRCRAFT ENGINES	76.6	51.6	52.2	0.6
COMBAT VEHICLES	0.0	0.0	0.0	0.0
OTHER				
MISSILES	0.0	0.0	0.0	0.0
COMMUNICATIONS EQUIPMENT	4.7	3.0	3.1	0.1
OTHER MISC	<u>0.7</u>	<u>1.6</u>	<u>1.6</u>	<u>0.0</u>
TOTAL	265.5	240.0	263.8	23.8
<u>CONSUMABLES</u>				
<u>COMMODITY:</u>				
AIRFRAMES	64.3	82.0	101.1	19.1
AIRCRAFT ENGINES	21.7	21.3	28.3	7.0
COMBAT VEHICLES	0.0	0.0	0.0	0.0
OTHER				
MISSILES	0.0	0.0	0.0	0.0
COMMUNICATIONS EQUIPMENT	6.6	5.7	5.9	0.2
OTHER MISC	<u>23.2</u>	<u>8.2</u>	<u>8.2</u>	<u>0.0</u>
TOTAL	115.8	117.2	143.5	26.3

FY 2024– FY 2025 Changes:

AIRFRAMES: Change driven by AFSOC increases in demand for depot level repairable and consumable parts as well as increases in Service prices for components.

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Defense-Wide Civilian Personnel Costs

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

Operation and Maintenance, Defense-Wide

	United States Cyber 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 Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	h Total Variables	i Comp O.C.11	Benefits O.C.12/13	k Comp & Benefits	l Basic Comp	m Total Comp	n Comp & Benefits	o % BC Variables	p % BC Benefits
<u>Direct Funded Personnel (includes OC 13)</u>																
D1. US Direct Hire (USDH)																
D1a. Senior Executive Schedule																
D1b. General Schedule																
D1c. Special Schedule																
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
D3. Total Direct Hire																
D4. Indirect Hire Foreign Nationals (IHFN)																
<i>Subtotal - Direct Funded (excludes OC 13)</i>																
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<u>Reimbursable Funded Personnel (includes OC 13)</u>																
R1. US Direct Hire (USDH)																
R1a. Senior Executive Schedule																
R1b. General Schedule																
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
R3. Total Direct Hire																
R4. Indirect Hire Foreign Nationals (IHFN)																
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>																
R5. Other Object Class 13 Benefits																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<u>Total Funded Personnel (includes OC 13)</u>																
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)																
<i>Subtotal - Total Funded (excludes OC 13)</i>																
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

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

Operation and Maintenance, Defense-Wide

United States Cyber Command 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	
Direct Funded Personnel (includes OC 13)	2,539	2,539	2,539	332,535	1,395	1,395	9,307	12,097	344,632	121,087	465,719	130,971	135,735	183,426	3.6%	36.4%	
D1. US Direct Hire (USDH)	2,539	2,539	2,539	332,535	1,395	1,395	9,307	12,097	344,632	121,087	465,719	130,971	135,735	183,426	3.6%	36.4%	
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%	
D1c. Special Schedule																	
D1d. Wage System																	
D1e. Highly Qualified Experts																	
D1f. Other																	
D2. Direct Hire Program Foreign Nationals (DHFN)																	
D3. Total Direct Hire	2,539	2,539	2,539	332,535	1,395	1,395	9,307	12,097	344,632	121,087	465,719	130,971	135,735	183,426	3.6%	36.4%	
D4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Direct Funded (excludes OC 13)	2,539	2,539	2,539	332,535	1,395	1,395	9,307	12,097	344,632	121,087	465,719	130,971	135,735	183,426	3.6%	36.4%	
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																	
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R5d. Foreign National Separation Liability Accrual																	
Total Funded Personnel (includes OC 13)	2,539	2,539	2,539	332,535	1,395	1,395	9,307	12,097	344,632	121,087	465,719	130,971	135,735	183,426	3.6%	36.4%	
T1. US Direct Hire (USDH)	2,539	2,539	2,539	332,535	1,395	1,395	9,307	12,097	344,632	121,087	465,719	130,971	135,735	183,426	3.6%	36.4%	
T1a. Senior Executive Schedule	4	4	4	536			7	7	543	191	734	134,000	135,750	183,500	1.3%	35.6%	
T1b. 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%	
T1c. Special Schedule																	
T1d. Wage System																	
T1e. Highly Qualified Experts																	
T1f. Other																	
T2. Direct Hire Program Foreign Nationals (DHFN)																	
T3. Total Direct Hire	2,539	2,539	2,539	332,535	1,395	1,395	9,307	12,097	344,632	121,087	465,719	130,971	135,735	183,426	3.6%	36.4%	
T4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Total Funded (excludes OC 13)	2,539	2,539	2,539	332,535	1,395	1,395	9,307	12,097	344,632	121,087	465,719	130,971	135,735	183,426	3.6%	36.4%	
T5. Other Object Class 13 Benefits																	
T5a. USDH - Benefits for Former Employees																	
T5b. DHFN - Benefits for Former Employees																	
T5c. Voluntary Separation Incentive Pay (VSIP)																	
T5d. Foreign National Separation Liability Accrual																	

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

Operation and Maintenance, Defense-Wide

United States Cyber 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 Comp	Overtime Pay	Holiday Pay	Other O.C.11	h Total Variables	i Comp O.C.11	i Benefits O.C.12/13	k Comp & Benefits	l Basic Comp	m Total Comp	n Comp & Benefits	o % BC Variables	p % BC Benefits	
Direct Funded Personnel (includes OC 13)	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%	
D1. US Direct Hire (USDH)	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%	
D1c. Special Schedule																	
D1d. Wage System																	
D1e. Highly Qualified Experts																	
D1f. Other																	
D2. Direct Hire Program Foreign Nationals (DHFN)																	
D3. Total Direct Hire	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%	
D4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Direct Funded (excludes OC 13)	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%	
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																	
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Subtotal - Reimbursable Funded (excludes OC 13)																	
R5. Other Object Class 13 Benefits																	
R5a. USDH - Benefits for Former Employees																	
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Total Funded Personnel (includes OC 13)	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%	
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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%	
T1b. 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%	
T1c. Special Schedule																	
T1d. Wage System																	
T1e. Highly Qualified Experts																	
T1f. Other																	
T2. Direct Hire Program Foreign Nationals (DHFN)																	
T3. Total Direct Hire	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%	
T4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Total Funded (excludes OC 13)	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%	
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
Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

Defense Acquisition University 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	h	i	i	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
Direct Funded Personnel (includes OC 13)	646	663	572	87,406	52	14	3,195	3,261	90,667	28,383	119,050	152,808	158,509	208,129	3.7%	32.5%
D1. US Direct Hire (USDH)	646	663	572	87,406	52	14	3,195	3,261	90,667	28,383	119,050	152,808	158,509	208,129	3.7%	32.5%
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%
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
D3. Total Direct Hire	646	663	572	87,406	52	14	3,195	3,261	90,667	28,383	119,050	152,808	158,509	208,129	3.7%	32.5%
D4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Direct Funded (excludes OC 13)	646	663	572	87,406	52	14	3,195	3,261	90,667	28,383	119,050	152,808	158,509	208,129	3.7%	32.5%
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																
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Subtotal - Reimbursable Funded (excludes OC 13)																
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R5d. Foreign National Separation Liability Accrual																
Total Funded Personnel (includes OC 13)	646	663	572	87,406	52	14	3,195	3,261	90,667	28,383	119,050	152,808	158,509	208,129	3.7%	32.5%
T1. US Direct Hire (USDH)	646	663	572	87,406	52	14	3,195	3,261	90,667	28,383	119,050	152,808	158,509	208,129	3.7%	32.5%
T1a. Senior Executive Schedule	1	1	1	209	0	0	22	22	231	70	301	209,000	231,000	301,000	10.5%	33.5%
T1b. 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%
T1c. 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%
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
T3. Total Direct Hire	646	663	572	87,406	52	14	3,195	3,261	90,667	28,383	119,050	152,808	158,509	208,129	3.7%	32.5%
T4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Total Funded (excludes OC 13)	646	663	572	87,406	52	14	3,195	3,261	90,667	28,383	119,050	152,808	158,509	208,129	3.7%	32.5%
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

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

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	O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC
Variables								Variables	O.C.11		Benefits	Comp	Comp	Benefits	Variables	Benefits
Direct Funded Personnel (includes OC 13)	646	646	572	92,884	52	14	2,850	2,916	95,800	29,606	125,406	162,385	167,483	219,241	3.1%	31.9%
D1. US Direct Hire (USDH)	646	646	572	92,884	52	14	2,850	2,916	95,800	29,606	125,406	162,385	167,483	219,241	3.1%	31.9%
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)																
D3. Total Direct Hire	646	646	572	92,884	52	14	2,850	2,916	95,800	29,606	125,406	162,385	167,483	219,241	3.1%	31.9%
D4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Direct Funded (excludes OC 13)	646	646	572	92,884	52	14	2,850	2,916	95,800	29,606	125,406	162,385	167,483	219,241	3.1%	31.9%
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																
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R5d. Foreign National Separation Liability Accrual																
Total Funded Personnel (includes OC 13)	646	646	572	92,884	52	14	2,850	2,916	95,800	29,606	125,406	162,385	167,483	219,241	3.1%	31.9%
T1. US Direct Hire (USDH)	646	646	572	92,884	52	14	2,850	2,916	95,800	29,606	125,406	162,385	167,483	219,241	3.1%	31.9%
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%
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
T3. Total Direct Hire	646	646	572	92,884	52	14	2,850	2,916	95,800	29,606	125,406	162,385	167,483	219,241	3.1%	31.9%
T4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Total Funded (excludes OC 13)	646	646	572	92,884	52	14	2,850	2,916	95,800	29,606	125,406	162,385	167,483	219,241	3.1%	31.9%
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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
Total Civilian Personnel Costs**

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	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	O.C.11	O.C.12/13	Basic	Total	Comp & Benefits	% BC	% BC
								Variables				Comp	Comp & Benefits	Benefits	Variables	Benefits
Direct Funded Personnel (includes OC 13)	663	663	572	94,297	52	14	3,454	3,520	97,817	30,550	128,367	164,855	171,009	224,418	3.7%	32.4%
D1. US Direct Hire (USDH)	663	663	572	94,297	52	14	3,454	3,520	97,817	30,550	128,367	164,855	171,009	224,418	3.7%	32.4%
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)																
D3. Total Direct Hire	663	663	572	94,297	52	14	3,454	3,520	97,817	30,550	128,367	164,855	171,009	224,418	3.7%	32.4%
D4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Direct Funded (excludes OC 13)	663	663	572	94,297	52	14	3,454	3,520	97,817	30,550	128,367	164,855	171,009	224,418	3.7%	32.4%
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)	663	663	572	94,297	52	14	3,454	3,520	97,817	30,550	128,367	164,855	171,009	224,418	3.7%	32.4%
T1. US Direct Hire (USDH)	663	663	572	94,297	52	14	3,454	3,520	97,817	30,550	128,367	164,855	171,009	224,418	3.7%	32.4%
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%
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
T3. Total Direct Hire	663	663	572	94,297	52	14	3,454	3,520	97,817	30,550	128,367	164,855	171,009	224,418	3.7%	32.4%
T4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Total Funded (excludes OC 13)	663	663	572	94,297	52	14	3,454	3,520	97,817	30,550	128,367	164,855	171,009	224,418	3.7%	32.4%
T5. Other Object Class 13 Benefits																
T5a. USDH - 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
Total Civilian Personnel Costs**

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	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	
Direct Funded Personnel (includes OC 13)	3,698	3,756	3,756	374,922	389	3	8,138	8,530	383,452	148,794	532,246	99,819	102,091	141,706	2.3%	39.7%	
D1. US Direct Hire (USDH)	3,698	3,756	3,756	374,922	389	3	8,138	8,530	383,452	148,794	532,246	99,819	102,091	141,706	2.3%	39.7%	
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)																	
D3. Total Direct Hire	3,698	3,756	3,756	374,922	389	3	8,138	8,530	383,452	148,794	532,246	99,819	102,091	141,706	2.3%	39.7%	
D4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Direct Funded (excludes OC 13)	3,698	3,756	3,756	374,922	389	3	8,138	8,530	383,452	148,794	532,246	99,819	102,091	141,706	2.3%	39.7%	
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)	271	191	191	20,696					20,696	8,049	28,745	108,356	108,356	150,497		38.9%	
R1. US Direct Hire (USDH)	271	191	191	20,696					20,696	8,049	28,745	108,356	108,356	150,497		38.9%	
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																	
R1d. Wage System																	
R1e. Highly Qualified Experts																	
R1f. Other																	
R2. Direct Hire Program Foreign Nationals (DHFN)																	
R3. Total Direct Hire	271	191	191	20,696					20,696	8,049	28,745	108,356	108,356	150,497		38.9%	
R4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Reimbursable Funded (excludes OC 13)	271	191	191	20,696					20,696	8,049	28,745	108,356	108,356	150,497		38.9%	
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)	3,969	3,947	3,947	395,618	389	3	8,138	8,530	404,148	156,843	560,991	100,233	102,394	142,131	2.2%	39.6%	
T1. US Direct Hire (USDH)	3,969	3,947	3,947	395,618	389	3	8,138	8,530	404,148	156,843	560,991	100,233	102,394	142,131	2.2%	39.6%	
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)																	
T3. Total Direct Hire	3,969	3,947	3,947	395,618	389	3	8,138	8,530	404,148	156,843	560,991	100,233	102,394	142,131	2.2%	39.6%	
T4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Total Funded (excludes OC 13)	3,969	3,947	3,947	395,618	389	3	8,138	8,530	404,148	156,843	560,991	100,233	102,394	142,131	2.2%	39.6%	
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
Total Civilian Personnel Costs**

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	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	O.C.11	Comp & Benefits	Basic	Total	Comp & Benefits	% BC	% BC
								Variables	O.C.11	O.C.12/13	Comp & Benefits	Comp	Comp	Comp & Benefits	Variables	Benefits
Direct Funded Personnel (includes OC 13)	3,767	3,773	3,735	391,396	741	72	11,394	12,207	403,603	159,607	563,210	104,791	108,060	150,793	3.1%	40.8%
D1. US Direct Hire (USDH)	3,767	3,773	3,735	391,396	741	72	11,394	12,207	403,603	159,607	563,210	104,791	108,060	150,793	3.1%	40.8%
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)																
D3. Total Direct Hire	3,767	3,773	3,735	391,396	741	72	11,394	12,207	403,603	159,607	563,210	104,791	108,060	150,793	3.1%	40.8%
D4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Direct Funded (excludes OC 13)	3,767	3,773	3,735	391,396	741	72	11,394	12,207	403,603	159,607	563,210	104,791	108,060	150,793	3.1%	40.8%
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
Reimbursable Funded Personnel (includes OC 13)	206	205	205	21,040					21,040	8,232	29,272	102,634	102,634	142,790		39.1%
R1. US Direct Hire (USDH)	206	205	205	21,040					21,040	8,232	29,272	102,634	102,634	142,790		39.1%
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)																
R3. Total Direct Hire	206	205	205	21,040					21,040	8,232	29,272	102,634	102,634	142,790		39.1%
R4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Reimbursable Funded (excludes OC 13)	206	205	205	21,040					21,040	8,232	29,272	102,634	102,634	142,790		39.1%
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)	3,973	3,978	3,940	412,436	741	72	11,394	12,207	424,643	167,839	592,482	104,679	107,777	150,376	3.0%	40.7%
T1. US Direct Hire (USDH)	3,973	3,978	3,940	412,436	741	72	11,394	12,207	424,643	167,839	592,482	104,679	107,777	150,376	3.0%	40.7%
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)																
T3. Total Direct Hire	3,973	3,978	3,940	412,436	741	72	11,394	12,207	424,643	167,839	592,482	104,679	107,777	150,376	3.0%	40.7%
T4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Total Funded (excludes OC 13)	3,973	3,978	3,940	412,436	741	72	11,394	12,207	424,643	167,839	592,482	104,679	107,777	150,376	3.0%	40.7%
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
Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

	Defense Contract Audit Agency FY 2025 (\$ 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
Direct Funded Personnel (includes OC 13)	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%
D1. US Direct Hire (USDH)	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)																
D3. Total Direct Hire	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)																
Subtotal - Direct Funded (excludes OC 13)	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%
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)	205	204	204	23,564					23,564	8,436	32,000	115,510	115,510	156,863		35.8%
R1. US Direct Hire (USDH)	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)																
R3. Total Direct Hire	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)																
Subtotal - Reimbursable Funded (excludes OC 13)	205	204	204	23,564					23,564	8,436	32,000	115,510	115,510	156,863		35.8%
R5. Other Object Class 13 Benefits																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
Total Funded Personnel (includes OC 13)	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%
T1. US Direct Hire (USDH)	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)																
T3. Total Direct Hire	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)																
Subtotal - Total Funded (excludes OC 13)	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%
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
Total Civilian Personnel Costs**

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	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
Direct Funded Personnel (includes OC 13)	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%
D1. US Direct Hire (USDH)	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%
D3. Total Direct Hire	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		
Subtotal - Direct Funded (excludes OC 13)	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%
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
Reimbursable Funded Personnel (includes OC 13)	1,588	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%
R1. US Direct Hire (USDH)	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)																
R3. Total Direct Hire	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)																
Subtotal - Reimbursable Funded (excludes OC 13)	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%
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)	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%
T1. US Direct Hire (USDH)	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%
T3. Total Direct Hire	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		
Subtotal - Total Funded (excludes OC 13)	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%
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
Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

Defense Contract Management 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 & Benefits	Basic	Total	Comp & Benefits	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13	Benefits	Comp	Comp	Benefits	Variables	Benefits
Direct Funded Personnel (includes OC 13)	9,066	9,012	8,642	968,878	4,639	627	15,959	21,225	990,103	368,780	1,358,883	112,113	114,569	157,242	2.2%	38.1%
D1. US Direct Hire (USDH)	9,006	8,952	8,582	964,169	4,639	627	15,933	21,199	985,368	368,484	1,353,852	112,348	114,818	157,755	2.2%	38.2%
D1a. Senior Executive Schedule	7	11	11	2,004		61	138	199	2,203	770	2,973	182,182	200,273	270,273	9.9%	38.4%
D1b. General Schedule	8,998	8,940	8,570	962,102	4,639	566	15,794	20,999	983,101	367,685	1,350,786	112,264	114,714	157,618	2.2%	38.2%
D1c. Special Schedule																
D1d. Wage System	1	1	1	63			1	1	64	29	93	63,000	64,000	93,000	1.6%	46.0%
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)	57	57	57	4,413			26	26	4,439	296	4,735	77,421	77,877	83,070	0.6%	6.7%
D3. Total Direct Hire	9,063	9,009	8,639	968,582	4,639	627	15,959	21,225	989,807	368,780	1,358,587	112,117	114,574	157,262	2.2%	38.1%
D4. Indirect Hire Foreign Nationals (IHFN)	3	3	3	296					296		296	98,667	98,667	98,667		
Subtotal - Direct Funded (excludes OC 13)	9,066	9,012	8,642	968,878	4,639	627	15,959	21,225	990,103	368,780	1,358,883	112,113	114,569	157,242	2.2%	38.1%
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
Reimbursable Funded Personnel (includes OC 13)	1,571	1,571	1,571	173,280	140	32	4,200	4,372	177,652	57,884	235,536	110,299	113,082	149,927	2.5%	33.4%
R1. US Direct Hire (USDH)	1,571	1,571	1,571	173,280	140	32	4,200	4,372	177,652	57,884	235,536	110,299	113,082	149,927	2.5%	33.4%
R1a. Senior Executive Schedule																
R1b. General Schedule	1,571	1,571	1,571	173,280	140	32	4,200	4,372	177,652	57,884	235,536	110,299	113,082	149,927	2.5%	33.4%
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
R3. Total Direct Hire	1,571	1,571	1,571	173,280	140	32	4,200	4,372	177,652	57,884	235,536	110,299	113,082	149,927	2.5%	33.4%
R4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Reimbursable Funded (excludes OC 13)	1,571	1,571	1,571	173,280	140	32	4,200	4,372	177,652	57,884	235,536	110,299	113,082	149,927	2.5%	33.4%
R5. Other Object Class 13 Benefits																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
Total Funded Personnel (includes OC 13)	10,637	10,583	10,213	1,142,158	4,779	659	20,159	25,597	1,167,755	426,664	1,594,419	111,834	114,340	156,117	2.2%	37.4%
T1. US Direct Hire (USDH)	10,577	10,523	10,153	1,137,449	4,779	659	20,133	25,571	1,163,020	426,368	1,589,388	112,031	114,549	156,544	2.2%	37.5%
T1a. Senior Executive Schedule	7	11	11	2,004		61	138	199	2,203	770	2,973	182,182	200,273	270,273	9.9%	38.4%
T1b. General Schedule	10,569	10,511	10,141	1,135,382	4,779	598	19,994	25,371	1,160,753	425,569	1,586,322	111,960	114,461	156,427	2.2%	37.5%
T1c. Special Schedule																
T1d. Wage System	1	1	1	63			1	1	64	29	93	63,000	64,000	93,000	1.6%	46.0%
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)	57	57	57	4,413			26	26	4,439	296	4,735	77,421	77,877	83,070	0.6%	6.7%
T3. Total Direct Hire	10,634	10,580	10,210	1,141,862	4,779	659	20,159	25,597	1,167,459	426,664	1,594,123	111,838	114,345	156,133	2.2%	37.4%
T4. Indirect Hire Foreign Nationals (IHFN)	3	3	3	296					296		296	98,667	98,667	98,667		
Subtotal - Total Funded (excludes OC 13)	10,637	10,583	10,213	1,142,158	4,779	659	20,159	25,597	1,167,755	426,664	1,594,419	111,834	114,340	156,117	2.2%	37.4%
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

**Department of Defense
Fiscal Year (FY) 2025 Budget Estimates
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Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

Defense Contract Management 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 k/c	h/d	j/d
	Begin	End	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
Direct Funded Personnel (includes OC 13)	9,070	9,009	8,576	983,479	4,669	630	16,060	21,359	1,004,838	373,894	1,378,732	114,678	117,169	160,766	2.2%	38.0%
D1. US Direct Hire (USDH)	9,010	8,949	8,516	978,689	4,669	630	16,033	21,332	1,000,021	373,589	1,373,610	114,924	117,428	161,298	2.2%	38.2%
D1a. Senior Executive Schedule	11	11	11	2,033		61	138	199	2,232	774	3,006	184,818	202,909	273,273	9.8%	38.1%
D1b. General Schedule	8,998	8,937	8,504	976,591	4,669	569	15,894	21,132	997,723	372,785	1,370,508	114,839	117,324	161,160	2.2%	38.2%
D1c. Special Schedule																
D1d. Wage System	1	1	1	65			1	1	66	30	96	65,000	66,000	96,000	1.5%	46.2%
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)	57	57	57	4,544			27	27	4,571	305	4,876	79,719	80,193	85,544	0.6%	6.7%
D3. Total Direct Hire	9,067	9,006	8,573	983,233	4,669	630	16,060	21,359	1,004,592	373,894	1,378,486	114,689	117,181	160,794	2.2%	38.0%
D4. Indirect Hire Foreign Nationals (IHFN)	3	3	3	246					246		246	82,000	82,000	82,000		
Subtotal - Direct Funded (excludes OC 13)	9,070	9,009	8,576	983,479	4,669	630	16,060	21,359	1,004,838	373,894	1,378,732	114,678	117,169	160,766	2.2%	38.0%
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
Reimbursable Funded Personnel (includes OC 13)	1,571	1,470	1,470	14,276	316	0	7	323	14,599	4,737	19,336	9,712	9,931	13,154	2.3%	33.2%
R1. US Direct Hire (USDH)	1,571	1,470	1,470	14,276	316	0	7	323	14,599	4,737	19,336	9,712	9,931	13,154	2.3%	33.2%
R1a. Senior Executive Schedule																
R1b. General Schedule	1,571	1,470	1,470	14,276	316	0	7	323	14,599	4,737	19,336	9,712	9,931	13,154	2.3%	33.2%
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
R3. Total Direct Hire	1,571	1,470	1,470	14,276	316	0	7	323	14,599	4,737	19,336	9,712	9,931	13,154	2.3%	33.2%
R4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Reimbursable Funded (excludes OC 13)	1,571	1,470	1,470	14,276	316	0	7	323	14,599	4,737	19,336	9,712	9,931	13,154	2.3%	33.2%
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)	10,641	10,479	10,046	997,755	4,985	630	16,067	21,682	1,019,437	378,631	1,398,068	99,319	101,477	139,167	2.2%	37.9%
T1. US Direct Hire (USDH)	10,581	10,419	9,986	992,965	4,985	630	16,040	21,655	1,014,620	378,326	1,392,946	99,436	101,604	139,490	2.2%	38.1%
T1a. Senior Executive Schedule	11	11	11	2,033		61	138	199	2,232	774	3,006	184,818	202,909	273,273	9.8%	38.1%
T1b. General Schedule	10,569	10,407	9,974	990,867	4,985	569	15,901	21,455	1,012,322	377,522	1,389,844	99,345	101,496	139,347	2.2%	38.1%
T1c. Special Schedule																
T1d. Wage System	1	1	1	65			1	1	66	30	96	65,000	66,000	96,000	1.5%	46.2%
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)	57	57	57	4,544			27	27	4,571	305	4,876	79,719	80,193	85,544	0.6%	6.7%
T3. Total Direct Hire	10,638	10,476	10,043	997,509	4,985	630	16,067	21,682	1,019,191	378,631	1,397,822	99,324	101,483	139,184	2.2%	38.0%
T4. Indirect Hire Foreign Nationals (IHFN)	3	3	3	246					246		246	82,000	82,000	82,000		
Subtotal - Total Funded (excludes OC 13)	10,641	10,479	10,046	997,755	4,985	630	16,067	21,682	1,019,437	378,631	1,398,068	99,319	101,477	139,167	2.2%	37.9%
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
Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

Defense Counterintelligence Security Agency 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	Comp & Benefits	% BC Variables	% BC Benefits	
Direct Funded Personnel (includes OC 13)	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%	
D1. US Direct Hire (USDH)	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)																	
D3. Total Direct Hire	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)																	
Subtotal - Direct Funded (excludes OC 13)	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%	
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)	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%	
T1. US Direct Hire (USDH)	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)																	
T3. Total Direct Hire	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)																	
Subtotal - Total Funded (excludes OC 13)	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%	
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
Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

**Defense Counterintelligence Security 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	h	i	k	l	m	n	o	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Total	Comp	Benefits	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	Variables	Benefits
Direct Funded Personnel (includes OC 13)	2,174	2,121	2,022	268,410	678	6	6,852	7,536	275,946	67,571	343,517	132,745	136,472	169,890	2.8%	25.2%
D1. US Direct Hire (USDH)	2,174	2,121	2,022	268,410	678	6	6,852	7,536	275,946	67,571	343,517	132,745	136,472	169,890	2.8%	25.2%
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)																
D3. Total Direct Hire	2,174	2,121	2,022	268,410	678	6	6,852	7,536	275,946	67,571	343,517	132,745	136,472	169,890	2.8%	25.2%
D4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Direct Funded (excludes OC 13)	2,174	2,121	2,022	268,410	678	6	6,852	7,536	275,946	67,571	343,517	132,745	136,472	169,890	2.8%	25.2%
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
Reimbursable Funded Personnel (includes OC 13)																
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)	2,174	2,121	2,022	268,410	678	6	6,852	7,536	275,946	67,571	343,517	132,745	136,472	169,890	2.8%	25.2%
T1. US Direct Hire (USDH)	2,174	2,121	2,022	268,410	678	6	6,852	7,536	275,946	67,571	343,517	132,745	136,472	169,890	2.8%	25.2%
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%
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
T3. Total Direct Hire	2,174	2,121	2,022	268,410	678	6	6,852	7,536	275,946	67,571	343,517	132,745	136,472	169,890	2.8%	25.2%
T4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Total Funded (excludes OC 13)	2,174	2,121	2,022	268,410	678	6	6,852	7,536	275,946	67,571	343,517	132,745	136,472	169,890	2.8%	25.2%
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

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

Operation and Maintenance, Defense-Wide

Defense Counterintelligence Security Agency FY 2025 (\$ 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	
Direct Funded Personnel (includes OC 13)	2,121	1,425	1,367	149,339	678	6	5,348	6,032	155,371	79,327	234,698	109,246	113,658	171,688	4.0%	53.1%	
D1. US Direct Hire (USDH)	2,121	1,425	1,367	149,339	678	6	5,348	6,032	155,371	79,327	234,698	109,246	113,658	171,688	4.0%	53.1%	
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)																	
D3. Total Direct Hire	2,121	1,425	1,367	149,339	678	6	5,348	6,032	155,371	79,327	234,698	109,246	113,658	171,688	4.0%	53.1%	
D4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Direct Funded (excludes OC 13)	2,121	1,425	1,367	149,339	678	6	5,348	6,032	155,371	79,327	234,698	109,246	113,658	171,688	4.0%	53.1%	
D5. Other Object Class 13 Benefits																	
D5a. USDH - Benefits for Former Employees																	
D5b. DHFN - Benefits for Former Employees																	
D5c. Voluntary Separation Incentive Pay (VSIP)																	
D5d. Foreign National Separation Liability Accrual																	
Reimbursable Funded Personnel (includes OC 13)																	
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)	2,121	1,425	1,367	149,339	678	6	5,348	6,032	155,371	79,327	234,698	109,246	113,658	171,688	4.0%	53.1%	
T1. US Direct Hire (USDH)	2,121	1,425	1,367	149,339	678	6	5,348	6,032	155,371	79,327	234,698	109,246	113,658	171,688	4.0%	53.1%	
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%	
T1b. 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%	
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																	
T1e. Highly Qualified Experts																	
T1f. Other										600	600						
T2. Direct Hire Program Foreign Nationals (DHFN)																	
T3. Total Direct Hire	2,121	1,425	1,367	149,339	678	6	5,348	6,032	155,371	79,327	234,698	109,246	113,658	171,688	4.0%	53.1%	
T4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Total Funded (excludes OC 13)	2,121	1,425	1,367	149,339	678	6	5,348	6,032	155,371	79,327	234,698	109,246	113,658	171,688	4.0%	53.1%	
T5. Other Object Class 13 Benefits																	
T5a. USDH - Benefits for Former Employees																	
T5b. DHFN - Benefits for Former Employees																	
T5c. Voluntary Separation Incentive Pay (VSIP)																	
T5d. Foreign National Separation Liability Accrual																	

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

Operation and Maintenance, Defense-Wide

Defense Human Resources Activity 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	Comp O.C.12/13	Comp & Benefits	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC Variables	% BC Benefits
Direct Funded Personnel (includes OC 13)	1,231	1,248	1,188	155,967	165	7	4,689	4,861	160,828	54,432	215,260	131,285	135,377	181,195	3.1%	34.9%	
D1. US Direct Hire (USDH)	1,231	1,248	1,188	155,967	165	7	4,689	4,861	160,828	54,382	215,210	131,285	135,377	181,153	3.1%	34.9%	
D1a. Senior Executive Schedule	11	9	11	2,172			202	202	2,374	743	3,117	197,455	215,818	283,364	9.3%	34.2%	
D1b. General Schedule	1,216	1,235	1,173	153,024	165	7	4,436	4,608	157,632	53,359	210,991	130,455	134,384	179,873	3.0%	34.9%	
D1c. Special Schedule	3	3	3	585			51	51	636	211	847	195,000	212,000	282,333	8.7%	36.1%	
D1d. Wage System																	
D1e. Highly Qualified Experts	1	1	1	186			0	0	186	69	255	186,000	186,000	255,000		37.1%	
D1f. Other																	
D2. Direct Hire Program Foreign Nationals (DHFN)																	
D3. Total Direct Hire	1,231	1,248	1,188	155,967	165	7	4,689	4,861	160,828	54,382	215,210	131,285	135,377	181,153	3.1%	34.9%	
D4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Direct Funded (excludes OC 13)	1,231	1,248	1,188	155,967	165	7	4,689	4,861	160,828	54,382	215,210	131,285	135,377	181,153	3.1%	34.9%	
D5. Other Object Class 13 Benefits										50	50						
D5a. USDH - Benefits for Former Employees																	
D5b. DHFN - Benefits for Former Employees																	
D5c. Voluntary Separation Incentive Pay (VSIP)																	
D5d. Foreign National Separation Liability Accrual																	
Reimbursable Funded Personnel (includes OC 13)	19	16	16	1,921	15	1	47	63	1,984	541	2,525	120,063	124,000	157,813	3.3%	28.2%	
R1. US Direct Hire (USDH)	19	16	16	1,921	15	1	47	63	1,984	541	2,525	120,063	124,000	157,813	3.3%	28.2%	
R1a. Senior Executive Schedule																	
R1b. General Schedule	19	16	16	1,921	15	1	47	63	1,984	541	2,525	120,063	124,000	157,813	3.3%	28.2%	
R1c. Special Schedule																	
R1d. Wage System																	
R1e. Highly Qualified Experts																	
R1f. Other																	
R2. Direct Hire Program Foreign Nationals (DHFN)																	
R3. Total Direct Hire	19	16	16	1,921	15	1	47	63	1,984	541	2,525	120,063	124,000	157,813	3.3%	28.2%	
R4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Reimbursable Funded (excludes OC 13)	19	16	16	1,921	15	1	47	63	1,984	541	2,525	120,063	124,000	157,813	3.3%	28.2%	
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)	1,250	1,264	1,204	157,888	180	8	4,736	4,924	162,812	54,973	217,785	131,136	135,226	180,885	3.1%	34.8%	
T1. US Direct Hire (USDH)	1,250	1,264	1,204	157,888	180	8	4,736	4,924	162,812	54,923	217,735	131,136	135,226	180,843	3.1%	34.8%	
T1a. Senior Executive Schedule	11	9	11	2,172			202	202	2,374	743	3,117	197,455	215,818	283,364	9.3%	34.2%	
T1b. General Schedule	1,235	1,251	1,189	154,945	180	8	4,483	4,671	159,616	53,900	213,516	130,315	134,244	179,576	3.0%	34.8%	
T1c. Special Schedule	3	3	3	585			51	51	636	211	847	195,000	212,000	282,333	8.7%	36.1%	
T1d. Wage System																	
T1e. Highly Qualified Experts	1	1	1	186			0	0	186	69	255	186,000	186,000	255,000		37.1%	
T1f. Other																	
T2. Direct Hire Program Foreign Nationals (DHFN)																	
T3. Total Direct Hire	1,250	1,264	1,204	157,888	180	8	4,736	4,924	162,812	54,923	217,735	131,136	135,226	180,843	3.1%	34.8%	
T4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Total Funded (excludes OC 13)	1,250	1,264	1,204	157,888	180	8	4,736	4,924	162,812	54,923	217,735	131,136	135,226	180,843	3.1%	34.8%	
T5. Other Object Class 13 Benefits										50	50						
T5a. USDH - Benefits for Former Employees																	
T5b. DHFN - Benefits for Former Employees																	
T5c. Voluntary Separation Incentive Pay (VSIP)																	
T5d. Foreign National Separation Liability Accrual																	

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

Operation and Maintenance, Defense-Wide

Defense Human Resources Activity 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	
Direct Funded Personnel (includes OC 13)	1,299	1,305	1,296	172,991	119	6	5,177	5,302	178,293	58,133	236,426	133,481	137,572	182,427	3.1%	33.6%	
D1. US Direct Hire (USDH)	1,299	1,305	1,296	172,991	119	6	5,177	5,302	178,293	58,133	236,426	133,481	137,572	182,427	3.1%	33.6%	
D1a. Senior Executive Schedule	12	11	11	2,209			182	182	2,391	678	3,069	200,818	217,364	279,000	8.2%	30.7%	
D1b. General Schedule	1,281	1,285	1,276	169,316	119	6	4,948	5,073	174,389	56,978	231,367	132,693	136,668	181,322	3.0%	33.7%	
D1c. Special Schedule	2	4	4	629			20	20	649	221	870	157,250	162,250	217,500	3.2%	35.1%	
D1d. Wage System																	
D1e. Highly Qualified Experts	4	5	5	837			27	27	864	256	1,120	167,400	172,800	224,000	3.2%	30.6%	
D1f. Other																	
D2. Direct Hire Program Foreign Nationals (DHFN)																	
D3. Total Direct Hire	1,299	1,305	1,296	172,991	119	6	5,177	5,302	178,293	58,133	236,426	133,481	137,572	182,427	3.1%	33.6%	
D4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Direct Funded (excludes OC 13)	1,299	1,305	1,296	172,991	119	6	5,177	5,302	178,293	58,133	236,426	133,481	137,572	182,427	3.1%	33.6%	
D5. Other Object Class 13 Benefits																	
D5a. USDH - Benefits for Former Employees																	
D5b. DHFN - Benefits for Former Employees																	
D5c. Voluntary Separation Incentive Pay (VSIP)																	
D5d. Foreign National Separation Liability Accrual																	
Reimbursable Funded Personnel (includes OC 13)	33	33	33	3,791			96	96	3,887	1,328	5,215	114,879	117,788	158,030	2.5%	35.0%	
R1. US Direct Hire (USDH)	33	33	33	3,791			96	96	3,887	1,328	5,215	114,879	117,788	158,030	2.5%	35.0%	
R1a. Senior Executive Schedule																	
R1b. General Schedule	33	33	33	3,791			96	96	3,887	1,328	5,215	114,879	117,788	158,030	2.5%	35.0%	
R1c. Special Schedule																	
R1d. Wage System																	
R1e. Highly Qualified Experts																	
R1f. Other																	
R2. Direct Hire Program Foreign Nationals (DHFN)																	
R3. Total Direct Hire	33	33	33	3,791			96	96	3,887	1,328	5,215	114,879	117,788	158,030	2.5%	35.0%	
R4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Reimbursable Funded (excludes OC 13)	33	33	33	3,791			96	96	3,887	1,328	5,215	114,879	117,788	158,030	2.5%	35.0%	
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)	1,332	1,338	1,329	176,782	119	6	5,273	5,398	182,180	59,461	241,641	133,019	137,081	181,822	3.1%	33.6%	
T1. US Direct Hire (USDH)	1,332	1,338	1,329	176,782	119	6	5,273	5,398	182,180	59,461	241,641	133,019	137,081	181,822	3.1%	33.6%	
T1a. Senior Executive Schedule	12	11	11	2,209			182	182	2,391	678	3,069	200,818	217,364	279,000	8.2%	30.7%	
T1b. General Schedule	1,314	1,318	1,309	173,107	119	6	5,044	5,169	178,276	58,306	236,582	132,244	136,193	180,735	3.0%	33.7%	
T1c. Special Schedule	2	4	4	629			20	20	649	221	870	157,250	162,250	217,500	3.2%	35.1%	
T1d. Wage System																	
T1e. Highly Qualified Experts	4	5	5	837			27	27	864	256	1,120	167,400	172,800	224,000	3.2%	30.6%	
T1f. Other																	
T2. Direct Hire Program Foreign Nationals (DHFN)																	
T3. Total Direct Hire	1,332	1,338	1,329	176,782	119	6	5,273	5,398	182,180	59,461	241,641	133,019	137,081	181,822	3.1%	33.6%	
T4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Total Funded (excludes OC 13)	1,332	1,338	1,329	176,782	119	6	5,273	5,398	182,180	59,461	241,641	133,019	137,081	181,822	3.1%	33.6%	
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
Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

Defense Human Resources Activity FY 2025 (\$ 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	
Direct Funded Personnel (includes OC 13)	1,305	1,319	1,307	182,817	193	8	5,496	5,697	188,514	63,803	252,317	139,875	144,234	193,050	3.1%	34.9%	
D1. US Direct Hire (USDH)	1,305	1,319	1,307	182,817	193	8	5,496	5,697	188,514	63,803	252,317	139,875	144,234	193,050	3.1%	34.9%	
D1a. Senior Executive Schedule	11	12	12	2,546			237	237	2,783	872	3,655	212,167	231,917	304,583	9.3%	34.2%	
D1b. General Schedule	1,285	1,303	1,291	179,367	193	8	5,199	5,400	184,767	62,602	247,369	138,936	143,119	191,610	3.0%	34.9%	
D1c. Special Schedule	4	3	3	686			60	60	746	248	994	228,667	248,667	331,333	8.7%	36.2%	
D1d. Wage System																	
D1e. Highly Qualified Experts	5	1	1	218			0	0	218	81	299	218,000	218,000	299,000		37.2%	
D1f. Other																	
D2. Direct Hire Program Foreign Nationals (DHFN)																	
D3. Total Direct Hire	1,305	1,319	1,307	182,817	193	8	5,496	5,697	188,514	63,803	252,317	139,875	144,234	193,050	3.1%	34.9%	
D4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Direct Funded (excludes OC 13)	1,305	1,319	1,307	182,817	193	8	5,496	5,697	188,514	63,803	252,317	139,875	144,234	193,050	3.1%	34.9%	
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)	33	33	33	3,963			100	100	4,063	1,388	5,451	120,091	123,121	165,182	2.5%	35.0%	
R1. US Direct Hire (USDH)	33	33	33	3,963			100	100	4,063	1,388	5,451	120,091	123,121	165,182	2.5%	35.0%	
R1a. Senior Executive Schedule																	
R1b. General Schedule	33	33	33	3,963			100	100	4,063	1,388	5,451	120,091	123,121	165,182	2.5%	35.0%	
R1c. Special Schedule																	
R1d. Wage System																	
R1e. Highly Qualified Experts																	
R1f. Other																	
R2. Direct Hire Program Foreign Nationals (DHFN)																	
R3. Total Direct Hire	33	33	33	3,963			100	100	4,063	1,388	5,451	120,091	123,121	165,182	2.5%	35.0%	
R4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Reimbursable Funded (excludes OC 13)	33	33	33	3,963			100	100	4,063	1,388	5,451	120,091	123,121	165,182	2.5%	35.0%	
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)	1,338	1,352	1,340	186,780	193	8	5,596	5,797	192,577	65,191	257,768	139,388	143,714	192,364	3.1%	34.9%	
T1. US Direct Hire (USDH)	1,338	1,352	1,340	186,780	193	8	5,596	5,797	192,577	65,191	257,768	139,388	143,714	192,364	3.1%	34.9%	
T1a. Senior Executive Schedule	11	12	12	2,546			237	237	2,783	872	3,655	212,167	231,917	304,583	9.3%	34.2%	
T1b. General Schedule	1,318	1,336	1,324	183,330	193	8	5,299	5,500	188,830	63,990	252,820	138,467	142,621	190,952	3.0%	34.9%	
T1c. Special Schedule	4	3	3	686			60	60	746	248	994	228,667	248,667	331,333	8.7%	36.2%	
T1d. Wage System																	
T1e. Highly Qualified Experts	5	1	1	218			0	0	218	81	299	218,000	218,000	299,000		37.2%	
T1f. Other																	
T2. Direct Hire Program Foreign Nationals (DHFN)																	
T3. Total Direct Hire	1,338	1,352	1,340	186,780	193	8	5,596	5,797	192,577	65,191	257,768	139,388	143,714	192,364	3.1%	34.9%	
T4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Total Funded (excludes OC 13)	1,338	1,352	1,340	186,780	193	8	5,596	5,797	192,577	65,191	257,768	139,388	143,714	192,364	3.1%	34.9%	
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
Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

Defense Information Systems Agency 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	Comp & Benefits	% BC Variables	% BC Benefits	
Direct Funded Personnel (includes OC 13)	3,017	2,695	2,695	316,025	1,706	32,375	9,932	44,013	360,038	128,729	488,767	117,263	133,595	181,361	13.9%	40.7%	
D1. US Direct Hire (USDH)	3,012	2,695	2,695	316,025	1,706	32,375	9,932	44,013	360,038	128,729	488,767	117,263	133,595	181,361	13.9%	40.7%	
D1a. Senior Executive Schedule	16	16	16	834	0	0	1,331	1,331	2,165	602	2,767	52,125	135,313	172,938	159.6%	72.2%	
D1b. General Schedule	2,988	2,676	2,676	314,421	1,706	32,375	8,601	42,682	357,103	127,869	484,972	117,497	133,447	181,230	13.6%	40.7%	
D1c. Special Schedule	3	3	3	502	0	0	0	0	502	154	656	167,333	167,333	218,667		30.7%	
D1d. Wage System																	
D1e. Highly Qualified Experts	5	0	0	268	0	0	0	0	268	104	372					38.8%	
D1f. Other																	
D2. Direct Hire Program Foreign Nationals (DHFN)																	
D3. Total Direct Hire	3,012	2,695	2,695	316,025	1,706	32,375	9,932	44,013	360,038	128,729	488,767	117,263	133,595	181,361	13.9%	40.7%	
D4. Indirect Hire Foreign Nationals (IHFN)	5	0	0	0	0	0	0	0	0	0	0						
Subtotal - Direct Funded (excludes OC 13)	3,017	2,695	2,695	316,025	1,706	32,375	9,932	44,013	360,038	128,729	488,767	117,263	133,595	181,361	13.9%	40.7%	
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)	133	133	97	18,634	127	1,627	486	2,240	20,874	6,923	27,797	192,103	215,196	286,567	12.0%	37.2%	
R1. US Direct Hire (USDH)	128	133	97	18,634	127	1,627	486	2,240	20,874	6,923	27,797	192,103	215,196	286,567	12.0%	37.2%	
R1a. Senior Executive Schedule																	
R1b. General Schedule	128	133	97	18,634	127	1,627	486	2,240	20,874	6,923	27,797	192,103	215,196	286,567	12.0%	37.2%	
R1c. Special Schedule																	
R1d. Wage System																	
R1e. Highly Qualified Experts																	
R1f. Other																	
R2. Direct Hire Program Foreign Nationals (DHFN)																	
R3. Total Direct Hire	128	133	97	18,634	127	1,627	486	2,240	20,874	6,923	27,797	192,103	215,196	286,567	12.0%	37.2%	
R4. Indirect Hire Foreign Nationals (IHFN)	5	0	0	0	0	0	0	0	0	0	0						
Subtotal - Reimbursable Funded (excludes OC 13)	133	133	97	18,634	127	1,627	486	2,240	20,874	6,923	27,797	192,103	215,196	286,567	12.0%	37.2%	
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)	3,150	2,828	2,792	334,659	1,833	34,002	10,418	46,253	380,912	135,652	516,564	119,864	136,430	185,016	13.8%	40.5%	
T1. US Direct Hire (USDH)	3,140	2,828	2,792	334,659	1,833	34,002	10,418	46,253	380,912	135,652	516,564	119,864	136,430	185,016	13.8%	40.5%	
T1a. Senior Executive Schedule	16	16	16	834	0	0	1,331	1,331	2,165	602	2,767	52,125	135,313	172,938	159.6%	72.2%	
T1b. General Schedule	3,116	2,809	2,773	333,055	1,833	34,002	9,087	44,922	377,977	134,792	512,769	120,106	136,306	184,915	13.5%	40.5%	
T1c. Special Schedule	3	3	3	502	0	0	0	0	502	154	656	167,333	167,333	218,667		30.7%	
T1d. Wage System																	
T1e. Highly Qualified Experts	5	0	0	268	0	0	0	0	268	104	372					38.8%	
T1f. Other																	
T2. Direct Hire Program Foreign Nationals (DHFN)																	
T3. Total Direct Hire	3,140	2,828	2,792	334,659	1,833	34,002	10,418	46,253	380,912	135,652	516,564	119,864	136,430	185,016	13.8%	40.5%	
T4. Indirect Hire Foreign Nationals (IHFN)	10	0	0	0	0	0	0	0	0	0	0						
Subtotal - Total Funded (excludes OC 13)	3,150	2,828	2,792	334,659	1,833	34,002	10,418	46,253	380,912	135,652	516,564	119,864	136,430	185,016	13.8%	40.5%	
T5. Other Object Class 13 Benefits																	
T5a. USDH - Benefits for Former Employees																	
T5b. DHFN - Benefits for Former Employees																	
T5c. Voluntary Separation Incentive Pay (VSIP)																	
T5d. Foreign National Separation Liability Accrual																	

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

**Defense Information Systems 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	Rates	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp &	Comp &	Basic	Total	Comp &	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13	Benefits	Benefits	Comp	Comp	Benefits	Variables	Benefits
Direct Funded Personnel (includes OC 13)	2,845	2,831	2,831	367,280	1,045	374	7,232	8,651	375,931	127,063	502,994	129,735	132,791	177,674			
D1. US Direct Hire (USDH)	2,845	2,831	2,831	367,280	1,045	374	7,232	8,651	375,931	127,063	502,994	129,735	132,791	177,674		2.4%	34.6%
D1a. Senior Executive Schedule	16	15	15	2,670			133	133	2,803	10,272	13,075	178,000	186,867	871,667		5.0%	384.7%
D1b. General Schedule	2,824	2,811	2,811	363,626	1,042	373	7,079	8,494	372,120	116,461	488,581	129,358	132,380	173,810		2.3%	32.0%
D1c. Special Schedule	3	3	3	386	1		8	9	395	122	517	128,667	131,667	172,333		2.3%	31.6%
D1d. Wage System																	
D1e. Highly Qualified Experts	2	2	2	598	2	1	12	15	613	208	821	299,000	306,500	410,500		2.5%	34.8%
D1f. Other																	
D2. Direct Hire Program Foreign Nationals (DHFN)																	
D3. Total Direct Hire	2,845	2,831	2,831	367,280	1,045	374	7,232	8,651	375,931	127,063	502,994	129,735	132,791	177,674		2.4%	34.6%
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0														
Subtotal - Direct Funded (excludes OC 13)	2,845	2,831	2,831	367,280	1,045	374	7,232	8,651	375,931	127,063	502,994	129,735	132,791	177,674		2.4%	34.6%
D5. Other Object Class 13 Benefits																	
D5a. USDH - Benefits for Former Employees																	
D5b. DHFN - Benefits for Former Employees																	
D5c. Voluntary Separation Incentive Pay (VSIP)																	
D5d. Foreign National Separation Liability Accrual																	
Reimbursable Funded Personnel (includes OC 13)	133	133	133	16,231	48	17	325	390	16,621	5,491	22,112	122,038	124,970	166,256		2.4%	33.8%
R1. US Direct Hire (USDH)	128	128	128	16,231	48	17	325	390	16,621	5,491	22,112	126,805	129,852	172,750		2.4%	33.8%
R1a. Senior Executive Schedule																	
R1b. General Schedule	128	128	128	16,231	48	17	325	390	16,621	5,491	22,112	126,805	129,852	172,750		2.4%	33.8%
R1c. Special Schedule																	
R1d. Wage System																	
R1e. Highly Qualified Experts																	
R1f. Other																	
R2. Direct Hire Program Foreign Nationals (DHFN)																	
R3. Total Direct Hire	128	128	128	16,231	48	17	325	390	16,621	5,491	22,112	126,805	129,852	172,750		2.4%	33.8%
R4. Indirect Hire Foreign Nationals (IHFN)	5	5	5														
Subtotal - Reimbursable Funded (excludes OC 13)	133	133	133	16,231	48	17	325	390	16,621	5,491	22,112	122,038	124,970	166,256		2.4%	33.8%
R5. Other Object Class 13 Benefits																	
R5a. USDH - Benefits for Former Employees																	
R5b. DHFN - Benefits for Former Employees																	
R5c. Voluntary Separation Incentive Pay (VSIP)																	
R5d. Foreign National Separation Liability Accrual																	
Total Funded Personnel (includes OC 13)	2,978	2,964	2,964	383,511	1,093	391	7,557	9,041	392,552	132,554	525,106	129,390	132,440	177,161		2.4%	34.6%
T1. US Direct Hire (USDH)	2,973	2,959	2,959	383,511	1,093	391	7,557	9,041	392,552	132,554	525,106	129,608	132,664	177,461		2.4%	34.6%
T1a. Senior Executive Schedule	16	15	15	2,670			133	133	2,803	10,272	13,075	178,000	186,867	871,667		5.0%	384.7%
T1b. General Schedule	2,952	2,939	2,939	379,857	1,090	390	7,404	8,884	388,741	121,952	510,693	129,247	132,270	173,764		2.3%	32.1%
T1c. Special Schedule	3	3	3	386	1		8	9	395	122	517	128,667	131,667	172,333		2.3%	31.6%
T1d. Wage System																	
T1e. Highly Qualified Experts	2	2	2	598	2	1	12	15	613	208	821	299,000	306,500	410,500		2.5%	34.8%
T1f. Other																	
T2. Direct Hire Program Foreign Nationals (DHFN)																	
T3. Total Direct Hire	2,973	2,959	2,959	383,511	1,093	391	7,557	9,041	392,552	132,554	525,106	129,608	132,664	177,461		2.4%	34.6%
T4. Indirect Hire Foreign Nationals (IHFN)	5	5	5														
Subtotal - Total Funded (excludes OC 13)	2,978	2,964	2,964	383,511	1,093	391	7,557	9,041	392,552	132,554	525,106	129,390	132,440	177,161		2.4%	34.6%
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
Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

Defense Information Systems Agency FY 2025 (\$ in Thousands)																
	a	b	c	d	e	f	g	e + f + g	d + h	j	i + j	d/c	i/c	Rates	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	h	i	Comp	Benefits	Basic	Total	Comp &	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Variables	Comp	O.C.11	O.C.12/13	Comp	Comp	Benefits	Variables	Benefits
Direct Funded Personnel (includes OC 13)	2,964	3,008	2,866	376,351	1,085	415	7,536	9,036	385,387	132,211	517,598	131,316	134,469	180,599	2.4%	35.1%
D1. US Direct Hire (USDH)	2,959	3,008	2,866	376,351	1,085	415	7,536	9,036	385,387	132,211	517,598	131,316	134,469	180,599	2.4%	35.1%
D1a. Senior Executive Schedule	15	15	15	2,935			134	134	3,069	692	3,761	195,667	204,600	250,733	4.6%	23.6%
D1b. General Schedule	2,939	2,987	2,845	372,630	1,085	415	7,402	8,902	381,532	131,242	512,774	130,977	134,106	180,237	2.4%	35.2%
D1c. Special Schedule	3	4	4	524					524	185	709	131,000	131,000	177,250		35.3%
D1d. Wage System																
D1e. Highly Qualified Experts	2	2	2	262					262	92	354	131,000	131,000	177,000		35.1%
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
D3. Total Direct Hire	2,959	3,008	2,866	376,351	1,085	415	7,536	9,036	385,387	132,211	517,598	131,316	134,469	180,599	2.4%	35.1%
D4. Indirect Hire Foreign Nationals (IHFN)	5															
Subtotal - Direct Funded (excludes OC 13)	2,964	3,008	2,866	376,351	1,085	415	7,536	9,036	385,387	132,211	517,598	131,316	134,469	180,599	2.4%	35.1%
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
Reimbursable Funded Personnel (includes OC 13)	133	133	133	16,231	48	17	325	390	16,621	5,491	22,112	122,038	124,970	166,256	2.4%	33.8%
R1. US Direct Hire (USDH)	128	128	128	16,231	48	17	325	390	16,621	5,491	22,112	126,805	129,852	172,750	2.4%	33.8%
R1a. Senior Executive Schedule																
R1b. General Schedule	128	128	128	16,231	48	17	325	390	16,621	5,491	22,112	126,805	129,852	172,750	2.4%	33.8%
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
R3. Total Direct Hire	128	128	128	16,231	48	17	325	390	16,621	5,491	22,112	126,805	129,852	172,750	2.4%	33.8%
R4. Indirect Hire Foreign Nationals (IHFN)	5	5	5													
Subtotal - Reimbursable Funded (excludes OC 13)	133	133	133	16,231	48	17	325	390	16,621	5,491	22,112	122,038	124,970	166,256	2.4%	33.8%
R5. Other Object Class 13 Benefits																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
Total Funded Personnel (includes OC 13)	3,097	3,141	2,999	392,582	1,133	432	7,861	9,426	402,008	137,702	539,710	130,904	134,047	179,963	2.4%	35.1%
T1. US Direct Hire (USDH)	3,087	3,136	2,994	392,582	1,133	432	7,861	9,426	402,008	137,702	539,710	131,123	134,271	180,264	2.4%	35.1%
T1a. Senior Executive Schedule	15	15	15	2,935			134	134	3,069	692	3,761	195,667	204,600	250,733	4.6%	23.6%
T1b. General Schedule	3,067	3,115	2,973	388,861	1,133	432	7,727	9,292	398,153	136,733	534,886	130,798	133,923	179,915	2.4%	35.2%
T1c. Special Schedule	3	4	4	524					524	185	709	131,000	131,000	177,250		35.3%
T1d. Wage System																
T1e. Highly Qualified Experts	2	2	2	262					262	92	354	131,000	131,000	177,000		35.1%
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
T3. Total Direct Hire	3,087	3,136	2,994	392,582	1,133	432	7,861	9,426	402,008	137,702	539,710	131,123	134,271	180,264	2.4%	35.1%
T4. Indirect Hire Foreign Nationals (IHFN)	10	5	5													
Subtotal - Total Funded (excludes OC 13)	3,097	3,141	2,999	392,582	1,133	432	7,861	9,426	402,008	137,702	539,710	130,904	134,047	179,963	2.4%	35.1%
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

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

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 & Benefits	Basic	Total	Comp & Benefits	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13		Comp	Comp	Benefits	Variables	Benefits
Direct Funded Personnel (includes OC 13)	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%
D1. US Direct Hire (USDH)	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																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
D3. Total Direct Hire	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)																
Subtotal - Direct Funded (excludes OC 13)	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%
D5. Other Object Class 13 Benefits							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																
Reimbursable Funded Personnel (includes OC 13)	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%
R1. US Direct Hire (USDH)	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%
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
R3. Total Direct Hire	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)																
Subtotal - Reimbursable Funded (excludes OC 13)	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%
R5. Other Object Class 13 Benefits										92	92					
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																
Total Funded Personnel (includes OC 13)	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%
T1. US Direct Hire (USDH)	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)																
T3. Total Direct Hire	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)																
Subtotal - Total Funded (excludes OC 13)	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%
T5. Other Object Class 13 Benefits							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
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Operation and Maintenance, 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	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	
Direct Funded Personnel (includes OC 13)	150	150	150	21,821	898		5,999	6,897	28,718	12,986	41,704	145,473	191,453	278,027	31.6%	59.5%	
D1. US Direct Hire (USDH)	150	150	150	21,821	898		280	1,178	22,999	7,267	30,266	145,473	153,327	201,773	5.4%	33.3%	
D1a. Senior Executive Schedule																	
D1b. General Schedule	150	150	150	21,821	898		280	1,178	22,999	7,267	30,266	145,473	153,327	201,773	5.4%	33.3%	
D1c. Special Schedule																	
D1d. Wage System																	
D1e. Highly Qualified Experts																	
D1f. Other																	
D2. Direct Hire Program Foreign Nationals (DHFN)																	
D3. Total Direct Hire	150	150	150	21,821	898		280	1,178	22,999	7,267	30,266	145,473	153,327	201,773	5.4%	33.3%	
D4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Direct Funded (excludes OC 13)	150	150	150	21,821	898		280	1,178	22,999	7,267	30,266	145,473	153,327	201,773	5.4%	33.3%	
D5. Other Object Class 13 Benefits							5,719	5,719	5,719	5,719	11,438						
D5a. USDH - Benefits for Former Employees							5,719	5,719	5,719	5,719	11,438						
D5b. DHFN - Benefits for Former Employees																	
D5c. Voluntary Separation Incentive Pay (VSIP)																	
D5d. Foreign National Separation Liability Accrual																	
Reimbursable Funded Personnel (includes OC 13)	97	97	97	15,212	421		202	623	15,835	4,346	20,181	156,825	163,247	208,052	4.1%	28.6%	
R1. US Direct Hire (USDH)	97	97	97	15,212	421		202	623	15,835	4,346	20,181	156,825	163,247	208,052	4.1%	28.6%	
R1a. Senior Executive Schedule																	
R1b. General Schedule	97	97	97	15,212	421		202	623	15,835	4,346	20,181	156,825	163,247	208,052	4.1%	28.6%	
R1c. Special Schedule																	
R1d. Wage System																	
R1e. Highly Qualified Experts																	
R1f. Other																	
R2. Direct Hire Program Foreign Nationals (DHFN)																	
R3. Total Direct Hire	97	97	97	15,212	421		202	623	15,835	4,346	20,181	156,825	163,247	208,052	4.1%	28.6%	
R4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Reimbursable Funded (excludes OC 13)	97	97	97	15,212	421		202	623	15,835	4,346	20,181	156,825	163,247	208,052	4.1%	28.6%	
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)	247	247	247	37,033	1,319		6,201	7,520	44,553	17,332	61,885	149,931	180,377	250,547	20.3%	46.8%	
T1. US Direct Hire (USDH)	247	247	247	37,033	1,319		482	1,801	38,834	11,613	50,447	149,931	157,223	204,239	4.9%	31.4%	
T1a. Senior Executive Schedule																	
T1b. General Schedule	247	247	247	37,033	1,319		482	1,801	38,834	11,613	50,447	149,931	157,223	204,239	4.9%	31.4%	
T1c. Special Schedule																	
T1d. Wage System																	
T1e. Highly Qualified Experts																	
T1f. Other																	
T2. Direct Hire Program Foreign Nationals (DHFN)																	
T3. Total Direct Hire	247	247	247	37,033	1,319		482	1,801	38,834	11,613	50,447	149,931	157,223	204,239	4.9%	31.4%	
T4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Total Funded (excludes OC 13)	247	247	247	37,033	1,319		482	1,801	38,834	11,613	50,447	149,931	157,223	204,239	4.9%	31.4%	
T5. Other Object Class 13 Benefits							5,719	5,719	5,719	5,719	11,438						
T5a. USDH - Benefits for Former Employees							5,719	5,719	5,719	5,719	11,438						
T5b. DHFN - Benefits for Former Employees																	
T5c. Voluntary Separation Incentive Pay (VSIP)																	
T5d. Foreign National Separation Liability Accrual																	

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Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

Defense Logistics Agency FY 2025 (\$ 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	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	
Direct Funded Personnel (includes OC 13)	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%	
D1. US Direct Hire (USDH)	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)																	
D3. Total Direct Hire	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)																	
Subtotal - Direct Funded (excludes OC 13)	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%	
D5. Other Object Class 13 Benefits				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																	
Reimbursable Funded Personnel (includes OC 13)	99	99	99	16,335	442		205	647	16,982	4,547	21,529	165,000	171,535	217,465	4.0%	27.8%	
R1. US Direct Hire (USDH)	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)																	
R3. Total Direct Hire	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)																	
Subtotal - Reimbursable Funded (excludes OC 13)	99	99	99	16,335	442		205	647	16,982	4,547	21,529	165,000	171,535	217,465	4.0%	27.8%	
R5. Other Object Class 13 Benefits																	
R5a. USDH - Benefits for Former Employees																	
R5b. DHFN - Benefits for Former Employees																	
R5c. Voluntary Separation Incentive Pay (VSIP)																	
R5d. Foreign National Separation Liability Accrual																	
Total Funded Personnel (includes OC 13)	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%	
T1. US Direct Hire (USDH)	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)																	
T3. Total Direct Hire	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)																	
Subtotal - Total Funded (excludes OC 13)	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%	
T5. Other Object Class 13 Benefits				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																	

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Operation and Maintenance, Defense-Wide

Defense Legal Services 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	i Benefits O.C.12/13	k Comp & Benefits	l Basic Comp	m Total Comp	n Comp & Benefits	o % BC Variables	p % BC Benefits
Direct Funded Personnel (includes OC 13)	135	415	274	44,524	462	24	1,718	2,204	46,728	14,625	61,353	162,496	170,540	223,916	5.0%	32.8%
D1. US Direct Hire (USDH)	135	415	274	44,524	462	24	1,718	2,204	46,728	14,625	61,353	162,496	170,540	223,916	5.0%	32.8%
D1a. Senior Executive Schedule	5	3	4	868			47	47	915	310	1,225	217,000	228,750	306,250	5.4%	35.7%
D1b. General Schedule	123	403	263	42,326	462	24	1,503	1,989	44,315	13,885	58,200	160,935	168,498	221,293	4.7%	32.8%
D1c. Special Schedule	7	9	7	1,308	0		168	168	1,476	428	1,904	186,857	210,857	272,000	12.8%	32.7%
D1d. Wage System																
D1e. Highly Qualified Experts		0	0	22			0	0	22	2	24					9.1%
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
D3. Total Direct Hire	135	415	274	44,524	462	24	1,718	2,204	46,728	14,625	61,353	162,496	170,540	223,916	5.0%	32.8%
D4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Direct Funded (excludes OC 13)	135	415	274	44,524	462	24	1,718	2,204	46,728	14,625	61,353	162,496	170,540	223,916	5.0%	32.8%
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)		11	11	1,821			39	39	1,860	570	2,430	165,545	169,091	220,909	2.1%	31.3%
R1. US Direct Hire (USDH)		11	11	1,821			39	39	1,860	570	2,430	165,545	169,091	220,909	2.1%	31.3%
R1a. Senior Executive Schedule																
R1b. General Schedule				14					14	4	18					28.6%
R1c. Special Schedule		11	11	1,807			39	39	1,846	566	2,412	164,273	167,818	219,273	2.2%	31.3%
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
R3. Total Direct Hire		11	11	1,821			39	39	1,860	570	2,430	165,545	169,091	220,909	2.1%	31.3%
R4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Reimbursable Funded (excludes OC 13)		11	11	1,821			39	39	1,860	570	2,430	165,545	169,091	220,909	2.1%	31.3%
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)	135	426	285	46,345	462	24	1,757	2,243	48,588	15,195	63,783	162,614	170,484	223,800	4.8%	32.8%
T1. US Direct Hire (USDH)	135	426	285	46,345	462	24	1,757	2,243	48,588	15,195	63,783	162,614	170,484	223,800	4.8%	32.8%
T1a. Senior Executive Schedule	5	3	4	868			47	47	915	310	1,225	217,000	228,750	306,250	5.4%	35.7%
T1b. General Schedule	123	403	263	42,340	462	24	1,503	1,989	44,329	13,889	58,218	160,989	168,551	221,361	4.7%	32.8%
T1c. Special Schedule	7	20	18	3,115	0		207	207	3,322	994	4,316	173,056	184,556	239,778	6.6%	31.9%
T1d. Wage System																
T1e. Highly Qualified Experts		0	0	22			0	0	22	2	24					9.1%
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
T3. Total Direct Hire	135	426	285	46,345	462	24	1,757	2,243	48,588	15,195	63,783	162,614	170,484	223,800	4.8%	32.8%
T4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Total Funded (excludes OC 13)	135	426	285	46,345	462	24	1,757	2,243	48,588	15,195	63,783	162,614	170,484	223,800	4.8%	32.8%
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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Operation and Maintenance, Defense-Wide

Defense Legal Services 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	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	Total	Comp & Benefits	% BC	% BC
Direct Funded Personnel (includes OC 13)	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%
D1. US Direct Hire (USDH)	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	107,710	169,650	174,288	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)																
D3. Total Direct Hire	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)																
Subtotal - Direct Funded (excludes OC 13)	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%
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)	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%
T1. US Direct Hire (USDH)	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	107,710	169,650	174,288	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)																
T3. Total Direct Hire	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)																
Subtotal - Total Funded (excludes OC 13)	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%
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
Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

Defense Legal Services Agency FY 2025 (\$ 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	
Direct Funded Personnel (includes OC 13)	320	320	316	55,644	138	0	1,377	1,515	57,159	17,417	74,576	176,089	180,883	236,000	2.7%	31.3%	
D1. US Direct Hire (USDH)	320	320	316	55,644	138	0	1,377	1,515	57,159	17,417	74,576	176,089	180,883	236,000	2.7%	31.3%	
D1a. Senior Executive Schedule	5	5	5	1,039			25	25	1,064	326	1,390	207,800	212,800	278,000	2.4%	31.4%	
D1b. General Schedule	309	309	305	53,389	136	0	1,324	1,460	54,849	16,715	71,564	175,046	179,833	234,636	2.7%	31.3%	
D1c. Special Schedule	5	5	5	1,012	2		23	25	1,037	313	1,350	202,400	207,400	270,000	2.5%	30.9%	
D1d. Wage System																	
D1e. Highly Qualified Experts	1	1	1	204			5	5	209	63	272	204,000	209,000	272,000	2.5%	30.9%	
D1f. Other																	
D2. Direct Hire Program Foreign Nationals (DHFN)																	
D3. Total Direct Hire	320	320	316	55,644	138	0	1,377	1,515	57,159	17,417	74,576	176,089	180,883	236,000	2.7%	31.3%	
D4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Direct Funded (excludes OC 13)	320	320	316	55,644	138	0	1,377	1,515	57,159	17,417	74,576	176,089	180,883	236,000	2.7%	31.3%	
D5. Other Object Class 13 Benefits																	
D5a. USDH - Benefits for Former Employees																	
D5b. DHFN - Benefits for Former Employees																	
D5c. Voluntary Separation Incentive Pay (VSIP)																	
D5d. Foreign National Separation Liability Accrual																	
Reimbursable Funded Personnel (includes OC 13)																	
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)	320	320	316	55,644	138	0	1,377	1,515	57,159	17,417	74,576	176,089	180,883	236,000	2.7%	31.3%	
T1. US Direct Hire (USDH)	320	320	316	55,644	138	0	1,377	1,515	57,159	17,417	74,576	176,089	180,883	236,000	2.7%	31.3%	
T1a. Senior Executive Schedule	5	5	5	1,039			25	25	1,064	326	1,390	207,800	212,800	278,000	2.4%	31.4%	
T1b. General Schedule	309	309	305	53,389	136	0	1,324	1,460	54,849	16,715	71,564	175,046	179,833	234,636	2.7%	31.3%	
T1c. Special Schedule	5	5	5	1,012	2		23	25	1,037	313	1,350	202,400	207,400	270,000	2.5%	30.9%	
T1d. Wage System																	
T1e. Highly Qualified Experts	1	1	1	204			5	5	209	63	272	204,000	209,000	272,000	2.5%	30.9%	
T1f. Other																	
T2. Direct Hire Program Foreign Nationals (DHFN)																	
T3. Total Direct Hire	320	320	316	55,644	138	0	1,377	1,515	57,159	17,417	74,576	176,089	180,883	236,000	2.7%	31.3%	
T4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Total Funded (excludes OC 13)	320	320	316	55,644	138	0	1,377	1,515	57,159	17,417	74,576	176,089	180,883	236,000	2.7%	31.3%	
T5. Other Object Class 13 Benefits																	
T5a. USDH - Benefits for Former Employees																	
T5b. DHFN - Benefits for Former Employees																	
T5c. Voluntary Separation Incentive Pay (VSIP)																	
T5d. Foreign National Separation Liability Accrual																	

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

Operation and Maintenance, Defense-Wide

	Defense Media Activity 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	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
Direct Funded Personnel (includes OC 13)	500	506	510	52,618	771	381	1,372	2,524	55,142	18,553	73,695	103,173	108,122	144,500	4.8%	35.3%
D1. US Direct Hire (USDH)	446	452	456	50,750	771	381	1,372	2,524	53,274	18,503	71,777	111,294	116,829	157,406	5.0%	36.5%
D1a. Senior Executive Schedule	1	1	1	198			11	11	209	72	281	198,000	209,000	281,000	5.6%	36.4%
D1b. General Schedule	442	447	452	50,324	765	381	1,356	2,502	52,826	18,340	71,166	111,336	116,872	157,447	5.0%	36.4%
D1c. Special Schedule																
D1d. Wage System	3	4	3	228	6		5	11	239	91	330	76,000	79,667	110,000	4.8%	39.9%
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)	23	0	0	0					0		0					
D3. Total Direct Hire	469	452	456	50,750	771	381	1,372	2,524	53,274	18,503	71,777	111,294	116,829	157,406	5.0%	36.5%
D4. Indirect Hire Foreign Nationals (IHFN)	31	54	54	1,868					1,868		1,868	34,593	34,593	34,593		
Subtotal - Direct Funded (excludes OC 13)	500	506	510	52,618	771	381	1,372	2,524	55,142	18,503	73,645	103,173	108,122	144,402	4.8%	35.2%
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees										50	50					
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
Reimbursable Funded Personnel (includes OC 13)					3			3	3		3					
R1. US Direct Hire (USDH)					3			3	3		3					
R1a. Senior Executive Schedule																
R1b. General Schedule					3			3	3		3					
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
R3. Total Direct Hire					3			3	3		3					
R4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Reimbursable Funded (excludes OC 13)					3			3	3		3					
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)	500	506	510	52,618	774	381	1,372	2,527	55,145	18,553	73,698	103,173	108,127	144,506	4.8%	35.3%
T1. US Direct Hire (USDH)	446	452	456	50,750	774	381	1,372	2,527	53,277	18,503	71,780	111,294	116,836	157,412	5.0%	36.5%
T1a. Senior Executive Schedule	1	1	1	198			11	11	209	72	281	198,000	209,000	281,000	5.6%	36.4%
T1b. General Schedule	442	447	452	50,324	768	381	1,356	2,505	52,829	18,340	71,169	111,336	116,878	157,454	5.0%	36.4%
T1c. Special Schedule																
T1d. Wage System	3	4	3	228	6		5	11	239	91	330	76,000	79,667	110,000	4.8%	39.9%
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)	23	0	0	0					0		0					
T3. Total Direct Hire	469	452	456	50,750	774	381	1,372	2,527	53,277	18,503	71,780	111,294	116,836	157,412	5.0%	36.5%
T4. Indirect Hire Foreign Nationals (IHFN)	31	54	54	1,868					1,868		1,868	34,593	34,593	34,593		
Subtotal - Total Funded (excludes OC 13)	500	506	510	52,618	774	381	1,372	2,527	55,145	18,503	73,648	103,173	108,127	144,408	4.8%	35.2%
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual										50	50					

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

Operation and Maintenance, Defense-Wide

	Defense Media Activity 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
Direct Funded Personnel (includes OC 13)	577	575	575	57,456	526	231	1,583	2,340	59,796	19,479	79,275	99,923	103,993	137,870	4.1%	33.9%
D1. US Direct Hire (USDH)	507	505	505	54,810	526	231	1,583	2,340	57,150	19,216	76,366	108,535	113,168	151,220	4.3%	35.1%
D1a. Senior Executive Schedule	1	1	1	201					201	74	275	201,000	201,000	275,000		36.8%
D1b. General Schedule	501	500	500	54,304	526	231	1,564	2,321	56,625	19,015	75,640	108,608	113,250	151,280	4.3%	35.0%
D1c. Special Schedule																
D1d. Wage System	5	4	4	305			19	19	324	127	451	76,250	81,000	112,750	6.2%	41.6%
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)	30	30	30	861					861		861	28,700	28,700	28,700		
D3. Total Direct Hire	537	535	535	55,671	526	231	1,583	2,340	58,011	19,216	77,227	104,058	108,432	144,350	4.2%	34.5%
D4. Indirect Hire Foreign Nationals (IHFN)	40	40	40	1,785					1,785		1,785	44,625	44,625	44,625		
Subtotal - Direct Funded (excludes OC 13)	577	575	575	57,456	526	231	1,583	2,340	59,796	19,216	79,012	99,923	103,993	137,412	4.1%	33.4%
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)										263	263					
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)	577	575	575	57,456	526	231	1,583	2,340	59,796	19,479	79,275	99,923	103,993	137,870	4.1%	33.9%
T1. US Direct Hire (USDH)	507	505	505	54,810	526	231	1,583	2,340	57,150	19,216	76,366	108,535	113,168	151,220	4.3%	35.1%
T1a. Senior Executive Schedule	1	1	1	201					201	74	275	201,000	201,000	275,000		36.8%
T1b. General Schedule	501	500	500	54,304	526	231	1,564	2,321	56,625	19,015	75,640	108,608	113,250	151,280	4.3%	35.0%
T1c. Special Schedule																
T1d. Wage System	5	4	4	305			19	19	324	127	451	76,250	81,000	112,750	6.2%	41.6%
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)	30	30	30	861					861		861	28,700	28,700	28,700		
T3. Total Direct Hire	537	535	535	55,671	526	231	1,583	2,340	58,011	19,216	77,227	104,058	108,432	144,350	4.2%	34.5%
T4. Indirect Hire Foreign Nationals (IHFN)	40	40	40	1,785					1,785		1,785	44,625	44,625	44,625		
Subtotal - Total Funded (excludes OC 13)	577	575	575	57,456	526	231	1,583	2,340	59,796	19,216	79,012	99,923	103,993	137,412	4.1%	33.4%
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)										263	263					
T5d. Foreign National Separation Liability Accrual																

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

Operation and Maintenance, Defense-Wide

Defense Media Activity FY 2025 (\$ 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	Comp O.C.12/13	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC Variables	% BC Benefits
Direct Funded Personnel (includes OC 13)	594	594	575	59,132	539	237	1,620	2,396	61,528	20,052	81,580	102,838	107,005	141,878	4.1%	33.9%	
D1. US Direct Hire (USDH)	516	516	505	56,409	539	237	1,620	2,396	58,805	19,781	78,586	111,701	116,446	155,616	4.2%	35.1%	
D1a. Senior Executive Schedule	1	1	1	207				207	207	76	283	207,000	207,000	283,000		36.7%	
D1b. General Schedule	511	509	498	55,608	539	237	1,600	2,376	57,984	19,471	77,455	111,663	116,434	155,532	4.3%	35.0%	
D1c. Special Schedule																	
D1d. Wage System	4	4	4	313			20	20	333	131	464	78,250	83,250	116,000	6.4%	41.9%	
D1e. Highly Qualified Experts	0	2	2	281					281	103	384	140,500	140,500	192,000		36.7%	
D1f. Other																	
D2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0					0								
D3. Total Direct Hire	516	516	505	56,409	539	237	1,620	2,396	58,805	19,781	78,586	111,701	116,446	155,616	4.2%	35.1%	
D4. Indirect Hire Foreign Nationals (IHFN)	78	78	70	2,723					2,723			38,900	38,900	38,900			
Subtotal - Direct Funded (excludes OC 13)	594	594	575	59,132	539	237	1,620	2,396	61,528	19,781	81,309	102,838	107,005	141,407	4.1%	33.5%	
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										271	271						
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)	594	594	575	59,132	539	237	1,620	2,396	61,528	20,052	81,580	102,838	107,005	141,878	4.1%	33.9%	
T1. US Direct Hire (USDH)	516	516	505	56,409	539	237	1,620	2,396	58,805	19,781	78,586	111,701	116,446	155,616	4.2%	35.1%	
T1a. Senior Executive Schedule	1	1	1	207				207	207	76	283	207,000	207,000	283,000		36.7%	
T1b. General Schedule	511	509	498	55,608	539	237	1,600	2,376	57,984	19,471	77,455	111,663	116,434	155,532	4.3%	35.0%	
T1c. Special Schedule																	
T1d. Wage System	4	4	4	313			20	20	333	131	464	78,250	83,250	116,000	6.4%	41.9%	
T1e. Highly Qualified Experts	0	2	2	281					281	103	384	140,500	140,500	192,000		36.7%	
T1f. Other																	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0					0								
T3. Total Direct Hire	516	516	505	56,409	539	237	1,620	2,396	58,805	19,781	78,586	111,701	116,446	155,616	4.2%	35.1%	
T4. Indirect Hire Foreign Nationals (IHFN)	78	78	70	2,723					2,723			38,900	38,900	38,900			
Subtotal - Total Funded (excludes OC 13)	594	594	575	59,132	539	237	1,620	2,396	61,528	19,781	81,309	102,838	107,005	141,407	4.1%	33.5%	
T5. Other Object Class 13 Benefits																	
T5a. USDH - Benefits for Former Employees																	
T5b. DHFN - Benefits for Former Employees																	
T5c. Voluntary Separation Incentive Pay (VSIP)																	
T5d. Foreign National Separation Liability Accrual										271	271						

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

Operation and Maintenance, Defense-Wide

DoD Dependents Education 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	Comp & Benefits	% BC	% BC	
Direct Funded Personnel (includes OC 13)	12,491	12,493	11,273	785,099	820	627	135,481	136,928	922,027	495,259	1,417,286	69,644	81,791	125,724	17.4%	63.1%	
D1. US Direct Hire (USDH)	12,242	12,247	11,030	777,467	820	627	135,481	136,928	914,395	494,784	1,409,179	70,487	82,901	127,759	17.6%	63.6%	
D1a. Senior Executive Schedule	6	6	6	1,134			151	151	1,285	460	1,745	189,000	214,167	290,833	13.3%	40.6%	
D1b. General Schedule	3,437	3,497	2,740	164,865	544	35	44,264	44,843	209,708	83,771	293,479	60,170	76,536	107,109	27.2%	50.8%	
D1c. Special Schedule	8,493	8,438	8,003	600,449	4	591	87,728	88,323	688,772	404,743	1,093,515	75,028	86,064	136,638	14.7%	67.4%	
D1d. Wage System	305	306	281	11,019	272	1	3,323	3,596	14,615	5,808	20,423	39,214	52,011	72,680	32.6%	52.7%	
D1e. Highly Qualified Experts	1	0	0	0			15	15	15	2	17						
D1f. Other																	
D2. Direct Hire Program Foreign Nationals (DHFN)	77	73	70	1,603		0		0	1,603	475	2,078	22,900	22,900	29,686		29.6%	
D3. Total Direct Hire	12,319	12,320	11,100	779,070	820	627	135,481	136,928	915,998	495,259	1,411,257	70,186	82,522	127,140	17.6%	63.6%	
D4. Indirect Hire Foreign Nationals (IHFN)	172	173	173	6,029					6,029		6,029	34,850	34,850	34,850			
Subtotal - Direct Funded (excludes OC 13)	12,491	12,493	11,273	785,099	820	627	135,481	136,928	922,027	495,259	1,417,286	69,644	81,791	125,724	17.4%	63.1%	
D5. Other Object Class 13 Benefits																	
D5a. USDH - Benefits for Former Employees																	
D5b. DHFN - Benefits for Former Employees																	
D5c. Voluntary Separation Incentive Pay (VSIP)																	
D5d. Foreign National Separation Liability Accrual																	
Reimbursable Funded Personnel (includes OC 13)																	
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)	12,491	12,493	11,273	785,099	820	627	135,481	136,928	922,027	495,259	1,417,286	69,644	81,791	125,724	17.4%	63.1%	
T1. US Direct Hire (USDH)	12,242	12,247	11,030	777,467	820	627	135,481	136,928	914,395	494,784	1,409,179	70,487	82,901	127,759	17.6%	63.6%	
T1a. Senior Executive Schedule	6	6	6	1,134			151	151	1,285	460	1,745	189,000	214,167	290,833	13.3%	40.6%	
T1b. General Schedule	3,437	3,497	2,740	164,865	544	35	44,264	44,843	209,708	83,771	293,479	60,170	76,536	107,109	27.2%	50.8%	
T1c. Special Schedule	8,493	8,438	8,003	600,449	4	591	87,728	88,323	688,772	404,743	1,093,515	75,028	86,064	136,638	14.7%	67.4%	
T1d. Wage System	305	306	281	11,019	272	1	3,323	3,596	14,615	5,808	20,423	39,214	52,011	72,680	32.6%	52.7%	
T1e. Highly Qualified Experts	1	0	0	0			15	15	15	2	17						
T1f. Other																	
T2. Direct Hire Program Foreign Nationals (DHFN)	77	73	70	1,603		0		0	1,603	475	2,078	22,900	22,900	29,686		29.6%	
T3. Total Direct Hire	12,319	12,320	11,100	779,070	820	627	135,481	136,928	915,998	495,259	1,411,257	70,186	82,522	127,140	17.6%	63.6%	
T4. Indirect Hire Foreign Nationals (IHFN)	172	173	173	6,029					6,029		6,029	34,850	34,850	34,850			
Subtotal - Total Funded (excludes OC 13)	12,491	12,493	11,273	785,099	820	627	135,481	136,928	922,027	495,259	1,417,286	69,644	81,791	125,724	17.4%	63.1%	
T5. Other Object Class 13 Benefits																	
T5a. USDH - Benefits for Former Employees																	
T5b. DHFN - Benefits for Former Employees																	
T5c. Voluntary Separation Incentive Pay (VSIP)																	
T5d. Foreign National Separation Liability Accrual																	

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

Operation and Maintenance, Defense-Wide

DoD Dependents Education 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
Direct Funded Personnel (includes OC 13)	12,632	12,504	11,980	869,216	1,099	973	148,738	150,810	1,020,026	561,414	1,581,440	72,556	85,144	132,007	17.4%	64.6%
D1. US Direct Hire (USDH)	12,386	12,258	11,734	861,647	1,099	973	148,738	150,810	1,012,457	560,931	1,573,388	73,432	86,284	134,088	17.5%	65.1%
D1a. Senior Executive Schedule	6	6	6	1,193			112	112	1,305	463	1,768	198,833	217,500	294,667	9.4%	38.8%
D1b. General Schedule	3,508	3,508	3,157	184,628	734	60	54,863	55,657	240,285	94,552	334,837	58,482	76,112	106,062	30.1%	51.2%
D1c. Special Schedule	8,566	8,438	8,269	663,364	19	913	90,488	91,420	754,784	460,424	1,215,208	80,223	91,279	146,959	13.8%	69.4%
D1d. Wage System	306	306	301	12,313	346		3,275	3,621	15,934	5,483	21,417	40,907	52,937	71,153	29.4%	44.5%
D1e. Highly Qualified Experts	0		1	149			0	0	149	9	158	149,000	149,000	158,000		6.0%
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)	73	73	73	1,582					1,582	483	2,065	21,671	21,671	28,288		30.5%
D3. Total Direct Hire	12,459	12,331	11,807	863,229	1,099	973	148,738	150,810	1,014,039	561,414	1,575,453	73,112	85,885	133,434	17.5%	65.0%
D4. Indirect Hire Foreign Nationals (IHFN)	173	173	173	5,987					5,987		5,987	34,607	34,607	34,607		
Subtotal - Direct Funded (excludes OC 13)	12,632	12,504	11,980	869,216	1,099	973	148,738	150,810	1,020,026	561,414	1,581,440	72,556	85,144	132,007	17.4%	64.6%
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
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)	12,632	12,504	11,980	869,216	1,099	973	148,738	150,810	1,020,026	561,414	1,581,440	72,556	85,144	132,007	17.4%	64.6%
T1. US Direct Hire (USDH)	12,386	12,258	11,734	861,647	1,099	973	148,738	150,810	1,012,457	560,931	1,573,388	73,432	86,284	134,088	17.5%	65.1%
T1a. Senior Executive Schedule	6	6	6	1,193			112	112	1,305	463	1,768	198,833	217,500	294,667	9.4%	38.8%
T1b. General Schedule	3,508	3,508	3,157	184,628	734	60	54,863	55,657	240,285	94,552	334,837	58,482	76,112	106,062	30.1%	51.2%
T1c. Special Schedule	8,566	8,438	8,269	663,364	19	913	90,488	91,420	754,784	460,424	1,215,208	80,223	91,279	146,959	13.8%	69.4%
T1d. Wage System	306	306	301	12,313	346		3,275	3,621	15,934	5,483	21,417	40,907	52,937	71,153	29.4%	44.5%
T1e. Highly Qualified Experts	0		1	149			0	0	149	9	158	149,000	149,000	158,000		6.0%
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)	73	73	73	1,582					1,582	483	2,065	21,671	21,671	28,288		30.5%
T3. Total Direct Hire	12,459	12,331	11,807	863,229	1,099	973	148,738	150,810	1,014,039	561,414	1,575,453	73,112	85,885	133,434	17.5%	65.0%
T4. Indirect Hire Foreign Nationals (IHFN)	173	173	173	5,987					5,987		5,987	34,607	34,607	34,607		
Subtotal - Total Funded (excludes OC 13)	12,632	12,504	11,980	869,216	1,099	973	148,738	150,810	1,020,026	561,414	1,581,440	72,556	85,144	132,007	17.4%	64.6%
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
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Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

DoD Dependents Education FY 2025 (\$ in Thousands)																
	a	b	c	d	e	f	g	e + f + g	d + h	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
Direct Funded Personnel (includes OC 13)	12,504	12,762	11,639	841,353	1,002	645	150,427	152,074	993,427	524,400	1,517,827	72,287	85,353	130,409	18.1%	62.3%
D1. US Direct Hire (USDH)	12,258	12,520	11,397	833,422	1,002	645	150,427	152,074	985,496	523,882	1,509,378	73,126	86,470	132,436	18.2%	62.9%
D1a. Senior Executive Schedule	6	6	6	1,230			163	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%
D3. Total Direct Hire	12,331	12,592	11,469	835,158	1,002	645	150,427	152,074	987,232	524,400	1,511,632	72,819	86,078	131,802	18.2%	62.8%
D4. Indirect Hire Foreign Nationals (IHFN)	173	170	170	6,195					6,195	6,195	6,195	36,441	36,441	36,441		
Subtotal - Direct Funded (excludes OC 13)	12,504	12,762	11,639	841,353	1,002	645	150,427	152,074	993,427	524,400	1,517,827	72,287	85,353	130,409	18.1%	62.3%
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
Reimbursable Funded Personnel (includes OC 13)																
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)	12,504	12,762	11,639	841,353	1,002	645	150,427	152,074	993,427	524,400	1,517,827	72,287	85,353	130,409	18.1%	62.3%
T1. US Direct Hire (USDH)	12,258	12,520	11,397	833,422	1,002	645	150,427	152,074	985,496	523,882	1,509,378	73,126	86,470	132,436	18.2%	62.9%
T1a. Senior Executive Schedule	6	6	6	1,230			163	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%
T3. Total Direct Hire	12,331	12,592	11,469	835,158	1,002	645	150,427	152,074	987,232	524,400	1,511,632	72,819	86,078	131,802	18.2%	62.8%
T4. Indirect Hire Foreign Nationals (IHFN)	173	170	170	6,195					6,195	6,195	6,195	36,441	36,441	36,441		
Subtotal - Total Funded (excludes OC 13)	12,504	12,762	11,639	841,353	1,002	645	150,427	152,074	993,427	524,400	1,517,827	72,287	85,353	130,409	18.1%	62.3%
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

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

Operation and Maintenance, Defense-Wide

Defense POW/MIA Accounting Agency 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	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Comp	Benefits	Comp & Benefits	Basic	Total	Comp & Benefits	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13			Comp	Comp	Benefits	Variables	Benefits
Direct Funded Personnel (includes OC 13)	305	316	307	34,822			2,011	2,011	36,833	14,451	51,284	113,427	119,977	167,049	5.8%	41.5%	
D1. US Direct Hire (USDH)	283	294	285	33,848			2,011	2,011	35,859	14,451	50,310	118,765	125,821	176,526	5.9%	42.7%	
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)																	
D3. Total Direct Hire	283	294	285	33,848			2,011	2,011	35,859	14,451	50,310	118,765	125,821	176,526	5.9%	42.7%	
D4. Indirect Hire Foreign Nationals (IHFN)	22	22	22	974					974		974	44,273	44,273	44,273			
Subtotal - Direct Funded (excludes OC 13)	305	316	307	34,822			2,011	2,011	36,833	14,451	51,284	113,427	119,977	167,049	5.8%	41.5%	
D5. Other Object Class 13 Benefits																	
D5a. USDH - Benefits for Former Employees									150	100	250						
D5b. DHFN - Benefits for Former Employees									150	100	250						
D5c. Voluntary Separation Incentive Pay (VSIP)																	
D5d. Foreign National Separation Liability Accrual																	
Reimbursable Funded Personnel (includes OC 13)				150					150	100	250					66.7%	
R1. US Direct Hire (USDH)				150					150	100	250					66.7%	
R1a. Senior Executive Schedule																	
R1b. General Schedule				150					150	100	250						
R1c. Special Schedule																	
R1d. Wage System																	
R1e. Highly Qualified Experts																	
R1f. Other																	
R2. Direct Hire Program Foreign Nationals (DHFN)																	
R3. Total Direct Hire				150					150	100	250					66.7%	
R4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Reimbursable Funded (excludes OC 13)				150					150	100	250					66.7%	
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)	305	316	307	34,972			2,011	2,011	36,983	14,551	51,534	113,915	120,466	167,863	5.8%	41.6%	
T1. US Direct Hire (USDH)	283	294	285	33,998			2,011	2,011	36,009	14,551	50,560	119,291	126,347	177,404	5.9%	42.8%	
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)																	
T3. Total Direct Hire	283	294	285	33,998			2,011	2,011	36,009	14,551	50,560	119,291	126,347	177,404	5.9%	42.8%	
T4. Indirect Hire Foreign Nationals (IHFN)	22	22	22	974					974		974	44,273	44,273	44,273			
Subtotal - Total Funded (excludes OC 13)	305	316	307	34,972			2,011	2,011	36,983	14,551	51,534	113,915	120,466	167,863	5.8%	41.6%	
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
Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

Defense POW/MIA Accounting 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	h	i	i	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
Direct Funded Personnel (includes OC 13)	322	334	329	42,343			0	0	42,343	15,226	57,569	128,702	128,702	174,982		36.0%
D1. US Direct Hire (USDH)	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)																
D3. Total Direct Hire	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		
Subtotal - Direct Funded (excludes OC 13)	322	334	329	42,343			0	0	42,343	15,226	57,569	128,702	128,702	174,982		36.0%
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)				150					150	100	250					66.7%
R1. US Direct Hire (USDH)				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)																
R3. Total Direct Hire				150					150	100	250					66.7%
R4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Reimbursable Funded (excludes OC 13)				150					150	100	250					66.7%
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)	322	334	329	42,493			0	0	42,493	15,326	57,819	129,158	129,158	175,742		36.1%
T1. US Direct Hire (USDH)	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)																
T3. Total Direct Hire	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		
Subtotal - Total Funded (excludes OC 13)	322	334	329	42,493			0	0	42,493	15,326	57,819	129,158	129,158	175,742		36.1%
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

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

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	h	i	i	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	
Direct Funded Personnel (includes OC 13)	337	349	328	42,840					42,840	15,844	58,684	130,610	130,610	178,915		37.0%	
D1. US Direct Hire (USDH)	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)																	
D3. Total Direct Hire	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			
Subtotal - Direct Funded (excludes OC 13)	337	349	328	42,840					42,840	15,844	58,684	130,610	130,610	178,915		37.0%	
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)				150					150			150					
R1. US Direct Hire (USDH)				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)																	
R3. Total Direct Hire				150					150			150					
R4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Reimbursable Funded (excludes OC 13)				150					150			150					
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)	337	349	328	42,990					42,990	15,844	58,834	131,067	131,067	179,372		36.9%	
T1. US Direct Hire (USDH)	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)																	
T3. Total Direct Hire	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			
Subtotal - Total Funded (excludes OC 13)	337	349	328	42,990					42,990	15,844	58,834	131,067	131,067	179,372		36.9%	
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
Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

Defense Security Cooperation Agency 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	Comp & Benefits	% BC Variables	% BC Benefits	
Direct Funded Personnel (includes 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%	
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			
D3. Total Direct Hire	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%	
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%	
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)	13	9	9	1,706	2	22	33	57	1,763	450	2,213	189,556	195,889	245,889	3.3%	26.4%	
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)																	
R3. Total Direct Hire	13	9	9	1,706	2	22	33	57	1,763	450	2,213	189,556	195,889	245,889	3.3%	26.4%	
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%	
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)	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%	
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			
T3. Total Direct Hire	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%	
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%	
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
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Volume II - Defense-Wide Data Book
Total Civilian Personnel Costs**

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	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
Direct Funded Personnel (includes OC 13)	469	530	530	68,134	195	101	2,356	2,652	70,786	23,445	94,231	128,555	133,558	177,794		3.9%	34.4%
D1. US Direct Hire (USDH)	469	530	530	68,134	195	101	2,356	2,652	70,786	23,445	94,231	128,555	133,558	177,794		3.9%	34.4%
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)																	
D3. Total Direct Hire	469	530	530	68,134	195	101	2,356	2,652	70,786	23,445	94,231	128,555	133,558	177,794		3.9%	34.4%
D4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Direct Funded (excludes OC 13)	469	530	530	68,134	195	101	2,356	2,652	70,786	23,445	94,231	128,555	133,558	177,794		3.9%	34.4%
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)	469	530	530	68,134	195	101	2,356	2,652	70,786	23,445	94,231	128,555	133,558	177,794		3.9%	34.4%
T1. US Direct Hire (USDH)	469	530	530	68,134	195	101	2,356	2,652	70,786	23,445	94,231	128,555	133,558	177,794		3.9%	34.4%
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)																	
T3. Total Direct Hire	469	530	530	68,134	195	101	2,356	2,652	70,786	23,445	94,231	128,555	133,558	177,794		3.9%	34.4%
T4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Total Funded (excludes OC 13)	469	530	530	68,134	195	101	2,356	2,652	70,786	23,445	94,231	128,555	133,558	177,794		3.9%	34.4%
T5. Other Object Class 13 Benefits																	
T5a. USDH - Benefits for Former Employees																	
T5b. DHFN - Benefits for Former Employees																	
T5c. Voluntary Separation Incentive Pay (VSIP)																	
T5d. Foreign National Separation Liability Accrual																	

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Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

Defense Security Cooperation Agency FY 2025 (\$ 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	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	
Direct Funded Personnel (includes OC 13)	534	609	609	81,819	234	122	2,876	3,232	85,051	28,575	113,626	134,350	139,657	186,578	4.0%	34.9%	
D1. US Direct Hire (USDH)	519	594	594	79,727	234	122	2,876	3,232	82,959	28,575	111,534	134,221	139,662	187,768	4.1%	35.8%	
D1a. Senior Executive Schedule																	
D1b. General Schedule	313	354	354	47,644	234	122	2,876	3,232	50,876	17,370	68,246	134,588	143,718	192,785	6.8%	36.5%	
D1c. Special Schedule	206	240	240	32,083	0	0	0	0	32,083	11,205	43,288	133,679	133,679	180,367		34.9%	
D1d. Wage System																	
D1e. Highly Qualified Experts																	
D1f. Other																	
D2. Direct Hire Program Foreign Nationals (DHFN)	15	15	15	2,092	0	0	0	0	2,092	0	2,092	139,467	139,467	139,467			
D3. Total Direct Hire	534	609	609	81,819	234	122	2,876	3,232	85,051	28,575	113,626	134,350	139,657	186,578	4.0%	34.9%	
D4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Direct Funded (excludes OC 13)	534	609	609	81,819	234	122	2,876	3,232	85,051	28,575	113,626	134,350	139,657	186,578	4.0%	34.9%	
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)	13	41	41	3,159	9	5	120	134	3,293	1,158	4,451	77,049	80,317	108,561	4.2%	36.7%	
R1. US Direct Hire (USDH)	13	41	41	3,159	9	5	120	134	3,293	1,158	4,451	77,049	80,317	108,561	4.2%	36.7%	
R1a. Senior Executive Schedule																	
R1b. General Schedule	13	41	41	3,159	9	5	120	134	3,293	1,158	4,451	77,049	80,317	108,561	4.2%	36.7%	
R1c. Special Schedule																	
R1d. Wage System																	
R1e. Highly Qualified Experts																	
R1f. Other																	
R2. Direct Hire Program Foreign Nationals (DHFN)																	
R3. Total Direct Hire	13	41	41	3,159	9	5	120	134	3,293	1,158	4,451	77,049	80,317	108,561	4.2%	36.7%	
R4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Reimbursable Funded (excludes OC 13)	13	41	41	3,159	9	5	120	134	3,293	1,158	4,451	77,049	80,317	108,561	4.2%	36.7%	
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)	547	650	650	84,978	243	127	2,996	3,366	88,344	29,733	118,077	130,735	135,914	181,657	4.0%	35.0%	
T1. US Direct Hire (USDH)	532	635	635	82,886	243	127	2,996	3,366	86,252	29,733	115,985	130,529	135,830	182,654	4.1%	35.9%	
T1a. Senior Executive Schedule																	
T1b. General Schedule	326	395	395	50,803	243	127	2,996	3,366	54,169	18,528	72,697	128,615	137,137	184,043	6.6%	36.5%	
T1c. Special Schedule	206	240	240	32,083	0	0	0	0	32,083	11,205	43,288	133,679	133,679	180,367		34.9%	
T1d. Wage System																	
T1e. Highly Qualified Experts																	
T1f. Other																	
T2. Direct Hire Program Foreign Nationals (DHFN)	15	15	15	2,092	0	0	0	0	2,092	0	2,092	139,467	139,467	139,467			
T3. Total Direct Hire	547	650	650	84,978	243	127	2,996	3,366	88,344	29,733	118,077	130,735	135,914	181,657	4.0%	35.0%	
T4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Total Funded (excludes OC 13)	547	650	650	84,978	243	127	2,996	3,366	88,344	29,733	118,077	130,735	135,914	181,657	4.0%	35.0%	
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
Total Civilian Personnel Costs**

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	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	
Direct Funded Personnel (includes OC 13)	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%	
D1. US Direct Hire (USDH)	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)																	
D3. Total Direct Hire	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)																	
Subtotal - Direct Funded (excludes OC 13)	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%	
D5. Other Object Class 13 Benefits										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																	
Reimbursable Funded Personnel (includes OC 13)	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%	
R1. US Direct Hire (USDH)	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)																	
R3. Total Direct Hire	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)																	
Subtotal - Reimbursable Funded (excludes OC 13)	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%	
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)	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%	
T1. US Direct Hire (USDH)	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)																	
T3. Total Direct Hire	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)																	
Subtotal - Total Funded (excludes OC 13)	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%	
T5. Other Object Class 13 Benefits										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
Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

Defense Threat Reduction 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 & Benefits	Basic	Total	Comp & Benefits	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13	Comp & Benefits	Comp	Comp	Comp & Benefits	Variables	Benefits
Direct Funded Personnel (includes OC 13)	1,320	1,320	1,295	186,904	365	303	5,024	5,692	192,596	68,476	261,072	144,327	148,723	201,600	3.0%	36.6%
D1. US Direct Hire (USDH)	1,320	1,320	1,295	186,904	365	303	5,024	5,692	192,596	68,476	261,072	144,327	148,723	201,600	3.0%	36.6%
D1a. Senior Executive Schedule	16	16	16	3,324			266	266	3,590	1,086	4,676	207,750	224,375	292,250	8.0%	32.7%
D1b. General Schedule	1,304	1,304	1,279	183,580	365	303	4,758	5,426	189,006	67,390	256,396	143,534	147,776	200,466	3.0%	36.7%
D1c. Special Schedule																
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
D3. Total Direct Hire	1,320	1,320	1,295	186,904	365	303	5,024	5,692	192,596	68,476	261,072	144,327	148,723	201,600	3.0%	36.6%
D4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Direct Funded (excludes OC 13)	1,320	1,320	1,295	186,904	365	303	5,024	5,692	192,596	68,476	261,072	144,327	148,723	201,600	3.0%	36.6%
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
Reimbursable Funded Personnel (includes OC 13)	138	138	131	19,920	2	4	529	535	20,455	7,138	27,593	152,061	156,145	210,634	2.7%	35.8%
R1. US Direct Hire (USDH)	138	138	131	19,920	2	4	529	535	20,455	7,138	27,593	152,061	156,145	210,634	2.7%	35.8%
R1a. Senior Executive Schedule	1	1	1	214			16	16	230	79	309	214,000	230,000	309,000	7.5%	36.9%
R1b. General Schedule	137	137	130	19,706	2	4	513	519	20,225	7,059	27,284	151,585	155,577	209,877	2.6%	35.8%
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
R3. Total Direct Hire	138	138	131	19,920	2	4	529	535	20,455	7,138	27,593	152,061	156,145	210,634	2.7%	35.8%
R4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Reimbursable Funded (excludes OC 13)	138	138	131	19,920	2	4	529	535	20,455	7,138	27,593	152,061	156,145	210,634	2.7%	35.8%
R5. Other Object Class 13 Benefits																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
Total Funded Personnel (includes OC 13)	1,458	1,458	1,426	206,824	367	307	5,553	6,227	213,051	75,614	288,665	145,038	149,405	202,430	3.0%	36.6%
T1. US Direct Hire (USDH)	1,458	1,458	1,426	206,824	367	307	5,553	6,227	213,051	75,614	288,665	145,038	149,405	202,430	3.0%	36.6%
T1a. Senior Executive Schedule	17	17	17	3,538			282	282	3,820	1,165	4,985	208,118	224,706	293,235	8.0%	32.9%
T1b. General Schedule	1,441	1,441	1,409	203,286	367	307	5,271	5,945	209,231	74,449	283,680	144,277	148,496	201,334	2.9%	36.6%
T1c. Special Schedule																
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
T3. Total Direct Hire	1,458	1,458	1,426	206,824	367	307	5,553	6,227	213,051	75,614	288,665	145,038	149,405	202,430	3.0%	36.6%
T4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Total Funded (excludes OC 13)	1,458	1,458	1,426	206,824	367	307	5,553	6,227	213,051	75,614	288,665	145,038	149,405	202,430	3.0%	36.6%
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
Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

Defense Threat Reduction Agency FY 2025 (\$ in Thousands)																	
	a	b	c	d	e	f	g	e + f + g	d + h	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	&	Comp	Comp	&	Variables	Benefits	
Direct Funded Personnel (includes OC 13)	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%	
D1. US Direct Hire (USDH)	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)																	
D3. Total Direct Hire	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)																	
Subtotal - Direct Funded (excludes OC 13)	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%	
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)	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%	
R1. US Direct Hire (USDH)	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)																	
R3. Total Direct Hire	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)																	
Subtotal - Reimbursable Funded (excludes OC 13)	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%	
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)	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%	
T1. US Direct Hire (USDH)	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)																	
T3. Total Direct Hire	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)																	
Subtotal - Total Funded (excludes OC 13)	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%	
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
Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

**Defense Technology Security Administration
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	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 Variables	% BC Benefits
Direct Funded Personnel (includes OC 13)	138	114	116	19,791	0		756	756	20,547	6,935	27,482	170,612	177,129	236,914	3.8%	35.0%
D1. US Direct Hire (USDH)	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)																
D3. Total Direct Hire	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)																
Subtotal - Direct Funded (excludes OC 13)	138	114	116	19,791	0		756	756	20,547	6,935	27,482	170,612	177,129	236,914	3.8%	35.0%
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)	3	3	3	38			0	0	38	12	50	12,667	12,667	16,667		31.6%
R1. US Direct Hire (USDH)	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)																
R3. Total Direct Hire	3	3	3	38			0	0	38	12	50	12,667	12,667	16,667		31.6%
R4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Reimbursable Funded (excludes OC 13)	3	3	3	38			0	0	38	12	50	12,667	12,667	16,667		31.6%
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)	141	117	119	19,829	0		756	756	20,585	6,947	27,532	166,630	172,983	231,361	3.8%	35.0%
T1. US Direct Hire (USDH)	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)																
T3. Total Direct Hire	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)																
Subtotal - Total Funded (excludes OC 13)	141	117	119	19,829	0		756	756	20,585	6,947	27,532	166,630	172,983	231,361	3.8%	35.0%
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
Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

**Defense Technology Security Administration
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	End	FTEs	Basic	Overtime	Holiday	Other	h	i	j	k	l	m	n	o	p	q
	Strength	Strength		Comp	Pay	Pay	O.C.11	Variables	Comp	O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC	
Direct Funded Personnel (includes OC 13)	276	276	276	47,098	32		1,251	1,283	48,381	13,469	61,850	170,645	175,293	224,094	2.7%	28.6%	
D1. US Direct Hire (USDH)	276	276	276	47,098	32		1,251	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	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	1,215	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)																	
D3. Total Direct Hire	276	276	276	47,098	32		1,251	1,283	48,381	13,469	61,850	170,645	175,293	224,094	2.7%	28.6%	
D4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Direct Funded (excludes OC 13)	276	276	276	47,098	32		1,251	1,283	48,381	13,469	61,850	170,645	175,293	224,094	2.7%	28.6%	
D5. Other Object Class 13 Benefits																	
D5a. USDH - Benefits for Former Employees																	
D5b. DHFN - Benefits for Former Employees																	
D5c. Voluntary Separation Incentive Pay (VSIP)																	
D5d. Foreign National Separation Liability Accrual																	
Reimbursable Funded Personnel (includes OC 13)	3	3	3	596			20	20	616	170	786	198,667	205,333	262,000	3.4%	28.5%	
R1. US Direct Hire (USDH)	3	3	3	596			20	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	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)																	
R3. Total Direct Hire	3	3	3	596			20	20	616	170	786	198,667	205,333	262,000	3.4%	28.5%	
R4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Reimbursable Funded (excludes OC 13)	3	3	3	596			20	20	616	170	786	198,667	205,333	262,000	3.4%	28.5%	
R5. Other Object Class 13 Benefits																	
R5a. USDH - Benefits for Former Employees																	
R5b. DHFN - Benefits for Former Employees																	
R5c. Voluntary Separation Incentive Pay (VSIP)																	
R5d. Foreign National Separation Liability Accrual																	
Total Funded Personnel (includes OC 13)	279	279	279	47,694	32		1,271	1,303	48,997	13,639	62,636	170,946	175,616	224,502	2.7%	28.6%	
T1. US Direct Hire (USDH)	279	279	279	47,694	32		1,271	1,303	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	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	1,235	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)																	
T3. Total Direct Hire	279	279	279	47,694	32		1,271	1,303	48,997	13,639	62,636	170,946	175,616	224,502	2.7%	28.6%	
T4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Total Funded (excludes OC 13)	279	279	279	47,694	32		1,271	1,303	48,997	13,639	62,636	170,946	175,616	224,502	2.7%	28.6%	
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
Total Civilian Personnel Costs**

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	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	
Direct Funded Personnel (includes OC 13)	138	138	138	22,739	1		871	872	23,611	7,763	31,374	164,775	171,094	227,348	3.8%	34.1%	
D1. US Direct Hire (USDH)	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)																	
D3. Total Direct Hire	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)																	
Subtotal - Direct Funded (excludes OC 13)	138	138	138	22,739	1		871	872	23,611	7,763	31,374	164,775	171,094	227,348	3.8%	34.1%	
D5. Other Object Class 13 Benefits																	
D5a. USDH - Benefits for Former Employees																	
D5b. DHFN - Benefits for Former Employees																	
D5c. Voluntary Separation Incentive Pay (VSIP)																	
D5d. Foreign National Separation Liability Accrual																	
Reimbursable Funded Personnel (includes OC 13)	3	3	3	552			21	21	573	173	746	184,000	191,000	248,667	3.8%	31.3%	
R1. US Direct Hire (USDH)	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)																	
R3. Total Direct Hire	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)																	
Subtotal - Reimbursable Funded (excludes OC 13)	3	3	3	552			21	21	573	173	746	184,000	191,000	248,667	3.8%	31.3%	
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)	141	141	141	23,291	1		892	893	24,184	7,936	32,120	165,184	171,518	227,801	3.8%	34.1%	
T1. US Direct Hire (USDH)	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)																	
T3. Total Direct Hire	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)																	
Subtotal - Total Funded (excludes OC 13)	141	141	141	23,291	1		892	893	24,184	7,936	32,120	165,184	171,518	227,801	3.8%	34.1%	
T5. Other Object Class 13 Benefits																	
T5a. USDH - Benefits for Former Employees																	
T5b. DHFN - Benefits for Former Employees																	
T5c. Voluntary Separation Incentive Pay (VSIP)																	
T5d. Foreign National Separation Liability Accrual																	

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

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 & Benefits	Basic	Total	Comp & Benefits	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13		Comp	Comp	Benefits	Variables	Benefits
Direct Funded Personnel (includes OC 13)	39	51	51	6,819			208	208	7,027	2,542	9,569	133,706	137,784	187,627	3.1%	37.3%
D1. US Direct Hire (USDH)	39	51	51	6,819			208	208	7,027	2,542	9,569	133,706	137,784	187,627	3.1%	37.3%
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)																
D3. Total Direct Hire	39	51	51	6,819			208	208	7,027	2,542	9,569	133,706	137,784	187,627	3.1%	37.3%
D4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Direct Funded (excludes OC 13)	39	51	51	6,819			208	208	7,027	2,542	9,569	133,706	137,784	187,627	3.1%	37.3%
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
Reimbursable Funded Personnel (includes OC 13)																
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)	39	51	51	6,819			208	208	7,027	2,542	9,569	133,706	137,784	187,627	3.1%	37.3%
T1. US Direct Hire (USDH)	39	51	51	6,819			208	208	7,027	2,542	9,569	133,706	137,784	187,627	3.1%	37.3%
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																
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
T3. Total Direct Hire	39	51	51	6,819			208	208	7,027	2,542	9,569	133,706	137,784	187,627	3.1%	37.3%
T4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Total Funded (excludes OC 13)	39	51	51	6,819			208	208	7,027	2,542	9,569	133,706	137,784	187,627	3.1%	37.3%
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

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

Operation and Maintenance, Defense-Wide

Office of Local Defense Community Cooperation
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	Benefits	Comp	Comp	Benefits	Variables	Benefits
Direct Funded Personnel (includes OC 13)	169	169	168	25,401			489	489	25,890	8,955	34,845	151,196	154,107	207,411	1.9%	35.3%
D1. US Direct Hire (USDH)	169	169	168	25,401			489	489	25,890	8,955	34,845	151,196	154,107	207,411	1.9%	35.3%
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)																
D3. Total Direct Hire	169	169	168	25,401			489	489	25,890	8,955	34,845	151,196	154,107	207,411	1.9%	35.3%
D4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Direct Funded (excludes OC 13)	169	169	168	25,401			489	489	25,890	8,955	34,845	151,196	154,107	207,411	1.9%	35.3%
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
Reimbursable Funded Personnel (includes OC 13)																
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)	169	169	168	25,401			489	489	25,890	8,955	34,845	151,196	154,107	207,411	1.9%	35.3%
T1. US Direct Hire (USDH)	169	169	168	25,401			489	489	25,890	8,955	34,845	151,196	154,107	207,411	1.9%	35.3%
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)																
T3. Total Direct Hire	169	169	168	25,401			489	489	25,890	8,955	34,845	151,196	154,107	207,411	1.9%	35.3%
T4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Total Funded (excludes OC 13)	169	169	168	25,401			489	489	25,890	8,955	34,845	151,196	154,107	207,411	1.9%	35.3%
T5. Other Object Class 13 Benefits																
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
Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

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

	a	b	c	d	e	f	g	e + f + g	d + h	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
Direct Funded Personnel (includes OC 13)	169	56	56	8,118			152	152	8,270	2,881	11,151	144,964	147,679	199,125	1.9%	35.5%
D1. US Direct Hire (USDH)	169	56	56	8,118			152	152	8,270	2,881	11,151	144,964	147,679	199,125	1.9%	35.5%
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)																
D3. Total Direct Hire	169	56	56	8,118			152	152	8,270	2,881	11,151	144,964	147,679	199,125	1.9%	35.5%
D4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Direct Funded (excludes OC 13)	169	56	56	8,118			152	152	8,270	2,881	11,151	144,964	147,679	199,125	1.9%	35.5%
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)	169	56	56	8,118			152	152	8,270	2,881	11,151	144,964	147,679	199,125	1.9%	35.5%
T1. US Direct Hire (USDH)	169	56	56	8,118			152	152	8,270	2,881	11,151	144,964	147,679	199,125	1.9%	35.5%
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)																
T3. Total Direct Hire	169	56	56	8,118			152	152	8,270	2,881	11,151	144,964	147,679	199,125	1.9%	35.5%
T4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Total Funded (excludes OC 13)	169	56	56	8,118			152	152	8,270	2,881	11,151	144,964	147,679	199,125	1.9%	35.5%
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

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

Operation and Maintenance, Defense-Wide

Office of the Secretary of Defense 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	Comp & Benefits	% BC Variables	% BC Benefits	
Direct Funded Personnel (includes OC 13)	1,895	1,957	2,063	351,243	1,196	31	13,948	15,175	366,418	120,971	487,389	170,258	177,614	236,253	4.3%	34.4%	
D1. US Direct Hire (USDH)	1,895	1,957	2,063	351,243	1,196	31	13,948	15,175	366,418	120,933	487,351	170,258	177,614	236,234	4.3%	34.4%	
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)																	
D3. Total Direct Hire	1,895	1,957	2,063	351,243	1,196	31	13,948	15,175	366,418	120,933	487,351	170,258	177,614	236,234	4.3%	34.4%	
D4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Direct Funded (excludes OC 13)	1,895	1,957	2,063	351,243	1,196	31	13,948	15,175	366,418	120,933	487,351	170,258	177,614	236,234	4.3%	34.4%	
D5. Other Object Class 13 Benefits																	
D5a. USDH - Benefits for Former Employees										38	38						
D5b. DHFN - Benefits for Former Employees																	
D5c. Voluntary Separation Incentive Pay (VSIP)																	
D5d. Foreign National Separation Liability Accrual																	
Reimbursable Funded Personnel (includes OC 13)		3	3	452	30	4	142	176	628	147	775	150,667	209,333	258,333	38.9%	32.5%	
R1. US Direct Hire (USDH)		3	3	452	30	4	142	176	628	147	775	150,667	209,333	258,333	38.9%	32.5%	
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)																	
R3. Total Direct Hire		3	3	452	30	4	142	176	628	147	775	150,667	209,333	258,333	38.9%	32.5%	
R4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Reimbursable Funded (excludes OC 13)		3	3	452	30	4	142	176	628	147	775	150,667	209,333	258,333	38.9%	32.5%	
R5. Other Object Class 13 Benefits																	
R5a. USDH - Benefits for Former Employees																	
R5b. DHFN - Benefits for Former Employees																	
R5c. Voluntary Separation Incentive Pay (VSIP)																	
R5d. Foreign National Separation Liability Accrual																	
Total Funded Personnel (includes OC 13)	1,895	1,960	2,066	351,695	1,226	35	14,090	15,351	367,046	121,118	488,164	170,230	177,660	236,285	4.4%	34.4%	
T1. US Direct Hire (USDH)	1,895	1,960	2,066	351,695	1,226	35	14,090	15,351	367,046	121,080	488,126	170,230	177,660	236,266	4.4%	34.4%	
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)																	
T3. Total Direct Hire	1,895	1,960	2,066	351,695	1,226	35	14,090	15,351	367,046	121,080	488,126	170,230	177,660	236,266	4.4%	34.4%	
T4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Total Funded (excludes OC 13)	1,895	1,960	2,066	351,695	1,226	35	14,090	15,351	367,046	121,080	488,126	170,230	177,660	236,266	4.4%	34.4%	
T5. Other Object Class 13 Benefits																	
T5a. USDH - Benefits for Former Employees										38	38						
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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Total Civilian Personnel Costs**

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	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	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	
Direct Funded Personnel (includes OC 13)	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%	
D1. US Direct Hire (USDH)	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)																	
D3. Total Direct Hire	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)																	
Subtotal - Direct Funded (excludes OC 13)	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%	
D5. Other Object Class 13 Benefits										1,000	1,000						
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																	
Reimbursable Funded Personnel (includes OC 13)	51	51	51	9,150	24		228	252	9,402	3,210	12,612	179,412	184,353	247,294	2.8%	35.1%	
R1. US Direct Hire (USDH)	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)																	
R3. Total Direct Hire	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)																	
Subtotal - Reimbursable Funded (excludes OC 13)	51	51	51	9,150	24		228	252	9,402	3,210	12,612	179,412	184,353	247,294	2.8%	35.1%	
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)	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%	
T1. US Direct Hire (USDH)	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)																	
T3. Total Direct Hire	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)																	
Subtotal - Total Funded (excludes OC 13)	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%	
T5. Other Object Class 13 Benefits										1,000	1,000						
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																	

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Operation and Maintenance, Defense-Wide

Office of the Secretary of Defense FY 2025 (\$ 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	
Direct Funded Personnel (includes OC 13)	2,887	2,761	2,864	525,819	1,178		13,141	14,319	540,138	175,668	715,806	183,596	188,596	249,932	2.7%	33.4%	
D1. US Direct Hire (USDH)	2,887	2,761	2,864	525,819	1,178		13,141	14,319	540,138	174,668	714,806	183,596	188,596	249,583	2.7%	33.2%	
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)																	
D3. Total Direct Hire	2,887	2,761	2,864	525,819	1,178		13,141	14,319	540,138	174,668	714,806	183,596	188,596	249,583	2.7%	33.2%	
D4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Direct Funded (excludes OC 13)	2,887	2,761	2,864	525,819	1,178		13,141	14,319	540,138	174,668	714,806	183,596	188,596	249,583	2.7%	33.2%	
D5. Other Object Class 13 Benefits										1,000	1,000						
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																	
Reimbursable Funded Personnel (includes OC 13)	51	53	53	9,338	24		233	257	9,595	3,276	12,871	176,189	181,038	242,849	2.8%	35.1%	
R1. US Direct Hire (USDH)	51	53	53	9,338	24		233	257	9,595	3,276	12,871	176,189	181,038	242,849	2.8%	35.1%	
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)																	
R3. Total Direct Hire	51	53	53	9,338	24		233	257	9,595	3,276	12,871	176,189	181,038	242,849	2.8%	35.1%	
R4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Reimbursable Funded (excludes OC 13)	51	53	53	9,338	24		233	257	9,595	3,276	12,871	176,189	181,038	242,849	2.8%	35.1%	
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)	2,938	2,814	2,917	535,157	1,202		13,374	14,576	549,733	178,944	728,677	183,461	188,458	249,804	2.7%	33.4%	
T1. US Direct Hire (USDH)	2,938	2,814	2,917	535,157	1,202		13,374	14,576	549,733	177,944	727,677	183,461	188,458	249,461	2.7%	33.3%	
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)																	
T3. Total Direct Hire	2,938	2,814	2,917	535,157	1,202		13,374	14,576	549,733	177,944	727,677	183,461	188,458	249,461	2.7%	33.3%	
T4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Total Funded (excludes OC 13)	2,938	2,814	2,917	535,157	1,202		13,374	14,576	549,733	177,944	727,677	183,461	188,458	249,461	2.7%	33.3%	
T5. Other Object Class 13 Benefits										1,000	1,000						
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																	

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Space Development Agency 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	Comp & Benefits	% BC Variables	% BC Benefits	
Direct Funded Personnel (includes OC 13)	44															
D1. US Direct Hire (USDH)	44															
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)																
D3. Total Direct Hire	44															
D4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Direct Funded (excludes OC 13)	44															
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)	44															
T1. US Direct Hire (USDH)	44															
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)																
T3. Total Direct Hire	44															
T4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Total Funded (excludes OC 13)	44															
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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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	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	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC Variables	% BC Benefits	
<u>Direct Funded Personnel (includes OC 13)</u>																
D1. US Direct Hire (USDH)																
D1a. Senior Executive Schedule																
D1b. General Schedule																
D1c. Special Schedule																
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
D3. Total Direct Hire																
D4. Indirect Hire Foreign Nationals (IHFN)																
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																
COLUMNS INTENTIONALLY LEFT BLANK																
<u>Reimbursable Funded Personnel (includes OC 13)</u>																
R1. US Direct Hire (USDH)																
R1a. Senior Executive Schedule																
R1b. General Schedule																
R1c. Special Schedule																
R1d. Wage System																
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R1f. Other																
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**Department of Defense
Fiscal Year (FY) 2025 Budget Estimates
Volume II - Defense-Wide Data Book
Total Civilian Personnel Costs**

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	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	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC Variables	% BC Benefits	
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**Department of Defense
Fiscal Year (FY) 2025 Budget Estimates
Volume II - Defense-Wide Data Book
Total Civilian Personnel Costs**

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	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp & Benefits	Basic	Total	Comp & Benefits	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13	Benefits	Comp	Comp	Benefits	Variables	Benefits
Direct Funded Personnel (includes OC 13)	6,903	6,662	6,534	664,495	7,570	1,533	19,233	28,336	692,831	236,328	929,159	101,698	106,035	142,204	4.3%	35.6%
D1. US Direct Hire (USDH)	6,903	6,662	6,534	664,495	7,570	1,533	19,233	28,336	692,831	236,157	928,988	101,698	106,035	142,178	4.3%	35.5%
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)																
D3. Total Direct Hire	6,903	6,662	6,534	664,495	7,570	1,533	19,233	28,336	692,831	236,157	928,988	101,698	106,035	142,178	4.3%	35.5%
D4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Direct Funded (excludes OC 13)	6,903	6,662	6,534	664,495	7,570	1,533	19,233	28,336	692,831	236,157	928,988	101,698	106,035	142,178	4.3%	35.5%
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees										171	171					
D5b. DHFN - Benefits for Former Employees										171	171					
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
Reimbursable Funded Personnel (includes OC 13)																
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R1c. Special Schedule																
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R1f. Other																
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Total Funded Personnel (includes OC 13)	6,903	6,662	6,534	664,495	7,570	1,533	19,233	28,336	692,831	236,328	929,159	101,698	106,035	142,204	4.3%	35.6%
T1. US Direct Hire (USDH)	6,903	6,662	6,534	664,495	7,570	1,533	19,233	28,336	692,831	236,157	928,988	101,698	106,035	142,178	4.3%	35.5%
T1a. 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%
T1b. 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%
T1c. Special Schedule																
T1d. 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%
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
T3. Total Direct Hire	6,903	6,662	6,534	664,495	7,570	1,533	19,233	28,336	692,831	236,157	928,988	101,698	106,035	142,178	4.3%	35.5%
T4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Total Funded (excludes OC 13)	6,903	6,662	6,534	664,495	7,570	1,533	19,233	28,336	692,831	236,157	928,988	101,698	106,035	142,178	4.3%	35.5%
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees										171	171					
T5b. DHFN - Benefits for Former Employees										171	171					
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
Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

United States Special Operations 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 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
Direct Funded Personnel (includes OC 13)	6,903	6,875	6,875	710,985	10,229	5,483	19,205	34,917	745,902	260,644	1,006,546	103,416	108,495	146,407	4.9%	36.7%
D1. US Direct Hire (USDH)	6,903	6,875	6,875	710,985	10,229	5,483	19,205	34,917	745,902	259,484	1,005,386	103,416	108,495	146,238	4.9%	36.5%
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)																
D3. Total Direct Hire	6,903	6,875	6,875	710,985	10,229	5,483	19,205	34,917	745,902	259,484	1,005,386	103,416	108,495	146,238	4.9%	36.5%
D4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Direct Funded (excludes OC 13)	6,903	6,875	6,875	710,985	10,229	5,483	19,205	34,917	745,902	259,484	1,005,386	103,416	108,495	146,238	4.9%	36.5%
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees										1,160	1,160					
D5b. DHFN - Benefits for Former Employees										1,160	1,160					
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)	6,903	6,875	6,875	710,985	10,229	5,483	19,205	34,917	745,902	260,644	1,006,546	103,416	108,495	146,407	4.9%	36.7%
T1. US Direct Hire (USDH)	6,903	6,875	6,875	710,985	10,229	5,483	19,205	34,917	745,902	259,484	1,005,386	103,416	108,495	146,238	4.9%	36.5%
T1a. 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%
T1b. 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%
T1c. Special Schedule																
T1d. 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%
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
T3. Total Direct Hire	6,903	6,875	6,875	710,985	10,229	5,483	19,205	34,917	745,902	259,484	1,005,386	103,416	108,495	146,238	4.9%	36.5%
T4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Total Funded (excludes OC 13)	6,903	6,875	6,875	710,985	10,229	5,483	19,205	34,917	745,902	259,484	1,005,386	103,416	108,495	146,238	4.9%	36.5%
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees										1,160	1,160					
T5b. DHFN - Benefits for Former Employees										1,160	1,160					
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
Total Civilian Personnel Costs**

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 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
Direct Funded Personnel (includes OC 13)	6,875	6,783	6,656	730,289	8,315	1,684	20,807	30,806	761,095	259,473	1,020,568	109,719	114,347	153,331	4.2%	35.5%
D1. US Direct Hire (USDH)	6,875	6,783	6,656	730,289	8,315	1,684	20,807	30,806	761,095	259,290	1,020,385	109,719	114,347	153,303	4.2%	35.5%
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																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
D3. Total Direct Hire	6,875	6,783	6,656	730,289	8,315	1,684	20,807	30,806	761,095	259,290	1,020,385	109,719	114,347	153,303	4.2%	35.5%
D4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Direct Funded (excludes OC 13)	6,875	6,783	6,656	730,289	8,315	1,684	20,807	30,806	761,095	259,290	1,020,385	109,719	114,347	153,303	4.2%	35.5%
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees										183	183					
D5b. DHFN - Benefits for Former Employees										183	183					
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
Reimbursable Funded Personnel (includes OC 13)																
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R1a. Senior Executive Schedule																
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R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
R3. Total Direct Hire																
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Subtotal - Reimbursable Funded (excludes OC 13)																
R5. Other Object Class 13 Benefits																
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R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
Total Funded Personnel (includes OC 13)	6,875	6,783	6,656	730,289	8,315	1,684	20,807	30,806	761,095	259,473	1,020,568	109,719	114,347	153,331	4.2%	35.5%
T1. US Direct Hire (USDH)	6,875	6,783	6,656	730,289	8,315	1,684	20,807	30,806	761,095	259,290	1,020,385	109,719	114,347	153,303	4.2%	35.5%
T1a. 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%
T1b. 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%
T1c. Special Schedule																
T1d. 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%
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
T3. Total Direct Hire	6,875	6,783	6,656	730,289	8,315	1,684	20,807	30,806	761,095	259,290	1,020,385	109,719	114,347	153,303	4.2%	35.5%
T4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Total Funded (excludes OC 13)	6,875	6,783	6,656	730,289	8,315	1,684	20,807	30,806	761,095	259,290	1,020,385	109,719	114,347	153,303	4.2%	35.5%
T5. Other Object Class 13 Benefits																
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T5b. DHFN - Benefits for Former Employees										183	183					
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
Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

	The Joint Staff 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
Direct Funded Personnel (includes OC 13)	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%
D1. US Direct Hire (USDH)	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		
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)																
D3. Total Direct Hire	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)																
Subtotal - Direct Funded (excludes OC 13)	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%
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)	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%
R1. US Direct Hire (USDH)	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)																
R3. Total Direct Hire	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)																
Subtotal - Reimbursable Funded (excludes OC 13)	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%
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)	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%
T1. US Direct Hire (USDH)	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		
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)																
T3. Total Direct Hire	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)																
Subtotal - Total Funded (excludes OC 13)	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%
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
Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

The Joint Staff 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	
Direct Funded Personnel (includes OC 13)	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%	
D1. US Direct Hire (USDH)	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)																	
D3. Total Direct Hire	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)																	
Subtotal - Direct Funded (excludes OC 13)	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%	
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)	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%	
R1. US Direct Hire (USDH)	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)																	
R3. Total Direct Hire	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)																	
Subtotal - Reimbursable Funded (excludes OC 13)	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%	
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)	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%	
T1. US Direct Hire (USDH)	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)																	
T3. Total Direct Hire	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)																	
Subtotal - Total Funded (excludes OC 13)	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%	
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
Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

The Joint Staff FY 2025 (\$ 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	
Direct Funded Personnel (includes OC 13)	1,284	1,284	1,182	188,865	207	130	2,053	2,390	191,255	41,378	232,633	159,784	161,806	196,813	1.3%	21.9%	
D1. US Direct Hire (USDH)	1,284	1,284	1,182	188,865	207	130	2,053	2,390	191,255	41,378	232,633	159,784	161,806	196,813	1.3%	21.9%	
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)																	
D3. Total Direct Hire	1,284	1,284	1,182	188,865	207	130	2,053	2,390	191,255	41,378	232,633	159,784	161,806	196,813	1.3%	21.9%	
D4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Direct Funded (excludes OC 13)	1,284	1,284	1,182	188,865	207	130	2,053	2,390	191,255	41,378	232,633	159,784	161,806	196,813	1.3%	21.9%	
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)	92	92	87	13,821					13,821	3,850	17,671	158,862	158,862	203,115		27.9%	
R1. US Direct Hire (USDH)	92	92	87	13,821					13,821	3,850	17,671	158,862	158,862	203,115		27.9%	
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						
R3. Total Direct Hire	92	92	87	13,821					13,821	3,850	17,671	158,862	158,862	203,115		27.9%	
R4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Reimbursable Funded (excludes OC 13)	92	92	87	13,821					13,821	3,850	17,671	158,862	158,862	203,115		27.9%	
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)	1,376	1,376	1,269	202,686	207	130	2,053	2,390	205,076	45,228	250,304	159,721	161,604	197,245	1.2%	22.3%	
T1. US Direct Hire (USDH)	1,376	1,376	1,269	202,686	207	130	2,053	2,390	205,076	45,228	250,304	159,721	161,604	197,245	1.2%	22.3%	
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						
T3. Total Direct Hire	1,376	1,376	1,269	202,686	207	130	2,053	2,390	205,076	45,228	250,304	159,721	161,604	197,245	1.2%	22.3%	
T4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Total Funded (excludes OC 13)	1,376	1,376	1,269	202,686	207	130	2,053	2,390	205,076	45,228	250,304	159,721	161,604	197,245	1.2%	22.3%	
T5. Other Object Class 13 Benefits																	
T5a. USDH - Benefits for Former Employees																	
T5b. DHFN - Benefits for Former Employees																	
T5c. Voluntary Separation Incentive Pay (VSIP)																	
T5d. Foreign National Separation Liability Accrual																	

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

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	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				
Direct Funded Personnel (includes OC 13)	631	351	515	63,964	673	20	2,412	3,105	67,069	23,304	90,373	124,202	130,231	175,482	4.9%	36.4%	
D1. US Direct Hire (USDH)	631	351	515	63,964	673	20	2,412	3,105	67,069	23,254	90,323	124,202	130,231	175,384	4.9%	36.4%	
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)																	
D3. Total Direct Hire	631	351	515	63,964	673	20	2,412	3,105	67,069	23,254	90,323	124,202	130,231	175,384	4.9%	36.4%	
D4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Direct Funded (excludes OC 13)	631	351	515	63,964	673	20	2,412	3,105	67,069	23,254	90,323	124,202	130,231	175,384	4.9%	36.4%	
D5. Other Object Class 13 Benefits				0					0	50	50						
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																	
Reimbursable Funded Personnel (includes OC 13)			292	35,451	564	12	1,126	1,702	37,153	12,287	49,440	121,408	127,236	169,315	4.8%	34.7%	
R1. US Direct Hire (USDH)			292	35,451	564	12	1,126	1,702	37,153	12,287	49,440	121,408	127,236	169,315	4.8%	34.7%	
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)																	
R3. Total Direct Hire			292	35,451	564	12	1,126	1,702	37,153	12,287	49,440	121,408	127,236	169,315	4.8%	34.7%	
R4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Reimbursable Funded (excludes OC 13)			292	35,451	564	12	1,126	1,702	37,153	12,287	49,440	121,408	127,236	169,315	4.8%	34.7%	
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)	631	351	807	99,415	1,237	32	3,538	4,807	104,222	35,591	139,813	123,191	129,147	173,250	4.8%	35.8%	
T1. US Direct Hire (USDH)	631	351	807	99,415	1,237	32	3,538	4,807	104,222	35,541	139,763	123,191	129,147	173,188	4.8%	35.8%	
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)																	
T3. Total Direct Hire	631	351	807	99,415	1,237	32	3,538	4,807	104,222	35,541	139,763	123,191	129,147	173,188	4.8%	35.8%	
T4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Total Funded (excludes OC 13)	631	351	807	99,415	1,237	32	3,538	4,807	104,222	35,541	139,763	123,191	129,147	173,188	4.8%	35.8%	
T5. Other Object Class 13 Benefits				0					0	50	50						
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
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Total Civilian Personnel Costs**

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	
Direct Funded Personnel (includes OC 13)	681	613	601	80,871	198		1,983	2,181	83,052	25,637	108,689	134,561	138,190	180,847	2.7%	31.7%	
D1. US Direct Hire (USDH)	681	613	601	80,871	198		1,983	2,181	83,052	25,237	108,289	134,561	138,190	180,181	2.7%	31.2%	
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)																	
D3. Total Direct Hire	681	613	601	80,871	198		1,983	2,181	83,052	25,237	108,289	134,561	138,190	180,181	2.7%	31.2%	
D4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Direct Funded (excludes OC 13)	681	613	601	80,871	198		1,983	2,181	83,052	25,237	108,289	134,561	138,190	180,181	2.7%	31.2%	
D5. Other Object Class 13 Benefits										400	400						
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																	
Reimbursable Funded Personnel (includes OC 13)		271	271	39,246	101		982	1,083	40,329	12,380	52,709	144,819	148,815	194,498	2.8%	31.5%	
R1. US Direct Hire (USDH)		271	271	39,246	101		982	1,083	40,329	12,380	52,709	144,819	148,815	194,498	2.8%	31.5%	
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)																	
R3. Total Direct Hire		271	271	39,246	101		982	1,083	40,329	12,380	52,709	144,819	148,815	194,498	2.8%	31.5%	
R4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Reimbursable Funded (excludes OC 13)		271	271	39,246	101		982	1,083	40,329	12,380	52,709	144,819	148,815	194,498	2.8%	31.5%	
R5. Other Object Class 13 Benefits																	
R5a. USDH - Benefits for Former Employees																	
R5b. DHFN - Benefits for Former Employees																	
R5c. Voluntary Separation Incentive Pay (VSIP)																	
R5d. Foreign National Separation Liability Accrual																	
Total Funded Personnel (includes OC 13)	681	884	872	120,117	299		2,965	3,264	123,381	38,017	161,398	137,749	141,492	185,089	2.7%	31.6%	
T1. US Direct Hire (USDH)	681	884	872	120,117	299		2,965	3,264	123,381	37,617	160,998	137,749	141,492	184,631	2.7%	31.3%	
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)																	
T3. Total Direct Hire	681	884	872	120,117	299		2,965	3,264	123,381	37,617	160,998	137,749	141,492	184,631	2.7%	31.3%	
T4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Total Funded (excludes OC 13)	681	884	872	120,117	299		2,965	3,264	123,381	37,617	160,998	137,749	141,492	184,631	2.7%	31.3%	
T5. Other Object Class 13 Benefits										400	400						
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
Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

Washington Headquarters Services 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	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				
Direct Funded Personnel (includes OC 13)	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%	
D1. US Direct Hire (USDH)	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)																	
D3. Total Direct Hire	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)																	
Subtotal - Direct Funded (excludes OC 13)	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%	
D5. Other Object Class 13 Benefits										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																	
Reimbursable Funded Personnel (includes OC 13)	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%	
R1. US Direct Hire (USDH)	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)																	
R3. Total Direct Hire	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)																	
Subtotal - Reimbursable Funded (excludes OC 13)	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%	
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)	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%	
T1. US Direct Hire (USDH)	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)																	
T3. Total Direct Hire	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)																	
Subtotal - Total Funded (excludes OC 13)	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%	
T5. Other Object Class 13 Benefits										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
Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

	Summary 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
Direct Funded Personnel (includes OC 13)	113,013	110,996	84,602	14,452,486	96,267	44,562	425,443	566,272	15,018,758	3,992,928	19,011,686	170,829	177,522	224,719	3.9%	27.6%
D1. US Direct Hire (USDH)	112,314	110,307	83,934	14,427,883	95,578	44,532	421,244	561,354	14,989,237	3,983,900	18,973,137	171,896	178,584	226,048	3.9%	27.6%
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	54,544	18,978	73,522	163,531	169,391	228,329	36,988	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%
D3. Total Direct Hire	112,773	110,737	84,343	14,442,906	96,267	44,562	421,419	562,248	15,005,154	3,987,956	18,993,110	171,240	177,906	225,189	3.9%	27.6%
D4. Indirect Hire Foreign Nationals (IHFN)	240	259	259	9,580	0	0	0	0	9,580	0	9,580	36,988	36,988	36,988		
Subtotal - Direct Funded (excludes OC 13)	113,013	110,996	84,602	14,452,486	96,267	44,562	421,419	562,248	15,014,734	3,987,956	19,002,690	170,829	177,475	224,613	3.9%	27.6%
D5. Other Object Class 13 Benefits				0			4,024	4,024	4,024	4,972	8,996					
D5a. USDH - Benefits for Former Employees							4,024	4,024	4,024	4,195	8,219					
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)				0					0	777	777					
D5d. Foreign National Separation Liability Accrual																
Reimbursable Funded Personnel (includes OC 13)	2,423	2,492	2,726	176,327	1,111	1,710	3,881	6,702	183,029	64,268	247,297	64,683	67,142	90,718	3.8%	36.4%
R1. US Direct Hire (USDH)	2,418	2,492	2,726	176,327	1,111	1,710	3,881	6,702	183,029	64,176	247,205	64,683	67,142	90,684	3.8%	36.4%
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	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)																
R3. Total Direct Hire	2,418	2,492	2,726	176,327	1,111	1,710	3,881	6,702	183,029	64,176	247,205	64,683	67,142	90,684	3.8%	36.4%
R4. Indirect Hire Foreign Nationals (IHFN)	5	0	0	0	0	0	0	0	0	0	0	0	0	0		
Subtotal - Reimbursable Funded (excludes OC 13)	2,423	2,492	2,726	176,327	1,111	1,710	3,881	6,702	183,029	64,176	247,205	64,683	67,142	90,684	3.8%	36.4%
R5. Other Object Class 13 Benefits										92	92					
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																
Total Funded Personnel (includes OC 13)	115,436	113,488	87,328	14,628,813	97,378	46,272	429,324	572,974	15,201,787	4,057,196	19,258,983	167,516	174,077	220,536	3.9%	27.7%
T1. US Direct Hire (USDH)	114,732	112,799	86,660	14,604,210	96,689	46,242	425,125	568,056	15,172,266	4,048,076	19,220,342	168,523	175,078	221,790	3.9%	27.7%
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	59,263	22,159	81,422	151,939	157,196	215,973	36,988	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%
T3. Total Direct Hire	115,191	113,229	87,069	14,619,233	97,378	46,272	425,300	568,950	15,188,183	4,052,132	19,240,315	167,904	174,438	220,978	3.9%	27.7%
T4. Indirect Hire Foreign Nationals (IHFN)	245	259	259	9,580	0	0	0	0	9,580	0	9,580	36,988	36,988	36,988		
Subtotal - Total Funded (excludes OC 13)	115,436	113,488	87,328	14,628,813	97,378	46,272	425,300	568,950	15,197,763	4,052,132	19,249,895	167,516	174,031	220,432	3.9%	27.7%
T5. Other Object Class 13 Benefits				0			4,024	4,024	4,024	5,064	9,088					
T5a. USDH - Benefits for Former Employees							4,024	4,024	4,024	4,195	8,219					
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
Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

Summary FY 2024 (\$ in Thousands)																
	a	b	c	d	e	f	g	e + f + g h	d + h i	i	i + j k	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	Comp & Benefits	Basic Comp	Total Comp			
Direct Funded Personnel (includes OC 13)	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%
D1. US Direct Hire (USDH)	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%
D1a. Senior Executive Schedule	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%
D1b. General Schedule	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%
D1c. Special Schedule	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%
D1d. Wage System	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%
D1e. Highly Qualified Experts	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%
D1f. Other	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%
D2. Direct Hire Program Foreign Nationals (DHFN)	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%
D3. Total Direct Hire	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%
D4. Indirect Hire Foreign Nationals (IHFN)	249	249	249	10,028					10,028		10,028	40,273	40,273	40,273		
Subtotal - Direct Funded (excludes OC 13)	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%
D5. Other Object Class 13 Benefits							5,719	5,719	5,719	9,238	14,957					
D5a. USDH - Benefits for Former Employees							5,719	5,719	5,719	6,879	12,598					
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)										2,359	2,359					
D5d. Foreign National Separation Liability Accrual																
Reimbursable Funded Personnel (includes OC 13)	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%
R1. US Direct Hire (USDH)	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%
R1a. Senior Executive Schedule	1	1	1	214			16	16	230	79	309	214,000	230,000	309,000	7.5%	36.9%
R1b. General Schedule	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%
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)																
R3. Total Direct Hire	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%
R4. Indirect Hire Foreign Nationals (IHFN)	5	5	5													
Subtotal - Reimbursable Funded (excludes OC 13)	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%
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)	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%
T1. US Direct Hire (USDH)	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%
T1a. Senior Executive Schedule	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%
T1b. General Schedule	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%
T1c. Special Schedule	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%
T1d. Wage System	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%
T1e. Highly Qualified Experts	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%
T1f. Other	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%
T2. Direct Hire Program Foreign Nationals (DHFN)	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%
T3. Total Direct Hire	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%
T4. Indirect Hire Foreign Nationals (IHFN)	254	254	254	10,028					10,028		10,028	39,480	39,480	39,480		
Subtotal - Total Funded (excludes OC 13)	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%
T5. Other Object Class 13 Benefits							5,719	5,719	5,719	9,238	14,957					
T5a. USDH - Benefits for Former Employees							5,719	5,719	5,719	6,879	12,598					
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)										2,359	2,359					
T5d. Foreign National Separation Liability Accrual																

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

Operation and Maintenance, Defense-Wide

Summary 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 n	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
Direct Funded Personnel (includes OC 13)	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%
D1. US Direct Hire (USDH)	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%
D3. Total Direct Hire	95,032	94,486	91,898	11,544,042	122,598	16,930	503,631	643,159	12,187,201	4,475,811	16,663,012	125,618	132,617	181,321	5.6%	38.8%
D4. Indirect Hire Foreign Nationals (IHFN)	292	284	276	11,124					11,124		40,304	40,304	40,304	40,304		
Subtotal - Direct Funded (excludes OC 13)	95,324	94,770	92,174	11,555,166	122,598	16,930	503,631	643,159	12,198,325	4,475,811	16,674,136	125,363	132,340	180,898	5.6%	38.7%
D5. Other Object Class 13 Benefits				0	0		0	0	0	5,683	5,683					
D5a. USDH - Benefits for Former Employees				0	0		0	0	0	4,014	4,014					
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)										1,669	1,669					
D5d. Foreign National Separation Liability Accrual																
Reimbursable Funded Personnel (includes OC 13)	2,734	2,662	2,747	182,455	951	32	2,803	3,786	186,241	59,330	245,571	66,420	67,798	89,396	2.1%	32.5%
R1. US Direct Hire (USDH)	2,729	2,657	2,742	182,455	951	32	2,803	3,786	186,241	59,330	245,571	66,541	67,922	89,559	2.1%	32.5%
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	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					
R3. Total Direct Hire	2,729	2,657	2,742	182,455	951	32	2,803	3,786	186,241	59,330	245,571	66,541	67,922	89,559	2.1%	32.5%
R4. Indirect Hire Foreign Nationals (IHFN)	5	5	5													
Subtotal - Reimbursable Funded (excludes OC 13)	2,734	2,662	2,747	182,455	951	32	2,803	3,786	186,241	59,330	245,571	66,420	67,798	89,396	2.1%	32.5%
R5. Other Object Class 13 Benefits																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
Total Funded Personnel (includes OC 13)	98,058	97,432	94,921	11,737,621	123,549	16,962	506,434	646,945	12,384,566	4,540,824	16,925,390	123,657	130,472	178,310	5.5%	38.7%
T1. US Direct Hire (USDH)	97,329	96,712	94,209	11,709,013	123,542	16,960	505,261	645,763	12,354,776	4,530,487	16,885,263	124,288	131,142	179,232	5.5%	38.7%
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%
T3. Total Direct Hire	97,761	97,143	94,640	11,726,497	123,549	16,962	506,434	646,945	12,373,442	4,535,141	16,908,583	123,906	130,742	178,662	5.5%	38.7%
T4. Indirect Hire Foreign Nationals (IHFN)	297	289	281	11,124					11,124		39,587	39,587	39,587	39,587		
Subtotal - Total Funded (excludes OC 13)	98,058	97,432	94,921	11,737,621	123,549	16,962	506,434	646,945	12,384,566	4,535,141	16,919,707	123,657	130,472	178,250	5.5%	38.6%
T5. Other Object Class 13 Benefits				0	0		0	0	0	5,683	5,683					
T5a. USDH - Benefits for Former Employees				0	0		0	0	0	4,014	4,014					
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)										1,669	1,669					
T5d. Foreign National Separation Liability Accrual																

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

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	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	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC Variables	% BC Benefits	
<u>Direct Funded Personnel (includes OC 13)</u>																
D1. US Direct Hire (USDH)																
D1a. Senior Executive Schedule																
D1b. General Schedule																
D1c. Special Schedule																
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
D3. Total Direct Hire																
D4. Indirect Hire Foreign Nationals (IHFN)																
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																
<u>Reimbursable Funded Personnel (includes OC 13)</u>																
R1. US Direct Hire (USDH)																
R1a. Senior Executive Schedule																
R1b. General Schedule																
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
R3. Total Direct Hire																
R4. Indirect Hire Foreign Nationals (IHFN)																
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																
<u>Total Funded Personnel (includes OC 13)</u>																
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
Total Civilian Personnel Costs**

Research, Development, Test and Evaluation, Defense-Wide

CYBER 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	
	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
Direct Funded Personnel (includes OC 13)	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%
D1. US Direct Hire (USDH)	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)																
D3. Total Direct Hire	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)																
Subtotal - Direct Funded (excludes OC 13)	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%
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																
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)	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%
T1. US Direct Hire (USDH)	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)																
T3. Total Direct Hire	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)																
Subtotal - Total Funded (excludes OC 13)	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%
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees																
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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
Total Civilian Personnel Costs**

Research, Development, Test and Evaluation, Defense-Wide

	CYBER FY 2025 (\$ 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	
Direct Funded Personnel (includes OC 13)	21	21	21	2,753	11	11	72	94	2,847	938	3,785	131,095	135,571	180,238	3.4%	34.1%	
D1. US Direct Hire (USDH)	21	21	21	2,753	11	11	72	94	2,847	938	3,785	131,095	135,571	180,238	3.4%	34.1%	
D1a. Senior Executive Schedule																	
D1b. General Schedule	21	21	21	2,753	11	11	72	94	2,847	938	3,785	131,095	135,571	180,238	3.4%	34.1%	
D1c. Special Schedule																	
D1d. Wage System																	
D1e. Highly Qualified Experts																	
D1f. Other																	
D2. Direct Hire Program Foreign Nationals (DHFN)																	
D3. Total Direct Hire	21	21	21	2,753	11	11	72	94	2,847	938	3,785	131,095	135,571	180,238	3.4%	34.1%	
D4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Direct Funded (excludes OC 13)	21	21	21	2,753	11	11	72	94	2,847	938	3,785	131,095	135,571	180,238	3.4%	34.1%	
D5. Other Object Class 13 Benefits																	
D5a. USDH - Benefits for Former Employees																	
D5b. DHFN - Benefits for Former Employees																	
D5c. Voluntary Separation Incentive Pay (VSIP)																	
D5d. Foreign National Separation Liability Accrual																	
Reimbursable Funded Personnel (includes OC 13)																	
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)	21	21	21	2,753	11	11	72	94	2,847	938	3,785	131,095	135,571	180,238	3.4%	34.1%	
T1. US Direct Hire (USDH)	21	21	21	2,753	11	11	72	94	2,847	938	3,785	131,095	135,571	180,238	3.4%	34.1%	
T1a. Senior Executive Schedule																	
T1b. General Schedule	21	21	21	2,753	11	11	72	94	2,847	938	3,785	131,095	135,571	180,238	3.4%	34.1%	
T1c. Special Schedule																	
T1d. Wage System																	
T1e. Highly Qualified Experts																	
T1f. Other																	
T2. Direct Hire Program Foreign Nationals (DHFN)																	
T3. Total Direct Hire	21	21	21	2,753	11	11	72	94	2,847	938	3,785	131,095	135,571	180,238	3.4%	34.1%	
T4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Total Funded (excludes OC 13)	21	21	21	2,753	11	11	72	94	2,847	938	3,785	131,095	135,571	180,238	3.4%	34.1%	
T5. Other Object Class 13 Benefits																	
T5a. USDH - Benefits for Former Employees																	
T5b. DHFN - Benefits for Former Employees																	
T5c. Voluntary Separation Incentive Pay (VSIP)																	
T5d. Foreign National Separation Liability Accrual																	

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

Research, Development, Test and Evaluation, Defense-Wide

Defense Advanced Research Projects Agency
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			
Direct Funded Personnel (includes OC 13)	185	225	208	41,956			1,364	1,364	43,320	14,224	57,544	201,712	208,269	276,654	3.3%	33.9%
D1. US Direct Hire (USDH)	185	225	208	41,956			1,364	1,364	43,320	14,224	57,544	201,712	208,269	276,654	3.3%	33.9%
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)																
D3. Total Direct Hire	185	225	208	41,956			1,364	1,364	43,320	14,224	57,544	201,712	208,269	276,654	3.3%	33.9%
D4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Direct Funded (excludes OC 13)	185	225	208	41,956			1,364	1,364	43,320	14,224	57,544	201,712	208,269	276,654	3.3%	33.9%
D5. Other Object Class 13 Benefits										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																
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)	185	225	208	41,956			1,364	1,364	43,320	14,224	57,544	201,712	208,269	276,654	3.3%	33.9%
T1. US Direct Hire (USDH)	185	225	208	41,956			1,364	1,364	43,320	14,224	57,544	201,712	208,269	276,654	3.3%	33.9%
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)																
T3. Total Direct Hire	185	225	208	41,956			1,364	1,364	43,320	14,224	57,544	201,712	208,269	276,654	3.3%	33.9%
T4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Total Funded (excludes OC 13)	185	225	208	41,956			1,364	1,364	43,320	14,224	57,544	201,712	208,269	276,654	3.3%	33.9%
T5. Other Object Class 13 Benefits										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
Total Civilian Personnel Costs**

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	
Direct Funded Personnel (includes OC 13)	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%	
D1. US Direct Hire (USDH)	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)																	
D3. Total Direct Hire	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)																	
Subtotal - Direct Funded (excludes OC 13)	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%	
D5. Other Object Class 13 Benefits										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																	
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																	
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)	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%	
T1. US Direct Hire (USDH)	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)																	
T3. Total Direct Hire	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)																	
Subtotal - Total Funded (excludes OC 13)	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%	
T5. Other Object Class 13 Benefits										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																	

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Total Civilian Personnel Costs**

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	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			
Direct Funded Personnel (includes OC 13)	253	259	259	57,435			2,158	2,158	59,593	20,474	80,067	221,757	230,089	309,139	3.8%	35.6%
D1. US Direct Hire (USDH)	253	259	259	57,435			2,158	2,158	59,593	20,374	79,967	221,757	230,089	308,753	3.8%	35.5%
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)																
D3. Total Direct Hire	253	259	259	57,435			2,158	2,158	59,593	20,374	79,967	221,757	230,089	308,753	3.8%	35.5%
D4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Direct Funded (excludes OC 13)	253	259	259	57,435			2,158	2,158	59,593	20,374	79,967	221,757	230,089	308,753	3.8%	35.5%
D5. Other Object Class 13 Benefits										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																
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)	253	259	259	57,435			2,158	2,158	59,593	20,474	80,067	221,757	230,089	309,139	3.8%	35.6%
T1. US Direct Hire (USDH)	253	259	259	57,435			2,158	2,158	59,593	20,374	79,967	221,757	230,089	308,753	3.8%	35.5%
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)																
T3. Total Direct Hire	253	259	259	57,435			2,158	2,158	59,593	20,374	79,967	221,757	230,089	308,753	3.8%	35.5%
T4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Total Funded (excludes OC 13)	253	259	259	57,435			2,158	2,158	59,593	20,374	79,967	221,757	230,089	308,753	3.8%	35.5%
T5. Other Object Class 13 Benefits										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																

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Research, Development, Test and Evaluation, Defense-Wide

Defense Information Systems Agency FY 2023 (\$ in Thousands)																
	a	b	c	d	e	f	g	e + f + g	d + h	i	j	d/c	i/c	Rates	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	h	i	i	k	l	m	k/c	o	p
	Strength	Strength		Comp	Pay	Pay	O.C.11	Total	Comp	Benefits	Comp	Basic	Total	& Benefits	% BC	% BC
								Variables	O.C.11	O.C.12/13	& Benefits	Comp	Comp		Variables	Benefits
Direct Funded Personnel (includes OC 13)	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%
D1. US Direct Hire (USDH)	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)																
D3. Total Direct Hire	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)																
Subtotal - Direct Funded (excludes OC 13)	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%
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)	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%
R1. US Direct Hire (USDH)	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)																
R3. Total Direct Hire	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)																
Subtotal - Reimbursable Funded (excludes OC 13)	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%
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)	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%
T1. US Direct Hire (USDH)	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)																
T3. Total Direct Hire	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)																
Subtotal - Total Funded (excludes OC 13)	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%
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

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Defense Information Systems 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	
Direct Funded Personnel (includes OC 13)	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%	
D1. US Direct Hire (USDH)	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)																	
D3. Total Direct Hire	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)																	
Subtotal - Direct Funded (excludes OC 13)	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%	
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)	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%	
R1. US Direct Hire (USDH)	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)																	
R3. Total Direct Hire	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)																	
Subtotal - Reimbursable Funded (excludes OC 13)	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%	
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)	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%	
T1. US Direct Hire (USDH)	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)																	
T3. Total Direct Hire	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)																	
Subtotal - Total Funded (excludes OC 13)	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%	
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
Total Civilian Personnel Costs**

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	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	Total Comp & Benefits	% BC Variables	% BC Benefits		
Direct Funded Personnel (includes OC 13)	346	182	182	22,637	61	93	576	730	23,367	8,191	31,558	124,379	128,390	173,396	3.2%	36.2%	
D1. US Direct Hire (USDH)	346	182	182	22,637	61	93	576	730	23,367	8,191	31,558	124,379	128,390	173,396	3.2%	36.2%	
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)																	
D3. Total Direct Hire	346	182	182	22,637	61	93	576	730	23,367	8,191	31,558	124,379	128,390	173,396	3.2%	36.2%	
D4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Direct Funded (excludes OC 13)	346	182	182	22,637	61	93	576	730	23,367	8,191	31,558	124,379	128,390	173,396	3.2%	36.2%	
D5. Other Object Class 13 Benefits																	
D5a. USDH - Benefits for Former Employees																	
D5b. DHFN - Benefits for Former Employees																	
D5c. Voluntary Separation Incentive Pay (VSIP)																	
D5d. Foreign National Separation Liability Accrual																	
Reimbursable Funded Personnel (includes OC 13)	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%	
R1. US Direct Hire (USDH)	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																	
R1f. Other																	
R2. Direct Hire Program Foreign Nationals (DHFN)																	
R3. Total Direct Hire	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)																	
Subtotal - Reimbursable Funded (excludes OC 13)	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%	
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)	477	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%	
T1. US Direct Hire (USDH)	477	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%	
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)																	
T3. Total Direct Hire	477	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%	
T4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Total Funded (excludes OC 13)	477	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%	
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
Total Civilian Personnel Costs**

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	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	Total Comp & Benefits	% BC Variables	% BC Benefits		
Direct Funded Personnel (includes OC 13)	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%	
D1. US Direct Hire (USDH)	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)																	
D3. Total Direct Hire	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)																	
Subtotal - Direct Funded (excludes OC 13)	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%	
D5. Other Object Class 13 Benefits				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																	
Reimbursable Funded Personnel (includes OC 13)	28	28	28	4,818		0	216	216	5,034	857	5,891	172,071	179,786	210,393	4.5%	17.8%	
R1. US Direct Hire (USDH)	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)																	
R3. Total Direct Hire	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)																	
Subtotal - Reimbursable Funded (excludes OC 13)	28	28	28	4,818		0	216	216	5,034	857	5,891	172,071	179,786	210,393	4.5%	17.8%	
R5. Other Object Class 13 Benefits																	
R5a. USDH - Benefits for Former Employees																	
R5b. DHFN - Benefits for Former Employees																	
R5c. Voluntary Separation Incentive Pay (VSIP)																	
R5d. Foreign National Separation Liability Accrual																	
Total Funded Personnel (includes OC 13)	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%	
T1. US Direct Hire (USDH)	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)																	
T3. Total Direct Hire	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)																	
Subtotal - Total Funded (excludes OC 13)	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%	
T5. Other Object Class 13 Benefits				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
Total Civilian Personnel Costs**

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	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	
Direct Funded Personnel (includes OC 13)	198	198	198	26,538			473	473	27,011	7,951	34,962	134,030	136,419	176,576	1.8%	30.0%	
D1. US Direct Hire (USDH)	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)																	
D3. Total Direct Hire	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)																	
Subtotal - Direct Funded (excludes OC 13)	198	198	198	26,538			473	473	27,011	7,951	34,962	134,030	136,419	176,576	1.8%	30.0%	
D5. Other Object Class 13 Benefits																	
D5a. USDH - Benefits for Former Employees																	
D5b. DHFN - Benefits for Former Employees																	
D5c. Voluntary Separation Incentive Pay (VSIP)																	
D5d. Foreign National Separation Liability Accrual																	
Reimbursable Funded Personnel (includes OC 13)	60	60	60	6,173					6,173	78	6,251	102,883	102,883	104,183		1.3%	
R1. US Direct Hire (USDH)	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)																	
R3. Total Direct Hire	60	60	60	6,173					6,173	78	6,251	102,883	102,883	104,183		1.3%	
R4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Reimbursable Funded (excludes OC 13)	60	60	60	6,173					6,173	78	6,251	102,883	102,883	104,183		1.3%	
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)	258	258	258	32,711			473	473	33,184	8,029	41,213	126,787	128,620	159,740	1.4%	24.5%	
T1. US Direct Hire (USDH)	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)																	
T3. Total Direct Hire	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)																	
Subtotal - Total Funded (excludes OC 13)	258	258	258	32,711			473	473	33,184	8,029	41,213	126,787	128,620	159,740	1.4%	24.5%	
T5. Other Object Class 13 Benefits																	
T5a. USDH - Benefits for Former Employees																	
T5b. DHFN - Benefits for Former Employees																	
T5c. Voluntary Separation Incentive Pay (VSIP)																	
T5d. Foreign National Separation Liability Accrual																	

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

Research, Development, Test and Evaluation, Defense-Wide

	Defense Logistics Agency FY 2025 (\$ 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	
Direct Funded Personnel (includes OC 13)	198	198	198	27,084	478		0	478	27,562	8,039	35,601	136,788	139,202	179,803	1.8%	29.7%	
D1. US Direct Hire (USDH)	198	198	198	27,084	478		0	478	27,562	8,039	35,601	136,788	139,202	179,803	1.8%	29.7%	
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)																	
D3. Total Direct Hire	198	198	198	27,084	478		0	478	27,562	8,039	35,601	136,788	139,202	179,803	1.8%	29.7%	
D4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Direct Funded (excludes OC 13)	198	198	198	27,084	478		0	478	27,562	8,039	35,601	136,788	139,202	179,803	1.8%	29.7%	
D5. Other Object Class 13 Benefits																	
D5a. USDH - Benefits for Former Employees																	
D5b. DHFN - Benefits for Former Employees																	
D5c. Voluntary Separation Incentive Pay (VSIP)																	
D5d. Foreign National Separation Liability Accrual																	
Reimbursable Funded Personnel (includes OC 13)	60	60	60	6,296					6,296	79	6,375	104,933	104,933	106,250		1.3%	
R1. US Direct Hire (USDH)	60	60	60	6,296					6,296	79	6,375	104,933	104,933	106,250		1.3%	
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)																	
R3. Total Direct Hire	60	60	60	6,296					6,296	79	6,375	104,933	104,933	106,250		1.3%	
R4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Reimbursable Funded (excludes OC 13)	60	60	60	6,296					6,296	79	6,375	104,933	104,933	106,250		1.3%	
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)	258	258	258	33,380	478		0	478	33,858	8,118	41,976	129,380	131,233	162,698	1.4%	24.3%	
T1. US Direct Hire (USDH)	258	258	258	33,380	478		0	478	33,858	8,118	41,976	129,380	131,233	162,698	1.4%	24.3%	
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)																	
T3. Total Direct Hire	258	258	258	33,380	478		0	478	33,858	8,118	41,976	129,380	131,233	162,698	1.4%	24.3%	
T4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Total Funded (excludes OC 13)	258	258	258	33,380	478		0	478	33,858	8,118	41,976	129,380	131,233	162,698	1.4%	24.3%	
T5. Other Object Class 13 Benefits																	
T5a. USDH - Benefits for Former Employees																	
T5b. DHFN - Benefits for Former Employees																	
T5c. Voluntary Separation Incentive Pay (VSIP)																	
T5d. Foreign National Separation Liability Accrual																	

**Department of Defense
Fiscal Year (FY) 2025 Budget Estimates
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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	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			
Direct Funded Personnel (includes OC 13)	165	177	177	21,415	58		531	589	22,004	7,727	29,731	120,989	124,316	167,972	2.8%	36.1%
D1. US Direct Hire (USDH)	165	177	177	21,415	58		531	589	22,004	7,727	29,731	120,989	124,316	167,972	2.8%	36.1%
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)																
D3. Total Direct Hire	165	177	177	21,415	58		531	589	22,004	7,727	29,731	120,989	124,316	167,972	2.8%	36.1%
D4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Direct Funded (excludes OC 13)	165	177	177	21,415	58		531	589	22,004	7,727	29,731	120,989	124,316	167,972	2.8%	36.1%
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
Reimbursable Funded Personnel (includes OC 13)																
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																
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Subtotal - Reimbursable Funded (excludes OC 13)																
R5. Other Object Class 13 Benefits																
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Total Funded Personnel (includes OC 13)	165	177	177	21,415	58		531	589	22,004	7,727	29,731	120,989	124,316	167,972	2.8%	36.1%
T1. US Direct Hire (USDH)	165	177	177	21,415	58		531	589	22,004	7,727	29,731	120,989	124,316	167,972	2.8%	36.1%
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%
T1c. Special Schedule																
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
T3. Total Direct Hire	165	177	177	21,415	58		531	589	22,004	7,727	29,731	120,989	124,316	167,972	2.8%	36.1%
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Subtotal - Total Funded (excludes OC 13)	165	177	177	21,415	58		531	589	22,004	7,727	29,731	120,989	124,316	167,972	2.8%	36.1%
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**Department of Defense
Fiscal Year (FY) 2025 Budget Estimates
Volume II - Defense-Wide Data Book
Total Civilian Personnel Costs**

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	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	
Direct Funded Personnel (includes OC 13)	215	215	215	26,948	214		669	883	27,831	8,839	36,670	125,340	129,447	170,558	3.3%	32.8%	
D1. US Direct Hire (USDH)	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)																	
D3. Total Direct Hire	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)																	
Subtotal - Direct Funded (excludes OC 13)	215	215	215	26,948	214		669	883	27,831	8,839	36,670	125,340	129,447	170,558	3.3%	32.8%	
D5. Other Object Class 13 Benefits																	
D5a. USDH - Benefits for Former Employees																	
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T1a. Senior Executive Schedule	1	1	1	201			16	16	217	66	283	201,000	217,000	283,000	8.0%	32.8%	
T1b. 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%	
T1c. Special Schedule																	
T1d. Wage System																	
T1e. Highly Qualified Experts																	
T2. Direct Hire Program Foreign Nationals (DHFN)																	
T3. Total Direct Hire	215	215	215	26,948	214		669	883	27,831	8,839	36,670	125,340	129,447	170,558	3.3%	32.8%	
T4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Total Funded (excludes OC 13)	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
Total Civilian Personnel Costs**

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	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			
Direct Funded Personnel (includes OC 13)	215	215	215	28,954	80		626	706	29,660	9,519	39,179	134,670	137,953	182,228	2.4%	32.9%
D1. US Direct Hire (USDH)	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																
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
D3. Total Direct Hire	215	215	215	28,954	80		626	706	29,660	9,519	39,179	134,670	137,953	182,228	2.4%	32.9%
D4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Direct Funded (excludes OC 13)	215	215	215	28,954	80		626	706	29,660	9,519	39,179	134,670	137,953	182,228	2.4%	32.9%
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees																
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T1c. Special Schedule																
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T4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Total Funded (excludes OC 13)	215	215	215	28,954	80		626	706	29,660	9,519	39,179	134,670	137,953	182,228	2.4%	32.9%
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**Department of Defense
Fiscal Year (FY) 2025 Budget Estimates
Volume II - Defense-Wide Data Book
Total Civilian Personnel Costs**

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	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				
Direct Funded Personnel (includes OC 13)	2,168	2,525	2,500	330,739	820	14,681	12,779	28,280	359,019	127,323	486,342	132,296	143,608	194,537	8.6%	38.5%	
D1. US Direct Hire (USDH)	2,168	2,525	2,500	330,739	820	14,681	12,779	28,280	359,019	127,323	486,342	132,296	143,608	194,537	8.6%	38.5%	
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																	
D1d. Wage System																	
D1e. Highly Qualified Experts																	
D1f. Other																	
D2. Direct Hire Program Foreign Nationals (DHFN)																	
D3. Total Direct Hire	2,168	2,525	2,500	330,739	820	14,681	12,779	28,280	359,019	127,323	486,342	132,296	143,608	194,537	8.6%	38.5%	
D4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Direct Funded (excludes OC 13)	2,168	2,525	2,500	330,739	820	14,681	12,779	28,280	359,019	127,323	486,342	132,296	143,608	194,537	8.6%	38.5%	
D5. Other Object Class 13 Benefits																	
D5a. USDH - Benefits for Former Employees																	
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Reimbursable Funded Personnel (includes OC 13)																	
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Subtotal - Reimbursable Funded (excludes OC 13)																	
R5. Other Object Class 13 Benefits																	
R5a. USDH - Benefits for Former Employees																	
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T1a. 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%	
T1b. 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%	
T1c. Special Schedule																	
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T3. Total Direct Hire	2,168	2,525	2,500	330,739	820	14,681	12,779	28,280	359,019	127,323	486,342	132,296	143,608	194,537	8.6%	38.5%	
T4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Total Funded (excludes OC 13)	2,168	2,525	2,500	330,739	820	14,681	12,779	28,280	359,019	127,323	486,342	132,296	143,608	194,537	8.6%	38.5%	
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Total Civilian Personnel Costs**

Research, Development, Test and Evaluation, Defense-Wide

Missile Defense Agency 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 % 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
Direct Funded Personnel (includes OC 13)	2,185	2,128	2,128	290,693	866	13,414	12,649	26,929	317,622	112,196	429,818	136,604	149,258	201,982	9.3%	38.6%
D1. US Direct Hire (USDH)	2,185	2,128	2,128	290,693	866	13,414	12,649	26,929	317,622	112,196	429,818	136,604	149,258	201,982	9.3%	38.6%
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%
D1c. Special Schedule																
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
D3. Total Direct Hire	2,185	2,128	2,128	290,693	866	13,414	12,649	26,929	317,622	112,196	429,818	136,604	149,258	201,982	9.3%	38.6%
D4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Direct Funded (excludes OC 13)	2,185	2,128	2,128	290,693	866	13,414	12,649	26,929	317,622	112,196	429,818	136,604	149,258	201,982	9.3%	38.6%
D5. Other Object Class 13 Benefits																
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T1. US Direct Hire (USDH)	2,185	2,128	2,128	290,693	866	13,414	12,649	26,929	317,622	112,196	429,818	136,604	149,258	201,982	9.3%	38.6%
T1a. 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%
T1b. 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%
T1c. Special Schedule																
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T3. Total Direct Hire	2,185	2,128	2,128	290,693	866	13,414	12,649	26,929	317,622	112,196	429,818	136,604	149,258	201,982	9.3%	38.6%
T4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Total Funded (excludes OC 13)	2,185	2,128	2,128	290,693	866	13,414	12,649	26,929	317,622	112,196	429,818	136,604	149,258	201,982	9.3%	38.6%
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees																
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Research, Development, Test and Evaluation, Defense-Wide

Missile Defense 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 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
Direct Funded Personnel (includes OC 13)	2,128	2,128	2,128	300,695	746	13,348	11,618	25,712	326,407	115,756	442,163	141,304	153,387	207,783	8.6%	38.5%
D1. US Direct Hire (USDH)	2,128	2,128	2,128	300,695	746	13,348	11,618	25,712	326,407	115,756	442,163	141,304	153,387	207,783	8.6%	38.5%
D1a. Senior Executive Schedule	25	25	25	4,281		184	574	758	5,039	1,462	6,501	171,240	201,560	260,040	17.7%	34.2%
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%
D1c. Special Schedule																
D1d. Wage System																
D1e. Highly Qualified Experts																
D2. Direct Hire Program Foreign Nationals (DHFN)																
D3. Total Direct Hire	2,128	2,128	2,128	300,695	746	13,348	11,618	25,712	326,407	115,756	442,163	141,304	153,387	207,783	8.6%	38.5%
D4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Direct Funded (excludes OC 13)	2,128	2,128	2,128	300,695	746	13,348	11,618	25,712	326,407	115,756	442,163	141,304	153,387	207,783	8.6%	38.5%
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																
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)	2,128	2,128	2,128	300,695	746	13,348	11,618	25,712	326,407	115,756	442,163	141,304	153,387	207,783	8.6%	38.5%
T1. US Direct Hire (USDH)	2,128	2,128	2,128	300,695	746	13,348	11,618	25,712	326,407	115,756	442,163	141,304	153,387	207,783	8.6%	38.5%
T1a. Senior Executive Schedule	25	25	25	4,281		184	574	758	5,039	1,462	6,501	171,240	201,560	260,040	17.7%	34.2%
T1b. 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%
T1c. Special Schedule																
T1d. Wage System																
T1e. Highly Qualified Experts																
T2. Direct Hire Program Foreign Nationals (DHFN)																
T3. Total Direct Hire	2,128	2,128	2,128	300,695	746	13,348	11,618	25,712	326,407	115,756	442,163	141,304	153,387	207,783	8.6%	38.5%
T4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Total Funded (excludes OC 13)	2,128	2,128	2,128	300,695	746	13,348	11,618	25,712	326,407	115,756	442,163	141,304	153,387	207,783	8.6%	38.5%
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

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

Research, Development, Test and Evaluation, Defense-Wide

Summary 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 + 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>k/c</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>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	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%
D1. US Direct Hire (USDH)	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%
D1a. Senior Executive Schedule	31	30	31	5,306		179	635	814	6,120	1,904	8,024	171,161	197,419	258,839	15.3%	35.9%
D1b. General Schedule	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%
D1c. Special Schedule	97	122	109	26,036			684	684	26,720	7,967	34,687	238,862	245,138	318,229	2.6%	30.6%
D1d. Wage System																
D1e. Highly Qualified Experts																
D2. Direct Hire Program Foreign Nationals (DHFN)																
D3. Total Direct Hire	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%
D4. Indirect Hire Program Foreign Nationals (IHFN)																
Subtotal - Direct Funded (excludes OC 13)	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%
D5. Other Object Class 13 Benefits				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)										0	0					
D5d. Foreign National Separation Liability Accrual																
Reimbursable Funded Personnel (includes OC 13)	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%
R1. US Direct Hire (USDH)	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%
R1a. Senior Executive Schedule																
R1b. General Schedule	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%
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R2. Direct Hire Program Foreign Nationals (DHFN)																
R3. Total Direct Hire	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%
R4. Indirect Hire Program Foreign Nationals (IHFN)																
Subtotal - Reimbursable Funded (excludes OC 13)	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%
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)	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%
T1. US Direct Hire (USDH)	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%
T1a. Senior Executive Schedule	31	30	31	5,306		179	635	814	6,120	1,904	8,024	171,161	197,419	258,839	15.3%	35.9%
T1b. General Schedule	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%
T1c. Special Schedule	97	122	109	26,036			684	684	26,720	7,967	34,687	238,862	245,138	318,229	2.6%	30.6%
T1d. Wage System																
T1e. Highly Qualified Experts																
T2. Direct Hire Program Foreign Nationals (DHFN)																
T3. Total Direct Hire	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%
T4. Indirect Hire Program Foreign Nationals (IHFN)																
Subtotal - Total Funded (excludes OC 13)	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%
T5. Other Object Class 13 Benefits				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)										0	0					
T5d. Foreign National Separation Liability Accrual																

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

Research, Development, Test and Evaluation, Defense-Wide

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>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>Comp</u>	<u>Comp</u>	<u>Basic</u>	<u>Total</u>	<u>k/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>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>Comp</u>	<u>% BC</u>	<u>% BC</u>
								<u>Variables</u>						<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	3,030	3,023	3,015	418,575	1,151	13,517	16,271	30,939	449,514	157,349	606,863	138,831	149,093	201,281	7.4%	37.6%
D1. US Direct Hire (USDH)	3,030	3,023	3,015	418,575	1,151	13,517	16,271	30,939	449,514	157,249	606,763	138,831	149,093	201,248	7.4%	37.6%
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)																
D3. Total Direct Hire	3,030	3,023	3,015	418,575	1,151	13,517	16,271	30,939	449,514	157,249	606,763	138,831	149,093	201,248	7.4%	37.6%
D4. Indirect Hire Program Foreign Nationals (IHFN)																
Subtotal - Direct Funded (excludes OC 13)	3,030	3,023	3,015	418,575	1,151	13,517	16,271	30,939	449,514	157,249	606,763	138,831	149,093	201,248	7.4%	37.6%
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees											100		100			
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual										100	100					
Reimbursable Funded Personnel (includes OC 13)	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%
R1. US Direct Hire (USDH)	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%
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)																
R3. Total Direct Hire	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%
R4. Indirect Hire Program Foreign Nationals (IHFN)																
Subtotal - Reimbursable Funded (excludes OC 13)	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%
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)	3,221	3,214	3,206	436,910	1,187	13,530	16,515	31,232	468,142	161,541	629,683	136,279	146,021	196,408	7.1%	37.0%
T1. US Direct Hire (USDH)	3,221	3,214	3,206	436,910	1,187	13,530	16,515	31,232	468,142	161,441	629,583	136,279	146,021	196,376	7.1%	37.0%
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)																
T3. Total Direct Hire	3,221	3,214	3,206	436,910	1,187	13,530	16,515	31,232	468,142	161,441	629,583	136,279	146,021	196,376	7.1%	37.0%
T4. Indirect Hire Program Foreign Nationals (IHFN)																
Subtotal - Total Funded (excludes OC 13)	3,221	3,214	3,206	436,910	1,187	13,530	16,515	31,232	468,142	161,441	629,583	136,279	146,021	196,376	7.1%	37.0%
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										100	100					

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

Research, Development, Test and Evaluation, Defense-Wide

	Summary 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>j</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>Strength</u>	<u>End</u> <u>Strength</u>	<u>FTEs</u>	<u>Basic</u> <u>Comp</u>	<u>Overtime</u> <u>Pay</u>	<u>Holiday</u> <u>Pay</u>	<u>Other</u> <u>O.C.11</u>	<u>h</u> <u>Total</u> <u>Variables</u>	<u>i</u> <u>Comp</u> <u>O.C.11</u>	<u>Benefits</u> <u>O.C.12/13</u>	<u>k</u> <u>Comp</u> <u>& Benefits</u>	<u>Basic</u> <u>Comp</u>	<u>m</u> <u>Total</u> <u>Comp</u>	<u>n</u> <u>Comp</u> <u>& Benefits</u>	<u>o</u> <u>% BC</u> <u>Variables</u>	<u>p</u> <u>% BC</u> <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	3,161	3,003	3,003	439,558	1,376	13,452	15,050	29,878	469,436	162,917	632,353	146,373	156,322	210,574	6.8%	37.1%
D1. US Direct Hire (USDH)	3,161	3,003	3,003	439,558	1,376	13,452	15,050	29,878	469,436	162,817	632,253	146,373	156,322	210,540	6.8%	37.0%
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)																
D3. Total Direct Hire	3,161	3,003	3,003	439,558	1,376	13,452	15,050	29,878	469,436	162,817	632,253	146,373	156,322	210,540	6.8%	37.0%
D4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Direct Funded (excludes OC 13)	3,161	3,003	3,003	439,558	1,376	13,452	15,050	29,878	469,436	162,817	632,253	146,373	156,322	210,540	6.8%	37.0%
D5. Other Object Class 13 Benefits																
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																
Reimbursable Funded Personnel (includes OC 13)	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%
R1. US Direct Hire (USDH)	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%
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)																
R3. Total Direct Hire	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%
R4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Reimbursable Funded (excludes OC 13)	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%
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)	3,352	3,194	3,194	458,016	1,412	13,465	15,294	30,171	488,187	167,110	655,297	143,399	152,845	205,165	6.6%	36.5%
T1. US Direct Hire (USDH)	3,352	3,194	3,194	458,016	1,412	13,465	15,294	30,171	488,187	167,010	655,197	143,399	152,845	205,134	6.6%	36.5%
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)																
T3. Total Direct Hire	3,352	3,194	3,194	458,016	1,412	13,465	15,294	30,171	488,187	167,010	655,197	143,399	152,845	205,134	6.6%	36.5%
T4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Total Funded (excludes OC 13)	3,352	3,194	3,194	458,016	1,412	13,465	15,294	30,171	488,187	167,010	655,197	143,399	152,845	205,134	6.6%	36.5%
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)											100	100				
T5d. Foreign National Separation Liability Accrual																

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

Office of the Inspector General

Inspector General
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	h	i	Benefits	k	l	m	k/c	o	p
	Strength	Strength		Comp	Pay	Pay	O.C.11	Total	Comp	O.C.12/13	Comp	Basic	Total	Comp	% BC	% BC
								Variables	O.C.11		& Benefits	Comp	Comp	& Benefits	Variables	Benefits
Direct Funded Personnel (includes OC 13)	1,922	1,922	1,769	223,304	1,765	215	19,332	21,312	244,616	98,502	343,118	126,232	138,279	193,962	9.5%	44.1%
D1. US Direct Hire (USDH)	1,920	1,920	1,767	223,304	1,765	215	19,332	21,312	244,616	98,502	343,118	126,375	138,436	194,181	9.5%	44.1%
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)																
D3. Total Direct Hire	1,920	1,920	1,767	223,304	1,765	215	19,332	21,312	244,616	98,502	343,118	126,375	138,436	194,181	9.5%	44.1%
D4. Indirect Hire Foreign Nationals (IHFN)	2	2	2	0					0		0					
Subtotal - Direct Funded (excludes OC 13)	1,922	1,922	1,769	223,304	1,765	215	19,332	21,312	244,616	98,502	343,118	126,232	138,279	193,962	9.5%	44.1%
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
Reimbursable Funded Personnel (includes OC 13)	4	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0
R1. US Direct Hire (USDH)	4	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0
R1a. Senior Executive Schedule																
R1b. General Schedule	4	4	4	0	0	0	0	0	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)																
R3. Total Direct Hire	4	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0
R4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Reimbursable Funded (excludes OC 13)	4	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0
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)	1,926	1,926	1,773	223,304	1,765	215	19,332	21,312	244,616	98,502	343,118	125,947	137,967	193,524	9.5%	44.1%
T1. US Direct Hire (USDH)	1,924	1,924	1,771	223,304	1,765	215	19,332	21,312	244,616	98,502	343,118	126,089	138,123	193,743	9.5%	44.1%
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)																
T3. Total Direct Hire	1,924	1,924	1,771	223,304	1,765	215	19,332	21,312	244,616	98,502	343,118	126,089	138,123	193,743	9.5%	44.1%
T4. Indirect Hire Foreign Nationals (IHFN)	2	2	2	0					0		0					
Subtotal - Total Funded (excludes OC 13)	1,926	1,926	1,773	223,304	1,765	215	19,332	21,312	244,616	98,502	343,118	125,947	137,967	193,524	9.5%	44.1%
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

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

Office of the Inspector General

Inspector General 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>h</u>	<u>i</u>	<u>Benefits</u>	<u>k</u>	<u>Basic</u>	<u>Total</u>	<u>k/c</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>Total</u>	<u>Comp</u>	<u>O.C.12/13</u>	<u>Comp</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	1,918	1,936	1,867	239,747	1,890	232	20,373	22,495	262,242	102,540	364,782	128,413	140,462	195,384	9.4%	42.8%
D1. US Direct Hire (USDH)	1,916	1,934	1,865	239,541	1,890	232	20,373	22,495	262,036	102,540	364,576	128,440	140,502	195,483	9.4%	42.8%
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)																
D3. Total Direct Hire	1,916	1,934	1,865	239,541	1,890	232	20,373	22,495	262,036	102,540	364,576	128,440	140,502	195,483	9.4%	42.8%
D4. Indirect Hire Foreign Nationals (IHFN)	2	2	2	206					206		206	103,000	103,000	103,000		
Subtotal - Direct Funded (excludes OC 13)	1,918	1,936	1,867	239,747	1,890	232	20,373	22,495	262,242	102,540	364,782	128,413	140,462	195,384	9.4%	42.8%
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)	4	1	1													
R1. US Direct Hire (USDH)	4	1	1													
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)																
R3. Total Direct Hire	4	1	1													
R4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Reimbursable Funded (excludes OC 13)	4	1	1													
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)	1,922	1,937	1,868	239,747	1,890	232	20,373	22,495	262,242	102,540	364,782	128,344	140,387	195,279	9.4%	42.8%
T1. US Direct Hire (USDH)	1,920	1,935	1,866	239,541	1,890	232	20,373	22,495	262,036	102,540	364,576	128,371	140,427	195,378	9.4%	42.8%
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)																
T3. Total Direct Hire	1,920	1,935	1,866	239,541	1,890	232	20,373	22,495	262,036	102,540	364,576	128,371	140,427	195,378	9.4%	42.8%
T4. Indirect Hire Foreign Nationals (IHFN)	2	2	2	206					206		206	103,000	103,000	103,000		
Subtotal - Total Funded (excludes OC 13)	1,922	1,937	1,868	239,747	1,890	232	20,373	22,495	262,242	102,540	364,782	128,344	140,387	195,279	9.4%	42.8%
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
Total Civilian Personnel Costs**

Office of the Inspector General

Inspector General
FY 2025
(\$ 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	
Direct Funded Personnel (includes OC 13)	1,922	1,937	1,869	262,611	2,941	232	20,379	23,552	286,163	104,514	390,677	140,509	153,110	209,030	9.0%	39.8%	
D1. US Direct Hire (USDH)	1,920	1,935	1,867	262,400	2,941	232	20,379	23,552	285,952	104,514	390,466	140,546	153,161	209,141	9.0%	39.8%	
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)																	
D3. Total Direct Hire	1,920	1,935	1,867	262,400	2,941	232	20,379	23,552	285,952	104,514	390,466	140,546	153,161	209,141	9.0%	39.8%	
D4. Indirect Hire Foreign Nationals (IHFN)	2	2	2	211					211		211	105,500	105,500	105,500			
Subtotal - Direct Funded (excludes OC 13)	1,922	1,937	1,869	262,611	2,941	232	20,379	23,552	286,163	104,514	390,677	140,509	153,110	209,030	9.0%	39.8%	
D5. Other Object Class 13 Benefits																	
D5a. USDH - Benefits for Former Employees																	
D5b. DHFN - Benefits for Former Employees																	
D5c. Voluntary Separation Incentive Pay (VSIP)																	
D5d. Foreign National Separation Liability Accrual																	
Reimbursable Funded Personnel (includes OC 13)			1	400					400		400	400,000	400,000	400,000			
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)			1	400					400		400	400,000	400,000	400,000			
Subtotal - Reimbursable Funded (excludes OC 13)			1	400					400		400	400,000	400,000	400,000			
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)	1,922	1,937	1,870	263,011	2,941	232	20,379	23,552	286,563	104,514	391,077	140,648	153,242	209,132	9.0%	39.7%	
T1. US Direct Hire (USDH)	1,920	1,935	1,867	262,400	2,941	232	20,379	23,552	285,952	104,514	390,466	140,546	153,161	209,141	9.0%	39.8%	
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)																	
T3. Total Direct Hire	1,920	1,935	1,867	262,400	2,941	232	20,379	23,552	285,952	104,514	390,466	140,546	153,161	209,141	9.0%	39.8%	
T4. Indirect Hire Foreign Nationals (IHFN)	2	2	3	611					611		611	203,667	203,667	203,667			
Subtotal - Total Funded (excludes OC 13)	1,922	1,937	1,870	263,011	2,941	232	20,379	23,552	286,563	104,514	391,077	140,648	153,242	209,132	9.0%	39.7%	
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
Total Civilian Personnel Costs**

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	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	o % BC Variables	p % BC Benefits	
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
D1. US Direct Hire (USDH)	0	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	0			
D1b. General Schedule	0	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	0			
D1e. Highly Qualified Experts																	
D2. Direct Hire Program Foreign Nationals (DHFN)																	
D3. Total Direct Hire	0	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	0			
Subtotal - Direct Funded (excludes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
D5. Other Object Class 13 Benefits																	
D5a. USDH - Benefits for Former Employees											0	0					
D5b. DHFN - Benefits for Former Employees											0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)											0	0					
D5d. Foreign National Separation Liability Accrual											0	0					
Reimbursable Funded Personnel (includes OC 13)	10,980	11,151	10,921	804,213	19,239	282	22,587	42,108	846,321	338,191	1,184,512	73,639	77,495	108,462	5.2%	42.1%	
R1. US Direct Hire (USDH)	10,796	10,962	10,734	803,075	19,239	282	22,587	42,108	845,183	338,191	1,183,374	74,816	78,739	110,245	5.2%	42.1%	
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)																	
R3. Total Direct Hire	10,796	10,962	10,734	803,075	19,239	282	22,587	42,108	845,183	338,191	1,183,374	74,816	78,739	110,245	5.2%	42.1%	
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			
Subtotal - Reimbursable Funded (excludes OC 13)	10,980	11,151	10,921	804,213	19,239	282	22,587	42,108	846,321	338,191	1,184,512	73,639	77,495	108,462	5.2%	42.1%	
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)	10,980	11,151	10,921	804,213	19,239	282	22,587	42,108	846,321	338,191	1,184,512	73,639	77,495	108,462	5.2%	42.1%	
T1. US Direct Hire (USDH)	10,796	10,962	10,734	803,075	19,239	282	22,587	42,108	845,183	338,191	1,183,374	74,816	78,739	110,245	5.2%	42.1%	
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)																	
T3. Total Direct Hire	10,796	10,962	10,734	803,075	19,239	282	22,587	42,108	845,183	338,191	1,183,374	74,816	78,739	110,245	5.2%	42.1%	
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			
Subtotal - Total Funded (excludes OC 13)	10,980	11,151	10,921	804,213	19,239	282	22,587	42,108	846,321	338,191	1,184,512	73,639	77,495	108,462	5.2%	42.1%	
T5. Other Object Class 13 Benefits																	
T5a. USDH - Benefits for Former Employees											0	0					
T5b. DHFN - Benefits for Former Employees											0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)											0	0					
T5d. Foreign National Separation Liability Accrual											0	0					

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

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	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	
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0					
D1. US Direct Hire (USDH)	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					
D1b. General Schedule	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					
D1e. Highly Qualified Experts																	
D2. Direct Hire Program Foreign Nationals (DHFN)																	
D3. Total Direct Hire	0	0	0	0	0	0	0	0	0	0	0	0					
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0					0								
Subtotal - Direct Funded (excludes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0					
D5. Other Object Class 13 Benefits																	
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																	
Reimbursable Funded Personnel (includes OC 13)	10,835	10,827	10,830	864,594	17,530	145	24,488	42,163	906,757	345,431	1,252,188	79,833	83,726	115,622	4.9%	40.0%	
R1. US Direct Hire (USDH)	10,635	10,627	10,630	862,730	17,530	145	24,488	42,163	904,893	345,324	1,250,217	81,160	85,126	117,612	4.9%	40.0%	
R1a. Senior Executive Schedule	22	22	22	4,357				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)																	
R3. Total Direct Hire	10,635	10,627	10,630	862,730	17,530	145	24,488	42,163	904,893	345,324	1,250,217	81,160	85,126	117,612	4.9%	40.0%	
R4. Indirect Hire Foreign Nationals (IHFN)	200	200	200	1,864					1,864		1,864	9,320	9,320	9,320			
Subtotal - Reimbursable Funded (excludes OC 13)	10,835	10,827	10,830	864,594	17,530	145	24,488	42,163	906,757	345,324	1,252,081	79,833	83,726	115,612	4.9%	39.9%	
R5. Other Object Class 13 Benefits																	
R5a. USDH - Benefits for Former Employees										107	107						
R5b. DHFN - Benefits for Former Employees										107	107						
R5c. Voluntary Separation Incentive Pay (VSIP)																	
R5d. Foreign National Separation Liability Accrual																	
Total Funded Personnel (includes OC 13)	10,835	10,827	10,830	864,594	17,530	145	24,488	42,163	906,757	345,431	1,252,188	79,833	83,726	115,622	4.9%	40.0%	
T1. US Direct Hire (USDH)	10,635	10,627	10,630	862,730	17,530	145	24,488	42,163	904,893	345,324	1,250,217	81,160	85,126	117,612	4.9%	40.0%	
T1a. Senior Executive Schedule	22	22	22	4,357				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)																	
T3. Total Direct Hire	10,635	10,627	10,630	862,730	17,530	145	24,488	42,163	904,893	345,324	1,250,217	81,160	85,126	117,612	4.9%	40.0%	
T4. Indirect Hire Foreign Nationals (IHFN)	200	200	200	1,864					1,864		1,864	9,320	9,320	9,320			
Subtotal - Total Funded (excludes OC 13)	10,835	10,827	10,830	864,594	17,530	145	24,488	42,163	906,757	345,324	1,252,081	79,833	83,726	115,612	4.9%	39.9%	
T5. Other Object Class 13 Benefits																	
T5a. USDH - Benefits for Former Employees										107	107						
T5b. DHFN - Benefits for Former Employees										107	107						
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
Total Civilian Personnel Costs**

Working Capital Fund, Defense-Wide

Defense Finance and Accounting Service
FY 2025
(\$ 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	
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)	11,048	10,999	11,023	892,956	18,270	218	25,238	43,726	936,682	369,303	1,305,985	81,008	84,975	118,478	4.9%	41.4%	
R1. US Direct Hire (USDH)	10,848	10,799	10,823	891,709	18,270	218	25,238	43,726	935,435	369,196	1,304,631	82,390	86,430	120,542	4.9%	41.4%	
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)																	
R3. Total Direct Hire	10,848	10,799	10,823	891,709	18,270	218	25,238	43,726	935,435	369,196	1,304,631	82,390	86,430	120,542	4.9%	41.4%	
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			
Subtotal - Reimbursable Funded (excludes OC 13)																	
R5. Other Object Class 13 Benefits										107	107						
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																	
Total Funded Personnel (includes OC 13)	11,048	10,999	11,023	892,956	18,270	218	25,238	43,726	936,682	369,303	1,305,985	81,008	84,975	118,478	4.9%	41.4%	
T1. US Direct Hire (USDH)	10,848	10,799	10,823	891,709	18,270	218	25,238	43,726	935,435	369,196	1,304,631	82,390	86,430	120,542	4.9%	41.4%	
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)																	
T3. Total Direct Hire	10,848	10,799	10,823	891,709	18,270	218	25,238	43,726	935,435	369,196	1,304,631	82,390	86,430	120,542	4.9%	41.4%	
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			
Subtotal - Total Funded (excludes OC 13)																	
T5. Other Object Class 13 Benefits										107	107						
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
Total Civilian Personnel Costs**

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	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	
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
D1. US Direct Hire (USDH)	0	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	0			
D1b. General Schedule	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			
D1d. Wage System	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			
D2. Direct Hire Program Foreign Nationals (DHFN)																	
D3. Total Direct Hire	0	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	0			
Subtotal - Direct Funded (excludes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
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)	3,513	3,467	3,456	376,962	2,803	1,059	15,275	19,137	396,099	140,371	536,470	109,075	114,612	155,229	5.1%	37.2%	
R1. US Direct Hire (USDH)	3,507	3,462	3,451	376,453	2,803	1,059	14,447	18,309	394,762	140,371	535,133	109,085	114,391	155,066	4.9%	37.3%	
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)																	
R3. Total Direct Hire	3,507	3,462	3,451	376,453	2,803	1,059	14,447	18,309	394,762	140,371	535,133	109,085	114,391	155,066	4.9%	37.3%	
R4. Indirect Hire Foreign Nationals (IHFN)	6	5	5	509			0	0	509	0	509	101,800	101,800	101,800			
Subtotal - Reimbursable Funded (excludes OC 13)	3,513	3,467	3,456	376,962	2,803	1,059	14,447	18,309	395,271	140,371	535,642	109,075	114,372	154,989	4.9%	37.2%	
R5. Other Object Class 13 Benefits																	
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																	
Total Funded Personnel (includes OC 13)	3,513	3,467	3,456	376,962	2,803	1,059	15,275	19,137	396,099	140,371	536,470	109,075	114,612	155,229	5.1%	37.2%	
T1. US Direct Hire (USDH)	3,507	3,462	3,451	376,453	2,803	1,059	14,447	18,309	394,762	140,371	535,133	109,085	114,391	155,066	4.9%	37.3%	
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)																	
T3. Total Direct Hire	3,507	3,462	3,451	376,453	2,803	1,059	14,447	18,309	394,762	140,371	535,133	109,085	114,391	155,066	4.9%	37.3%	
T4. Indirect Hire Foreign Nationals (IHFN)	6	5	5	509			0	0	509	0	509	101,800	101,800	101,800			
Subtotal - Total Funded (excludes OC 13)	3,513	3,467	3,456	376,962	2,803	1,059	14,447	18,309	395,271	140,371	535,642	109,075	114,372	154,989	4.9%	37.2%	
T5. Other Object Class 13 Benefits																	
T5a. USDH - Benefits for Former Employees																	
T5b. DHFN - Benefits for Former Employees																	
T5c. Voluntary Separation Incentive Pay (VSIP)							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
Total Civilian Personnel Costs**

Working Capital Fund, Defense-Wide

Defense Information Systems 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	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	
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
D1. US Direct Hire (USDH)	0	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	0			
D1b. General Schedule	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			
D1d. Wage System																	
D1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
D2. Direct Hire Program Foreign Nationals (DHFN)																	
D3. Total Direct Hire	0	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	0			
Subtotal - Direct Funded (excludes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
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)	3,823	4,262	4,045	467,676	3,024	883	12,169	16,076	483,752	173,169	656,921	115,618	119,593	162,403	3.4%	37.0%	
R1. US Direct Hire (USDH)	3,818	4,257	4,040	467,372	3,024	883	12,163	16,070	483,442	173,058	656,500	115,686	119,664	162,500	3.4%	37.0%	
R1a. Senior Executive Schedule	2	2	2	381			15	15	396	139	535	190,500	198,000	267,500	3.9%	36.5%	
R1b. General Schedule	1,951	2,349	2,212	262,405	971	258	6,120	7,349	269,754	97,078	366,832	118,628	121,950	165,837	2.8%	37.0%	
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																	
R1e. Highly Qualified Experts	2	2	2	372			8	8	380	136	516	186,000	190,000	258,000	2.2%	36.6%	
R2. Direct Hire Program Foreign Nationals (DHFN)																	
R3. Total Direct Hire	3,818	4,257	4,040	467,372	3,024	883	12,163	16,070	483,442	173,058	656,500	115,686	119,664	162,500	3.4%	37.0%	
R4. Indirect Hire Foreign Nationals (IHFN)	5	5	5	304			6	6	310	111	421	60,800	62,000	84,200	2.0%	36.5%	
Subtotal - Reimbursable Funded (excludes OC 13)	3,823	4,262	4,045	467,676	3,024	883	12,169	16,076	483,752	173,169	656,921	115,618	119,593	162,403	3.4%	37.0%	
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)	3,823	4,262	4,045	467,676	3,024	883	12,169	16,076	483,752	173,169	656,921	115,618	119,593	162,403	3.4%	37.0%	
T1. US Direct Hire (USDH)	3,818	4,257	4,040	467,372	3,024	883	12,163	16,070	483,442	173,058	656,500	115,686	119,664	162,500	3.4%	37.0%	
T1a. Senior Executive Schedule	2	2	2	381			15	15	396	139	535	190,500	198,000	267,500	3.9%	36.5%	
T1b. General Schedule	1,951	2,349	2,212	262,405	971	258	6,120	7,349	269,754	97,078	366,832	118,628	121,950	165,837	2.8%	37.0%	
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																	
T1e. Highly Qualified Experts	2	2	2	372			8	8	380	136	516	186,000	190,000	258,000	2.2%	36.6%	
T2. Direct Hire Program Foreign Nationals (DHFN)																	
T3. Total Direct Hire	3,818	4,257	4,040	467,372	3,024	883	12,163	16,070	483,442	173,058	656,500	115,686	119,664	162,500	3.4%	37.0%	
T4. Indirect Hire Foreign Nationals (IHFN)	5	5	5	304			6	6	310	111	421	60,800	62,000	84,200	2.0%	36.5%	
Subtotal - Total Funded (excludes OC 13)	3,823	4,262	4,045	467,676	3,024	883	12,169	16,076	483,752	173,169	656,921	115,618	119,593	162,403	3.4%	37.0%	
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
Total Civilian Personnel Costs**

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	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	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% 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																
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)	4,177	4,183	4,064	501,639	2,273	1,523	15,090	18,886	520,525	188,009	708,534	123,435	128,082	174,344	3.8%	37.5%
R1. US Direct Hire (USDH)	4,172	4,178	4,059	501,075	2,273	1,523	15,090	18,886	519,961	188,009	707,970	123,448	128,101	174,420	3.8%	37.5%
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)																
R3. Total Direct Hire	4,172	4,178	4,059	501,075	2,273	1,523	15,090	18,886	519,961	188,009	707,970	123,448	128,101	174,420	3.8%	37.5%
R4. Indirect Hire Foreign Nationals (IHFN)	5	5	5	564					564		564	112,800	112,800	112,800		
Subtotal - Reimbursable Funded (excludes OC 13)	4,177	4,183	4,064	501,639	2,273	1,523	15,090	18,886	520,525	188,009	708,534	123,435	128,082	174,344	3.8%	37.5%
R5. Other Object Class 13 Benefits																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
Total Funded Personnel (includes OC 13)	4,177	4,183	4,064	501,639	2,273	1,523	15,090	18,886	520,525	188,009	708,534	123,435	128,082	174,344	3.8%	37.5%
T1. US Direct Hire (USDH)	4,172	4,178	4,059	501,075	2,273	1,523	15,090	18,886	519,961	188,009	707,970	123,448	128,101	174,420	3.8%	37.5%
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)																
T3. Total Direct Hire	4,172	4,178	4,059	501,075	2,273	1,523	15,090	18,886	519,961	188,009	707,970	123,448	128,101	174,420	3.8%	37.5%
T4. Indirect Hire Foreign Nationals (IHFN)	5	5	5	564					564		564	112,800	112,800	112,800		
Subtotal - Total Funded (excludes OC 13)	4,177	4,183	4,064	501,639	2,273	1,523	15,090	18,886	520,525	188,009	708,534	123,435	128,082	174,344	3.8%	37.5%
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

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

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	End	FTEs	Basic	Overtime	Holiday	Other	h	i	Benefits	k	l	m	k/c	h/d	j/d
	Strength	Strength		Comp	Pay	Pay	O.C.11	Total	Comp	O.C.12/13	Comp	Basic	Total	Comp	% BC	% BC
								Variables	O.C.11		& Benefits	Comp	Comp	& Benefits	Variables	Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D1. US Direct Hire (USDH)	0	0	0	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	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																
D1d. Wage System	0	0	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)	0	0	0	0			0	0	0	0	0	0	0	0	0	0
D3. Total Direct Hire	0	0	0	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	0
Subtotal - Direct Funded (excludes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees											0		0			
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)											0		0			
Reimbursable Funded Personnel (includes OC 13)	24,256	24,182	23,550	1,914,270	40,060	6,940	159,073	206,073	2,120,343	906,487	3,026,830	81,285	90,036	128,528	10.8%	47.4%
R1. US Direct Hire (USDH)	23,575	23,511	22,871	1,911,387	40,060	6,940	159,073	206,073	2,117,460	883,904	3,001,364	83,573	92,583	131,230	10.8%	46.2%
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%
R3. Total Direct Hire	23,613	23,550	22,911	1,912,330	40,060	6,940	159,073	206,073	2,118,403	885,062	3,003,465	83,468	92,462	131,093	10.8%	46.3%
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%
Subtotal - Reimbursable Funded (excludes OC 13)	24,256	24,182	23,550	1,914,270	40,060	6,940	159,073	206,073	2,120,343	896,833	3,017,176	81,285	90,036	128,118	10.8%	46.8%
R5. Other Object Class 13 Benefits																
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																
Total Funded Personnel (includes OC 13)	24,256	24,182	23,550	1,914,270	40,060	6,940	159,073	206,073	2,120,343	906,487	3,026,830	81,285	90,036	128,528	10.8%	47.4%
T1. US Direct Hire (USDH)	23,575	23,511	22,871	1,911,387	40,060	6,940	159,073	206,073	2,117,460	883,904	3,001,364	83,573	92,583	131,230	10.8%	46.2%
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%
T3. Total Direct Hire	23,613	23,550	22,911	1,912,330	40,060	6,940	159,073	206,073	2,118,403	885,062	3,003,465	83,468	92,462	131,093	10.8%	46.3%
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%
Subtotal - Total Funded (excludes OC 13)	24,256	24,182	23,550	1,914,270	40,060	6,940	159,073	206,073	2,120,343	896,833	3,017,176	81,285	90,036	128,118	10.8%	46.8%
T5. Other Object Class 13 Benefits																
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
Total Civilian Personnel Costs**

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	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			
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D1. US Direct Hire (USDH)	0	0	0	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	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																
D1d. Wage System	0	0	0	0	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)	0	0	0	0			0	0	0	0	0	0	0	0	0	0
D3. Total Direct Hire	0	0	0	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
Subtotal - Direct Funded (excludes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D5. Other Object Class 13 Benefits											0	0				
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																
Reimbursable Funded Personnel (includes OC 13)	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%
R1. US Direct Hire (USDH)	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%
R3. Total Direct Hire	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%	
Subtotal - Reimbursable Funded (excludes OC 13)	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%
R5. Other Object Class 13 Benefits										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																
Total Funded Personnel (includes OC 13)	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%
T1. US Direct Hire (USDH)	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%
T3. Total Direct Hire	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%	
Subtotal - Total Funded (excludes OC 13)	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%
T5. Other Object Class 13 Benefits										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
Total Civilian Personnel Costs**

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	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			
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)	25,842	26,008	25,474	2,357,647	43,323	2,407	182,437	228,167	2,585,814	947,279	3,533,093	92,551	101,508	138,694	9.7%	40.2%		
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)	25,842	26,008	25,474	2,357,647	43,323	2,407	182,437	228,167	2,585,814	947,279	3,533,093	92,551	101,508	138,694	9.7%	40.2%		
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																		

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

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				
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
D1. US Direct Hire (USDH)	0	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	0			
D1b. General Schedule	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			
D1d. Wage System	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			
D1f. Other	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			
D3. Total Direct Hire	0	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	0			
Subtotal - Direct Funded (excludes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
D5. Other Object Class 13 Benefits																	
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																	
Reimbursable Funded Personnel (includes OC 13)	38,749	38,800	37,927	3,095,445	62,102	8,281	196,935	267,318	3,362,763	1,385,049	4,747,812	81,616	88,664	125,183	8.6%	44.7%	
R1. US Direct Hire (USDH)	37,878	37,935	37,056	3,090,915	62,102	8,281	196,107	266,490	3,357,405	1,362,466	4,719,871	83,412	90,604	127,371	8.6%	44.1%	
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			
R1f. Other										12,006	12,006						
R2. Direct Hire Program Foreign Nationals (DHFN)	38	39	40	943	0	0	0	0	943	1,158	2,101	23,575	23,575	52,525		122.8%	
R3. Total Direct Hire	37,916	37,974	37,096	3,091,858	62,102	8,281	196,107	266,490	3,358,348	1,363,624	4,721,972	83,347	90,531	127,291	8.6%	44.1%	
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%	
Subtotal - Reimbursable Funded (excludes OC 13)	38,749	38,800	37,927	3,095,445	62,102	8,281	196,107	266,490	3,361,935	1,375,395	4,737,330	81,616	88,642	124,907	8.6%	44.4%	
R5. Other Object Class 13 Benefits							828	828	828	9,654	10,482						
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																	
Total Funded Personnel (includes OC 13)	38,749	38,800	37,927	3,095,445	62,102	8,281	196,935	267,318	3,362,763	1,385,049	4,747,812	81,616	88,664	125,183	8.6%	44.7%	
T1. US Direct Hire (USDH)	37,878	37,935	37,056	3,090,915	62,102	8,281	196,107	266,490	3,357,405	1,362,466	4,719,871	83,412	90,604	127,371	8.6%	44.1%	
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			
T1f. Other										12,006	12,006						
T2. Direct Hire Program Foreign Nationals (DHFN)	38	39	40	943	0	0	0	0	943	1,158	2,101	23,575	23,575	52,525		122.8%	
T3. Total Direct Hire	37,916	37,974	37,096	3,091,858	62,102	8,281	196,107	266,490	3,358,348	1,363,624	4,721,972	83,347	90,531	127,291	8.6%	44.1%	
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%	
Subtotal - Total Funded (excludes OC 13)	38,749	38,800	37,927	3,095,445	62,102	8,281	196,107	266,490	3,361,935	1,375,395	4,737,330	81,616	88,642	124,907	8.6%	44.4%	
T5. Other Object Class 13 Benefits							828	828	828	9,654	10,482						
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
Total Civilian Personnel Costs**

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	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
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0					
D1. US Direct Hire (USDH)	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	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					
D1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0					
D1f. Other	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					
D3. Total Direct Hire	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					
<i>Subtotal - Direct Funded (excludes OC 13)</i>	0	0	0	0	0	0	0	0	0	0	0					
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees											0		0			
D5b. DHFN - Benefits for Former Employees											0		0			
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0		0			
D5d. Foreign National Separation Liability Accrual											0		0			
Reimbursable Funded Personnel (includes OC 13)	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%
R1. US Direct Hire (USDH)	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%
R3. Total Direct Hire	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%
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	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%
R5. Other Object Class 13 Benefits																
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)										2,739	2,739					
R5d. Foreign National Separation Liability Accrual																
Total Funded Personnel (includes OC 13)	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%
T1. US Direct Hire (USDH)	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%
T3. Total Direct Hire	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%
<i>Subtotal - Total Funded (excludes OC 13)</i>	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%
T5. Other Object Class 13 Benefits																
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)										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
Total Civilian Personnel Costs**

Working Capital Fund, Defense-Wide

	Summary 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	Total Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% 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																
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)	41,067	41,190	40,561	3,752,242	63,866	4,148	222,765	290,779	4,043,021	1,504,591	5,547,612	92,509	99,678	136,772	7.7%	40.1%
R1. US Direct Hire (USDH)	40,179	40,302	39,673	3,746,872	63,866	4,148	222,765	290,779	4,037,651	1,468,799	5,506,450	94,444	101,773	138,796	7.8%	39.2%
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%
R3. Total Direct Hire	40,216	40,339	39,709	3,747,731	63,866	4,148	222,765	290,779	4,038,510	1,471,224	5,509,734	94,380	101,703	138,753	7.8%	39.3%
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%
Subtotal - Reimbursable Funded (excludes OC 13)	41,067	41,190	40,561	3,752,242	63,866	4,148	222,765	290,779	4,043,021	1,493,408	5,536,429	92,509	99,678	136,496	7.7%	39.8%
R5. Other Object Class 13 Benefits				0	0	0	0	0	0	11,183	11,183					
R5a. USDH - Benefits for Former Employees				0	0	0	0	0	0	8,818	8,818					
R5b. DHFN - Benefits for Former Employees				0	0	0	0	0	0							
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							
Total Funded Personnel (includes OC 13)	41,067	41,190	40,561	3,752,242	63,866	4,148	222,765	290,779	4,043,021	1,504,591	5,547,612	92,509	99,678	136,772	7.7%	40.1%
T1. US Direct Hire (USDH)	40,179	40,302	39,673	3,746,872	63,866	4,148	222,765	290,779	4,037,651	1,468,799	5,506,450	94,444	101,773	138,796	7.8%	39.2%
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%
T3. Total Direct Hire	40,216	40,339	39,709	3,747,731	63,866	4,148	222,765	290,779	4,038,510	1,471,224	5,509,734	94,380	101,703	138,753	7.8%	39.3%
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%
Subtotal - Total Funded (excludes OC 13)	41,067	41,190	40,561	3,752,242	63,866	4,148	222,765	290,779	4,043,021	1,493,408	5,536,429	92,509	99,678	136,496	7.7%	39.8%
T5. Other Object Class 13 Benefits				0	0	0	0	0	0	11,183	11,183					
T5a. USDH - Benefits for Former Employees				0	0	0	0	0	0	8,818	8,818					
T5b. DHFN - Benefits for Former Employees				0	0	0	0	0	0							
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
Total Civilian Personnel Costs**

Working Capital Fund, Defense Commissary Agency

Defense Commissary 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 & Benefits	Basic	Total	Comp & Benefits	% BC Variables	% BC Benefits	
	Strength	Strength		Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13	Benefits	Comp	Comp	Benefits			
Direct Funded Personnel (includes OC 13)	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%	
D1. US Direct Hire (USDH)	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%	
D1a. Senior Executive Schedule	5	5	5	674			15	15	689	271	960	134,800	137,800	192,000	2.2%	40.2%	
D1b. General Schedule	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%	
D1c. Special Schedule																	
D1d. Wage System	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%	
D1e. Highly Qualified Experts																	
D1f. Other																	
D2. Direct Hire Program Foreign Nationals (DHFN)	569	565	546	17,546	447		399	846	18,392		18,392	32,136	33,685	33,685	4.8%		
D3. Total Direct Hire	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%	
D4. Indirect Hire Foreign Nationals (IHFN)	1,060	1,050	1,049	35,984					35,984		35,984	34,303	34,303	34,303			
Subtotal - Direct Funded (excludes OC 13)	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%	
D5. Other Object Class 13 Benefits										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																	
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)	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%	
T1. US Direct Hire (USDH)	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%	
T1a. Senior Executive Schedule	5	5	5	674			15	15	689	271	960	134,800	137,800	192,000	2.2%	40.2%	
T1b. General Schedule	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%	
T1c. Special Schedule																	
T1d. Wage System	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%	
T1e. Highly Qualified Experts																	
T1f. Other																	
T2. Direct Hire Program Foreign Nationals (DHFN)	569	565	546	17,546	447		399	846	18,392		18,392	32,136	33,685	33,685	4.8%		
T3. Total Direct Hire	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%	
T4. Indirect Hire Foreign Nationals (IHFN)	1,060	1,050	1,049	35,984					35,984		35,984	34,303	34,303	34,303			
Subtotal - Total Funded (excludes OC 13)	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%	
T5. Other Object Class 13 Benefits										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
Total Civilian Personnel Costs**

Working Capital Fund, Defense Commissary Agency

Defense Commissary 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	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
Direct Funded Personnel (includes OC 13)	12,961	12,925	12,615	649,687	6,346	9,518	47,592	63,456	713,143	198,374	911,517	51,501	56,531	72,257	9.8%	30.5%
D1. US Direct Hire (USDH)	11,172	11,172	11,030	571,100	6,346	9,518	47,592	63,456	634,556	196,830	831,386	51,777	57,530	75,375	11.1%	34.5%
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		
D3. Total Direct Hire	11,776	11,779	11,567	609,551	6,346	9,518	47,592	63,456	673,007	196,830	869,837	52,697	58,183	75,200	10.4%	32.3%
D4. Indirect Hire Foreign Nationals (IHFN)	1,185	1,146	1,048	40,136					40,136		40,136	38,298	38,298	38,298		
Subtotal - Direct Funded (excludes OC 13)	12,961	12,925	12,615	649,687	6,346	9,518	47,592	63,456	713,143	196,830	909,973	51,501	56,531	72,134	9.8%	30.3%
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees										1,544	1,544					
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)										1,544	1,544					
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)	12,961	12,925	12,615	649,687	6,346	9,518	47,592	63,456	713,143	198,374	911,517	51,501	56,531	72,257	9.8%	30.5%
T1. US Direct Hire (USDH)	11,172	11,172	11,030	571,100	6,346	9,518	47,592	63,456	634,556	196,830	831,386	51,777	57,530	75,375	11.1%	34.5%
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		
T3. Total Direct Hire	11,776	11,779	11,567	609,551	6,346	9,518	47,592	63,456	673,007	196,830	869,837	52,697	58,183	75,200	10.4%	32.3%
T4. Indirect Hire Foreign Nationals (IHFN)	1,185	1,146	1,048	40,136					40,136		40,136	38,298	38,298	38,298		
Subtotal - Total Funded (excludes OC 13)	12,961	12,925	12,615	649,687	6,346	9,518	47,592	63,456	713,143	196,830	909,973	51,501	56,531	72,134	9.8%	30.3%
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees										1,544	1,544					
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
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Total Civilian Personnel Costs**

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	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	Basic Comp	Total Comp	Comp & Benefits	% BC Variables	% BC Benefits
Direct Funded Personnel (includes OC 13)	12,925	12,925	12,615	681,360	9,518	9,518	12,689	31,725	713,085	197,662	910,747	54,012	56,527	72,196	4.7%	29.0%	
D1. US Direct Hire (USDH)	11,172	11,173	11,030	602,772	9,518	9,518	12,689	31,725	634,497	196,118	830,615	54,648	57,525	75,305	5.3%	32.5%	
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			
D3. Total Direct Hire	11,779	11,781	11,568	641,223	9,518	9,518	12,689	31,725	672,948	196,118	869,066	55,431	58,173	75,127	4.9%	30.6%	
D4. Indirect Hire Foreign Nationals (IHFN)	1,146	1,144	1,047	40,137					40,137		40,137	38,335	38,335	38,335			
Subtotal - Direct Funded (excludes OC 13)	12,925	12,925	12,615	681,360	9,518	9,518	12,689	31,725	713,085	196,118	909,203	54,012	56,527	72,073	4.7%	28.8%	
D5. Other Object Class 13 Benefits										1,544	1,544						
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																	
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)	12,925	12,925	12,615	681,360	9,518	9,518	12,689	31,725	713,085	197,662	910,747	54,012	56,527	72,196	4.7%	29.0%	
T1. US Direct Hire (USDH)	11,172	11,173	11,030	602,772	9,518	9,518	12,689	31,725	634,497	196,118	830,615	54,648	57,525	75,305	5.3%	32.5%	
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			
T3. Total Direct Hire	11,779	11,781	11,568	641,223	9,518	9,518	12,689	31,725	672,948	196,118	869,066	55,431	58,173	75,127	4.9%	30.6%	
T4. Indirect Hire Foreign Nationals (IHFN)	1,146	1,144	1,047	40,137					40,137		40,137	38,335	38,335	38,335			
Subtotal - Total Funded (excludes OC 13)	12,925	12,925	12,615	681,360	9,518	9,518	12,689	31,725	713,085	196,118	909,203	54,012	56,527	72,073	4.7%	28.8%	
T5. Other Object Class 13 Benefits										1,544	1,544						
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
Total Civilian Personnel Costs**

Building Maintenance Fund

Washington Headquarters Services
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	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	
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0						
D1. US Direct Hire (USDH)	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	0																
D1d. Wage System																	
D1e. Highly Qualified Experts																	
D2. Direct Hire Program Foreign Nationals (DHFN)																	
D3. Total Direct Hire	0	0	0	0	0	0	0	0	0	0	0						
D4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Direct Funded (excludes OC 13)	0	0	0	0	0	0	0	0	0	0	0						
D5. Other Object Class 13 Benefits																	
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																	
Reimbursable Funded Personnel (includes OC 13)	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%	
R1. US Direct Hire (USDH)	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)																	
R3. Total Direct Hire	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)																	
Subtotal - Reimbursable Funded (excludes OC 13)	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%	
R5. Other Object Class 13 Benefits																	
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																	
Total Funded Personnel (includes OC 13)	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%	
T1. US Direct Hire (USDH)	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)																	
T3. Total Direct Hire	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)																	
Subtotal - Total Funded (excludes OC 13)	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%	
T5. Other Object Class 13 Benefits																	
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
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Total Civilian Personnel Costs**

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	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			
<u>Direct Funded Personnel (includes OC 13)</u>	0	0	0	0	0	0	0	0	0	0	0					
D1. US Direct Hire (USDH)	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)																
D3. Total Direct Hire	0	0	0	0	0	0	0	0	0	0	0					
D4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Direct Funded (excludes OC 13)	0	0	0	0	0	0	0	0	0	0	0					
D5. Other Object Class 13 Benefits																
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																
<u>Reimbursable Funded Personnel (includes OC 13)</u>	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%
R1. US Direct Hire (USDH)	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)																
R3. Total Direct Hire	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)																
Subtotal - Reimbursable Funded (excludes OC 13)	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%
R5. Other Object Class 13 Benefits																
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																
<u>Total Funded Personnel (includes OC 13)</u>	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%
T1. US Direct Hire (USDH)	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)																
T3. Total Direct Hire	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)																
Subtotal - Total Funded (excludes OC 13)	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%
T5. Other Object Class 13 Benefits																
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
Total Civilian Personnel Costs**

Building Maintenance 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	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																
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)	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%
R1. US Direct Hire (USDH)	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																
R1c. Special 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%
R1d. Wage System																
R1e. Highly Qualified Experts																
R2. Direct Hire Program Foreign Nationals (DHFN)																
R3. Total Direct Hire	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)																
Subtotal - Reimbursable Funded (excludes OC 13)	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%
R5. Other Object Class 13 Benefits																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)										100	100					
R5d. Foreign National Separation Liability Accrual																
Total Funded Personnel (includes OC 13)	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%
T1. US Direct Hire (USDH)	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)																
T3. Total Direct Hire	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)																
Subtotal - Total Funded (excludes OC 13)	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%
T5. Other Object Class 13 Benefits																
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
Total Civilian Personnel Costs**

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	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	Comp	Variables	Benefits	
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
D1. US Direct Hire (USDH)	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)																	
D3. Total Direct Hire	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
D4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Direct Funded (excludes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
D5. Other Object Class 13 Benefits																	
D5a. USDH - Benefits for Former Employees																	
D5b. DHFN - Benefits for Former Employees																	
D5c. Voluntary Separation Incentive Pay (VSIP)																	
D5d. Foreign National Separation Liability Accrual																	
Reimbursable Funded Personnel (includes OC 13)	1,615	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%	
R1. US Direct Hire (USDH)	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)																	
R3. Total Direct Hire	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)																	
Subtotal - Reimbursable Funded (excludes OC 13)	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%	
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)	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%	
T1. US Direct Hire (USDH)	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)																	
T3. Total Direct Hire	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)																	
Subtotal - Total Funded (excludes OC 13)	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%	
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
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Total Civilian Personnel Costs**

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	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	Basic Comp	Total Comp	% BC Variables	% BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
D1. US Direct Hire (USDH)	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	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		
D1e. Highly Qualified Experts																
D1f. Other										0	0					
D2. Direct Hire Program Foreign Nationals (DHFN)																
D3. Total Direct Hire	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
D4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Direct Funded (excludes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
Reimbursable Funded Personnel (includes OC 13)	1,786	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%
R1. US Direct Hire (USDH)	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)																
R3. Total Direct Hire	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)																
Subtotal - Reimbursable Funded (excludes OC 13)	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%
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)	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%
T1. US Direct Hire (USDH)	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)																
T3. Total Direct Hire	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)																
Subtotal - Total Funded (excludes OC 13)	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%
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
Total Civilian Personnel Costs**

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 % 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)																
<i>Subtotal - Direct Funded (excludes OC 13)</i>																
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
Reimbursable Funded Personnel (includes OC 13)	1,915	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%
R1. US Direct Hire (USDH)	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)																
R3. Total Direct Hire	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%
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)	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%
T1. US Direct Hire (USDH)	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)																
T3. Total Direct Hire	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%
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
Total Civilian Personnel Costs**

Working Capital Fund, Defense

Defense Counterintelligence and Security 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	n Comp & Benefits	% BC Variables	% BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
D1. US Direct Hire (USDH)	0	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	0		
D1b. General Schedule	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		
D1d. Wage System																
D1e. Highly Qualified Experts																
D2. Direct Hire Program Foreign Nationals (DHFN)																
D3. Total Direct Hire	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
D4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Direct Funded (excludes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
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)	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%
R1. US Direct Hire (USDH)	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)																
R3. Total Direct Hire	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)																
Subtotal - Reimbursable Funded (excludes OC 13)	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%
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)	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%
T1. US Direct Hire (USDH)	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)																
T3. Total Direct Hire	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)																
Subtotal - Total Funded (excludes OC 13)	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%
T5. Other Object Class 13 Benefits																
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
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Total Civilian Personnel Costs

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 % 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)	0	0	0	0	0	0	0	0	0	0	0					
D1. US Direct Hire (USDH)	0	0	0	0	0	0	0	0	0	0	0					
D1a. Senior Executive Schedule	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	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)																
D3. Total Direct Hire	0	0	0	0	0	0	0	0	0	0	0					
D4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Direct Funded (excludes OC 13)	0	0	0	0	0	0	0	0	0	0	0					
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)	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%
R1. US Direct Hire (USDH)	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)																
R3. Total Direct Hire	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)																
Subtotal - Reimbursable Funded (excludes OC 13)	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%
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)	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%
T1. US Direct Hire (USDH)	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)																
T3. Total Direct Hire	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)																
Subtotal - Total Funded (excludes OC 13)	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%
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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Total Civilian Personnel Costs**

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	j	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	n
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	Benefits
<u>Direct Funded Personnel (includes OC 13)</u>													
D1. US Direct Hire (USDH)													
D1a. Senior Executive Schedule													
D1b. General Schedule													
D1c. Special Schedule													
D1d. Wage System													
D1e. Highly Qualified Experts													
D1f. Other													
D2. Direct Hire Program Foreign Nationals (DHFN)													
D3. Total Direct Hire													
D4. Indirect Hire Foreign Nationals (IHFN)													
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)	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
R1. US Direct Hire (USDH)	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
R1a. Senior Executive Schedule	12	10	10	1,191			705	705	1,896	441	2,337	119,100	189,600
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
R1c. Special Schedule	10	9	9	1,223			333	333	1,556	453	2,009	135,889	172,889
R1d. Wage System													
R1e. Highly Qualified Experts													
R1f. Other										600	600		
R2. Direct Hire Program Foreign Nationals (DHFN)													
R3. Total Direct Hire	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
R4. Indirect Hire Foreign Nationals (IHFN)													
Subtotal - Reimbursable Funded (excludes OC 13)	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
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)	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
T1. US Direct Hire (USDH)	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
T1a. Senior Executive Schedule	12	10	10	1,191			705	705	1,896	441	2,337	119,100	189,600
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
T1c. Special Schedule	10	9	9	1,223			333	333	1,556	453	2,009	135,889	172,889
T1d. Wage System													
T1e. Highly Qualified Experts													
T1f. Other										600	600		
T2. Direct Hire Program Foreign Nationals (DHFN)													
T3. Total Direct Hire	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
T4. Indirect Hire Foreign Nationals (IHFN)													
Subtotal - Total Funded (excludes OC 13)	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
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
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Total Civilian Personnel Costs**

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

<u>United States Court of Appeals for the Armed Forces</u>																	
FY 2023																	
(\$ in Thousands)																	
	a	b	c	d	e	f	g	e + f + g	d + h	i	j	k	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	
Direct Funded Personnel (includes OC 13)	42	48	45	6,305	0		177	177	6,482	2,158	8,640	140,111	144,044	192,000	2.8%	34.2%	
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)																	
D3. Total Direct Hire	42	48	45	6,305	0		177	177	6,482	2,158	8,640	140,111	144,044	192,000	2.8%	34.2%	
D4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Direct Funded (excludes OC 13)	42	48	45	6,305	0		177	177	6,482	2,158	8,640	140,111	144,044	192,000	2.8%	34.2%	
D5. Other Object Class 13 Benefits																	
D5a. USDH - Benefits for Former Employees																	
D5b. DHFN - Benefits for Former Employees																	
D5c. Voluntary Separation Incentive Pay (VSIP)																	
D5d. Foreign National Separation Liability Accrual																	
Reimbursable Funded Personnel (includes OC 13)																	
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																	
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R5d. Foreign National Separation Liability Accrual																	
Total Funded Personnel (includes OC 13)	42	48	45	6,305	0		177	177	6,482	2,158	8,640	140,111	144,044	192,000	2.8%	34.2%	
T1. 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%	
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																	
T1e. Highly Qualified Experts																	
T1f. Other																	
T2. Direct Hire Program Foreign Nationals (DHFN)																	
T3. Total Direct Hire	42	48	45	6,305	0		177	177	6,482	2,158	8,640	140,111	144,044	192,000	2.8%	34.2%	
T4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Total Funded (excludes OC 13)	42	48	45	6,305	0		177	177	6,482	2,158	8,640	140,111	144,044	192,000	2.8%	34.2%	
T5. Other Object Class 13 Benefits																	
T5a. USDH - Benefits for Former Employees																	
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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 % 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	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC Variables	% BC Benefits
Direct Funded Personnel (includes OC 13)	59	59	59	7,990	19		196	215	8,205	2,490	10,695	135,424	139,068	181,271	2.7%	31.2%
D1. US Direct Hire (USDH)	59	59	59	7,990	19		196	215	8,205	2,490	10,695	135,424	139,068	181,271	2.7%	31.2%
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)																
D3. Total Direct Hire	59	59	59	7,990	19		196	215	8,205	2,490	10,695	135,424	139,068	181,271	2.7%	31.2%
D4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Direct Funded (excludes OC 13)	59	59	59	7,990	19		196	215	8,205	2,490	10,695	135,424	139,068	181,271	2.7%	31.2%
D5. Other Object Class 13 Benefits																
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Reimbursable Funded Personnel (includes OC 13)																
R1. US Direct Hire (USDH)																
R1a. Senior Executive Schedule																
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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																
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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																
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T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
T3. Total Direct Hire	59	59	59	7,990	19		196	215	8,205	2,490	10,695	135,424	139,068	181,271	2.7%	31.2%
T4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Total Funded (excludes OC 13)	59	59	59	7,990	19		196	215	8,205	2,490	10,695	135,424	139,068	181,271	2.7%	31.2%
T5. Other Object Class 13 Benefits																
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T5b. DHFN - Benefits for Former Employees																
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T5d. Foreign National Separation Liability Accrual																

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Volume II - Defense-Wide Data Book
Total Civilian Personnel Costs**

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	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	
Direct Funded Personnel (includes OC 13)	59	59	59	8,205	19		203	222	8,427	2,567	10,994	139,068	142,831	186,339	2.7%	31.3%	
D1. US Direct Hire (USDH)	59	59	59	8,205	19		203	222	8,427	2,567	10,994	139,068	142,831	186,339	2.7%	31.3%	
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)																	
D3. Total Direct Hire	59	59	59	8,205	19		203	222	8,427	2,567	10,994	139,068	142,831	186,339	2.7%	31.3%	
D4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Direct Funded (excludes OC 13)	59	59	59	8,205	19		203	222	8,427	2,567	10,994	139,068	142,831	186,339	2.7%	31.3%	
D5. Other Object Class 13 Benefits																	
D5a. USDH - Benefits for Former Employees																	
D5b. DHFN - Benefits for Former Employees																	
D5c. Voluntary Separation Incentive Pay (VSIP)																	
D5d. Foreign National Separation Liability Accrual																	
Reimbursable Funded Personnel (includes OC 13)																	
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)	59	59	59	8,205	19		203	222	8,427	2,567	10,994	139,068	142,831	186,339	2.7%	31.3%	
T1. US Direct Hire (USDH)	59	59	59	8,205	19		203	222	8,427	2,567	10,994	139,068	142,831	186,339	2.7%	31.3%	
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																	
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Subtotal - Total Funded (excludes OC 13)	59	59	59	8,205	19		203	222	8,427	2,567	10,994	139,068	142,831	186,339	2.7%	31.3%	
T5. Other Object Class 13 Benefits																	
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
Total Civilian Personnel Costs**

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>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>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>&</u>	<u>Comp</u>	<u>Comp</u>	<u>n</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
Total Civilian Personnel Costs**

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	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		

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

Drug Interdiction and Counter-Drug Activities, Defense

Drug Interdiction and Counter-Drug Activities 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	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	Total Comp	Basic Comp	Total Comp	Total Comp & Benefits	Total Comp & Benefits	Total Comp & Benefits	Total Comp & Benefits	
<u>Direct Funded Personnel (includes OC 13)</u>																	
D1. US Direct Hire (USDH)										218,357		218,357					
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										218,357		218,357					
D4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Direct Funded (excludes OC 13)										218,357		218,357					
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																	
<u>Reimbursable Funded Personnel (includes OC 13)</u>																	
R1. US Direct Hire (USDH)																	
R1a. Senior Executive Schedule																	
R1b. General Schedule																	
R1c. Special Schedule																	
R1d. Wage System																	
R1e. Highly Qualified Experts																	
R1f. Other																	
R2. Direct Hire Program Foreign Nationals (DHFN)																	
R3. Total Direct Hire																	
R4. Indirect Hire Foreign Nationals (IHFN)																	
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																	
<u>Total Funded Personnel (includes OC 13)</u>										218,357		218,357					
T1. US Direct Hire (USDH)										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)																	
T3. Total Direct Hire										218,357		218,357					
T4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Total Funded (excludes OC 13)										218,357		218,357					
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
Total Civilian Personnel Costs**

Defense Health Program

Defense Health Agency 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	Total Comp & Benefits	% BC Variables	% BC Benefits		
Direct Funded Personnel (includes OC 13)	59,181	59,715	56,703	4,122,582	59,335	47,393	543,048	649,776	4,772,358	1,767,184	6,539,542	72,705	84,164	115,330	15.8%	42.9%	
D1. US Direct Hire (USDH)	57,157	57,327	54,502	4,037,180	58,707	46,887	531,692	637,286	4,674,466	1,739,900	6,414,366	74,074	85,767	117,690	15.8%	43.1%	
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%	
D3. Total Direct Hire	58,158	58,621	55,670	4,090,611	58,963	47,029	538,621	644,613	4,735,224	1,755,742	6,490,966	73,480	85,059	116,597	15.8%	42.9%	
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%	
Subtotal - Direct Funded (excludes OC 13)	59,181	59,715	56,703	4,122,582	59,335	47,393	543,048	649,776	4,772,358	1,766,908	6,539,266	72,705	84,164	115,325	15.8%	42.9%	
D5. Other Object Class 13 Benefits																	
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																	
Reimbursable Funded Personnel (includes OC 13)	243	405	201	10,714	7	5	87	99	10,813	307	11,120	53,303	53,796	55,323	0.9%	2.9%	
R1. US Direct Hire (USDH)	62	405	201	10,714	7	5	87	99	10,813	307	11,120	53,303	53,796	55,323	0.9%	2.9%	
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																
R3. Total Direct Hire	97	405	201	10,714	7	5	87	99	10,813	307	11,120	53,303	53,796	55,323	0.9%	2.9%	
R4. Indirect Hire Foreign Nationals (IHFN)	146																
Subtotal - Reimbursable Funded (excludes OC 13)	243	405	201	10,714	7	5	87	99	10,813	307	11,120	53,303	53,796	55,323	0.9%	2.9%	
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)	59,424	60,120	56,904	4,133,296	59,342	47,398	543,135	649,875	4,783,171	1,767,491	6,550,662	72,636	84,057	115,118	15.7%	42.8%	
T1. US Direct Hire (USDH)	57,219	57,732	54,703	4,047,894	58,714	46,892	531,779	637,385	4,685,279	1,740,207	6,425,486	73,998	85,649	117,461	15.7%	43.0%	
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%	
T3. Total Direct Hire	58,255	59,026	55,871	4,101,325	58,970	47,034	538,708	644,712	4,746,037	1,756,049	6,502,086	73,407	84,946	116,377	15.7%	42.8%	
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%	
Subtotal - Total Funded (excludes OC 13)	59,424	60,120	56,904	4,133,296	59,342	47,398	543,135	649,875	4,783,171	1,767,215	6,550,386	72,636	84,057	115,113	15.7%	42.8%	
T5. Other Object Class 13 Benefits																	
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
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Total Civilian Personnel Costs**

Defense Health Program

Defense Health 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
Direct Funded Personnel (includes OC 13)	59,715	59,706	56,898	4,627,235	53,888	52,601	639,974	746,463	5,373,698	1,614,541	6,988,239	81,325	94,444	122,820	16.1%	34.9%
D1. US Direct Hire (USDH)	57,327	57,321	54,605	4,538,881	52,858	51,596	627,743	732,197	5,271,078	1,583,042	6,854,120	83,122	96,531	125,522	16.1%	34.9%
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%
D3. Total Direct Hire	58,621	58,613	55,823	4,589,931	53,453	52,177	634,810	740,440	5,330,371	1,600,865	6,931,236	82,223	95,487	124,165	16.1%	34.9%
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%
<i>Subtotal - Direct Funded (excludes OC 13)</i>	59,715	59,706	56,898	4,627,235	53,888	52,601	639,974	746,463	5,373,698	1,613,889	6,987,587	81,325	94,444	122,809	16.1%	34.9%
D5. Other Object Class 13 Benefits										652	652					
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																
Reimbursable Funded Personnel (includes OC 13)	405	416	411	14,472	169	165	2,003	2,337	16,809	5,052	21,861	35,212	40,898	53,190	35.6%	76.9%
R1. US Direct Hire (USDH)	405	416	411	14,472	169	165	2,003	2,337	16,809	5,052	21,861	35,212	40,898	53,190	35.6%	76.9%
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)																
R3. Total Direct Hire	405	416	411	14,472	169	165	2,003	2,337	16,809	5,052	21,861	35,212	40,898	53,190	35.6%	76.9%
R4. Indirect Hire Foreign Nationals (IHFN)																
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	405	416	411	14,472	169	165	2,003	2,337	16,809	5,052	21,861	35,212	40,898	53,190	35.6%	76.9%
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)	60,120	60,122	57,309	4,641,707	54,057	52,766	641,977	748,800	5,390,507	1,619,593	7,010,100	80,994	94,060	122,321	16.2%	35.0%
T1. US Direct Hire (USDH)	57,732	57,737	55,016	4,553,353	53,027	51,761	629,746	734,534	5,287,887	1,588,094	6,875,981	82,764	96,115	124,981	16.2%	34.9%
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%
T3. Total Direct Hire	59,026	59,029	56,234	4,604,403	53,622	52,342	636,813	742,777	5,347,180	1,605,917	6,953,097	81,879	95,088	123,646	16.2%	34.9%
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%
<i>Subtotal - Total Funded (excludes OC 13)</i>	60,120	60,122	57,309	4,641,707	54,057	52,766	641,977	748,800	5,390,507	1,618,941	7,009,448	80,994	94,060	122,310	16.2%	34.9%
T5. Other Object Class 13 Benefits										652	652					
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																

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Defense Health Program

Defense Health 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	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	Benefits	% BC Variables	% BC Benefits	
Direct Funded Personnel (includes OC 13)	60,122	59,155	57,091	4,773,684	55,460	54,138	658,644	768,242	5,541,926	1,662,247	7,204,173	83,615	97,072	126,188	16.1%	34.8%	
D1. US Direct Hire (USDH)	57,737	56,770	54,798	4,683,068	54,403	53,107	646,099	753,609	5,436,677	1,629,307	7,065,984	85,461	99,213	128,946	16.1%	34.8%	
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%	
D3. Total Direct Hire	59,029	58,062	56,016	4,735,293	55,012	53,701	653,329	762,042	5,497,335	1,647,540	7,144,875	84,535	98,139	127,551	16.1%	34.8%	
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%	
Subtotal - Direct Funded (excludes OC 13)	60,122	59,155	57,091	4,773,684	55,460	54,138	658,644	768,242	5,541,926	1,660,943	7,202,869	83,615	97,072	126,165	16.1%	34.8%	
D5. Other Object Class 13 Benefits																	
D5a. USDH - Benefits for Former Employees																	
D5b. DHFN - Benefits for Former Employees																	
D5c. Voluntary Separation Incentive Pay (VSIP)										714	714						
D5d. Foreign National Separation Liability Accrual																	
Reimbursable Funded Personnel (includes OC 13)	416	416	411	14,852	203	169	2,056	2,428	17,280	5,155	22,435	36,136	42,044	54,586	16.3%	34.7%	
R1. US Direct Hire (USDH)	416	416	411	14,852	203	169	2,056	2,428	17,280	5,155	22,435	36,136	42,044	54,586	16.3%	34.7%	
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)																	
R3. Total Direct Hire	416	416	411	14,852	203	169	2,056	2,428	17,280	5,155	22,435	36,136	42,044	54,586	16.3%	34.7%	
R4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Reimbursable Funded (excludes OC 13)	416	416	411	14,852	203	169	2,056	2,428	17,280	5,155	22,435	36,136	42,044	54,586	16.3%	34.7%	
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)	60,538	59,571	57,502	4,788,536	55,663	54,307	660,700	770,670	5,559,206	1,667,402	7,226,608	83,276	96,678	125,676	16.1%	34.8%	
T1. US Direct Hire (USDH)	58,153	57,186	55,209	4,697,920	54,606	53,276	648,155	756,037	5,453,957	1,634,462	7,088,419	85,093	98,787	128,392	16.1%	34.8%	
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%	
T3. Total Direct Hire	59,445	58,478	56,427	4,750,145	55,215	53,870	655,385	764,470	5,514,615	1,652,695	7,167,310	84,182	97,730	127,019	16.1%	34.8%	
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%	
Subtotal - Total Funded (excludes OC 13)	60,538	59,571	57,502	4,788,536	55,663	54,307	660,700	770,670	5,559,206	1,666,098	7,225,304	83,276	96,678	125,653	16.1%	34.8%	
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 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	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)	122	120	22	1,306	0	2	0	2	1,308	50	1,358	59,364	59,455	61,727	0.2%	3.8%		
D1. US Direct Hire (USDH)	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)																		
D3. Total Direct Hire	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)																		
Subtotal - Direct Funded (excludes OC 13)	122	120	22	1,306	0	2	0	2	1,308	50	1,358	59,364	59,455	61,727	0.2%	3.8%		
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)	122	120	22	1,306	0	2	0	2	1,308	50	1,358	59,364	59,455	61,727	0.2%	3.8%		
T1. US Direct Hire (USDH)	122	120	22	1,306	0	2	0	2	1,308	50	1,358	59,364	59,455	61,727	0.2%	3.8%		
T1a. Senior Executive Schedule																		
T1b. 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%		
T1c. Special Schedule																		
T1d. Wage System																		
T1e. Highly Qualified Experts																		
T1f. Other																		
T2. Direct Hire Program Foreign Nationals (DHFN)																		
T3. Total Direct Hire	122	120	22	1,306	0	2	0	2	1,308	50	1,358	59,364	59,455	61,727	0.2%	3.8%		
T4. Indirect Hire Foreign Nationals (IHFN)																		
Subtotal - Total Funded (excludes OC 13)	122	120	22	1,306	0	2	0	2	1,308	50	1,358	59,364	59,455	61,727	0.2%	3.8%		
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 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	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	
Direct Funded Personnel (includes OC 13)	200	205	41	2,365		4	26	30	2,395	587	2,982	57,683	58,415	72,732	1.3%	24.8%	
D1. US Direct Hire (USDH)	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)																	
D3. Total Direct Hire	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)																	
Subtotal - Direct Funded (excludes OC 13)	200	205	41	2,365		4	26	30	2,395	587	2,982	57,683	58,415	72,732	1.3%	24.8%	
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																	
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)	200	205	41	2,365		4	26	30	2,395	587	2,982	57,683	58,415	72,732	1.3%	24.8%	
T1. US Direct Hire (USDH)	200	205	41	2,365		4	26	30	2,395	587	2,982	57,683	58,415	72,732	1.3%	24.8%	
T1a. Senior Executive Schedule																	
T1b. 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%	
T1c. Special Schedule	0	5	5	867		2	26	28	895	276	1,171	173,400	179,000	234,200	3.2%	31.8%	
T1d. Wage System																	
T1e. Highly Qualified Experts																	
T2. Direct Hire Program Foreign Nationals (DHFN)																	
T3. Total Direct Hire	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)																	
Subtotal - Total Funded (excludes OC 13)	200	205	41	2,365		4	26	30	2,395	587	2,982	57,683	58,415	72,732	1.3%	24.8%	
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 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>j</u>	<u>i + j</u> <u>k</u> <u>Comp & 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>	
	<u>Begin Strength</u>	<u>End Strength</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>Basic Comp</u>	<u>Total Comp</u>	<u>Comp & Benefits</u>	<u>% BC Variables</u>	<u>% BC Benefits</u>		
Direct Funded Personnel (includes OC 13)	205	210	46	4,145			54	54	4,199	899	5,098	90,109	91,283	110,826	1.3%	21.7%	
D1. US Direct Hire (USDH)	205	210	46	4,145			54	54	4,199	899	5,098	90,109	91,283	110,826	1.3%	21.7%	
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)																	
D3. Total Direct Hire	205	210	46	4,145			54	54	4,199	899	5,098	90,109	91,283	110,826	1.3%	21.7%	
D4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Direct Funded (excludes OC 13)	205	210	46	4,145			54	54	4,199	899	5,098	90,109	91,283	110,826	1.3%	21.7%	
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																	
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)	205	210	46	4,145			54	54	4,199	899	5,098	90,109	91,283	110,826	1.3%	21.7%	
T1. US Direct Hire (USDH)	205	210	46	4,145			54	54	4,199	899	5,098	90,109	91,283	110,826	1.3%	21.7%	
T1a. Senior Executive Schedule																	
T1b. General Schedule	200	200	36	2,339					2,339	324	2,663	64,972	64,972	73,972		13.9%	
T1c. Special Schedule	5	10	10	1,806			54	54	1,860	575	2,435	180,600	186,000	243,500	3.0%	31.8%	
T1d. Wage System																	
T1e. Highly Qualified Experts																	
T2. Direct Hire Program Foreign Nationals (DHFN)																	
T3. Total Direct Hire	205	210	46	4,145			54	54	4,199	899	5,098	90,109	91,283	110,826	1.3%	21.7%	
T4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Total Funded (excludes OC 13)	205	210	46	4,145			54	54	4,199	899	5,098	90,109	91,283	110,826	1.3%	21.7%	
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T5a. USDH - Benefits for Former Employees																	
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