Volume II - Defense-Wide Data Book

Defense-Wide Civilian Personnel Costs

OP-8 Exhibit, Civilian Personnel Costs OUSD(C)-1

Operation and Maintenance, Defense-Wide					De	fense Media / (FY 2019)						Date: Febr	·		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousa <u>f</u> Holiday <u>Pay</u>	nds) <u>g</u> Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>9</u> % BC <u>Variables</u>	j/d <u>p</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	587	539	524	50,081	658	224	1,445	2,327	52,408	16,093	68,501	\$95,574	\$100,015	\$130,727	4.6%	<u>32,1%</u>
D1. US Direct Hire (USDH)	533	484	469	47,901	658	224	1,445	2,327	50,228	16,093	66,321	\$102,134	\$107,096	\$141,409	4.9%	33.6%
D1a. Senior Executive Schedule		-	-	-	-	-	-	-	-	-	-		-	-	-	-
D1b. General Schedule	528	479	464	47,667	649	223	1,443	2,315	49,982	16,001	65,983	\$102,731	\$107,720	\$142,205	4.9%	33.6%
D1c. Special Schedule	- 5	- 5	- 5	234	- 0		- ,	12	246	- 92	338	\$46,800	\$49,200	\$67,600	5.1%	39.3%
D1d. Wage System D1e. Highly Qualified Experts	2	5	5	234	9	1	2	12	240	92	338	340,800	\$49,200	307,000	3.17%	39.3%
D1f. Other		-		-	-		-		1	1	_		_			
D2. Direct Hire Program Foreign Nationals (DHFN)	24	23	23	583					583		583	\$25.348	\$25,348	\$25.348	0.0%	0.0%
D3. Total Direct Hire	557	507	492	48,484	658	224	1,445	2,327	50,811	16,093	66,904	\$98,545	\$103,274	\$135,984	4.8%	33.2%
D4. Indirect Hire Foreign Nationals (IHFN)	30	32	32	1,597	-		-	-	1,597	-	1,597	\$49,906	\$49,906	\$49,906	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	587	539	524	50,081	658	224	1,445	2,327	52,408	16,093	68,501	\$95,574	\$100,015	\$130,727	4.6%	32.1%
D5. Other Object Class 13 Benefits											-					
D5a. USDH - Benefits for Former Employees										-	-					
D5b. DHFN - Benefits for Former Employees										-	-					
D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual										-	-					
Reimbursable Funded Personnel (includes OC 13)	+	0	0		0	0		0	0	0	-					
	<u> </u>	<u>0</u>	<u>v</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>u</u>	<u>u</u>	<u>u</u>	<u>u</u>	<u>u</u>	-	-	-		-
R1. US Direct Hire (USDH)	-	-		-	-				-			· ·	-			-
R1a. Senior Executive Schedule R1b. General Schedule		-	-	-	-	-	-		-	-	-		-			
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts	· ·			-	-	-		-	-	-	-					1.1
R1f. Other		-		-	-	-	-		-	-	-	-	-			-
R2. Direct Hire Program Foreign Nationals (DHFN)			-	-			-			-	-					
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-			-
R4. Indirect Hire Foreign Nationals (IHFN)	· ·	-	-	-	-	-	-	-	-	-	-	-	-		-	-
Subtotal - Reimbursable Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-
R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees										-	-					
R5b. DHFN - Benefits for Former Employees											-					
R5c. Voluntary Separation Incentive Pay (VSIP)										-	-					
R5d. Foreign National Separation Liability Accrual										-	-					
Total Personnel (includes OC 13)	587	539	524	50,081	658	224	1,445	2,327	52,408	16,093	68,501	\$95,574	\$100,015	\$130,727	4.6%	32.1%
T1. US Direct Hire (USDH)	533	484	469	47,901	658	224	1.445	2,327	50,228	16.093	66,321	\$102,134	\$107.096	\$141,409	4.9%	33.6%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	528	479	464	47,667	649	223	1,443	2,315	49,982	16,001	65,983	\$102,731	\$107,720	\$142,205	4.9%	33.6%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-			-
T1d. Wage System	5	5	5	234	9	1	2	12	246	92	338	\$46,800	\$49,200	\$67,600	5.1%	39.3%
T1e. Highly Qualified Experts T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
							· ·									
T2. Direct Hire Program Foreign Nationals (DHFN)	24 557	23	23	583	0 658	0	0	0	583	0	583	\$25,348	\$25,348	\$25,348	0.0%	0.0%
T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN)	30	507 32	492 32	48,484 1,597	058	224	1,445	2,327	50,811 1,597	16,093	66,904 1,597	\$98,545 \$49,906	\$103,274 \$49,906	\$135,984 \$49,906	4.8% 0.0%	33.2% 0.0%
Subtotal - Total Funded (excludes OC 13)	587	539	524	50,081	658	224	1,445	2,327	52,408	16,093	68,501	\$95,574	\$100,015	\$49,900 \$130,727	4.6%	32.1%
T5. Other Object Class 13 Benefits				20,001				-,/		-	-		December 10	510 (j. d)		
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					

Operation and Maintenance, Defense-Wide					De	fense Media / (FY 2020))						Date: Febr	·		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousan <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i+j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	<u>Rates</u> k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>9</u> % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	606	580	580	52,024	390	<u>16</u>	544	950	52,974	16,744	69,718	<u>\$89,697</u>	<u>\$91,334</u>	<u>\$120,203</u>	1.8%	<u>32.2%</u>
D1. US Direct Hire (USDH)	542	510	510	49,805	390	16	544	950	50,755	16,744	67,499	\$97,657	\$99,520	\$132,351	1.9%	33.6%
D1a. Senior Executive Schedule	1	1	1	170	-	-	-	-	170	42	212	\$170,000	\$170,000	\$212,000	0.0%	24.7%
D1b. General Schedule	536	504	504	49,389	390	16	543	949	50,338	16,611	66,949	\$97,994	\$99,877	\$132,835	1.9%	33.6%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	5	5	5	246	-	-	1	1	247	91	338	\$49,200	\$49,400	\$67,600	0.4%	37.0%
D1e. Highly Qualified Experts		-	-	-	-	-	-	-	-	-		-		-	-	-
D1f. Other		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	27 569	30 540	30 540	638 50,443	390	16	544	- 950	638 51,393	16,744	638 68,137	\$21,267 \$93,413	\$21,267 \$95,172	\$21,267 \$126,180	0.0% 1.9%	0.0% 33.2%
D4. Indirect Hire Foreign Nationals (IHFN)	37	40	40	1,581	-		-	-	1,581		1,581	\$39,525	\$39,525	\$39,525	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits	606	580	580	52,024	390	16	544	950	52,974	16,744	69,718	\$89,697	891,334	\$120,203	1.8%	32.2%
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)										-	_					
D5d. Foreign National Separation Liability Accrual										-	-					
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	:	:	:	:	:
R1. US Direct Hire (USDH)			-	-	-	1.1		-								
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				-	-	-	-	1.1					-	1.1		-
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	1									-						
R5c. Voluntary Separation Incentive Pay (VSIP)										-	-					
R5d. Foreign National Separation Liability Accrual										-						
Total Personnel (includes OC 13)	606	580	580	52,024	390	16	544	950	52,974	16,744	69,718	\$89,697	\$91,334	\$120,203	1.8%	32.2%
T1. US Direct Hire (USDH)	542	510	510	49,805	390	16	544	950	50,755	16,744	67,499	\$97,657	\$99,520	\$132,351	1.9%	33.6%
T1a. Senior Executive Schedule	1	1	1	170	0	0	0	0	170	42	212	\$170,000	\$170,000	\$212,000	0.0%	24.7%
T1b. General Schedule	536	504	504	49,389	390	16	543	949	50,338	16,611	66,949	\$97,994	\$99,877	\$132,835	1.9%	33.6%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	5	5	5	246	0	0	1	1	247	91	338	\$49,200	\$49,400	\$67,600	0.4%	37.0%
T1e. Highly Qualified Experts T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-		-	
	ľ Š	0					0					-	-		-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	27	30	30	638	0	0	0	0	638	0	638	\$21,267	\$21,267	\$21,267	0.0%	0.0%
T3. Total Direct Hire	569	540	540	50,443	390	16	544	950	51,393	16,744	68,137	\$93,413	\$95,172	\$126,180	1.9%	33.2%
T4. Indirect Hire Foreign Nationals (IHFN)	37	40	40	1,581	0	0	0	0	1,581	0	1,581	\$39,525	\$39,525	\$39,525	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	606	580	580	52,024	390	16	544	950	52,974	16,744	69,718	\$89,697	\$91,334	\$120,203	1.8%	32.2%
T5. Other Object Class 13 Benefits										- 0						
T5a. USDH - Benefits for Former Employees T5b. DHEN - Banefits for Former Employees										0	0					
T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability Accrual										0	0					
15%. Foreign National Separation Liability Accruat										V	U					

Operation and Maintenance, Defense-Wide					De	fense Media / (FY 2021)) '						Date: Febr			
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousan <u>f</u> Holiday <u>Pay</u>	<u>g</u> Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>1</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	<u>Rates</u> k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>0</u> % BC <u>Variables</u>	j/d <u>p</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	573	560	560	51,807	408	250	1,487	2,145	53,952	15,739	69,691	<u>\$92,513</u>	<u>\$96,343</u>	<u>\$124,448</u>	4.1%	<u>30.4%</u>
D1. US Direct Hire (USDH)	509	490	490	49,367	408	250	1,487	2,145	51,512	15,739	67,251	\$100,749	\$105,127	\$137,247	4.3%	31.9%
D1a. Senior Executive Schedule	-	1	1	174	-	-	-		174	46	220	\$174,000	\$174,000	\$220,000	0.0%	26.4%
D1b. General Schedule D1c. Special Schedule	504	484	484	48,929	400	250	1,485	2,135	51,064	15,613	66,677	\$101,093	\$105,504	\$137,762	4.4%	31.9%
D1d. Wage System	5	- 5	- 5	264	- 8	-	- 2	10	274	- 80	354	\$52,800	\$54,800	\$70,800	3.8%	30.3%
D1e. Highly Qualified Experts	· ·	-	-	-	-		-	-	-	-	-				-	
D1f. Other	· -	-	_	-	-	-	-	-	-	_	-	· -	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	27	30	30	840	-	-	-	_	840	-	840	\$28,000	\$28,000	\$28,000	0.0%	0.0%
D3. Total Direct Hire	536	520	520	50,207	408	250	1,487	2,145	52,352	15,739	68,091	\$96,552	\$100,677	\$130,944	4.3%	31.3%
D4. Indirect Hire Foreign Nationals (IHFN)	37	40	40	1,600	-	-	-	-	1,600	-	1,600	\$40,000	\$40,000	\$40,000	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	573	560	560	51,807	408	250	1,487	2,145	53,952	15,739	69,691	\$92,513	\$96,343	\$124,448	4.1%	30.4%
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)	<u>0</u>	0	0	<u>0</u>	<u>0</u>	0	0	<u>0</u>	0	0	0	:				
R1. US Direct Hire (USDH)		-														
R1a. Senior Executive Schedule	· ·	-	-	-	-	-				-	-					
R1b. General Schedule	· ·	-	-	-	-	-		-		-	-	· ·			-	-
R1c. Special Schedule		-	-	-	-	-	-			-					-	-
R1d. Wage System	· ·	-	-	-	-	-	-			-			1.1			-
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	1									-	-					
R5a. USDH - Benefits for Former Employees										-	-					
R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP)										-	-					
R5d. Foreign National Separation Liability Accrual										-						
Total Personnel (includes OC 13)	573	560	560	51,807	408	250	1,487	2,145	53,952	15,739	69,691	\$92,513	\$96,343	\$124,448	4.1%	30.4%
T1. US Direct Hire (USDH)	509	490	490	49,367	408	250	1,487	2,145	51,512	15,739	67,251	\$100,749	\$105,127	\$137.247	4.3%	31.9%
T1a. Senior Executive Schedule	0	1	1	174	0	0	0	0	174	46	220	\$174,000	\$174,000	\$220,000	0.0%	26.4%
T1b. General Schedule	504	484	484	48,929	400	250	1,485	2,135	51,064	15,613	66,677	\$101,093	\$105,504	\$137,762	4.4%	31.9%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	· ·	-	-	-	-
T1d. Wage System	5	5	5	264	8	0	2	10	274	80	354	\$52,800	\$54,800	\$70,800	3.8%	30.3%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	· ·			-	-
T1f. Other	0	0	0	0	0	0	0		0	0	0	· ·			-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	27	30	30	840	0	0	0	0	840	0	840	\$28,000	\$28,000	\$28,000	0.0%	0.0%
T3. Total Direct Hire T4. Indirect Hire Ferrier Nationals (IHEN)	536 37	520 40	520 40	50,207	408 0	250	1,487	2,145	52,352	15,739	68,091	\$96,552 \$40,000	\$100,677	\$130,944	4.3% 0.0%	31.3% 0.0%
T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13)	573	40	40 560	1,600 51,807	408	250	1,487	2,145	1,600 53,952	15,739	1,600 69,697	\$40,000 \$92,513	\$40,000 \$96,343	\$40,000 \$124,448	0.0%	0.0% 30.4%
T5. Other Object Class 13 Benefits	575	500	500	57,007	400		1,407	4,140	00,004			074,013	0,040	0164,440	7.170	317.770
T5a. USDH - Benefits for Former Employees	1									0	0					
T5b. DHFN - Benefits for Former Employees	1									0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability Accrual										0	0					

Operation and Maintenance, Defense-Wide					Defen	se Acquisition (FY 2019)						Date: Feb			
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousa <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	İ Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>1</u> Basic <u>Comp</u>	i∕c <u>m</u> Total <u>Comp</u>	<u>Rates</u> k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>9</u> % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	671	693	622	84,722	52	3	1,947	2,002	86,724	23,850	110,574	\$136,209	\$139,428	\$177,772	2.4%	28.2%
D1. US Direct Hire (USDH)	671	693	622	84,722	52	3	1,947	2,002	86,724	23,850	110,574	\$136,209	\$139,428	\$177,772	2.4%	28.2%
D1a. Senior Executive Schedule	1	1	1	197			20	20	217	63	280	\$197,000	\$217,000	\$280,000	10.2%	32.0%
D1b. General Schedule	169	169	166	17,282	27	-	518	545	17,827	4,883	22,710	\$104,108	\$107,392	\$136,807	3.2%	28.3%
D1c. Special Schedule	501	523	455	67,243	25	3	1,409	1,437	68,680	18,904	87,584	\$147,787	\$150,945	\$192,492	2.1%	28.1%
D1d. Wage System D1e. Highly Qualified Experts				-						-						-
DIf. Other		-		-			-			-						-
D2. Direct Hire Program Foreign Nationals (DHFN)																
D3. Total Direct Hire	671	693	622	84,722	52	3	1,947	2,002	86,724	23,850	110,574	\$136,209	\$139,428	\$177,772	2.4%	28.2%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-		- 1	1.1.1	-	-	20,000	110,074				a. 7/0	=0.=70
Subtotal - Direct Funded (excludes OC 13)	671	693	622	84,722	52	3	1,947	2,002	86,724	23,850	110,574	\$136,209	\$139,428	\$177,772	2.4%	28.2%
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)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>					-
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	-	1.1	-										-			-
R4. Indirect Hire Foreign Nationals (IHFN)	· ·	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5. Other Object Class 13 Benefits										-						
R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees										-						
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual										-						
Total Personnel (includes OC 13)	671	693	622	84,722	52	3	1,947	2,002	86,724	23,850	110,574	\$136,209	\$139,428	\$177,772	2.4%	28.2%
T1. US Direct Hire (USDH)	671	693	622	84,722	52	3	1,947	2,002	86,724	23,850	110,574	\$136,209	\$139,428	\$177,772	2.4%	28.2%
T1a. Senior Executive Schedule	1	1	1	197	0	0	20	20	217	63	280	\$197,000	\$217,000	\$280,000	10.2%	32.0%
T1b. General Schedule	169	169	166	17,282	27	0	518	545	17,827	4,883	22,710	\$104,108	\$107,392	\$136,807	3.2%	28.3%
T1c. Special Schedule	501	523	455	67,243	25	3	1,409	1,437	68,680	18,904	87,584	\$147,787	\$150,945	\$192,492	2.1%	28.1%
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0		-	-		-
T1f. Other		0			0						0	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0		-	-		-
T3. Total Direct Hire	671	693 0	622	84,722	52 0	3	1,947	2,002	86,724	23,850	110,574	\$136,209	\$139,428	\$177,772	2.4%	28.2%
T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13)	671	693	622	84,722	52	0	1.947	2,002	86,724	23,850	110,574	\$136,209	\$139,428	\$177,772	2.4%	28.2%
T5. Other Object Class 13 Benefits	5/1	0.00	19 a 2	07,722	52	,	1,041	2,002	00,724	25,650		0100,207	0100,420	44114114	a.770	20.270
T5a. USDH - Benefits for Former Employees	1									0	0					
T5b. DHFN - Benefits for Former Employees	1									0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability Accrual	1									0	0					

Operation and Maintenance, Defense-Wide					Defens	e Acquisition (FY 2020))						Date: Febr	uary 2020		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>s</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(S in Thousan <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i∕c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp & Benefits	h/d <u>9</u> % BC <u>Variables</u>	j/d P % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	693	671	615	84,303	52	3	2,108	2,163	86,466	26,347	112,813	\$137,078	\$140,595	\$183,436	2,6%	31.3%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System	693 1 169 523	671 1 156 514	615 1 160 454	84,303 197 16,590 67,516	52 27 25	3	2,108 20 514 1,574	2,163 20 541 1,602	86,466 217 17,131 69,118	26,347 64 5,157 21,126	112,813 281 22,288 90,244	\$137,078 \$197,000 \$103,688 \$148,714	\$140,595 \$217,000 \$107,069 \$152,242	\$183,436 \$281,000 \$139,300 \$198,775	2.6% 10.2% 3.3% 2.4%	31.3% 32.5% 31.1% 31.3%
D1e. Highly Qualified Experts D1f. Other	1					-						1				-
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. USOH - Banefits for Former Employees D5b. DHFN - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	- 693 - 693	671 671	615	84,303 <i>84,303</i>	52 52	3	2,108 2,108	2,163	86,466 86,466	26,347	112,813	\$137,078 \$137,078	\$140,595 \$140,595	\$183,436 \$183,436	2.6%	31.3% 31.3%
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>					
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) Subotal - Reimbursable Funded (accludes OC 13) R5. Other Object Class 13 Benefits R5.a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual 	-	-		-		-	-	-			-	-	-	-		-
Total Personnel (includes OC 13)	<u>693</u>	671	615	84,303	52	3	2,108	2,163	86,466	26,347	112,813	<u>\$137,078</u>	\$140,595	\$183,436	2.6%	31.3%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	693 1 169 523 0 0 0	671 156 514 0 0 0	615 1 160 454 0 0 0	84,303 197 16,590 67,516 0 0 0	52 0 27 25 0 0 0	3 0 3 0 0 0	2,108 20 514 1,574 0 0 0	2,163 20 541 1,602 0 0 0	86,466 217 17,131 69,118 0 0 0	26,347 64 5,157 21,126 0 0 0	112,813 281 22,288 90,244 0 0 0	\$137,078 \$197,000 \$103,688 \$148,714	\$140,595 \$217,000 \$107,069 \$152,242	\$183,436 \$281,000 \$139,300 \$198,775	2.6% 10.2% 3.3% 2.4%	31.3% 32.5% 31.1% 31.3% - -
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Fundeal (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 Acerual	0 693 0 <i>693</i>	0 671 0 671	0 615 0 615	0 84,303 0 <i>84,303</i>	0 52 0 52	0 3 0 3	0 2,108 0 2,108	0 2,163 0 2,163	0 86,466 0 <i>86,466</i>	0 26,347 26,347 0 0 0 0 0	0 112,813 0 112,813 0 0 0 0 0 0 0	\$137,078 \$137,078	\$140,595 \$140,595	\$183,436 \$183,436	2.6%	31.3% 31.3%

Operation and Maintenance, Defense-Wide					Defens	se Acquisition (FY 2021)						Date: Febr	·		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> FTEs	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(S in Thousa <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	İ Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp & Benefits	h/d <u>9</u> % BC <u>Variables</u>	j/d P % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	671	632	577	80,349	52	3	2,006	2,061	82,410	24,658	107,068	\$139,253	\$142,825	\$185,560	2,6%	30.7%
D1. US Direct Hire (USDI) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System	671 1 156 514	632 1 140 491	577 1 145 431	80,349 200 15,216 64,933	52 27 25	3	2,006 20 459 1,527	2,061 20 486 1,555	82,410 220 15,702 66,488	24,658 65 4,675 19,918	107,068 285 20,377 86,406	\$139,253 \$200,000 \$104,938 \$150,657	\$142,825 \$220,000 \$108,290 \$154,265	\$185,560 \$285,000 \$140,531 \$200,478	2.6% 10.0% 3.2% 2.4%	30.7% 32.5% 30.7% 30.7%
D1e. Highly Qualified Experts D1f. Other	:	:	:	:	:	-	-	1	1	-	1	1	1		1	1
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN) Subtoul - Direct Funded (exclude: OC 13) D5. Other Object Class 13 Banefits D5a. USDH - Benefits for Formet Employees D5b. DHFN - Benefits for Formet Employees	671 671	632 632	577 577	80,349 80,349	52 52	3	2,006	2,061 2,061	82,410 <i>82,410</i>	24,658 24,658	107,068	\$139,253 \$139,253	\$142,825 \$142,825	\$185,560 \$185,560	2.6%	30.7% 30.7%
D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual										-	1					
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	:				
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special 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 R5 USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Acetual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	671	632	577	80,349	52	3	2,006	2,061	82,410	24,658	107,068	<u>\$139,253</u>	\$142,825	\$185,560	2.6%	30.7%
T1. US Direct Hire (USDH) Tla. Senior Executive Schedule Tlb. General Schedule Tlc. Special Schedule Tld. Wage System Tle. Highly Qualified Experts Tlf. Other	671 156 514 0 0 0	632 1 140 491 0 0 0	577 1 145 431 0 0 0	80,349 200 15,216 64,933 0 0 0	52 0 27 25 0 0 0	3 0 3 0 0 0	2,006 20 459 1,527 0 0 0	2,061 20 486 1,555 0 0 0	82,410 220 15,702 66,488 0 0 0	24,658 65 4,675 19,918 0 0 0	107,068 285 20,377 86,406 0 0 0	\$139,253 \$200,000 \$104,938 \$150,657	\$142,825 \$220,000 \$108,290 \$154,265	\$185,560 \$285,000 \$140,531 \$200,478	2.6% 10.0% 3.2% 2.4%	30.7% 32.5% 30.7% 30.7% - -
 Direct Hire Program Foreign Nationals (DHFN) Total Direct Hire Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Finaled (excludes OC 13) Other Object Class 13 Benefits TSa. USDH - Benefits for Former Employees TSb. DHFN - Benefits for Former Employees TSc. Voluntary Separation Incentive Pay (VSIP) TSd. Toreign National Separation Linbility Accural 	0 671 0 671	0 632 632	0 577 0 577	0 80,349 0 <i>80,349</i>	0 52 0 52	0 3 0 3	0 2,006 0 2,006	0 2,061 0 2,061	0 82,410 0 <i>82,410</i>	0 24,658 0 24,658 0 0 0 0 0 0	0 107,068 0 107,068 0 0 0 0 0	8139,253 8139,253	\$142,825 \$142,825	\$185,560 \$185,560	2.6%	30.7% 30.7%

Operation and Maintenance, Defense-Wide						e Contract Au (FY 2019)						Date: Feb			
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousan <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>1</u> Basic <u>Comp</u>	i∕c <u>m</u> Total <u>Comp</u>	<u>Rates</u> k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>0</u> % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	4,308	4,057	4,113	381,601	1,310	24	4,818	6,152	387,753	133,543	521,296	<u>\$92,779</u>	\$94,275	\$126,743	1.6%	35.0%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule	4,308 14 4,293	4,057 16 4,041	4,113 16 4,097	381,601 2,686 378,887	1,310 1,310	24 - 24	4,818 4,818	6,152 6,152	387,753 2,686 385,039	133,543 798 132,739	521,296 3,484 517,778	\$92,779 \$167,875 \$92,479	894,275 8167,875 893,981	\$126,743 \$217,750 \$126,380	1.6% 0.0% 1.6%	35.0% 29.7% 35.0%
D1d. Wage System D1e. Highly Qualified Experts D1f. Other	:	-	:	28	-	-	-	-	28	6 -	34	-	-	-	0.0%	21.4%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Direct Funded (excludes OC 13)	4,308 <i>4,308</i>	4,057	4,113 4,113	381,601 381,601	1,310 1,310	24	4,818 4,818	6,152	387,753 387,753	133,543 <i>133,543</i>	521,296	892,779 892,779	894,275 894,275	\$126,743 \$126,743	1.6%	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)	235	290	290	26,558	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	26,558	9,090	35,648	\$91,579	\$91,579	\$122,924	0.0%	34.2%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule	235	290 - 290	290 - 290	26,558	-	-	-		26,558	9,090 - 9,090	35,648	\$91,579 \$91,579	891,579 891,579	\$122,924 \$122,924	0.0%	34.2% - 34.2%
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)	235	290	290	26,558	-	-	-	-	26,558	9,090	35,648	\$91,579	891,579	\$122,924	0.0%	34.2%
Subtotal - Reinflursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5.a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	235	290	290	26,558	-	-	-	-	26,558	9,090 - - - -	35,648	891,579	891,579	\$122,924	0.0%	34.2%
Total Personnel (includes OC 13)	4,543	4,347	4,403	408,159	1,310	24	4,818	6,152	414,311	142,633	556,944	<u>\$92,700</u>	\$94,097	\$126,492	1.5%	34.9%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule	4,543 14 4,528 0	4,347 16 4,331 0	4,403 16 4,387 0	408,159 2,686 405,445 0	1,310 0 1,310 0	24 0 24 0	4,818 0 4,818 0	6,152 0 6,152 0	414,311 2,686 411,597 0	142,633 798 141,829 0	556,944 3,484 553,426 0	\$92,700 \$167,875 \$92,420	\$94,097 \$167,875 \$93,822	\$126,492 \$217,750 \$126,151	1.5% 0.0% 1.5%	34.9% 29.7% 35.0%
T1d. Wage System T1e. Highly Qualified Experts T1f. Other	1 0 0	0 0 0	0 0	28 0 0	0 0 0	0 0 0	0 0 0	0 0 0	28 0 0	6 0 0	34 0 0	-	-	-	0.0%	21.4%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees State Former Employees T5b. DHFN - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees State Former Employees State Former Employee State Former Employee State Former Employee	0 4,543 0 4,543	0 4,347 0 4,347	0 4,403 0 4,403	0 408,159 0 408,159	0 1,310 0 1,310	0 24 0 24	0 4,818 0 4,818	0 6,152 0 6,152	0 414,311 0 414,311	0 142,633 0 142,633 0 0	0 556,944 0 556,944 - 0 0	892,700 892,700	- 894,097 - 894,097	\$126,492 \$126,492	1.5% 1.5%	34.9%
T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual										0	0					

Operation and Maintenance, Defense-Wide	I					e Contract A (FY 2020 (\$ in Thousa)						Date: Feb			
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>s</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(s in Thousa <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	<u>Rates</u> k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>9</u> % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	4,057	4,208	4,149	375,146	1,259	56	7,802	9,117	384,263	131,886	516,149	<u>\$90,418</u>	\$92,616	<u>\$124,403</u>	2.4%	35.2%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule	4,057 16 4,041 -	4,208 17 4,190 -	4,149 17 4,131	375,146 2,988 372,106 	1,259	56 - 56	7,802 193 7,609 -	9,117 193 8,924	384,263 3,181 381,030 - 52	131,886 880 130,994 - 12	516,149 4,061 512,024 	\$90,418 \$175,765 \$90,076 \$52,000	\$92,616 \$187,118 \$92,237 \$52,000	\$124,403 \$238,882 \$123,947 \$64,000	2.4% 6.5% 2.4%	35.2% 29.5% 35.2% - 23.1%
D1d. Wage System D1e. Highly Qualified Experts D1f. Other	-	;	:	-	-	-	-	-	-	-	-	-	852,000 - -	504,000	0.0%	
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	4,05 7 4,057	4,208 4,208	4,149 4,149	375,146 375,146	1,259	56	7,802 7,802	9,117 9,117	384,263 384,263	131,886 <i>131,886</i>	516,149 516,149	\$90,418 \$90,418	892,616 892,616	\$124,403 \$124,403	2.4%	35.2% 35.2%
D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual										-	-					
Reimbursable Funded Personnel (includes OC 13)	290	281	281	25,346	168	<u>0</u>	<u>0</u>	168	25,514	8,692	34,206	\$90,199	\$90,797	\$121,730	0.7%	<u>34.3%</u>
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule	290	281	281	25,346	168	1	1	168	25,514	8,692	34,206	\$90,199	<i>\$90,797</i> -	\$121,730	0.7%	<i>34.3%</i> -
R 1b. General Schedule R 1c. Special Schedule R 1d. Wage System R 1e. Highly Qualified Experts	290	281	281	25,346		-	-	168	25,514	8,692	34,206	\$90,199	\$90,797 - -	\$121,730	0.7%	34.3%
R1f. Other		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
 R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN) 	290	281	281	25,346	168	-	-	168	25,514	8,692	34,206	\$90,199	\$90,797	\$121,730	0.7%	34.3%
Subtotal - Reinbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5.a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Acctual	290	281	281	25,346	168	-	-	168	25,514	8,692	34,206	\$90,199	<i>\$90,797</i>	\$121,730	0.7%	34.3%
Total Personnel (includes OC 13)	4,347	4,489	4,430	400,492	1,427	56	7,802	9,285	409,777	140,578	550,355	\$90,405	\$92,500	\$124,234	2.3%	35,1%
TI. US Direct Hire (USDH) Tla. Senior Executive Schedule Tlb. General Schedule Tlc. Special Schedule	4,347 16 4,331 0	4,489 17 4,471 0	4,430 17 4,412 0	400,492 2,988 397,452 0	1,427 0 1,427 0	56 0 56 0	7,802 193 7,609 0	9,285 193 9,092 0	409,777 3,181 406,544 0	140,578 880 139,686 0	550,355 4,061 546,230 0	\$90,405 \$175,765 \$90,084	\$92,500 \$187,118 \$92,145	\$124,234 \$238,882 \$123,806	2.3% 6.5% 2.3%	35.1% 29.5% 35.1%
T1d. Wage System T1e. Highly Qualified Experts T1f. Other	0	0	0	52 0 0	0 0 0	0 0 0	0 0 0	0 0 0	52 0 0	12 0 0	64 0 0	\$52,000	\$52,000 - -	\$64,000 - -	0.0%	23.1%
 Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5. DuBH - Benefits for Former Employees T5.b. DHFN - Benefits for Former Employees 	0 4,347 0 4,347	0 4,489 0 4,489	0 4,430 0 <i>4,430</i>	0 400,492 0 <i>400,492</i>	0 1,427 0 1,427	0 56 0 56	0 7,802 0 7,802	0 9,285 0 9,285	0 409,777 0 409,777	0 140,578 0 140,578	0 550,355 0 550,355	890,405 890,405	892,500 892,500	\$124,234 \$124,234	2.3%	35.1% 35.1%
T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual										0	0					

Operation and Maintenance, Defense-Wide					Defens	e Contract Au (FY 2021))						Date: Febr			
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousan <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>9</u> % BC <u>Variables</u>	j/d P % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	4,208	3,658	3,800	364,716	885	124	11,089	12,098	376,814	143,335	520,149	\$95,978	\$99,162	\$136,881	3.3%	39.3%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	4,208 17 4,190 - 1 -	3,658 17 3,641	3,800 17 3,783 - -	364,716 3,025 361,691 - -	885 - 885 - -	124	11,089 203 10,886 - -	12,098 203 11,895 - -	376,814 3,228 373,586	143,335 1,143 142,192 - -	520,149 4,371 515,778	\$95,978 \$177,941 \$95,610 - -	\$99,162 \$189,882 \$98,754 -	\$136,881 \$257,118 \$136,341	3.3% 6.7% 3.3% -	39.3% 37.8% 39.3% - -
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. USOH - Banefits for Former Employees D5b. DHFN - Banefits for Former Employees D5b. DHFN - Banefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	4,208	3,658 3,658	3,800 3,800	364,716 364,716	885	124	11,089 11,089	12,098 12,098	376,814 376,814	143,335	520,149	895,978 895,978	899,162 899,162	\$136,881 \$136,881	3.3%	39.3% 39.3%
Reimbursable Funded Personnel (includes OC 13)	281	257	257	24,725	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	24,725	9,354	34,079	\$96,206	\$96,206	\$132,603	0.0%	37.8%
R1. US Direct Hire (USDH) R1.a. Seniori Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	281	257	257	24,725		-	-		24,725	9,354 9,354	34,079 	\$96,206 \$96,206	\$96,206 \$96,206 - -	\$132,603	0.0%	37.8% - - - -
R2. Direct Hire Program Foreign Nationals (DHFN)																
 R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN) Substati - Reimbursable Fanded (accludes OC 13) R5. Other Object Class 13 Benefits R5. USD - Benefits for Former Employees R5. DHFN - Benefits for Former Employees R5. DHFN - Benefits for Former Employees R5. Othurary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual 	281 - 281	257 257	257 257	24,725 24,725		-	-	-	24,725 24,725	9,354 9,354 - -	34,079 34,079 - -	896,206 896,206	896,206 	\$132,603 \$132,603	0.0% 0.0%	37.8% 37.8%
Total Personnel (includes OC 13)	4,489	3,915	4,057	389,441	885	124	11,089	12,098	401,539	152,689	554,228	<u>\$95,992</u>	\$98,974	\$136,610	3,1%	39.2%
T1. US Direct Hire (USDII) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1cl. Wage System T1e. Highly Qualified Experts T1f. Other	4,489 17 4,471 0 1 0 0	3,915 17 3,898 0 0 0 0	4,057 17 4,040 0 0 0 0	389,441 3,025 386,416 0 0 0 0	885 0 885 0 0 0 0	124 0 124 0 0 0 0	11,089 203 10,886 0 0 0 0 0	12,098 203 11,895 0 0 0 0 0	401,539 3,228 398,311 0 0 0 0	152,689 1,143 151,546 0 0 0 0	554,228 4,371 549,857 0 0 0 0	\$95,992 \$177,941 \$95,648 - -	\$98,974 \$189,882 \$98,592 - -	\$136,610 \$257,118 \$136,103	3.1% 6.7% 3.1%	39.2% 37.8% 39.2% - - -
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	0 4,489 0 4,489	0 3,915 0 3,915	0 4,057 0 4,057	0 389,441 0 389,441	0 885 0 885	0 124 0 124	0 11,089 0 <i>11,089</i>	0 12,098 0 <i>12,098</i>	0 401,539 0 401,539	0 152,689 0 152,689 0 0 0 0 0 0	0 554,228 0 554,228 0 0 0 0 0 0	895,992 895,992	\$98,974 \$98,974	\$136,610 \$136,610	3.1% 3.1%	39.2% 39.2%

Operation and Maintenance, Defense-Wide					Defense Co	ontract Mana	gement Agen	cy					Date: Feb	ruary 2020		
	I					(FY 2019 (\$ in Thousan						i.		Rates		
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime <u>Pay</u>	<u>f</u> Holiday <u>Pay</u>	g Other O.C.11	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	i Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>l</u> Basic Comp	i/c <u>m</u> Total Comp	k/c <u>n</u> Comp & Benefits	h/d <u>9</u> % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	10,336	10,840	10,330	894,334	12,110	357	13,695	26,162	920,496	306,976	1,227,472	\$86,576	\$89,109	\$118,826	2.9%	34.3%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	10,276 10 10,265	10,781 11 10,769 - 1	10,271 11 10,259 - 1	890,226 1,917 888,253 - 56	12,110	357 58 299 - -	13,673 126 13,546 - 1	26,140 184 25,955 - 1	916,366 2,101 914,208 57	306,671 514 306,131 - 26	1,223,037 2,615 1,220,339 	\$86,674 \$174,273 \$86,583 \$56,000	\$89,219 \$191,000 \$89,113 \$57,000	\$119,077 \$237,727 \$118,953 \$83,000	2.9% 9.6% 2.9% 1.8%	34.4% 26.8% 34.5% - 46.4%
Drived Hire Program Foreign Nationals (DHFN) D3. Tored Hire Program Foreign Nationals (DHFN) Subtoal - Direct Finited (excludes OC 13) Subtoal - Direct Finited (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Volumitary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	54 10,330 6 10,336	57 10,838 2 <i>10,840</i>	57 10,328 2 <i>10,330</i>	3,953 894,179 155 <i>894,334</i>	12,110 12,110	357 357	22 13,695 13,695	22 26,162 26,162	3,975 920,341 155 <i>920,496</i>	265 306,936 306,936 40 - 40	4,240 1,227,277 155 <i>1,227,432</i> 40 - - 40	\$69,351 \$86,578 \$77,500 \$86,576	\$69,737 \$89,111 \$77,500 \$89,109	\$74,386 \$118,830 \$77,500 \$118,822	0.6% 2.9% 0.0% 2.9%	6.7% 34.3% 0.0% 34.3%
Reimbursable Funded Personnel (includes OC 13)	950	950	950	132,305	76	5	1,759	1,840	134,145	41,633	175,778	\$139,268	\$141,205	\$185,029	1.4%	31.5%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	950 - 950 - -	950 - - - - -	950 - 950 - - -	132,305	76 - - -	5	1,759 1,759	1,840 - - - -	134,145	41,633	175,778	\$139,268 \$139,268	\$141,205 \$141,205	\$185,029	1.4%	31.5%
R2. Direct Hire Program Foreign Nationals (DHFN)						-				-	-		-		-	-
 R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HFN) Subtotal - Reimhursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5. USH - Benefits for Former Employees R5. DHFN - Benefits for Former Employees R5. USHNAT Separation Incentive Pay (VSB) R5d. Foreign National Separation Liability Accrual 	9 50 - 950	950 - 950	9 50 - 950	132,305 132,305	76 76	5	1,759 1,759	1,840 1,840	134,145 134,145	41,633	175,778		\$141,205 \$141,205	\$185,029 \$185,029	1.4% 1.4%	31.5% 31.5%
Total Personnel (includes OC 13)	11,286	11,790	11,280	1,026,639	12,186	362	15,454	28,002	1,054,641	348,609	1,403,250	<u>\$91,014</u>	<u>\$93,497</u>	<u>\$124,402</u>	2.7%	34.0%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1cl. Wage System T1c. Highly Qualified Experts T1f. Other	11,226 10 11,215 0 1 0 0 0	11,731 11 11,719 0 1 0 0	11,221 11 11,209 0 1 0 0	1,022,531 1,917 1,020,558 0 56 0 0	12,186 0 12,186 0 0 0 0	362 58 304 0 0 0 0	15,432 126 15,305 0 1 0 0	27,980 184 27,795 0 1 0 0	1,050,511 2,101 1,048,353 0 57 0 0	348,304 514 347,764 0 26 0 0	1,398,815 2,615 1,396,117 0 83 0 0	\$91,127 \$174,273 \$91,048 \$56,000	\$93,620 \$191,000 \$93,528 \$57,000	\$124,660 \$237,727 \$124,553 \$83,000	2.7% 9.6% 2.7%	34.1% 26.8% 34.1% - 46.4% -
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HFN) 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) T3d. Foreign National Separation Liability Accural	54 11,280 6 11,286	57 11,788 2 11,790	57 11,278 2 11,280	3,953 1,026,484 155 1,026,639	0 12,186 0 <i>12,186</i>	0 362 0 362	22 15,454 0 <i>15,454</i>	22 28,002 0 28,002	3,975 1,054,486 155 <i>1,054,641</i>	265 348,569 0 348,569 40 0 0 40 0 0	4,240 1,403,055 155 1,403,210 40 0 40 0 40	869,351 891,016 877,500 891,014	\$69,737 \$93,499 \$77,500 \$93,497	\$74,386 \$124,406 \$77,500 \$124,398	0.6% 2.7% 0.0% 2.7%	6.7% 34.0% 0.0% 34.0%

Operation and Maintenance, Defense-Wide					Defense Co	ontract Mana (FY 2020		cy					Date: Feb	uary 2020		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousan <u>f</u> Holiday <u>Pay</u>		e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i∕c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp & Benefits	h/d <u>0</u> % BC <u>Variables</u>	j/d P % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	10,497	10,300	10,050	901,737	11,575	581	12,551	24,707	926,444	314,009	1,240,453	\$89,725	\$92,183	\$123,428	2,7%	34.8%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	10,438 11 10,426 - 1 -	10,241 11 10,229 - 1	9,992 11 9,980 - 1	897,464 2,011 895,395 - 58	11,575	581 50 531	12,528 60 12,467 - 1	24,684 110 24,573 - 1	922,148 2,121 919,968 - 59	313,578 469 313,083 - 26	1,235,726 2,590 1,233,051 85	\$89,818 \$182,818 \$89,719 \$58,000	\$92,289 \$192,818 \$92,181 \$59,000	\$123,672 \$235,455 \$123,552 \$85,000	2.8% 5.5% 2.7% 1.7%	34.9% 23.3% 35.0% - 44.8%
Drive Guite Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HHFN) Subtoal - Direct Fundeal (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5b. OtherN - Benefits paration Liability Accrual D5d. Joreign National Separation Liability Accrual	57 10,495 2 <i>10,497</i>	57 10,298 2 <i>10,300</i>	56 10,048 2 <i>10,050</i>	4,063 901,527 210 901,737	11,575 11,575	581 581	23 12,551 12,551	23 24,707 24,707	4,086 926,234 210 <i>926,444</i>	272 313,850 313,850 159 - 159	4,358 1,240,084 210 1,240,294 159 - 159	\$72,554 \$89,722 \$105,000 \$89,725	\$72,964 \$92,181 \$105,000 \$92,183	\$77,821 \$123,416 \$105,000 \$123,412	0.6% 2.7% 0.0% 2.7%	6.7% 34.8% 0.0% 34.8%
Reimbursable Funded Personnel (includes OC 13)	1,220	1,220	1,220	139,925	82	6	1,983	2,071	141,996	45,393	187,389	\$114,693	\$116,390	\$153,598	1.5%	32.4%
RI. US Direct Hire (USDH) R la. Senior Executive Schedule R lb. General Schedule R lc. Special Schedule R ld. Wage System R le. Highly Qualified Experts R lf. Other	1,220	1,220	1,220	139,925	82 82	6	1,983	2,071	141,996 	45,393 45,393	187,389	\$114,693 \$114,693	\$116,390 \$116,390 - -	\$153,598 \$153,598	1.5%	32.4%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire	1,220	1,220	1,220	139,925	82	- 6	1,983	2,071	141,996	45,393	187,389	\$114,693	\$116,390	\$153,598	1.5%	32.4%
R4. Indirect Hire Foreign Nationals (HFFN) Subtotal - Reimhursable 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	1,220	1,220	1,220	139,925	82	6	1,983	2,071	141,996	45,393	187,389	\$114,693	\$116,390	\$153,598	1.5%	32.4%
Total Personnel (includes OC 13)	11,717	11,520	11,270	1,041,662	11,657	587	14,534	26,778	1,068,440	359,402	1,427,842	\$92,428	\$94,804	\$126,694	2.6%	34.5%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	11,658 11 11,646 0 1 0 0	11,461 11 11,449 0 1 0 0	11,212 11 11,200 0 1 0 0	1,037,389 2,011 1,035,320 0 58 0 0	11,657 0 11,657 0 0 0 0	587 50 537 0 0 0 0	14,511 60 14,450 0 1 0 0	26,755 110 26,644 0 1 0 0	1,064,144 2,121 1,061,964 0 59 0 0	358,971 469 358,476 0 26 0 0	1,423,115 2,590 1,420,440 0 85 0 0	\$92,525 \$182,818 \$92,439 \$58,000	\$94,911 \$192,818 \$94,818 \$59,000	\$126,928 \$235,455 \$126,825 \$85,000	2.6% 5.5% 2.6% 1.7%	34.6% 23.3% 34.6% - 44.8% -
22. Direct Hire Program Foreign Nationals (DHFN) 73. Total Direct Hire 74. Indirect Hire Foreign Nationals (HFN) Subtotal - Total Funded (excludes OC 13) 75. Other Object Class 13 Benefits 75. USDH - Benefits for Former Employees 75b. DHFN - Benefits for Former Employees 75c. Voluntary Separation Incettive Pay (VSIP) 75d. Foreign National Separation Linbilty Accural	57 11,715 2 11,717	57 11,518 2 11,520	56 11,268 2 11,270	4,063 1,041,452 210 1,041,662	0 11,657 0 11,657	0 587 0 587	23 14,534 0 14,534	23 26,778 0 26,778	4,086 1,068,230 210 1,068,440	272 359,243 0 359,243 159 0 0 159 0	4,358 1,427,473 210 1,427,683 159 0 0 159 0	872,554 892,426 8105,000 892,428	\$72,964 \$94,802 \$105,000 \$94,804	\$77,821 \$126,684 \$105,000 \$126,680	0.6% 2.6% 0.0% 2.6%	6.7% 34.5% 0.0% 34.5%

Operation and Maintenance, Defense-Wide					Defense Co	ontract Mana	gement Agen	cy					Date: Feb	ruary 2020		
	I					(FY 2021 (\$ in Thousa) -	~				í.		Rates		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(s in Thousa Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>9</u> % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	10,290	9,792	9,564	872,396	4,949	585	21,839	27,373	899,769	309,169	1,208,938	\$91,217	\$94,079	\$126,405	3.1%	35.4%
D1. US Direct Hire (USD1) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	10,230 11 10,218 - 1	9,732 11 9,720 - 1	9,504 11 9,492 - 1 -	868,056 2,007 865,990 - 59 -	4,949 - 4,949 - - - -	585 60 525 -	21,817 140 21,676 - 1	27,351 200 27,150	895,407 2,207 893,140 	308,593 539 308,028 - 26	1,204,000 2,746 1,201,168 86	891,336 8182,455 891,234 859,000	\$94,214 \$200,636 \$94,094 \$60,000	\$126,684 \$249,636 \$126,545 \$86,000	3.2% 10.0% 3.1% 1.7%	35.5% 26.9% 35.6% - 44.1% -
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HFN) 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 Accual	57 10,287 3 10,290	57 9,789 3 9,792	57 9,561 3 <i>9,564</i>	4,126 872,182 214 872,396	4,949 4,949	585 585	22 21,839 21,839	22 27,373 27,373	4,148 899,555 214 899,769	276 308,869 308,869 300 - - 300 -	4,424 1,208,424 214 1,208,638 300 - - 300	\$72,386 \$91,223 \$71,333 \$91,217	872,772 894,086 871,333 894,079	\$77,614 \$126,391 \$71,333 \$126,374	0.5% 3.1% 0.0% 3.1%	6.7% 35.4% 0.0% 35.4%
Reimbursable Funded Personnel (includes OC 13)	1,380	1,380	1,380	179,369	98	10	4,254	4,362	183,731	58,063	241,794	\$129,978	\$133,138	\$175,213	2.4%	32.4%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	1,380 - - - -	1,380 - 1,380 -	1,380	179,369 179,369	98 - - - -	10 	4,254	4,362	183,731	58,063 	241,794	\$129,978 \$129,978	\$133,138 \$133,138 	\$175,213 \$175,213	2.4%	32.4%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN)	1,380	1,380	1,380	179,369	- 98 -	10	4,254	4,362	183,731	58,063	241,794	\$129,978	\$133,138	\$175,213	2.4%	32.4%
Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5.a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	1,380	1,380	1,380	179,369	98	10	4,254	4,362	183,731	58,063 - - -	241,794	\$129,978	\$133,138	\$175,213	2.4%	32.4%
Total Personnel (includes OC 13)	11,670	11,172	10,944	1,051,765	5,047	595	26,093	31,735	1,083,500	367,232	1,450,732	\$96,104	\$99,004	\$132,560	3.0%	34.9%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	11,610 11 11,598 0 1 0 0	11,112 11 11,100 0 1 0 0	10,884 11 10,872 0 1 0 0	1,047,425 2,007 1,045,359 0 59 0 0	5,047 0 5,047 0 0 0 0	595 60 535 0 0 0 0	26,071 140 25,930 0 1 0 0	31,713 200 31,512 0 1 0 0	1,079,138 2,207 1,076,871 0 60 0 0	366,656 539 366,091 0 26 0 0	1,445,794 2,746 1,442,962 0 86 0 0	\$96,235 \$182,455 \$96,151 \$59,000	899,149 8200,636 899,050 	\$132,837 \$249,636 \$132,723 \$86,000	3.0% 10.0% 3.0% 1.7%	35.0% 26.9% 35.0% - 44.1% -
22. Direct Hire Program Foreign Nationals (DHFN) 73. Total Direct Hire 74. Indirect Hire Foreign Nationals (HFN) Subtotal - Total Funded (excludes OC 13) 75. Other Object Class 13 Benefits 75. USDH - Benefits for Former Employees 75b. DHFN - Benefits for Former Employees 75c. Voluntary Separation Incettive Pay (VSIP) 75d. Foreign National Separation Linbilty Accural	57 11,667 3 11,670	57 11,169 3 11,172	57 10,941 3 <i>10,944</i>	4,126 1,051,551 214 1,051,765	0 5,047 0 <i>5,047</i>	0 595 0 595	22 26,093 0 <i>26,093</i>	22 31,735 0 31,735	4,148 1,083,286 214 1,083,500	276 366,932 300 0 0 300 0 300 0 0 0 0 0 0 0 0 0 0	4,424 1,450,218 214 1,450,432 300 0 0 300 0 0	872,386 896,111 871,333 896,104	\$72,772 \$99,012 \$71,333 \$99,004	877,614 8132,549 871,333 \$132,532	0.5% 3.0% 0.0% 3.0%	6.7% 34.9% 0.0% 34.9%

Operation and Maintenance, Defense-Wide						Human Resor (FY 2019)						Date: Febr	·		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousan <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	İ Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>1</u> Basic <u>Comp</u>	i∕c <u>m</u> Total <u>Comp</u>	<u>Rates</u> k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>9</u> % BC <u>Variables</u>	j/d P % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	1,198	1,238	1,238	143,937	477	32	3,113	3,622	147,559	43,178	190,737	\$116,266	\$119,191	\$154,069	2,5%	30.0%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule	1,198 13 1,185	1,238 13 1,220 2	1,238 13 1,220 2	143,937 2,109 141,312 228	477 - 477	32 - 31	3,113 134 2,960 18	3,622 134 3,468 19	147,559 2,243 144,780 247	42,702 607 41,937 66	190,261 2,850 186,717 313	\$116,266 \$162,231 \$115,830 \$114,000	\$119,191 \$172,538 \$118,672 \$123,500	\$153,684 \$219,231 \$153,047 \$156,500	2.5% 6.4% 2.5% 8.3%	29.7% 28.8% 29.7% 28.9%
Did. Wage System Die. Highly Qualified Experts DIf. Other		1 1 1	1 1 1	43 113 132	-	-	1	1	44 113 132	12 38 42	56 151 174	\$43,000 \$113,000 \$132,000	\$44,000 \$113,000 \$132,000	\$56,000 \$151,000 \$174,000	2.3% 0.0% 0.0%	27.9% 33.6% 31.8%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN) Subtoal - Direct Finded (excludes OC 13)	1,198	1,238	1,238	143,937 143,937	477	32	3,113	3,622	147,559	42,702	190,261	\$116,266 \$116,266	\$119,191 \$119,191	\$153,684	2.5%	29.7%
Subool - Direct Plantad (excluses OC 15) 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	1,198	1,236	1,236	143,937	4//	32	3,113	3,022	147,339	42,702 476 - 476	476 - 476	3110,200	\$119,191	\$133,084	2.3%	29.776
Reimbursable Funded Personnel (includes OC 13)	0	8	8	420	0	0	88	88	508	67	575	\$52,500	\$63,500	\$71,875	21.0%	16.0%
RI. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System	-	8	8 - 8 -	420 420	-		88 88	88 88	508 508	67 - - -	575	\$52,500 \$52,500	\$63,500 \$63,500	\$71,875 \$71,875	21.0%	16.0%
R1e. Highly Qualified Experts R1f. Other R2. Direct Hire Program Foreign Nationals (DHFN)		-	-	-	-	1		-	-	-		1				-
 R3. Total Direct Hire Program Foreign Nationals (DHFN) R4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reimbursable Funded (excludes OC 13) 	-	8	8	420	-	-	88	88	508 508	67	575 575	\$52,500 \$52,500	\$63,500 \$63,500	\$71,875 \$71,875	21.0%	16.0% - 16.0%
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 Acerual										-	-					
Total Personnel (includes OC 13)	1,198	1,246	1,246	144,357	477	32	3,201	3,710	148,067	43,245	191,312	\$115,856	\$118,834	<u> \$153,541</u>	2.6%	30.0%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	1,198 13 1,185 0 0 0 0 0	1,246 13 1,228 2 1 1 1	1,246 13 1,228 2 1 1 1	144,357 2,109 141,732 228 43 113 132	477 0 477 0 0 0 0 0	32 0 31 1 0 0 0	3,201 134 3,048 18 1 0 0	3,710 134 3,556 19 1 0 0	148,067 2,243 145,288 247 44 113 132	42,769 607 42,004 66 12 38 42	190,836 2,850 187,292 313 56 151 174	\$115,856 \$162,231 \$115,417 \$114,000 \$43,000 \$113,000 \$132,000	\$118,834 \$172,538 \$118,313 \$123,500 \$44,000 \$113,000 \$132,000	\$153,159 \$219,231 \$152,518 \$156,500 \$56,000 \$151,000 \$174,000	2.6% 6.4% 2.5% 8.3% 2.3% 0.0%	29.6% 28.8% 29.6% 28.9% 27.9% 33.6% 31.8%
 Direct Hire Program Foreign Nationals (DHFN) Total Direct Hire Indirect Hire Foreign Nationals (IHFN) Substal - Total Funded (excludes OC 13) Other Object Class 13 Benefits TSa. USDH - Benefits for Former Employees TSb. DHFN - Benefits for Former Employees TSc. Voluntary Separation Incentive Pay (VSIP) TSd. Foreign National Separation Linbility Acerual 	0 1,198 0 <i>1,198</i>	0 1,246 0 <i>1,246</i>	0 1,246 0 <i>1,246</i>	0 144,357 0 144,357	0 477 0 477	0 32 0 32	0 3,201 0 <i>3,201</i>	0 3,710 0 3,710	0 148,067 0 148,067	0 42,769 0 42,769 476 0 476 0 476	0 190,836 0 <i>190,836</i> 476 0 0 476 0 0 0 0 0	8115,856 8115,856	\$118,834 \$118,834	\$153,159 \$153,159	2.6%	29.6% 29.6%

Operation and Maintenance, Defense-Wide						Human Reso (FY 2020)						Date: Feb			
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousa <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>1</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	<u>Rates</u> k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>0</u> % BC <u>Variables</u>	j/d P % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	1,238	1,244	1,244	133,368	20	<u>2</u>	1,804	1,826	135,194	39,940	175,134	\$107,209	\$108,677	<u>\$140,783</u>	1.4%	29.9%
D1. US Direct Hire (USDH)	1,238	1,244	1,244	133,368	20	2	1,804	1,826	135,194	39,940	175,134	\$107,209	\$108,677	\$140,783	1.4%	29.9%
D1a. Senior Executive Schedule D1b. General Schedule	13	12	12	1,977 131,146	- 20	- ,	27	27 1,797	2,004 132,943	629 39,237	2,633 172,180	\$164,750	\$167,000 \$108.084	\$219,417 \$139,984	1.4% 1.4%	31.8% 29.9%
D1c. Special Schedule	1,220	1,230	1,230	131,146	20	2	1,775	1,797	132,943	39,237	1/2,180	\$106,623 \$137,000	\$139,000	\$139,984 \$181,000	1.4%	29.9%
D1d. Wage System	ĩ		. '	-					-		-			¢101,000 -	1.574	
D1e. Highly Qualified Experts	1	1	1	108					108	32	140	\$108,000	\$108,000	\$140,000	0.0%	29.6%
D1f. Other	1	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	1,238	1,244	1,244	133,368	20	2	1,804	1,826	135,194	39,940	175,134	\$107,209	\$108,677	\$140,783	1.4%	29.9%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-			-
Subtotal - Direct Funded (excludes OC 13)	1,238	1,244	1,244	133,368	20	2	1,804	1,826	135,194	39,940	175,134	\$107,209	\$108,677	\$140,783	1.4%	29.9%
D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees										-						
D5b. DHFN - Benefits for Former Employees										-	-					
D5c. Voluntary Separation Incentive Pay (VSIP)	1									-	-					
D5d. Foreign National Separation Liability Accrual										-						
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	24	24	2,625	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	2,625	922	3,547	\$109,375	\$109,375	\$147,792	0.0%	35.1%
R1. US Direct Hire (USDH)	-	24	24	2,625			-		2,625	922	3,547	\$109,375	\$109,375	\$147,792	0.0%	35.1%
R1a. Senior Executive Schedule	· ·	-	-	-	-				-	-		-	-		-	-
R1b. General Schedule	· ·	24	24	2,625	-	-		-	2,625	922	3,547	\$109,375	\$109,375	\$147,792	0.0%	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	-	24	24	2,625		1.1			2,625	922	3,547	\$109,375	\$109,375	\$147,792	0.0%	35.1%
R4. Indirect Hire Foreign Nationals (IHFN)	· ·		·		-	-	-	-		-						
Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits	-	24	24	2,625	-		-	-	2,625	922	3,547	\$109,375	\$109,375	\$147,792	0.0%	35.1%
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees	1									-	-					
R5c. Voluntary Separation Incentive Pay (VSIP)										-	-					
R5d. Foreign National Separation Liability Accrual										-						
Total Personnel (includes OC 13)	1,238	1,268	1,268	135,993	20	2	1,804	1,826	137,819	40,862	178,681	\$107,250	\$108,690	\$140,916	1.3%	30.0%
T1. US Direct Hire (USDH)	1,238	1,268	1,268	135,993	20	2	1,804	1,826	137,819	40,862	178,681	\$107,250	\$108,690	\$140,916	1.3%	30.0%
T1a. Senior Executive Schedule T1b. General Schedule	13	12	12	1,977	0 20	0	27	27 1.797	2,004 135,568	629 40.159	2,633	\$164,750 \$106,675	\$167,000 \$108,108	\$219,417 \$140,133	1.4% 1.3%	31.8% 30.0%
T1c. Special Schedule	1,220	1,204	1,234	133,//1	20	0	1,775	1,797	135,568	40,159	1/5,/2/ 181	\$106,675 \$137,000	\$108,108 \$139,000	\$140,133 \$181,000	1.5%	30.0% 30.7%
T1d. Wage System	1	0	ò	0	ő	ő	õ	õ	0	0	0	-	-	-		-
T1e. Highly Qualified Experts	1	1	1	108	0	0	0	0	108	32	140	\$108,000	\$108,000	\$140,000	0.0%	29.6%
T1f. Other	1	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	1,238	1,268	1,268	135,993	20	2	1,804	1,826	137,819	40,862	178,681	\$107,250	\$108,690	\$140,916	1.3%	30.0%
T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13)	0	0	0 1,268	0 135,993	0 20	0	0 1.804	0 1,826	0 137.819	0 40,862	0 178,681	\$107,250	\$108,690	\$140,916	1.3%	30.0%
T5. Other Object Class 13 Benefits	1,230	1,200	2,200	100,000	20	-	1,004	1,010	127,017	-		3107,230	5100,090	\$130,210	1.270	20.078
T5a. USDH - Benefits for Former Employees	1									0	0					
T5b. DHFN - Benefits for Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability Accrual	1									0	0					

Operation and Maintenance, Defense-Wide						Human Reso (FY 2021)						Date: Feb	·		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousa <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	İ Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>1</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	<u>Rates</u> k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>9</u> % BC <u>Variables</u>	j/d P % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	1,244	1,235	1,235	152,988	103	<u>6</u>	3,811	3,920	156,908	46,147	203,055	<u>\$123,877</u>	\$127,051	<u>\$164,417</u>	2.6%	30.2%
D1. US Direct Hire (USDH)	1,244	1,235	1,235	152,988	103	6	3,811	3,920	156,908	46,147	203,055	\$123,877	\$127,051	\$164,417	2.6%	30.2%
D1a. Senior Executive Schedule	12	12	12	2,194		• .	135	135	2,329	656	2,985	\$182,833	\$194,083	\$248,750	6.2%	29.9%
D1b. General Schedule	1,230	1,221	1,221	150,493 146	103	6	3,668	3,777	154,270	45,392 49	199,662	\$123,254	\$126,347	\$163,523	2.5%	30.2%
D1c. Special Schedule D1d. Wage System	-1	. 1	. '	140			- *	4	150	49	199	\$146,000	\$150,000	\$199,000	2.7%	33.6%
D1e. Highly Qualified Experts	- 1	- 1	- 1	155			- 4	4	159	50	209	\$155,000	\$159,000	\$209,000	2.6%	32.3%
D1f. Other	- 1		- `	-			- '		-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)																
D3. Total Direct Hire	1,244	1,235	1,235	152,988	103	6	3,811	3,920	156,908	46,147	203,055	\$123,877	\$127,051	\$164,417	2.6%	30.2%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-		-	-	-	-	-	-	-			
Subtotal - Direct Funded (excludes OC 13)	1,244	1,235	1,235	152,988	103	6	3,811	3,920	156,908	46,147	203,055	\$123,877	\$127,051	\$164,417	2.6%	30.2%
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)	24	31	31	3,117	0	0	78	78	3,195	1,094	4,289	\$100,548	\$103,065	\$138,355	2.5%	35.1%
					<u>v</u>	<u>u</u>										
R1. US Direct Hire (USDH)	24	31	31	3,117			78	78	3,195	1,094	4,289	\$100,548	\$103,065	\$138,355	2.5%	35.1%
R1a. Senior Executive Schedule R1b. General Schedule	24	31	31	3.117			- 78	78	3,195	1.094	4.289	\$100.548	\$103.065	\$138.355	2.5%	35.1%
R1c. Special Schedule		-	-	5,117	-	-			5,195	1,094	4,269	2100,540	2103,005	\$130,333	=.376	55.170
R1d. Wage System		-		-	-	-				-			-		-	
R1e. Highly Qualified Experts	-	-	-	-					-	-		-	-			
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)		-		-				-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	24	31	31	3,117		1.1	78	78	3,195	1,094	4,289	\$100,548	\$103,065	\$138,355	2.5%	35.1%
R4. Indirect Hire Foreign Nationals (IHFN)	-				-	-	-	-		-						
Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits	24	31	31	3,117	-	-	78	78	3,195	1,094	4,289	\$100,548	\$103,065	\$138,355	2.5%	35.1%
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees										-	-					
R5c. Voluntary Separation Incentive Pay (VSIP)										-	-					
R5d. Foreign National Separation Liability Accrual										-						
Total Personnel (includes OC 13)	1,268	1,266	1,266	156,105	103	<u>6</u>	3,889	3,998	160,103	47,241	207,344	\$123,306	\$126,464	\$163,779	2.6%	30.3%
T1. US Direct Hire (USDH)	1,268	1,266	1,266	156,105	103	6	3,889	3,998	160,103	47,241	207,344	\$123,306	\$126,464	\$163,779	2.6%	30.3%
T1a. Senior Executive Schedule	12	12	12	2,194	0	0	135	135	2,329	656	2,985	\$182,833	\$194,083	\$248,750	6.2%	29.9%
T1b. General Schedule	1,254	1,252	1,252	153,610	103	6	3,746	3,855	157,465	46,486	203,951	\$122,692	\$125,771	\$162,900	2.5%	30.3%
T1c. Special Schedule	1	1	1	146	0	0	4	4	150	49	199	\$146,000	\$150,000	\$199,000	2.7%	33.6%
T1d. Wage System T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	209	\$155,000	\$159.000	\$209.000	2.6%	32.3%
Tlf. Other	0	0	0	0	0	0	0	0	0	0	209	3155,000	3159,000	3209,000	2.076	32.370
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0						
T3. Total Direct Hire	1.268	1,266	1,266	156.105	103	6	3,889	3,998	160,103	47,241	207.344	\$123,306	\$126,464	\$163,779	2.6%	30.3%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	
Subtotal - Total Funded (excludes OC 13)	1,268	1,266	1,266	156,105	103	6	3,889	3,998	160,103	47,241	207,344	\$123,306	\$126,464	\$163,779	2.6%	30.3%
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					

Operation and Maintenance, Defense-Wide					Defense I	nformation Sy (FY 2019))	У					Date: Febr	uary 2020		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(S in Thousan <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	<u>Rates</u> k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>0</u> % BC <u>Variables</u>	j/d P % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	2,815	2,805	2,819	329,671	1,251	413	6,720	8,384	338,055	106,015	444,070	\$116,946	\$119,920	\$157,527	2.5%	32.2%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule	2,815 10 2,787	2,805 12 2,775	2,819 12 2,789	329,671 2,091 325,456	1,251 1,244	413	6,720 159 6,541	8,384 159 8,198	338,055 2,250 333,654	105,865 642 104,523	443,920 2,892 438,177	\$116,946 \$174,250 \$116,693	\$119,920 \$187,500 \$119,632	\$157,474 \$241,000 \$157,109	2.5% 7.6% 2.5%	32.1% 30.7% 32.1%
Did. Wage System Die. Highly Qualified Experts D1f. Other	16 2	16 2	16 2	1,753 371	7	-	20	27	1,780 371	573 127	2,353 498	\$109,563 \$185,500	\$111,250 \$185,500	\$147,063 \$249,000	1.5% 0.0%	32.7% 34.2%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Direct Funded (excludes OC 13)	2,815	2,805	2,819	329,671	1,251	413 - 413	6,720	8,384 8,384	338,055	105,865	443,920	\$116,946 \$116,946	8119,920 8119,920	\$157,474 \$157,474	2.5%	32.1%
Summar - Direct Panacel (excluse 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	2,015	2,003	2,019	529,071	1,251	415	0,720	0,304	336,033	150 150 -	150 - -	3110,940	3119,920	3137,474	2.376	32.178
Reimbursable Funded Personnel (includes OC 13)	84	106	133	0	18	6	(24)	0	0	0	0	50	50	<u>50</u>		-
R1. US Direct Hire (USD1) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts	79 - - -	101 - - -	128		18	6 - -	(24)				-	\$0 \$0	\$0 \$0	\$0 \$0		-
R1f. Other		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
 Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire Foreign Nationals (IHFN) Subotol - Reinhursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5. uSDH - Benefits for Former Employees R5. DHFN - Benefits for Former Employees R5. DHFN - Benefits for Former Employees R5. Foreign National Separation Liability Accrual 	- 79 5 84	101 5 106	128 5 133	-	18	- 6 - 6	(24) (24)	-	-	-		\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0		-
Total Personnel (includes OC 13)	2,899	2,911	2,952	329,671	1,269	419	6,696	8,384	338,055	106,015	444,070	<u>\$111,677</u>	<u>\$114,517</u>	\$150,430	2.5%	32.2%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts	2,894 10 2,866 0 16 2	2,906 12 2,876 0 16 2	2,947 12 2,917 0 16 2	329,671 2,091 325,456 0 1,753 371	1,269 0 1,262 0 7 0	419 0 419 0 0 0	6,696 159 6,517 0 20 0	8,384 159 8,198 0 27 0	338,055 2,250 333,654 0 1,780 371	105,865 642 104,523 0 573 127	443,920 2,892 438,177 0 2,353 498	\$111,867 \$174,250 \$111,572 \$109,563 \$185,500	\$114,712 \$187,500 \$114,383 \$111,250 \$185,500	\$150,635 \$241,000 \$150,215 \$147,063 \$249,000	2.5% 7.6% 2.5% 1.5% 0.0%	32.1% 30.7% 32.1% - 32.7% 34.2%
T1f. Other T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-
Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN) Subtatal - 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 Acerual	2,894 5 <i>2,899</i>	2,906 5 2,911	2,947 5 2,952	329,671 0 <i>329,671</i>	1,269 0 1,269	419 0 419	6,696 0 6,696	8,384 0 <i>8,384</i>	338,055 0 338,055	105,865 0 105,865 150 150 0 0 0	443,920 0 443,920 150 150 0 0 0	\$111,867 \$0 \$111,677	\$114,712 \$0 \$114,517	\$150,635 \$0 \$150,379	2.5%	32.1%

Operation and Maintenance, Defense-Wide						nformation S (FY 2020)	у					Date: Feb	ruary 2020		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousa <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>1</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	<u>Rates</u> k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>9</u> % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	2,805	2,827	2,821	320,123	966	327	3,304	4,597	324,720	107,128	431,848	<u>\$113,479</u>	\$115,108	\$153,083	1.4%	33.5%
D1. US Direct Hire (USDH)	2,805	2,827	2,821	320,123	966	327	3,304	4,597	324,720	107,128	431,848	\$113,479	\$115,108	\$153,083	1.4%	33.5%
D1a. Senior Executive Schedule	12	19	21	3,511			174	174	3,685	1,085	4,770	\$167,190	\$175,476	\$227,143	5.0%	
D1b. General Schedule D1c. Special Schedule	2,775	2,788	2,780	314,200	959	327	3,078	4,364	318,564	105,285	423,849	\$113,022	\$114,591	\$152,464	1.4%	33.5%
D1c. Special Schedule D1d. Wage System	16	16	16	1,744	- 7		19	26	1,770	558	2,328	\$109,000	\$110,625	\$145,500	1.5%	32.0%
D1e. Highly Qualified Experts	2	4	4	668	'		33	33	701	200	901	\$167,000	\$175,250	\$225,250	4.9%	29.9%
D1f. Other	-	-	-	-	-	-		-	-	-	-	-		-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	2,805	2,827	2,821	320,123	- 966	327	3,304	4,597	324,720	107,128	431,848	\$113,479	\$115,108	\$153,083	1.4%	33.5%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-			-	-		-			-		0110,100		1.470	
Subtotal - Direct Funded (excludes OC 13)	2,805	2,827	2,821	320,123	966	327	3,304	4,597	324,720	107,128	431,848	\$113,479	\$115,108	\$153,083	1.4%	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										-						
Reimbursable Funded Personnel (includes OC 13)	106	133	133	15,417	47	14	148	209	15,626	5,167	20,793	\$115,917	\$117,489	\$156,338	1.4%	33,5%
R1. US Direct Hire (USDH)	101	128	128	15,417	47	14	148	209	15,626	5,167	20,793	\$120,445	\$122,078	\$162,445	1.4%	
R1a. Senior Executive Schedule		120		15,417			140	-	15,020	5,107	-	3120,445	0122,070	3102,445	1.470	
R1b. General Schedule	101	128	128	15,417	47	14	148	209	15,626	5,167	20,793	\$120,445	\$122,078	\$162,445	1.4%	33.5%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-
R1d. Wage System		-	-	-	-	-		-	-	-	-	-		-	-	-
R1e. Highly Qualified Experts R1f. Other		-		-						-						
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire	101	128	128	15.417	47	14	148	209	15.626	5,167	20,793	\$120,445	\$122,078	\$162.445	1.4%	33.5%
R4. Indirect Hire Foreign Nationals (IHFN)	5	5	5	-	-	-	-	-	-	-	-	\$0	\$0	\$0	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	106	133	133	15,417	47	14	148	209	15,626	5,167	20,793	\$115,917	\$117,489	\$156,338	1.4%	33.5%
R5. Other Object Class 13 Benefits										-						
R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees										-						
R5c. Voluntary Separation Incentive Pay (VSIP)										-						
R5d. Foreign National Separation Liability Accrual																
Total Personnel (includes OC 13)	2,911	2,960	2,954	335,540	1,013	341	3,452	4,806	340,346	112,295	452,641	\$113,588	\$115,215	\$153,230	1.4%	33.5%
T1. US Direct Hire (USDH)	2,906	2,955	2,949	335,540	1,013	341	3,452	4,806	340,346	112,295	452,641	\$113,781	\$115,411	\$153,490	1.4%	33.5%
T1a. Senior Executive Schedule	12	19	21	3,511	0	0	174	174	3,685	1,085	4,770	\$167,190	\$175,476		5.0%	
T1b. General Schedule T1c. Special Schedule	2,876	2,916	2,908	329,617	1,006	341	3,226	4,573	334,190	110,452	444,642	\$113,348	\$114,921	\$152,903	1.4%	33.5%
T1d. Wage System	16	16	16	1,744	7	0	19	26	1,770	558	2,328	\$109,000	\$110,625	\$145,500	1.5%	32.0%
T1e. Highly Qualified Experts	2	4	4	668	0	ő	33	33	701	200	901	\$167,000	\$175,250	\$225,250	4.9%	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-		-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0					
T3. Total Direct Hire	2,906	2,955	2,949	335,540	1,013	341	3,452	4,806	340,346	112,295	452,641	\$113,781		\$153,490	1.4%	33.5%
T4. Indirect Hire Foreign Nationals (IHFN)	5	5	5	0	0	0	0	0	0	0	0	\$0	\$0	\$0		
Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits	2,911	2,960	2,954	335,540	1,013	341	3,452	4,806	340,346	112,295	452,641	\$113,588	\$115,215	\$153,230	1.4%	33.5%
T5a. USDH - Benefits for Former Employees										- 0	- 0					
T5b. DHFN - Benefits for Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)	1									0	0					
T5d. Foreign National Separation Liability Accrual										0	0					

	st Benefits % 33.4% % 33.4% % 33.4% % 33.0% % 33.3% % 33.4% % 33.4% % 33.4% % 33.4% % 33.4% % 33.4% % 33.4% % 33.4% % 33.4% % 33.4% % 33.4% % 33.4% % 33.4% % 33.4% % 33.4%
D1. US Direct Hire (USDH) 2,827 2,095 2,794 319,601 929 339 6,492 7,760 327,361 106,858 434,219 S117,365 S155,411 2.2 D1s. Senior Executive Schedule 19 19 19 19 19 37,16 - - 167 167 3,883 1,148 5,031 S195,579 S204,368 S18,478 S24,789 S24,789 S24,789 S24,789 S21,848 S18,477 2.2 D1c. Special Schedule - 16 16 16 16 16 17,70 7 19 26 1,796 566 2,362 S110,259 S17,259 S28,000 44 D1C. Ober -	% 33.4% % 30.9% % 33.5% % 33.2% % 33.2% % 33.4% % 33.4% % 33.4% % 33.4%
D1a. Semior Executive Schedule [19 [19 [19 [19 [19 [19 [19 [19 [19] [16] [17] [17	% 30.9% % 31.5% % 31.2% % 32.0% % 29.9% % 33.4% ~ ~ % 33.4% % 33.5% % 33.5%
Dib. General Schedule 2,788 2,865 2,754 313,283 922 339 6,267 7,528 320,811 104,893 425,704 \$	% 33.5% % 31.2% % 32.2% % 29.9% ~ ~ ~ % 33.4% % 33.4% % 33.5% % 33.5%
Dic. Special Schedule - 1 1 154 - - 8 8 162 48 210 \$154,000 \$154,000 \$154,000 \$100,000 \$5,000	% 31.2% % 32.0% % 29.9% % 33.4% % 33.4% <u>% 33.5%</u> % 33.5%
D1d. Wage System 16 16 16 16 16 1770 7 - 19 26 1,796 566 2,322 \$110,633 \$112,259 \$147,635 1.1 D1e. Highly Qualified Experts 4 4 4 678 - 31 31 709 203 912 \$165,001 \$17,259 \$22,000 4 4 D1E. Other -	% 32.0% % 29.9% ~ ~ ~ % 33.4% % 33.4% <u>% 33.5%</u> % 33.5%
De. Highly Qualified Experts 4 4 4 678 - - 31 31 709 203 912 \$169,500 \$177,250 \$228,000 4.4 DI. Other D. Direct Hire Forgram Fordign Nationals (DHFN) -	
DI. Other I. I. <thi.< th=""> <thi.< th=""> IIIIIIIIIIIIIIIIIIIIIIIIIIIIII</thi.<></thi.<>	% <u>33.4%</u> <u>% <u>33.5%</u> % <u>33.5%</u></u>
D3. Total Direct Hire 2,827 2,905 2,794 319,601 929 339 6,492 7,760 327,361 106,858 434,210 \$114,388 \$117,166 \$155,411 2.4 D4. Indirect Hire Foreign Nationals (HFN) .	% <u>33.4%</u> <u>% <u>33.5%</u> % <u>33.5%</u></u>
D4. Indirect Hire Foreign Nationals (HEFN) 2.827 2.905 2.794 319,601 929 339 6,492 7,760 327,361 106,858 434,219 \$114,388 \$117,166 \$155,411 2.45 D5. Other Object Class 13 Benefits 2.827 2.905 2.794 319,601 929 339 6,492 7,760 327,361 106,858 434,219 \$114,388 \$117,166 \$155,411 2.45 D5. Dther Object Class 13 Benefits 5	% <u>33.4%</u> <u>% <u>33.5%</u> % <u>33.5%</u></u>
Submotio - Direct Funded (excludes OC 13) 2,827 2,905 2,794 319,601 929 339 6,492 7,760 327,361 106,858 434,219 \$114,388 \$117,166 \$155,411 2.4 D5. Other Object Class 13 Benefits for Former Employees D5. D5.<	<u>% 33,5%</u> % 33.5%
D5. Other Object Class 13 Benefits D5. DMB - Benefits for Former Employees D5. DMB - Benefits for Former Employees D5. Voluntary Separation Incentive Pay (VSIP) D5. Voluntary Separation Incentive Pay (VSIP) D6. USD Ferefit Engloyees D6. USD Incentive Pay (VSIP) D6. Foreign National Separation Liability Accual R1. Scholes 133 R1. Scholes 128 128 128 128 128 128 128 128 128 128 128 128 128 128 128 128 128 128 15,753 46 14 147 207 15,960 5,270 21,230 1218 128 128 15,753 46 14 147 207 15,960 5,270 21,230 \$12,4688 \$165,859 1.1 R16. Scholule<	<u>% 33,5%</u> % 33.5%
DSa. USDH - Benefits for Former Employees - </td <td>% 33.5%</td>	% 33.5%
D5b. DHFN - Benefits for Former Employees - </td <td>% 33.5%</td>	% 33.5%
D5d. Foreign National Separation Liability Accrual - <t< td=""><td>% 33.5%</td></t<>	% 33.5%
Reimbursable Funded Personnel (includes OC 13) 133 133 133 15,753 46 14 147 207 15,960 5,270 21,230 \$118,444 \$120,000 \$159,624 1.2 R1. US Direct Hire (USDH) 128 128 128 15,753 46 14 147 207 15,960 5,270 21,230 \$12,400 \$129,624 1.2 R1a. Senior Executive Schedule -	% 33.5%
R1. US Direct Hire (USDH) 128 128 128 15,753 46 14 147 207 15,960 5,270 21,230 \$123,070 \$124,688 \$165,859 1.3 R1b. General Schedule 128 128 15,753 46 14 147 207 15,960 5,270 21,230 \$124,688 \$165,859 1.3 R1b. General Schedule - <t< td=""><td>% 33.5%</td></t<>	% 33.5%
R1a. Senior Executive Schedule 128 128 128 15,753 46 14 147 207 15,960 5,270 21,230 \$123,070 \$124,688 \$165,859 1 R1e. Special Schedule - <td></td>	
R1b. General Schedule 128 128 128 15,753 46 14 147 207 15,960 5,270 21,200 \$124,688 \$165,859 1.3 R1c. Special Schedule - <t< td=""><td>% 33.5%</td></t<>	% 33.5%
R1c. Special Schedule -	% 33.5%
R1d. Wage System -	
R1e. Highly Qualified Experts	
RIF. Other	
R2. Direct Hire Program Foreign Nationals (DHFN)	
R3. Total Direct Hire 128 128 128 15,753 46 14 147 207 15,960 5,270 21,230 \$123,070 \$124,688 \$165,859 1	% 33.5%
R4. Indirect Hire Foreign Nationals (IHFN) 5 5 - - - - \$0 \$0 \$0	
Subtotal - Reimbursable Funded (excludes OC 13) 133 133 15,753 46 14 147 207 15,960 5,270 21,230 \$118,444 \$120,000 \$159,624 1	% 33.5%
R5. Other Object Class 13 Benefits	
K3a. USUP - Benefits for Former Employees	
R5. Voluntary Separation Incentive Pay (VSIP)	
R5d. Foreign National Separation Liability Accrual	
Total Personnel (includes OC 13) 2,960 3,038 2,927 335,354 975 353 6,639 7,967 343,321 112,128 455,449 \$114,573 \$117,294 \$155,603 2,.	% 33.4%
TI. US Direct Hire (USDH) 2,955 3,033 2,922 335,354 975 353 6,639 7,967 343,321 112,128 455,449 \$117,495 \$155,869 2.4	% 33.4%
T1a. Senior Executive Schedule 19 19 19 3,716 0 0 167 167 3,883 1,148 5,031 \$195,579 \$204,368 \$264,789 4.4	% 30.9%
Tlb. General Schedule 2,916 2,993 2,882 329,036 968 353 6,414 7,735 336,771 110,163 446,934 \$114,169 \$116,853 \$155,078 2.4	
Tic. Special Schedule 0 1 1 154 0 0 8 8 162 48 210 \$154,000 \$210,000 5.	
Title Wage System 16 16 16 1,770 7 0 19 26 1,796 566 2,362 \$1/1,259 \$	
The might younded expension 4 4 4 60 0 51 709 203 912 3165,300 877,250 3226,000 4.1 The Other 0<	
7. Direct Hire Program Foreign Nationals (DHFN) 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	
T3. Total Direct Hire 2,955 3,033 2,922 335,354 975 383 6,639 7,967 343,321 112,128 455,449 \$114,769 \$117,495 \$155,869 2.4	% 33.4%
T4. Indirect Hire Foreign Nationals (IHFN) 5 5 0 0 0 0 0 0 0 \$0	
Subtotal - Total Funded (excludes OC 13) 2,960 3,038 2,927 335,354 975 353 6,639 7,967 343,321 112,128 455,449 \$114,573 \$117,294 \$155,603 2.4	% 33.4%
T5. Other Object Class 13 Benefits	
T5a. USDH - Benefits for Former Employees 0 0 0	
T5b. DHFN - Benefits for Former Employees 0 0 T5c. Volumers Second in Incensive Pay (VSIP) 0 0	
T5c. Voluntary Separation Incentive Pay (VSIP) 0 0 T5d. Foreign National Separation Liability Accural 0 0	

Operation and Maintenance, Defense-Wide													Date: Febr	uary 2020		ļ
					Det	fense Logistics (FY 2019)									
						(\$ in Thousa		e + f + g	d + h		i+j	d/c	i/c	Rates k/c	h/d	j/d
	a Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime <u>Pay</u>	I Holiday Pay	g Other O.C.11	<u>h</u> Total Variables	i Comp O.C.11	i Benefits O.C.12/13	<u>k</u> Comp & Benefits	l Basic Comp	<u>m</u> Total Comp	<u>n</u> Comp & Benefits	9 % BC Variables	P % BC Benefits
Direct Funded Personnel (includes OC 13)	147	144	130	17,125	147	70	584	801	17,926	5,447	23,373	\$131,731	\$137,892	\$179,792	4.7%	31.8%
D1. US Direct Hire (USDH)	147	144	130	17,125	147	70	584	801	17,926	5,320	23,246	\$131.731	\$137,892	\$178,815	4.7%	31.1%
D1a. Senior Executive Schedule		-		-						-			-		-	-
D1b. General Schedule	146	143	129	16,974	147	70	584	801	17,775	5,320	23,095	\$131,581	\$137,791	\$179,031	4.7%	31.3%
D1c. Special Schedule		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	· · ·	÷.,	-	-	-	-	-			-		-				
D1e. Highly Qualified Experts	1	1	1	151	-	-			151	-	151	\$151,000	\$151,000	\$151,000	0.0%	0.0%
D1f. Other	-	-	-	-	-	-	-	-	-	-		-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)		-	-	-	-	-		-		-		-	-	-	-	
D3. Total Direct Hire	147	144	130	17,125	147	70	584	801	17,926	5,320	23,246	\$131,731	\$137,892	\$178,815	4.7%	31.1%
D4. Indirect Hire Foreign Nationals (IHFN)	-		-	17 175	147	- 70	584	-	17.026		-		6127 007		4.70/	21.20/
Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits	147	144	130	17,125	147	70	384	801	17,926	5,320 127	23,246 127	\$131,731	\$137,892	\$178,815	4.7%	31.1%
D5a. USDH - Benefits for Former Employees										147	12/					
D5b. DHFN - Benefits for Former Employees										-						
D5c. Voluntary Separation Incentive Pay (VSIP)										127	127					
D5d. Foreign National Separation Liability Accrual										-						
Reimbursable Funded Personnel (includes OC 13)	60	60	52	7,041	167	49	245	461	7,502	2,127	9,629	\$135,404	\$144,269	\$185,173	6.5%	30.2%
R1. US Direct Hire (USDH)	60	60	52	7,041	167	49	245	461	7,502	2,105	9,607	\$135,404	\$144,269	\$184,750	6.5%	29.9%
R1a. Senior Executive Schedule		-		-	-	-		-	-	-	-		-			-
R1b. General Schedule	60	60	52	7,041	167	49	245	461	7,502	2,105	9,607	\$135,404	\$144,269	\$184,750	6.5%	29.9%
R1c. Special Schedule	· ·	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System		-	-	-		-		-	-	-		-	-	-	-	-
R1e. Highly Qualified Experts	· ·	-	-	-	-	-	-	-		-			-			1.1
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	· ·	-	-	-		-		-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	60	60	52	7,041	167	49	245	461	7,502	2,105	9,607	\$135,404	\$144,269	\$184,750	6.5%	29.9%
R4. Indirect Hire Foreign Nationals (IHFN)	60	60	52	7.041	167	-	245	461	7.502	2.105	-	-			6.5%	29.9%
Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits	00	00	52	7,041	10/	49	243	401	7,502	2,105	9,607 22	\$135,404	\$144,269	\$184,750	0.3%	29.9%
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees										-	-					
R5c. Voluntary Separation Incentive Pay (VSIP)	1									22	22					
R5d. Foreign National Separation Liability Accrual										-						
Total Personnel (includes OC 13)	207	204	182	24,166	314	119	829	1,262	25,428	7,574	33,002	\$132,780	\$139,714	\$181,330	5.2%	<u>31.3%</u>
T1. US Direct Hire (USDH)	207	204	182	24,166	314	119	829	1,262	25,428	7,425	32,853	\$132,780	\$139,714	\$180,511	5.2%	30.7%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0		-		-	-
T1b. General Schedule	206	203	181	24,015	314	119	829	1,262	25,277	7,425	32,702	\$132,680	\$139,652	\$180,674	5.3%	30.9%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts T1f. Other	0	1	1	151	0	0	0	0	151	0	151	\$151,000	\$151,000	\$151,000	0.0%	0.0%
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0					- 1
T3. Total Direct Hire	207	204	182	24,166	314	119	829	1,262	25,428	7,425	32,853	\$132,780	\$139,714	\$180,511	5.2%	30.7%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	207	204	182	24,166	314	119	829	1,262	25,428	7,425	32,853	\$132,780	\$139,714	\$180,511	5.2%	30.7%
T5. Other Object Class 13 Benefits										149	149					
T5a. USDH - Benefits for Former Employees										0	0					
T5b. DHFN - Benefits for Former Employees T5c. Volument: Semanting Incenting Pay (VSIP)										0 149	0					
T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual										0	149					
150. Foreign National Separation Liability Accrual										0	0					

Operation and Maintenance, Defense-Wide					Def	ense Logistics (FY 2020							Date: Febr	uary 2020		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>s</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(S in Thousa <u>f</u> Holiday <u>Pay</u>	nds) <u>g</u> Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i∕c <u>m</u> Total <u>Comp</u>	<u>Rates</u> k/c <u>n</u> Comp & Benefits	h/d <u>9</u> % BC <u>Variables</u>	j/d P % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	169	169	169	21,471	885	<u>0</u>	<u>0</u>	885	22,356	12,415	34,771	\$127,047	\$132,284	\$205,746	4.1%	57.8%
D1. US Direct Hire (USDH)	169	169	169	21,471	885		-	885	22,356	6,553	28,909	\$127,047	\$132,284	\$171,059	4.1%	30.5%
D1a. Senior Executive Schedule	· ·	-	-	-						-		-			-	-
D1b. General Schedule	168	168	168	21,320	885	-	-	885	22,205	6,553	28,758	\$126,905	\$132,173	\$171,179	4.2%	30.7%
D1c. Special Schedule	· ·	-	-	-	-	-	-	-	-	-	-			-	-	
D1d. Wage System	· · ·	÷.,		-	-	-	-	-	100	-	1.00	-	E151.000	e161.000	0.00/	0.00/
D1e. Highly Qualified Experts D1f. Other	1 1	1	1	151	-	-	-	-	151	-	151	\$151,000	\$151,000	\$151,000	0.0%	0.0%
		-	-	-	-	-	-	-	-	-	-		-		-	
D2. Direct Hire Program Foreign Nationals (DHFN)		-	-	-	-	-	-	-		-		-	-	-	-	-
D3. Total Direct Hire	169	169	169	21,471	885		-	885	22,356	6,553	28,909	\$127,047	\$132,284	\$171,059	4.1%	30.5%
D4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Direct Funded (excludes OC 13)	169	169	169	21,471	885	-	-	885	22.356	6,553	28,909	\$127.047	\$132,284	e 171 050	4.1%	30.5%
D5. Other Object Class 13 Benefits	109	109	109	21,471	665	-	-	665	22,330	5,862	5,862	\$127,047	8132,204	\$1/1,039	4.170	30.3%
D5a. USDH - Benefits for Former Employees										5,862	5,862					
D5b. DHFN - Benefits for Former Employees										5,002						
D5c. Voluntary Separation Incentive Pay (VSIP)											-					
D5d. Foreign National Separation Liability Accrual	1									-	-					
Reimbursable Funded Personnel (includes OC 13)	60	60	60	12,056	344	0	0	344	12,400	3,453	15,853	\$200,933	\$206,667	\$264,217	2,9%	28,6%
R1. US Direct Hire (USDH)	60	60	60	12.056	344	-	-	344	12,400	3,453	15,853	\$200,933	\$206,667	\$264,217	2.9%	28.6%
R1a. Senior Executive Schedule	00	60	00	12,050	344		-	344	12,400	3,453	15,853	\$200,955	\$200,007	\$204,217	2.9%	28.0%
R1b. General Schedule	60	60	60	12.056	344			344	12,400	3,453	15.853	\$200.933	\$206.667	\$264.217	2.9%	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	60	60	60	12,056	344		-	344	12,400	3,453	15,853	\$200,933	\$206,667	\$264,217	2.9%	28.6%
R4. Indirect Hire Foreign Nationals (IHFN)	·	-	-	-	-	-	-	-	-	-	-				-	-
Subtotal - Reimbursable Funded (excludes OC 13)	60	60	60	12,056	344	-	-	344	12,400	3,453	15,853	\$200,933	\$206,667	\$264,217	2.9%	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 Personnel (includes OC 13)	229	229	229	33,527	1,229	0	0	1,229	34,756	15,868	50,624	\$146,406	\$151,773	\$221,066	3.7%	47.3%
						<u>u</u>	<u>•</u>									
T1. US Direct Hire (USDH)	229	229	229	33,527	1,229	- 0		1,229	34,756	10,006	44,762	\$146,406	\$151,773	\$195,467	3.7%	29.8%
T1a. Senior Executive Schedule T1b. General Schedule	228	0 228	228	0 33,376	1.229	0	0	0	34,605	0 10.006	44.611	\$146.386	\$151,776	\$195,662	3.7%	30.0%
T1c. Special Schedule	0	0	0	33,370	1,229	0	0	1,229	34,005	10,000	44,011	3140,300	\$151,770	\$195,002	3.776	30.078
T1d. Wage System	0	ő	ő	0	ő	0	0	0	0	0	0				-	
T1e. Highly Qualified Experts	1	1	ĩ	151	ő	0	0	ő	151	0	151	\$151,000	\$151,000	\$151,000	0.0%	0.0%
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0					- 1
T3. Total Direct Hire	229	229	229	33,527	1,229		- 1	1,229	34,756	10,006	44,762	\$146,406	\$151,773	\$195,467	3.7%	29.8%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	229	229	229	33,527	1,229		-	1,229	34,756	10,006	44,762	\$146,406	\$151,773	\$195,467	3.7%	29.8%
T5. Other Object Class 13 Benefits										5,862	5,862					
T5a. USDH - Benefits for Former Employees										5,862	5,862					
T5b. DHFN - Benefits for Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability Accrual										0	0					

Operation and Maintenance, Defense-Wide					Def	ense Logistics (FY 2021)						Date: Febr			
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousan <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>1</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	<u>Rates</u> k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>0</u> % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	169	169	169	20,601	679	<u>0</u>	<u>0</u>	679	21,280	12,142	33,422	<u>\$121,899</u>	\$125,917	\$197,763	3.3%	58.9%
D1. US Direct Hire (USDH)	169	169	169	20,601	679			679	21,280	6,077	27,357	\$121,899	\$125,917	\$161,876	3.3%	29.5%
D1a. Senior Executive Schedule	· ·	-	-	-						-		-	-	-	-	-
D1b. General Schedule	168	168	168	20,450	679	-	-	679	21,129	6,077	27,206	\$121,726	\$125,768	\$161,940	3.3%	29.7%
D1c. Special Schedule D1d. Wage System		-	-	-	-	-	-	-	-	-		-	-	-	-	-
D10. Wage System D1e. Highly Qualified Experts	1 1			- 151					151		151	\$151.000	\$151,000	\$151,000	0.0%	0.0%
D1f. Other	1 .1		- 1	-					-	-	-					
D2. Direct Hire Program Foreign Nationals (DHFN)																
D3. Total Direct Hire	169	169	169	20,601	679			679	21,280	6,077	27,357	\$121,899	\$125,917	\$161,876	3.3%	29.5%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-		-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	169	169	169	20,601	679	-		679	21,280	6,077	27,357	\$121,899	\$125,917	\$161,876	3.3%	29.5%
D5. Other Object Class 13 Benefits										6,065	6,065					
D5a. USDH - Benefits for Former Employees										6,065	6,065					
D5b. DHFN - Benefits for Former Employees										-	1.1					
D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual										-						
Reimbursable Funded Personnel (includes OC 13)		00	00	10.007					10.00				61 (3 (2 0	0103.307	2.02/	20.000
	<u>60</u>	88	88	12,295	347	<u>0</u>	<u>0</u>	347	12,642	3,489	16,131	<u>\$139,716</u>	<u>\$143,659</u>	<u>\$183,307</u>	2.8%	28.4%
R1. US Direct Hire (USDH)	60	88	88	12,295	347			347	12,642	3,489	16,131	\$139,716	\$143,659	\$183,307	2.8%	28.4%
R1a. Senior Executive Schedule R1b. General Schedule	60	- 88	- 88	12.295	- 347			347	12.642	2 490	16.131	0120 716	\$143.659	\$183.307	2.8%	28.4%
R16. Special Schedule	00	88	55	12,295	347	-	-	347	12,042	3,489	10,131	\$139,710	\$143,039	\$185,507	2.876	28.470
R1d. Wage System	1 .		-	-						-						
R1e. Highly Qualified Experts		-	-	-						-			-			-
R1f. Other	· ·	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	· ·				2					-	-		-		-	-
R3. Total Direct Hire	60	88	88	12,295	347	1.1		347	12,642	3,489	16,131	\$139,716	\$143,659	\$183,307	2.8%	28.4%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-		-		-	-
Subtotal - Reimbursable Funded (excludes OC 13)	60	88	88	12,295	347	-	-	347	12,642	3,489	16,131	\$139,716	\$143,659	\$183,307	2.8%	28.4%
R5. Other Object Class 13 Benefits										-						
R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees										-						~
R5c. Voluntary Separation Incentive Pay (VSIP)										-	-					
R5d. Foreign National Separation Liability Accrual																
Total Personnel (includes OC 13)	229	257	257	32,896	1,026	0	0	1,026	33,922	15,631	49,553	\$128,000	\$131,992	\$192,813	3.1%	47.5%
T1. US Direct Hire (USDH)	229	257	257	32,896	1,026			1,026	33,922	9,566	43,488	\$128,000	\$131,992	\$169,214	3.1%	29.1%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	228	256	256	32,745	1,026	0	0	1,026	33,771	9,566	43,337	\$127,910	\$131,918	\$169,285	3.1%	29.2%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	0.007	- 0.001
T1e. Highly Qualified Experts T1f. Other	1	0	0	151	0	0	0	0	151	0	151	\$151,000	\$151,000	\$151,000	0.0%	0.0%
		-	-	-				-	-							1
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	229	0 257	0 257	0 32,896	0 1,026	0	0	0 1,026	0 33,922	0 9,566	43,488	\$128,000	\$131,992	\$169,214	3.1%	29.1%
T4. Indirect Hire Foreign Nationals (IHFN)	229	257	257	32,890	1,020	- 0	- 0	1,020	33,922	9,500	43,400	0120,000		0109,614	3.176	67.170
Subtotal - Total Funded (excludes OC 13)	229	257	257	32,896	1,026	-	-	1,026	33,922	9,566	43,488	\$128,000	\$131,992	\$169,214	3.1%	29.1%
T5. Other Object Class 13 Benefits										6,065	6,065					
T5a. USDH - Benefits for Former Employees										6,065	6,065					
T5b. DHFN - Benefits for Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Example Separation Linkility Assessed										0	0					
T5d. Foreign National Separation Liability Accrual										0	0					

Operation and Maintenance, Defense-Wide					Defen	se Legal Servi (FY 2019)						Date: Febr	·		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> FTEs	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(S in Thousan <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	İ Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp & Benefits	h/d <u>9</u> % BC <u>Variables</u>	j/d P % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	129	144	264	37,817	439	20	624	1,083	38,900	10,659	49,559	\$143,246	\$147,348	\$187,723	2,9%	28.2%
D1. US Direct Hire (USDH)	129	144	264	37,817 698	439	20	624	1,083	38,900 729	10,659	49,559	\$143,246	\$147,348	\$187,723 \$185,800	2.9%	28.2% 28.7%
D1a. Senior Executive Schedule D1b. General Schedule	119	134	5 254	36,258	439	20	31 533	31 992	37.250	200 10,210	929 47,460	\$139,600 \$142,748	\$145,800 \$146,654	\$185,800 \$186,850	4.4% 2.7%	28.7%
D1c. Special Schedule	5	5	5	861	-	-	60	60	921	249	1,170	\$172,200	\$184,200	\$234,000	7.0%	28.9%
D1d. Wage System		-	-	-		-				-	-	-	-	-	-	-
D1e. Highly Qualified Experts D1f. Other	· ·			-		-						-	-	-	-	-
			-	-	-	-		-	-			-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	129	144	264	37,817	439	20	624	1,083	38,900	10,659	49,559	\$143,246	\$147,348	\$187,723	2.9%	28.2%
D4. Indirect Hire Foreign Nationals (IHFN)	· ·	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	129	144	264	37,817	439	20	624	1,083	38,900	10,659	49,559	\$143,246	\$147,348	\$187,723	2.9%	28.2%
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	L									-	-					
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	2	2	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	50	<u>50</u>	<u>50</u>		
R1. US Direct Hire (USDH)	-	2	2	-	-		-		-	-	-	\$0	80	\$0	-	-
R1a. Senior Executive Schedule		-	- 2	-	-	-		-	-	-	-	-	-	-	-	-
R1b. General Schedule R1c. Special Schedule		2	2		-					-		\$0	\$0	\$0		
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)	-	2	2					1.1				\$0	80	\$0	-	
Subtotal - Reimbursable Funded (excludes OC 13)		2	2	1	-					-		50	80	80		
R5. Other Object Class 13 Benefits										-	-					
R5a. USDH - Benefits for Former Employees										-	-					
R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP)										-	-					
R5d. Foreign National Separation Liability Accrual										-						
Total Personnel (includes OC 13)	129	146	266	37,817	439	20	624	1,083	38,900	10,659	49,559	\$142,169	\$146,241	\$186,312	2,9%	28,2%
T1. US Direct Hire (USDH)	129	146	266	37,817	439	20	624	1,083	38,900	10,659	49,559	\$142,169	\$146,241	\$186,312	2.9%	28.2%
T1a. Senior Executive Schedule	5	5	5	698	0	0	31	31	729	200	929	\$139,600	\$145,800	\$185,800	4.4%	28.7%
T1b. General Schedule	119	136	256	36,258	439	20	533	992	37,250	10,210 249	47,460	\$141,633	\$145,508	\$185,391	2.7%	28.2%
T1c. Special Schedule T1d. Wage System	0	5	0	861	0	0	60	60 0	921	249	1,170	\$172,200	\$184,200	\$234,000	7.0%	28.9%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0					
Tlf. Other	0	0	0	0	Ő	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	129	146	266	37,817	439	20	624	1,083	38,900	10,659	49,559	\$142,169	\$146,241	\$186,312	2.9%	28.2%
T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13)	0	0 146	0 266	0 37.817	0 439	0 20	0 624	0	0 38,900	0 10,659	0 49.559	\$142,169	\$146,241	\$186.312	2.9%	28.2%
T5. Other Object Class 13 Benefits	129	140	200	37,017	439	20	024	1,003	30,900	10,059	49,339	3142,109	0140,241	\$100,312	2.976	20.2%
T5a. USDH - Benefits for Former Employees	1									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					

Operation and Maintenance, Defense-Wide						e Legal Servi (FY 2020))						Date: Febr	·		
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>s</u> FTEs	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousan <u>f</u> Holiday <u>Pay</u>	g Other O.C.11	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	İ Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>l</u> Basic Comp	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp & Benefits	h/d <u>9</u> % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	459	459	459	69,353	0	0	<u>0</u>	0	69,353	20,134	89,487	\$151,096	\$151,096	\$194,961	0.0%	29.0%
D1. US Direct Hire (USDH)	459	459	459	69,353	-				69,353	20,134	89,487	\$151.096	\$151,096	\$194,961	0.0%	29.0%
D1a. Senior Executive Schedule	3	3	3	430	-			1.1	430	102	532	\$143,333	\$143,333	\$177,333	0.0%	23.7%
D1b. General Schedule	450	450	450	68,062	-	-	-	-	68,062	19,830	87,892	\$151,249	\$151,249	\$195,316	0.0%	29.1%
D1c. Special Schedule	5	5	5	717	-	-	-	-	717	169	886	\$143,400	\$143,400	\$177,200	0.0%	23.6%
D1d. Wage System		-	-	-	-	-	-			-		-	-	-	-	-
D1e. Highly Qualified Experts	1	1	1	144	-	-	-		144	33	177	\$144,000	\$144,000	\$177,000	0.0%	22.9%
D1f. Other	· ·	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)		-	-	-	-	-			-	-		-	-	-	-	-
D3. Total Direct Hire	459	459	459	69,353			-		69,353	20,134	89,487	\$151,096	\$151,096	\$194,961	0.0%	29.0%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-
Subtotal - Direct Funded (excludes OC 13)	459	459	459	69,353	-	-	-	-	69,353	20,134	89,487	\$151,096	\$151,096	\$194,961	0.0%	29.0%
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)	<u> </u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>u</u>	<u>u</u>	<u>0</u>	<u>0</u>	<u>u</u>					-
R1. US Direct Hire (USDH)	-		-	-			-		-	-		-		-	-	-
R1a. Senior Executive Schedule		-	-	-	-	-	-	-	-	-	-			-	-	-
R1b. General Schedule		-	-	-	-	-	-	-	-	-						-
R1c. Special Schedule R1d. Wage System		-	-	-	-	-	-	-	-	-	-	-		-	-	-
R1e. Highly Qualified Experts		-	-	-	-	-	-			-					-	-
R1f. Other		-	-	-	-		-									
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire		-		-	-	-	-	-	-	-	-			-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)				-			-			-				-		
Subtotal - Reimbursable Funded (excludes OC 13)																
R5. Other Object Class 13 Benefits																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees	1									-	-					
R5c. Voluntary Separation Incentive Pay (VSIP)	1									-	-					
R5d. Foreign National Separation Liability Accrual										-						
Total Personnel (includes OC 13)	459	459	459	69,353	<u>0</u>	0	<u>0</u>	<u>0</u>	69,353	20,134	89,487	\$151,096	\$151,096	<u>\$194,961</u>	0.0%	29.0%
T1. US Direct Hire (USDH)	459	459	459	69,353				-	69,353	20,134	89,487	\$151.096	\$151,096	\$194,961	0.0%	29.0%
T1a. Senior Executive Schedule	3	3	3	430	0	0	0	0	430	102	532	\$143,333	\$143,333	\$177,333	0.0%	23.7%
T1b. General Schedule	450	450	450	68,062	0	0	0	0	68,062	19,830	87,892	\$151,249	\$151,249	\$195,316	0.0%	29.1%
T1c. Special Schedule	5	5	5	717	0	0	0	0	717	169	886	\$143,400	\$143,400	\$177,200	0.0%	23.6%
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	1	1	1	144	0	0	0	0	144	33	177	\$144,000	\$144,000	\$177,000	0.0%	22.9%
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-		-	-	-
T3. Total Direct Hire	459	459	459	69,353		-			69,353	20,134	89,487	\$151,096	\$151,096	\$194,961	0.0%	29.0%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	459	459	459	69,353	-	-	-	-	69,353	20,134	89,487	\$151,096	\$151,096	\$194,961	0.0%	29.0%
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) T5d. Foreign National Separation Liability Accrual	1									0	0					
150. Poreign National Separation Liability Accrual										0	0					

Operation and Maintenance, Defense-Wide						e Legal Servi (FY 2021))						Date: Febr	·		
	<u>a</u> Begin Strength	b End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousan <u>f</u> Holiday <u>Pay</u>	g Other O.C.11	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	i Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>l</u> Basic Comp	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp & Benefits	h/d <u>9</u> % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	134	134	134	18,095	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	18,095	5,765	23,860	\$135,037	\$135,037	\$178,060	0.0%	31.9%
D1. US Direct Hire (USDH)	134	134	134	18,095			-	-	18,095	5,765	23,860	\$135,037	\$135,037	\$178,060	0.0%	31.9%
D1a. Senior Executive Schedule	3	3	3	388					388	124	512	\$129,333	\$129,333	\$170,667	0.0%	32.0%
D1b. General Schedule	125	125	125	16,932	-	-	-	-	16,932	5,394	22,326	\$135,456	\$135,456	\$178,608	0.0%	31.9%
D1c. Special Schedule	5	5	5	646	-	-	-	-	646	206	852	\$129,200	\$129,200	\$170,400	0.0%	31.9%
D1d. Wage System D1e. Highly Qualified Experts		÷.,	- 1	- 129	-	-	-	-	129	- 41	170	\$129,000	\$129,000	\$170,000	0.0%	31.8%
D1f. Other	- ¹			129				-	129	- 41	170	3129,000	8129,000	3170,000	0.028	31.070
D2. Direct Hire Program Foreign Nationals (DHFN)																
D3. Total Direct Hire	134	134	134	18,095	-	-			18,095	5,765	23,860	\$135,037	\$135,037	\$178,060	0.0%	31.9%
D4. Indirect Hire Foreign Nationals (IHFN)		-	1.54	10,075	-	-	-	_	-						0.070	
Subtotal - Direct Funded (excludes OC 13)	134	134	134	18,095		-	-	-	18,095	5,765	23,860	\$135,037	\$135,037	\$178,060	0.0%	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)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>					
R1. US Direct Hire (USDH)	-	-	-	-	-			-		-		-	-	-	-	
R1a. Senior Executive Schedule		-	-	-		-		-	-	-		-		-	-	
R1b. General Schedule	· ·	-	-	-	-	-	-	-	-	-				-		
R1c. Special Schedule R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-		-	-	
R1e. Highly Qualified Experts				-	-	-										
R1f. Other		-		-		_		-	_				_			
R2. Direct Hire Program Foreign Nationals (DHFN)																
R3. Total Direct Hire																
R4. Indirect Hire Foreign Nationals (IHFN)	· .	-	-	-		-		-	-	-	-					
Subtotal - Reimbursable Funded (excludes OC 13)	-	-	-	-	_	-	-	-	-	-	-	-	-	-	-	-
R5. Other Object Class 13 Benefits										-						
R5a. USDH - Benefits for Former Employees										-						
R5b. DHFN - Benefits for Former Employees										-						
R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual																
Total Personnel (includes OC 13)	134	134	134	18,095	0	0		0	18,095	5,765	23,860	\$135,037	\$135,037	\$178,060	0.0%	31.9%
					<u>u</u>	<u>u</u>	<u>•</u>	<u>u</u>								
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule	134	134	134	18,095 388	- 0	- 0	- 0	- 0	18,095 388	5,765 124	23,860 512	\$135,037 \$129,333	\$135,037 \$129,333	\$178,060 \$170,667	0.0%	31.9% 32.0%
T1b. General Schedule	125	125	125	16,932	0	0	0	0	16,932	5,394	22.326	\$129,555 \$135,456	8129,333 8135,456	\$170,007 \$178,608	0.0%	32.0%
T1c. Special Schedule	125	125	5	646	0	0	0	0	646	206	852	\$129,200	\$129,200	\$170,400	0.0%	31.9%
Tld. Wage System	0	0	õ	0	ő	0	ő	ő	0	0	0	-	-		-	-
T1e. Highly Qualified Experts	1	1	i	129	0	0	0	0	129	41	170	\$129,000	\$129,000	\$170,000	0.0%	31.8%
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0					
T3. Total Direct Hire	134	134	134	18,095					18,095	5,765	23,860	\$135,037	\$135,037	\$178,060	0.0%	31.9%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	134	134	134	18,095	-		-	-	18,095	5,765	23,860	\$135,037	\$135,037	\$178,060	0.0%	31.9%
T5. Other Object Class 13 Benefits										-	-					
T5a. USDH - Benefits for Former Employees										0	0					
T5h DHEN - Banafite for Formar Employees																
T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					

Operation and Maintenance, Defense-Wide					Department	of Defense E		ncy					Date: Feb	ruary 2020		
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>s</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pav	(FY 2019) (\$ in Thousan <u>f</u> Holiday Pay		e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	i Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>1</u> Basic Comp	i/c <u>m</u> Total Comp	Rates k/c <u>n</u> Comp & Benefits	h/d <u>0</u> % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	12,461	12,494	11,966	712.039	804	759	91,343	92,906	804,945	434,657	1,239,602	\$59,505	\$67,269		13.0%	61.0%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule	12,213 6 3,101	12,246 6 3,430	11,718 6 3,087	703,732 978 125,004	804 - 559	759 - 54	91,343 87 33,145	92,906 87 33,758	796,638 1,065 158,762	434,048 346 59,787	1,230,686 1,411 218,549	\$60,056 \$163,000 \$40,494	\$67,984 \$177,500 \$51,429	\$105,025 \$235,167 \$70,797	13.2% 8.9% 27.0%	61.7% 35.4% 47.8%
D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	3,198 303 - 5,605	2,857 305 - 5,648	2,830 300 - 5,495	220,192 9,084 - 348,474	6 239 -	24 - 681	12,221 2,454 - 43,436	12,251 2,693 	232,443 11,777 392,591	76,405 4,376 - 293,134	308,848 16,153 	\$77,806 \$30,280 \$63,417	\$82,135 \$39,257 \$71,445	\$109,134 \$53,843 \$124,791	5.6% 29.6% 12.7%	34.7% 48.2% - 84.1%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire Foreign Nationals (HFN) Subtoal - Direct Fanded (accludes OC 13) SO Other Object Class 13 Benefits D5. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Linbility Accunal	77 12,290 171 <i>12,461</i>	73 12,319 175 <i>12,494</i>	73 11,791 175 11,966	1,989 705,721 6,318 7 <i>12,039</i>	804 - 804	759 759 759	91,343 91,343	92,906 92,906	1,989 798,627 6,318 <i>804,945</i>	609 434,657 - - - - - - -	2,598 1,233,284 6,318 1,239,602	\$27,247 \$59,853 \$36,103 \$59,505	\$27,247 \$67,732 \$36,103 \$67,269	\$35,589 \$104,595 \$36,103 \$103,594	0.0% 13.2% 0.0% 13.0%	30.6% 61.6% 0.0% 61.0%
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	:				
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1c. Special Schedule R1c. Wage System R1e. Highly Qualified Experts R1f. Other R2. Direct Hire Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HFFN) Subtual - Remfus For Former Employees R5. USDH - Benefits for Former Employees R5. DiFN- Benefits for Former Employees R5. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual										-						
Total Personnel (includes OC 13) T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1c. Highly Qualified Experts T1F. Highly Qualified Experts T1F. Other	12,461 12,213 6 3,101 3,198 303 0 5,605	12,494 12,246 6 3,430 2,857 305 0 5,648	11.966 11,718 6 3,087 2,830 300 0 5,495	712,039 703,732 978 125,004 220,192 9,084 0 348,474	804 804 0 559 6 239 0 0	759 759 0 54 24 0 0 681	91,343 91,343 87 33,145 12,221 2,454 0 43,436	92,906 92,906 87 33,758 12,251 2,693 0 44,117	804,945 796,638 1,065 158,762 232,443 11,777 0 392,591	434,657 434,048 346 59,787 76,405 4,376 0 293,134	1,239,602 1,230,686 1,411 218,549 308,848 16,153 0 685,725	<u>\$59,505</u> \$60,056 \$163,000 \$40,494 \$77,806 \$30,280 \$63,417	\$67,269 \$67,984 \$177,500 \$51,429 \$82,135 \$39,257 \$71,445	\$105,025 \$235,167 \$70,797 \$109,134 \$53,843 \$124,791	13.0% 13.2% 8.9% 27.0% 5.6% 29.6% 12.7%	<u>61.0%</u> 61.7% 35.4% 47.8% 34.7% 48.2% - 84.1%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employces T5b. DHFN - Benefits for Former Employces T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accunal	77 12,290 171 <i>12,461</i>	73 12,319 175 <i>12,494</i>	73 11,791 175 11,966	1,989 705,721 6,318 7 <i>12,039</i>	0 804 0 <i>804</i>	0 759 0 759	0 91,343 0 91,343	0 9 2,906 0 92,906	1,989 798,627 6,318 <i>804,945</i>	609 434,657 0 434,657 0 0 0 0 0 0	2,598 1,233,284 6,318 1,239,602 0 0 0 0 0 0 0 0 0	\$27,247 \$59,853 \$36,103 \$59,505	\$27,247 \$67,732 \$36,103 \$67,269	\$35,589 \$104,595 \$36,103 \$103,594	0.0% 13.2% 0.0% 13.0%	30.6% 61.6% 0.0% 61.0%

Operation and Maintenance, Defense-Wide					Department	of Defense E		ncy					Date: Febr	uary 2020		
	<u>a</u> Begin	<u>b</u> End	2	<u>d</u> Basic	<u>e</u> Overtime	(FY 2020) (\$ in Thousan <u>f</u> Holiday		e + f + g <u>h</u> Total	d + h <u>i</u> Comp	i Benefits	i+j <u>k</u> Comp	d/c <u>l</u> Basic	i/c <u>m</u> Total	<u>Rates</u> k/c <u>n</u> Comp	h/d <u>9</u> % BC	j/d P % BC
	Strength	Strength	<u>FTEs</u>	Comp	Pay	Pay	0.C.11	Variables	0.C.11	O.C.12/13	& Benefits	Comp	Comp	& Benefits	Variables	Benefits
Direct Funded Personnel (includes OC 13)	12,494	12,508	11,974	734,165	768	771	95,173	96,712	830,877	445,116	1,275,993	<u>\$61,313</u>	\$69,390	\$106,564	13.2%	60.6%
D1. US Direct Hire (USDH)	12,246	12,263	11,729	726,084	768	771	95,173	96,712	822,796	444,537	1,267,333	\$61,905	\$70,151	\$108,051	13.3%	61.2%
D1a. Senior Executive Schedule	6	6	6	1,011	-		89	89	1,100	355	1,455	\$168,500	\$183,333	\$242,500	8.8%	35.1%
D1b. General Schedule D1c. Special Schedule	3,430 2,857	3,500	3,149 2,896	129,795 233,240	559	56 25	36,123 13,000	36,738	166,533 246,271	62,325 81,060	228,858 327,331	\$41,218 \$80,539	\$52,884 \$85,038	\$72,676 \$113.029	28.3% 5.6%	48.0% 34.8%
D1d. Wage System	305	305	300	10,008	203	-	2,201	2,404	12,412	4,836	17,248	\$33,360	\$41,373	\$57,493	24.0%	48.3%
D1e. Highly Qualified Experts		-	-	-		-		-	-	-	-		-			-
D1f. Other	5,648	5,519	5,378	352,030	-	690	43,760	44,450	396,480	295,961	692,441	\$65,457	\$73,723	\$128,754	12.6%	84.1%
D2. Direct Hire Program Foreign Nationals (DHFN)	73	64	64	1,958					1,958	579	2,537	\$30,594	\$30,594	\$39,641	0.0%	29.6%
D3. Total Direct Hire	12,319	12,327	11,793	728,042	768	771	95,173	96,712	824,754	445,116	1,269,870	\$61,735	\$69,936	\$107,680	13.3%	61.1%
D4. Indirect Hire Foreign Nationals (IHFN)	175	181	181	6,123	-	-	-	-	6,123		6,123	\$33,829	\$33,829	\$33,829	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits	12,494	12,508	11,974	734,165	768	771	95,173	96,712	830,877	445,116	1,275,993	\$61,313	\$69,390	\$106,564	13.2%	60.6%
D5a. USDH - Benefits for Former Employees										-						
D5b. DHFN - Benefits for Former Employees										-						
D5c. Voluntary Separation Incentive Pay (VSIP)										-	-					
D5d. Foreign National Separation Liability Accrual										-						
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>				1.1	
R1. US Direct Hire (USDH)	-	-		-				-		-						-
R1a. Senior Executive Schedule	· ·	-	-	-					-	-	-					-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-			-	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System R1e. Highly Qualified Experts				-						-			-		-	-
R1f. Other		-	-	-	-			-	_	-	_					-
R2. Direct Hire Program Foreign Nationals (DHFN)																
R3. Total Direct Hire			-	-												-
R4. Indirect Hire Foreign Nationals (IHFN)		-	-	-		-		-	-	-	-					-
Subtotal - Reimbursable Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5. Other Object Class 13 Benefits										-						
R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees										-						
R5c. Voluntary Separation Incentive Pay (VSIP)										-						
R5d. Foreign National Separation Liability Accrual																
Total Personnel (includes OC 13)	12,494	12,508	11,974	734,165	768	771	95,173	96,712	830,877	445,116	1,275,993	\$61,313	\$69,390	\$106,564	13.2%	60.6%
T1. US Direct Hire (USDH)	12,246	12,263	11,729	726,084	768	771	95,173	96,712	822,796	444,537	1,267,333	\$61,905	\$70,151	\$108.051	13.3%	61.2%
T1a. Senior Executive Schedule	12,240	12,205	6	1,011	0	0	89	89	1,100	355	1,455	\$168,500	\$183,333	\$242,500	8.8%	35.1%
T1b. General Schedule	3,430	3,500	3,149	129,795	559	56	36,123	36,738	166,533	62,325	228,858	\$41,218	\$52,884	\$72,676	28.3%	48.0%
T1c. Special Schedule	2,857	2,933	2,896	233,240	6	25	13,000	13,031	246,271	81,060	327,331	\$80,539	\$85,038	\$113,029	5.6%	34.8%
T1d. Wage System	305	305	300	10,008	203	0	2,201	2,404	12,412	4,836	17,248	\$33,360	\$41,373	\$57,493	24.0%	48.3%
T1e. Highly Qualified Experts	0 5.648	0	0	0	0	0 690	0	0	0	0	0				12 (2)	-
T1f. Other		5,519	5,378	352,030	0		43,760	44,450	396,480	295,961	692,441	\$65,457	\$73,723	\$128,754	12.6%	84.1%
T2. Direct Hire Program Foreign Nationals (DHFN)	73	64	64	1,958	0	0	0	0	1,958	579	2,537	\$30,594	\$30,594	\$39,641	0.0%	29.6%
T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN)	12,319 175	12,327 181	11,793 181	728,042 6,123	768	771	95,173	96,712	824,754 6,123	445,116	1,269,870 6,123	\$61,735 \$33,829	869,936 833,829	\$107,680 \$33,829	13.3% 0.0%	61.1% 0.0%
Subtotal - Total Funded (excludes OC 13)	12,494	12,508	11.974	734.165	768	771	95,173	96,712	830,877	445,116	1,275,993	\$61.313	\$55,829 \$69,390	\$106,564	13.2%	60.6%
T5. Other Object Class 13 Benefits		10,000		101,100				- 10 - 1 - E	and appendix	-	-		2001000	24 0 0 1 2 0 1	10.00/0	00.070
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					

Operation and Maintenance, Defense-Wide					Department	of Defense E	ducation Age	ncv					Date: Febr	uary 2020		
					Department	(FY 2021) –									
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>s</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pav	(\$ in Thousan <u>f</u> Holiday Pay	g Other O.C.11	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	İ Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>l</u> Basic Comp	i/c <u>m</u> Total Comp	<u>Rates</u> k/c <u>n</u> Comp & Benefits	h/d <u>9</u> % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	12,502	12,325	11.802	730,912	794	<u>Pay</u> 761	95,328	<u>variables</u> 96,883	827,795	443.562	1,271,357	<u>\$61,931</u>	\$70,140	\$107,724	13.3%	60.7%
D1. US Direct Hire (USDH)	12,257	12,081	11,558	722,718	794	761	95,328	96,883	819,601	442,977	1,262,578	\$62,530	\$70,912	\$109,238	13.4%	61.3%
D1a. Senior Executive Schedule	6	6	6	1,021		-	90	90	1,111	359	1,470	\$170,167	\$185,167	\$245,000	8.8%	35.2%
D1b. General Schedule	3,494	3,461 2,844	3,114	130,486	564	55	36,226	36,845	167,331	62,535	229,866	\$41,903	\$53,735	\$73,817	28.2%	47.9%
D1c. Special Schedule D1d. Wage System	2,933 305	2,844	2,817 305	229,351 10,174	6 224	24	12,761 2,363	12,791 2,587	242,142 12,761	79,693 5,038	321,835 17,799	\$81,417 \$33,357	\$85,957 \$41,839	\$114,247 \$58,357	5.6% 25.4%	34.7% 49.5%
D1e. Highly Qualified Experts		-	-	-	-		2,505	-	-	-			342,033		47.474	49.576
D1f. Other	5,519	5,459	5,316	351,686	-	682	43,888	44,570	396,256	295,352	691,608	\$66,156	\$74,540	\$130,099	12.7%	84.0%
D2. Direct Hire Program Foreign Nationals (DHFN)	64	64	64	1,980		-			1,980	585	2,565	\$30,938	\$30,938	\$40,078	0.0%	29.5%
D3. Total Direct Hire	12,321	12,145	11,622	724,698	794	761	95,328	96,883	821,581	443,562	1,265,143	\$62,356	\$70,692	\$108,858	13.4%	61.2%
D4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Direct Funded (excludes OC 13)	181	180 12.325	180 11,802	6,214 730,912	- 794	761	95,328	96,883	6,214 827,795	443,562	6,214 1,271,357	\$34,522 \$61,931	\$34,522 \$70,140	\$34,522 \$107,724	0.0% 13.3%	0.0% 60.7%
D5. Other Object Class 13 Benefits	12,502	12,323	11,002	750,912	794	701	93,328	30,003	627,793	445,502	1,271,337	301,931	370,140	#107,724	13.376	00.7%
D5a. USDH - Benefits for Former Employees	1									-	-					
D5b. DHFN - Benefits for Former Employees										-	-					
D5c. Voluntary Separation Incentive Pay (VSIP)										-	-					
D5d. Foreign National Separation Liability Accrual	-									-						
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>		-			-
R1. US Direct Hire (USDH)	-		-	-	-		-			-		-	-	-	-	-
R1a. Senior Executive Schedule R1b. General Schedule		-														-
R1c. Special Schedule		-			-	-		2		-						-
R1d. Wage System	· ·	-		-		-		-	-	-		-	-	-	-	-
R1e. Highly Qualified Experts		-	-	-	-	-			-	-			-		-	
R1f. Other		-	-	-	-	-	-	-	-	-	-	-	-	-	-	7
R2. Direct Hire Program Foreign Nationals (DHFN)				-		-			-	-			-	-	-	-
R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN)															-	1
Subtotal - Reimbursable Funded (excludes OC 13)		-	-		-											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 Personnel (includes OC 13)	12,502	12,325	11,802	730,912	794	761	95,328	96,883	827,795	443,562	1,271,357	\$61,931	\$70,140	\$107,724	13.3%	60.7%
T1. US Direct Hire (USDH)	12,257	12,081	11,558	722,718	794	761	95,328	96,883	819,601	442,977	1,262,578	\$62,530	\$70,912	\$109.238	13.4%	61.3%
T1a. Senior Executive Schedule	6	6	6	1,021	0	0	90	90	1,111	359	1,470	\$170,167	\$185,167	\$245,000	8.8%	35.2%
T1b. General Schedule	3,494	3,461	3,114	130,486	564	55	36,226	36,845	167,331	62,535	229,866	\$41,903	\$53,735	\$73,817	28.2%	47.9%
T1c. Special Schedule	2,933	2,844	2,817	229,351	6	24	12,761	12,791	242,142	79,693	321,835	\$81,417	\$85,957	\$114,247	5.6%	34.7%
T1d. Wage System T1e. Highly Qualified Experts	305	311	305	10,174	224	0	2,363	2,587	12,761	5,038	17,799	\$33,357	\$41,839	\$58,357	25.4%	49.5%
Tlf. Other	5,519	5,459	5,316	351,686	0	682	43,888	44,570	396,256	295,352	691,608	\$66,156	\$74,540	\$130,099	12.7%	84.0%
T2. Direct Hire Program Foreign Nationals (DHFN)	64	64	64	1,980	0	0	0	0	1,980	585	2,565	\$30,938	\$30,938	\$40,078	0.0%	29.5%
T3. Total Direct Hire	12,321	12,145	11,622	724,698	794	761	95,328	96,883	821,581	443,562	1,265,143	\$62,356	\$70,692	\$108,858	13.4%	61.2%
T4. Indirect Hire Foreign Nationals (IHFN)	181	180	180	6,214	0	0	0	0	6,214	0	6,214	\$34,522	\$34,522	\$34,522	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits	12,502	12,325	11,802	730,912	794	761	95,328	96,883	827,795	443,562	1,271,357	\$61,931	\$70,140	\$107,724	13.3%	60.7%
T5a. USDH - Benefits for Former Employees										- 0	- 0					
T5b. DHFN - Benefits for Former Employees	1									0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability Accrual										0	0					

Operation and Maintenance, Defense-Wide					Defense Pe	ersonnel Acco (FY 2019)		y					Date: Feb	ruary 2020		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>s</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(S in Thousan <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp & Benefits	h/d <u>9</u> % BC <u>Variables</u>	j/d P % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	312	330	323	32,404	0	<u>0</u>	919	919	33,323	12,524	45,847	\$100,322	\$103,167	\$141,941	2.8%	38.6%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule	290 2	308 2	301 2	31,599 355	1	1	919	919 -	32,518 355	12,524 120	45,042 475	\$104,980 \$177,500	\$108,033 \$177,500	\$149,641 \$237,500	2.9% 0.0%	39.6% 33.8%
D1b. General Schedule D1c. Special Schedule D1d. Wage System	287	305 1	298 1	31,067 177 -		-	919 - -	919 - -	31,986 177	12,344 60	44,330 237	\$104,252 \$177,000	\$107,336 \$177,000	\$148,758 \$237,000	3.0% 0.0%	39.7% 33.9% -
D1e. Highly Qualified Experts D1f. Other					:	-		1	-	:	1	1		:	:	1
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	- 290 22	- 308 22	- 301 22	31,599 805	1	1	919	919	32,518 805	12,524	45,042 805	\$104,980 \$36,591	\$108,033 \$36,591	\$149,641 \$36,591	2.9%	- 39.6% 0.0%
Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits	312	330	323	805 32,404	-	-	919	919	805 33,323	12,524	45,847	\$36,591 \$100,322	\$36,391 \$103,167	\$30,391 \$141,941	2.8%	0.0% 38.6%
D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP)											-					
D5d. Foreign National Separation Liability Accrual										-						
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>					
R1. US Direct Hire (USDH)	-	-	-	-		-	-	-	-	-		-	-	-	-	-
R1a. Senior Executive Schedule		-	-	-		-			-	-		-	-	-	-	-
R1b. General Schedule	· ·	-	-	-	-	-	-		-	-				-	-	1.1
R1c. Special Schedule R1d. Wage System		-	-	-	-	-	-		-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts		-	-	-												
R1f. Other	· ·	-	-	-	-	-		-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	· ·															
R3. Total Direct Hire	-		-	-												
R4. Indirect Hire Foreign Nationals (IHFN)	· ·	-	-	-	-	-		-	-	-	-					-
Subtotal - Reimbursable Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5. Other Object Class 13 Benefits										-	-					
R5a. USDH - Benefits for Former Employees										-	-					
R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP)										-	-					
R5d. Foreign National Separation Liability Accrual										-	-					
Total Personnel (includes OC 13)	312	330	323	32,404	0	0	919	919	33,323	12,524	45,847	\$100,322	\$103,167	\$141,941	2.8%	38.6%
T1. US Direct Hire (USDH)	290	308	301	31,599			919	919	32,518	12,524	45,042	\$104,980	\$108,033	\$149,641	2.9%	39.6%
T1a. Senior Executive Schedule	2	2	2	355	0	0	0	0	355	120	475	\$177,500	\$177,500	\$237,500	0.0%	33.8%
T1b. General Schedule	287	305	298	31,067	0	0	919	919	31,986	12,344	44,330	\$104,252	\$107,336	\$148,758	3.0%	39.7%
T1c. Special Schedule	1	1	1	177	0	0	0	0	177	60	237	\$177,000	\$177,000	\$237,000	0.0%	33.9%
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts T1f. Other	0	0	0 0	0 0	0	0	0	0	0	0	0	1	-		-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	290	308	301	31,599			919	919	32,518	12,524	45,042	\$104,980	\$108,033	\$149,641	2.9%	39.6%
T4. Indirect Hire Foreign Nationals (IHFN)	22	22	22	805	0	0	0	0	805	0	805	\$36,591	\$36,591	\$36,591	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits	312	330	323	32,404	-	-	919	919	33,323	12,524	45,847	\$100,322	\$103,167	\$141,941	2.8%	38.6%
15. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees										-						
T5b. DHFN - Benefits for Former Employees	1									0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)	1									0	0					
T5d. Foreign National Separation Liability Accrual	1										0					

Operation and Maintenance, Defense-Wide						rsonnel Acco (FY 2020))	y					Date: Febr	·		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> FTEs	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousar <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i∕c <u>m</u> Total <u>Comp</u>	<u>Rates</u> k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>9</u> % BC <u>Variables</u>	j/d P % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	314	310	332	34,500	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	34,500	11,250	45,750	<u>\$103,916</u>	\$103,916	\$137,801	0.0%	32.6%
D1. US Direct Hire (USDH)	314	310	310	33,750	-			-	33,750	11,250	45,000	\$108,871	\$108,871	\$145,161	0.0%	33.3%
D1a. Senior Executive Schedule	2	2	2	355					355	120	475	\$177,500	\$177,500	\$237,500	0.0%	33.8%
D1b. General Schedule	311	307	307	33,218	-	-	-	-	33,218	11,070	44,288	\$108,202	\$108,202	\$144,261	0.0%	33.3%
D1c. Special Schedule	1	1	1	177	-	-	-	-	177	60	237	\$177,000	\$177,000	\$237,000	0.0%	33.9%
D1d. Wage System D1e. Highly Qualified Experts		-	-	-	-								-		-	-
DIf. Other		-	-	-						-						-
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	314	310	310	33.750	-	-	-	-	33,750	11,250	45,000	\$108,871	\$108.871	\$145,161	0.0%	33.3%
D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	514	310	22	33,750					33,750	11,450	45,000	\$108,871 \$34,091	\$108,871 \$34,091	\$145,101 \$34,091	0.0%	55.5% 0.0%
Subtotal - Direct Funded (excludes OC 13)	314	310	332	34,500	-	_	-	_	34,500	11,250	45,750	\$103.916	\$103,916	\$137,801	0.0%	32.6%
D5. Other Object Class 13 Benefits										-	-					
D5a. USDH - Benefits for Former Employees	1									-	-					
D5b. DHFN - Benefits for Former Employees										-	-					1
D5c. Voluntary Separation Incentive Pay (VSIP)										-	-					
D5d. Foreign National Separation Liability Accrual										-						
Reimbursable Funded Personnel (includes OC 13)	22	22	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>					
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)	22	22												-		-
Subtotal - Reimbursable Funded (excludes OC 13)	22	22			-					-						
R5. Other Object Class 13 Benefits																
R5a. USDH - Benefits for Former Employees	1									-						
R5b. DHFN - Benefits for Former Employees										-						
R5c. Voluntary Separation Incentive Pay (VSIP)										-	-					
R5d. Foreign National Separation Liability Accrual																
Total Personnel (includes OC 13)	336	332	332	34,500	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	34,500	11,250	45,750	<u>\$103,916</u>	\$103,916	\$137,801	0.0%	32.6%
T1. US Direct Hire (USDH)	314	310	310	33,750	-		-	-	33,750	11,250	45,000	\$108,871	\$108,871	\$145,161	0.0%	33.3%
T1a. Senior Executive Schedule	2	2	2	355	0	0	0	0	355	120	475	\$177,500	\$177,500	\$237,500	0.0%	33.8%
T1b. General Schedule	311	307	307	33,218	0	0	0	0	33,218	11,070	44,288	\$108,202	\$108,202	\$144,261	0.0%	33.3%
T1c. Special Schedule	1 0	1	1	177	0	0	0	0	177	60	237	\$177,000	\$177,000	\$237,000	0.0%	33.9%
T1d. Wage System T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0		-		-	-
T1f. Other	1 0	0	0	0	0	0	0	0	0	0	0					-
	0	0	0	0	0	0	0	0	0	0						
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	314	310	310	33,750				- 0	33,750	11,250	45,000	\$108,871	\$108,871	\$145,161	0.0%	33.3%
T4. Indirect Hire Foreign Nationals (IHFN)	22	22	22	750	- 0	- 0	- 0	0	750	0	45,000	\$34.091	\$34.091	\$34.091	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	336	332	332	34,500	-	-		-	34,500	11,250	45,750	\$103,916	\$103,916	\$137,801	0.0%	32.6%
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					

Operation and Maintenance, Defense-Wide					Defense Po	ersonnel Acco (FY 2021)		y					Date: Feb	ruary 2020		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> FTEs	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(S in Thousan <u>f</u> Holiday <u>Pay</u>	rds) <u>g</u> Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	İ Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp & Benefits	h/d <u>9</u> % BC <u>Variables</u>	j/d P % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	308	308	330	35,583	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	35,583	11,594	47,177	\$107,827	\$107,827	\$142,961	0.0%	32.6%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule	308 2 305	308 2 305	308 2 305	34,783 355 34,251 177	-	-	:	-	34,783 355 34,251	11,594 120 11,414 60	46,377 475 45,665	\$112,932 \$177,500 \$112,298 \$177,000	\$112,932 \$177,500 \$112,298	\$150,575 \$237,500 \$149,721	0.0% 0.0% 0.0% 0.0%	33.3% 33.8% 33.3%
D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other			:	-	-	-			-	-	237	-	\$177,000 - -	\$237,000	-	33.9% - - -
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN) Subtout-Direct Finulded (excludes OC 13) D5. Other Object Class 13 Banefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Volumtary Separation Incentive Pay (VSIP)	308 - 308	308 - 308	- 308 22 330	34,783 800 35,583		-		-	34,783 800 35,583	11,594 <i>11,594</i>	46,377 800 <i>47,177</i>	\$112,932 \$36,364 \$107,827	\$112,932 \$36,364 \$107,827	\$150,575 \$36,364 \$142,961	0.0% 0.0% 0.0%	33.3% 0.0% 32.6%
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 (HFN) Subtotal - Reinhursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5. USDH - Banefits for Former Employees R5. DHFN - Banefits for Former Employees R5. DHFN - Banefits for Former Employees R5. DMIATN Separation Incentive Pay (VSIP)	<u>0</u> - - - - - - - -	<u>0</u> - - - - - - - - - - - -	- - - - - - - - -	<u>0</u> - - - - - - - - - -	<u>0</u> - - - - - - -	<u>U</u> - - - - - - -	• - - - - - - - - -	<u>0</u> - - - - - - - - - - -	<u>e</u> - - - -	<u>0</u>	<u>0</u> - - - - - - - - - - - - - - - - - - -		-			
R5d. Foreign National Separation Liability Accrual										-	-					
Total Personnel (includes OC 13)	308	308	330	35,583	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	35,583	11.594	47,177	<u>\$107,827</u>	<u>\$107,827</u>	<u>\$142,961</u>	<u>0.0%</u>	<u>32.6%</u>
T1. US Direct Hire (USDH) Tla. Senior Executive Schedule Th. General Schedule Tlc. Special Schedule Tlc. Wage System Tle. Highly Qualified Experts Tlf. Other	308 2 305 1 0 0 0	308 2 305 1 0 0 0	308 2 305 1 0 0 0	34,783 355 34,251 177 0 0 0	- 0 0 0 0 0	- 0 0 0 0 0	- 0 0 0 0 0	- 0 0 0 0	34,783 355 34,251 177 0 0 0	11,594 120 11,414 60 0 0 0	46,377 475 45,665 237 0 0 0	\$112,932 \$177,500 \$112,298 \$177,000	\$112,932 \$177,500 \$112,298 \$177,000	\$150,575 \$237,500 \$149,721 \$237,000	0.0% 0.0% 0.0%	33.3% 33.8% 33.3% 33.9% - - -
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Finded (excludes OC 13) T5. UOHer Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Liability Acerual T5d. Uoreign National Separation Liability Acerual	0 308 0 <i>308</i>	0 308 0 308	0 308 22 330	0 34,783 800 <i>35,583</i>	0 - - -	0	0 - -	- 0	0 34,783 800 <i>35,583</i>	0 11,594 0 11,594 - 0 0 0 0	0 46,377 800 47,177 0 0 0 0	8112,932 836,364 8107,827	\$112,932 \$36,364 \$107,827	\$150,575 \$36,364 \$142,961	0.0% 0.0% 0.0%	- 33.3% 0.0% 32.6%

Operation and Maintenance, Defense-Wide				р	efense Count	erintelligence		gency					Date: Feb	ruary 2020		
	I					(FY 2019 (\$ in Thousa						í.		Rates		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>s</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	<u>f</u> Holiday <u>Pay</u>	g Other <u>0.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	İ Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>9</u> % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	856	914	884	102,169	277	5	1,802	2,084	104,253	32,602	136,855	\$115,576	\$117,933	\$154,813	2.0%	31.9%
D1. US Direct Hire (USDH)	856	914	884	102,169	277	5	1,802	2,084	104,253	32,602	136,855	\$115,576	\$117,933	\$154,813	2.0%	31.9%
D1a. Senior Executive Schedule D1b. General Schedule	838	6 900	5 871	565 100,251	- 277	- 5	900 802	900 1,084	1,465	175 31,984	1,640 133,319	\$113,000 \$115,099	\$293,000 \$116,343	\$328,000 \$153,064	159.3% 1.1%	31.0% 31.9%
D1c. Special Schedule	10	900	8/1	1,353	211	,	802 100	1,084	1,453	443	133,319	\$169,125	\$110,343 \$181,625	\$155,004 \$237,000	7.4%	31.9%
D1d. Wage System		-		1,555			-	-	-	-	1,050					
D1e. Highly Qualified Experts		-	-	-					-	-		-				-
D1f. Other	-	-	-	-	-	-	-	-	-			-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)					-	-		-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	856	914	884	102,169	277	5	1,802	2,084	104,253	32,602	136,855	\$115,576	\$117,933	\$154,813	2.0%	31.9%
D4. Indirect Hire Foreign Nationals (IHFN) Subtrated Direct English (see Judge OC 12)	856	914	884	102,169	- 277		1.802	2.084	104 252	32,602	136,855	0110 074	\$117.022	*154.012	2.0%	21.04
Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits	020	914	004	102,109	211	,	1,602	2,084	104,253	32,002	150,833	\$113,370	\$117,933	\$154,813	2.0%	31.9%
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees										-	-					3
D5c. Voluntary Separation Incentive Pay (VSIP)										-	-					
D5d. Foreign National Separation Liability Accrual										-						
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>		-			
R1. US Direct Hire (USDH)	-		-	-	-		-	-	-	-		-	-	-	-	-
R1a. Senior Executive Schedule		-	-	-		-			-	-		-	-	-	-	-
R1b. General Schedule R1c. Special Schedule		-				-						-				
R1d. Wage System										-						
R1e. Highly Qualified Experts	· .	-	-						-	-		-				-
R1f. Other	· ·	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)		-		-	-			-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-		-						-			-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reimbursable Funded (excludes OC 13)	· ·	-	-	-	-	-	-	-	-	-	-	-			-	-
R5. Other Object Class 13 Benefits		-	-	-	-	-	-	-	-	-		-		-	-	-
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees										-	-					
R5c. Voluntary Separation Incentive Pay (VSIP)										-	-					
R5d. Foreign National Separation Liability Accrual																
Total Personnel (includes OC 13)	856	<u>914</u>	884	102,169	277	5	1,802	2,084	104,253	32,602	136,855	<u>\$115,576</u>	<u>\$117,933</u>		2.0%	<u>31.9%</u>
T1. US Direct Hire (USDH)	856	914	884	102,169	277	5	1,802	2,084	104,253	32,602	136,855	\$115,576	\$117,933	\$154,813	2.0%	31.9%
T1a. Senior Executive Schedule T1b. General Schedule	8	6 900	5 871	565 100,251	0 277	0	900 802	900 1,084	1,465 101,335	175 31,984	1,640 133,319	\$113,000 \$115,099	\$293,000 \$116,343	\$328,000 \$153,064	159.3% 1.1%	31.0% 31.9%
T1c. Special Schedule	10	900	8	1.353	2//	0	100	1,084	1,453	443	1,896	\$169,125	\$181,625	\$237,000	7.4%	31.9%
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-		-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-		-		-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	856	914	884	102,169	277	5	1,802	2,084	104,253	32,602	136,855	\$115,576	\$117,933	\$154,813	2.0%	31.9%
T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13)	0 856	0 914	0 884	102.169	277	0	0	0 2.084	0 104.253	32,602	0 136,855	\$115 576	8117,933	\$154.813	2.0%	31.9%
T5. Other Object Class 13 Benefits	8.70	214	004	102,109	=//	,	1,002	2,004	109,233	52,002	130,833	3115,570	3111,933	<i>0134,013</i>	2.070	31.970
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					

Operation and Maintenance, Defense-Wide				р	efense Count			gency					Date: Feb	ruary 2020		
	I					(FY 2020 (\$ in Thousa		-				í.		Rates		
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime <u>Pay</u>	f Holiday Pay	g Other O.C.11	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	i Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>1</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	k/c <u>n</u> Comp & Benefits	h/d <u>0</u> % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	928	1,813	1,730	189,833	269	<u>6</u>	3,266	3,541	193,374	55,418	248,792	\$109,730	\$111,777	\$143,810	1.9%	29.2%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule	928 6	1,813 5	1,730 5	189,833 576	269	- 6	3,266 245	3,541 245	193,374 821	55,418 179	248,792 1,000	\$109,730 \$115,200	\$111,777 \$164,200	\$143,810 \$200,000	1.9% 42.5%	29.2% 31.1%
D1b. General Schedule D1c. Special Schedule D1d. Wage System	914 8 -	1,800 8	1,717 8	187,875 1,382	269	-	2,921 100	3,196 100	191,071 1,482	54,136 429	245,207	\$109,421 \$172,750	\$111,282 \$185,250 -	\$142,811 \$238,875	1.7% 7.2%	28.8% 31.0%
D1e. Highly Qualified Experts D1f. Other	:	-	-	-		-		1	1	- 674	674	:	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	928	1,813	1,730	189,833	269	6	3,266	3,541	193,374	55,418	248,792	\$109,730	\$111,777	\$143,810	1.9%	29.2%
Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees	928	1,813	1,730	189,833	269	6	3,266	3,541	193,374	55,418	248,792	\$109,730	<u>\$111,777</u>	\$143,810	1.9%	29.2%
D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP)											-					
D5d. Foreign National Separation Liability Accrual										-	· · ·					
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	=	-			-
R1. US Direct Hire (USDH)	-	1.1	-	-	-		-			-		-	-	-	-	
R1a. Senior Executive Schedule R1b. General Schedule		-		-						-						
R1c. Special Schedule		2			-			2		-						
R1d. Wage System	-	-		-				-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts R1f. Other	:	-			-	-		-	-	-	-	:		-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-		-		-		-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-		1.1	-		1.1					1.1			-	-	1.1
R4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reimbursable Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	-	-					
R5. Other Object Class 13 Benefits																-
R5a. USDH - Benefits for Former Employees										-						
R5b. DHFN - Benefits for Former Employees										-	-					
R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual										-						
Total Personnel (includes OC 13)	0.20	1.812	1.720	100 022	3/0		2.265	100	102.251		3.40 203	\$100 730	6111 000	61/2 810	1.04/	20.20
	928	1,813	1.730	189,833	269	<u>6</u>	3,266	3,541	193,374	55,418	248,792		<u>\$111,777</u>		<u>1.9%</u>	29.2%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule	928	1,813	1,730	189,833 576	269	6	3,266 245	3,541 245	193,374 821	55,418 179	248,792 1,000	\$109,730 \$115,200	\$111,777 \$164,200	\$143,810 \$200,000	1.9% 42.5%	29.2% 31.1%
T1b. General Schedule	914	1,800	1,717	187,875	269	6	2,921	3,196	191,071	54,136	245,207	\$109,421	\$111,282	\$142,811	42.5%	28.8%
T1c. Special Schedule	8	8	8	1,382	0	0	100	100	1,482	429	1,911	\$172,750	\$185,250	\$238,875	7.2%	31.0%
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts T1f. Other	0	0	0	0 0	0 0	0	0	0	0	0 674	0 674	1		-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	928	1,813	1,730	189,833	269 0	6	3,266	3,541	193,374	55,418	248,792	\$109,730	\$111,777	\$143,810	1.9%	29.2%
T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13)	928	1,813	1,730	189,833	269	6	3.266	3.541	193.374	55,418	248,792	\$109,730	s111,777	\$143.810	1.9%	29.2%
T5. Other Object Class 13 Benefits	200	1,012	2,100	10,000	2.39	0	2,200	2,273	170,014	-		3107,130	2000,000	41 44,010	1.770	27.270
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					

Operation and Maintenance, Defense-Wide				D	efense Count	erintelligence	& Security /	gency					Date: Feb	ruary 2020		
						(FY 2021)									
	<u>a</u> Begin	<u>b</u> End	2	<u>d</u> Basic	<u>e</u> Overtime	(\$ in Thousa <u>f</u> Holiday	g Other O.C.11	e + f + g <u>h</u> Total	d + h <u>i</u> Comp	i Benefits	i+j <u>k</u> Comp	d/c 1 Basic	i/c <u>m</u> Total	<u>Rates</u> k/c <u>n</u> Comp	h/d % BC	j/d <u>P</u> % BC
Direct Funded Personnel (includes OC 13)	Strength 1,806	Strength 2,087	FTEs 1.939	Comp 205,652	Pay 522	Pay 16	<u>6,715</u>	Variables 7,253	<u>0.C.11</u> 212,905	<u>0.C.12/13</u> 63,651	& Benefits 276,556	Comp \$106,061	Comp \$109,801	& Benefits \$142,628	Variables 3.5%	Benefits 31.0%
D1. US Direct Hire (USDH)	1,806	2,087	1,939	205,652	522	16	6,715	7,253	212,905	63,651	276,556	\$106,061	\$109,801	\$142,628	3.5%	31.0%
D1a. Senior Executive Schedule	1,000	12	1,939	1.540	544	10	368	368	1,908	477	2,385	\$154,000	\$190,801	\$238,500	23.9%	31.0%
D1b. General Schedule	1,793	2,063	1,918	202,418	522	16	5,979	6,517	208,935	62,649	271,584	\$105,536	\$108,934	\$141,597	3.2%	31.0%
D1c. Special Schedule	8	12	11	1,694	-	-	368	368	2,062	525	2,587	\$154,000	\$187,455	\$235,182	21.7%	31.0%
D1d. Wage System		-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1e. Highly Qualified Experts D1f. Other		-		-						-		1				
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	1,806	2,087	1,939	205,652	522	16	6,715	7,253	212,905	63,651	276,556	\$106,061	\$109,801	\$142,628	3.5%	31.0%
Subtotal - Direct Funded (excludes OC 13)	1.806	2.087	1.939	205,652	522	16	6,715	7,253	212,905	63,651	276,556	\$106.061	\$109,801	\$142,628	3.5%	31.0%
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)	0	0	0	0	0	0	0	0	0	0	0					-
	<u> </u>	<u>u</u>	<u>u</u>	<u>u</u>	<u>v</u>	<u>u</u>	<u>-</u>	<u>u</u>	<u>•</u>	<u>u</u>	<u>u</u>	=	-	-	-	-
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule										-						-
R1b. General Schedule		-		-						-						
R1c. Special Schedule	· ·	-	-	-	-			-	-	-	-	-	-	-	-	-
R1d. Wage System	· ·	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts R1f. Other		-	-	-	-					-		1.1.1.1				
		-	-	-	-	-	-	-	-	-	-		-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire		-	-	-	-			-		-		-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)		-		-						-		1				1
Subtotal - Reimbursable Funded (excludes OC 13)	-	-	-	-	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 Personnel (includes OC 13)	1,806	2,087	1,939	205,652	522	16	6,715	7,253	212,905	63,651	276,556	\$106,061	\$109,801	\$142,628	3.5%	31.0%
T1. US Direct Hire (USDH)	1,806	2,087	1,939	205,652	522	16	6,715	7,253	212,905	63,651	276,556	\$106,061	\$109,801	\$142,628	3.5%	31.0%
T1a. Senior Executive Schedule	5	12	10	1,540	0	0	368	368	1,908	477	2,385	\$154,000	\$190,800	\$238,500	23.9%	31.0%
T1b. General Schedule	1,793	2,063	1,918	202,418	522	16	5,979	6,517	208,935	62,649	271,584	\$105,536	\$108,934	\$141,597	3.2%	31.0%
T1c. Special Schedule	8	12	11	1,694	0	0	368	368	2,062	525	2,587	\$154,000	\$187,455	\$235,182	21.7%	31.0%
T1d. Wage System T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0					-
Tlf. Other	0	ő	0	0	ő	0	0	0	0	ő	0				-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0		-			-
T3. Total Direct Hire	1,806	2,087	1,939	205,652	522	16	6,715	7,253	212,905	63,651	276,556	\$106,061	\$109,801	\$142,628	3.5%	31.0%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	1,806	2,087	1,939	205,652	522	16	6,715	7,253	212,905	63,651	276,556	\$106,061	\$109,801	\$142,628	3.5%	31.0%
T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees										-	- 0					
T5b. DHFN - Benefits for Former Employees	1									0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability Accrual										0	0					

Operation and Maintenance, Defense-Wide						ecurity Coop (FY 2019) –	у					Date: Feb			
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousa <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	İ Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>9</u> % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	391	464	413	44,447	129	77	638	844	45,291	16,149	61,440	\$107,620	\$109,663	\$148,765	1.9%	36.3%
D1. US Direct Hire (USDH)	376	449	398	42,617	129	77	638	844	43,461	16,113	59,574	\$107,078	\$109,198	\$149,683	2.0%	37.8%
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-				-
D1b. General Schedule D1c. Special Schedule	287	291 158	258 140	27,631 14,986	84 45	50 27	413 225	547 297	28,178 15,283	10,470 5,643	38,648 20,926	\$107,097 \$107,043	\$109,217 \$109,164	\$149,798 \$149,471	2.0% 2.0%	37.9% 37.7%
D1d. Wage System		-	-	14,980				-	10,200	5,045	20,720				2.070	57.774
D1e. Highly Qualified Experts		-		-	-				-	-	-	-				
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	15 391	15 464	15 413	1,830 44,447	129	77	638	844	1,830 45,291	16,113	1,830 61,404	\$122,000 \$107,620	\$122,000 \$109,663	\$122,000 \$148,678	0.0% 1.9%	0.0% 36.3%
Subtoal - 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)	391	464	413	44,447	129	77	638	844	45,291	16,113 36 36	61,404 36 36	\$107,620	\$109,663	\$148,678	1.9%	36.3%
D5d. Foreign National Separation Liability Accrual										-						
Reimbursable Funded Personnel (includes OC 13)	26	23	<u>14</u>	1,475	20	<u>6</u>	<u>9</u>	35	1,510	423	1,933	\$105,357	\$107,857	\$138,071	2,4%	28.7%
R1. US Direct Hire (USDH)	26	23	14	1,475	20	6	9	35	1,510	423	1,933	\$105,357	\$107,857	\$138,071	2.4%	28.7%
R1a. Senior Executive Schedule		-		-				-	-	-	-	-	-		-	-
R1b. General Schedule	26	12	7	770	10	3	5	18	788	220	1,008	\$110,000	\$112,571	\$144,000	2.3%	28.6%
R1c. Special Schedule R1d. Wage System		11	. '	705	10	3	4	17	722	203	925	\$100,714	\$103,143	\$132,143	2.4%	28.8%
R1e. Highly Qualified Experts		-		-						-						
R1f. Other	· ·	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)									-						-	-
R3. Total Direct Hire	26	23	14	1,475	20	6	9	35	1,510	423	1,933	\$105,357	\$107,857	\$138,071	2.4%	28.7%
R4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits	26	23	14	1,475	20	6	9	35	1,510	423	1,933	- \$105,357	- \$107,857	\$138,071	2.4%	- 28.7%
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees	1									-	-					
R5c. Voluntary Separation Incentive Pay (VSIP)										-	-					
R5d. Foreign National Separation Liability Accrual	<u> </u>															
Total Personnel (includes OC 13)	417	487	427	45,922	149	83	647	879	46,801	16,572	63,373	<u>\$107,546</u>	\$109,604		1.9%	<u>36.1%</u>
T1. US Direct Hire (USDH)	402	472	412	44,092	149	83	647	879	44,971	16,536	61,507	\$107,019	\$109,153	\$149,289	2.0%	37.5%
T1a. Senior Executive Schedule T1b. General Schedule	0 313	0 303	0 265	0 28,401	0 94	0 53	0 418	0 565	0 28,966	0 10,690	0 39,656	\$107,174	\$109,306	\$149,645	2.0%	37.6%
T1c. Special Schedule	89	169	147	15,691	55	30	229	314	16,005	5,846	21,851	\$106,741	\$109,500	\$149,045 \$148,646	2.0%	37.0%
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-			-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-			-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	15	15	15	1,830	0	0	0	0	1,830	0	1,830		\$122,000	\$122,000	0.0%	0.0%
T3. Total Direct Hire	417	487	427	45,922	149	83	647	879	46,801	16,536	63,337	\$107,546	\$109,604	\$148,330	1.9%	36.0%
T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13)	417	487	427	45.922	149	83	647	0 879	46,801	16,536	0 63.337	\$107,546	\$109,604	\$148,330	1.9%	36.0%
T5. Other Object Class 13 Benefits	11/	40/	727	45,722	149	03	04/	079	40,001	10,550	36	3107,340	3109,004	\$140,330	1.770	50.078
T5a. USDH - Benefits for Former Employees										36	36					
T5b. DHFN - Benefits for Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability Accrual										0	0					

Operation and Maintenance, Defense-Wide						ecurity Coop (FY 2020) –	у					Date: Feb			
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousa <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	İ Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	<u>Rates</u> k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>9</u> % BC <u>Variables</u>	j/d P % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	423	443	437	49,891	128	77	632	837	50,728	17,992	68,720	\$114,167	\$116,082	<u>8157,254</u>	1.7%	36.1%
D1. US Direct Hire (USDH)	408	428	422	48,004	128	77	632	837	48,841	17,992	66,833	\$113,754	\$115,737	\$158,372	1.7%	37.5%
D1a. Senior Executive Schedule	-	283	-	-	-	-		-	-	-	-	-			2.6%	40.5%
D1b. General Schedule D1c. Special Schedule	288	283	282 140	28,264 19,740	114	63 14	560 72	737 100	29,001 19,840	11,456 6,536	40,457 26,376	\$100,227 \$141,000	\$102,840 \$141,714	\$143,465 \$188,400	2.6%	40.5% 33.1%
D1d. Wage System	- 120	-	-	15,540				-	19,040	-	20,570			¢100,400 -	0.574	
D1e. Highly Qualified Experts	· ·	-		-	-				-	-	-	-				-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	15 423	15 443	15 437	1,887 49,891	128	77	632	837	1,887 50,728	17,992	1,887 68,720	\$125,800 \$114,167	\$125,800 \$116,082	\$125,800 \$157,254	0.0% 1.7%	0.0% 36.1%
Subtotal - Direct Funded (excludes OC 13)	423	443	437	49,891	128	77	632	837	50,728	17,992	68,720	\$114,167	\$116,082	\$157,254	1.7%	36.1%
D5. Other Object Class 13 Benefits	1.00		100	10,001	- 20		1004	500 /	56,720	-	-	5	0110,002	1111111111	1.770	20.270
D5a. USDH - Benefits for Former Employees	1									-						
D5b. DHFN - Benefits for Former Employees										-						
D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual										-						
											2 080	6100.000	C110 730	6103 100		** ***
Reimbursable Funded Personnel (includes OC 13)	23	25	25	2,722	35	11	<u>0</u>	46	2,768	310	3,078	<u>\$108,880</u>	<u>\$110,720</u>		1.7%	<u>11.4%</u>
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule	23	25	25	2,722	35	11	-	46	2,768	310	3,078	\$108,880	\$110,720	\$123,120	1.7%	11.4%
R1a. Senior Executive Schedule R1b. General Schedule																
R1c. Special Schedule	23	25	25	2,722	35	11		46	2,768	310	3,078	\$108,880	\$110,720	\$123,120	1.7%	11.4%
R1d. Wage System	· ·	-		-					-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-					-						-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-			-	· · ·	-			-	-	-	-		-	11.00
R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN)	23	25	25	2,722	35	11		46	2,768	310	3,078	\$108,880	\$110,720	\$123,120	1.7%	11.4%
Subtotal - Reimbursable Funded (excludes OC 13)	23	25	25	2,722	35	11	-	46	2,768	310	3.078	\$108,880	\$110,720	\$123,120	1.7%	11.4%
R5. Other Object Class 13 Benefits										-	-					
R5a. USDH - Benefits for Former Employees										-						
R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP)										-						
R5d. Foreign National Separation Liability Accrual										-						
Total Personnel (includes OC 13)	446	468	462	52,613	163	88	632	883	53,496	18,302	71,798	\$113,881	\$115,792	\$155,407	1.7%	34.8%
T1. US Direct Hire (USDH)	431	453	447	50,726	163	88	632	883	51,609	18,302	69,911	\$113,481	\$115,456	\$156.400	1.7%	36.1%
T1a. Senior Executive Schedule	451	455		50,720	0	0	052	0	51,009	10,502	09,911	3113,401	2113,450	3150,400	1.776	30.176
T1b. General Schedule	288	283	282	28,264	114	63	560	737	29,001	11,456	40,457	\$100,227	\$102,840	\$143,465	2.6%	40.5%
T1c. Special Schedule	143	170	165	22,462	49	25	72	146	22,608	6,846	29,454	\$136,133	\$137,018	\$178,509	0.6%	30.5%
T1d. Wage System T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
TIE. Fignly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0					
	15	15	15	1.887	0	0	0	0	1.887	0	1.887	\$125,800	\$125,800	\$125,800	0.0%	0.0%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	446	468	462	52,613	163	88	632	883	53,496	18,302	71,798	\$125,800 \$113,881	8125,800 8115,792	\$125,800 \$155,407	1.7%	34.8%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	1	-
Subtotal - Total Funded (excludes OC 13)	446	468	462	52,613	163	88	632	883	53,496	18,302	71,798	\$113,881	\$115,792	\$155,407	1.7%	34.8%
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees										0	0					
T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability Accrual	1									ő	0					

Operation and Maintenance, Defense-Wide						ecurity Coop (FY 2021) –	у					Date: Feb	ruary 2020		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(S in Thousa <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	İ Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> <u>Basic</u> <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>9</u> % BC <u>Variables</u>	j/d P % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	428	429	437	51,173	130	78	1,114	1,322	52,495	18,331	70,826	<u>\$117,101</u>	\$120,126	\$162,073	2.6%	35.8%
D1. US Direct Hire (USDH)	428	429	422	49,305	130	78	1,114	1,322	50,627	18,331	68,958	\$116,836	\$119,969	\$163,408	2.7%	37.2%
D1a. Senior Executive Schedule			-													
D1b. General Schedule D1c. Special Schedule	283 145	287 142	282 140	28,889 20,416	115	63 15	1,041 73	1,219 103	30,108 20,519	11,571 6,760	41,679 27,279	\$102,443 \$145,829	\$106,766 \$146,564	\$147,798 \$194,850	4.2%	40.1% 33.1%
D1c. Special Schedule D1d. Wage System	145	142	140	20,416	- 15	- 15		105	20,519	6,760	21,219	\$143,029	\$140,204	\$194,000	0.3%	33.170
D1e. Highly Qualified Experts	-	-	-	-						-						
D1f. Other	- 1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	428	429	15 437	1,868 51,173	130	78	1,114	1,322	1,868 52,495	18,331	1,868 70,826	\$124,533 \$117,101	8124,533 8120,126	\$124,533 \$162,073	0.0% 2.6%	0.0% 35.8%
Subtotal - Direct Funded (excludes OC 13)	428	429	437	51,173	130	78	1.114	1.322	52,495	18,331	70,826	\$117,101	\$120,126	\$162,073	2.6%	35.8%
D5. Other Object Class 13 Benefits										-	-					
D5a. USDH - Benefits for Former Employees										-						
D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP)										-						
D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual										-						
Reimbursable Funded Personnel (includes OC 13)	26	25	25	2.071	36	11	47	94	2,165	784	2,949	\$82,840	\$86,600	\$117,960	4.5%	37.9%
	25	25	25			11	47	<u>94</u>								
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule	25	25	25	2,071	36	11	47	94	2,165	784	2,949	\$82,840	\$86,600	\$117,960	4.5%	37.9%
R1a. Senior Executive Schedule R1b. General Schedule			-	-												
R1c. Special Schedule	25	25	25	2,071	36	11	47	94	2,165	784	2,949	\$82,840	\$86,600	\$117,960	4.5%	37.9%
R1d. Wage System		-		-				-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts		-	-	-	-					-					-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-			-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	25	25	25	2,071	36	11	47	94	2,165	784	2,949	\$82,840	\$86,600	\$117,960	4.5%	37.9%
R4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reimbursable Funded (excludes OC 13)	25	25	25	2.071	36	11	47	94	2,165	784	2,949	\$82,840	\$86,600	\$117,960	4.5%	37.9%
R5. Other Object Class 13 Benefits				2,073	2.4				2,100	-		002,070	000,000	<i>wiiiiiiiiiiiii</i>	1.274	21.214
R5a. USDH - Benefits for Former Employees										-						
R5b. DHFN - Benefits for Former Employees										-	-					
R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual																
Total Personnel (includes OC 13)	152		1/2						24.000					\$159,686	3.897	25.00/
	453	454	462	53,244	166	89	1,161	1,416	54,660	19,115	73,775	<u>\$115,247</u>	<u>\$118,312</u>		2.7%	<u>35.9%</u>
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule	453	454	447	51,376	166 0	89	1,161	1,416	52,792	19,115	71,907	\$114,935	\$118,103	\$160,866	2.8%	37.2%
T1b. General Schedule	283	287	282	28,889	115	63	1,041	1,219	30,108	11,571	41,679	\$102,443	\$106,766	\$147,798	4.2%	40.1%
T1c. Special Schedule	170	167	165	22,487	51	26	120	197	22,684	7,544	30,228	\$136,285	\$137,479	\$183,200	0.9%	33.5%
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts T1f. Other	0	0	0	0	0	0	0	0	0	0	0					
	-		-	-	-	-	-	-	-	-						
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	0 453	0 454	15 462	1,868 53,244	0	0 89	0	0 1,416	1,868 54,660	0 19,115	1,868 73,775	\$124,533 \$115,247	\$124,533 \$118,312	\$124,533 \$159,686	0.0%	0.0% 35.9%
T4. Indirect Hire Foreign Nationals (IHFN)	433	0	402	0,244	0	0	1,101	0	0	0	0				a.//0	
Subtotal - Total Funded (excludes OC 13)	453	454	462	53,244	166	89	1,161	1,416	54,660	19,115	73,775	\$115,247	\$118,312	\$159,686	2.7%	35.9%
T5. Other Object Class 13 Benefits										-						
T5a. USDH - Benefits for Former Employees										0	0					
T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability Accrual										0	0					

Operation and Maintenance, Defense-Wide					Defense	Threat Reduc (FY 2019))						Date: Febr	·		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousan <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	İ Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>1</u> Basic <u>Comp</u>	i∕c <u>m</u> Total <u>Comp</u>	<u>Rates</u> k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>9</u> % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	1,291	1,284	1,206	149,290	1,441	414	3,332	5,187	154,477	47,145	201,622	\$123,789	\$128,090	\$167,182	3.5%	31.6%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System	1,291 16 1,275 - -	1,284 15 1,269 -	1,206 14 1,192	149,290 2,461 146,829 -	1,441 1,441 -	414 - 414 -	3,332 153 3,179	5,187 153 5,034 -	154,477 2,614 151,863	46,685 641 46,044 -	201,162 3,255 197,907	\$123,789 \$175,786 \$123,179	\$128,090 \$186,714 \$127,402	\$166,801 \$232,500 \$166,029	3.5% 6.2% 3.4%	31.3% 26.0% 31.4% -
D1e. Highly Qualified Experts D1f. Other		-	2	-	-	-	-	1	1	-	1	1		-		-
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 Formet Employees D5b. DHFN - Benefits for Formet Employees D5b. DHFN - Benefits for Formet Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Lability Accural	1,291	1,284 1,284	1,206 1,206	149,290 149,290	1,441 1,441	- 414 - 414	3,332 3,332	5,187 5,187	154,477 <i>154,477</i>	46,685 46,685 460 - - 460	201,162 201,162 460 - 460	\$123,789 \$123,789	\$128,090 \$128,090	\$166,801 \$166,801	3.5% 3.5%	31.3% 31.3%
Reimbursable Funded Personnel (includes OC 13)	104	103	102	13,722	58	16	247	321	14,043	4,203	18,246	\$134,529	\$137,676	\$178,882	2.3%	30.6%
R1. US Direct Hire (USDH) R la. Senior Esceutive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	104 1 103 - - -	103 1 102 - -	102 1 101 - -	13,722 185 13,537	58 	16 	247 14 233	321 14 307 -	14,043 199 13,844 - -	4,203 56 4,147	18,246 255 17,991	\$134,529 \$185,000 \$134,030	\$137,676 \$199,000 \$137,069 -	\$178,882 \$255,000 \$178,129	2.3% 7.6% 2.3%	30.6% 30.3% 30.6% - - -
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 R5.a. USDH - Benefits for Former Employees R5.b. DHFN - Benefits for Former Employees R5.c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual 	104 - 104	103 - 103	102 - 102	13,722 13,722	58 - 58	16 16	247 	321 - 321	14,043 14,043	4,203	18,246		\$137,676 \$137,676		2.3% 2.3%	30.6% - 30.6%
Total Personnel (includes OC 13)	1,395	1,387	1,308	163,012	1,499	430	3,579	5,508	168,520	51,348	219,868	\$124,627	\$128,838	\$168,095	3.4%	<u>31.5%</u>
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1cl. Wage System T1e. Highly Qualified Experts T1f. Other	1,395 17 1,378 0 0 0 0	1,387 16 1,371 0 0 0 0	1,308 15 1,293 0 0 0 0 0	163,012 2,646 160,366 0 0 0 0 0	1,499 0 1,499 0 0 0 0	430 430 0 0 0 0 0	3,579 167 3,412 0 0 0 0	5,508 167 5,341 0 0 0 0	168,520 2,813 165,707 0 0 0 0	50,888 697 50,191 0 0 0 0	219,408 3,510 215,898 0 0 0 0 0	\$124,627 \$176,400 \$124,026	\$128,838 \$187,533 \$128,157 - - -	\$167,743 \$234,000 \$166,974	3.4% 6.3% 3.3% - -	31.2% 26.3% 31.3% - -
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Finnedel (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDN - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Acerual	0 1,395 0 1,395	0 1,387 0 1,387	0 1,308 0 1,308	0 163,012 0 163,012	0 1,499 0 <i>1,499</i>	0 430 0 430	0 3,579 0 <i>3,579</i>	0 5,508 0 5,508	0 168,520 0 168,520	0 50,888 60 0 0 0 460 0 0 0 0 0	0 219,408 0 219,408 460 0 460 0	8124,627 8124,627	\$128,838 \$128,838	\$167,743 \$167,743	3.4% 3.4%	31.2% 31.2%

Image: biologic stands image: biologic stands<	Operation and Maintenance, Defense-Wide					Defense	Threat Redu (FY 2020)						Date: Feb			
D. B. Soine Function Scholar 13.8 13.4 14.8 148.4 44.3 3.44 4.579 15.3.41 20.1 10.5.3.41 20.1 3.460 10.5.3.41 20.1 3.460 10.5.3.41 20.1 3.460 10.5.3.41 20.1 3.460 10.5.3.41 20.1.5 2		Begin Strength	End <u>Strength</u>		Basic <u>Comp</u>	Overtime	<u>f</u> Holiday	g Other <u>O.C.11</u>	<u>h</u> Total	<u>i</u> Comp <u>O.C.11</u>	Benefits O.C.12/13	<u>k</u> Comp <u>& Benefits</u>	<u>l</u> Basic <u>Comp</u>	<u>m</u> Total <u>Comp</u>	<u>n</u> Comp <u>& Benefits</u>	% BC Variables	P % BC Benefits
Dh. Same Exoante Schahak 15 16 16 16 13 210 2.10 211 3.400 912 4.772 287.08 STA2.90	Direct Funded Personnel (includes OC 13)	1,285	1,246	1,185	149,263	962	423	3,294	4,679	153,942	49,411	203,353	\$125,960	\$129,909	\$171,606	3.1%	<u>33,1%</u>
Dib. Concard Schedule 1.20 1.40 1.40 4.62 4.33 3.25 4.48 19.482 4.98 19.482 4.98 19.4821 312.6217 312.6176 312.6176 312	D1. US Direct Hire (USDH)					962	423										
Dic. Special Schedule Dic. Vege Systems Dic. Vege							-										
Dit. Rigs System .		1,270	1,230			962	423		4,438	150,482	48,499	198,981	\$124,931	\$128,727	\$170,215	3.0%	33.2%
Dit. Ingly Qualified Expense . <th< td=""><td></td><td>-</td><td>-</td><td></td><td></td><td>-</td><td>-</td><td></td><td>-</td><td>-</td><td>-</td><td>-</td><td>-</td><td>-</td><td>-</td><td>-</td><td></td></th<>		-	-			-	-		-	-	-	-	-	-	-	-	
DIC. Ome ·<						-	-								-		-
D2. Direct line Pargan Facing National (DIPS) i </td <td></td> <td></td> <td>-</td> <td>-</td> <td>-</td> <td></td> <td>-</td> <td></td> <td>-</td> <td>_</td> <td>-</td> <td></td> <td></td> <td>-</td> <td></td> <td></td> <td></td>			-	-	-		-		-	_	-			-			
D3. Total Direct Hire L326																	
J. Inferenți Nurinan (IIIF) .<		1.285	1.246			962	423	3.294	4.679	153.942	49.411	203.353	\$125.960	\$129.909	\$171.606	3.1%	33.1%
DS. Ubby Charactine Inclusions 13 Beachine Transposes Dist. USDH. Beaching for Former Transposes Dist. Statutter Schedula Statutter Schedula Statuter Schedula	D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-		-	-	-	-	-	-	-	-	-	-	-	-
DS. USDH - Beachis for Former Employees DS. Voltanzy Separation Intensive Per (VSBT) Image: Separation Intensint Per (VSBT) Image: Separation Intensi		1,285	1,246	1,185	149,263	962	423	3,294	4,679	153,942	49,411	203,353	\$125,960	\$129,909	\$171,606	3.1%	33.1%
Dib. DHTN - Bardin for Dumer Employees 1 <td>D5. Other Object Class 13 Benefits</td> <td>1</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>-</td> <td>-</td> <td></td> <td></td> <td></td> <td></td> <td></td>	D5. Other Object Class 13 Benefits	1									-	-					
Dbs. Voluminy Separation Incensive Pay (VSIP) 1											-						
D54. Protegn National Separation Liability Actual 100 138 131 134. 134. 19 344 135.11 5533 24.44 5134.79 514.305 <											-						
Skinburshk Fundel Frankel Formed (includes OC 13) 183 131 181.67 24 19 301 344 18.511 5.983 24.494 513.677 1.9% 32.5% R1. Some Feature Schedule 1 1 1 90 - - 14 44 204 62 26.6 5190.007 32.46.90 22.66.00 2.4.00 22.66.00 2.4.00 22.66.00 2.4.00 22.66.00 2.4.00 22.66.00 2.4.00 22.66.00 2.4.00 22.66.00 2.4.00 22.66.00 2.4.00 22.6.00 2.4.00 22.6.00 2.4.00 22.6.00 2.4.00 22.6.00 2.4.00											-						
R1. SD Intert Hire (USDH) Int <t< td=""><td></td><td></td><td>120</td><td></td><td>10.175</td><td></td><td>10</td><td>201</td><td></td><td>10.511</td><td>5 000</td><td></td><td>6130 (80</td><td>CT (1 307</td><td>6167.088</td><td>1.04/</td><td>22.00/</td></t<>			120		10.175		10	201		10.511	5 000		6130 (80	CT (1 307	6167.088	1.04/	22.00/
R1s. Senior Escutive Schedule 1 <t< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></t<>																	
R1b. General Schedula 102 137 130 17,977 24 19 287 330 18,07 5,921 24,28 \$33,8,285 \$140,823 \$31,8,369 1.8% 32.9% R1c. Special Schedula -			138			24	19										
R1c. Special Schedule . <td></td> <td></td> <td>122</td> <td></td> <td></td> <td>-</td> <td>-</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>			122			-	-										
R1cl. Highly Qualified Experts . <		102	137			24	19				5,921	24,228	\$136,283	\$140,823	\$180,309	1.676	32.978
Rle, Highly Qualified Experts . <t< td=""><td></td><td></td><td>-</td><td></td><td></td><td>-</td><td>_</td><td>-</td><td></td><td></td><td></td><td></td><td></td><td>_</td><td>-</td><td></td><td>_</td></t<>			-			-	_	-						_	-		_
R2. Direct Hire Program Foreign Nationals (DHFN) .			-	-	-	-	-	-			-				-		-
13. Total Direct Hire 103 138 131 18,167 24 19 301 344 18,511 5,983 24,049 \$138,679 \$141,305 \$186,977 1.9% 32.9% Suboral - Reinfursable Funded (sculate OC 13) 103 138 131 18,167 24 19 301 344 18,511 5,983 24,049 \$138,679 \$141,305 \$186,977 1.9% 32.9% St. bottom Dieferits 103 138 131 18,167 24 19 301 344 18,511 5,983 24,494 \$138,679 \$141,305 \$186,977 1.9% 32.9% St. Obtom Dieferits 103 138 131 18,167 24 19 301 344 18,511 5,983 24,494 \$138,679 \$141,305 \$186,977 1.9% 32.9% St. Different 103 138 131 18,167 24 19 301 344 18,511 5,983 24,494 \$138,679 \$141,305 \$186,977 1.9% \$29.9% St. Different 103 138 <td< td=""><td>R1f. Other</td><td>- </td><td>-</td><td>-</td><td>-</td><td>-</td><td>-</td><td>-</td><td>-</td><td>-</td><td>-</td><td>-</td><td>-</td><td>-</td><td>-</td><td>-</td><td>-</td></td<>	R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AL. Indirect Hire Foreign Nationals (HFN) Image: Control of the formal schedule of Cl3) Image: Control of the formal schedule of the formal schedule of the format schedule schedule of the format schedule schedule of the format schedule schedule of the format schedule schedule of the format schedule schedule of the format schedule schedule of the format schedule schedule of the format schedule schedule schedule of the format schedule schedule schedule schedule schedule of the format schedule sche	R2. Direct Hire Program Foreign Nationals (DHFN)				-					-				-		-	-
Substant - Reinhumable Funded (accludes OC 13) 103 138 131 18,167 24 19 301 344 18,511 5,983 24,494 \$138,679 \$141,305 \$186,977 1.9% 32,9% 85. Other Object Class 13 Banefits R5a. USDH - Benefits for Former Employces R5b. Volumts Separation Liability Accrual -	R3. Total Direct Hire	103	138	131	18,167	24	19	301	344	18,511	5,983	24,494	\$138,679	\$141,305	\$186,977	1.9%	32.9%
85. Other Object Class 13 Benefits -	R4. Indirect Hire Foreign Nationals (IHFN)		-			-	-			-	-	-	-	-	-	-	-
RSb. USDH - Benefits for Former Employees . </td <td></td> <td>103</td> <td>138</td> <td>131</td> <td>18,167</td> <td>24</td> <td>19</td> <td>301</td> <td>344</td> <td>18,511</td> <td>5,983</td> <td>24,494</td> <td>\$138,679</td> <td>\$141,305</td> <td>\$186,977</td> <td>1.9%</td> <td>32.9%</td>		103	138	131	18,167	24	19	301	344	18,511	5,983	24,494	\$138,679	\$141,305	\$186,977	1.9%	32.9%
RSb. DHFN - Benefits for Former Employees											-						
R5c. Voluntary Separation Linearity Pay (VSIP) R5d. Foreign National Separation Linearity Pay (VSIP) R5d. Foreign Separation Linearity Pay (VSIP) R5d. Foreign Separation Linearity Pay (VSIP) R5d. Foreign Separation Linearity Pay (VSIP) R5d. Foreign Separation Linearity Pay (VSIP) R5d. Foreign Separation Linearity Pay (VSIP) R5d. Foreign Separation Linearity Pay (VSIP) R5d. Foreign Separation Linearity Pay (VSIP) R5d. Foreign Separation Linearity Pay (VSIP) R5d. Foreign Separation Linearity Pay (VSIP) R5d. Foreign Separation Linearity Pay (VSIP) R5d. Foreign Separation Linearity Pay (VSIP) R5d. Foreign Separation Linearity Pay (VSIP) R5d. Foreign Separation Linearity Pay (VSIP) R5d. Foreign Separation Linearity Pay (VSIP) R5d. Foreign Separation Linearity Pay (VSIP) R5d. Foreign Separation Linearity Pay (VSIP) R5d. Foreign Separation Linearity Pay (VSIP) R5d. Foreign Separating Linearity Pay (VSIP) R5d. Foreign Separation Linearit																	
R5d. Poreign National Separation Liability Accrual Image: National Separation Liabil											-	-					
I. US Direct Hire (USDH) I.388 I.384 I.316 I/7,420 986 442 3.595 5.023 I/7,245 5.734 2.77,475 \$17,7,136 5.0% 3.3,1% T.L. Senior Executive Schedule 16 17 17 3,409 0 0 255 255 3,664 974 4,638 \$20,529 \$215,529 \$27,847 \$17,266 \$131,043 \$17,71,36 0,0% 33,1% The General Schedule 1,372 1,367 1,299 164,021 986 442 3,340 4,768 168,789 54,202 223,00 \$126,267 \$129,938 \$17,1,831 2,9% 33,2% 7.7% 32,6%											-						
I. US Direct Hire (USDH) I.388 I.384 I.316 167.430 986 442 3.595 5.023 172.453 55.394 227.847 \$127.226 \$131.043 \$173.136 3.0% 33.1% Tls. Senior Executive Schedule 16 17 17 7.409 0 0 255 255 3.664 974 4.638 \$200.529 \$215.529 \$227.827 7.5% 28.6% Tlb. General Schedule 0 0 0 0 0 0 0 0 0 0 226.267 \$215.529 \$217.827 \$217.927 \$219.938 \$171.831 2.9% 33.2% Tlb. General Schedule 0 0 0 0 0 0 0 0 0 206 225.08 \$216.267 \$219.938 \$171.831 2.9% 33.2% Tlb. General Schedule 0 <td>Total Personnel (includes OC 13)</td> <td>1,388</td> <td>1,384</td> <td>1,316</td> <td>167,430</td> <td>986</td> <td>442</td> <td>3,595</td> <td>5,023</td> <td>172,453</td> <td>55,394</td> <td>227,847</td> <td>\$127,226</td> <td>\$131,043</td> <td>\$173,136</td> <td>3.0%</td> <td>33.1%</td>	Total Personnel (includes OC 13)	1,388	1,384	1,316	167,430	986	442	3,595	5,023	172,453	55,394	227,847	\$127,226	\$131,043	\$173,136	3.0%	33.1%
Tia. Senior Executive Schedule 16 17 17 3,409 0 0 255 255 3,664 974 4,638 \$200,529 \$217,529 \$227,824 7,5% 28,6% Tib. General Schedule 1,372 1,367 1,299 164,021 986 442 3,340 4,768 168,789 54,420 223,09 \$212,824 7,5% 28,6% Tic. Special Schedule 0 <	T1. US Direct Hire (USDH)	1,388	1.384	1.316	167,430	986	442	3,595	5.023	172,453	55,394	227.847	\$127.226	\$131.043	\$173.136	3.0%	33.1%
Tic. Special Schedule 0		16	17			0									\$272,824	7.5%	
Tid. Wage System 0		1,372	1,367	1,299	164,021	986	442	3,340		168,789	54,420	223,209	\$126,267	\$129,938	\$171,831	2.9%	33.2%
The Highly Qualified Experts 0 <th< td=""><td></td><td></td><td></td><td></td><td>0</td><td></td><td></td><td></td><td></td><td>0</td><td></td><td>0</td><td>-</td><td>-</td><td>-</td><td>-</td><td>-</td></th<>					0					0		0	-	-	-	-	-
The Other 0						-	-		-				-	-	-	-	-
IDENTIFY and statistical (DHFN) 0 <t< td=""><td></td><td>-</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></t<>		-															
13. Total Direct Hire 1,388 1,384 1,316 167,430 986 442 3,595 5,023 172,453 55,394 227,847 8127,226 8131,043 8173,136 3.0% 33.1% F4. Indirect Hire Foreign Nationals (IHFN) 0				6					-			0			-		
C4. Indirect Hire Foreign Nationals (HFN) 0		· · ·				~						227 847	\$127.226	\$131.043	\$173 136	3 0%	33 144
Substal - Total Funded (excludes OC 13) 1,388 1,384 1,316 167,430 986 442 3,595 5,023 172,453 55,394 227,847 \$127,226 \$131,043 \$173,136 3.0% 33.1% 15. Other Object Class 13 Benefits -												0				3.070	
T5a. USDH - Benefits for Former Employees 0 0 T5b. DHFN - Benefits for Former Employees 0 0		1,388	1,384	1,316	167,430			3,595		172,453	55,394	227,847	\$127,226	\$131,043	\$173,136	3.0%	33.1%
T5b. DHFN - Benefits for Former Employees 0 0	T5. Other Object Class 13 Benefits											-					
15c. Voluntary Separation Incentive Pay (VSIP) 0 0																	
T5d. Foreign National Separation Liability Accrual 0 0											-	0					

Operation and Maintenance, Defense-Wide					Defense	Threat Redu (FY 2021)						Date: Febr	·		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousan <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	İ Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>1</u> Basic <u>Comp</u>	i∕c <u>m</u> Total <u>Comp</u>	<u>Rates</u> k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>9</u> % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	1,246	1,263	1,189	151,443	977	429	4,824	6,230	157,673	51,893	209,566	\$127,370	\$132,610	\$176,254	4.1%	34.3%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule	1,246 16 1,230	1,263 16 1,247	1,189 16 1,173	151,443 3,256 148,187	<mark>977</mark> - 977	429 - 429	4,824 244 4,580	6,230 244 5,986	157,673 3,500 154,173	51,893 923 50,970	209,566 4,423 205,143	\$127,370 \$203,500 \$126,332	\$132,610 \$218,750 \$131,435	\$176,254 \$276,438 \$174,887	4.1% 7.5% 4.0%	34.3% 28.3% 34.4%
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) Subtoal - Direct Funded (excludes OC 13)	1,246	1,263	1,189	151,443	- 977 - 977	- 429 - 429	4,824	6,230	157,673	51,893	209,566	\$127,370 \$127,370	\$132,610 \$132,610	\$176,254 \$176,254	4.1%	34.3% - 34.3%
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)	138	138	131	18,377	24	19	486	529	18,906	6,052	24,958	\$140,282	\$144,321	\$190,519	2.9%	32.9%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	138 1 137 - -	138 1 137 -	131 1 130 -	18,377 193 18,184	24	19 19	486 14 472 - -	529 14 515 -	18,906 207 18,699 - -	6,052 63 5,989 - -	24,958 270 24,688	\$140,282 \$193,000 \$139,877	\$144,321 \$207,000 \$143,838 - -	\$190,519 \$270,000 \$189,908	2.9% 7.3% 2.8%	32.9% 32.6% 32.9%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN)	138	138	131	18,377	24	19	486	529	18,906	6,052	24,958	\$140,282	8144,321	\$190,519	2.9%	32.9%
 Indirect thre Foreign Nationals (ITFN) Subtotal - Reinhursable Fonded (accludes OC 13) 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 	138	138	131	18,377	24	19	486	529	18,906	6,052	24,958	\$140,282	\$144,321	\$190,519	2.9%	32.9%
Total Personnel (includes OC 13)	1,384	1,401	1,320	169,820	1,001	448	5,310	6,759	176,579	57,945	234,524	\$128,652	\$133,772	\$177,670	4.0%	34.1%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System	1,384 17 1,367 0	1,401 17 1,384 0	1,320 17 1,303 0	169,820 3,449 166,371 0 0	1,001 0 1,001 0 0	448 0 448 0 0	5,310 258 5,052 0	6,759 258 6,501 0	176,579 3,707 172,872 0	57,945 986 56,959 0	234,524 4,693 229,831 0	\$128,652 \$202,882 \$127,683	\$133,772 \$218,059 \$132,672	\$177,670 \$276,059 \$176,386	4.0% 7.5% 3.9%	34.1% 28.6% 34.2%
T1e. Highly Qualified Experts T1f. Other	0	0	0	0	0	0	0	0	0	0	0					-
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire Foreign Nationals (HFN) 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 Accural	0 1,384 0 <i>1,384</i>	0 1,401 0 1,401	0 1,320 0 <i>1,320</i>	0 169,820 0 169,820	0 1,001 0 <i>1,001</i>	0 448 0 448	0 5,310 0 5,310	0 6,759 0 6,759	0 176,579 0 176,579	0 57,945 0 57,945 0 0 0	0 234,524 0 234,524 0 0 0 0	8128,652 8128,652	\$133,772 \$133,772	\$177,670 \$177,670	4.0% 4.0%	34.1% 34.1%

Operation and Maintenance, Defense-Wide					Defense Tech	nology Securi		ation					Date: Feb	ruary 2020		
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>s</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime <u>Pay</u>	(FY 2019) (S in Thousan <u>f</u> Holiday <u>Pay</u>		e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	i Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>l</u> Basic Comp	i/c <u>m</u> Total Comp	Rates k/c <u>n</u> Comp & Benefits	h/d <u>9</u> % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	129	129	124	18,719	30	<u>0</u>	295	325	19,044	5,524	24,568	\$150,960	\$153,581	\$198,129	1.7%	29.5%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule	129 2 127	129 2 127	124 2 122	18,719 430 18,289	30 	-	295 35 260	325 35 290	19,044 465 18,579	5,524 105 5,419	24,568 570 23,998	\$150,960 \$215,000 \$149,910	\$153,581 \$232,500 \$152,287	\$198,129 \$285,000 \$196,705	1.7% 8.1% 1.6%	29.5% 24.4% 29.6%
Did. Wage System Die. Highly Qualified Experts Dif. 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	129 129	129	124 124	18,719 18,719	30 <i>30</i>	-	295 295	325 325	19,044 <i>19,044</i>	5,524 5,524	24,568 24,568	\$150,960 \$150,960	\$153,581 \$153,581	\$198,129 \$198,129	1.7% 1.7%	29.5% 29.5%
D5. Other Orper Class 15 Datemis D5a. USDI - 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	<u>1</u>	77	20	<u>0</u>	(15)	5	82	14	96	\$77,000	\$82,000	\$96,000	6.5%	18.2%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule	- 3	- 3	- 1	77 - 77	20 - 20	-	(15) - (15)	5 - 5	82 	14 - 14	96 - 96	\$77,000 \$77,000	\$82,000 	\$96,000 - \$96,000	6.5% 6.5%	18.2% - 18.2%
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)	3	3	1	77	20		(15)	5	82	14	96	\$77,000	\$82,000	\$96,000	6.5%	18.2%
Subtotal - Reinbursable Funded (reciclules OC 13) R5. Other Object Class 13 Benefits R5.a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	3	3	1	77	20	-	(15)	5	82	14	96	\$77,000	\$82,000	\$96,000	6.5%	18.2%
Total Personnel (includes OC 13)	132	132	125	18,796	50	<u>0</u>	280	330	19,126	5,538	24,664	\$150,368	\$153,008	\$197,312	1.8%	29.5%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	132 2 130 0 0 0 0	132 2 130 0 0 0 0	125 2 123 0 0 0 0	18,796 430 18,366 0 0 0 0	50 0 50 0 0 0 0	- 0 0 0 0 0	280 35 245 0 0 0 0	330 35 295 0 0 0 0	19,126 465 18,661 0 0 0 0	5,538 105 5,433 0 0 0 0	24,664 570 24,094 0 0 0 0 0	\$149,317	\$153,008 \$232,500 \$151,715	\$197,312 \$285,000 \$195,886	1.8% 8.1% 1.6%	29.5% 24.4% 29.6% - -
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 Incettive Pay (VSIP) T5d. Foreign National Separation Linbility Acental	0 132 0 <i>132</i>	0 132 0 132	0 125 0 125	0 18,796 0 <i>18,796</i>	0 50 50	0	0 280 0 <i>280</i>	0 330 0 330	0 19,126 0 <i>19,126</i>	0 5,538 0 5,538 0 0 0	0 24,664 0 24,664 0 0 0		\$153,008 \$153,008	\$197,312 \$197,312	1.8% 1.8%	29.5% 29.5%

Operation and Maintenance, Defense-Wide					Defense Tech	nology Securi (FY 2020)		ation					Date: Febr	uary 2020		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>s</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(S in Thousan <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i∕c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>9</u> % BC <u>Variables</u>	j/d P % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	129	124	124	19,520	30	<u>0</u>	487	517	20,037	5,221	25,258	\$157,419	\$161,589	\$203,694	2.6%	26.7%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	129 2 127 - -	124 2 122 - -	124 2 122 - -	19,520 439 19,081	30 	-	487 35 452 -	517 35 482 - -	20,037 474 19,563 - - -	5,221 105 5,116 - -	25,258 579 24,679 -	\$157,419 \$219,500 \$156,402	\$161,589 \$237,000 \$160,352	\$203,694 \$289,500 \$202,287	2.6% 8.0% 2.5%	26.7% 23.9% 26.8% - -
D11: Unar D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN) Subitoda - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5b. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Acctual	129	124	124	19,520 19,520	30 30	-	- 487 - 487	517	20,037 20,037	5,221	25,258	\$157,419 \$157,419	\$161,589 \$161,589	\$203,694 \$203,694	2.6%	26.7%
Reimbursable Funded Personnel (includes OC 13)	3	3	3	529	20	0	38	58	587	181	768	\$176,333	\$195,667	\$256,000	11.0%	34.2%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	3	3	3	529 	20		38 38	58	587	181 - - - -	768 - - -	\$176,333 \$176,333	\$195,667 \$195,667 -	\$256,000 \$256,000	11.0%	34.2%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN)	3	3	3	529	20		38	58	587	181	768	\$176,333	\$195,667	\$256,000	11.0%	34.2%
Subtotal - Reinhursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5.u USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	3	3	3	529	20	-	38	58	587	181 - - - -			\$195,667	\$256,000	11.0%	34.2%
Total Personnel (includes OC 13)	132	127	127	20,049	50	<u>0</u>	525	575	20,624	5,402	26,026	\$157,866	\$162,394	\$204,929	2.9%	26.9%
T1. US Direct Hire (USDH) Tla. Senior Executive Schedule Tlb. General Schedule Tlc. Special Schedule Tld. Wage System Tle. Highly Qualified Experts Tlf. Other	132 2 130 0 0 0 0	127 2 125 0 0 0 0	127 2 125 0 0 0 0	20,049 439 19,610 0 0 0 0	50 0 0 0 0 0 0	- 0 0 0 0 0 0	525 35 490 0 0 0 0	575 35 540 0 0 0 0	20,624 474 20,150 0 0 0 0	5,402 105 5,297 0 0 0 0	26,026 579 25,447 0 0 0 0 0	\$157,866 \$219,500 \$156,880 - -	\$162,394 \$237,000 \$161,200 - -	\$204,929 \$289,500 \$203,576	2.9% 8.0% 2.8%	26.9% 23.9% 27.0% - -
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 Acerual	0 132 0 132	0 127 0 127	0 127 0 127	0 20,049 0 20,049	0 50 0 50	0	0 525 0 525	0 575 0 575	0 20,624 0 20,624	0 5,402 0 5,402 0 0 0 0 0 0	0 26,026 26,026 0 0 0 0 0 0	8157,866 8157,866	\$162,394 \$162,394	\$204,929 \$204,929	2.9% 2.9%	26.9% 26.9%

Operation and Maintenance, Defense-Wide					Defense Tech	nology Securi (FY 2021)		ation					Date: Febr	uary 2020		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(S in Thousan <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i∕c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>9</u> % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	123	136	136	21,816	30	<u>0</u>	548	578	22,394	6,000	28,394	\$160,412	\$164,662	\$208,779	2.6%	27.5%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System	123 2 121 -	136 2 134	136 2 134 -	21,816 448 21,368	30 30	-	548 36 512	578 36 542	22,394 484 21,910	6,000 107 5,893 - -	28,394 591 27,803	\$160,412 \$224,000 \$159,463	\$164,662 \$242,000 \$163,507	\$208,779 \$295,500 \$207,485	2.6% 8.0% 2.5%	27.5% 23.9% 27.6% -
D1e. Highly Qualified Experts D1f. Other	:	-	-	-				1	1	-	1	1			1	-
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. USOH - Banefits for Former Employees D5b. DHFN - Banefits for Former Employees D5b. DHFN - Banefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	123	136 136	136 136	21,816 21,816	30 30	-	548 548	578 578	22,394 22,394	6,000 - - - - -	28,394 28,394	\$160,412 \$160,412	\$164,662 \$164,662	\$208,779 \$208,779	2.6%	27.5% 27.5%
Reimbursable Funded Personnel (includes OC 13)	3	3	3	550	15	<u>0</u>	35	50	600	150	750	\$183,333	\$200,000	\$250,000	9.1%	27.3%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System	3	3	3 3	550 - 550 -	15		35 - -	50 - 50 -	600 - 600 - -	150 - - -	750 - 750 -	\$183,333 \$183,333	\$200,000 \$200,000	\$250,000 \$250,000	9.1% 9.1%	27.3% - 27.3% -
R1e. Highly Qualified Experts R1f. Other	:	-	2	-		1		1	-	1	1	1	-		1	-
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reimbursable Funded (excludes OC 13)	3	3	3	550 550	15	-	35	50	- 600 - 600	150 	750	\$183,333 \$183,333	\$200,000 \$200,000	\$250,000 \$250,000	9.1% 9.1%	27.3%
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 Personnel (includes OC 13)	126	139	139	22,366	45	<u>0</u>	583	628	22,994	6,150	29,144	\$160,906	\$165,424	\$209,669	2.8%	27.5%
T1. US Direct Hire (USDI) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1cl. Wage System T1e. Highly Qualified Experts T1f. Other	126 2 124 0 0 0 0	139 2 137 0 0 0 0	139 2 137 0 0 0 0	22,366 448 21,918 0 0 0 0	45 0 45 0 0 0 0	- 0 0 0 0 0	583 36 547 0 0 0 0	628 36 592 0 0 0 0	22,994 484 22,510 0 0 0 0	6,150 107 6,043 0 0 0 0	29,144 591 28,553 0 0 0 0 0	\$160,906 \$224,000 \$159,985	\$165,424 \$242,000 \$164,307 - -	\$209,669 \$295,500 \$208,416	2.8% 8.0% 2.7%	27.5% 23.9% 27.6% - -
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Fundeal (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 Linbilty Accural	0 126 0 126	0 139 0 139	0 139 0 139	0 22,366 0 <i>22,366</i>	0 45 0 45	0	0 583 0 583	0 628 0 628	0 22,994 0 <i>22,994</i>	0 6,150 6,150 0 0 0 0 0 0 0	0 29,144 0 29,144 0 0 0 0 0 0	\$160,906 \$160,906	\$165,424 \$165,424	\$209,669 \$209,669	2.8%	27.5% 27.5%

Operation and Maintenance, Defense-Wide					Office	of Economic (FY 2019	, ⁻						Date: Febr			
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousan <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>1</u> Basic <u>Comp</u>	i∕c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>9</u> % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	31	3,954	63	<u>0</u>	<u>0</u>	<u>63</u>	4,017	1,357	5,374	\$127,548	\$129,581	<u>8173,355</u>	1.6%	34.3%
D1. US Direct Hire (USDH)	-	-	31	3,954	63			63	4,017	1,357	5,374	\$127,548	\$129,581	\$173,355	1.6%	34.3%
D1a. Senior Executive Schedule	-	-	-	-				-		-		-		-	-	-
D1b. General Schedule	-	-	31	3,954	63	-	-	63	4,017	1,357	5,374	\$127,548	\$129,581	\$173,355	1.6%	34.3%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System D1e. Highly Qualified Experts	-	-	-	-	-	-	-			-		-	-	-	-	-
D1r. Trigniy Quanted Experts D1f. Other	-	-		-						-						-
	-	-	-	-				-	-	-	-				-	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-		-	-		-				-		-	-	
D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)			31	3,954	63			63	4,017	1,357	5,374	\$127,548	\$129,581	\$173,355	1.6%	34.3%
Subtotal - Direct Funded (excludes OC 13)	-	-	31	3.954	63	-	-	63	4.017	1.357	5.374	\$127,548	\$129.581	\$173.355	1.6%	34.3%
D5. Other Object Class 13 Benefits				5,954				00	4,017	2,557	2,374	3127,540	0129,001	4110,000	1.070	54.576
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees										-	-					
D5c. Voluntary Separation Incentive Pay (VSIP)										-	-					
D5d. Foreign National Separation Liability Accrual										-						
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	:				
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	-		-			1.1						-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-			-	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	-		-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees										-						
R5b. DHFN - Benefits for Former Employees										-						
R5c. Voluntary Separation Incentive Pay (VSIP)										-	-					
R5d. Foreign National Separation Liability Accrual										-						
Total Personnel (includes OC 13)	0	0	31	3,954	63	0	0	63	4,017	1,357	5,374	\$127,548	\$129,581	\$173,355	1.6%	34.3%
T1. US Direct Hire (USDH)			31	3.954	63			63	4,017	1,357	5.374	\$127,548	\$129,581	\$173,355	1.6%	34.3%
T1a. Senior Executive Schedule	0	0	0	0,004	0	- 0	0	0	0	1,557	0				1.070	54.570
T1b. General Schedule	ő	0	31	3,954	63	0	0	63	4,017	1,357	5,374	\$127,548	\$129,581	\$173,355	1.6%	34.3%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-		-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	-		31	3,954	63			63	4,017	1,357	5,374	\$127,548	\$129,581	\$173,355	1.6%	34.3%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-			-
Subtotal - Total Funded (excludes OC 13)	-	-	31	3,954	63		-	63	4,017	1,357	5,374	\$127,548	\$129,581	\$173,355	1.6%	34.3%
T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees										- 0	- 0					
										0	0					
T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					

Operation and Maintenance, Defense-Wide	1					of Economic (FY 2020	, ⁻						Date: Feb			
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousan <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>1</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	<u>Rates</u> k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>9</u> % BC <u>Variables</u>	j/d P % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	39	39	39	4,577	232	<u>0</u>	<u>0</u>	232	4,809	1,421	6,230	<u>\$117,359</u>	\$123,308	\$159,744	5.1%	<u>31.0%</u>
D1. US Direct Hirc (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts	39 1 38 -	39 1 38	39 1 38	4,577 174 4,403	232	-	-	232	4,809 174 4,635	1,421 158 1,263 - -	6,230 332 5,898	\$117,359 \$174,000 \$115,868	\$123,308 \$174,000 \$121,974	\$159,744 \$332,000 \$155,211 -	5.1% 0.0% 5.3% -	31.0% 90.8% 28.7% - -
D1f. Other	-	-		-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	39 - 39	39 - 39	39 	4,577 <i>4,577</i>	232	-	-	232	4,809 - 4,809	1,421	6,230	\$117,359 \$117,359	\$123,308 \$123,308	\$159,744 \$159,744	5.1% 5.1%	31.0% 31.0%
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>					
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 (HFN) Subtotal - Reimburstable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5.a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	-	-	-	-		-	-	-			-	-		-	-	-
Total Personnel (includes OC 13)	39	39	39	4,577	232	<u>0</u>	<u>0</u>	232	4,809	1,421	6,230	\$117,359	\$123,308	<u>\$159,744</u>	5.1%	31.0%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	39 1 38 0 0 0 0 0	39 1 38 0 0 0 0	39 1 38 0 0 0 0	4,577 174 4,403 0 0 0 0	232 0 232 0 0 0 0 0	- 0 0 0 0 0 0	- 0 0 0 0 0	232 0 232 0 0 0 0 0	4,809 174 4,635 0 0 0 0	1,421 158 1,263 0 0 0 0	6,230 332 5,898 0 0 0 0 0	\$117,359 \$174,000 \$115,868	\$123,308 \$174,000 \$121,974	\$159,744 \$332,000 \$155,211	5.1% 0.0% 5.3%	31.0% 90.8% 28.7% - - -
22. Direct Hire Program Foreign Nationals (DHFN) 73. Total Direct Hire 74. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13) 75. Other Object Class 13 Benefits 75a. USDH - Benefits for Former Employees 75b. DHFN - Benefits for Former Employees 75c. Voluntary Separation Incettive Pay (VSIP) 75d. Foreign National Separation Liability Accural	0 39 0 <i>39</i>	0 39 0 <i>39</i>	0 39 0 39	0 4,577 0 4,577	0 232 0 232	0	0	0 232 0 232	0 4,809 0 <i>4,809</i>	0 1,421 0 1,421 0 0 0 0 0 0	0 6,230 6,230 - 0 0 0 0 0 0 0	\$117,359 \$117,359	\$123,308 \$123,308	\$159,744 \$159,744	5.1% 5.1%	31.0% 31.0%

Operation and Maintenance, Defense-Wide						of Economic (FY 2021	, ⁻						Date: Feb			
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>s</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousan <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>9</u> % BC <u>Variables</u>	j/d P % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	39	39	39	4,577	232	<u>0</u>	<u>0</u>	232	4,809	1,386	6,195	<u>\$117,359</u>	\$123,308	\$158,846	5.1%	30.3%
D1. US Direct Hirc (USDII) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts	39 1 38 -	39 1 38 -	39 1 38	4,577 174 4,403	232	-	-	232	4,809 174 4,635 - -	1,386 123 1,263 - -	6,195 297 5,898	\$117,359 \$174,000 \$115,868	\$123,308 \$174,000 \$121,974	\$158,846 \$297,000 \$155,211	5.1% 0.0% 5.3% -	30.3% 70.7% 28.7% - -
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 D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	- 39 - 39	39 - 39	39 	4,577 <i>4,577</i>	232	-	-	232	4,809 - 4,809	1,386	6,195 6,195 - -	\$117,359 \$117,359	\$123,308 \$123,308	\$158,846 \$158,846	5.1% 5.1%	30.3% - 30.3%
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>			1.1.1		
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 Fanded (accludes OC 13) R5. Other Object Class 13 Benefits R5.a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual 	-	-	-	-		-	-	-		-	-	-		-	-	-
Total Personnel (includes OC 13)	39	39	39	4,577	232	<u>0</u>	<u>0</u>	232	4,809	1,386	6,195	\$117,359	\$123,308	\$158,846	5.1%	30.3%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	39 1 38 0 0 0 0 0	39 1 38 0 0 0 0 0	39 1 38 0 0 0 0	4,577 174 4,403 0 0 0 0	232 0 232 0 0 0 0 0	- 0 0 0 0 0 0	- 0 0 0 0 0	232 0 232 0 0 0 0 0	4,809 174 4,635 0 0 0 0	1,386 123 1,263 0 0 0 0	6,195 297 5,898 0 0 0 0 0	\$117,359 \$174,000 \$115,868	\$123,308 \$174,000 \$121,974	\$158,846 \$297,000 \$155,211	5.1% 0.0% 5.3%	30.3% 70.7% 28.7% - - -
22. Direct Hire Program Foreign Nationals (DHFN) 73. Total Direct Hire 74. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Finded (excludes OC 13) 75. Other Object Class 13 Benefits 75a. USDH - Benefits for Former Employees 75b. DHFN - Benefits for Former Employees 75c. Voluntary Separation Incentive Pay (VSIP) 75d. Foreign National Separation Liability Accural	0 39 0 <i>39</i>	0 39 0 39	0 39 0 39	0 4,577 0 4,577	0 232 0 232	0	0	0 232 0 232	0 4,809 0 <i>4,809</i>	0 1,386 0 1,386 0 0 0 0 0 0 0	0 6,195 - 0 6,195 - 0 0 0 0 0	\$117,359 \$117,359	\$123,308 \$123,308	\$158,846 \$158,846	5.1% 5.1%	30.3% - 30.3%

Operation and Maintenance, Defense-Wide						of Secretary (FY 2019)							Date: Feb	ruary 2020		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousan <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits <u>O.C.12/13</u>	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	<u>Rates</u> k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>9</u> % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	1,823	1,694	1.641	255,275	9,848	95	<u>0</u>	9,943	265,218	75,964	341,182	<u>\$155,561</u>	\$161,620	\$207,911	3.9%	29.8%
D1. US Direct Hire (USDH)	1,823	1,694	1,641	255,275	9,848	95	-	9,943	265,218	74,647	339,865	\$155,561	\$161,620	\$207,108	3.9%	29.2%
D1a. Senior Executive Schedule	262	233	222	43,743		-			43,743	11,334	55,077	\$197,041	\$197,041	\$248,095	0.0%	25.9%
D1b. General Schedule	1,537	1,107	1,113	156,269	9,839	88	-	9,927	166,196	48,278	214,474	\$140,403	\$149,323	\$192,699	6.4%	30.9%
D1c. Special Schedule	-	320	279	51,288	-	7	-	7	51,295	13,978	65,273	\$183,828	\$183,853	\$233,953	0.0%	27.3%
D1d. Wage System	2	-	2	141	-	-	-		141	-	141	\$70,500	\$70,500	\$70,500	0.0%	0.0%
D1e. Highly Qualified Experts	22	34	25	3,830	9	-	-	9	3,839	1,057	4,896	\$153,200	\$153,560	\$195,840	0.2%	27.6%
D1f. Other	-	-	-	4	-	-	-	-	4	-	4	-	-	-	0.0%	0.0%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	1,823	1,694	1,641	255,275	9,848	95	-	9,943	265,218	74,647	339,865	\$155,561	\$161,620	\$207,108	3.9%	29.2%
Subtotal - Direct Funded (excludes OC 13)	1.823	1.694	1.641	255,275	9,848	95	-	9,943	265,218	74,647	339,865	\$155,561	\$161,620	\$207,108	3.9%	29.2%
D5. Other Object Class 13 Benefits					- 10 FM					1,317	1,317		21011020		2.274	200200
D5a. USDH - Benefits for Former Employees										-						
D5b. DHFN - Benefits for Former Employees										-	-					
D5c. Voluntary Separation Incentive Pay (VSIP)										1,317	1,317					
D5d. Foreign National Separation Liability Accrual										-	-					
Reimbursable Funded Personnel (includes OC 13)	0	0	55	6,028	645	8	0	653	6,681	1,605	8,286	\$109,600	\$121,473	\$150,655	10.8%	26.6%
R1. US Direct Hire (USDH)			55	6.028	645	8		653	6.681	1,605	8,286	\$109,600	\$121,473	\$150,655	10.8%	26.6%
R1a. Senior Executive Schedule			3	410	-			-	410	110	520	\$136,667	\$136,667	\$173,333	0.0%	26.8%
R1b. General Schedule		-	7	1,125	616	7	-	623	1,748	357	2,105	\$160,714	\$249,714		55.4%	31.7%
R1c. Special Schedule	-	_	43	4,233	29	i	-	30	4.263	1.077	5,340	\$98,442	\$99,140	\$124,186	0.7%	25.4%
R1d. Wage System		-		1.	-	-			-	-		-		-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-			-		-		-	-	-
R1f. Other	-	-	2	260	-	-	-	-	260	61	321	\$130,000	\$130,000	\$160,500	0.0%	23.5%
R2. Direct Hire Program Foreign Nationals (DHFN)			-	-		-			-	-			-			
R3. Total Direct Hire			55	6,028	645	8	-	653	6,681	1,605	8,286	\$109,600	\$121,473	\$150,655	10.8%	26.6%
R4. Indirect Hire Foreign Nationals (IHFN)		-	-	-	-	-	-	-	-	-	-	-				
Subtotal - Reimbursable Funded (excludes OC 13)	-	-	55	6,028	645	8	-	653	6,681	1,605	8,286	\$109,600	\$121,473	\$150,655	10.8%	26.6%
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 Personnel (includes OC 13)	1,823	1,694	1,696	261,303	10,493	103	<u>0</u>	10,596	271,899	77,569	349,468	<u>\$154,070</u>	<u>\$160,318</u>		<u>4.1%</u>	29.7%
T1. US Direct Hire (USDH)	1,823	1,694	1,696	261,303	10,493	103	-	10,596	271,899	76,252	348,151	\$154,070	\$160,318	\$205,278	4.1%	29.2%
T1a. Senior Executive Schedule	262	233	225	44,153	0	0	0	0	44,153	11,444	55,597	\$196,236	\$196,236	\$247,098	0.0%	25.9%
T1b. General Schedule	1,537	1,107	1,120	157,394	10,455	95	0	10,550	167,944	48,635	216,579		\$149,950	\$193,374	6.7%	30.9%
T1c. Special Schedule	0	320	322	55,521 141	29 0	8	0	37	55,558 141	15,055	70,613 141	\$172,425 \$70,500	\$172,540 \$70,500	\$219,295 \$70,500	0.1%	27.1% 0.0%
T1d. Wage System T1e. Highly Qualified Experts	22	34	25	3,830	9	0	0	0	3,839	1.057	4,896	\$70,500 \$153,200	\$70,500 \$153,560	\$70,500 \$195,840	0.0%	27.6%
T1f. Other		0	25	264	0	0	0	9	264	61	4,890	\$135,200 \$132,000	\$132,000	\$195,840 \$162,500	0.2%	27.0%
			-									0.02,000	0102,000	<i>wa wa</i> , <i>500</i>	0.076	23-270
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0			-		-
T3. Total Direct Hire T4. Indirect Hire Exercise Nationals (IHEN)	1,823	1,694	1,696	261,303	10,493	103	- 0	10,596	271,899	76,252	348,151	\$154,070	\$160,318	\$205,278	4.1%	29.2%
T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13)	1.823	1.694	1.696	261.303	10,493	103	0	10,596	271.899	76,252	348,151	\$154,070	\$160,318	\$205,278	4.1%	29.2%
T5. Other Object Class 13 Benefits	1,023	1,094	1,090	201,503	10,493	103	-	10,390	2/1,099	1,317	1,317	3134,070	2100,518	\$202,278	7.1%	29.2%
T5a. USDH - Benefits for Former Employees										1,517	1,317					
T5b. DHFN - Benefits for Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										1,317	1,317					
T5d. Foreign National Separation Liability Accrual										1,517	1,517					

Operation and Maintenance, Defense-Wide						of Secretary (FY 2020)							Date: Febr	·		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousar <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>1</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	<u>Rates</u> k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>9</u> % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	1,694	1,892	1,893	288,338	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	288,338	98,858	387,196	\$152,318	\$152,318	\$204,541	0.0%	34.3%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule	1,694 233 1,107	1,892 262 1,608	1,893 263 1,608	288,338 45,400 239,999	-	-	-		288,338 45,400 239,999	96,528 14,170 81,876	384,866 59,570 321,875	\$152,318 \$172,624 \$149,253	8152,318 8172,624 8149,253	\$203,310 \$226,502 \$200,171	0.0% 0.0% 0.0%	33.5% 31.2% 34.1%
D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts	320 - 34	- 22	- 22	2,939	-			÷	2,939	482	3,421	s133,591	- 8133,591	\$155,500	0.0%	- 16.4%
D1f. Other	· ·	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	1,694	1,892	1,893	288,338	-	-	÷		288,338	96,528	384,866	\$152,318	\$152,318	\$203,310	0.0%	33.5%
Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees	1,694	1,892	1,893	288,338	-	-	-	-	288,338	96,528 2,330	384,866 2,330	\$152,318	\$152,318	\$203,310	0.0%	33.5%
D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual										2,330	2,330					
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	3,030	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	3,030	<u>0</u>	3,030	:			0.0%	0.0%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule	:		-	3,030					3,030		3,030	-	-	-	0.0%	0.0%
R1b. General Schedule R1c. Special Schedule	:	2	1	3,030	2	-	1	1	3,030	-	3,030	1	1	1	0.0%	0.0%
R1d. Wage System R1e. Highly Qualified Experts R1f. Other		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire	:			3.030		-		1	3.030		3.030		-		0.0%	0.0%
R4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reimbursable Funded (excludes OC 13)		-	-	3,030	-	1	-	-	3,030	-	3,030		1		0.0%	0.0%
R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees										1	1					
R56. Voluntary Separation Incentive Pay (VSIP) R56. Foreign National Separation Liability Accrual										-						
Total Personnel (includes OC 13)	1,694	1,892	1,893	291,368	0	0	0	0	291,368	98,858	390,226	\$153,919	\$153,919	\$206,142	0.0%	33.9%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule	1,694 233 1,107	1,892 262 1,608	1,893 263 1,608	291,368 45,400 243,029	- 0	- 0	- 0	- 0	291,368 45,400 243,029	96,528 14,170 81,876	387,896 59,570 324,905	\$153,919 \$172,624 \$151,137	\$153,919 \$172,624 \$151,137	\$204,911 \$226,502 \$202,055	0.0% 0.0% 0.0%	33.1% 31.2% 33.7%
T1c. Special Schedule T1d. Wage System	320 0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts T1f. Other	34	22 0	22 0	2,939 0	0	0	0	0	2,939	482 0	3,421	5155,591	\$133,591	\$155,500	0.0%	16.4%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN)	0 1,694	0 1,892	0 1,893	291,368	- 0	- 0	- 0	- 0	0 291,368	96,528	0 387,896	\$153,919	\$153,919	\$204,911	0.0%	33.1%
Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees	1,694	1,892	1,893	291,368	-	-	-	-	291,368	96,528 2,330	387,896 2,330	\$153,919	\$153,919	\$204,911	0.0%	33.1%
T5a. USDF - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual										0 2,330 0	0 2,330 0					

Operation and Maintenance, Defense-Wide					Office	e of Secretary (FY 2021)						Date: Feb			
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousa <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	İ Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>I</u> Basic <u>Comp</u>	i∕c <u>m</u> Total <u>Comp</u>	<u>Rates</u> k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>0</u> % BC <u>Variables</u>	j/d P % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	1,892	1,895	1,895	302,968	679	<u>0</u>	10,756	11,435	314,403	98,923	413,326	\$159,878	\$165,912	<u>\$218,114</u>	3.8%	32.7%
D1. US Direct Hire (USDH)	1,892	1,895	1,895	302,968	679	-	10,756	11,435	314,403	97,869	412,272	\$159,878	\$165,912	\$217,558	3.8%	32.3%
D1a. Senior Executive Schedule	262	214	214	38,272	-	-	1,362	1,362	39,634	11,905	51,539	\$178,841	\$185,206	\$240,836	3.6%	31.1%
D1b. General Schedule	1,608	1,374	1,374	210,612	539	-	7,481	8,020	218,632	65,208	283,840	\$153,284	\$159,121	\$206,579	3.8%	31.0%
D1c. Special Schedule		278	278	49,578	129	-	1,758	1,887	51,465	15,324	66,789	\$178,338	\$185,126	\$240,248	3.8%	30.9%
D1d. Wage System	-	-	-	-	÷	-	-		-	-		-		-	2.007	-
D1e. Highly Qualified Experts	22	29	29	4,506	11	-	155	166	4,672	1,404	6,076	\$155,379	\$161,103	\$209,517	3.7%	31.2%
D1f. Other		-	-	-	-	-	-	-	-	4,028	4,028	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	1,892	1,895	1,895	302,968	679		10,756	11,435	314,403	97,869	412,272	\$159,878	\$165,912	\$217,558	3.8%	32.3%
D4. Indirect Hire Foreign Nationals (IHFN)	1.000	1 805	1 805	102.055	679	-	10.751		-	07.840		e150 070		******	3 00 /	22.24
Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits	1,892	1,895	1,895	302,968	6/9	-	10,756	11,435	314,403	97,869 1,054	412,272 1.054	\$159,878	\$165,912	\$217,558	3.8%	32.3%
D5a. USDH - Benefits for Former Employees										1,054	1,054					
D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees										-						
D5c. Voluntary Separation Incentive Pay (VSIP)										1.054	1.054					
D5d. Foreign National Separation Liability Accrual										1,004	1,024					
Reimbursable Funded Personnel (includes OC 13)				2.2(0			50	18	2.121	(71	2 100	£102.000	\$105 937	\$127.120	2 70/	20 20/
	<u>0</u>	23	23	2,369	<u>6</u>	<u>0</u>	59	65	2,434	674	3,108	\$103,000	\$105,826	\$135,130	2,7%	28.5%
R1. US Direct Hire (USDH)	-	23	23	2,369	6	-	59	65	2,434	674	3,108	\$103,000	\$105,826	\$135,130	2.7%	28.5%
R1a. Senior Executive Schedule	· ·	-	-	-	-	-	-	-		-		-	-	-	-	
R1b. General Schedule		23	23	2,369	6	-	59	65	2,434	674	3,108	\$103,000	\$105,826	\$135,130	2.7%	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		23	23	2,369	6		59	65	2,434	674	3,108	\$103,000	\$105,826	\$135,130	2.7%	28.5%
R4. Indirect Hire Foreign Nationals (IHFN)		-				-	-		-	-	- 100	-			3,797	20.00
Subtotal - Reimbursable Funded (excludes OC 13)	-	23	23	2,369	6	-	59	65	2,434	674	3,108	\$103,000	\$105,826	\$135,130	2.7%	28.5%
R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees										-						
R5a. USDH - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
Total Personnel (includes OC 13)	1,892	1,918	1,918	305,337	685	0	10,815	11,500	316,837	99,597	416,434	\$159,196	\$165,191	\$217,119	3.8%	32.6%
						<u>u</u>										
T1. US Direct Hire (USDH)	1,892	1,918	1,918	305,337	685	-	10,815	11,500	316,837	98,543	415,380	\$159,196	\$165,191	\$216,569	3.8%	32.3%
T1a. Senior Executive Schedule	262	214	214	38,272	0 545	0	1,362 7,540	1,362	39,634	11,905	51,539	\$178,841	\$185,206	\$240,836	3.6%	31.1%
T1b. General Schedule T1c. Special Schedule	1,608	1,397 278	1,397 278	212,981 49,578	545	0	7,540	8,085 1,887	221,066 51,465	65,882 15,324	286,948	\$152,456 \$178,338	\$158,243 \$185,126	\$205,403 \$240,248	3.8% 3.8%	30.9% 30.9%
T1c. Special Schedule T1d. Wage System	0	2/8	278	49,578	129	0	1,758	1,887	51,465	15,524	66,789	\$170,338	0100,120	\$240,240	2.6%	30.9%
T1e. Highly Qualified Experts	22	29	29	4,506		0	155	166	4,672	1,404	6,076	\$155 370	\$161,103	\$209.517	3.7%	31.2%
Tlf. Other	0	0	0	4,500	0	0	0	0	4,072	4.028	4,028			-	01770	
				0			0	0	0	0						
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	0	0 1,918	0	305.337	0 685	0	10.815	11,500	316.837	98,543	415,380	\$159,196	\$165,191	\$216.569	3.8%	32.3%
T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN)	1,892	1,918	1,918	305,337	085	- 0	10,815	11,500	316,837	98,543	415,380	3139,190	0100,191	\$210,309	3.6%	34.3%
Subtotal - Total Funded (excludes OC 13)	1,892	1,918	1,918	305,337	685	0	10,815	11,500	316,837	98,543	415.380	\$159,196	8165,191	\$216,569	3.8%	32.3%
T5. Other Object Class 13 Benefits	1,092	1,710	1,910	303,337	000	-	10,015	11,000	510,037	1.054	475,580	3137,190	0100,191	<i>\$210,009</i>	3.076	34.370
T5a. USDH - Benefits for Former Employees										1,004	1,034					
T5b. DHFN - Benefits for Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										1.054	1,054					
T5d. Foreign National Separation Liability Accrual										0	1,054					

Operation and Maintenance, Defense-Wide					U.S., Spe	cial Operatio (FY 2019)						Date: Feb			
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousan <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	İ Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>1</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	<u>Rates</u> k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>9</u> % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	6,510	6,691	6,666	678,759	14,401	1,454	2,374	18,229	696,988	123,466	820,454	\$101,824	\$104,559	\$123,080	2.7%	18.2%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts	6,510 12 6,046 - 452	6,691 11 6,377 - 303	6,666 9 6,317 - 340	678,759 6,123 650,571 - 22,065	14,401 10 14,185 - 206	1,454 2 1,429 - 23	2,374 166 1,891 - 317	18,229 178 17,505 546	696,988 6,301 668,076 22,611	123,351 1,504 113,441 8,406	820,339 7,805 781,517 31,017	\$101,824 \$680,333 \$102,987 \$64,897	\$104,559 \$700,111 \$105,758 \$66,503	\$123,063 \$867,222 \$123,716 \$91,226	2.7% 2.9% 2.7% 2.5%	18.2% 24.6% 17.4% 38.1%
D1f. Other	-	-	-	-		-		-	-	-	-	-	-		-	_
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN) Subtoal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	6,510 6,510	6,691 6,691	6,666	678,759 678,759	14,401 14,401	1,454 1,454	2,374 2,374	18,229 <i>18,229</i>	696,988 696,988	123,351 123,351 115 115	820,339 820,339 115 115	\$101,824 \$101,824	\$104,559 \$104,559	\$123,063 \$123,063	2.7%	18.2% 18.2%
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</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 - Reimhursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5. USH - Benefits for Former Employees R5. DHFN - Benefits for Former Employees R5. DHFN - Benefits for Incentive Pay (VSIP) R5d. Foreign National Separation Liability Acerual 	-	-	-	-	-		-	-	-	-		-	-		-	-
Total Personnel (includes OC 13)	6,510	6,691	6,666	678,759	14,401	1,454	2,374	18,229	696,988	123,466	820,454	<u>\$101,824</u>	\$104,559	\$123,080	2.7%	18.2%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	6,510 12 6,046 0 452 0 0	6,691 11 6,377 0 303 0 0	6,666 9 6,317 0 340 0 0	678,759 6,123 650,571 0 22,065 0 0	14,401 10 14,185 0 206 0 0	1,454 2 1,429 0 23 0 0	2,374 166 1,891 0 317 0 0	18,229 178 17,505 0 546 0 0	696,988 6,301 668,076 0 22,611 0 0	123,351 1,504 113,441 0 8,406 0 0	820,339 7,805 781,517 0 31,017 0 0	\$101,824 \$680,333 \$102,987 \$64,897	\$104,559 \$700,111 \$105,758 \$66,503	\$123,063 \$867,222 \$123,716 \$91,226	2.7% 2.9% 2.7% 2.5%	18.2% 24.6% 17.4% - 38.1% -
22. Direct Hire Program Foreign Nationals (DHFN) 73. Total Direct Hire 74. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13) 75. Other Object Class 13 Benefits 75a. USDH - Benefits for Former Employees 75b. DHFN - Benefits for Former Employees 75c. Voluntary Separation Incentive Pay (VSIP) 75d. Foreign National Separation Liability Acerual	0 6,510 6,510	0 6,691 0 6,691	0 6,666 0 6,666	0 678,759 0 678,759	0 14,401 0 <i>14,401</i>	0 1,454 0 1,454	0 2,374 0 <i>2,374</i>	0 18,229 0 18,229	0 696,988 0 696,988	0 123,351 0 123,351 115 115 0 0 0 0	0 820,339 0 820,339 115 115 0 0 0 0	\$101,824 \$101,824	\$104,559 \$104,559	\$123,063 \$123,063	2.7%	18.2% 18.2%

Operation and Maintenance, Defense-Wide					U.S., Spe	cial Operatio (FY 2020)	l					Date: Feb			
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>s</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousan <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	<u>Rates</u> k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>9</u> % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	6,691	6,849	6,651	648,353	15,310	1,266	2,059	18,635	666,988	124,583	791,571	\$97,482	\$100,284	\$119,015	2.9%	<u>19.2%</u>
D1. US Direct Hirc (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts	6,691 11 6,377 - 303	6,849 10 6,577 - 262	6,651 9 6,387 - 255	648,353 5,913 621,087 - 21,353	15,310 9 15,060 - 241	1,266 2 1,244 - 20	2,059 143 1,640 - 276	18,635 154 17,944 - 537	666,988 6,067 639,031 - 21,890	124,467 1,449 114,932 - 8,086	791,455 7,516 753,963 29,976	\$97,482 \$657,000 \$97,242 \$83,737	\$100,284 \$674,111 \$100,052 \$85,843	\$118,998 \$835,111 \$118,047 \$117,553	2.9% 2.6% 2.9% 2.5%	19.2% 24.5% 18.5% - 37.9%
D1f. Other	-	-	-	-	-	-		-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN) Subtoal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	6,691 6,691	6,849 6,849	6,651 6,651	648,353 648,353	15,310	1,266 1,266	2,059 2,059	18,635 18,635	666,988 666,988	124,467 124,467 116 116 -	791,455 791,455 116 116	897,482 897,482	\$100,284 \$100,284	\$118,998 \$118,998	2.9%	19.2% 19.2%
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	:				
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	-	-		-		-			-			-	-	-		
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-			-		-	-	-	-	-
 Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5. USH - Benefits for Former Employees R5. DHFN - Benefits for Former Employees R5. DHINAT Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual 		-		-	-	-	-	-	-			-	-	-		-
Total Personnel (includes OC 13)	6,691	6,849	6,651	648,353	15,310	1,266	2,059	18,635	666,988	124,583	791,571	\$97,482	\$100,284	\$119,015	2.9%	<u>19.2%</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	6,691 11 6,377 0 303 0 0	6,849 10 6,577 0 262 0 0	6,651 9 6,387 0 255 0 0	648,353 5,913 621,087 0 21,353 0 0	15,310 9 15,060 0 241 0 0	1,266 2 1,244 0 20 0 0	2,059 143 1,640 0 276 0 0	18,635 154 17,944 0 537 0 0	666,988 6,067 639,031 0 21,890 0 0	124,467 1,449 114,932 0 8,086 0 0	791,455 7,516 753,963 0 29,976 0 0	897,482 8657,000 897,242 883,737	\$100,284 \$674,111 \$100,052 \$85,843	\$118,998 \$835,111 \$118,047 \$117,553	2.9% 2.6% 2.9% 2.5%	19.2% 24.5% 18.5% - 37.9% -
22. Direct Hire Program Foreign Nationals (DHFN) 73. Total Direct Hire 74. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13) 75. Other Object Class 13 Benefits 75a. USDH - Benefits for Former Employees 75b. DHFN - Benefits for Former Employees 75c. Voluntary Separation Incentive Pay (VSIP) 75d. Foreign National Separation Liability Acerual	0 6,691 6,697	0 6,849 0 6, <i>849</i>	0 6,651 0 6,651	0 648,353 0 648,353	0 15,310 0 <i>15,310</i>	0 1,266 0 <i>1,266</i>	0 2,059 0 2,059	0 18,635 0 18,635	0 666,988 0 666,988	0 124,467 0 124,467 116 116 0 0 0	0 791,455 0 791,455 116 116 0 0 0	897,482 897,482	\$100,284 \$100,284	\$118,998 \$118,998	2.9% 2.9%	19.2% 19.2%

Operation and Maintenance, Defense-Wide					U.S., Spe	cial Operatio (FY 2021)	l					Date: Feb	ruary 2020		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousan <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	İ Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>1</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	<u>Rates</u> k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>0</u> % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	6,849	7,006	6,831	721,270	16,699	1,409	2,288	20,396	741,666	138,496	880,162	<u>\$105,588</u>	\$108,574	\$128,848	2,8%	19.2%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule	6,849 10 6,577	7,006 10 6,728	6,831 9 6,567	721,270 6,575 690,953	16,699 10 16,421	1,409 3 1,384	2,288 430 1.822	20,396 443 19,627	741,666 7,018 710,580	138,367 1,611 127,765	880,033 8,629 838,345	\$105,588 \$730,556 \$105,216	\$108,574 \$779,778 \$108,205	\$128,829 \$958,778 \$127,660	2.8% 6.7% 2.8%	19.2% 24.5% 18.5%
D1c. Special Schedule D1d. Wage System	262	268	255	23,742	268	22	- 36	326	24,068	8,991	33,059	\$93,106	\$94,384	-	1.4%	37.9%
D1e. Highly Qualified Experts D1f. Other	-	-		-	-	-	-	-	-	-	-		-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	6,849	7,006	6,831	721,270	16,699	1,409	2,288	20,396	741,666	138,367	880,033	\$105,588	\$108,574	\$128,829	2.8%	- 19.2% -
Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Fortmer Employees D5b. DHFN - Benefits for Fortmer Employees D5c. Voluntary Separation Incentive Pay (VSIP)	6,849	7,006	6,831	721,270	16,699	1,409	2,288	20,396	741,666	138,367 129 129	880,033 129 129	\$105,588	\$108,574	\$128,829	2.8%	19.2%
D5d. Foreign National Separation Liability Accrual																
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	:				
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule	1	1	1	1	:	1	2	1		-	1	:				1
R1b. General Schedule R1c. Special Schedule R1d. Wage System	-	-	1	-	-	-	C	-	-		-		-	-		1
R1e. Highly Qualified Experts R1f. Other		-	-	-	-	-		-	-		-			-		-
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire	1	1	1	1	1	1	2	1	1	1	1	:		-		1
R4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-			-	1	1
R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees										-	-					
R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual																
Total Personnel (includes OC 13)	6,849	7,006	6,831	721,270	16,699	1,409	2,288	20,396	741,666	138,496	880,162	\$105,588	\$108,574	\$128,848	2.8%	<u>19.2%</u>
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule	6,849 10 6,577	7,006 10 6,728	6,831 9 6,567	721,270 6,575 690,953	16,699 10 16,421	1,409 3 1,384	2,288 430 1,822	20,396 443 19,627	741,666 7,018 710,580	138,367 1,611 127,765	880,033 8,629 838,345	\$105,588 \$730,556 \$105,216	\$108,574 \$779,778 \$108,205	\$128,829 \$958,778 \$127,660	2.8% 6.7% 2.8%	19.2% 24.5% 18.5%
T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	0 262 0	0 268 0	255 0	0 23,742 0	0 268 0 0	0 22 0	0 36 0	0 326 0	0 24,068 0	0 8,991 0 0	0 33,059 0	\$93,106	\$94,384	\$129,643	1.4%	37.9% -
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
Total Direct Hire Total Direct Hire Subtotal - Total Funded (excludes OC 13) Subtotal - Total Funded (excludes OC 13) Other Object Class 13 Benefits Tsa. USDH - Benefits for Former Employees	6,849 0 6, <i>849</i>	7,006 0 7,006	6,831 0 6,831	721,270 0 721,270	16,699 0 16,699	1,409 0 1,409	2,288 0 2,288	20,396 0 20,396	7 41,666 0 741,666	138,367 0 138,367 129 129	880,033 0 880,033 129 129	\$105,588 \$105,588	\$108,574 - \$108,574	\$128,829 \$128,829	2.8% 2.8%	19.2% - 19.2%
T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual										0 0 0	0 0 0					

Operation and Maintenance, Defense-Wide					-	e Developmer (FY 2019	9						Date: Feb	ruary 2020		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>s</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(S in Thousa <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	<u>Rates</u> k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>9</u> % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	0	. 0	<u>0</u>	<u>0</u>	0	<u>0</u>	<u>0</u>	0		:		:	
D1. US Direct Hire (USDH)	-		-	-		-	-	-			-				-	-
D1a. Senior Executive Schedule	· ·		-			-								-		-
D1b. General Schedule	· ·	-	-	-	-	-	-	-	-	-	-	-		-		-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-			-	-
D1d. Wage System		-	-	-	-	-	-	-		-	-	-		-	-	-
D1e. Highly Qualified Experts		-	-	-	-	-	-			-		-		-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	· ·	-	-	-	-	-	-	-		-						-
D3. Total Direct Hire	-		-	-	-							-				-
D4. Indirect Hire Foreign Nationals (IHFN)	· ·	-	-	-	-			-	-	-	-	-				
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)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	. 0	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</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																
Total Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	. 0	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>					
T1. US Direct Hire (USDH)	-	-	-	-	-	-	-		-	-		-		-	-	-
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0					-
T1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	-			-	-
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-		-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0				-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-		-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-			-	-
T3. Total Direct Hire	-		-					-				-			-	-
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-		-	-	-
Subtotal - Total Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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					

Operation and Maintenance, Defense-Wide					Space	e Developmer (FY 2020							Date: Febr	uary 2020		
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousar <u>f</u> Holiday <u>Pay</u>	g Other O.C.11	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	i Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>l</u> Basic Comp	i∕c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp & Benefits	h/d <u>9</u> % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	<u>0</u>	30	30	6,685	<u>0</u>	<u>0</u>	<u>0</u>	0	6,685	15	6,700	\$222,833	\$222,833	\$223,333	0.0%	0.2%
D1. US Direct Hire (USDH)	-	30	30	6,685				-	6,685	-	6,685	\$222,833	\$222,833	\$222,833	0.0%	0.0%
D1a. Senior Executive Schedule	· ·	-	-	-	-	-			-			-	-	-		-
D1b. General Schedule		30	30	6,685	-	-	-	-	6,685	-	6,685	\$222,833	\$222,833	\$222,833	0.0%	0.0%
D1c. Special Schedule	· ·	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-			-		-	-	-	-	-
D1e. Highly Qualified Experts D1f. Other		-	-	-	-	-	-			-				-		-
		-	-	-	-			-	-	-					-	
D2. Direct Hire Program Foreign Nationals (DHFN)	· ·	30	-	-	-	-	-	-		-		-	-	-	-	
D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)		.30	30	6,685	-				6,685		6,685	\$222,833	\$222,833	\$222,833	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)		30	30	6,685	-				6,685	-	6,685	\$222,833	\$222,833	\$222,833	0.0%	0.0%
D5. Other Object Class 13 Benefits		200	50	4,665					0,000	15	15	0222,000	0000,000	(rese,	0.070	0.070
D5a. USDH - Benefits for Former Employees	1										-					
D5b. DHFN - Benefits for Former Employees	1									-	-					5
D5c. Voluntary Separation Incentive Pay (VSIP)										15	15					
D5d. Foreign National Separation Liability Accrual										-						
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	:				
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)	1									-	-					
R5d. Foreign National Separation Liability Accrual										-						
Total Personnel (includes OC 13)	<u>0</u>	30	30	6,685	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	6,685	15	6,700	<u>\$222,833</u>	\$222,833	<u>\$223,333</u>	0.0%	0.2%
T1. US Direct Hire (USDH)	-	30	30	6,685	-			-	6,685	-	6,685	\$222,833	\$222,833	\$222,833	0.0%	0.0%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0			-		-
T1b. General Schedule	0	30	30	6,685	0	0	0	0	6,685	0	6,685	\$222,833	\$222,833	\$222,833	0.0%	0.0%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts T1f. Other	0	0	0	0	0	0	0	0	0	0	0			-		-
		U	6	0	0	U	0	U		0	0	-	-			1
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0				0.021	0.00
T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN)	- 0	30	30	6,685	- 0			- 0	6,685	- 0	6,685	\$222,833	\$222,833	\$222,833	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)		30	30	6,685		- 0			6,685		6,685	\$222,833	\$222,833	\$222,833	0.0%	0.0%
T5. Other Object Class 13 Benefits		20	20	0,000	-	-	-	-	6,000	15	15	0000000	0000,000		0.070	0.078
T5a. USDH - Benefits for Former Employees	1									0	0					
T5b. DHFN - Benefits for Former Employees	1									0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										15	15					
T5d. Foreign National Separation Liability Accrual	1									0	0					

Operation and Maintenance, Defense-Wide					-	e Developmer (FY 2021)						Date: Febr	·		
	<u>a</u> Begin Strength	b End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousan <u>f</u> Holiday <u>Pay</u>	g Other O.C.11	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	İ Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>l</u> Basic Comp	i∕c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp & Benefits	h/d <u>9</u> % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	30	45	45	7,779	19	<u>0</u>	277	296	8,075	2,404	10,479	\$172,867	\$179,444	\$232,867	3.8%	30.9%
D1. US Direct Hire (USDH) D1a, Senior Executive Schedule	30	45 5	45 5	7,779 867	19		277 31	296 31	8,075 898	2,404 268	10,479 1,166	\$172,867 \$173,400	\$179,444 \$179,600	\$232,867 \$233,200	3.8% 3.6%	30.9% 30.9%
D1b. General Schedule	30	-	-	-	-	-	-	-	-	-	-	-	-		-	-
D1c. Special Schedule	· ·	40	40	6,912	19	-	246	265	7,177	2,136	9,313	\$172,800	\$179,425	\$232,825	3.8%	30.9%
D1d. Wage System		-	-	-	-	-			-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts D1f. Other		-	-	-		-				-			-		-	-
		-	-	-	-	-		-	-		-		-		-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-			-	-	-		-	-	-	-	-		-	-	-
D3. Total Direct Hire	30	45	45	7,779	19	1.1	277	296	8,075	2,404	10,479	\$172,867	\$179,444	\$232,867	3.8%	30.9%
D4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Direct Funded (excludes OC 13)	30	45	45	7,779	19	-	277	296	8.075	2,404	10,479	\$172,867	\$179,444	\$232,867	3.8%	30.9%
D5. Other Object Class 13 Benefits		42	45	1.000		-	277	290	0,075	2,404	10,475	31/2,007	0179,444	4232,007	3.074	50.976
D5a. USDH - Benefits for Former Employees	1									-						
D5b. DHFN - Benefits for Former Employees	1									-	-					
D5c. Voluntary Separation Incentive Pay (VSIP)	1									-	-					
D5d. Foreign National Separation Liability Accrual										-						
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	:				
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)	-					1.1	1.1	1.1		-					-	
Subtotal - Reimbursable Funded (excludes OC 13)		-	-	-						-	-					
R5. Other Object Class 13 Benefits																
R5a. USDH - Benefits for Former Employees										-	-					
R5b. DHFN - Benefits for Former Employees	1									-	-					
R5c. Voluntary Separation Incentive Pay (VSIP)										-	-					
R5d. Foreign National Separation Liability Accrual										-						
Total Personnel (includes OC 13)	30	45	45	7,779	<u>19</u>	<u>0</u>	277	296	8,075	2,404	10,479	<u>\$172,867</u>	<u>\$179,444</u>	<u>\$232,867</u>	3.8%	<u>30.9%</u>
T1. US Direct Hire (USDH)	30	45	45	7,779	19	-	277	296	8,075	2,404	10,479	\$172,867	\$179,444	\$232,867	3.8%	30.9%
T1a. Senior Executive Schedule	0	5	5	867	0	0	31	31	898	268	1,166	\$173,400	\$179,600	\$233,200	3.6%	30.9%
T1b. General Schedule	30	0 40	0	0	0	0	0	0	0	0	0	-	6170 (25		3.001	20.00
T1c. Special Schedule T1d. Wage System	0	40	40	6,912	19	0	246	265	7,177	2,136	9,313	\$172,800	\$179,425	\$232,825	3.8%	30.9%
T1c. Wage System T1c. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0					
Tlf. Other	0	0	0	0	ő	ő	0	0	0	0	0				-	_
T2. Direct Hire Program Foreign Nationals (DHFN)	0		0	0	0	0	0	0	0		0					
T3. Total Direct Hire	30	45	45	7,779	19		277	296	8.075	2,404	10,479	\$172.867	\$179,444	\$232.867	3.8%	30.9%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	~~~ 0	0	0,075	0	0	-	-			-
Subtotal - Total Funded (excludes OC 13)	30	45	45	7,779	19		277	296	8,075	2,404	10,479	\$172,867	\$179,444	\$232,867	3.8%	30.9%
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) T5d. Exercise National Separation Liability Accurat	1									0	0					
T5d. Foreign National Separation Liability Accrual										0	0					

Operation and Maintenance, Defense-Wide						The Joint S (FY 2019)						Date: Febr	·		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(S in Thousa <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>1</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	<u>Rates</u> k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>0</u> % BC <u>Variables</u>	j/d P % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	1,195	1,214	1,229	144,590	1,670	170	1,833	3,673	148,263	42,379	190,642	\$117,648	\$120,637	\$155,120	2.5%	<u>29.3%</u>
D1. US Direct Hire (USDH)	1,195	1,214	1,229	144,590	1,670	170	1,833	3,673	148,263	42,379	190,642	\$117,648	\$120,637	\$155,120	2.5%	29.3%
D1a. Senior Executive Schedule	14	14	14	1,981		-	21	21	2,002	483	2,485	\$141,500	\$143,000	\$177,500	1.1%	24.4%
D1b. General Schedule	989	1,021	1,038	139,524	1,670	170	1,548	3,388	142,912	35,800	178,712	\$134,416	\$137,680	\$172,170	2.4%	25.7%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1d. Wage System	10	11	11	611	-	-	17	17	628	380	1,008	\$55,545	\$57,091	\$91,636	2.8%	62.2%
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-		-	-	-			10.000	221.000
D1f. Other	182	168	166	2,474	-	-	247	247	2,721	5,716	8,437	\$14,904	\$16,392	\$50,825	10.0%	231.0%
D2. Direct Hire Program Foreign Nationals (DHFN)		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	1,195	1,214	1,229	144,590	1,670	170	1,833	3,673	148,263	42,379	190,642	\$117,648	\$120,637	\$155,120	2.5%	29.3%
D4. Indirect Hire Foreign Nationals (IHFN)	1.105		1 330	-	1.070	170	1 022	-	148.262	(3.370	100 612	-	E120 627	e100 120	2.5%	20.20
Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits	1,195	1,214	1,229	144,590	1,670	170	1,833	3,673	148,263	42,379	190,642	\$117,648	\$120,637	\$155,120	2.3%	29.3%
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)	87	77	86	9,935	94	9	183	286	10,221	2,826	13,047	\$115,523	\$118,849	\$151,709	2,9%	28,4%
	87	77	86		94	9	183	286		2,826	13,047		\$118,849	\$151,709	2.9%	28.4%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule	8/		80	9,935	- 94	9	185	280	10,221	2,820	13,047	\$115,523	8118,849	\$151,709	2.9%	28.4%
R1b. General Schedule	26	22	29	3,312	94		61	164	3,476	942	4,418	\$114.207	\$119.862	\$152.345	5.0%	28.4%
R1c. Special Schedule	-		-		-		-	-	-	-	-				2.070	
R1d. Wage System						-	-	-		-			-			-
R1e. Highly Qualified Experts	· ·	-	-	-	-	-	-		-	-		-	-	-		-
R1f. Other	61	55	57	6,623	-	-	122	122	6,745	1,884	8,629	\$116,193	\$118,333	\$151,386	1.8%	28.4%
R2. Direct Hire Program Foreign Nationals (DHFN)					-			-		-			-			-
R3. Total Direct Hire	87	77	86	9,935	94	9	183	286	10,221	2,826	13,047	\$115,523	\$118,849	\$151,709	2.9%	28.4%
R4. Indirect Hire Foreign Nationals (IHFN)	· ·	-	-	-	-	-	-	-	-	-	-		-			-
Subtotal - Reimbursable Funded (excludes OC 13)	87	- 77	86	9,935	94	9	183	286	10,221	2,826	13,047	\$115,523	\$118,849	\$151,709	2.9%	28.4%
R5. Other Object Class 13 Benefits										-						
R5a. USDH - Benefits for Former Employees										-						
R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP)										-						
R5d. Foreign National Separation Liability Accrual										-						
Total Personnel (includes OC 13)	1,282	1,291	1,315	154,525	1,764	179	2,016	3,959	158,484	45,205	203,689	\$117,510	\$120,520	\$154,897	2.6%	29.3%
T1. US Direct Hire (USDH)	1,282	1,291	1,315	154,525	1,764	179	2,016	3,959	158,484	45,205	203,689	\$117,510	\$120,520	\$154,897	2.6%	29.3%
T1a. Senior Executive Schedule T1b. General Schedule	14	14 1.043	14	1,981 142,836	0	0	21	21 3.552	2,002 146,388	483 36,742	2,485 183,130	\$141,500 \$133,867	\$143,000 \$137,196	\$177,500 \$171,631	1.1%	24.4% 25.7%
T1c. Special Schedule	1,015	1,045	1,007	142,830	1,704	1/9	1,609	3,332	140,388	30,742	185,150	\$155,007	\$137,190	\$1/1,051	2.3%	23.770
Tld. Wage System	10	11	11	611	0	0	17	17	628	380	1.008	\$55,545	\$57,091	\$91,636	2.8%	62.2%
T1e. Highly Qualified Experts	0	0	0	0	ő	0	0	0	0	0	0					
T1f. Other	243	223	223	9,097	0	0	369	369	9,466	7,600	17,066	\$40,794	\$42,448	\$76,529	4.1%	83.5%
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0					
T3. Total Direct Hire	1,282	1,291	1,315	154,525	1,764	179	2,016	3,959	158,484	45,205	203,689	\$117,510	\$120,520	\$154,897	2.6%	29.3%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	1,282	1,291	1,315	154,525	1,764	179	2,016	3,959	158,484	45,205	203,689	\$117,510	\$120,520	\$154,897	2.6%	29.3%
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					

Operation and Maintenance, Defense-Wide						The Joint S (FY 2020 (\$ in Thousa)						Date: Febr	uary 2020 <u>Rates</u>		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>s</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	<u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	İ Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>9</u> % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	1,323	1,297	1,297	138,273	151	116	2,123	2,390	140,663	47,188	187,851	\$106,610	\$108,453	\$144,835	1.7%	34.1%
D1. US Direct Hire (USDH)	1,323	1,297	1,297	138,273	151	116	2,123	2,390	140,663	47,188	187,851	\$106,610	\$108,453	\$144,835	1.7%	34.1%
D1a. Senior Executive Schedule	14	14	14	2,589	-	-	187	187	2,776	891	3,667	\$184,929	\$198,286	\$261,929	7.2%	34.4%
D1b. General Schedule	1,121	1,099	1,099	111,709	151	116	1,936	2,203	113,912	40,375	154,287	\$101,646	\$103,651	\$140,389	2.0%	36.1%
D1c. Special Schedule	· ·	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	12	12	12	507	-	-	-	-	507	84	591	\$42,250	\$42,250	\$49,250	0.0%	16.6%
D1e. Highly Qualified Experts		-	-	-	-	-	-	-		-		-		-	-	-
D1f. Other	176	172	172	23,468	-	-	-	-	23,468	5,838	29,306	\$136,442	\$136,442	\$170,384	0.0%	24.9%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	1,323	1,297	1,297	138,273	151	116	2,123	2,390	140,663	47,188	187,851	\$106,610	\$108,453	\$144,835	1.7%	34.1%
Subtotal - Direct Funded (excludes OC 13)	1.323	1.297	1.297	138,273	151	116	2,123	2,390	140,663	47,188	187.851	\$106,610	\$108,453	8144 825	1.7%	34.1%
D5. Other Object Class 13 Benefits	1,525	1,477	2,277	150,275	151	110	2,723	2,550	140,000	47,700	107,001	3100,010	5100,455	\$144,000	1.770	54.270
D5a. USDH - Benefits for Former Employees	1															
D5b. DHFN - Benefits for Former Employees	1									-	-					
D5c. Voluntary Separation Incentive Pay (VSIP)	1									-	-					
D5d. Foreign National Separation Liability Accrual	1									-	-					
Reimbursable Funded Personnel (includes OC 13)	87	87	87	12,679	90	3	167	260	12,939	3,543	16,482	\$145,736	\$148,724	\$189,448	2,1%	27.9%
	87	87	87		90			260								
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule	87	87	87	12,679	90	3	167	260	12,939	3,543	16,482	\$145,736	\$148,724	\$189,448	2.1%	27.9%
R1a. Senior Executive Schedule R1b. General Schedule	29	29	29	1,938	70	- 3	105	178	2,116	590	2,706	\$66,828	\$72,966	\$93,310	9.2%	30.4%
R1c. Special Schedule	29	29	29	1,958	/0	3	105	1/8	2,110	590	2,706	300,828	\$72,900	\$93,310	9.276	30.470
R1d. Wage System		-	-	-		-	-	-	-	-						-
R1e. Highly Qualified Experts	1	1	1	155					155		155	\$155,000	\$155,000	\$155,000	0.0%	0.0%
R1f. Other	57	57	57	10,586	20	2	62	82	10,668	2,953	13,621	\$185,719	\$187,158	\$238,965	0.8%	27.9%
				10,200			01			2,000						
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire	87	87	87	12.679	- 90	3	167	260	12,939	3,543	16,482	\$145.736	\$148.724	\$189.448	2.1%	27.9%
R4. Indirect Hire Foreign Nationals (IHFN)	0/	0/	07	12,079			107	200	12,939	0,040	10,462	3143,730	8140,724	3109,440	2.170	27.970
Subtotal - Reimbursable Funded (excludes OC 13)	87	87	87	12,679	90		167	260	12,939	3,543	16,482	\$145 736	\$148,724	\$189 448	2.1%	27.9%
R5. Other Object Class 13 Benefits		67		12,079	20		10)	200	12,757	2,245	10,402	0145,750	0140,724	\$103,440	2.170	27.770
R5a. USDH - Benefits for Former Employees	1															
R5b. DHFN - Benefits for Former Employees	1									-	-					
R5c. Voluntary Separation Incentive Pay (VSIP)	1									-	-					
R5d. Foreign National Separation Liability Accrual										-						
Total Personnel (includes OC 13)	1,410	1,384	1,384	150,952	241	119	2,290	2,650	153,602	50,731	204,333	\$109,069	\$110,984	\$147,639	1.8%	33.6%
T1. US Direct Hire (USDH)	1,410	1,384	1,384	150,952	241	119	2,290	2,650	153,602	50,731	204,333	\$109.069	\$110,984	\$147,639	1.8%	33.6%
T1a. Senior Executive Schedule	1,410	1,384	1,584	2,589	241	0	2,290	2,050	2,776	891	3,667	\$184,929	\$110,984 \$198,286	\$261,929	7.2%	33.0%
T1b. General Schedule	1,150	1,128	1.128	113.647	221	119	2.041	2,381	116.028	40,965	156,993	\$100,751	\$102,862	\$139,178	2.1%	36.0%
T1c. Special Schedule	0	0	0	0	0	0	2,041	2,501	0	40,905	150,995				1/0	
T1d. Wage System	12	12	12	507	0	0	0	0	507	84	591	\$42,250	\$42,250	\$49,250	0.0%	16.6%
T1e. Highly Qualified Experts	1	1	ĩ	155	Ŭ.	0	0	ő	155	0	155	\$155,000	\$155,000	\$155,000	0.0%	0.0%
T1f. Other	233	229	229	34,054	20	0	62	82	34,136	8,791	42,927	\$148,707	\$149,066	\$187,454	0.2%	25.8%
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0					
T3. Total Direct Hire	1,410	1.384	1,384	150,952	241	119	2,290	2,650	153,602	50,731	204,333	\$109.069	\$110,984	\$147.639	1.8%	33.6%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	1,410	1,384	1,384	150,952	241	119	2,290	2,650	153,602	50,731	204,333	\$109,069	\$110,984	\$147,639	1.8%	33.6%
T5. Other Object Class 13 Benefits										-	-					
T5a. USDH - Benefits for Former Employees	1									0	0					
T5b. DHFN - Benefits for Former Employees	1									0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability Accrual	1									0	0					

Operation and Maintenance, Defense-Wide						The Joint St (FY 2021							Date: Febr			
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousan <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>1</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	<u>Rates</u> k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>0</u> % BC <u>Variables</u>	j/d P % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	1,297	1,284	1,284	141,847	207	130	2,053	2,390	144,237	48,349	192,586	\$110,473	\$112,334	\$149,989	1.7%	34.1%
D1. US Direct Hire (USDH)	1,297	1,284	1,284	141,847	207	130	2,053	2,390	144,237	48,349	192,586	\$110,473	\$112,334	\$149,989	1.7%	34.1%
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	1,099	1,086	1,086	115,781	207	130	1,774	2,111	117,892	39,810	157,702	\$106,612	\$108,556	\$145,214	1.8%	34.4%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	12	12	12	724	-	-	-	-	724	272	996	\$60,333	\$60,333	\$83,000	0.0%	37.6%
D1e. Highly Qualified Experts	-	-	-	-	-	-	-		-	-	-				0.000	
D1f. Other	172	172	172	21,900	-	-	-	-	21,900	7,470	29,370	\$127,326	\$127,326	\$170,756	0.0%	34.1%
D2. Direct Hire Program Foreign Nationals (DHFN)		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	1,297	1,284	1,284	141,847	207	130	2,053	2,390	144,237	48,349	192,586	\$110,473	\$112,334	\$149,989	1.7%	34.1%
D4. Indirect Hire Foreign Nationals (IHFN)	-		-	-	-	-	-			-						
Subtotal - Direct Funded (excludes OC 13)	1,297	1,284	1,284	141,847	207	130	2,053	2,390	144,237	48,349	192,586	\$110,473	\$112,334	\$149,989	1.7%	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	1															
Reimbursable Funded Personnel (includes OC 13)	87	87	87	12,945	<u>90</u>	<u>3</u>	173	266	13,211	3.617	16,828	<u>\$148,793</u>	\$151,851	\$193,425	2,1%	27.9%
R1. US Direct Hire (USDH)	87	87	87	12,945	90	3	173	266	13,211	3,617	16,828	\$148,793	\$151,851	\$193,425	2.1%	27.9%
R1a. Senior Executive Schedule	· ·	-	-	-	-	-	-	-	-	-	-		-		-	-
R1b. General Schedule	29	29	29	2,037	70	3	105	178	2,215	614	2,829	\$70,241	\$76,379	\$97,552	8.7%	30.1%
R1c. Special Schedule	· ·	-	-	-	-	-	-	-	-	-	-	-		-	-	-
R1d. Wage System R1e. Highly Qualified Experts	· ·	· .	- ,	-		-			155	-	155	\$155,000	\$155,000	\$155,000	0.0%	0.0%
R1f. Other	57	57	57	10,753	20		68	88	10.841	3,003	13,844	\$133,660	\$190,193	\$242,877	0.8%	27.9%
	1 "	27	57	10,755	20		08	00	10,041	5,005	13,044	3100,049	3190,195	azaz,077	0.076	27-970
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-		-		-	-			-	-		-		-
R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN)	87	87	87	12,945	90	3	173	266	13,211	3,617	16,828	\$148,793	\$151,851	\$193,425	2.1%	27.9%
K4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reimbursable Funded (excludes OC 13)	87	87	87	12,945	90	3	173	266	13.211	3,617	16,828	\$148 702	\$151,851	\$102.425	2.1%	27.9%
R5. Other Object Class 13 Benefits	07	67	07	12,945	90	5	175	200	13,211	5,017	10,020	3140,793	8151,651	\$195,925	2.170	27.970
R5a. USDH - Benefits for Former Employees	1															
R5b. DHFN - Benefits for Former Employees	1									-	-					
R5c. Voluntary Separation Incentive Pay (VSIP)	1									-	-					
R5d. Foreign National Separation Liability Accrual										-						
Total Personnel (includes OC 13)	1,384	1,371	1,371	154,792	297	133	2,226	2,656	157,448	51,966	209,414	\$112,904	\$114,842	\$152,745	1.7%	33.6%
T1. US Direct Hire (USDH)	1,384	1.371	1,371	154,792	297	133	2,226	2,656	157,448	51,966	209,414	\$112,904	\$114,842	\$152,745	1.7%	33.6%
T1a. Senior Executive Schedule	1,504	14	14	3,442	0	0	279	279	3,721	797	4,518	\$245,857	\$265,786	\$322,714	8.1%	23.2%
T1b. General Schedule	1,128	1,115	1,115	117.818	277	133	1.879	2,289	120,107	40,424	160,531	\$105,666	\$107,719	\$143,974	1.9%	34.3%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	12	12	12	724	0	0	0	0	724	272	996	\$60,333	\$60,333	\$83,000	0.0%	37.6%
T1e. Highly Qualified Experts	1	1	1	155	0	0	0	0	155	0	155	\$155,000	\$155,000	\$155,000	0.0%	0.0%
T1f. Other	229	229	229	32,653	20	0	68	88	32,741	10,473	43,214	\$142,590	\$142,974	\$188,707	0.3%	32.1%
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0					-
T3. Total Direct Hire	1,384	1,371	1,371	154,792	297	133	2,226	2,656	157,448	51,966	209,414	\$112,904	\$114,842	\$152,745	1.7%	33.6%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	1,384	1,371	1,371	154,792	297	133	2,226	2,656	157,448	51,966	209,414	\$112,904	\$114,842	\$152,745	1.7%	33.6%
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					

Operation and Maintenance, Defense-Wide						gton Headqua (FY 2019)						Date: Feb			
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousa <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>9</u> % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	1,256	1,323	1.227	130,124	8,443	50	<u>0</u>	8,493	138,617	41,613	180,230	\$106,051	\$112,972	\$146,887	6.5%	32.0%
D1. US Direct Hire (USDH)	1,256	1,323	1,227	130,124	8,443	50		8,493	138,617	41,475	180,092	\$106,051	\$112,972	\$146,774	6.5%	31.9%
D1a. Senior Executive Schedule	16	18	16	2,620	-	-			2,620	635	3,255	\$163,750	\$163,750	\$203,438	0.0%	24.2%
D1b. General Schedule	1,240	1,174	1,103	115,189	8,284	37		8,321	123,510	37,234	160,744	\$104,432	\$111,976	\$145,733	7.2%	32.3%
D1c. Special Schedule D1d. Wage System		120	93	10,910 3	159	13	-	172	11,082	3,261	14,343	\$117,312	\$119,161	\$154,226	1.6% 0.0%	29.9% 33.3%
D1d. wage System D1e. Highly Qualified Experts			- 15	1,402					1,402	344	1,746	\$93,467	\$93,467	\$116,400	0.0%	24.5%
DIf. Other		-	-	1,402		-		-	-	-	-				0.070	
																ľ
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	1.256	1.323	1,227	130,124	8,443	50		8,493	138,617	41,475	180,092	\$106,051	\$112,972	\$146,774	6.5%	31.9%
D4. Indirect Hire Foreign Nationals (IHFN)	1,230	1,545	1,227	150,124	0,445			0,473	138,017	41,475	100,072	3100,051	0114,714	0140,774	0.376	31.976
Subtotal - Direct Funded (excludes OC 13)	1,256	1.323	1,227	130,124	8,443	50		8,493	138,617	41,475	180,092	\$106.051	\$112,972	\$146,774	6.5%	31.9%
D5. Other Object Class 13 Benefits										138	138					
D5a. USDH - Benefits for Former Employees										-	-					I
D5b. DHFN - Benefits for Former Employees										-	-					l i
D5c. Voluntary Separation Incentive Pay (VSIP)										138	138					I
D5d. Foreign National Separation Liability Accrual										-				_		
Reimbursable Funded Personnel (includes OC 13)	46	0	138	16,598	388	17	<u>0</u>	405	17,003	4,754	21,757	\$120,275	\$123,210	\$157,659	2.4%	28.6%
R1. US Direct Hire (USDH)	46		138	16,598	388	17		405	17,003	4,754	21,757	\$120,275	\$123,210	\$157,659	2.4%	28.6%
R1a. Senior Executive Schedule	· ·	-	1	191	-	-	-		191	57	248	\$191,000	\$191,000	\$248,000	0.0%	29.8%
R1b. General Schedule	46	-	90	11,618	383	17	-	400	12,018	3,302	15,320	\$129,089	\$133,533	\$170,222	3.4%	28.4%
R1c. Special Schedule	· ·	-	44	4,228	5	-	-	5	4,233	1,279	5,512	\$96,091	\$96,205	\$125,273	0.1%	30.3%
R1d. Wage System R1e. Highly Qualified Experts		-	- 3	561	-	-	-	-	561	116	- 677	\$187,000	\$187,000	\$225,667	0.0%	20.7%
R1f. Other				501	-				501	110	077	3187,000	8107,000	3223,007	0.078	20.770
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire	- 46	-	138	16.598	388	17		405	17,003	4,754	21,757	\$120,275	\$123.210	\$157.659	2.4%	28.6%
R4. Indirect Hire Foreign Nationals (IHFN)	40		130	10,390	300			405	17,003	4,754	41,757	3120,273	8123,210	3137,039	2.470	20.070
Subtotal - Reimbursable Funded (excludes OC 13)	46	_	138	16,598	388	17		405	17,003	4,754	21,757	\$120,275	\$123,210	\$157,659	2.4%	28.6%
R5. Other Object Class 13 Benefits										-	-					
R5a. USDH - Benefits for Former Employees	1															ľ
R5b. DHFN - Benefits for Former Employees										-	-					1
R5c. Voluntary Separation Incentive Pay (VSIP)										-	-					1
R5d. Foreign National Separation Liability Accrual										-						
Total Personnel (includes OC 13)	1,302	1,323	1,365	146,722	8,831	<u>67</u>	<u>0</u>	8,898	155,620	46,367	201,987	<u>\$107,489</u>	<u>\$114,007</u>	<u>\$147,976</u>	6.1%	31.6%
T1. US Direct Hire (USDH)	1,302	1,323	1,365	146,722	8,831	67	-	8,898	155,620	46,229	201,849	\$107,489	\$114,007	\$147,875	6.1%	31.5%
T1a. Senior Executive Schedule	16	18	17	2,811	0	0	0	0	2,811	692	3,503	\$165,353	\$165,353	\$206,059	0.0%	24.6%
T1b. General Schedule	1,286	1,174	1,193	126,807	8,667	54	0	8,721	135,528	40,536	176,064	\$106,293	\$113,603	\$147,581	6.9%	32.0%
T1c. Special Schedule	0	120	137	15,138	164	13	0	177	15,315	4,540	19,855	\$110,496	\$111,788	\$144,927	1.2%	30.0% 33.3%
T1d. Wage System T1e. Highly Qualified Experts	0	11	18	1.963	0	0	0	0	1,963	460	2,423	\$109.056	\$109.056	\$134.611	0.0%	23.4%
Tlf. Other	0	0	10	1,903	0	0	0	0	1,903	400	2,423	3109,050	3109,050	3134,011	0.076	23.470
	-	-	-		-	-		-		-	0					
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	1,302	1.323	0	0 146.722	0 8.831	0 67	0	0 8,898	0	0 46,229	201,849	\$107,489	\$114.007	\$147.875	6.1%	31.5%
T4. Indirect Hire Foreign Nationals (IHFN)	1,302	1,525	1,305	140,722	0,001	0	- 0	0,090	155,020	40,229	201,049	3107,409	3114,007	0147,070	0.178	51.576
Subtotal - Total Funded (excludes OC 13)	1.302	1,323	1.365	146,722	8,831	67		8,898	155,620	46,229	201.849	\$107,489	\$114,007	\$147,875	6.1%	31.5%
T5. Other Object Class 13 Benefits										138	138	1				
T5a. USDH - Benefits for Former Employees										0	0					
T5b. DHFN - Benefits for Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										138	138					
T5d. Foreign National Separation Liability Accrual										0	0					

Operation and Maintenance, Defense-Wide						ton Headqua (FY 2020)						Date: Feb			
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousan <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	<u>Rates</u> k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>0</u> % BC <u>Variables</u>	j/d P % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	1,323	583	583	68,651	1,677	12	1,265	2,954	71,605	24,284	95,889	<u>\$117,755</u>	\$122,822	\$164,475	4.3%	35.4%
D1. US Direct Hire (USDH)	1,323	583	583	68,651	1,677	12	1,265	2,954	71,605	24,094	95,699	\$117,755	\$122,822	\$164,149	4.3%	35.1%
D1a. Senior Executive Schedule	18	15	15	2,780	-	-	141	141	2,921	761	3,682	\$185,333	\$194,733	\$245,467	5.1%	27.4%
D1b. General Schedule	1,174	479	479	54,017	1,618	9	924	2,551	56,568	19,386	75,954	\$112,770	\$118,096	\$158,568	4.7%	35.9%
D1c. Special Schedule	120	80	80	10,220	59	3	200	262	10,482	3,306	13,788	\$127,750	\$131,025	\$172,350	2.6%	32.3%
D1d. Wage System D1e. Highly Qualified Experts	1 11	- 0	- 9	1,634	-	-	-		1,634	641	2,275	\$181 556	\$181,556	\$252,778	0.0%	39.2%
D1f. Other	l ."			1,004				-	-	-	-				0.070	
D2. Direct Hire Program Foreign Nationals (DHFN)																
D3. Total Direct Hire	1,323	583	583	68,651	1,677	12	1,265	2,954	71,605	24,094	95,699	\$117,755	\$122,822	\$164,149	4.3%	35.1%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	1,323	583	583	68,651	1,677	12	1,265	2,954	71,605	24,094	95,699	\$117,755	\$122,822	\$164,149	4.3%	35.1%
D5. Other Object Class 13 Benefits										190	190					
D5a. USDH - Benefits for Former Employees										-						
D5b. DHFN - Benefits for Former Employees										- 190	-					
D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual										190	190					
Reimbursable Funded Personnel (includes OC 13)	76	86	86	11,332	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	11,332	3,455	14,787	<u>\$131,767</u>	<u>\$131,767</u>		0.0%	30.5%
R1. US Direct Hire (USDH)	76	86	86	11,332	-			-	11,332	3,455	14,787	\$131,767	\$131,767	\$171,942	0.0%	30.5%
R1a. Senior Executive Schedule	1	1	1	195	-	-	-		195	34	229	\$195,000	\$195,000	\$229,000	0.0%	17.4%
R1b. General Schedule R1c. Special Schedule	75	85	85	11,137	-	-	-	-	11,137	3,421	14,558	\$131,024	\$131,024	\$171,271	0.0%	30.7%
R1d. Wage System		-	-		-	-	-	-		-			-			
R1e. Highly Qualified Experts				-	-											
R1f. Other	· ·	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	· .															
R3. Total Direct Hire	76	86	86	11.332					11.332	3,455	14,787	\$131,767	\$131,767	\$171,942	0.0%	30.5%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-			
Subtotal - Reimbursable Funded (excludes OC 13)	76	86	86	11,332	-	-	-	-	11,332	3,455	14,787	\$131,767	\$131,767	\$171,942	0.0%	30.5%
R5. Other Object Class 13 Benefits										-	-					
R5a. USDH - Benefits for Former Employees										-						
R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP)											1.1					
R5d. Foreign National Separation Liability Accrual										-						
Total Personnel (includes OC 13)	1,399	669	669	79,983	1,677	12	1,265	2,954	82,937	27,739	110,676	\$119,556	\$123,972	\$165,435	3.7%	34.7%
T1. US Direct Hire (USDH)	1.399	669	669	79,983	1,677	12	1,265	2,954	82,937	27,549	110,486			\$165,151	3.7%	34.4%
T1a. Senior Executive Schedule	1,399	16	16	2,975	1,0//	12	1,205	2,954	3,116	27,549	3,911	\$119,556 \$185,938	\$123,972 \$194,750	\$244,438	3.7% 4.7%	26.7%
T1b. General Schedule	1.249	564	564	65,154	1.618	9	924	2,551	67,705	22,807	90,512	\$115.521	\$120.044	\$160.482	3.9%	35.0%
T1c. Special Schedule	120	80	80	10,220	59	3	200	262	10,482	3,306	13,788	\$127,750	\$131,025	\$172,350	2.6%	32.3%
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	11	9	9	1,634	0	0	0	0	1,634	641	2,275	\$181,556	\$181,556	\$252,778	0.0%	39.2%
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	1,399	669	669	79,983	1,677	12	1,265	2,954	82,937	27,549	110,486	\$119,556	\$123,972	\$165,151	3.7%	34.4%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-			
Subtotal - Total Funded (excludes OC 13)	1,399	669	669	79,983	1,677	12	1,265	2,954	82,937	27,549	110,486	\$119,556	\$123,972	\$165,151	3.7%	34.4%
T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees										190	190					
T5b. DHFN - Benefits for Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)	1									190	190					
T5d. Foreign National Separation Liability Accrual	1									0	0					

Operation and Maintenance, Defense-Wide						ton Headqua (FY 2021)						Date: Feb	·		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>s</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousan <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	<u>Rates</u> k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>0</u> % BC <u>Variables</u>	j/d P % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	583	561	561	67,451	164	<u>0</u>	2,402	2,566	70,017	22,544	92,561	\$120,234	\$124,807	\$164,993	3.8%	<u>33.4%</u>
D1. US Direct Hire (USDH)	583	561	561	67,451	164		2,402	2,566	70,017	22,144	92,161	\$120,234	\$124,807	\$164,280	3.8%	32.8%
D1a. Senior Executive Schedule	15	13	13	2,373	-		81	81	2,454	712	3,166	\$182,538	\$188,769	\$243,538	3.4%	30.0%
D1b. General Schedule	479	544	544	64,643	164	-	2,306	2,470	67,113	20,694	87,807	\$118,829	\$123,369	\$161,410	3.8%	32.0%
D1c. Special Schedule D1d. Wage System	80	2	2	264	-	-	10	10	274	84	358	\$132,000	\$137,000	\$179,000	3.8%	31.8%
D1e. Highly Qualified Experts D1f. Other	9	2	2	171		-	5	5	176	55 599	231 599	\$85,500	\$88,000	\$115,500	2.9%	32.2%
											277					
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	583	561	561	67,451	164		2,402	2,566	70,017	22,144	92,161	\$120,234	\$124,807	\$164,280	3.8%	32.8%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	07,451	-	-	-,	-			-				0.070	08.070
Subtotal - Direct Funded (excludes OC 13)	583	561	561	67,451	164	-	2,402	2,566	70,017	22,144	92,161	\$120,234	\$124,807	\$164,280	3.8%	32.8%
D5. Other Object Class 13 Benefits										400	400					
D5a. USDH - Benefits for Former Employees										-						
D5b. DHFN - Benefits for Former Employees										-	-					1
D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual										400	400					
										-						
Reimbursable Funded Personnel (includes OC 13)	86	<u>90</u>	<u>90</u>	12,042	31	<u>0</u>	301	332	12,374	3,426	15,800	<u>\$133,800</u>	<u>\$137,489</u>	<u>\$175,556</u>	2.8%	28.5%
R1. US Direct Hire (USDH)	86	90	90	12,042	31		301	332	12,374	3,426	15,800	\$133,800	\$137,489	\$175,556	2.8%	28.5%
R1a. Senior Executive Schedule	1 85	- 90	- 90	10.040	- 31	-	- 301	-	-	-	15 000				2 007	-
R1b. General Schedule R1c. Special Schedule	85	90	90	12,042	31	-	301	332	12,374	3,426	15,800	\$133,800	\$137,489	\$175,556	2.8%	28.5%
R1d. Wage System		-		-	-											-
R1e. Highly Qualified Experts																
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)		-		-					-	-	_					-
R3. Total Direct Hire	86	90	90	12,042	31		301	332	12,374	3,426	15,800	\$133,800	\$137,489	\$175,556	2.8%	28.5%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	86	90	90	12,042	31		301	332	12,374	3,426	15,800	\$133,800	\$137,489	\$175,556	2.8%	28.5%
R5. Other Object Class 13 Benefits										-						
R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees										-						
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual										-	-					
Total Personnel (includes OC 13)	669	651	651	79,493	195	<u>0</u>	2,703	2,898	82,391	25,970	108,361	\$122,109	\$126,561	\$166,453	3,6%	32.7%
T1. US Direct Hire (USDH)	669	651	651	79,493	195		2,703	2,898	82,391	25,570	107,961	\$122,109	\$126,561	\$165,839	3.6%	32.2%
T1a. Senior Executive Schedule	16	13	13	2,373	0	0	81	81	2,454	712	3,166	\$182,538	\$188,769	\$243,538	3.4%	30.0%
T1b. General Schedule	564	634	634	76,685	195	0	2,607	2,802	79,487	24,120	103,607	\$120,954	\$125,374	\$163,418	3.7%	31.5%
T1c. Special Schedule	80	2	2	264	0	0	10	10	274	84	358	\$132,000	\$137,000	\$179,000	3.8%	31.8%
T1d. Wage System T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	231	\$85,500	\$88,000	\$115,500	2.9%	32.2%
Tlf. Other	0	0	0	0	0	0	0	0	0	599	599	305,500	200,000	JII J, J00 -	6.770	36.670
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0					
T3. Total Direct Hire	669	651	651	79,493	195		2,703	2,898	82,391	25,570	107,961	\$122,109	\$126,561	\$165,839	3.6%	32.2%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	669	651	651	79,493	195	-	2,703	2,898	82,391	25,570	107,961	\$122,109	\$126,561	\$165,839	3.6%	32.2%
T5. Other Object Class 13 Benefits										400	400					
T5a. USDH - Benefits for Former Employees										0	0					
T5b. DHFN - Benefits for Former Employees										0	0	1				
T5c. Voluntary Separation Incentive Pay (VSIP)										400	400					

DoD Acquisition Workforce Development Fund						e Acquisition (FY 2019)						Date: Febr			
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> FTEs	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousan <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>1</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	<u>Rates</u> k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>9</u> % BC <u>Variables</u>	j/d P % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	1,622	1,920	1,600	97,198	<u>0</u>	<u>0</u>	4,776	4,776	101,974	31,735	133,709	\$60,749	\$63,734	\$83,568	4.9%	32,6%
D1. US Direct Hire (USDH)	1,622	1,920	1,600	97,198	-	-	4,776	4,776	101,974	31,735	133,709	\$60,749	\$63,734	\$83,568	4.9%	32.6%
D1a. Senior Executive Schedule D1b. General Schedule	1,622	1,920	1,600	97,198	-		4,776	4,776	101.974	31,735	133,709	\$60,749	\$63,734	\$83,568	4.9%	32.6%
D1c. Special Schedule	-	-	-	-		-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	· ·	-		-		-		-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
D3. Total Direct Hire	1,622	1,920	1,600	97,198	-		4,776	4,776	101,974	31,735	133,709	\$60,749	\$63,734	\$83,568	4.9%	32.6%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-
Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits	1,622	1,920	1,600	97,198	-	-	4,776	4,776	101,974	31,735	133,709	\$60,749	\$63,734	\$83,568	4.9%	32.6%
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees	1									-	-					3
D5c. Voluntary Separation Incentive Pay (VSIP)										-	-					
D5d. Foreign National Separation Liability Accrual										-						
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>					
R1. US Direct Hire (USDH)	-		-	-	-					-		-	-	-	-	-
R1a. Senior Executive Schedule R1b. General Schedule	1 :															
R1c. Special Schedule	· .	-		-	-	-		-	-	-	-	-	_		-	-
R1d. Wage System	· ·	-		-	-	-		-	-	-		-	-	-	-	-
R1e. Highly Qualified Experts R1f. Other		-		-		-				-						-
		-	-	-		-		-	-	-	-	-	-		-	
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire	1	1.1						1.1			1.1					
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)	1									-	-					
R5d. Foreign National Separation Liability Accrual										-						
Total Personnel (includes OC 13)	1,622	1,920	1,600	97,198	<u>0</u>	<u>0</u>	4,776	4,776	101,974	31,735	133,709	<u>\$60,749</u>	\$63,734	\$83,568	4.9%	32.6%
T1. US Direct Hire (USDH)	1,622	1,920	1,600	97,198	· · .	· · ·	4,776	4,776	101,974	31,735	133,709	\$60,749	\$63,734	\$83,568	4.9%	32.6%
T1a. Senior Executive Schedule T1b. General Schedule	0	0 1,920	0 1,600	0 97,198	0	0	0 4,776	0 4,776	0 101,974	0 31,735	0 133,709	\$60,749	\$63,734	\$83,568	4.9%	32.6%
T1c. Special Schedule	0	0	0	0	0	ő	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts T1f. Other	0	0	0	0	0	0	0	0	0	0	0				-	-
	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	1,622	1,920	1,600	97,198	- 0	- 0	4,776	4,776	101.974	31,735	133,709	\$60,749	863,734	\$83,568	4.9%	32.6%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	1,622	1,920	1,600	97,198	-	-	4,776	4,776	101,974	31,735	133,709	\$60,749	\$63,734	\$83,568	4.9%	32.6%
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					

DoD Acquisition Workforce Development Fund						e Acquisition (FY 2020)						Date: Febr			
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousan <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	İ Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>1</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	<u>Rates</u> k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>9</u> % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	1,920	1,600	1,675	97.366	<u>0</u>	<u>0</u>	7,797	7,797	105,163	36,989	142,152	\$58,129	\$62,784	\$84,867	8.0%	38.0%
D1. US Direct Hire (USDH)	1,920	1,600	1,675	97,366		-	7,797	7,797	105,163	36,989	142,152	\$58,129	\$62,784	\$84,867	8.0%	38.0%
D1a. Senior Executive Schedule					-	-				-					-	-
D1b. General Schedule D1c. Special Schedule	1,920	1,600	1,675	97,366	-	-	7,797	7,797	105,163	36,989	142,152	\$58,129	\$62,784	\$84,867	8.0%	38.0%
D1d. Wage System		-								-						
D1e. Highly Qualified Experts	· ·	-		-		-				-					-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)		-		-		-						-	-	-	-	-
D3. Total Direct Hire	1,920	1,600	1,675	97,366			7,797	7,797	105,163	36,989	142,152	\$58,129	\$62,784	\$84,867	8.0%	38.0%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-		-	-			-	-	-	-
Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits	1,920	1,600	1,675	97,366	-	-	7,797	7,797	105,163	36,989	142,152	\$58,129	\$62,784	\$84,867	8.0%	38.0%
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees	1									-	-					3
D5c. Voluntary Separation Incentive Pay (VSIP)	1									-	-					
D5d. Foreign National Separation Liability Accrual										-	-					
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>					
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)	1									-	-					
R5d. Foreign National Separation Liability Accrual																
Total Personnel (includes OC 13)	1,920	1,600	1,675	97,366	<u>0</u>	<u>0</u>	7,797	7,797	105,163	36,989	142,152	\$58,129	\$62,784	\$84,867	8.0%	38.0%
T1. US Direct Hire (USDH)	1,920	1,600	1,675	97,366		-	7,797	7,797	105,163	36,989	142,152	\$58,129	\$62,784	\$84,867	8.0%	38.0%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0				-	-
T1b. General Schedule T1c. Special Schedule	1,920	1,600	1,675	97,366	0	0	7,797	7,797	105,163	36,989	142,152	\$58,129	\$62,784	\$84,867	8.0%	38.0%
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0					-
T1e. Highly Qualified Experts	0	0	ő	0	õ	0	0	0	0	0	ŏ					-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-				-
T3. Total Direct Hire	1,920	1,600	1,675	97,366			7,797	7,797	105,163	36,989	142,152	\$58,129	\$62,784	\$84,867	8.0%	38.0%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits	1,920	1,600	1,675	97,366	-	-	7,797	7,797	105,163	36,989	142,152	\$58,129	\$62,784	\$84,867	8.0%	38.0%
15. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees										- 0	- 0					
T5b. DHFN - Benefits for Former Employees	1									ő	ő					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability Accrual										0	0					

DoD Acquisition Workforce Development Fund						e Acquisition (FY 2021))						Date: Feb	ruary 2020		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousan <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>1</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>0</u> % BC <u>Variables</u>	j/d P % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	1,600	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	1,837	1,837	1,837	<u>0</u>	1,837					
D1. US Direct Hire (USDH)	1,600		-	-	-		1,837	1,837	1,837	-	1,837	-			-	-
D1a. Senior Executive Schedule		-	-	-	-					-		-			-	-
D1b. General Schedule	1,600	-	-	-	-	-	1,837	1,837	1,837	-	1,837			-	-	-
D1c. Special Schedule D1d. Wage System	-	-	-	-	-	-	-		-	-	-				-	-
D1d. wage System D1e. Highly Qualified Experts					-											
D1f. Other		-	-	-	-			-	-	-	-					2
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	1.600						1,837	1,837	1,837	-	1,837			-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	1,000		-				1,057	1,007	1,037		1,037					1
Subtotal - Direct Funded (excludes OC 13)	1,600	-	-	-	-	-	1,837	1,837	1,837	-	1,837					
D5. Other Object Class 13 Benefits										-	-					
D5a. USDH - Benefits for Former Employees	1									-	-					
D5b. DHFN - Benefits for Former Employees										-	-					3
D5c. Voluntary Separation Incentive Pay (VSIP)										-	-					
D5d. Foreign National Separation Liability Accrual										-						
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>					
R1. US Direct Hire (USDH)	-		-	-	-				-	-					-	-
R1a. Senior Executive Schedule		-	-	-	-	-	-		-	-	-				-	-
R1b. General Schedule	· ·	-	-	-	-	-	-	-	-	-				-	-	-
R1c. Special Schedule	· ·	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System R1e. Highly Qualified Experts	-	-	-	-	-	-				-		-			-	-
R1f. Other		-	-	-	-					-						_
																5
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	1									-	-					
R5b. DHFN - Benefits for Former Employees										-						
R5c. Voluntary Separation Incentive Pay (VSIP)										-						
R5d. Foreign National Separation Liability Accrual	<u> </u>															
Total Personnel (includes OC 13)	1,600	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	1,837	1,837	1,837	<u>0</u>	1,837					
T1. US Direct Hire (USDH)	1,600		-	-	-	-	1,837	1,837	1,837	-	1,837	-		-	-	-
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0			-	-	
T1b. General Schedule	1,600	0	0	0	0	0	1,837	1,837	1,837	0	1,837			-	-	
T1c. Special Schedule T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-		-	-	-
T1c. Wage System T1c. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0					
Tlf. Other	0	ő	0	0	ő	0	0	ő	0	0	ő					
T2. Direct Hire Program Foreign Nationals (DHFN)	0		0		0	0	0	0	0	0	0					
T3. Total Direct Hire	1,600						1,837	1.837	1.837		1.837					-
T4. Indirect Hire Foreign Nationals (IHFN)	1,000	0	0	- 0	- 0	- 0	1,037	0	1,037	0	1,057					
Subtotal - Total Funded (excludes OC 13)	1,600		- 1				1,837	1,837	1,837		1,837	-			-	-
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					

US Court of Appeals for Armed Forces, Def				Unite	d States Cour			d Services					Date: Feb	ruary 2020		
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>s</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pav	(FY 2019) (S in Thousan <u>f</u> Holiday Pay		e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	i Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>1</u> Basic Comp	i/c <u>m</u> Total Comp	<u>Rates</u> k/c <u>n</u> Comp & Benefits	h/d <u>0</u> % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	50 cingui	50 Strength	55	<u>6,704</u>	<u>ray</u> 0	<u>ray</u> 0	238	238	6,942	1,861	& Benefits 8,803	\$121,891	\$126,218		<u>variables</u> <u>3.6%</u>	27.8%
D1. US Direct Hire (USDH)	55	55	55	6,704	-	-	238	238	6.942	1,861	8,803	\$121,891	\$126,218	\$160,055	3.6%	27.8%
D1a. Senior Executive Schedule	2	2	2	334			12	12	346	93	439	\$121,891 \$167,000	\$120,210	\$219,500	3.6%	27.8%
D1b. General Schedule	42	42	42	4,563	_	_	162	162	4,725	1,266	5,991	\$108,643	\$112,500	\$142,643	3.6%	27.7%
D1c. Special Schedule	11	11	11	1,807	-	-	64	64	1,871	502	2,373	\$164,273	\$170,091	\$215,727	3.5%	27.8%
D1d. Wage System		-	-	-	-	-				-		-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-			-				-		-
D1f. Other	· ·	-	-	-	-	-	-	-	-	-	-	-			-	-
D2. Direct Hire Program Foreign Nationals (DHFN)		-	-	-	-	-			-	-		-	-	-	-	-
D3. Total Direct Hire	55	55	55	6,704			238	238	6,942	1,861	8,803	\$121,891	\$126,218	\$160,055	3.6%	27.8%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-		-	-	-				
Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits	55	55	55	6,704	-	-	238	238	6,942	1,861	8,803	\$121,891	\$126,218	\$160,055	3.6%	27.8%
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees										-						
D5c. Voluntary Separation Incentive Pay (VSIP)										-	-					
D5d. Foreign National Separation Liability Accrual										-						
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0					
R1. US Direct Hire (USDH)																
R1a. Senior Executive Schedule		-							-							
R1b. General Schedule		-	-	-	-	-	-	-	-	-	-			-		
R1c. Special Schedule	- 1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System		-	-	-	-	-			-	-		-	-	-	-	-
R1e. Highly Qualified Experts		-	-	-	-	-	-			-		1.1.1		-		
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	1									-	-					
R5c. Voluntary Separation Incentive Pay (VSIP)										-	-					
R5d. Foreign National Separation Liability Accrual										-						
Total Personnel (includes OC 13)	55	55	55	6,704	<u>0</u>	<u>0</u>	238	238	6,942	1,861	8,803	<u>\$121,891</u>	\$126,218	\$160,055	3.6%	27.8%
T1. US Direct Hire (USDH)	55	55	55	6,704	-		238	238	6,942	1,861	8,803	\$121,891	\$126,218	\$160,055	3.6%	27.8%
T1a. Senior Executive Schedule	2	2	2	334	0	0	12	12	346	93	439		\$173,000	\$219,500	3.6%	27.8%
T1b. General Schedule	42	42	42	4,563	0	0	162	162	4,725	1,266	5,991	\$108,643	\$112,500	\$142,643	3.6%	27.7%
T1c. Special Schedule	11	11	11	1,807	0	0	64	64	1,871	502	2,373	\$164,273	\$170,091	\$215,727	3.5%	27.8%
T1d. Wage System T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0					
Tlf. Other	0	ő	ő	0	ő	0	0	ő	0	0	0					
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0						
T3. Total Direct Hire	55	55	55	6,704	- "		238	238	6,942	1,861	8,803	\$121,891	\$126,218	\$160,055	3.6%	27.8%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0,704	0	0	0	0	0	0	0	-			0.070	-
Subtotal - Total Funded (excludes OC 13)	55	55	55	6,704	-		238	238	6,942	1,861	8,803	\$121,891	\$126,218	\$160,055	3.6%	27.8%
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					

US Court of Appeals for Armed Forces, Def				Unite	ed States Cour			ed Services					Date: Feb	ruary 2020		
						(FY 2020) (\$ in Thousan		e + f + g	d + h		i+j	d/c	i/c	Rates k/c	h/d	j/d
	a Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pav	<u>f</u> Holiday Pay	g Other O.C.11	<u>h</u> Total Variables	<u>i</u> Comp O.C.11	İ Benefits O.C.12/13	<u>k</u> Comp & Benefits	1 Basic Comp	<u>m</u> Total Comp	<u>n</u> Comp & Benefits	<u>0</u> % BC Variables	P % BC Benefits
Direct Funded Personnel (includes OC 13)	59	59	59	6,898	0	0	3	3	6,901	2,257	9,158	\$116,915	\$116,966		0.0%	32.7%
D1. US Direct Hire (USDH)	59	59	59	6.898			3	3	6.901	2,257	9,158	\$116,915	\$116,966	\$155,220	0.0%	32.7%
D1a. Senior Executive Schedule	2	2	2	229		-	3	3	232	76	308	\$114,500	\$116,000	\$154,000	1.3%	33.2%
D1b. General Schedule	52	52	52	6,097	-	-		-	6,097	1,993	8,090	\$117,250	\$117,250	\$155,577	0.0%	32.7%
D1c. Special Schedule	5	5	5	572	-	-		-	572	188	760	\$114,400	\$114,400	\$152,000	0.0%	32.9%
D1d. Wage System		-	-	-	-	-		-	-	-	-	-	-		-	-
D1e. Highly Qualified Experts	· ·	-	-	-	-	-	-	-	-	-	-	-		-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	- 59	59	- 59	6,898	1	1	3	3	6,901	2,257	9,158	\$116,915	\$116,966	\$155,220	0.0%	32.7%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	· · .		-	-		-				
Subtotal - Direct Funded (excludes OC 13)	59	59	59	6,898	-	-	3	3	6,901	2,257	9,158	\$116,915	\$116,966	\$155,220	0.0%	32.7%
D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees										-						
D5a. D5b. DHFN - Benefits for Former Employees										-	-					
D50. DHPN - Benefits for Pointer Employees D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0					
		<u>u</u>	<u>u</u>	<u>•</u>	<u>u</u>	<u>u</u>	<u>•</u>	<u>u</u>	<u>•</u>	<u>u</u>	<u>u</u>	=		-	-	-
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule	-			-	-					-		-	-	-		-
R1a. Senior Executive Schedule R1b. General Schedule		-			-	-		-		-	-			-		-
R16. Special Schedule		-	-	-	-	-	-	-	-		-	-				-
R1d. Wage System																
R1e. Highly Qualified Experts																_
R1f. Other		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)																
R3. Total Direct Hire	-															-
R4. Indirect Hire Foreign Nationals (IHFN)	· ·	-	-	-	-	-		-	-	-	-			-		-
Subtotal - Reimbursable Funded (excludes OC 13)	-	-	-	-	-	-	-	_	-	-	-	-			-	-
R5. Other Object Class 13 Benefits										-						
R5a. USDH - Benefits for Former Employees										-	-					
R5b. DHFN - Benefits for Former Employees										-	-					
R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual										-						
Total Personnel (includes OC 13)	<u>59</u>	59	59	6,898	<u>0</u>	<u>0</u>	3	3	6,901	2,257	9,158	\$116,915	\$116,966		0.0%	32.7%
T1. US Direct Hire (USDH)	59	59	59	6,898	-		3	3	6,901	2,257	9,158	\$116,915	\$116,966	\$155,220	0.0%	
T1a. Senior Executive Schedule	2	2	2	229	0	0	3	3	232	76	308		\$116,000	\$154,000	1.3%	
T1b. General Schedule	52	52	52	6,097	0	0	0	0	6,097	1,993	8,090	\$117,250	\$117,250	\$155,577	0.0%	
T1c. Special Schedule	5	5	5	572	0	0	0	0	572	188	760	\$114,400	\$114,400	\$152,000	0.0%	32.9%
T1d. Wage System T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0				-	-
T1r. Other	0	0	0	0	0	0	0	0	0	0	0					
	-		-							-	0					
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	0 59	59	0 59	0 6.898	0	0	0	0	0 6.901	0 2,257	9,158	\$116,915	\$116,966	\$155,220	0.0%	32.7%
T4. Indirect Hire Foreign Nationals (IHFN)	59	59	59 0	6,898	- 0	- 0	3	3	6,901	2,257	9,158	3110,913	3110,900	\$133,220	0.0%	34.1%
Subtotal - Total Funded (excludes OC 13)	59	59	59	6,898		-	2	3	6.901	2.257	9,158	\$116.915	\$116,966	\$155.220	0.0%	32.7%
T5. Other Object Class 13 Benefits				4,0,90			1		0,001		-		5110,500	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	0.070	
T5a. USDH - Benefits for Former Employees	1									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					

US Court of Appeals for Armed Forces, Def				Unite	ed States Cour			d Services					Date: Feb	ruary 2020		
	<u>a</u>	<u>b</u>	2	<u>d</u>	<u>e</u>	(FY 2021) (S in Thousand		e + f + g <u>h</u>	d + h i	i	i+j <u>k</u>	d/c 1	i/c m	Rates k/c <u>n</u>	h/d <u>0</u>	j/d P
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC Variables	% BC Benefits
Direct Funded Personnel (includes OC 13)	59	59	59	7,187	0	0	3	3	7,190	2,289	9,479	\$121,814	\$121,864	\$160,661	0.0%	31.8%
D1. US Direct Hire (USDH)	59	59	59	7,187			3	3	7,190	2,289	9,479	\$121,814	\$121,864	\$160,661	0.0%	31.8%
D1a. Senior Executive Schedule	2	2	2	144		-	3	3	147	45	192	\$72,000	\$73,500	\$96,000	2.1%	31.3%
D1b. General Schedule	52	52	52	6,828	-	-		-	6,828	2,175	9,003	\$131,308	\$131,308	\$173,135	0.0%	31.9%
D1c. Special Schedule	5	5	5	215	-	-		-	215	69	284	\$43,000	\$43,000	\$56,800	0.0%	32.1%
D1d. Wage System	-	-	-	-	-	-		-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-		-		-	-	-		-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)		-	-		-	-		-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	59	59	59	7,187			3	3	7,190	2,289	9,479	\$121,814	\$121,864	\$160,661	0.0%	31.8%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-			
Subtotal - Direct Funded (excludes OC 13)	59	59	59	7,187	-	-	3	3	7,190	2,289	9,479	\$121,814	\$121,864	\$160,661	0.0%	31.8%
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)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>o</u>					
R1. US Direct Hire (USDH)	-			-	-			-	-	-		-	-	-	-	
R1a. Senior Executive Schedule		-	-	-	-	-		-	-	-			-	-		
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-				-		1.1
R1c. Special Schedule R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-		-	-	-	
R1a. 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										-		1				
R5b. DHFN - Benefits for Former Employees										-						
R5c. Voluntary Separation Incentive Pay (VSIP)										-	-					
R5d. Foreign National Separation Liability Accrual										-	-					
Total Personnel (includes OC 13)	59	59	59	7,187	<u>0</u>	<u>0</u>	<u>3</u>	3	7,190	2,289	9,479	<u>\$121,814</u>	\$121,864	\$160,661	0.0%	<u>31.8%</u>
T1. US Direct Hire (USDH)	59	59	59	7,187		-	3	3	7,190	2,289	9,479	\$121,814	\$121,864	\$160,661	0.0%	31.8%
T1a. Senior Executive Schedule	2	2	2	144	0	0	3	3	147	45	192	\$72,000	\$73,500	\$96,000	2.1%	
T1b. General Schedule	52	52	52	6,828	0	0	0	0	6,828	2,175	9,003	\$131,308	\$131,308	\$173,135	0.0%	
T1c. Special Schedule	5	5	5	215	0	0	0	0	215	69	284	\$43,000	\$43,000	\$56,800	0.0%	32.1%
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0		-			
T1f. Other	0	0	-		-	-	0	0	-	-	0	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-		-	-	
T3. Total Direct Hire	59	59	59	7,187	· · ·		3	3	7,190	2,289	9,479	\$121,814	\$121,864	\$160,661	0.0%	31.8%
T4. Indirect Hire Foreign Nationals (IHFN) Substal - Tatal Funded (andudar OC 12)	0 59	0	0 59	0	0	0	0	0	7,100	0	0			2160.60	0.0%	21 500
Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits	29	39	39	7,187	-	-	3	3	7,190	2,289	9,479	\$121,814	\$121,864	\$160,661	0.0%	31.8%
T5a. USDH - Benefits for Former Employees										-	- 0					
T5b. DHFN - Benefits for Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					

Office of the Inspector General						Inspector Ger (FY 2019							Date: Feb	ruary 2020		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(S in Thousan <u>f</u> Holiday <u>Pay</u>	nds) <u>g</u> Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp & Benefits	h/d <u>0</u> % BC <u>Variables</u>	j/d P % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	1,606	1,626	1,688	191,660	485	79	15,679	16,243	207,903	72,598	280,501	\$113,543	\$123,165	\$166,174	8.5%	37.9%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule	1,605 21 1,584	1,625 21 1,604	1,687 21 1,666	191,545 2,204 189,341	485 - 485	79 - 79 -	15,679 116 15,563	16,243 116 16,127	207,788 2,320 205,468	72,598 680 71,918	280,386 3,000 277,386	\$113,542 \$104,952 \$113,650	\$123,170 \$110,476 \$123,330	\$166,204 \$142,857 \$166,498	8.5% 5.3% 8.5%	37.9% 30.9% 38.0% -
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 Finulded (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	1,605 1 1,606	1,625 1 7,626	1,687 1 <i>1,688</i>	191,545 115 191,660	485 - -	79 79	15,679 <i>15,679</i>	16,243 16,243	207,788 115 207,903	72,598	280,386 115 280,501	\$113,542 \$115,000 \$113,543	\$123,170 \$115,000 \$123,165	\$166,204 \$115,000 \$166,174	8.5% 0.0% 8.5%	37.9% 0.0% 37.9%
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	248	<u>0</u>	<u>0</u>	<u>16</u>	16	264	63	327				6.5%	25.4%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule	-	-	-	248 - 248	-	-	16 - 16	16 - 16	264 - 264	63 - 63	327 327		-		6.5% 6.5%	25.4% 25.4%
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)	-	÷	-	248	-	-	16	16	264	63	327	-	-	-	6.5%	25.4%
Subtoral - Reinhursable Fanded (eccludes OC 13) R5. Other Object Class 13 Benefits R5. USH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	-	-	-	248	-	-	16	16	264	63 - - -	327	-	-		6.5%	25.4%
Total Personnel (includes OC 13)	1,606	1,626	1,688	191,908	485	79	15,695	16,259	208,167	72,661	280,828	\$113,690	\$123,322	\$166,367	8.5%	37.9%
T1. US Direct Hire (USDII) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts	1,605 21 1,584 0 0	1,625 21 1,604 0 0	1,687 21 1,666 0 0	191,793 2,204 189,589 0 0	485 0 485 0 0 0	79 0 79 0 0	15,695 116 15,579 0 0	16,259 116 16,143 0 0 0	208,052 2,320 205,732 0 0	72,661 680 71,981 0 0	280,713 3,000 277,713 0 0	\$113,689 \$104,952 \$113,799	\$123,327 \$110,476 \$123,489 -	\$166,398 \$142,857 \$166,694	8.5% 5.3% 8.5%	37.9% 30.9% 38.0% -
T1f. Other T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	
 Total Direct Hire Total Direct Hire Subtotal - Total Funded (excludes OC 13) Subtotal - Total Funded (excludes OC 13) Tota - USDH - Benefits T5a. USDH - Benefits for Former Employees T5b. OHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accural 	1,605 1 1,606	1,625 1 1,626	1,687 1 1,688	191,793 115 <i>191,908</i>	485 0 485	79 0 79	15,695 0 15,695	16,259 0 16,259	208,052 115 208,167	72,661 0 72,661 0 0 0	280,713 115 280,828 0 0 0	\$113,689 \$115,000 \$113,690	\$123,327 \$115,000 \$123,322	\$166,398 \$115,000 \$166,367	8.5% 0.0% 8.5%	37.9% 0.0% 37.9%

Office of the Inspector General						Inspector Ger (FY 2020)							Date: Feb	ruary 2020		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>s</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(S in Thousan <u>f</u> Holiday <u>Pay</u>	<u>g</u> Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>1</u> Basic <u>Comp</u>	i∕c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp & Benefits	h/d <u>9</u> % BC <u>Variables</u>	j/d P % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	1,732	1,750	1,715	198,662	6,996	381	3,778	11,155	209,817	75,141	284,958	\$115,838	\$122,342	\$166,156	5.6%	37.8%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule	1,731 21 1,710	1,749 21 1,728	1,714 21 1,693	198,550 2,547 196,003	6,996 40 6,956 -	381 3 378	3,778 81 3,697	11,155 124 11,031	209,705 2,671 207,034	75,141 996 74,145	284,846 3,667 281,179	\$115,840 \$121,286 \$115,773	\$122,348 \$127,190 \$122,288	\$166,188 \$174,619 \$166,083	5.6% 4.9% 5.6%	37.8% 39.1% 37.8% -
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) Subtoal-Direct Funded (excludes OC 13) D5. Other Object Class 13 Banefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	1,731 1 1,732	1,749 1 1,750	1,714 1 <i>1,715</i>	198,550 112 198,662	6,996 6,996	381 381	3,778 3,778	11,155 11,155	209,705 112 209,817	75,141 75,141	284,846 112 284,958	\$115,840 \$112,000 \$115,838	\$122,348 \$112,000 \$122,342	\$166,188 \$112,000 \$166,156	5.6% 0.0% 5.6%	37.8% 0.0% 37.8%
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	501	<u>6</u>	2	14	22	523	186	709				4.4%	37.1%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule	-	-	-	501 - 501	- 6	- 2 2	14 - 14	22 - 22	523 523	186 - 186	709 - 709	1	-		4.4% - 4.4%	37.1%
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)	-	-	-	501	6	2	14	22	523	186	709	1	-	-	4.4%	- 37.1% -
Subtotal - Reinhursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5.u USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	-	-	-	501	6	2	14	22	523	186 - - - -	709		-	-	4.4%	37.1%
Total Personnel (includes OC 13)	1,732	1,750	1,715	199,163	7,002	383	3,792	11,177	210,340	75,327	285,667	<u>\$116,130</u>	\$122,647	\$166,570	5.6%	37.8%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System	1,731 21 1,710 0	1,749 21 1,728 0	1,714 21 1,693 0	199,051 2,547 196,504 0 0	7,002 40 6,962 0 0	383 3 380 0 0	3,792 81 3,711 0	11,177 124 11,053 0	210,228 2,671 207,557 0	75,327 996 74,331 0	285,555 3,667 281,888 0	\$116,132 \$121,286 \$116,069	\$122,653 \$127,190 \$122,597	\$166,602 \$174,619 \$166,502	5.6% 4.9% 5.6%	37.8% 39.1% 37.8% -
T1e. Highly Qualified Experts T1f. Other	0	0	0	0	0	0	0	0	0	0	0				-	-
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HFN) 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 Accural	0 1,731 1 <i>1,732</i>	0 1,749 1 <i>1,750</i>	0 1,714 1 <i>1,715</i>	0 199,051 112 199,163	0 7,002 0 7,002	0 383 0 383	0 3,792 0 3,792	0 11,177 0 11,177	0 210,228 112 210,340	0 75,327 0 75,327 0 0 0 0	0 285,555 112 285,667 0 0 0 0	\$116,132 \$112,000 \$116,130	8122,653 8112,000 8122,647	\$166,602 \$112,000 \$166,570	5.6% 0.0% 5.6%	37.8% 0.0% 37.8%

Office of the Inspector General						Inspector Ge							Date: Febr	uary 2020		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime <u>Pay</u>	(FY 2021 (S in Thousa Holiday Pay		e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	i Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>l</u> Basic Comp	i∕c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp & Benefits	h/d <u>0</u> % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	1,626	1,626	1,614	202,481	528	92	6,149	6,769	209,250	69,963	279,213	\$125,453	\$129,647	\$172,994	3.3%	34.6%
D1. US Direct Hire (USDH)	1,624	1.624	1,613	198.693	528	92	6,149	6,769	205,462	69,963	275,425	\$123,182	\$127,379	\$170,753	3.4%	35.2%
D1a. Senior Executive Schedule	21	21	21	3,926			296	296	4,222	1,201	5,423	\$186,952	\$201,048	\$258,238	7.5%	30.6%
D1b. General Schedule	1,602	1,602	1,591	194,581	528	92	5,835	6,455	201,036	68,702	269,738	\$122,301	\$126,358	\$169,540	3.3%	35.3%
D1c. Special Schedule	1	1	1	186	-	-	18	18	204	60	264	\$186,000	\$204,000	\$264,000	9.7%	32.3%
D1d. Wage System	· ·	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1e. Highly Qualified Experts		-	-	-	-	-	-			-					-	-
D1f. Other	· ·	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)		-	-	-				-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	1,624	1,624	1,613	198,693	528	92	6,149	6,769	205,462	69,963	275,425	\$123,182	\$127,379	\$170,753	3.4%	35.2%
D4. Indirect Hire Foreign Nationals (IHFN)	2	2	1	3,788	-	-	-	-	3,788	-	3,788		\$3,788,000	\$3,788,000	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	1,626	1,626	1,614	202,481	528	92	6,149	6,769	209,250	69,963	279,213	\$125,453	\$129,647	\$172,994	3.3%	34.6%
D5. Other Object Class 13 Benefits										-						
D5a. USDH - Benefits for Former Employees										-						
D5b. DHFN - Benefits for Former Employees										-	-					3
D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual										-						
	<u> </u>															
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	432	2	1	15	23	455	190	645				5.3%	44.0%
R1. US Direct Hire (USDH)	-	-	-	432	7	1	15	23	455	190	645	-	-	-	5.3%	44.0%
R1a. Senior Executive Schedule		-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1b. General Schedule	· ·	-	-	432	7	1	15	23	455	190	645	-			5.3%	44.0%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	· ·	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-			-						
R1f. Other		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-			432	7	1	15	23	455	190	645	-		-	5.3%	44.0%
R4. Indirect Hire Foreign Nationals (IHFN)	· ·	-	-		-		-	-	-	-		-				
Subtotal - Reimbursable Funded (excludes OC 13)	-	-	-	432	/	1	15	23	455	190	645	-	-	-	5.3%	44.0%
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 Personnel (includes OC 13)	1,626	1,626	1,614	202,913	535	93	6,164	6,792	209,705	70,153	279,858	\$125,721	\$129,929	\$173,394	3.3%	34.6%
T1. US Direct Hire (USDH)	1,624	1,624	1,613	199,125	535	93	6,164	6,792	205,917	70,153	276,070	\$123,450	\$127,661	\$171,153	3.4%	35.2%
T1a. Senior Executive Schedule T1b. General Schedule	21	21 1.602	21	3,926 195,013	0 535	0 93	296 5.850	296 6,478	4,222 201,491	1,201 68,892	5,423 270,383	\$186,952 \$122,573	\$201,048 \$126.644	\$258,238 \$169,945	7.5% 3.3%	30.6% 35.3%
T1c. Special Schedule	1,602	1,002	1,391	195,013	535	93	5,850	6,478	201,491 204	68,892	270,383 264	\$122,573 \$186,000	\$126,644 \$204,000	\$169,945 \$264,000	3.3% 9.7%	32.3%
T1d. Wage System			0	180	0	0	0	18	204	0	204	2100,000	0204,000	w204,000	8.170	54.570
T1e. Highly Qualified Experts	0	0	ő	0	0	0	0	0	ő	0	0					-
Tlf. Other	0	ő	0	0	0	ő	0	ő	0	ő	ő	-	_	_	_	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0					
T3. Total Direct Hire	1,624	1.624	1.613	199,125	535	93	6,164	6,792	205,917	70,153	276.070	\$123,450	\$127,661	\$171.153	3.4%	35.2%
T4. Indirect Hire Foreign Nationals (IHFN)	2	2	1,013	3,788	0	0	0,104	0,792	3,788	0,135	3,788		\$3,788,000	\$3,788,000	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	1,626	1,626	1,614	202,913	535	93	6,164	6,792	209,705	70,153	279,858	\$125,721	\$129,929	\$173,394	3.3%	34.6%
T5. Other Object Class 13 Benefits										-	-					
T5a. USDH - Benefits for Former Employees	1									0	0					
T5b. DHFN - Benefits for Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability Accrual	1									0	0					

Defense Health Program					De	fense Health							Date: Febr	uary 2020		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>s</u> FTEs	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(FY 2019 (\$ in Thousan f Holiday <u>Pay</u>		e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits 	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i∕c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp & Benefits	h/d <u>0</u> % BC <u>Variables</u>	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	63,775	66,078	62,730	4,385,452	74,431	40,217	375,912	490,560	4,876,012	1,569,322	6,445,334	\$69,910	\$77,730	\$102,747	11.2%	35.8%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts	61,357 16 58,995 1 1,992	63,653 13 61,352 16 1,938	60,378 13 58,137 16 1,873	4,298,660 2,699 4,158,169 4,000 86,614	73,938 68,494 5,044	40,204 39,708 458	374,995 241 370,351 - 3,216	489,137 241 478,553 8,718	4,787,797 2,940 4,636,722 4,000 95,332	1,558,750 698 1,510,553 - 37,957	6,346,547 3,638 6,147,275 4,000 133,289	\$71,196 \$207,615 \$71,524 \$250,000 \$46,243	\$79,297 \$226,154 \$79,755 \$250,000 \$50,898	\$105,114 \$279,846 \$105,738 \$250,000 \$71,163	11.4% 8.9% 11.5% 0.0% 10.1%	36.3% 25.9% 36.3% 0.0% 43.8%
D1f. Other	353	334	339	47,178	400	38	1,187	1,625	48,803	9,542	58,345	\$139,168	\$143,962	\$172,109	3.4%	20.2%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5b. Other National Separation Liability Accrual	1,219 62,576 1,199 63,775	1,188 64,841 1,237 66,078	1,113 61,491 1,239 <i>62,730</i>	30,475 4,329,135 56,317 4,385,452	186 74,124 307 7 <i>4,431</i>	13 40,217 40,217	578 375,573 339 375,912	777 489,914 646 <i>490,560</i>	31,252 4,819,049 56,963 4,876,012	5,448 1,564,198 1,564,198 5,124 1,239 3,885	36,700 6,383,247 56,963 6,440,210 5,124 - 1,239 3,885	\$27,381 \$70,403 \$45,454 \$69,910	\$28,079 \$78,370 \$45,975 \$77,730	\$32,974 \$103,808 \$45,975 \$102,666	2.5% 11.3% 1.1% 11.2%	17.9% 36.1% 0.0% 35.7%
Reimbursable Funded Personnel (includes OC 13)	210	242	238	16,418	248	10	158	416	16,834	2,821	19,655	\$68,983	\$70,731	\$82,584	2.5%	17.2%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	23	61 21 - - 40	57 - - - - 40	7,491 2,440 - 5,051	248 - 48 - - - 200	10 - - - 10	158 - - - - 150	416 	7,907 2,496 - 5,411	2,821 	10,728 2,998 7,730	\$131,421 \$143,529 \$126,275	\$138,719 \$146,824 \$135,275	\$188,211 \$176,353 \$193,250	5.6%	37.7% 20.6% - - 45.9%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN)	35 58 152	35 96 146	35 92 146	960 8,451 7,967	248	10	158	416	960 8,867 7,967	2,821	960 11,688 7,967	\$27,429 \$91,859 \$54,568	827,429 896,380 854,568	\$27,429 \$127,043 \$54,568	0.0% 4.9% 0.0%	0.0% 33.4% 0.0%
Subotal - Reinhursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Volontary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	210	242	238	16,418	248	10	158	416	16,834	2,821	19,655	\$68,983	\$70,731	\$82,584	2.5%	17.2%
Total Personnel (includes OC 13)	63,985	66,320	62,968	4,401,870	74,679	40,227	376,070	490,976	4,892,846	1,572,143	6,464,989	\$69,906	\$77,704	\$102,671	<u>11.2%</u>	<u>35.7%</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	61,380 16 59,017 1 1,992 0 354	63,714 13 61,373 16 1,938 0 374	60,435 13 58,154 16 1,873 0 379	4,306,151 2,699 4,160,609 4,000 86,614 0 52,229	74,186 0 68,542 0 5,044 0 600	40,214 0 39,708 0 458 0 458	375,153 241 370,359 0 3,216 0 1,337	489,553 241 478,609 0 8,718 0 1,985	4,795,704 2,940 4,639,218 4,000 95,332 0 54,214	1,561,571 698 1,511,055 0 37,957 0 11,861	6,357,275 3,638 6,150,273 4,000 133,289 0 66,075	\$71,253 \$207,615 \$71,545 \$250,000 \$46,243 \$137,807	\$79,353 \$226,154 \$79,775 \$250,000 \$50,898 \$143,045	\$105,192 \$279,846 \$105,758 \$250,000 \$71,163 	11.4% 8.9% 11.5% 0.0% 10.1% - 3.8%	36.3% 25.9% 36.3% 0.0% 43.8% - 22.7%
22. Direct Hire Program Foreign Nationals (DHFN) 73. Total Direct Hire 74. Indirect Hire Foreign Nationals (HHFN) Subtotal - Total Funded (excludes OC 13) 75. Other Object Class 13 Benefits 75a. USDH - Benefits for Former Employees 75b. DHFN - Benefits for Former Employees 75c. Voluntary Separation Intentive Pay (VSIP) 75d. Foreign National Separation Linbilty Acental	1,254 62,634 1,351 63,985	1,223 64,937 1,383 66,320	1,148 61,583 1,385 62,968	31,435 4,337,586 64,284 4,401,870	186 74,372 307 74,679	13 40,227 0 40,227	578 375,731 339 376,070	777 490,330 646 <i>490,976</i>	32,212 4,827,916 64,930 4,892,846	5,448 1,567,019 0 1,567,019 5,124 0 1,239 3,885 0	37,660 6,394,935 64,930 6,459,865 5,124 0 1,239 3,885 0	\$27,382 \$70,435 \$46,414 \$69,906	\$28,059 \$78,397 \$46,881 \$77,704	\$32,805 \$103,843 \$46,881 \$102,590	2.5% 11.3% 1.0% 11.2%	17.3% 36.1% 0.0% 35.6%

Defense Health Program					De	fense Health							Date: Feb	ruary 2020		
	<u>a</u> Begin <u>Strength</u>	b End <u>Strength</u>	<u>s</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(FY 2020) (S in Thousan f Holiday <u>Pay</u>		e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	İ Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>9</u> % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	66,078	62,244	60.342	4,339,481	63,765	24,225	435,288	523,278	4,862,759	1,446,803	6,309,562	\$71,915	\$80,587	\$104,563	12.1%	33.3%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	63,653 13 61,352 16 1,938 - 334	59,996 18 57,825 2 1,917 - 234	58,163 18 56,000 2 1,916 - 227	4,256,006 2,179 4,135,341 267 84,422 - 33,797	63,507 60,612 2,895	24,132 5 22,909 4 1,214	433,355 218 426,743 28 5,806 - 560	520,994 223 510,264 32 9,915 - 560	4,777,000 2,402 4,645,605 299 94,337 - - 34,357	1,436,963 496 1,397,282 74 30,880 - 8,231	6,213,963 2,898 6,042,887 373 125,217 - 42,588	\$73,174 \$121,056 \$73,845 \$133,500 \$44,062 \$148,885	\$82,131 \$133,444 \$82,957 \$149,500 \$49,236 \$151,352	\$106,837 \$161,000 \$107,909 \$186,500 \$65,353 \$187,612	12.2% 10.2% 12.3% 12.0% 11.7% - 1.7%	33.8% 22.8% 33.8% 27.7% 36.6%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5b. Other National Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	1,188 64,841 1,237 66,078	981 60,977 1,267 62,244	954 59,117 1,225 <i>60,342</i>	23,724 4,279,730 59,751 4,339,481	124 63,631 134 63,765	93 24,225 24,225	1,761 435,116 172 435,288	1,978 522,972 306 523,278	25,702 4,802,702 60,057 4,862,759	5,096 1,442,059 1,442,059 4,744 1,239 3,505	30,798 6,244,761 60,057 6,304,818 4,744 - 1,239 3,505	\$24,868 \$72,394 \$48,776 \$71,915	\$26,941 \$81,241 \$49,026 \$80,587	\$32,283 \$105,634 \$49,026 \$104,485	8.3% 12.2% 0.5% 12.1%	21.5% 33.7% 0.0% 33.2%
Reimbursable Funded Personnel (includes OC 13)	242	207	202	12,041	46	9	160	215	12,256	809	13,065	\$59,609	\$60,673	\$64,678	1.8%	6.7%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	61 	26 22 - - 4	21 17 - - 4	2,846 2,306 - - 540	46 - - - -	9 - - -	160 - 157 - - 3	215 212 - - 3	3,061 2,518 - - 543	809 - 704 - - 105	3,870 3,222 	\$135,524 \$135,647 \$135,000	\$145,762 \$148,118 \$135,750	\$184,286 \$189,529 \$162,000	7.6%	28.4% 30.5% - - 19.4%
 R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (HFN) Subtotal - Reinbursuble Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5. USH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual 	35 96 146 242	35 61 146 207	35 56 146 202	989 3,835 8,206 12,041	46 	9 - 9	160	215	989 4,050 8,206 12,256	809 - 809 - - - -	989 4,859 8,206 13,065	\$28,257 \$68,482 \$56,205 \$59,609	\$28,257 \$72,321 \$56,205 \$60,673	\$28,257 \$86,768 \$56,205 \$64,678	0.0% 5.6% 0.0% 1.8%	0.0% 21.1% 0.0% 6.7%
Total Personnel (includes OC 13)	66,320	62,451	60,544	4,351,522	63,811	24,234	435,448	523,493	4,875,015	1,447,612	6,322,627	\$71,874	\$80,520	\$104,430	12.0%	33.3%
TI. US Direct Hire (USDH) Tla. Senior Executive Schedule Tlb. General Schedule Tlc. Special Schedule Tld. Wage System Tle. Highly Qualified Experts Tlf. Other	63,714 13 61,373 16 1,938 0 374	60,022 18 57,847 2 1,917 0 238	58,184 18 56,017 2 1,916 0 231	4,258,852 2,179 4,137,647 267 84,422 0 34,337	63,553 0 60,658 0 2,895 0 0 0	24,141 5 22,918 4 1,214 0 0	433,515 218 426,900 28 5,806 0 563	521,209 223 510,476 32 9,915 0 563	4,780,061 2,402 4,648,123 299 94,337 0 34,900	1,437,772 496 1,397,986 74 30,880 0 8,336	6,217,833 2,898 6,046,109 373 125,217 0 43,236	\$73,196 \$121,056 \$73,864 \$133,500 \$44,062 \$148,645	\$82,154 \$133,444 \$82,977 \$149,500 \$49,236 \$151,082	\$106,865 \$161,000 \$107,933 \$186,500 \$65,353 \$187,169	12.2% 10.2% 12.3% 12.0% 11.7% 1.6%	33.8% 22.8% 33.8% 27.7% 36.6%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HFN) 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 Accural	1,223 64,937 1,383 66,320	1,016 61,038 1,413 62,451	989 59,173 1,371 <i>60,544</i>	24,713 4,283,565 67,957 <i>4,351,522</i>	124 63,677 134 63,811	93 24,234 0 <i>24,234</i>	1,761 435,276 172 435,448	1,978 523,187 306 <i>523,493</i>	26,691 4,806,752 68,263 4,875,015	5,096 1,442,868 0 1,442,868 4,744 0 1,239 3,505 0	31,787 6,249,620 68,263 6,317,883 4,744 0 1,239 3,505 0	824,988 872,391 849,567 871,874	\$26,988 \$81,232 \$49,791 \$80,520	\$32,141 \$105,616 \$49,791 \$104,352	8.0% 12.2% 0.5% 12.0%	20.6% 33.7% 0.0% 33.2%

Defense Health Program					De	fense Health							Date: Febr	uary 2020		
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>s</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pav	(FY 2021 (S in Thousa <u>f</u> Holiday Pay		e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	i Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>l</u> Basic Comp	i∕c <u>m</u> Total Comp	Rates k/c <u>n</u> Comp & Benefits	h/d <u>9</u> % BC Variables	j/d <u>P</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	62,244	58,175	56,719	4,149,853	56,240	25,719	441,336	523,295	4,673,148	1,408,006	6,081,154	\$73,165	\$82,391	\$107,215	12.6%	33.9%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	59,996 18 57,825 2 1,917 - 234	56,151 18 53,909 2 1,913 - 309	54,784 18 52,573 2 1,896 - 295	4,081,584 2,234 3,951,647 272 86,015 - 41,416	55,974 52,474 3,500	25,631 5 24,371 4 1,251	439,331 224 433,133 28 5,377 - 569	520,936 229 509,978 32 10,128 - 569	4,602,520 2,463 4,461,625 304 96,143 -	1,397,979 513 1,353,471 75 31,680 - 12,240	6,000,499 2,976 5,815,096 379 127,823 	\$74,503 \$124,111 \$75,165 \$136,000 \$45,367 \$140,393	\$84,012 \$136,833 \$84,865 \$152,000 \$50,708 \$142,322	\$109,530 \$165,333 \$110,610 \$189,500 \$67,417 \$183,814	12.8% 10.3% 12.9% 11.8% 11.8% 11.8%	34.3% 23.0% 34.3% 27.6% 36.8% - 29.6%
D. Direct Hire Program Foreign Nationals (DHFN) D3. Direct Hire D4. Indirect Hire D4. Indirect Hire Foreign Nationals (HHFN) Subtoal - Direct Flunded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	981 60,977 1,267 62,244	1,001 57,152 1,023 58,175	952 55,736 983 56,719	24,120 4,105,704 44,149 <i>4,149,853</i>	129 56,103 137 <i>56,240</i>	88 25,719 	1,829 441,160 176 441,336	2,046 522,982 313 523,295	26,166 4,628,686 44,462 <i>4,673,148</i>	5,283 1,403,262 1,403,262 4,744 1,239 3,505	31,449 6,031,948 44,462 6,076,410 4,744 1,239 3,505	\$25,336 \$73,663 \$44,913 \$73,165	827,485 883,047 845,231 882,391	\$33,035 \$108,224 \$45,231 \$107,132	8.5% 12.7% 0.7% 12.6%	21.9% 34.2% 0.0% 33.8%
Reimbursable Funded Personnel (includes OC 13)	207	206	201	12,022	46	9	161	216	12,238	762	13,000	\$59,811	\$60,886	\$64,677	1.8%	6.3%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	26 22 - - 4	25 22 3	20 17 	2,596 2,360	46 - - - -	9 - - -	161 - - -	216	2,812 2,576	762 722 - - 40	3,574 3,298 276	\$129,800 \$138,824 \$78,667	\$140,600 \$151,529 \$78,667	\$178,700 \$194,000 \$92,000	8.3% 9.2%	29.4% 30.6% - - 16.9%
 R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reinhursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5. DHFN - Benefits for Former Employees R5. DHFN - Benefits for Former Employees R5. DHFN - Benefits for Former Employees R5. Othurary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual 	35 61 146 207	35 60 146 206	35 55 146 201	1,014 3,610 8,412 12,022	46 - 46	9 - 9	161 161	216	1,014 3,826 8,412 12,238	762	1,014 4,588 8,412 <i>13,000</i>	\$28,971 \$65,636 \$57,616 \$59,811	\$28,971 \$69,564 \$57,616 \$60,886	\$28,971 \$83,418 \$57,616 \$64,677	0.0% 6.0% 0.0% 1.8%	0.0% 21.1% 0.0% 6.3%
Total Personnel (includes OC 13) T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	62,451 60,022 18 57,847 2 1,917 0 238	58,381 56,176 18 53,931 2 1,913 0 312	56,920 54,804 18 52,590 2 1,896 0 298	4,161,875 4,084,180 2,234 3,954,007 272 86,015 0 41,652	56,286 56,020 0 52,520 0 3,500 0 0 0	25,728 25,640 5 24,380 4 1,251 0 0	441,497 439,492 224 433,294 28 5,377 0 569	523,511 521,152 229 510,194 32 10,128 0 569	4,685,386 4,605,332 2,463 4,464,201 304 96,143 0 42,221	1,408,768 1,398,741 513 1,354,193 75 31,680 0 12,280	6,094,154 6,004,073 2,976 5,818,394 379 127,823 0 54,501	<u>\$73,118</u> \$74,523 \$124,111 \$75,186 \$136,000 \$45,367 \$139,772	<u>\$82,315</u> \$84,033 \$136,833 \$84,887 \$152,000 \$50,708 \$141,681	<u>\$107,065</u> \$109,555 \$165,333 \$110,637 \$189,500 \$67,417 \$182,889	12.6% 12.8% 10.3% 12.9% 11.8% 11.8% 1.4%	<u>33,8%</u> 34.2% 23.0% 34.2% 27.6% 36.8% - 29.5%
 Direct Hire Program Foreign Nationals (DHFN) Total Direct Hire Total Direct Hire Noreign Nationals (HFN) Subtotal - Total Funded (excludes OC 13) Other Object Class 13 Benefits TSa. USDH - Benefits for Former Employees TSb. DHFN - Benefits for Former Employees TSc. Voluntary Separation Incentive Pay (VSIP) TSd. Foreign National Separation Linbility Accural 	1,016 61,038 1,413 62,451	1,036 57,212 1,169 58,381	987 55,791 1,129 <i>56,920</i>	25,134 4,109,314 52,561 4,161,875	129 56,149 137 <i>56,286</i>	88 25,728 0 25,728	1,829 441,321 176 441,497	2,046 523,198 313 523,511	27,180 4.632,512 52,874 4,685,386	5,283 1,404,024 0 1,404,024 4,744 0 1,239 3,505 0	32,463 6,036,536 52,874 6,089,410 4,744 0 1,239 3,505 0	825,465 873,655 846,555 873,118	\$27,538 \$83,033 \$46,833 \$82,315	\$32,891 \$108,199 \$46,833 \$106,982	8.1% 12.7% 0.6% 12.6%	21.0% 34.2% 0.0% 33.7%

Research, Development, Test & Eval, DW													Date: Febr	uary 2020		I
					Def	ense Logistics (FY 2019)									
						(\$ in Thousa	nds)	e + f + g	d + h		i+j	d/c	i/c	Rates k/c	h/d	j/d
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime <u>Pay</u>	<u>f</u> Holiday Pay	g Other 0.C.11	<u>h</u> Total Variables	i Comp O.C.11	İ Benefits O.C.12/13	<u>k</u> Comp & Benefits	1 Basic Comp	<u>m</u> Total Comp	<u>n</u> Comp & Benefits	9 % BC Variables	P % BC Benefits
Direct Funded Personnel (includes OC 13)	202	202	202	20,898	<u>0</u>	<u>0</u>	302	302	21,200	6,719	27,919	\$103,455	\$104,950	\$138,213	1.4%	32.2%
D1. US Direct Hire (USDH)	202	202	202	20,898	-		302	302	21,200	6,695	27,895	\$103,455	\$104,950	\$138,094	1.4%	32.0%
D1a. Senior Executive Schedule	· ·			-	-	-				-						-
D1b. General Schedule	202	202	202	20,898	-	-	302	302	21,200	6,695	27,895	\$103,455	\$104,950	\$138,094	1.4%	32.0%
D1c. Special Schedule	· ·	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	· ·	-	-	-	-	-	-	-		-		-		-	-	-
D1e. Highly Qualified Experts	· ·	-	-	-	-	-	-			-				-		-
D1f. Other	· ·	-	-	-	-	-	-	-	-	-		-		-		
D2. Direct Hire Program Foreign Nationals (DHFN)	· ·	-	-	-	-	-	-	-		-	-	-	-	-	-	-
D3. Total Direct Hire	202	202	202	20,898	-	-	302	302	21,200	6,695	27,895	\$103,455	\$104,950	\$138,094	1.4%	32.0%
D4. Indirect Hire Foreign Nationals (IHFN)	· ·	-	-	-	-	-	-	-	-	-	-			-		-
Subtotal - Direct Funded (excludes OC 13)	202	202	202	20,898	-	-	302	302	21,200	6,695	27,895	\$103,455	\$104,950	\$138,094	1.4%	32.0%
D5. Other Object Class 13 Benefits										24	24					
D5a. USDH - Benefits for Former Employees										24	24					
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	4,661	<u>0</u>	<u>0</u>	135	135	4,796	1,330	6,126	\$77,683	\$79,933	\$102,100	2.9%	28.5%
R1. US Direct Hire (USDH)	60	60	60	4,661	-	-	135	135	4,796	1,330	6,126	\$77,683	\$79,933	\$102,100	2.9%	28.5%
R1a. Senior Executive Schedule		-	-	-	-	-	-	-	-	-	-	-		-	-	-
R1b. General Schedule	60	60	60	4,661	-	-	135	135	4,796	1,330	6,126	\$77,683	\$79,933	\$102,100	2.9%	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	60	60	60	4,661	-		135	135	4,796	1,330	6,126	\$77,683	\$79,933	\$102,100	2.9%	28.5%
R4. Indirect Hire Foreign Nationals (IHFN)	· ·	-	-	-	-	-	-	-	-	-	-	-		-	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	60	60	60	4,661	-	-	135	135	4,796	1,330	6,126	\$77,683	\$79,933	\$102,100	2.9%	28.5%
R5. Other Object Class 13 Benefits										-						
R5a. USDH - Benefits for Former Employees										-						
R5b. DHFN - Benefits for Former Employees										-						
R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual										-						
						-				-						
Total Personnel (includes OC 13)	262	262	262	25,559	<u>0</u>	<u>0</u>	437	437	25,996	8,049	34,045	<u>\$97,553</u>	<u>\$99,221</u>	<u>\$129,943</u>	<u>1.7%</u>	<u>31.5%</u>
T1. US Direct Hire (USDH)	262	262	262	25,559	-	-	437	437	25,996	8,025	34,021	\$97,553	\$99,221	\$129,851	1.7%	31.4%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0					
T1b. General Schedule	262	262	262	25,559	0	0	437	437	25,996	8,025	34,021	\$97,553	\$99,221	\$129,851	1.7%	31.4%
T1c. Special Schedule	0	0	0	0	0	0	0		0	0	0	-		-	-	-
T1d. Wage System T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-		-		-
Tlf. Other	0	0	0	0	0	0	0	ő	0	0	0					-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0					
T3. Total Direct Hire	262	262	262	25,559			437	437	25,996	8,025	34,021	897.553	899,221	\$129,851	1.7%	31.4%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0,025	0	-		-1=>)001	117.70	0.1.470
Subtotal - Total Funded (excludes OC 13)	262	262	262	25.559	-	-	437	437	25,996	8,025	34.021	\$97.553	\$99.221	\$129.851	1.7%	31.4%
T5. Other Object Class 13 Benefits										24	24					
T5a. USDH - Benefits for Former Employees	1									24	24					
T5b. DHFN - Benefits for Former Employees	1									0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)	1									0	0					
T5d. Foreign National Separation Liability Accrual										0	0					

Research, Development, Test & Eval, DW													Date: Febr	uary 2020		
					Def	fense Logistic (FY 2020										
						(\$ in Thousa	inds)							Rates		
	<u>a</u>	b	<u>c</u>	<u>d</u>	e	f	g	e + f + g <u>h</u>	d + h 1	1	i+j <u>k</u>	d/c	i/c <u>m</u>	k/c <u>n</u>	h/d o	j/d P
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC Variables	% BC Benefits
Direct Funded Personnel (includes OC 13)	196	196	196	21,195	<u>0</u>	0	402	402	21,597	6.363	27,960	\$108,138	\$110,189	\$142,653	1.9%	30.0%
D1. US Direct Hire (USDH)	196	196	196	21,195			402	402	21,597	6,362	27,959	\$108,138	\$110,189	\$142,648	1.9%	30.0%
D1a. Senior Executive Schedule	· ·		-	-	-	-			-	-						-
D1b. General Schedule	196	196	196	21,195	-	-	402	402	21,597	6,362	27,959	\$108,138	\$110,189	\$142,648	1.9%	30.0%
D1c. Special Schedule	· ·	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1d. Wage System		-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1e. Highly Qualified Experts		-	-	-	-	-	-			-			-	-		
D1f. Other	· ·	-	-	-	-	-	-	-	-	-				-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	· ·	-	-	-	-	-	-	-		-		-	-	-	-	-
D3. Total Direct Hire	196	196	196	21,195			402	402	21,597	6,362	27,959	\$108,138	\$110,189	\$142,648	1.9%	30.0%
D4. Indirect Hire Foreign Nationals (IHFN)	· ·	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	196	196	196	21,195	-	-	402	402	21,597	6,362	27,959	\$108,138	\$110,189	\$142,648	1.9%	30.0%
D5. Other Object Class 13 Benefits										1	1					
D5a. USDH - Benefits for Former Employees										1	1					
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	<u>60</u>	60	6,616	<u>0</u>	<u>0</u>	<u>0</u>	0	6,616	<u>0</u>	6,616	<u>\$110,267</u>	\$110,267	\$110,267	0.0%	0.0%
R1. US Direct Hire (USDH)	60	60	60	6,616	-		-	-	6,616	-	6,616	\$110,267	\$110,267	\$110,267	0.0%	0.0%
R1a. Senior Executive Schedule		-	-	-	-	-	-		-	-		-	-	-	-	-
R1b. General Schedule	60	60	60	6,616	-	-	-	-	6,616	-	6,616	\$110,267	\$110,267	\$110,267	0.0%	0.0%
R1c. Special Schedule	· ·	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1d. Wage System		-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1e. Highly Qualified Experts		-	-	-	-	-				-		-	-	-	-	
R1f. Other	· ·	-	-	-	-	-	-	-	-	-		-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	· ·	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	60	60	60	6,616					6,616	-	6,616	\$110,267	\$110,267	\$110,267	0.0%	0.0%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-						
Subtotal - Reimbursable Funded (excludes OC 13)	60	60	60	6,616	-	-	-	-	6,616	-	6,616	\$110,267	\$110,267	\$110,267	0.0%	0.0%
R5. Other Object Class 13 Benefits										-						
R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees										-						
R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP)										-						
R5d. Foreign National Separation Liability Accrual										-						
	-		A.F.(100	100	20.212	()()		6106 (37	6110.307	6136.673	1.44	22.00/
Total Personnel (includes OC 13)	256	256	256	27,811	<u>0</u>	<u>u</u>	402	402	28,213	6,363	34,576	\$108,637	\$110,207	\$135,063	<u>1.4%</u>	22.9%
T1. US Direct Hire (USDH)	256	256	256	27,811	-	-	402	402	28,213	6,362	34,575	\$108,637	\$110,207	\$135,059	1.4%	22.9%
T1a. Senior Executive Schedule	256	0 256	0 256	0	0	0	0	0 402	0	0	0	-			1 40.0	22.024
T1b. General Schedule T1c. Special Schedule	256	256	256	27,811	0	0	402	402	28,213	6,362 0	34,575	\$108,637	\$110,207	\$135,059	1.4%	22.9%
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	
T1e. Highly Qualified Experts	1 0	0	0	0	0		0	0	0	0	0		_	-		
Tlf. Other	0	ő	õ	0	ő	ő	0	ő	0	0	ő		_	_		
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0					
T3. Total Direct Hire	256	256	256	27,811			402	402	28,213	6,362	34,575	\$108,637	\$110,207	\$135.059	1.4%	22.9%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0		0	0	0,502	0			-100,007	1.470	
Subtotal - Total Funded (excludes OC 13)	256	256	256	27,811			402	402	28,213	6,362	34,575	\$108,637	\$110,207	\$135,059	1.4%	22.9%
T5. Other Object Class 13 Benefits										1	1					
T5a. USDH - Benefits for Former Employees										1	1					
T5b. DHFN - Benefits for Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability Accrual										0	0					

Volume II - Defense-Wide Data Book

Research, Development, Test & Eval, DW Date: February 2020 Defense Logistics Agency (FY 2021) (\$ in Thousands) Rates i+j e + f + gd + hd/c i/c k/c h/d j/d b c d <u>e</u> Overtime h i i k 1 <u>m</u> n <u>⁰</u> % BC p % BC End Holiday Benefits Begin Basic Other Total Comp Comp Basic Total Comp FTEs Variables 0.C.11 O.C.12/13 0.C.11 Benefits Variables Benefits Strength Strength Comp Pay Pay Comp Comp & Benefits Direct Funded Personnel (includes OC 13) 201 201 24,147 444 444 24,591 7,230 31,821 \$120,134 \$122,343 \$158,313 1.8% 29.9% 201 D1. US Direct Hire (USDH) 201 201 201 24,147 444 444 24,591 7,230 31,821 \$120,134 \$122,343 \$158,313 1.8% 29.9% D1a. Senior Executive Schedule 201 444 444 7.230 \$120 134 \$122 343 \$158 313 1.8% 20.05 D1b General Schedule 201 201 24.147 24,591 31.821 D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire 201 201 201 24,147 444 444 24,591 7,230 31,821 \$120,134 \$122,343 \$158,313 1.8% 29.99 D4. Indirect Hire Foreign Nationals (IHFN) 201 201 24,147 444 444 24.591 7.230 31.821 \$120,134 \$122,343 \$158,313 1.8% 29.9% Subtotal - Direct Funded (excludes OC 13) 201 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 6,682 6,682 6,682 \$111,367 \$111,367 \$111,367 0.0% 0.0% 0 0 0 R1. US Direct Hire (USDH) 60 60 60 6.682 6.682 6,682 \$111.367 \$111.367 \$111.367 0.0% 0.09 R1a. Senior Executive Schedule \$111,367 \$111,367 \$111,367 R1b. General Schedule 60 60 60 6.682 6.682 6.682 0.0% 0.0% R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other R2. Direct Hire Program Foreign Nationals (DHFN) \$111.367 \$111.367 \$111.367 **R3. Total Direct Hire** 60 60 60 6,682 6,682 6,682 0.0% 0.09 R4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reimbursable Funded (excludes OC 13) 6,682 6,682 6,682 \$111,367 \$111,367 \$111,367 0.0% 0.0% 60 60 60 **R5.** Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual Total Personnel (includes OC 13) 261 261 261 30,829 444 444 31,273 7,230 38,503 \$118,119 \$119,820 \$147,521 <u>1.4%</u> 23.5% 0 0 T1. US Direct Hire (USDH) 261 261 261 30,829 444 444 31.273 7,230 38,503 \$118.119 \$119.820 \$147.521 1.4% 23.59 T1a. Senior Executive Schedule \$118,119 \$119,820 \$147,521 23.5% T1b. General Schedule 261 261 261 30,829 444 444 31,273 7,230 38,503 1.4% T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts - 0 0 0 TIf Other 0 0 0 0 0 0 0 T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire 444 31,273 7,230 \$118,119 \$119,820 \$147,521 1.4% 23.59 261 261 261 30.829 444 38,503 T4. Indirect Hire Foreign Nationals (IHFN) 0 0 Subtotal - Total Funded (excludes OC 13) 261 261 30,829 444 444 31,273 7,230 38,503 \$118,119 \$119,820 \$147,521 1.4% 23.5% 261 T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5h DHEN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual

Research, Development, Test & Eval, DW						Threat Redu (FY 2019							Date: Feb	ruary 2020		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousan <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	İ Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>1</u> Basic <u>Comp</u>	i∕c <u>m</u> Total <u>Comp</u>	<u>Rates</u> k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>9</u> % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>					
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	-	-	•		•	-	-		-	-		-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN) 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)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	0					
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	-	-				-			-	-			-		-	-
 R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reinhursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual 		-		-		-	-	-	-	-		-		-	-	-
Total Personnel (includes OC 13)	<u>0</u>	0	0	0	0	0	<u>0</u>	0	<u>0</u>	<u>0</u>	0					
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	- 0 0 0 0 0	- 0 0 0 0 0 0	- 0 0 0 0 0 0	- 0 0 0 0 0 0 0 0	- 0 0 0 0 0 0	- 0 0 0 0 0 0	- 0 0 0 0 0	- 0 0 0 0 0	- 0 0 0 0 0 0 0	- 0 0 0 0 0 0	- 0 0 0 0 0 0 0		-		-	
T. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN) Subtoat - 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 Acerual	0	0	0	0	0	0	0	0	0	0	0 - - - - 0 0 0 0 0 0			-		-

Research, Development, Test & Eval, DW						Threat Redu (FY 2020							Date: Feb	ruary 2020		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousan <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	İ Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>1</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	<u>Rates</u> k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>9</u> % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	<u>0</u>	0	<u>0</u>	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	0					
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	-	-	•		•	-	-			-		-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HFN) Subnotal - 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)	<u>0</u>	<u>0</u>	<u>0</u>	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</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) Suboto1 - Reinhursable Funded (accludes OC 13) R5. Other Object Class 13 Benefits R5. USDH - Benefits for Former Employees R5. DHFN - Benefits for Former Employees R5. DHFN - Benefits for Former Employees R5. Othernary Separation Incentive Pay (VSB) R54. Foreign National Separation Liability Accrual 	-	-			-	-	-	-	-	-				-	-	-
Total Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	<u>0</u>	0					-
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	- 0 0 0 0 0	- 0 0 0 0 0 0	- 0 0 0 0 0 0	- 0 0 0 0 0 0 0 0	- 0 0 0 0 0 0	- 0 0 0 0 0 0	- 0 0 0 0 0 0	- 0 0 0 0 0 0	- 0 0 0 0 0 0	- 0 0 0 0 0	- 0 0 0 0 0 0 0 0			-	-	-
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 Incettive Pay (VSIP) T5d. Foreign National Separation Linbility Aceural	0	0	0	0	0	0	0	0	0	0	0 - - - - 0 0 0 0 0 0			-	-	-

Research, Development, Test & Eval, DW						Threat Redu (FY 2021))						Date: Feb	ruary 2020		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>s</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousan <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits <u>0.C.12/13</u>	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>9</u> % BC <u>Variables</u>	j/d P % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	<u>0</u>	0	<u>0</u>	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	0				:	
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	-	-		-	•	-	-	-		-	-	-	-		-	-
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN) 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)	<u>0</u>	<u>0</u>	<u>0</u>	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	:	:		:	
R1. US Direct Hire (USD1) R1a. Semior Executive Schedule R1b. General Schedule R1c. Wage System R1c. 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 R5. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liabity Accrual	-	-		-		-	-	-	-	-		-		-	-	-
Total Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	0	<u>0</u>	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	:				
T1. US Direct Hire (USDH) Tla. Senior Executive Schedule Tlb. General Schedule Tlc. Special Schedule Tld. Wage System Tle. Highly Qualified Experts Tlf. Other	- 0 0 0 0 0	- 0 0 0 0 0 0	- 0 0 0 0 0	- 0 0 0 0 0 0 0 0	- 0 0 0 0 0 0	- 0 0 0 0 0 0	- 0 0 0 0 0	- 0 0 0 0 0	- 0 0 0 0 0 0	- 0 0 0 0 0	- 0 0 0 0 0 0 0	-			-	-
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 Acerual	0	0	0	0	0	0	0	0	0	0	0 - - 0 - 0 0 0 0 0 0	-		-		-

Research, Development, Test & Eval, DW					Defense T	echnical Info (FY 2019)	er					Date: Feb			
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousa <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	İ Benefîts O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>1</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	<u>Rates</u> k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>9</u> % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	208	223	213	23,041	112	<u>0</u>	315	427	23,468	7,174	30,642	\$108,174	\$110,178	\$143,859	1.9%	31.1%
D1. US Direct Hire (USDH)	208	223	213	23,041	112		315	427	23,468	7,174	30,642	\$108,174	\$110,178	\$143,859	1.9%	31.1%
D1a. Senior Executive Schedule	1	1	1	177			10	10	187	44	231	\$177,000	\$187,000	\$231,000	5.6%	24.9%
D1b. General Schedule	207	222	212	22,864	112	-	305	417	23,281	7,130	30,411	\$107,849	\$109,816	\$143,448	1.8%	31.2%
D1c. Special Schedule	· ·	-	-	-	-	-	-	-	-	-	-	-	-	-		-
D1d. Wage System D1e. Highly Qualified Experts		-	-	-	-	-	-					-	-	-	-	-
D1f. Other				-						-						-
D2. Direct Hire Program Foreign Nationals (DHFN)	208	223				-	315					0100.124	6110 170	e1 (2.050	1.00/	27.202
D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	208	223	213	23,041	112		315	427	23,468	7,174	30,642	\$108,174	\$110,178	\$143,859	1.9%	31.1%
Subtotal - Direct Funded (excludes OC 13)	208	223	213	23.041	112	-	315	427	23,468	7,174	30,642	\$108,174	\$110,178	\$143.859	1.9%	31.1%
D5. Other Object Class 13 Benefits										-	-			2		
D5a. USDH - Benefits for Former Employees										-	-					
D5b. DHFN - Benefits for Former Employees										-	-					1
D5c. Voluntary Separation Incentive Pay (VSIP)										-	-					
D5d. Foreign National Separation Liability Accrual										-	-					
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>					
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)				-												1
Subtotal - Reimbursable Funded (excludes OC 13)		_	_	_	_	_	_	_	_	-						
R5. Other Object Class 13 Benefits										-						
R5a. USDH - Benefits for Former Employees										-	-					
R5b. DHFN - Benefits for Former Employees										-						
R5c. Voluntary Separation Incentive Pay (VSIP)										-	-					
R5d. Foreign National Separation Liability Accrual										-	-					
Total Personnel (includes OC 13)	208	223	213	23,041	112	<u>0</u>	315	427	23,468	7,174	30,642	<u>\$108,174</u>	<u>\$110,178</u>	<u>\$143,859</u>	1.9%	<u>31.1%</u>
T1. US Direct Hire (USDH)	208	223	213	23,041	112		315	427	23,468	7,174	30,642	\$108,174	\$110,178	\$143,859	1.9%	31.1%
T1a. Senior Executive Schedule	1	1	1	177	0	0	10	10	187	44	231	\$177,000	\$187,000	\$231,000	5.6%	24.9%
T1b. General Schedule	207	222	212	22,864	112	0	305	417	23,281	7,130	30,411	\$107,849	\$109,816	\$143,448	1.8%	31.2%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0					-
Tlf. Other	0	0	0	0	0	0	0	0	0	0	0					1
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0					
T3. Total Direct Hire	208	223	213	23,041	112		315	427	23,468	7,174	30,642	\$108,174	\$110,178	\$143,859	1.9%	31.1%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-		- 100000		
Subtotal - Total Funded (excludes OC 13)	208	223	213	23,041	112		315	427	23,468	7,174	30,642	\$108,174	\$110,178	\$143,859	1.9%	31.1%
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					

Research, Development, Test & Eval, DW					Defense T	echnical Infor (FY 2020)	er					Date: Feb			
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousan <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	İ Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	<u>Rates</u> k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>9</u> % BC <u>Variables</u>	j/d P % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	212	212	212	24,355	125	<u>0</u>	450	575	24,930	7,540	32,470	\$114,882	\$117,594	\$153,160	2.4%	31.0%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	212 1 211 - -	212 1 211 -	212 1 211 - -	24,355 185 24,170	125	-	450 14 436 - -	575 14 561 -	24,930 199 24,731	7,540 59 7,481	32,470 258 32,212	\$114,882 \$185,000 \$114,550	\$117,594 \$199,000 \$117,209 - -	\$153,160 \$258,000 \$152,664	2.4% 7.6% 2.3%	31.0% 31.9% 31.0%
D. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire D4. Indirect Hire Foreign Nationals (IHFN) Subtoal - Direct Finded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USOH - Benefits for Formet Employees D5b. DHFN - Benefits for Formet Employees D5b. DHFN - Benefits for Formet Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Acetual	212	212	212 	24,355 24,355	125 125	-	450 450	575 575	24,930 24,930	7,540	32,470	\$114,882 \$114,882	8117,594 8117,594	\$153,160 \$153,160	2.4% 2.4%	31.0% 31.0%
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	:				=
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire	-	-		-		-	-	-		-		-		-		
R4. Indirect Hire Foreign Nationals (HFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	-	-	-	-		-	-	-	-	-	-	-			:	-
Total Personnel (includes OC 13) T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	212 212 1 211 0 0 0 0 0	212 212 1 211 0 0 0 0 0	212 212 1 211 0 0 0 0 0	24,355 24,355 185 24,170 0 0 0 0 0	125 0 125 0 0 0 0 0 0	• • • • • • • • • • • • • • • • • • •	450 450 14 436 0 0 0 0	575 575 14 561 0 0 0 0	24,930 24,930 199 24,731 0 0 0 0 0	7,540 7,540 59 7,481 0 0 0 0	32,470 258 32,212 0 0 0 0 0	<u>\$114,882</u> \$114,882 \$185,000 \$114,550	<u>\$117,594</u> \$117,594 \$199,000 \$117,209	<u>\$153,160</u> \$153,160 \$258,000 \$152,664	<u>2.4%</u> 2.4% 7.6% 2.3%	<u>31.0%</u> 31.0% 31.9% 31.0% - -
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13) T5. Ubler 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 Acerual	0 212 0 212	0 212 0 212	0 212 0 212	0 24,355 0 24,355	0 125 0 <i>125</i>	0	0 450 0 <i>450</i>	0 575 0 575	0 24,930 0 24,930	0 7,540 7,540 0 0 0 0 0 0	0 32,470 0 32,470 0 0 0 0 0 0 0	\$114,882 \$114,882	\$117,594 \$117,594	\$153,160 \$153,160	2.4% 2.4%	31.0% 31.0%

Research, Development, Test & Eval, DW					Defense T	echnical Infor (FY 2021		er					Date: Feb	·		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> FTEs	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousan <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	İ Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>1</u> Basic <u>Comp</u>	i∕c <u>m</u> Total <u>Comp</u>	<u>Rates</u> k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>9</u> % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	210	210	210	23,890	150	<u>0</u>	720	870	24,760	7,636	32,396	\$113,762	\$117,905	\$154,267	3.6%	32.0%
D1. US Direct Hire (USDH)	210	210	210	23,890	150		720	870	24,760	7,636	32,396	\$113,762	\$117,905	\$154,267	3.6%	32.0%
D1a. Senior Executive Schedule	1	1	1	190	-	-	14	14	204	61	265	\$190,000	\$204,000	\$265,000	7.4%	32.1%
D1b. General Schedule	209	209	209	23,700	150	-	706	856	24,556	7,575	32,131	\$113,397	\$117,493	\$153,737	3.6%	32.0%
D1c. Special Schedule	· ·	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System D1e. Highly Qualified Experts	-	-	-		-	-				-		-	-	-	-	-
D1e. Highly Qualified Expens										-						
																-
D2. Direct Hire Program Foreign Nationals (DHFN)	210	-	-	22 000	150	-	720	-	-		22.20/	0112 2/2	e112.005	e1012/2/2	2 (0)	22.00/
D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	210	210	210	23,890	150		720	870	24,760	7,636	32,396	\$113,762	\$117,905	\$154,267	3.6%	32.0%
Subtotal - Direct Funded (excludes OC 13)	210	210	210	23,890	150	-	720	870	24,760	7,636	32,396	\$113,762	\$117,905	\$154,267	3.6%	32.0%
D5. Other Object Class 13 Benefits		210	2.0	20,000	:50		1.40			-	-	0000,000	2000,000	100 10 10 10 10 10 10 10 10 10 10 10 10	2.479	24.070
D5a. USDH - Benefits for Former Employees	1									-						
D5b. DHFN - Benefits for Former Employees										-	-					
D5c. Voluntary Separation Incentive Pay (VSIP)										-	-					
D5d. Foreign National Separation Liability Accrual										-	-					
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	:				
R1. US Direct Hire (USDH)			-													-
R1a. Senior Executive Schedule		-	-	-					-	-	-		-			-
R1b. General Schedule	· ·	-	-	-	-	-	-	-	-	-		-	-		-	-
R1c. Special Schedule	· ·	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System		-	-	-		-			-	-		-	-	-	-	-
R1e. Highly Qualified Experts		-	-	-	-	-	-			-		1.1				
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)		-	-	-	-	-			-	-		-	-	-	-	-
R3. Total Direct Hire					1.1	1.1				-		-	-		-	1.1
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	1									-	-					
R5c. Voluntary Separation Incentive Pay (VSIP)	1									-	-					
R5d. Foreign National Separation Liability Accrual										-						
Total Personnel (includes OC 13)	210	210	210	23,890	150	<u>0</u>	720	870	24,760	7,636	32,396	<u>\$113,762</u>	<u>\$117,905</u>	<u>\$154,267</u>	3.6%	32.0%
T1. US Direct Hire (USDH)	210	210	210	23,890	150	-	720	870	24,760	7,636	32,396	\$113,762	\$117,905	\$154,267	3.6%	32.0%
T1a. Senior Executive Schedule	1	1	1	190	0	0	14	14	204	61	265	\$190,000	\$204,000	\$265,000	7.4%	32.1%
T1b. General Schedule	209	209	209	23,700	150	0	706	856	24,556	7,575	32,131	\$113,397	\$117,493	\$153,737	3.6%	32.0%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts T1f. Other	0	0	0	0	0	0	0	0	0	0	0				-	-
	- ×		6		-		0			-	0		-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	22,800	0	0	0	0	24.750	0	0	0112.202	6112.005	e164.267	2 601	22.004
T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN)	210	210	210	23,890	150	- 0	720	870 0	24,760	7,636	32,396	\$113,762	\$117,905	\$154,267	3.6%	32.0%
Subtotal - Total Funded (excludes OC 13)	210	210	210	23,890	150	- 0	720	870	24,760	7,636	32,396	\$113,762	\$117,905	\$154,267	3.6%	32.0%
T5. Other Object Class 13 Benefits	-10	210		20,000	150		120	670		-,000		0110,004	arr, 800	11111111111	2.470	52.078
T5a. USDH - Benefits for Former Employees	1									0	0					
T5b. DHFN - Benefits for Former Employees	1									0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability Accrual	1									0	0	1				

Research, Development, Test & Eval, DW					м	issile Defense (FY 2019)						Date: Feb	ruary 2020		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(S in Thousan <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>1</u> Basic <u>Comp</u>	i∕c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>9</u> % BC <u>Variables</u>	j/d P % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	2,275	2,278	2,321	275,876	893	14,538	10,411	25,842	301,718	92,729	394,447	\$118,861	\$129,995	\$169,947	9.4%	33.6%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule	2,275 25	2,278 25	2,321 25	275,876 4,720	893	14,538 160	10,411 279	25,842 439	301,718 5,159	92,729 920	394,447 6,079	\$118,861 \$188,800	\$129,995 \$206,360	\$169,947 \$243,160	9.4% 9.3%	33.6% 19.5%
D1b. General Schedule D1c. Special Schedule D1d. Wage System	2,250	2,253	2,296	271,156	893 - -	14,378	10,132	25,403	296,559	91,809	388,368	\$118,099	\$129,163	\$169,150	9.4%	33.9% - -
D1e. Highly Qualified Experts D1f. Other	:	1	-	-	-	2	-	1	-	:	1	1	-		:	-
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	2,275	2,278	2,321	275,876	893	14,538	10,411	25,842	301,718	92,729	394,447	\$118,861	\$129,995	\$169,947	9.4%	33.6%
Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits	2,275	2,278	2,321	275,876	893	14,538	10,411	25,842	301,718	92,729	394,447	\$118,861	\$129,995	\$169,947	9.4%	33.6%
D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual										-	-					
	-									-	-					
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	-	-		-	=
R1. US Direct Hire (USDH)	-		-	-	-	1.1				-		-	-	-	-	-
R1a. Senior Executive Schedule R1b. General Schedule	· ·	-	-	-		-			-	-		-	-	-		-
R16. Special Schedule			-	-		-										
R1d. Wage System	1 .	-	-	-		-				-						
R1e. Highly Qualified Experts	· ·	-	-		-	-		-								
R1f. Other	· ·	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	· .			-	2					-	_				-	-
R3. Total Direct Hire		1.1	-							-			-			
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										-						
R56. Voluntary Separation Incentive Pay (VSIP)										-						
R5d. Foreign National Separation Liability Accrual																
Total Personnel (includes OC 13)	2,275	2,278	2,321	275,876	893	14,538	10,411	25,842	301,718	92,729	394,447	\$118,861	\$129,995	\$169,947	9.4%	33.6%
T1. US Direct Hire (USDH)	2,275	2,278	2,321	275,876	893	14.538	10,411	25,842	301,718	92,729	394,447	\$118,861	\$129,995	\$169.947	9.4%	33.6%
T1a. Senior Executive Schedule	25	25	25	4,720	0	160	279	439	5,159	920	6.079	\$188,800	\$206,360	\$243,160	9.3%	19.5%
T1b. General Schedule	2,250	2,253	2,296	271,156	893	14,378	10,132	25,403	296,559	91,809	388,368	\$118,099	\$129,163	\$169,150	9.4%	33.9%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0			-		-
T1f. Other		0	6								0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-		-	-	-
T3. Total Direct Hire	2,275	2,278	2,321	275,876	893 0	14,538	10,411	25,842	301,718	92,729	394,447	\$118,861	\$129,995	\$169,947	9.4%	33.6%
T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13)	2,275	2,278	2,321	275,876	893	14,538	10,411	25,842	301.718	92,729	394,447	\$118,861	\$129,995	\$169,947	9.4%	33.6%
T5. Other Object Class 13 Benefits				272,070		14,000	10,411		201,770	-		0110,001		41.00,041	P.470	00.078
T5a. USDH - Benefits for Former Employees	1									0	0					
T5b. DHFN - Benefits for Former Employees	1									ő	ŏ					
T5c. Voluntary Separation Incentive Pay (VSIP)	1									0	0					
T5d. Foreign National Separation Liability Accrual										0	0					

Research, Development, Test & Eval, DW					Mi	ssile Defense (FY 2020							Date: Febr	·		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousan <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i∕c <u>m</u> Total <u>Comp</u>	<u>Rates</u> k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>9</u> % BC <u>Variables</u>	j/d P % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	2,271	2,183	2,183	266,733	856	14,017	10,113	24,986	291,719	89,656	381,375	\$122,186	\$133,632	\$174,702	9.4%	33.6%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule	2,271 25	2,183 25	2,183 25	266,733 4,539	856	14,017 227	10,113 396	24,986 623	291,719 5,162	89,656 1,308	381,375 6,470	\$122,186 \$181,560	\$133,632 \$206,480	\$174,702 \$258,800	9.4% 13.7%	33.6% 28.8%
D1b. General Schedule D1c. Special Schedule	2,246	2,158	2,158	262,194	856	13,790	9,717	24,363	286,557	88,348	374,905	\$121,499	\$132,788	\$173,728	9.3%	33.7%
D1d. Wage System D1e. Highly Qualified Experts D1f. Other	:	-	:		-	-	-	1		-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	2,271	2,183	2,183	266,733	856	14,017	10,113	24,986	291,719	89,656	381,375	\$122,186	\$133,632	\$174,702	9.4%	33.6%
D4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits	2,271	2,183	2,183	266,733	856	14,017	10,113	24,986	291,719	89,656	381,375	\$122,186	\$133,632	\$174,702	9.4%	33.6%
D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP)											-					
D5d. Foreign National Separation Liability Accrual										-						
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>					5
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule	-		-	-	-	-	-	-	-	-		-	-	-	-	-
R1b. General Schedule R1c. Special Schedule		-	-	-	-	-			-	-	-		-	-	-	-
Rld. Wage System Rle. Highly Qualified Experts	:							1.1					-	-	-	-
R1f. Other	· ·	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire	1	1	1	-		1	1	1.1	1.1		1.1			-	-	1
R4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reimbursable Funded (excludes OC 13)	-	-	-	1	-		-	-	-	-	-	1		-	1	1
R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees											1					
R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP)											-					
R5d. Foreign National Separation Liability Accrual										-						
Total Personnel (includes OC 13)	2,271	2,183	2,183	266,733	856	14,017	10,113	24,986	291,719	89,656	381,375	<u>\$122,186</u>	<u>\$133,632</u>	<u>\$174,702</u>	9.4%	33.6%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule	2,271 25 2,246	2,183 25 2,158	2,183 25 2,158	266,733 4,539 262,194	856 0 856	14,017 227 13,790	10,113 396 9,717	24,986 623 24,363	291,719 5,162 286,557	89,656 1,308 88,348	381,375 6,470 374,905	\$122,186 \$181,560 \$121,499	\$133,632 \$206,480 \$132,788	\$174,702 \$258,800 \$173,728	9.4% 13.7% 9.3%	33.6% 28.8% 33.7%
T1c. Special Schedule T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-			-	-
T1e. Highly Qualified Experts T1f. Other	0	0	0	0	0	0	0	0	0	0	0				-	-
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	0 2,271	0 2,183	0 2,183	0 266,733	0 856	0 14,017	0 10,113	0 24,986	0 291,719	0 89,656	0 381,375	\$122,186	\$133,632	\$174,702	9.4%	- 33.6%
T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13)	0 2,271	0 2,183	0 2,183	0 266,733	0 856	0 14,017	0 10,113	0 24,986	0 291,719	0 89,656	0 381,375	\$122,186	8133,632	\$174,702	9.4%	- 33.6%
T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees										- 0	- 0					
T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual										0	0					

Research, Development, Test & Eval, DW					Mi	issile Defense (FY 2021	,						Date: Febr	·		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(S in Thousan <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>1</u> Basic <u>Comp</u>	i∕c <u>m</u> Total <u>Comp</u>	<u>Rates</u> k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>9</u> % BC <u>Variables</u>	j/d P % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	2,157	2,122	2,122	262,947	868	13,753	12,531	27,152	290,099	88,489	378,588	\$123,915	\$136,710	\$178,411	10.3%	33.7%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System	2,157 25 2,132	2,122 25 2,097	2,122 25 2,097	262,947 4,554 258,393	868 - 868 -	13,753 228 13,525	12,531 479 12,052	27,152 707 26,445	290,099 5,261 284,838	88,489 1,312 87,177 -	378,588 6,573 372,015	\$123,915 \$182,160 \$123,220	\$136,710 \$210,440 \$135,831	\$178,411 \$262,920 \$177,403	10.3% 15.5% 10.2%	33.7% 28.8% 33.7% -
D1e. Highly Qualified Experts D1f. Other	1					-				-				-	-	1
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	2,157	2,122	2,122	262,947 262,947	868 868	13,753 13,753	12,531 12,531	27,152 27,152	290,099 - 290,099	88,489 <i>88,489</i>	378,588 378,588	\$123,915 \$123,915	\$136,710 \$136,710	\$178,411 \$178,411	10.3% 10.3%	33.7% 33.7%
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>					
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)	· .				2				-	-			-		-	-
 R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reimhursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5.a. USDH - Benefits for Former Employees R5.b. DHFN - Benefits for Former Employees R5.b. DHFN - Benefits for Incentive Payers R5.c. Voluntary Separation Incentive Pay (VSIP) R5.d. Foreign National Separation Liability Accrual 	-	-	-	-		-	-	-	-		-	-	-			-
Total Personnel (includes OC 13)	2,157	2,122	2,122	262,947	868	13,753	12,531	27,152	290,099	88,489	378,588	\$123,915	\$136,710	\$178,411	10.3%	33.7%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	2,157 25 2,132 0 0 0 0	2,122 25 2,097 0 0 0 0	2,122 25 2,097 0 0 0 0	262,947 4,554 258,393 0 0 0 0	868 0 868 0 0 0 0	13,753 228 13,525 0 0 0 0	12,531 479 12,052 0 0 0 0	27,152 707 26,445 0 0 0 0	290,099 5,261 284,838 0 0 0 0	88,489 1,312 87,177 0 0 0 0	378,588 6,573 372,015 0 0 0 0 0	\$123,915 \$182,160 \$123,220	\$136,710 \$210,440 \$135,831 - - -	\$178,411 \$262,920 \$177,403	10.3% 15.5% 10.2% - -	33.7% 28.8% 33.7% - - -
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 Acetual	0 2,157 0 2,157	0 2,122 0 2,122	0 2,122 0 <i>2,122</i>	0 262,947 0 <i>262,947</i>	0 868 0 868	0 13,753 0 <i>13,753</i>	0 12,531 0 12,531	0 27,152 0 27,152	0 290,099 0 <i>290,099</i>	0 88,489 0 88,489 - 0 0 0 0 0	0 378,588 0 378,588 0 0 0 0 0	\$123,915 \$123,915	\$136,710 \$136,710	\$178,411 \$178,411	10.3% 10.3%	33.7% 33.7%

Research, Development, Test & Eval, DW						of Secretary (FY 2019)						Date: Feb	oruary 2020		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousan <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	İ Benefits <u>O.C.12/13</u>	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	<u>Rates</u> k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>9</u> % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	4,490	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	4,490	58	4,548	:		: :	0.0%	1.3%
D1. US Direct Hire (USDH)	-	-	-	4,490	-	-	-	-	4,490	58	4,548				0.0%	1.3%
D1a. Senior Executive Schedule	· ·	-	-	-	-				-	-		-				
D1b. General Schedule	· ·	-	-	4,490	-	-	-	-	4,490	58	4,548	-			0.0%	1.3%
D1c. Special Schedule	· ·	-	-	-	-	-	-	-	-	-		-			-	-
D1d. Wage System		-	-	-	-	-	-	-	-	-		-			-	-
D1e. Highly Qualified Experts		-	-	-	-	-	-		-	-						-
D1f. Other	-	-	-	-	-	-	-	-	-	-		-			-	-
D2. Direct Hire Program Foreign Nationals (DHFN)		-	-	-	-	-	-	-	-	-		-			-	-
D3. Total Direct Hire	-	-		4,490	-		-		4,490	58	4,548	-			0.0%	1.3%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-		-				
Subtotal - Direct Funded (excludes OC 13)	-	-	-	4,490	-	-	-	-	4,490	58	4,548	-			0.0%	1.3%
D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees										-						
D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees										-						
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
Reimbursable Funded Personnel (includes OC 13)	-	0			0	0		0		0	0					
	<u>u</u>	<u>u</u>	<u>0</u>	<u>0</u>	<u>u</u>	<u>u</u>	<u>u</u>	<u>u</u>	<u>0</u>	<u>0</u>	<u>0</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)	1									-	-					
R5d. Foreign National Separation Liability Accrual										-						
Total Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	4,490	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	4,490	58	4,548	:	:	: :	0.0%	1.3%
T1. US Direct Hire (USDH)	-	-	-	4,490				-	4,490	58	4,548				0.0%	1.3%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0				-	
T1b. General Schedule	0	0	0	4,490	0	0	0	0	4,490	58	4,548	-			0.0%	1.3%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-			-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-			-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-				
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-			-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-			-	-
T3. Total Direct Hire	-	-		4,490			-		4,490	58	4,548	-			0.0%	1.3%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-			-	-
Subtotal - Total Funded (excludes OC 13)	-	-	-	4,490	-	-	-	-	4,490	58	4,548	-			0.0%	1.3%
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) T5d. Exercise National Separation Linkility Assessed										0	0					
T5d. Foreign National Separation Liability Accrual										0	0					

Research, Development, Test & Eval, DW						of Secretary (FY 2020))						Date: Feb	ruary 2020		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousan <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	İ Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>1</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	<u>Rates</u> k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>9</u> % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>		:			5
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)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>		:			
R1. US Direct Hire (USD1) 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 - Rembursable Funded (accludes 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 Linkitly Acerual	-	-		-		-	-	-	-	-	-				-	-
										-						
Total Personnel (includes OC 13) Th. US Direct Hire (USDH) Tla. Senior Executive Schedule Th. General Schedule Tlc. Special Schedule Tlc. Wage System Tle. Highly Qualified Experts Tlf. Other	• - 0 0 0 0 0 0 0 0	• • • • • • • • • • • • • • • • • • •	- 0 0 0 0 0 0	- 0 0 0 0 0 0 0 0 0	0 - 0 0 0 0 0 0 0	• • • • • • • • • • • • • • • • • • •	• 0 0 0 0 0 0 0 0	• • • • • • • • • • • • • • •	• 0 0 0 0 0 0 0 0	• • • • • • • • • • • • • • • • • •	• • • • • • • • • • • • • • • • • • •	-	-		-	
T. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T-4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13) T5. Ufber 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 Accural	0	0	0	0	0	0	0	0	0	0	0 - - - 0 0 0 0 0 0 0 0					-

Research, Development, Test & Eval, DW						of Secretary (FY 2021))						Date: Feb	ruary 2020		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousan <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i∕c <u>m</u> Total <u>Comp</u>	<u>Rates</u> k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>9</u> % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>					5
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)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	0			1.1		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 Linkitly Accrual	-	-				-	-	-	-	-	-				-	-
Total Personnel (includes OC 13) T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	• - 0 0 0 0 0 0 0 0	• • • • • • • • • • • • • • •	- 0 0 0 0 0 0	- 0 0 0 0 0 0 0 0 0	- - 0 0 0 0 0 0 0 0	• • • • • • • • • • • • • • • • • • •	• 0 0 0 0 0 0 0 0	• • • • • • • • • • • • • •	• 0 0 0 0 0 0 0 0	• • • • • • • • • • • • • • • • • • •	• • • • • • • • • • • • • • • • • • •		-	-	-	
T. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN) Subitotal - Total Finded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Lindhity Accural T5d. Toreign National Separation Lindhity Accural	0	0	0	0	0	0	0	0	0	0	0 - - - - 0 0 0 0 0 0 0			-		-

Volume II - Defense-Wide Data Book

National Defense Stockpile Transaction Fund Date: February 2020 Defense Logistics Agency (FY 2019) (\$ in Thousands) Rates e + f + gd + hi+j d/c i/c k/c h/d j/d <u>h</u> Total <u>m</u> Total b c <u>d</u> Basic <u>e</u> Overtime i 1 k 1 n <u>⁰</u> % BC <u>р</u> % ВС End Benefits Basic Holiday Comp Begin Other Comp Comp FTEs Variables 0.C.11 O.C.12/13 0.C.11 Benefits Benefits Variables Benefits Strength Strength Comp Pay Pay Comp Comp Direct Funded Personnel (includes OC 13) D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual 37.7% Reimbursable Funded Personnel (includes OC 13) 66 70 68 6,221 24 356 449 829 7,050 2,346 9,396 \$91,485 \$103,676 \$138,176 R1. US Direct Hire (USDH) 66 70 68 6.221 24 356 449 829 7,050 2,334 9,384 \$91.485 \$103.676 \$138.000 13.3% 37.59 R1a. Senior Executive Schedule 6,221 24 449 829 2,334 \$91,485 \$103,676 \$138,000 13.3% 37.5% R1b. General Schedule 66 70 68 356 7.050 9,384 R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other R2. Direct Hire Program Foreign Nationals (DHFN) 24 829 7,050 2,334 \$91.485 \$103.676 \$138.000 13.3% 37.59 **R3. Total Direct Hire** 66 70 68 6.221 356 449 9,384 R4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reimbursable Funded (excludes OC 13) 70 68 6,221 24 356 449 829 7,050 2,334 9,384 \$91,485 \$103,676 \$138,000 13.3% 37.5% 66 **R5.** Other Object Class 13 Benefits 12 12 R5a. USDH - Benefits for Former Employees 12 12 R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual Total Personnel (includes OC 13) 66 70 <u>68</u> 6,221 24 356 449 829 7,050 2,346 9,396 \$91,485 \$103,676 \$138,176 37.7% T1. US Direct Hire (USDH) 66 70 68 6.221 24 356 449 829 7,050 2.334 9.384 \$91.485 \$103.676 \$138.000 13.3% 37.59 T1a. Senior Executive Schedule 0 T1b. General Schedule \$91,485 \$103,676 \$138,000 13.3% 37.5% 68 6,221 24 356 449 829 7,050 2,334 9,384 70 66 T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts 0 - 0 .0 0 0 TIf Other 0 0 0 0 0 0 0 T2. Direct Hire Program Foreign Nationals (DHFN) 0 0 T3. Total Direct Hire 6.221 829 7.050 2.334 9.384 \$91,485 \$103,676 \$138,000 13.3% 37.5% 68 24 356 449 66 70 T4. Indirect Hire Foreign Nationals (IHFN) 0 0 - 0 - 0 Subtotal - Total Funded (excludes OC 13) 6,221 24 356 829 7,050 2,334 9,384 \$91,485 \$103,676 \$138,000 13.3% 37.5% 66 68 449 T5. Other Object Class 13 Benefits 12 12 T5a. USDH - Benefits for Former Employees 12 1 T5h DHEN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual

Volume II - Defense-Wide Data Book

National Defense Stockpile Transaction Fund Date: February 2020 Defense Logistics Agency (FY 2020) (\$ in Thousands) Rates i+j e + f + gd + hd/c i/c k/c h/d j/d <u>d</u> Basic <u>h</u> Total <u>m</u> Total b c <u>e</u> Overtime i 1 k 1 n <u>⁰</u> % BC <u>р</u> % ВС End Benefits Basic Holiday Comp Begin Other Comp Comp FTEs Variables 0.C.11 O.C.12/13 0.C.11 Benefits Benefits Variables Benefits Strength Strength Comp Pay Pay Comp Comp Direct Funded Personnel (includes OC 13) 0 D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN) 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) 75 72 72 6,318 32 489 510 1,031 7,349 2,323 9,672 \$87,750 \$102,069 \$134,333 16.3% 36.8% R1. US Direct Hire (USDH) 75 72 72 6.318 32 489 510 1.031 7.349 2,323 9,672 \$87 750 \$102 069 \$134 333 16.3% 36.89 R1a. Senior Executive Schedule 72 32 510 1,031 2,323 \$87,750 \$102,069 \$134,333 16.3% R1b. General Schedule 75 72 6.318 489 7.349 9.672 36.8% R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other R2. Direct Hire Program Foreign Nationals (DHFN) 75 72 72 32 1,031 7.349 2,323 \$87,750 \$102,069 \$134,333 16.3% **R3. Total Direct Hire** 6.318 489 510 9,672 36.89 R4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reimbursable Funded (excludes OC 13) 75 72 72 6,318 32 489 510 1,031 7,349 2,323 9,672 \$87,750 \$102,069 \$134,333 16.3% 36.8% **R5.** Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual Total Personnel (includes OC 13) 75 72 72 6,318 32 489 510 1,031 7,349 2,323 9,672 \$87,750 \$102,069 \$134,333 16.3% 36.8% T1. US Direct Hire (USDH) 6.318 75 72 72 32 489 510 1.031 7,349 2.323 9,672 \$87 750 \$102 069 \$134 333 16 3% 36.89 T1a. Senior Executive Schedule (T1b. General Schedule 72 72 6,318 32 489 510 1,031 7,349 2,323 9,672 \$87,750 \$102,069 \$134,333 16.3% 36.8% T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts - 0 - 0 .0 0 0 0 TIf Other 0 0 0 0 0 0 0 0 T2. Direct Hire Program Foreign Nationals (DHFN) 0 - 0 T3. Total Direct Hire 6.318 489 1.031 7.349 2.323 9.672 \$87,750 \$102,069 \$134,333 16.3% 36.89 72 72 32 510 75 T4. Indirect Hire Foreign Nationals (IHFN) 0 - 0 Subtotal - Total Funded (excludes OC 13) 72 72 6,318 32 489 510 1,031 7,349 2,323 \$87,750 \$102,069 \$134,333 16.3% 36.8% 75 9,672 T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5h DHEN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual

Volume II - Defense-Wide Data Book

National Defense Stockpile Transaction Fund Date: February 2020 Defense Logistics Agency (FY 2021) (\$ in Thousands) Rates e + f + gd + hi+j d/c i/c k/c h/d j/d <u>d</u> Basic <u>m</u> Total b c <u>e</u> Overtime h i 1 k 1 n <u>⁰</u> % BC <u>р</u> % ВС End Benefits Basic Holiday Comp Begin Other Total Comp Comp FTEs Variables 0.C.11 O.C.12/13 0.C.11 Benefits Benefits Variables Benefits Strength Strength Comp Pay Pay Comp Comp Direct Funded Personnel (includes OC 13) 0 D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN) 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) 72 75 72 7,214 36 553 576 1,165 8,379 2,627 11,006 \$100,194 \$116,375 \$152,861 16.1% 36.4% R1. US Direct Hire (USDH) 72 75 72 7.214 36 553 576 1,165 8,379 2,627 11.006 \$100,194 \$116,375 \$152,861 16.1% 36.49 R1a. Senior Executive Schedule 553 576 1,165 8,379 2,627 \$100,194 \$116,375 \$152,861 16.1% R1b. General Schedule 72 75 72 7.214 36 11.006 36.4% R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other R2. Direct Hire Program Foreign Nationals (DHFN) 72 75 72 553 576 1,165 8.379 2,627 \$100.194 \$116.375 \$152.861 16.1% **R3. Total Direct Hire** 7,214 36 11,006 36.49 R4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reimbursable Funded (excludes OC 13) 72 75 72 7,214 36 553 576 1,165 8,379 2,627 11,006 \$100,194 \$116,375 \$152,861 16.1% 36.4% **R5.** Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual Total Personnel (includes OC 13) 72 75 72 36 553 576 1,165 8,379 2,627 11,006 \$100,194 \$116,375 \$152,861 16.1% 36.4% T1. US Direct Hire (USDH) 72 75 72 7,214 36 553 576 1,165 8,379 2.627 11.006 \$100 194 \$116 375 \$152 861 16.1% 36.4% T1a. Senior Executive Schedule 0 \$100,194 \$116,375 \$152,861 T1b. General Schedule 72 75 72 7,214 553 576 1,165 8,379 2,627 11,000 16.1% 36.4% 36 T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts 0 0 - 0 .0 0 0 TIf Other 0 0 0 0 0 0 0 0 T2. Direct Hire Program Foreign Nationals (DHFN) 0 0 0 8,379 T3. Total Direct Hire 7.214 553 1.165 2.627 \$100,194 \$116,375 \$152,861 16.1% 36.49 72 75 72 36 576 11.006 T4. Indirect Hire Foreign Nationals (IHFN) 0 - 0 Subtotal - Total Funded (excludes OC 13) 72 72 7,214 553 576 1,165 8,379 2,627 11,006 \$100,194 \$116,375 \$152,861 16.1% 36.4% 75 36 T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5h DHEN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual

Buildings Maintenance Fund						ton Headquar (FY 2019)							Date: Febr	·		
	<u>a</u> Begin <u>Strength</u>	b End <u>Strength</u>	<u>s</u> FTEs	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousar <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i+j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp & Benefits	h/d <u>9</u> % BC <u>Variables</u>	j/d P % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	0	<u>0</u>	<u>0</u>	0	:		:		
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	-	-		-		-	-			-		-	-	-		-
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN) 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. Volumary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	-	-		-		-	-	-				-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	124	166	158	12,406	867	184	<u>0</u>	1,051	13,457	4,122	17,579	\$78,519	\$85,171	\$111,259	8.5%	33.2%
R1. US Direct Hire (USDII) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	124 - 62 61 1 -	166 - 100 66 - -	158 - 93 65 -	12,406 9,209 3,192 5	867 - 736 131 - -	184 - 62 122 -	-	1,051 798 253	13,457 10,007 3,445 5	4,122 3,023 1,097 2	17,579 13,030 4,542 7	\$78,519 \$99,022 \$49,108	\$85,171 \$107,602 \$53,000	\$111,259 \$140,108 \$69,877	8.5% 8.7% 7.9% 0.0%	33.2% - 32.8% 34.4% 40.0% - -
R2. Direct Hire Program Foreign Nationals (DHFN)			-	-				-			-			-	-	-
 R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN) Substal - Reimbursable Funded (acchudes OC 13) R5. Other Object Class 13 Benefits R5. USDH - Benefits for Former Employees R5. DHFN - Benefits for Former Employees R5. DHFN - Benefits for Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual 	124	166 - 166	158 - 158	12,406 12,406	867 - 867	184 - 184	-	1,051 7,051	13,457 13,457	4,122	17,579	\$78,519 \$78,519	\$85,171 - \$85,171	\$111,259 \$111,259	8.5% - 8.5%	33.2% 33.2%
Total Personnel (includes OC 13)	124	166	158	12,406	867	184	<u>0</u>	1,051	13,457	4,122	17,579	<u>\$78,519</u>	\$85,171	\$111,259	8.5%	33.2%
T1. US Direct Hire (USDH) T1a. Semior Executive Schedule T1b. General Schedule T1c. Special Schedule T1cl. Wage System T1c. Highly Qualified Experts T1f. Other	124 0 62 61 1 0 0	166 0 100 66 0 0 0	158 0 93 65 0 0 0	12,406 0 9,209 3,192 5 0 0	867 0 736 131 0 0 0	184 0 62 122 0 0 0	- 0 0 0 0 0	1,051 0 798 253 0 0 0	13,457 0 10,007 3,445 5 0 0	4,122 0 3,023 1,097 2 0 0	17,579 0 13,030 4,542 7 0 0	\$78,519 \$99,022 \$49,108	\$85,171 \$107,602 \$53,000	\$111,259 \$140,108 \$69,877	8.5% 8.7% 7.9% 0.0%	33.2% - 32.8% 34.4% 40.0% -
22. Direct Hire Program Foreign Nationals (DHFN) 73. Total Direct Hire 74. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13) 75. Other Object Class 13 Benefits 75a. USDH - Benefits for Former Employees 75b. DHFN - Benefits for Former Employees 75c. Voluntary Separation Incentive Pay (VSIP) 75d. Foreign National Separation Liability Acerual	0 124 0 124	0 166 0 166	0 158 0 158	0 12,406 0 <i>12,406</i>	0 867 0 867	0 184 0 <i>184</i>	0	0 1,051 0 1,051	0 13,457 0 13,457	0 4,122 0 4,122 0 0 0 0 0 0	0 17,579 0 17,579 0 0 0 0 0 0 0 0	\$78,519 \$78,519	\$85,171 \$85,171	\$111,259 \$111,259	8.5% 8.5%	33.2%

Buildings Maintenance Fund						ton Headqua (FY 2020)							Date: Febr			
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End Strength	<u>s</u> FTEs	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(S in Thousan <u>f</u> Holiday <u>Pay</u>	g Other O.C.11	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	i Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>l</u> Basic Comp	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp & Benefits	h/d <u>9</u> % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	:		:		:
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule		-	-			-	-		÷	-			-	-	-	-
D1d. Wage System D1e. Highly Qualified Experts D1f. Other	-	-	-	-	-	-	-	Ē	÷	:	-		-	-	-	-
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 Liability Accrual D5d. Foreign National Separation Liability Accrual																
Reimbursable Funded Personnel (includes OC 13)	166	124	124	12,768	17	21	62	100	12,868	4,378	17,246	\$102,968	\$103,774	\$139,081	0.8%	34.3%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule	166	124	124	12,768	17	21	62	100	12,868	4,277	17,145	\$102,968	\$103,774	\$138,266	0.8%	33.5% -
R1b. General Schedule R1c. Special Schedule R1d. Wage System	100 66	97 27	97 27	10,398 2,370	10 7 -	14 7 -	40 22	64 36	10,462 2,406	3,397 880	13,859 3,286	\$107,196 \$87,778	\$107,856 \$89,111 -	\$142,876 \$121,704	0.6% 1.5%	32.7% 37.1% -
R1e. Highly Qualified Experts R1f. Other	:	-	-	-	-	-		-	-	-		1	-	-	-	-
 R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN) 	166	124	124	12,768	17	21	62	100	12,868	4,277	17,145	\$102,968	\$103,774	\$138,266	0.8%	- 33.5% -
Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees	166	124	124	12,768	17	21	62	100	12,868	4,277	17,145 101 -	\$102,968	\$103,774	\$138,266	0.8%	33.5%
R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual										101	101					
Total Personnel (includes OC 13)	166	124	124	12,768	17	21	62	100	12,868	4,378	17,246	\$102,968	\$103,774	\$139,081	0.8%	34.3%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule	166 0 100	124 0 97	124 0 97	12,768 0 10,398	17 0 10	21 0 14	62 0 40	100 0 64	12,868 0 10,462	4,277 0 3,397	17,145 0 13,859	\$102,968 \$107,196	\$103,774 \$107,856	\$138,266 \$142,876	0.8%	33.5% 32.7%
T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	66 0 0	27 0 0	27 0 0	2,370 0 0	7 0 0 0	7 0 0	22 0 0	36 0 0	2,406 0 0	880 0 0	3,286 0 0 0	\$87,778 - -	\$89,111 - -	\$121,704 - -	1.5%	37.1%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	0	0	0 124	0	0	0	0	0	0	0 4,277	0	\$102,968	\$103.774	\$138.266	0.8%	- - 33.5%
Tom Direct Hire Foreign Nationals (HFN) Subtotal - Total Funded (excludes OC 13) TS. Other Object Class 13 Benefits TSa. USDH - Benefits for Former Employees TSb. DHFN - Benefits for Former Employees	0	0 124	0 124	0 12,768	0 17	0 21	0 62	0 100	0 12,868	0 4,277 101 0	0 17,145 101 0	\$102,968	\$103,774	\$138,266	0.8%	33.5%
T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual										101	101 0					

Buildings Maintenance Fund						ton Headquar (FY 2021)							Date: Febr	·		
	<u>a</u> Begin <u>Strength</u>	b End <u>Strength</u>	<u>s</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousar <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i+j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp & Benefits	h/d <u>9</u> % BC <u>Variables</u>	j/d P % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	0	<u>0</u>	<u>0</u>	<u>0</u>	:		:		
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other		-				-			-			-	-	-		-
Dz. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN) Subtoal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5b. Other N-genarition Incentive Pay (VSIP) D5d. Foreign National Separation Inability Acctual	-	-		-		-	-	-		-		-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	124	136	136	13,621	111	0	52	163	13,784	4,571	18,355	\$100,154	\$101,353	\$134,963	1.2%	33.6%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	124 - 97 27 -	136 - - -	136 - - -	13,621	111 - - - -	-	52 52	163 	13,784	4,531	18,315	\$100,154 \$100,154	\$101,353 \$101,353	\$134,669 \$134,669	1.2%	33.3% - - - -
R2. Direct Hire Program Foreign Nationals (DHFN)		-			-	-		-	-							-
 R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN) Subtoal - Reimbursable Funded (acchudes OC 13) R5. Other Object Class 13 Benefits R5.a. USDH - Benefits for Former Employees R5.b. DHFN - Benefits for Former Employees R5.c. Voluntary Separation Incentive Pay (VSBP) R5d. Foreign National Separation Liability Accrual 	124 - 124	136 - 136	136 - 136	13,621 13,621	 	-	52 52	163 - 163	13,784 13,784	4,531 4,531 40 - - 40	18,315 	\$100,154 \$100,154	\$101,353 \$101,353	\$134,669 \$134,669	1.2% 1.2%	33.3% - 33.3%
Total Personnel (includes OC 13)	124	136	136	13,621	111	<u>0</u>	52	163	13,784	4,571	18,355	\$100,154	<u>\$101,353</u>	\$134,963	1.2%	33.6%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1cl. Wage System T1e. Highly Qualified Experts T1f. Other	124 0 97 27 0 0 0 0	136 0 136 0 0 0 0	136 0 136 0 0 0 0	13,621 0 13,621 0 0 0 0 0	111 0 111 0 0 0 0	- 0 0 0 0 0	52 0 52 0 0 0 0 0	163 0 163 0 0 0 0	13,784 0 13,784 0 0 0 0	4,531 0 4,531 0 0 0 0	18,315 0 18,315 0 0 0 0 0	\$100,154 \$100,154	\$101,353	\$134,669	1.2%	33.3% - 33.3% - - -
22. Direct Hire Program Foreign Nationals (DHFN) 73. Total Direct Hire 74. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Finned (excludes OC 13) 75. Other Object Class 13 Benefits 75a. USDH - Benefits for Former Employees 75b. DHFN - Benefits for Former Employees 75c. Voluntary Separation Incentive Pay (VSIP) 75d. Foreign National Separation Liability Accrual	0 124 0 124	0 136 0 136	0 136 0 <i>136</i>	0 13,621 0 <i>13,621</i>	0 111 0 111	0	0 52 0 52	0 163 0 163	0 13,784 0 <i>13,784</i>	0 4,531 0 4,531 40 0 0 40 0 0	0 18,315 0 18,315 40 0 0 40 0 0	\$100,154 \$100,154	\$101,353 \$101,353	\$134,669 \$134,669	1.2%	33.3%

Pentagon Reservation Maintenance Rev Fund						ton Headquar (FY 2019)							Date: Febr	·		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>s</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousar <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>1</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	<u>Rates</u> k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>9</u> % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>					2
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	-	-					-					-	-			-
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 Acetual	-	-		-	-	-		-		-		-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	1,801	1,614	1,618	155,803	16,093	3,858	<u>0</u>	19,951	175,754	52,792	228,546	\$96,294	\$108,624	<u>\$141,252</u>	12.8%	33.9%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c: Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	1,801 4 815 745 237 -	1,614 4 721 683 206	1,618 4 725 683 206	155,803 788 77,359 63,988 13,668	16,093 7,602 5,335 3,156	3,858 452 3,406		19,951 8,054 8,741 3,156	175,754 788 85,413 72,729 16,824	52,712 214 24,580 22,405 5,513	228,466 1,002 109,993 95,134 22,337	\$96,294 \$197,000 \$106,702 \$93,687 \$66,350	\$108,624 \$197,000 \$117,811 \$106,485 \$81,670	\$141,203 \$250,500 \$151,714 \$139,288 \$108,432	12.8% 0.0% 10.4% 13.7% 23.1%	33.8% 27.2% 31.8% 35.0% 40.3%
R2. Direct Hire Program Foreign Nationals (DHFN)		-	-	-	-			-	-	-	-		-		-	-
 R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN) Subotal - Reimbursable Fanded (accludes OC 13) R5. Other Object Class 13 Benefits R5. USDH - Benefits for Former Employees R5. DHFN - Benefits for Former Employees R5. DHFN - Benefits for Former Employees R5. Othurary Separation Incentive Pay (VSIP) R54. Foreign National Separation Liability Accrual 	1,801 1,801	1,614 1,614	1,618 1,618	155,803 155,803	16,093 16,093	3,858	-	19,951 19,951	175,754	52,712 52,712 80 - 80	228,466 228,466 80 	896,294 896,294	\$108,624 \$108,624	\$141,203 \$141,203	12.8%	33.8% 33.8%
Total Personnel (includes OC 13)	1,801	1,614	1,618	155,803	16,093	3,858	<u>0</u>	19,951	175,754	52,792	228,546	<u>\$96,294</u>	\$108,624	<u>\$141,252</u>	12.8%	<u>33.9%</u>
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1cl. Wage System T1e. Highly Qualified Experts T1f. Other	1,801 4 815 745 237 0 0	1,614 4 721 683 206 0 0	1,618 4 725 683 206 0 0	155,803 788 77,359 63,988 13,668 0 0	16,093 0 7,602 5,335 3,156 0 0	3,858 0 452 3,406 0 0 0	- 0 0 0 0 0	19,951 0 8,054 8,741 3,156 0 0	175,754 788 85,413 72,729 16,824 0 0	52,712 214 24,580 22,405 5,513 0 0	228,466 1,002 109,993 95,134 22,337 0 0	\$96,294 \$197,000 \$106,702 \$93,687 \$66,350	\$108,624 \$197,000 \$117,811 \$106,485 \$81,670	\$141,203 \$250,500 \$151,714 \$139,288 \$108,432	12.8% 0.0% 10.4% 13.7% 23.1%	33.8% 27.2% 31.8% 35.0% 40.3%
22. Direct Hire Program Foreign Nationals (DHFN) 73. Total Direct Hire 74. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Finded (excludes OC 13) 75. Other Object Class 13 Benefits 75a. USDH - Benefits for Former Employees 75b. DHFN - Benefits for Former Employees 75c. Voluntary Separation Incentive Pay (VSIP) 75d. Foreign National Separation Liability Accrual	0 1,801 0 <i>1,801</i>	0 1,614 0 <i>1,614</i>	0 1,618 0 1,618	0 155,803 0 <i>155,803</i>	0 16,093 0 16,093	0 3,858 0 <i>3,858</i>	0 - -	0 19,951 0 <i>19,951</i>	0 175,754 0 175,754	0 52,712 0 52,712 80 0 0 80 0 0	0 228,466 0 228,466 80 0 0 80 0 80	896,294 896,294	\$108,624 \$108,624	\$141,203 \$141,203	12.8% 12.8%	33.8%

Pentagon Reservation Maintenance Rev Fund						ton Headqua (FY 2020))	1					Date: Febr			
	<u>a</u> Begin <u>Strength</u>	b End <u>Strength</u>	<u>s</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousan <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits _O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp & Benefits	h/d <u>9</u> % BC <u>Variables</u>	j/d P % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>					
D1. US Direct Hire (USDH)	-		-	-	-			-	-	-	-		-	-	-	-
D1a. Senior Executive Schedule	· ·	-	-	-	-	-				-			-			
D1b. General Schedule	· ·	-	-	-	-	-	-	-	-	-	-		-			
D1c. Special Schedule	· ·	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1d. Wage System		-	-	-	-	-	-			-		-	-	-	-	
D1e. Highly Qualified Experts D1f. Other		-	-	-	-	-	-			-			-			
		-	-	-	-	-	-	-	-	-	-	-	-			
D2. Direct Hire Program Foreign Nationals (DHFN)	· ·	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-									-		-		-	-	
D4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Direct Funded (excludes OC 13)		-	-	-	-	-	-			-		-				
Discount - Direct Planded (excludes OC 13)	-	-	-	-	-	-	-	-	-			-	-	-	-	-
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)	1,614	1,666	1,686	169,787	3,255	1,073	1,700	6,028	175,815	54,438	230,253	\$100,704	\$104,279	\$136,568	3.6%	32.1%
R1. US Direct Hire (USDH)	1,614	1,666	1,686	169,787	3,255	1.073	1,700	6,028	175,815	54,138	229,953	\$100,704	\$104,279	\$136,390	3.6%	31.9%
R1a. Senior Executive Schedule	4	4	4	571	-	-	-	-	571	154	725	\$142,750	\$142,750	\$181.250	0.0%	27.0%
R1b. General Schedule	721	759	759	131,510	954	216	865	2,035	133,545	41,771	175,316	\$173,267	\$175,949	\$230,983	1.5%	31.8%
R1c. Special Schedule	683	678	698	22,059	1,325	711	141	2,177	24,236	5,982	30,218	\$31,603	\$34,722	\$43,292	9.9%	27.1%
R1d. Wage System	206	225	225	15,647	976	146	694	1,816	17,463	6,231	23,694	\$69,542	\$77,613	\$105,307	11.6%	39.8%
R1e. Highly Qualified Experts	· ·	-	-	-	-	-	-			-		-	-	-	-	
R1f. Other		-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	· ·	-		-		-		-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	1,614	1,666	1,686	169,787	3,255	1,073	1,700	6,028	175,815	54,138	229,953	\$100,704	\$104,279	\$136,390	3.6%	31.9%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-				
Subtotal - Reimbursable Funded (excludes OC 13)	1,614	1,666	1,686	169,787	3,255	1,073	1,700	6,028	175,815	54,138	229,953	\$100,704	\$104,279	\$136,390	3.6%	31.9%
R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees										300	300					
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)										300	300					
R5d. Foreign National Separation Liability Accrual										-						
Total Personnel (includes OC 13)	1,614	1,666	1,686	169,787	3,255	1,073	1,700	6,028	175,815	54,438	230,253	\$100,704	\$104,279	\$136,568	3.6%	32.1%
T1. US Direct Hire (USDH)	1,614	1,666	1,686	169,787	3,255	1.073	1,700	6,028	175,815	54,138	229,953	\$100,704	\$104,279	\$136,390	3.6%	31.9%
T1a. Senior Executive Schedule	4	4	4	571	0	0	0	0	571	154	725	\$142,750	\$142,750	\$181,250	0.0%	27.0%
T1b. General Schedule	721	759	759	131,510	954	216	865	2,035	133,545	41,771	175,316	\$173,267	\$175,949	\$230,983	1.5%	31.8%
T1c. Special Schedule	683	678	698	22,059	1,325	711	141	2,177	24,236	5,982	30,218	\$31,603	\$34,722	\$43,292	9.9%	27.1%
T1d. Wage System	206	225	225	15,647	976	146	694	1,816	17,463	6,231	23,694	\$69,542	\$77,613	\$105,307	11.6%	39.8%
T1e. Highly Qualified Experts T1f. Other	0	0	0	0	0	0	0	0	0	0	0					
			-	-		-	-		-	-	0		-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	1,614	0	0 1,686	0 169,787	0 3,255	0	0 1.700	0 6,028	0 175,815	0 54,138	229,953	\$100,704	\$104.279	\$136.390	3.6%	31.9%
T4. Indirect Hire Foreign Nationals (IHFN)	1,614	1,666	1,686	169,787	3,255	1,073	1,700	6,028	1/5,815	54,138	229,953	3100,704	0104,279	\$130,390	3.0%	31.9%
Subtotal - Total Funded (excludes OC 13)	1.614	1,666	1.686	169,787	3.255	1.073	1,700	6.028	175.815	54,138	229.953	\$100,704	\$104,279	\$136,390	3.6%	31.9%
T5. Other Object Class 13 Benefits	1,017			100,000			4,7.50			300	300				2.070	
T5a. USDH - Benefits for Former Employees										0	0					
T5b. DHFN - Benefits for Former Employees	1									0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										300	300					
T5d. Foreign National Separation Liability Accrual	1									0	0					

Pentagon Reservation Maintenance Rev Fund						ton Headqua (FY 2021)		l.					Date: Febr			
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End Strength	<u>s</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousan <u>f</u> Holiday <u>Pay</u>	g Other O.C.11	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	i Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>l</u> Basic Comp	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp & Benefits	h/d <u>9</u> % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	:		:		5
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule	:	1	-	-	-	-	-		-	-			-	-	-	-
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 (HFN) Subtotal - Direct Funded (excludes OC 13)			-	-	-	-							-			-
Subool - Direct Planted (exclude 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)	1,666	1,754	1,754	180,404	2,267	0	496	2,763	183,167	58,799	241,966	\$102,853	\$104,428	\$137,951	1.5%	32.6%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule	1,666 4	1,754	1,754	180,404	2,267		496	2,763	183,167	58,679	241,846	\$102,853	\$104,428	\$137,883	1.5%	32.5%
R1b. General Schedule R1c. Special Schedule	759 678	1,529	1,529	163,320	1,181	-	496	1,677	164,997	53,502	218,499	\$106,815	\$107,912	\$142,903	1.0%	32.8%
R1d. Wage System R1e. Highly Qualified Experts R1f. Other	225	225	225	17,084	1,086	-	-	1,086	18,170	5,177	23,347	\$75,929	\$80,756 - -	\$103,764	6.4% -	30.3% - -
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire	1,666	1,754	1,754	180,404	2,267	1	496	2,763	183,167	58,679	241,846	\$102,853	\$104,428	\$137,883	1.5%	32.5%
R4. Indirect Hire Foreign Nationals (HFN) 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)	1,666	1,754	1,754	180,404	2,267		496	2,763	183,167	58,679 120 - 120	241,846 120 - 120	\$102,853	\$104,428	\$137,883	1.5%	32.5%
R5d. Foreign National Separation Liability Accrual										-	-					
Total Personnel (includes OC 13)	1,666	1,754	1,754	180,404	2,267	0	496	2,763	183,167	58,799	241,966	\$102,853	\$104,428	\$137,951	1.5%	32.6%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule	1,666 4 759	1,754 0 1,529	1,754 0 1,529	180,404 0 163,320	2,267 0 1,181	- 0	496 0 496	2,763 0 1,677	183,167 0 164,997	58,679 0 53,502	241,846 0 218,499	\$102,853 \$106,815	\$104,428 \$107,912	\$137,883 \$142,903	1.5% 1.0%	32.5% - 32.8%
T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	678 225 0	0 225 0	0 225 0	0 17,084 0 0	0 1,086 0 0	0 0 0	0 0 0	0 1,086 0 0	0 18,170 0 0	0 5,177 0 0	0 23,347 0 0	\$75,929	\$80,756	\$103,764	6.4%	30.3%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN)	0 1,666	0 1,754	0 1,754	0 180,404	0 2,267	- 0	0 496 0	2,763	0 183,167	0 58,679	0 241,846	\$102,853	\$104,428	\$137,883	1.5%	32.5%
 Indirect Hire Foreign Nationals (HFN) Subtotal - Total Funded (excludes OC 13) TS. Other Object Class 13 Benefits TSa. USDH - Benefits for Former Employees TSb. DHFN - Benefits for Former Employees TSc. Voluntary Separation Incentive Pay (VSIP) TS-6. Tergin National Separation Linbitly Accrual 	1,666	1,754	1,754	180,404	2,267	-	496	2,763	183,167	58,679 120 0 120 120 0	0 241,846 120 0 120 0	\$102,853	\$104,428	\$137,883	1.5%	32.5%

Volume II - Defense-Wide Data Book

Working Capital Fund, Defense-Wide					Def	ense Logistics	Agency						Date: Febr	uary 2020		
	1					(FY 2019 (\$ in Thousan						í.		Rates		
						(0 11 1 10101		e + f + g	$\mathbf{d} + \mathbf{h}$		i+j	d/c	i/c	k/c	h/d	j/d
	a Begin	<u>b</u> End Strength	<u>c</u> FTEs	d Basic	<u>e</u> Overtime	<u>f</u> Holiday Derr	g Other O.C.11	<u>h</u> Total Variables	i Comp O.C.11	İ Benefits O.C.12/13	Comp	1 Basic	<u>m</u> Total Comp	<u>n</u> Comp & Benefits	<u>0</u> % BC Variables	P % BC Benefits
Direct Funded Personnel (includes OC 13)	Strength 0	Strengtn 0	<u>F1E8</u>	Comp 0	Pay	Pay	<u>0.c.n</u>	variables 0	0.0.11	0.0.12/13	& Benefits 0	Comp	<u>Comp</u>	& benefits	variables	benefits -
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)	25,506	25,871	25,187	1,862,978	39,285	1,939	80,937	122,161	1,985,139	704,987	2,690,126	<u>\$73,966</u>	\$78,816	\$106,806	6.6%	37.8%
R1. US Direct Hire (USDH)	24,696	25,069	24,385	1,858,392	39,285	1,939	80,937	122,161	1,980,553	671,251	2,651,804	\$76,210	\$81,220	\$108,747	6.6%	36.1%
R1a. Senior Executive Schedule	23	22	23	3,831	4	-	333	337	4,168	988	5,156	\$166,565	\$181,217	\$224,174	8.8%	25.8%
R1b. General Schedule	19,233	19,570	18,914	1,602,258	29,098	1,773	76,002	106,873	1,709,131	562,604	2,271,735	\$84,713	\$90,363	\$120,109	6.7%	35.1%
R1c. Special Schedule		-	-	-	-		-			-					-	
R1d. Wage System R1e. Highly Qualified Experts	5,440	5,477	5,448	252,303	10,183	166	4,602	14,951	267,254	95,862	363,116	\$46,311	\$49,055	\$66,651	5.9%	38.0%
R1f. Other		-		-				-	-	11,797	11,797					
					-	-	-	-								-
R2. Direct Hire Program Foreign Nationals (DHFN)	146	147	148	1,195	-	-	-		1,195	2,142	3,337	\$8,074	\$8,074	\$22,547	0.0%	179.2%
R3. Total Direct Hire	24,842	25,216	24,533	1,859,587	39,285	1,939	80,937	122,161	1,981,748	673,393	2,655,141	\$75,799	\$80,779	\$108,227	6.6%	36.2%
R4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reimbursable Funded (excludes OC 13)	664 25,506	655 25,871	654 25,187	3,391 1,862,978	39,285	1.939	80,937	122,161	3,391 1,985,139	19,580 692,973	22,971 2,678,112	\$5,185 \$73,966	\$5,185 \$78,816	\$35,124 \$106,329	0.0% 6.6%	577.4% 37.2%
R5. Other Object Class 13 Benefits	25,500	25,8/1	25,187	1,862,978	39,283	1,939	80,937	122,101	1,985,139	12,014	2,078,112 12,014	\$73,900	\$78,810	\$100,329	0.0%	37.2%
R5a. USDH - Benefits for Former Employees										8,902	8,902					
R5b. DHFN - Benefits for Former Employees										0,902	0,702					
R5c. Voluntary Separation Incentive Pay (VSIP)										3,112	3,112					
R5d. Foreign National Separation Liability Accrual										-						
Total Personnel (includes OC 13)	25,506	25,871	25,187	1,862,978	39,285	1,939	80,937	122,161	1,985,139	704,987	2,690,126	\$73,966	<u>\$78,816</u>	\$106,806	6.6%	37.8%
T1. US Direct Hire (USDH)	24,696	25,069	24,385	1.858.392	39,285	1.939	80,937	122,161	1,980,553	671,251	2,651,804	\$76,210	\$81,220	\$108,747	6.6%	36.1%
T1a. Senior Executive Schedule	23	22	23	3,831	4	0	333	337	4,168	988	5,156	\$166,565	\$181,217	\$224,174	8.8%	25.8%
T1b. General Schedule	19,233	19,570	18,914	1,602,258	29,098	1,773	76,002	106,873	1,709,131	562,604	2,271,735	\$84,713	\$90,363	\$120,109	6.7%	35.1%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	5,440	5,477	5,448	252,303	10,183	166	4,602	14,951	267,254	95,862	363,116	\$46,311	\$49,055	\$66,651	5.9%	38.0%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	1.1	-			
T1f. Other	0	0	0	0	0	0	0	0	0	11,797	11,797		-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	146	147	148	1,195	0	0	0	0	1,195	2,142	3,337	\$8,074	\$8,074	\$22,547	0.0%	179.2%
T3. Total Direct Hire	24,842	25,216	24,533	1,859,587	39,285	1,939	80,937	122,161	1,981,748	673,393	2,655,141	\$75,799	\$80,779	\$108,227	6.6%	36.2%
T4. Indirect Hire Foreign Nationals (IHFN)	664	655	654	3,391	0	0	0	0	3,391	19,580	22,971	\$5,185	\$5,185	\$35,124	0.0%	577.4%
Subtotal - Total Funded (excludes OC 13)	25,506	25,871	25,187	1,862,978	39,285	1,939	80,937	122,161	1,985,139	692,973	2,678,112	\$73,966	\$78,816	\$106,329	6.6%	37.2%
T5. Other Object Class 13 Benefits										12,014	12,014					
T5a. USDH - Benefits for Former Employees										8,902	8,902					
T5b. DHFN - Benefits for Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Example National Separation Linkility Assessed										3,112	3,112					
T5d. Foreign National Separation Liability Accrual	1									0	0					

OP-8 Exhibit, Civilian Personnel Costs OUSD(C)-97

Working Capital Fund, Defense-Wide					D -6								Date: Febr	uary 2020		
						ense Logistics (FY 2020						i i		Deter		
						(\$ in Thousa	ids)	e + f + g	d + h		1+1	d/c	i/c	Rates k/c	h/d	j/d
	<u>a</u>	b	<u>c</u>	<u>d</u>	£	f	g	h	1	i	k	1	m	<u>n</u>	<u>0</u>	P
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pav	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	:	:	:	:	:
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)	- 1	-	-	-		-			-	-		-	-	-	-	-
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)	25,845	26,344	26,004	2,025,129	46,467	2,128	85,424	134,019	2,159,148	760,679	2,919,827	\$77,878	\$83,031	\$112,284	6,6%	37.6%
R1. US Direct Hire (USDH)	25,043	25,534	25,197	2,020,415	46,467	2,128	85,420	134,015	2,154,430	725,616	2,880,046	\$80,185	\$85,503	\$114,301	6.6%	35.9%
R1a. Senior Executive Schedule	22	25	25	4,146	4	-	370	374	4,520	1,216	5,736	\$165,840	\$180,800	\$229,440	9.0%	29.3%
R1b. General Schedule	19,544	19,914	19,661	1,755,125	33,872	1,603	80,407	115,882	1,871,007	598,896	2,469,903	\$89,269	\$95,163	\$125,624	6.6%	34.1%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	5,477	5,595	5,511	261,144	12,591	525	4,643	17,759	278,903	100,254	379,157	\$47,386	\$50,608	\$68,800	6.8%	38.4%
R1e. Highly Qualified Experts	· ·	-	-	-	-	-	-	-		-		-		-		-
R1f. Other	-	-	-	-	-	-	-	-	-	25,250	25,250	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	145	141	134	1,141	-		4	4	1,145	2,322	3,467	\$8,515	\$8,545	\$25,873	0.4%	203.5%
R3. Total Direct Hire	25,188	25,675	25,331	2,021,556	46,467	2,128	85,424	134,019	2,155,575	727,938	2,883,513	\$79,806	\$85,096	\$113,833	6.6%	36.0%
R4. Indirect Hire Foreign Nationals (IHFN)	657	669	673	3,573	-	-	-	-	3,573	18,276	21,849	\$5,309	\$5,309	\$32,465	0.0%	511.5%
Subtotal - Reimbursable Funded (excludes OC 13)	25,845	26,344	26,004	2,025,129	46,467	2,128	85,424	134,019	2,159,148	746,214	2,905,362	\$77,878	\$83,031	\$111,728	6.6%	36.8%
R5. Other Object Class 13 Benefits										14,465	14,465					
R5a. USDH - Benefits for Former Employees										9,126	9,126					
R5b. DHFN - Benefits for Former Employees										-	-					
R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual										5,339	5,339					
Total Personnel (includes OC 13)	20.045		26.001	2 025 120	14.148	2.120	02.101	121.010		840 480		677.070	663.631	6113.367		38.69/
	25,845	26,344	26,004	2,025,129	46,467	2,128	85,424	134,019	2,159,148	760,679	2,919,827	<u>\$77,878</u>	<u>\$83,031</u>	\$112,284	<u>6.6%</u>	37.6%
T1. US Direct Hire (USDH)	25,043	25,534	25,197	2,020,415	46,467	2,128	85,420	134,015	2,154,430	725,616	2,880,046	\$80,185	\$85,503	\$114,301	6.6%	35.9%
T1a. Senior Executive Schedule	22	25	25	4,146	4	0	370	374	4,520	1,216	5,736	\$165,840	\$180,800	\$229,440	9.0%	29.3%
T1b. General Schedule	19,544	19,914	19,661	1,755,125	33,872	1,603	80,407	115,882	1,871,007	598,896	2,469,903	\$89,269	\$95,163	\$125,624	6.6%	34.1%
T1c. Special Schedule	0	0 5,595	0 5.511	0	0	0	0	0	278 002	100.254	270.147	0 47 201	650 600	220 000	2 007	20 101
T1d. Wage System T1e. Highly Qualified Experts	5,477	5,595	5,511	261,144	12,591	525	4,643	17,759	278,903	100,254	379,157	\$47,386	\$50,608	\$68,800	6.8%	38.4%
T1f. Other	0	0	0	0	0	0	0	0	0	25,250	25,250					
T2. Direct Hire Program Foreign Nationals (DHFN)	145	141	134	1,141	0	0	4	4	1,145	2.322	3,467	\$8,515	\$8,545	\$25,873	0.4%	203.5%
T3. Total Direct Hire	25,188	25,675	25,331	2.021.556	46,467	2,128	85,424	134,019	2,155,575	727,938	2,883,513	\$79,806	\$85.096	\$113.833	6.6%	36.0%
T4. Indirect Hire Foreign Nationals (IHFN)	657	669	673	3,573	0	0	0	0	3,573	18,276	21,849	\$5,309	\$5,309	\$32,465	0.0%	511.5%
Subtotal - Total Funded (excludes OC 13)	25,845	26,344	26,004	2,025,129	46,467	2,128	85,424	134,019	2,159,148	746,214	2,905,362	\$77,878	\$83,031	\$111,728	6.6%	36.8%
T5. Other Object Class 13 Benefits										14,465	14,465					
T5a. USDH - Benefits for Former Employees										9,126	9,126					
T5b. DHFN - Benefits for Former Employees	1									0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										5,339	5,339					

Volume II - Defense-Wide Data Book

Working Capital Fund, Defense-Wide													Date: Febr	uary 2020		
					Def	ense Logistic (FY 2021										
	1					(S in Thousa								Rates		
			-					e+f+g	d + h		i+j	d/c	i/c	k/c	h/d	j/d
	a Begin	<u>b</u> End	<u>c</u>	<u>d</u> Basic	<u>e</u> Overtime	<u>I</u> Holidav	g Other	<u>h</u> Total	L	1 Benefits	<u>k</u> Comp	1 Basic	<u>m</u> Total	<u>n</u> Comp	% BC	<u>р</u> % ВС
	Strength	Strength	FTEs	Comp	Pay	Pay	0.C.11	Variables	0.C.11	O.C.12/13	& Benefits	Comp	Comp	& Benefits	Variables	Benefits
Direct Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>					
D1. US Direct Hire (USDH)	-	-	-	-	-			-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	· ·	-	-	-	-			1.1		-			-	-		-
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	1									-						
D5b. DHFN - Benefits for Former Employees	1									-	-					
D5c. Voluntary Separation Incentive Pay (VSIP)										-	-					
D5d. Foreign National Separation Liability Accrual										-	-					
Reimbursable Funded Personnel (includes OC 13)	26,344	26,562	26,159	2,066,278	47,299	2,218	102,109	151,626	2,217,904	770,088	2,987,992	\$78,989	\$84,786	\$114,224	7.3%	37.3%
R1. US Direct Hire (USDH)	25,534	25,752	25,349	2,061,476	47,299	2,218	102,105	151,622	2,213,098	734,643	2,947,741	\$81,324	\$87,305	\$116,286	7.4%	35.6%
R1a. Senior Executive Schedule	25	25	25	4,227	4	-	489	493	4,720	1,138	5,858	\$169,080	\$188,800	\$234,320	11.7%	26.9%
R1b. General Schedule	19,914	20,014	19,678	1,794,563	34,758	1,683	94,916	131,357	1,925,920	608,339	2,534,259	\$91,196	\$97,872	\$128,786	7.3%	33.9%
R1c. Special Schedule					-	-	-	-		-			-	-	-	-
R1d. Wage System	5,595	5,713	5,646	262,686	12,537	535	6,700	19,772	282,458	99,939	382,397	\$46,526	\$50,028	\$67,729	7.5%	38.0%
R1e. Highly Qualified Experts R1f. Other		-		-						25,227	25,227					
							4	4								
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire	141	141 25.893	141 25,490	1,160 2.062.636	47,299	2.218	4	4	1,164 2,214,262	2,368 737,011	3,532 2,951,273	\$8,227 \$80,919	\$8,255 \$86,868	\$25,050 \$115,782	0.3% 7.4%	204.1% 35.7%
R4. Indirect Hire Foreign Nationals (IHFN)	669	669	669	3,642	47,299	2,210	102,109	151,020	3,642	18,644	22.286	\$5,444	\$5,444	\$33,312	0.0%	511.9%
Subtotal - Reimbursable Funded (excludes OC 13)	26,344	26,562	26,159	2,066,278	47,299	2,218	102,109	151,626	2,217,904	755,655	2,973,559	\$78,989	\$84,786	\$113,673	7.3%	36.6%
R5. Other Object Class 13 Benefits	20,211	20,202	20,120	2,000,210		2,210	102,107	101,020	2,217,707	14,433	14,433	<i></i>	001,100	\$112,000 P	1.274	20.074
R5a. USDH - Benefits for Former Employees										9,201	9,201					
R5b. DHFN - Benefits for Former Employees	1									-	-					
R5c. Voluntary Separation Incentive Pay (VSIP)										5,232	5,232					
R5d. Foreign National Separation Liability Accrual										-						
Total Personnel (includes OC 13)	26,344	26,562	26,159	2,066,278	47,299	2,218	102,109	151,626	2,217,904	770,088	2,987,992	\$78,989	\$84,786	<u>\$114,224</u>	7.3%	<u>37.3%</u>
T1. US Direct Hire (USDH)	25,534	25,752	25,349	2,061,476	47,299	2,218	102,105	151,622	2,213,098	734,643	2,947,741	\$81,324	\$87,305	\$116,286	7.4%	35.6%
T1a. Senior Executive Schedule	25	25	25	4,227	4	0	489	493	4,720	1,138	5,858	\$169,080	\$188,800	\$234,320	11.7%	26.9%
T1b. General Schedule	19,914	20,014	19,678	1,794,563	34,758	1,683	94,916	131,357	1,925,920	608,339	2,534,259	\$91,196	\$97,872	\$128,786	7.3%	33.9%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0		-	-	-	
T1d. Wage System T1e. Highly Qualified Experts	5,595	5,713	5,646	262,686	12,537	535	6,700	19,772	282,458	99,939	382,397	\$46,526	\$50,028	\$67,729	7.5%	38.0%
Tlf. Other	0	0	0	0	0	0	0	0	0	25,227	25,227					
T2. Direct Hire Program Foreign Nationals (DHFN)	141	141	141	1,160	0	0	4	4	1,164	2.368	3,532	\$8,227	\$8,255	\$25,050	0.3%	204.1%
T3. Total Direct Hire	25,675	25,893	25,490	2,062,636	47,299	2,218	102,109	151,626	2,214,262	737,011	2,951,273	\$80,919	\$86,868	\$115,782	7.4%	35.7%
T4. Indirect Hire Foreign Nationals (IHFN)	669	669	669	3,642	0	0	0	0	3,642	18,644	22,286	\$5,444	\$5,444	\$33,312	0.0%	511.9%
Subtotal - Total Funded (excludes OC 13)	26,344	26,562	26,159	2,066,278	47,299	2,218	102,109	151,626	2,217,904	755,655	2,973,559	\$78,989	\$84,786	\$113,673	7.3%	36.6%
F5. Other Object Class 13 Benefits										14,433	14,433					
T5a. USDH - Benefits for Former Employees										9,201	9,201					
T5b. DHFN - Benefits for Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										5,232	5,232					
T5d. Foreign National Separation Liability Accrual										0	0					

OP-8 Exhibit, Civilian Personnel Costs OUSD(C)-99

Working Capital Fund, DECA					Defer	ise Commissa (FY 2019)							Date: Feb	ruary 2020		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>s</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(S in Thousan <u>f</u> Holiday <u>Pay</u>	rds) <u>g</u> Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i∕c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>9</u> % BC <u>Variables</u>	j/d P % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	14,660	13,769	12,229	558,741	1,834	7,872	21,627	31,333	590,074	177,409	767,483	\$45,690	\$48,252	\$62,759	5.6%	31.8%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule	12,922 4 8,726	12,058 2 8,107	10,565 3 7,077	496,820 561 346,692	1,834 1,287	7,872 4,928	21,627 37 16,053	31,333 37 22,268	528,153 598 368,960	173,485 171 122,341	701,638 769 491,301	\$47,025 \$187,000 \$48,989	\$49,991 \$199,333 \$52,135	\$66,412 \$256,333 \$69,422	6.3% 6.6% 6.4%	34.9% 30.5% 35.3%
D1d. Wage System D1e. Highly Qualified Experts D1f. Other	4,192	3,949	3,485	149,567	547 - -	2,944 - -	5,537	9,028	158,595	50,973 - -	209,568	\$42,917	\$45,508 - -	\$60,134 - -	6.0% - -	<i>34.1%</i> - -
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 Banefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Volumary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	608 13,530 1,130 <i>14,660</i>	594 12,652 1,117 <i>13,769</i>	556 11,121 1,108 <i>12,229</i>	29,030 525,850 32,891 <i>558,741</i>	1,834 - 1,834	7,872	21,627 21,627	31,333 31,333	29,030 557,183 32,891 590,074	173,485 <i>173,485</i> 3,924 3,924	29,030 730,668 32,891 763,559 3,924 - - -	852,212 847,284 829,685 845,690	\$52,212 \$50,102 \$29,685 \$48,252	\$52,212 \$65,702 \$29,685 \$62,438	0.0% 6.0% 0.0% 5.6%	0.0% 33.0% 0.0% 31.0%
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>					
R1. US Direct Hire (USDH) R1a. Senior Esecutive 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 (HFN) Subotal - Reimbursable Funded (accludes OC 13) R5. Other Object Class 13 Benefits R5. USH) - Benefits for Former Employees R5. DHFN - Benefits for Former Employees R5. UNIARY Separation Incentive Pay (VSB) R5d. Foreign National Separation Liability Accrual 		-		-	-	-	-	-	-	-	-	-		-	-	-
Total Personnel (includes OC 13)	14,660	13,769	12,229	558,741	1,834	7,872	21,627	31,333	590,074	177,409	767,483	\$45,690	\$48,252	\$62,759	5.6%	31.8%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	12,922 4 8,726 0 4,192 0 0	12,058 2 8,107 0 3,949 0 0	10,565 3 7,077 0 3,485 0 0	496,820 561 346,692 0 149,567 0 0	1,834 0 1,287 0 547 0 0 0	7,872 0 4,928 0 2,944 0 0	21,627 37 16,053 0 5,537 0 0	31,333 37 22,268 0 9,028 0 0	528,153 598 368,960 0 158,595 0 0	173,485 171 122,341 0 50,973 0 0	701,638 769 491,301 0 209,568 0 0	\$47,025 \$187,000 \$48,989 \$42,917	\$49,991 \$199,333 \$52,135 \$45,508	\$66,412 \$256,333 \$69,422 \$60,134	6.3% 6.6% 6.4% 6.0%	34.9% 30.5% 35.3% - 34.1% -
22. Direct Hire Program Foreign Nationals (DHFN) 73. Total Direct Hire 74. Indirect Hire Foreign Nationals (HFN) Subtotal - Total Funded (excludes OC 13) 75. Other Object Class 13 Benefits 75. USDH - Benefits for Former Employees 75b. DHFN - Benefits for Former Employees 75c. Voluntary Separation Incettive Pay (VSIP) 75d. Foreign National Separation Liability Accural	608 13,530 1,130 <i>14,660</i>	594 12,652 1,117 <i>13,769</i>	556 11,121 1,108 <i>12,229</i>	29,030 525,850 32,891 <i>558,741</i>	0 1,834 0 <i>1,834</i>	0 7,872 0 7,872	0 21,627 0 21,627	0 31,333 0 31,333	29,030 557,183 32,891 590,074	0 173,485 0 173,485 3,924 0 0 3,924 0	29,030 730,668 32,891 763,559 3,924 0 0 3,924 0	852,212 847,284 829,685 845,690	852,212 850,102 829,685 848,252	852,212 865,702 829,685 862,438	0.0% 6.0% 0.0% 5.6%	0.0% 33.0% 0.0% 31.0%

Working Capital Fund, DECA					Defer	ise Commissa (FY 2020))						Date: Febr	uary 2020		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>s</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousan <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	İ Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp & Benefits	h/d <u>9</u> % BC <u>Variables</u>	j/d P % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	13,769	13,371	12,612	584,382	1,770	7,616	20,383	29,769	614,151	176,196	790,347	\$46,335	\$48,696	\$62,666	5.1%	30.2%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule	12,058 2 8,107	11,660 4 7,907	10,884 5 7,476	511,071 704 357,250	1,770 1,229	7,616 4,706	20,383 14,910	29,769 20,845	540,840 704 378,095	174,799 162 122,246	715,639 866 500,341	\$46,956 \$140,800 \$47,786	\$49,691 \$140,800 \$50,575	\$65,751 \$173,200 \$66,926	5.8% 0.0% 5.8%	34.2% 23.0% 34.2%
Did. Wage System Dle. Highly Qualified Experts Dlf. Other	3,949 - -	3,749	3,403	153,117	541 - -	2,910	5,473	8,924	162,041 - -	52,391	214,432	\$44,995	\$47,617	\$63,013	5.8%	34.2%
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	594 12,652 1,117 <i>13,769</i>	594 12,254 1,117 <i>13,371</i>	524 11,408 1,204 <i>12,612</i>	34,842 545,913 38,469 584,382	1,770 <i>1,770</i>	7,616	20,383 20,383	29,769 29,769	34,842 575,682 38,469 614,151	174,799 174,799 1,397 1,397	34,842 750,481 38,469 788,950 1,397 - 1,397 -	\$66,492 \$47,854 \$31,951 \$46,335	\$66,492 \$50,463 \$31,951 \$48,696	866,492 865,786 831,951 862,556	0.0% 5.5% 0.0% 5.1%	0.0% 32.0% 0.0% 29.9%
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>					
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 (HFN) Subtotal - Reimbursable Finded (excludes OC 13) R5. Other Object Class 13 Benefits R5.a. USDH - Benefits for Former Employees R5.b. DHFN - Benefits for Former Employees R5.c. Voluntary Separation Incentive Pay (VSBP) R5d. Foreign National Separation Liability Accrual 		-		-	-	-	-	-	-			-		-	-	-
Total Personnel (includes OC 13)	13,769	13,371	12,612	584,382	1,770	7,616	20,383	29,769	614,151	176,196	790,347	\$46,335	\$48,696	\$62,666	5.1%	30.2%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1ci. Special Schedule T1ci. Wage System T1c. Highly Qualified Experts T1f. Other	12,058 2 8,107 0 3,949 0 0	11,660 4 7,907 0 3,749 0 0	10,884 5 7,476 0 3,403 0 0	511,071 704 357,250 0 153,117 0 0	1,770 0 1,229 0 541 0 0	7,616 0 4,706 0 2,910 0 0	20,383 0 14,910 0 5,473 0 0	29,769 0 20,845 0 8,924 0 0	540,840 704 378,095 0 162,041 0 0	174,799 162 122,246 0 52,391 0 0	715,639 866 500,341 0 214,432 0 0 0	\$46,956 \$140,800 \$47,786 \$44,995	\$49,691 \$140,800 \$50,575 \$47,617	\$65,751 \$173,200 \$66,926 \$63,013	5.8% 0.0% 5.8%	34.2% 23.0% 34.2% - 34.2% -
22. Direct Hire Program Foreign Nationals (DHFN) 73. Total Direct Hire 74. Indirect Hire Foreign Nationals (HFN) Subtotal - Total Funded (excludes OC 13) 75. Other Object Class 13 Benefits 75a. USDH - Benefits for Former Employees 75b. DHFN - Benefits for Former Employees 75c. Voluntary Separation Incettive Pay (VSIP) 75d. Foreign National Separation Liability Accural	594 12,652 1,117 <i>13,769</i>	594 12,254 1,117 <i>13,371</i>	524 11,408 1,204 12,612	34,842 545,913 38,469 <i>584,382</i>	0 1,770 0 <i>1,770</i>	0 7 ,616 0 7,616	0 20,383 0 20,383	0 29,769 0 29,769	34,842 575,682 38,469 <i>614,151</i>	0 174,799 0 174,799 1,397 0 1,397 0 1,397 0	34,842 750,481 38,469 788,950 1,397 0 0 1,397 0	\$66,492 \$47,854 \$31,951 \$46,335	866,492 850,463 831,951 848,696	\$66,492 \$65,786 \$31,951 \$62,556	0.0% 5.5% 0.0% 5.1%	0.0% 32.0% 0.0% 29.9%

Working Capital Fund, DECA					Defer	ise Commissa (FY 2021))						Date: Feb			
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousan <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	<u>Rates</u> k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>9</u> % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	13,371	13,072	12,112	568,653	1,714	7,373	19,712	28,799	597,452	170,807	768,259	\$46,950	\$49,327	\$63,430	5.1%	30.0%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule	11,660 4 7,907	11,361 5 7,757	10,384 5 7,226	494,840 704 345,903	1,714 1,190	7,373 4,556	19,712 14,413	28,799 20,159	523,639 704 366,062	169,399 162 118,466	693,038 866 484,528	\$47,654 \$140,800 \$47,869	\$50,427 \$140,800 \$50,659	\$66,741 \$173,200 \$67,053	5.8% 0.0% 5.8%	34.2% 23.0% 34.2%
D1d. Wage System D1e. Highly Qualified Experts D1f. Other	3,749 - -	3,599 - -	3,153	148,233	524 - -	2,817	5,299 - -	8,640 - -	156,873	50,771	207,644	\$47,013	849,754 - -	\$65,856	5.8%	34.3% - -
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	594 12,254 1,117 <i>13,371</i>	594 11,955 1,117 <i>13,072</i>	524 10,908 1,204 <i>12,112</i>	35,056 529,896 38,757 568,653	1,714 1,714	7,373 7,373	19,712 19,712	28,799 	35,056 558,695 38,757 597,452	169,399 169,399 1,408 1,408	35,056 728,094 38,757 766,851 1,408 - 1,408	\$66,901 \$48,579 \$32,190 \$46,950	\$66,901 \$51,219 \$32,190 \$49,327	\$66,901 \$66,749 \$32,190 \$63,313	0.0% 5.4% 0.0% 5.1%	0.0% 32.0% 0.0% 29.8%
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>					
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 (HFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5.a. USDH - Benefits for Former Employees R5.b. DHFN - Benefits for Former Employees R5.c. Volontary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual 		-		-	-	-	-	-	-		-	-		-		-
Total Personnel (includes OC 13)	13,371	13,072	12,112	568,653	1,714	7,373	19,712	28,799	597,452	170,807	768,259	\$46,950	\$49,327	\$63,430	5.1%	30.0%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1cl. Wage System T1c. Highly Qualified Experts T1f. Other	11,660 4 7,907 0 3,749 0 0	11,361 5 7,757 0 3,599 0 0	10,384 5 7,226 0 3,153 0 0	494,840 704 345,903 0 148,233 0 0	1,714 0 1,190 0 524 0 0	7,373 0 4,556 0 2,817 0 0	19,712 0 14,413 0 5,299 0 0 0	28,799 0 20,159 0 8,640 0 0	523,639 704 366,062 0 156,873 0 0	169,399 162 118,466 0 50,771 0 0	693,038 866 484,528 0 207,644 0 0	\$47,654 \$140,800 \$47,869 \$47,013	\$50,427 \$140,800 \$50,659 \$49,754	866,741 8173,200 867,053 865,856	5.8% 0.0% 5.8% - 5.8%	34.2% 23.0% 34.2% - 34.3%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accural	594 12,254 1,117 <i>13,371</i>	594 11,955 1,117 <i>13,072</i>	524 10,908 1,204 <i>12,112</i>	35,056 529,896 38,757 <i>568,653</i>	0 1,714 0 1,714	0 7 ,373 0 7,373	0 19,712 0 <i>19,712</i>	0 28,799 0 28,799	35,056 558,695 38,757 <i>597,452</i>	0 169,399 169,399 1,408 0 1,408 0	35,056 728,094 38,757 766,851 1,408 0 1,408 0 0	\$66,901 \$48,579 \$32,190 \$46,950	866,901 851,219 832,190 849,327	\$66,901 \$66,749 \$32,190 \$63,313	0.0% 5.4% 0.0% 5.1%	0.0% 32.0% 0.0% 29.8%

Working Capital Fund, Defense-Wide						formation Sy (FY 2019)		y					Date: Febr	·		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousar <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>9</u> % BC <u>Variables</u>	j/d P % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	0	<u>0</u>	<u>0</u>	<u>0</u>					
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts	-	-		-	-	-		-	-	-		-				
D.I. Other D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire P4. Indirect Hire Foreign Nationals (HFN) Subtoal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USHN - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Acctual	-	-	-	-	-	-		-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	2,716	2,712	2,674	257,509	2,457	1,295	6,418	10,170	267,679	88,563	356,242	\$96,301	\$100,104	\$133,224	3.9%	34.4%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	2,710 1 2,708 - 1	2,704 2 2,701	2,667 2 2,664 - 1	257,058 195 256,688 - 175	2,457	1,295	6,418 6,418	10,170 10,170	267,228 195 266,858 - 175	84,672 47 84,580 - 45	351,900 242 351,438 - 220	\$96,385 \$97,500 \$96,354 \$175,000	\$100,198 \$97,500 \$100,172 \$175,000	\$131,946 \$121,000 \$131,921 \$220,000	4.0% 0.0% 4.0% 0.0%	32.9% 24.1% 33.0% - 25.7%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire Ref. Indirect Hire Subtotal - Reinhursable Funded (excludes OC 13) R5. Other Object Class 13 Banefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	2,710 6 2,716	2,704 8 2,712	2,667 7 2,674	257,058 451 257,509	2,457 2,457	1,295 1,295	6,418 6,418	10,170 10,170	267,228 451 267,679	84,672 84,672 3,891 3,891	351,900 451 352,357 3,891 - 3,891	\$96,385 \$64,429 \$96,301	\$100,198 \$64,429 \$100,104	\$131,946 \$64,429 \$131,769	4.0% 0.0% 3.9%	32.9% 0.0% 32.9%
Total Personnel (includes OC 13)	2,716	2,712	2,674	257,509	2,457	1,295	6,418	10,170	267,679	88,563	356,242	\$96,301	\$100,104	<u>\$133,224</u>	3.9%	34.4%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	2,710 1 2,708 0 0 1 0	2,704 2,701 0 1 0	2,667 2 2,664 0 0 1 0	257,058 195 256,688 0 0 175 0	2,457 0 2,457 0 0 0 0 0	1,295 0 1,295 0 0 0 0 0	6,418 0 6,418 0 0 0 0	10,170 0 10,170 0 0 0 0	267,228 195 266,858 0 0 175 0	84,672 47 84,580 0 0 45 0	351,900 242 351,438 0 0 220 0	\$96,385 \$97,500 \$96,354 \$175,000	\$100,198 \$97,500 \$100,172 \$175,000	\$131,946 \$121,000 \$131,921 \$220,000	4.0% 0.0% 4.0% 0.0%	32.9% 24.1% 33.0% - 25.7%
22. Direct Hire Program Foreign Nationals (DHFN) 73. Total Direct Hire 74. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13) 75. Other Object Class 13 Benefits 75a. USDH - Benefits for Former Employees 75b. DHFN - Benefits for Former Employees 75c. Voluntary Separation Incentive Pay (VSIP) 75d. Foreign National Separation Liability Acerual	0 2,710 6 2,716	0 2,704 8 2,712	0 2,667 7 2,674	0 257,058 451 257,509	0 2,457 0 2,457	0 1,295 0 1,295	0 6,418 0 6,418	0 10,170 0 <i>10,170</i>	0 267,228 451 267,679	0 84,672 0 84,672 3,891 0 0 3,891 0	0 351,900 451 352,357 3,891 0 3,891 0	896,385 864,429 896,301	\$100,198 \$64,429 \$100,104	\$131,946 \$64,429 \$131,769	4.0% 0.0% 3.9%	32.9% 0.0% 32.9%

Working Capital Fund, Defense-Wide						nformation Sy (FY 2020)		y					Date: Febr	uary 2020		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>s</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(S in Thousan <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	İ Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>9</u> % BC <u>Variables</u>	j/d P % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>					
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	-	-				-	-	-	-	-		-	-			
D1. Course D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN) Subtoal - Direct Funded (exclude 0C 13) D5. Other Object Class 13 Benefits D5a. USOH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5b. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accural	-	-	-	-	-	-		-	-			-	-	-		-
Reimbursable Funded Personnel (includes OC 13)	2,712	2,924	2,783	299,701	3,072	1,219	6,109	10,400	310,101	86,245	396,346	\$107,690	\$111,427	\$142,417	3.5%	28.8%
R1. US Direct Hire (USDII) R la. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	2,704 2 2,701 - 1	2,916 5 2,911	2,775 4 2,771	299,184 746 298,438 - -	3,072	1,219 1,219	6,109 19 6,090 - - -	10,400 19 10,381 - - -	309,584 765 308,819 - - -	85,245 193 85,052 - -	394,829 958 393,871 - - -	\$107,814 \$186,500 \$107,700	\$111,562 \$191,250 \$111,447 - -	\$142,281 \$239,500 \$142,140	3.5% 2.5% 3.5% - -	28.5% 25.9% 28.5% - -
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reinhursable 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 Acerual	2,704 8 2,712	2,916 8 2,924	2,775 8 2,783	299,184 517 299,701	3,072 3,072	1,219 1,219	6,109 6,109	10,400 10,400	309,584 517 310,101	85,245 85,245 1,000	394,829 517 <i>395,346</i> 1,000 - 1,000	\$107,814 \$64,625 \$107,690	8111,562 864,625 8111,427	\$142,281 \$64,625 \$142,057	3.5% 0.0% 3.5%	28.5% 0.0% 28.4%
Total Personnel (includes OC 13)	2,712	2,924	2,783	299,701	3,072	1,219	6,109	10,400	310,101	86,245	396,346	\$107,690	\$111,427	\$142,417	3.5%	28.8%
T1. US Direct Hire (USDI) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	2,704 2 2,701 0 0 1 0	2,916 5 2,911 0 0 0 0	2,775 4 2,771 0 0 0 0 0	299,184 746 298,438 0 0 0 0 0	3,072 0 3,072 0 0 0 0 0	1,219 0 1,219 0 0 0 0	6,109 19 6,090 0 0 0 0	10,400 19 10,381 0 0 0 0	309,584 765 308,819 0 0 0 0	85,245 193 85,052 0 0 0 0	394,829 958 393,871 0 0 0 0 0	\$107,814 \$186,500 \$107,700	\$111,562 \$191,250 \$111,447	\$142,281 \$239,500 \$142,140	3.5% 2.5% 3.5%	28.5% 25.9% 28.5%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Finded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Liability Acerual T5d. USParation Nationality Acerual	0 2,704 8 <i>2,712</i>	0 2,916 8 2,924	0 2,775 8 2,783	0 299,184 517 299,701	0 3,072 0 3,072	0 1,219 0 1,219	0 6,109 0 6,109	0 10,400 0 10,400	0 309,584 517 <i>310,101</i>	0 85,245 0 85,245 1,000 0 1,000 0 0	0 394,829 517 395,346 1,000 0 1,000 0 0 0 0	\$107,814 \$64,625 \$107,690	8111,562 864,625 8111,427	\$142,281 \$64,625 \$142,057	3.5% 0.0% 3.5%	28.5% 0.0% 28.4%

Working Capital Fund, Defense-Wide					Defense Ir	nformation Sy (FY 2021)		y .					Date: Febr	uary 2020		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>s</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(S in Thousan <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i∕c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>9</u> % BC <u>Variables</u>	j/d P % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>				:	
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	-	-	-	-		-	-	-	-	-		-	-	-		-
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN) 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)	2,924	3,048	2,899	315,411	3,012	1,259	9,458	13,729	329,140	89,312	418,452	\$108,800	\$113,536	<u> 8144,344</u>	4.4%	28.3%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	2,916 5 2,911 - -	3,040 5 3,035 - -	2,891 4 2,887 - -	314,876 750 314,126	3,012	1,259	9,458 18 9,440 - - -	13,729 18 13,711	328,605 768 327,837	89,312 193 89,119 -	417,917 961 416,956 - -	\$108,916 \$187,500 \$108,807	\$113,665 \$192,000 \$113,556	\$144,558 \$240,250 \$144,425	4.4% 2.4% 4.4%	28.4% 25.7% 28.4% - -
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reinhursable 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)	2,916 8 2,924	3,040 8 3,048	2,891 8 2,899	314,876 535 315,411	3,012 3,012	1,259	9,458 9,458	13,729 <i>13,729</i>	328,605 535 329,140	89,312 89,312	417,917 535 <i>418,452</i>	\$108,916 \$66,875 \$108,800	8113,665 866,875 8113,536	\$144,558 \$66,875 \$144,344	4.4% 0.0% 4.4%	28.4% 0.0% 28.3%
R5d. Foreign National Separation Liability Accrual																
Total Personnel (includes OC 13) Tt. US Direct Hire (USDH) Tla. Senior Executive Schedule Tlb. General Schedule Tlc. Special Schedule Tld. Wage System Tle. Highly Qualified Experts Tlf. Other	2,924 2,916 5 2,911 0 0 0 0 0	3,048 3,040 5 3,035 0 0 0 0	2,899 2,891 4 2,887 0 0 0 0 0	315,411 314,876 750 314,126 0 0 0 0 0	3,012 3,012 0 3,012 0 0 0 0 0	1,259 1,259 0 1,259 0 0 0 0 0	9,458 9,458 18 9,440 0 0 0 0	13,729 13,729 18 13,711 0 0 0 0	329,140 328,605 768 327,837 0 0 0 0	89,312 89,312 193 89,119 0 0 0 0	418,452 417,917 961 416,956 0 0 0 0 0 0	<u>\$108,800</u> \$108,916 \$187,500 \$108,807	<u>\$113,536</u> \$113,665 \$192,000 \$113,556 - -	<u>\$144,344</u> \$144,558 \$240,250 \$144,425	<u>4,4%</u> 4.4% 2.4% 4.4%	28.3% 28.4% 25.7% 28.4%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Finned (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 Acerual	0 2,916 8 <i>2,924</i>	0 3,040 8 <i>3,048</i>	0 2,891 8 2,899	0 314,876 535 <i>315,411</i>	0 3,012 0 3,012	0 1,259 0 <i>1,259</i>	0 9,458 0 9,458	0 13,729 0 13,729	0 328,605 535 329,140	0 89,312 89,312 0 0 0 0	0 417,917 535 418,452 0 0 0 0 0 0	\$108,916 \$66,875 \$108,800	\$113,665 \$66,875 \$113,536	\$144,558 \$66,875 \$144,344	4.4% 0.0% 4.4%	- 28.4% 0.0% 28.3%

Working Capital Fund, Defense-Wide					Defense Fin	ance and Acc (FY 2019)		ice					Date: Febr	uary 2020		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>s</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(S in Thousan <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	<u>Rates</u> k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>9</u> % BC <u>Variables</u>	j/d P % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>					
D1. US Direct Hire (USDII) 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)	12,205	12,226	12,038	780,224	22,161	239	8,941	31,341	811,565	282,855	1,094,420	\$64,813	\$67,417	\$90,914	4.0%	36.3%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	12,002 23 11,950 - 29 -	12,030 19 11,983 	11,839 21 11,789 - 29	779,521 3,897 774,197 1,427	22,146 22,146	239 - - - -	8,941 382 8,536 - 23	31,341 382 30,921 - 38	810,862 4,279 805,118 - 1,465	282,855 1,037 281,337 - 481	1,093,717 5,316 1,086,455 1,946	\$65,843 \$185,571 \$65,671 \$49,207	\$68,491 \$203,762 \$68,294 \$50,517	\$92,383 \$253,143 \$92,158 \$67,103	4.0% 9.8% 4.0% 2.7%	36.3% 26.6% 36.3% - 33.7% -
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reinhursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Acerual	12,002 203 12,205	12,030 196 12,226	11,839 199 12,038	779,521 703 780,224	22,161 22,161	239	8,941 8,941	31,341 31,341	810,862 703 <i>811,565</i>	282,855	1,093,717 703 1,094,420	865,843 83,533 864,813	868,491 83,533 867,417	\$92,383 \$3,533 \$90,914	4.0% 0.0% 4.0%	36.3% 0.0% 36.3%
Total Personnel (includes OC 13)	12,205	12,226	12,038	780,224	22,161	239	8,941	31,341	811,565	282,855	1,094,420	<u>\$64,813</u>	\$67,417	<u>\$90,914</u>	4.0%	36.3%
T1. US Direct Hire (USDH) Tla. Senior Executive Schedule Tlb. General Schedule Tlc. Special Schedule Tld. Wage System Tle. Highly Qualified Experts Tlf. Other	12,002 23 11,950 0 29 0 0	12,030 19 11,983 0 28 0 0	11,839 21 11,789 0 29 0 0	779,521 3,897 774,197 0 1,427 0 0	22,161 0 22,146 0 15 0 0	239 0 239 0 0 0 0 0	8,941 382 8,536 0 23 0 0	31,341 382 30,921 0 38 0 0	810,862 4,279 805,118 0 1,465 0 0	282,855 1,037 281,337 0 481 0 0	1,093,717 5,316 1,086,455 0 1,946 0 0	\$65,843 \$185,571 \$65,671 \$49,207	\$68,491 \$203,762 \$68,294 \$50,517	\$92,383 \$253,143 \$92,158 \$67,103	4.0% 9.8% 4.0% 2.7%	36.3% 26.6% 36.3% - 33.7%
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 Acerual	0 12,002 203 <i>12,205</i>	0 12,030 196 <i>12,226</i>	0 11,839 199 12,038	0 779,521 703 780,224	0 22,161 0 22,161	0 239 0 239	0 8,941 0 <i>8,941</i>	0 31,341 0 <i>31,341</i>	0 810.862 703 <i>811.565</i>	0 282,855 0 282,855 0 0 0 0 0 0	0 1,093,717 703 <i>1,094,420</i> 0 0 0 0 0	865,843 83,533 864,813	868,491 83,533 867,417	\$92,383 \$3,533 \$90,914	4.0% 0.0% 4.0%	- 36.3% 0.0% 36.3%

Working Capital Fund, Defense-Wide					Defense Fin	ance and Acc (FY 2020)		ice					Date: Febr	uary 2020		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> FTEs	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(S in Thousan <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	<u>Rates</u> k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>9</u> % BC <u>Variables</u>	j/d P % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>					
D1. US Direct Hire (USDI) 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 (HFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USOH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Labolity Accural	-	-		-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	12,226	12,129	11,950	806,751	22,658	246	11,150	34,054	840,805	292,131	1,132,936	\$67,511	\$70,360	\$94,806	4.2%	36.2%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	12,030 19 11,983 - - -	11,927 23 11,875 - 29	11,748 23 11,696 - 29	805,074 4,025 799,575 1,474	22,658 22,642 16	246 - - - -	11,150 188 10,939 - 23	34,054 188 33,827 	839,128 4,213 833,402 1,513	292,131 1,071 290,563 - 497 -	1,131,259 5,284 1,123,965 2,010	\$68,529 \$175,000 \$68,363 \$50,828	\$71,427 \$183,174 \$71,255 \$52,172	\$96,294 \$229,739 \$96,098 \$69,310	4.2% 4.7% 4.2% 2.6%	36.3% 26.6% 36.3% - 33.7% -
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 R5. USDN - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Acetual	12,030 196 12,226	11,927 202 12,129	11,748 202 11,950	805,074 1,677 806,751	22,658 22,658	246 246	11,150 11,150	34,054 <i>34,054</i>	839,128 1,677 840,805	292,131	1,131,259 1,677 1,132,936	868,529 \$8,302 \$67,511	\$71,427 \$8,302 \$70,360	\$96,294 \$8,302 \$94,806	4.2% 0.0% 4.2%	36.3% 0.0% 36.2%
Total Personnel (includes OC 13)	12,226	12,129	11,950	806,751	22,658	246	11,150	34,054	840,805	292,131	1,132,936	\$67,511	\$70,360	\$94,806	4.2%	36.2%
T1. US Direct Hire (USDH) Tla. Senior Executive Schedule Tlb. General Schedule Tlc. Special Schedule Tld. Wage System Tle. Highly Qualified Experts Tlf. Other	12,030 19 11,983 0 28 0 0 0	11,927 23 11,875 0 29 0 0	11,748 23 11,696 0 29 0 0	805,074 4,025 799,575 0 1,474 0 0	22,658 0 22,642 0 16 0 0	246 0 246 0 0 0 0	11,150 188 10,939 0 23 0 0	34,054 188 33,827 0 39 0 0	839,128 4,213 833,402 0 1,513 0 0	292,131 1,071 290,563 0 497 0 0	1,131,259 5,284 1,123,965 0 2,010 0 0	\$68,529 \$175,000 \$68,363 \$50,828	871,427 8183,174 871,255 852,172	\$96,294 \$229,739 \$96,098 \$69,310	4.2% 4.7% 4.2% 2.6%	36.3% 26.6% 36.3% - 33.7%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Finnedel (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDN - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Acerual	0 12,030 196 <i>12,226</i>	0 11,927 202 12,129	0 11,748 202 11,950	0 805,074 1,677 <i>806,751</i>	0 22,658 0 22,658	0 246 0 246	0 11,150 0 11,150	0 34,054 0 <i>34,054</i>	0 839,128 1,677 <i>840,805</i>	0 292,131 0 292,131 0 0 0 0 0 0	0 1,131,259 1,677 1,132,936 0 0 0 0 0	868,529 88,302 867,511	\$71,427 \$8,302 \$70,360	\$96,294 \$8,302 \$94,806	4.2% 0.0% 4.2%	36.3% 0.0% 36.2%

Working Capital Fund, Defense-Wide					Defense Fin	ance and Acc (FY 2021)		ice					Date: Febr	uary 2020		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> FTEs	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousan <u>f</u> Holiday <u>Pay</u>		e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp & Benefits	h/d <u>9</u> % BC <u>Variables</u>	j/d P % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>					
D1. US Direct Hire (USDII) 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 Finuded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Formet Employees D5b. DHFN - Benefits for Formet Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accutal	-	-		-	-	-	-	-	-	-		-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	12,129	11,155	10,852	757,833	23,322	172	20,797	44,291	802,124	274,798	1,076,922	\$69,833	\$73,915	\$99,237	5.8%	36.3%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	11,927 23 11,875 - 29 -	10,957 23 10,905 - 29	10,654 23 10,601 - 30	756,064 4,027 750,518 1,519	23,322 23,297 25	172 - - - -	20,797 351 20,403 - 43	44,291 351 43,872 	800,355 4,378 794,390 - 1,587 -	274,691 1,103 273,089 - 499	1,075,046 5,481 1,067,479 2,086	\$70,965 \$175,087 \$70,797 \$50,633	\$75,122 \$190,348 \$74,935 \$52,900	\$100,905 \$238,304 \$100,696 \$69,533	5.9% 8.7% 5.8% 4.5%	36.3% 27.4% 36.4% - 32.9% -
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 Acerual	11,927 202 12,129	10,957 198 11,155	10,654 198 10,852	7 56,064 1,769 757,833	23,322 23,322	172 172	20,797 20,797	44,291 <i>44,291</i>	800,355 1,769 802,124	274,691 274,691 107 107	- 1,075,046 1,769 1,076,815 107 - - -	\$70,965 \$8,934 \$69,833	\$75,122 \$8,934 \$73,915	\$100,905 \$8,934 \$99,227	5.9% 0.0% 5.8%	36.3% 0.0% 36.2%
Total Personnel (includes OC 13)	12,129	11,155	10,852	757,833	23,322	172	20,797	44,291	802,124	274,798	1,076,922	\$69,833	<u>\$73,915</u>	<u>\$99,237</u>	5.8%	36.3%
T1. US Direct Hire (USDH) Tla. Senior Executive Schedule Tlb. General Schedule Tlc. Special Schedule Tld. Wage System Tle. Highly Qualified Experts Tlf. Other	11,927 23 11,875 0 29 0 0	10,957 23 10,905 0 29 0 0	10,654 23 10,601 0 30 0 0	756,064 4,027 750,518 0 1,519 0 0	23,322 0 23,297 0 25 0 0	172 0 172 0 0 0 0 0	20,797 351 20,403 0 43 0 0	44,291 351 43,872 0 68 0 0	800,355 4,378 794,390 0 1,587 0 0	274,691 1,103 273,089 0 499 0 0	1,075,046 5,481 1,067,479 0 2,086 0 0 0	\$70,965 \$175,087 \$70,797 \$50,633	\$75,122 \$190,348 \$74,935 \$52,900	\$100,905 \$238,304 \$100,696 \$69,533	5.9% 8.7% 5.8% 4.5%	36.3% 27.4% 36.4% - 32.9% -
 Direct Hire Program Foreign Nationals (DHFN) Total Direct Hire Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13) Other Object Class 13 Benefits TSa. USDH - Benefits for Former Employees TSb. DHFN - Benefits for Former Employees TSc. Voluntary Separation Incentive Pay (VSIP) TSd. Toreign National Separation Liability Accural 	0 11,927 202 12,129	0 10,957 198 11,155	0 10,654 198 10,852	0 756,064 1,769 7 <i>57,833</i>	0 23,322 0 23,322	0 172 0 172	0 20,797 0 20,797	0 44,291 0 44,291	0 800,355 1,769 <i>802,124</i>	0 274,691 0 274,691 107 107 0 0 0 0	0 1,075,046 1,769 1,076,815 107 107 0 0 0	\$70,965 \$8,934 \$69,833	\$75,122 \$8,934 \$73,915	\$100,905 \$8,934 \$99,227	5.9% 0.0% 5.8%	36.3% 0.0% 36.2%

Recoveries under the Foreign Military Sales Program, Defer	<u>15e</u>					of Secretary (FY 2019)						Date: Feb	ruary 2020		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousan <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	İ Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>1</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	<u>Rates</u> k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>9</u> % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>					
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	-	-		-		-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USOH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5b. DHFN - Benefits for Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	-	-		-		-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	:	:			
R1. US Direct Hire (USD1) 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 - Reinhursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	-	-		-		-	-	-	-	-		-		-	-	-
Total Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	:		:		
T1. US Direct Hire (USDH) Tla. Senior Executive Schedule Tlb. General Schedule Tlc. Special Schedule Tld. Wage System Tle. Highly Qualified Experts Tlf. Other	- 0 0 0 0 0 0	- 0 0 0 0 0 0	- 0 0 0 0 0 0	- 0 0 0 0 0 0 0	- 0 0 0 0 0 0	- 0 0 0 0 0 0	- 0 0 0 0 0 0	- 0 0 0 0 0	- 0 0 0 0 0 0	- 0 0 0 0 0 0	- 0 0 0 0 0 0	-		-	-	
T. Direct Hire Program Foreign Nationals (DHFN) T.3. Total Direct Hire T4. Indirect Hire Foreign Nationals (HFN) 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. Volumary Separation Incentive Pay (VSBP)	0	0	0	0	0	0	0	0	0	0	0	-		-	-	-
T5d. Foreign National Separation Liability Accrual										0	0					

Recoveries under the Foreign Military Sales Program, Defer	<u>nse</u>					of Secretary (FY 2020)						Date: Feb	ruary 2020		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousan <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>1</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	<u>Rates</u> k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>9</u> % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>					
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	-	-	-	-		-	-	-	-		-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USOH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	-	-		-		-	-	-	-	-	-	-		-	-	-
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	:				
R1. US Direct Hire (USDH) R1.a. Seniori 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 - Reinhursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual	-	-		-		-	-	-	-	-		-		-	-	-
Total Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</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	- 0 0 0 0 0 0	- 0 0 0 0 0 0	- 0 0 0 0 0 0	- 0 0 0 0 0 0 0	- 0 0 0 0 0 0	- 0 0 0 0 0 0	- 0 0 0 0 0	- 0 0 0 0 0	- 0 0 0 0 0 0	- 0 0 0 0 0 0	- 0 0 0 0 0 0	-		-	-	
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (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	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	
T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Acerual										0 0 0						

Recoveries under the Foreign Military Sales Program, Defer	se					of Secretary (FY 2021))						Date: Feb	ruary 2020		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousar <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	İ Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	<u>Rates</u> k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>9</u> % BC <u>Variables</u>	j/d <u>P</u> % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>					
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	-	-		-		-	-	-	-	-	-	-		-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HFN) 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. Volumary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	-	-		-		-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>		:			
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 - Reinhursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual 		-		-		-	-	-	-	-		-		-	-	-
Total Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	:		:		
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	- 0 0 0 0 0	- 0 0 0 0 0 0	- 0 0 0 0 0 0	- 0 0 0 0 0 0 0	- 0 0 0 0 0 0	- 0 0 0 0 0	- 0 0 0 0 0 0	- 0 0 0 0 0	- 0 0 0 0 0 0	- 0 0 0 0 0 0	- 0 0 0 0 0 0			-	-	-
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	0	0	0	0	0	0	0	0	0	0 - 0 - 0 - 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0	-		-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual										0	0					

WCF, Def Counterintelligence & Security Agency					Defense Count	(FY 2019)	gency					Date: Feb	ruary 2020		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>c</u> <u>FTEs</u>	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(S in Thousa <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	İ Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> <u>Basic</u> <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp <u>& Benefits</u>	h/d <u>9</u> % BC <u>Variables</u>	j/d P % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	. <u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>					
D1. US Direct Hire (USDH)	-	-	-	-	-			-	-	-	-	-	-		-	-
D1a. Senior Executive Schedule	· ·	-	-	-	-	-	-					-		-		
D1b. General Schedule	· ·	-	-	-	-	-		-	-	-	-	-		-	-	-
D1c. Special Schedule D1d. Wage System	-	-	-	-	-	-	-	-	-	-		-		-	-	-
D1a. 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)				-						-						1
Subtotal - Direct Funded (excludes OC 13)		-	-	-	-			_		-						
D5. Other Object Class 13 Benefits	1									-	-					
D5a. USDH - Benefits for Former Employees	1									-	-					
D5b. DHFN - Benefits for Former Employees										-	-					
D5c. Voluntary Separation Incentive Pay (VSIP)										-	-					
D5d. Foreign National Separation Liability Accrual																
Reimbursable Funded Personnel (includes OC 13)	0	<u>0</u>	<u>0</u>	0	. 0	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</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										-	-					
Total Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	. 0	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>					
T1. US Direct Hire (USDH)	-	-	-	-	-		-	-	-	-	-	-	-	-	-	-
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-		-
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0			-	-	-
Tlf. Other	0	0	0	0	0	0	0	0	0	0	0					-
								0	0	0	0					
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	0	0	0	0	0	0	0	0	0	0	0	-		-	-	-
T4. Indirect Hire Foreign Nationals (IHFN)			- 0		- 0	- 0	- 0	0	- 0	- 0	- 0					
Subtotal - Total Funded (excludes OC 13)	- I	-	-		-	-		-	-	-						_
T5. Other Object Class 13 Benefits	1									-	-					
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					

WCF, Def Counterintelligence & Security Agency				п	efense Count	(FY 2020)		gency					Date: Febr	·		
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>s</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime <u>Pay</u>	(S in Thousar <u>f</u> Holiday <u>Pay</u>	g Other O.C.11	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	i Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>l</u> Basic Comp	i/c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp & Benefits	h/d <u>9</u> % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	<u>0</u>	0	<u>0</u>	<u>0</u>	0	0	0	0	<u>0</u>	<u>0</u>	0	:	:	:		:
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts		-				-				-			-			-
DIf. Other D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN) Subtoral - Direct Founded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits Formet Employees D5b. DHFN - Benefits for Formet Employees D5b. DHFN - Benefits paration Liability Accural D5d. Jereign National Separation Liability Accural	-	-	-	-	-	-	-	-	-	-		-	-	-		
Reimbursable Funded Personnel (includes OC 13)	3,315	3,622	3,513	313,572	19,183	0	3,013	22,196	335,768	96,732	432,500	\$89,260	\$95,579	\$123,114	7.1%	30.8%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	3,315 13 3,302	3,622 13 3,609	3,513 13 3,500	313,572 2,388 311,184	19,183	-	3,013 14 2,999	22,196 14 22,182	335,768 2,402 333,366	96,732 748 95,984 - -	432,500 3,150 429,350	\$89,260 \$183,692 \$88,910	895,579 8184,769 895,247 - -	\$123,114 \$242,308 \$122,671	7.1% 0.6% 7.1%	30.8% 31.3% 30.8% - - -
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN)	3,315	3,622	3,513	313,572	19,183	-	3,013	22,196	335,768	96,732	432,500	\$89,260	895,579	\$123,114	7.1%	- 30.8% -
Subotal - 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 Acerual	3,315	3,622	3,513	313,572	19,183	-	3,013	22,196	335,768	96,732	432,500	\$89,260	895,579	\$123,114	7.1%	30.8%
Total Personnel (includes OC 13)	3,315	3,622	3,513	313,572	19,183	<u>0</u>	3,013	22,196	335,768	96,732	432,500	\$89,260	\$95,579	<u>\$123,114</u>	7.1%	30.8%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	3,315 13 3,302 0 0 0 0 0	3,622 13 3,609 0 0 0 0 0	3,513 13 3,500 0 0 0 0	313,572 2,388 311,184 0 0 0 0 0	19,183 0 19,183 0 0 0 0 0	- 0 0 0 0 0 0	3,013 14 2,999 0 0 0 0	22,196 14 22,182 0 0 0 0 0	335,768 2,402 333,366 0 0 0 0	96,732 748 95,984 0 0 0 0	432,500 3,150 429,350 0 0 0 0 0	\$89,260 \$183,692 \$88,910	895,579 8184,769 895,247 - -	\$123,114 \$242,308 \$122,671	7.1% 0.6% 7.1%	30.8% 31.3% 30.8% - - -
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 Acerual	0 3,315 0 3,315	0 3,622 0 3,622	0 3,513 0 3,513	0 313,572 0 313,572	0 19,183 0 19,183	0	0 3,013 0 <i>3,013</i>	0 22,196 0 22,196	0 335,768 0 335,768	0 96,732 96,732 0 0 0 0 0 0	0 432,500 0 432,500 0 0 0 0 0 0	\$89,260 \$89,260	895,579 895,579	\$123,114 \$123,114	7.1%	30.8% 30.8%

WCF, Def Counterintelligence & Security Agency				п	efense Count	(FY 2021))	gency					Date: Febr	uary 2020		
	<u>a</u> Begin <u>Strength</u>	<u>b</u> End <u>Strength</u>	<u>s</u> FTEs	<u>d</u> Basic <u>Comp</u>	<u>e</u> Overtime <u>Pay</u>	(\$ in Thousar <u>f</u> Holiday <u>Pay</u>	g Other <u>O.C.11</u>	e + f + g <u>h</u> Total <u>Variables</u>	d + h <u>i</u> Comp <u>O.C.11</u>	i Benefits O.C.12/13	i + j <u>k</u> Comp <u>& Benefits</u>	d/c <u>l</u> Basic <u>Comp</u>	i∕c <u>m</u> Total <u>Comp</u>	Rates k/c <u>n</u> Comp & Benefits	h/d <u>9</u> % BC <u>Variables</u>	j/d P % BC <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>					
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	-	-		-		-	-	-		-		-	-			-
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USOH - Banefits for Former Employees D5b. DHFN - Banefits for Former Employees D5b. DHFN - Banefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	-	-		-		-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	3,562	3,562	3,315	335,337	10,842	<u>0</u>	2,998	13,840	349,177	89,941	439,118	\$101,157	\$105,332	\$132,464	4.1%	26.8%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	3,562 12 3,550 - -	3,562 12 3,550	3,315 12 3,303	335,337 2,199 333,138 - -	10,842 10,842	-	2,998 22 2,976	13,840 22 13,818	349,177 2,221 346,956	89,941 657 89,284 - -	439,118 2,878 436,240	\$101,157 \$183,250 \$100,859	\$105,332 \$185,083 \$105,043	\$132,464 \$239,833 \$132,074	4.1% 1.0% 4.1%	26.8% 29.9% 26.8% - - -
R2. Direct Hire Program Foreign Nationals (DHFN)		-						-	-				-		-	-
 R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN) Substal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5.a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual 	3,562 3,562	3,562 3,562	3,315 3,315	335,337 335,337	10,842	-	2,998	13,840 13,840	349,177 349,177	89,941 89,941 - - -	439,118			\$132,464 \$132,464	4.1% - 4.1%	26.8% 26.8%
Total Personnel (includes OC 13)	3,562	3,562	3,315	335,337	10,842	<u>0</u>	2,998	13,840	349,177	89,941	439,118	<u>\$101,157</u>	\$105,332	<u>\$132,464</u>	4.1%	26.8%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1cl. Wage System T1e. Highly Qualified Experts T1f. Other	3,562 12 3,550 0 0 0 0	3,562 12 3,550 0 0 0 0	3,315 12 3,303 0 0 0 0	335,337 2,199 333,138 0 0 0 0 0	10,842 0 10,842 0 0 0 0 0	- 0 0 0 0 0	2,998 22 2,976 0 0 0 0	13,840 22 13,818 0 0 0 0	349,177 2,221 346,956 0 0 0 0	89,941 657 89,284 0 0 0 0	439,118 2,878 436,240 0 0 0 0 0	\$101,157 \$183,250 \$100,859	\$105,332 \$185,083 \$105,043	\$132,464 \$239,833 \$132,074	4.1% 1.0% 4.1% -	26.8% 29.9% 26.8% - - -
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Finded (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 Acerual	0 3,562 0 3,562	0 3,562 0 3,562	0 3,315 0 3,315	0 335,337 0 <i>335,337</i>	0 10,842 0 10,842	0	0 2,998 0 2,998	0 13,840 0 <i>13,840</i>	0 349,177 0 349,177	0 89,941 89,941 - 0 0 0 0	0 439,118 0 439,118 0 0 0 0 0 0	\$101,157 \$101,157	\$105,332 \$105,332	\$132,464 \$132,464	4.1% 4.1%	26.8% 26.8%

Operation and Maintenance, Defense-Wide													Date: Febr	uary 2020		I
				Defense	e Wide Summ	ary (Defense (FY 2019)	d Activities)								
	<u>a</u> Begin	b End	2	<u>d</u> Basic	<u>e</u> Overtime	(\$ in Thousa <u>f</u> Holiday	g Other	e + f + g <u>h</u> Total	d + h <u>i</u> Comp	İ Benefits	i+j <u>k</u> Comp	d/c <u>l</u> Basic	i/c <u>m</u> Total	Rates k/c <u>n</u> Comp	h/d % BC	j/d P % BC
Direct Funded Personnel (includes OC 13)	Strength 82,498	Strength 82,234	FTEs 79.865	Comp 8,240,250	Pay 134,509	Pay 10,409	0.C.11 288,767	Variables 433,685	0.C.11 8,673,935	O.C.12/13 3,030,280	& Benefits 11,704,215	Comp \$103,177	Comp \$108,607	& Benefits \$146,550	Variables 5.3%	Benefits 36.8%
								432.836							5.3%	
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule	81,827 1,123	81,571 1,173	78,897 1,137	8,214,495 204,828	134,499	10,407 173	287,930 8.019	432,830	8,647,331 213.020	3,021,408 65,697	11,668,739 278,717	\$104,117 \$180,148	\$109,603 \$187,353	\$147,898 \$245,134	3.3%	36.8% 32.1%
D1b. General Schedule	70,637	70,086	67,802	7,256,119	134,000	9,477	218,711	362,188	7,618,307	2,525,546	10,143,853	\$107,019	\$112,361	\$149,610	5.0%	34.8%
D1c. Special Schedule	3,804	3,994	3,813	367,238	235	75	14,033	14,343	381,581	119,009	500,590	\$96,312	\$100,074	\$131,285	3.9%	32.4%
D1d. Wage System	338	339	336	11,953	255	1	2,495	2,751	14,704	5,466	20,170	\$35,574	\$43,762	\$60,030	23.0%	45.7%
D1e. Highly Qualified Experts	25	49	44	5,867	9	-	-	9	5,876	1,566	7,442	\$133,341	\$133,545	\$169,136	0.2%	26.7%
D1f. Other	5,900	5,930	5,765	368,490	-	681	44,672	45,353	413,843	304,124	717,967	\$63,918	\$71,785	\$124,539	12.3%	82.5%
D2. Direct Hire Program Foreign Nationals (DHFN)	436	424	444	16,578	10	2	837	849	17,427	4,426	21,853	\$37,338	\$39,250	\$49,218	5.1%	26.7%
D3. Total Direct Hire	82,263	81,995	79,341	8,231,073	134,509	10,409	288,767	433,685	8,664,758	3,025,834	11,690,592	\$103,743	\$109,209	\$147,346	5.3%	36.8%
D4. Indirect Hire Foreign Nationals (IHFN)	235	239	524	9,177	-	-	-	-	9,177	-	9,177	\$17,513	\$17,513	\$17,513	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	82,498	82,234	79,865	8,240,250	134,509	10,409	288,767	433,685	8,673,935	3,025,834	11,699,769	\$103,177	\$108,607	\$146,494	5.3%	36.7%
D5. Other Object Class 13 Benefits										4,446	4,446					
D5a. USDH - Benefits for Former Employees										186	186					
D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP)										4,260	4.260					3
D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual										4,200	4,200					
Reimbursable Funded Personnel (includes OC 13)	1,725	1,988	2,212	265,151	1.496	110	3,442	5,047	270,198	82,441	352,639	\$119,869	\$122,151	\$159,421	1.9%	31.1%
	1				1,486	<u>119</u>										
R1. US Direct Hire (USDH)	1,720	1,983	2,207	265,151	1,486	119	3,442	5,047	270,198	82,419	352,617	\$120,141	\$122,428	\$159,772	1.9% 1.5%	31.1%
R1a. Senior Executive Schedule R1b. General Schedule	1.658	6 1,911	14 2.037	2,321 246,220	1.442	115	35 3,281	35 4,838	2,356 251,058	662 77.137	3,018 328,195	\$165,786 \$120,874	\$168,286 \$123,249	\$215,571 \$161.117	2.0%	28.5% 31.3%
R16. Special Schedule	1,038	1,911	2,037	246,220 9,166	1,442	4	3,281	4,838	9,218	2,559	11,777	\$120,874 \$97,511	\$125,249 \$98,064	\$125,287	0.6%	27.9%
R1d. Wage System				5,100		. 1	. '		5,210	2,000		000,000	030,004	W120,207	0.070	27.570
R1e. Highly Qualified Experts			3	561				-	561	116	677	\$187.000	\$187.000	\$225,667	0.0%	20.7%
R1f. Other	61	55	59	6,883	-	-	122	122	7,005	1,945	8,950	\$116,661	\$118,729	\$151,695	1.8%	28.3%
R2. Direct Hire Program Foreign Nationals (DHFN)	· ·				-	-				-					-	-
R3. Total Direct Hire	1,720	1,983	2,207	265,151	1,486	119	3,442	5,047	270,198	82,419	352,617	\$120,141	\$122,428	\$159,772	1.9%	31.1%
R4. Indirect Hire Foreign Nationals (IHFN)	5	5	5	-	-	-	-	-	-	-	-	\$0	\$0	\$0	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	1,725	1,988	2,212	265,151	1,486	119	3,442	5,047	270,198	82,419	352,617	\$119,869	\$122,151	\$159,411	1.9%	31.1%
R5. Other Object Class 13 Benefits										22	22					
R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees										-						
R5c. Voluntary Separation Incentive Pay (VSIP)										22	22					
R5d. Foreign National Separation Liability Accrual										-	-					
Total Personnel (includes OC 13)	84,223	84,222	82,077	8,505,401	135,995	10,528	292,209	438,732	8,944,133	3,112,721	12,056,854	\$103,627	\$108,972	\$146,897	5.2%	36.6%
T1. US Direct Hire (USDH)	83,547	83,554	81,104	8,479,646	135,985	10,526	291,372	437,883	8,917,529	3,103,827	12,021,356	\$104,553	\$109,952	\$148,221	5.2%	36.6%
T1a. Senior Executive Schedule	1,124	1,179	1.151	207,149	135,965	10,520	8.054	8,227	215,376	66,359	281,735	\$179,973	\$187,121	\$244,774	4.0%	32.0%
T1b. General Schedule	72.295	71,997	69.839	7,502,339	135,442	9,592	221,992	367.026	7,869,365	2.602.683	10.472.048	\$107.423	\$112,679	\$149,946	4.9%	34.7%
T1c. Special Schedule	3,804	4,005	3,907	376,404	279	79	14,037	14,395	390,799	121,568	512,367	\$96,341	\$100,025	\$131,141	3.8%	32.3%
T1d. Wage System	338	339	336	11,953	255	1	2,495	2,751	14,704	5,466	20,170	\$35,574	\$43,762	\$60,030	23.0%	45.7%
T1e. Highly Qualified Experts	25	49	47	6,428	9	0	0	9	6,437	1,682	8,119	\$136,766	\$136,957	\$172,745	0.1%	26.2%
T1f. Other	5,961	5,985	5,824	375,373	0	681	44,794	45,475	420,848	306,069	726,917	\$64,453	\$72,261	\$124,814	12.1%	81.5%
T2. Direct Hire Program Foreign Nationals (DHFN)	436	424	444	16,578	10	2	837	849	17,427	4,426	21,853	\$37,338	\$39,250	\$49,218	5.1%	26.7%
T3. Total Direct Hire	83,983	83,978	81,548	8,496,224	135,995	10,528	292,209	438,732	8,934,956	3,108,253	12,043,209	\$104,187	\$109,567	\$147,682	5.2%	36.6%
T4. Indirect Hire Foreign Nationals (IHFN)	240	244	529	9,177	0	0	0	0	9,177	0	9,177	\$17,348	\$17,348	\$17,348	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	84,223	84,222	82,077	8,505,401	135,995	10,528	292,209	438,732	8,944,133	3,108,253	12,052,386	\$103,627	\$108,972	\$146,842	5.2%	36.5%
T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees										4,468 186	4,468 186					
T5b. DHFN - Benefits for Former Employees										186	186					
T5c. Voluntary Separation Incentive Pay (VSIP)										4.282	4,282					
T5d. Foreign National Separation Liability Accrual	1									4,202	4,202					
150. Poreign National Separation Liability Accrual										0	0					

Operation and Maintenance, Defense-Wide													Date: Febr	uary 2020		,
				Defens	e Wide Summ	ary (Defense (FY 2020)	d Activities)								
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>s</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pav	(S in Thousa <u>f</u> Holiday Pay	nds) <u>g</u> Other O.C.11	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	i Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>l</u> Basic Comp	i∕c <u>m</u> Total Comp	Rates k/c <u>n</u> Comp & Benefits	h/d <u>9</u> % BC Variables	j/d <u>P</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	82,579	83,707	82,669	8,422,459	127,607	9,906	303,828	441,341	8,863,800	3,198,317	12,062,117	\$101,882	\$107,220	\$145,909	5.2%	38,0%
D1. US Direct Hire (USDH)	81,626	82,745	81,686	8,395,666	127,602	9,905	302,595	440,102	8,835,768	3,176,020	12,011,788	\$102,780	\$108,167	\$147.048	5.2%	37.8%
D1a. Senior Executive Schedule	1,209	1.234	1.233	207,127	127,002	157	7,855	8.012	215,139	68,989	284,128	\$167,986	\$174,484	\$230,436	3.9%	33.3%
D1b. General Schedule	70,133	71,642	70,832	7,443,678	127,288	9,013	233,307	369,608	7,813,286	2,679,122	10,492,408	\$105,089	\$110,307	\$148,131	5.0%	36.0%
D1c. Special Schedule	3,956	3,687	3,585	333,129	104	45	14,948	15,097	348,226	112,728	460,954	\$92,923	\$97,134	\$128,579	4.5%	33.8%
D1d. Wage System	340	340	335	12,615	210	-	2,222	2,432	15,047	5,607	20,654	\$37,657	\$44,916	\$61,654	19.3%	44.4%
D1e. Highly Qualified Experts	50	38	38	5,644	-	-	33	33	5,677	1,388	7,065	\$148,526	\$149,395	\$185,921	0.6%	24.6%
D1f. Other	5,938	5,804	5,663	393,473	-	690	44,230	44,920	438,393	308,186	746,579	\$69,481	\$77,414	\$131,835	11.4%	78.3%
D2. Direct Hire Program Foreign Nationals (DHFN)	446	445	444	17,859	5	1	1,233	1,239	19,098	4,798	23,896	\$40,223	\$43,014	\$53,820	6.9%	26.9%
D3. Total Direct Hire	82,072	83,190	82,130	8,413,525	127,607	9,906	303,828	441,341	8,854,866	3,180,818	12,035,684	\$102,442	\$107,815	\$146,544	5.2% 0.0%	37.8%
D4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Direct Funded (excludes OC 13)	507 82,579	517 83,707	539 82,669	8,934 <i>8,422,459</i>	127,607	9,906	303,828	441.341	8,934 8,863,800	3.180.818	8,934 12.044.618	\$16,575 \$101,882	\$16,575 \$107,220	\$16,575 \$145,697	5.2%	0.0% 37.8%
D5. Other Object Class 13 Benefits	02,379	63,707	02,009	0,422,439	127,007	9,900	303,626	441,541	0,000,000	17,499	17,499	3101,002	\$107,220	\$142,097	2.270	37.070
D5a. USDH - Benefits for Former Employees										14,805	14,805					
D5b. DHFN - Benefits for Former Employees	1									-	-					
D5c. Voluntary Separation Incentive Pay (VSIP)										2,694	2,694					
D5d. Foreign National Separation Liability Accrual	L															
Reimbursable Funded Personnel (includes OC 13)	2,145	2,234	2,277	272,749	810	53	3,029	3,892	276,641	86,392	363,033	<u>\$119,784</u>	\$121,494	\$159,435	1.4%	31.7%
R1. US Direct Hire (USDH)	2,118	2,207	2,272	272,749	810	53	3,029	3,892	276,641	86,392	363,033	\$120,048	\$121,761	\$159,786	1.4%	31.7%
R1a. Senior Executive Schedule	7	7	14	2,407	-	-	40	40	2,447	642	3,089	\$171,929	\$174,786	\$220,643	1.7%	26.7%
R1b. General Schedule	2,030	2,117	2,175	256,879	755	42	2,927	3,724	260,603	82,487	343,090	\$118,105	\$119,817	\$157,743	1.4%	32.1%
R1c. Special Schedule R1d. Wage System	23	25	25	2,722	35	11		46	2,768	310	3,078	\$108,880	\$110,720	\$123,120	1.7%	11.4%
R10. wage System R1e. Highly Qualified Experts	· ·		- 1	155					155		155	\$155,000	\$155.000	\$155,000	0.0%	0.0%
R1f. Other	57	57	57	10,586	20		62	82	10,668	2,953	13,621	\$185,719	\$187,158	\$238,965	0.8%	27.9%
R2. Direct Hire Program Foreign Nationals (DHFN)	· .				-				-	-			-	-	-	_
R3. Total Direct Hire	2,118	2,207	2,272	272,749	810	53	3,029	3,892	276,641	86,392	363,033	\$120,048	\$121,761	\$159,786	1.4%	31.7%
R4. Indirect Hire Foreign Nationals (IHFN)	27	27	5	-	-	-	-	-	-	-	-	\$0	\$0	\$0		-
Subtotal - Reimbursable Funded (excludes OC 13)	2,145	2,234	2,277	272,749	810	53	3,029	3,892	276,641	86,392	363,033	\$119,784	\$121,494	\$159,435	1.4%	31.7%
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 Personnel (includes OC 13)	84,724	85,941	84,946	8,695,208	128,417	9,959	306,857	445,233	9,140,441	3,284,709	12,425,150	\$102,362	\$107,603	\$146,271	5.1%	37.8%
T1. US Direct Hire (USDH)	83,744	84,952	83,958	8,668,415	128,412	9,958	305,624	443,994	9,112,409	3,262,412	12,374,821	\$103,247	\$108,535	\$147,393	5.1%	37.6%
T1a. Senior Executive Schedule	1,216	1,241	1,247	209,534	0	157	7,895	8,052	217,586	69,631	287,217	\$168,030	\$174,488	\$230,326	3.8%	33.2%
T1b. General Schedule	72,163	73,759	73,007	7,700,557	128,043	9,055	236,234	373,332	8,073,889	2,761,609	10,835,498	\$105,477	\$110,591	\$148,417	4.8%	35.9%
T1c. Special Schedule	3,979	3,712	3,610	335,851	139	56	14,948	15,143	350,994	113,038	464,032	\$93,034	\$97,228	\$128,541	4.5%	33.7%
T1d. Wage System T1a. Highly Opplified Expects	340	340 39	335	12,615	210	0	2,222	2,432	15,047	5,607	20,654	\$37,657	\$44,916	\$61,654	19.3%	44.4%
T1e. Highly Qualified Experts T1f. Other	51	39 5,861	39 5,720	5,799 404,059	0 20	0 690	33 44,292	33 45,002	5,832 449,061	1,388 311,139	7,220 760,200	\$148,692 \$70,640	\$149,538 \$78,507	\$185,128 \$132,902	0.6% 11.1%	23.9% 77.0%
T2. Direct Hire Program Foreign Nationals (DHFN)	446	445	444	17,859	5	1	1.233	1,239	19.098	4,798	23,896	\$40,223	\$43,014	\$53,820	6.9%	26.9%
T3. Total Direct Hire	440 84,190	85,397	84,402	8,686,274	128,417	9,959	306.857	445,233	9,131,507	4,798	23,890 12,398,717	\$40,225 \$102,915	\$45,014 \$108,191	\$55,820 \$146,901	0.9% 5.1%	20.9%
T4. Indirect Hire Foreign Nationals (IHFN)	534	544	544	8,934	0	0	0	0	8,934	0	8,934	\$16,423	\$16,423	\$16,423	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	84,724	85,941	84,946	8,695,208	128,417	9,959	306,857	445,233	9,140,441	3,267,210	12,407,651	\$102,362	\$107,603	\$146,065	5.1%	37.6%
T5. Other Object Class 13 Benefits										17,499	17,499					
T5a. USDH - Benefits for Former Employees	1									14,805	14,805					
T5b. DHFN - Benefits for Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										2,694	2,694					
T5d. Foreign National Separation Liability Accrual										0	0					

Operation and Maintenance, Defense-Wide													Date: Febr	uary 2020		1
				Defense	e Wide Summ	ary (Defense (FY 2021)		d Activities)								
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>s</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pav	(S in Thousan <u>f</u> Holiday Pay	g Other O.C.11	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	i Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>l</u> Basic Comp	i∕c <u>m</u> Total Comp	Rates k/c <u>n</u> Comp & Benefits	h/d <u>9</u> % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	83,380	83,072	81,576	8,746,707	107,689	10,010	327,861	445,560	9,192,267	3,337,095	12,529,362	\$107,222	\$112,683	\$153,591	5.1%	38.2%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule	82,438 1,231	82,125 1,213	80,592 1,200	8,719,387 215,396	107,684	10,009 177	326,629 9,202	444,322 9,379	9,163,709 224,775	3,321,266 71,873	12,484,975 296,648	\$108,192 \$179,497	\$113,705 \$187,313	\$154,916 \$247,207	5.1% 4.4%	38.1% 33.4%
D1b. General Schedule D1c. Special Schedule D1d. Wage System	71,338 3,687 340	70,968 3,817 345	69,687 3,727 339	7,719,949 374,271 12,991	107,240 194 239	9,108 42	253,648 16,755 2,385	369,996 16,991 2,624	8,089,945 391,262 15,615	2,803,458 124,803 5,982	10,893,403 516,065 21,597	\$110,780 \$100,422 \$38,322	\$116,090 \$104,980 \$46,062	\$156,319 \$138,467 \$63,708	4.8% 4.5% 20.2%	36.3% 33.3% 46.0%
D1e. Highly Qualified Experts D1f. Other	38 5,804	38 5,744	38 5,601	5,790 390,990	- 11	- 682	195 44,444	206 45,126	5,996 436,116	1,753 313,397	7,749 749,513	\$152,368 \$69,807	\$157,789 \$77,864	\$203,921 \$133,818	3.6% 11.5%	30.3% 80.2%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire Foreign Nationals (IHFN) Subtotal - Direct Funded (secludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Liability Accrual D5d. Foreign National Separation Liability Accrual	427 82,865 515 <i>83,380</i>	430 82,555 517 <i>83,072</i>	445 81,037 539 <i>81,576</i>	18,222 8,737,609 9,098 8,746,707	5 107,689 - 107,689	1 10,010 - 10,010	1,232 327,861 327,861	1,238 445,560 	19,460 9,183,169 9,098 9,192,267	4,847 3,326,113 3,326,113 10,982 9,228 - 1,754	24,307 12,509,282 9,098 12,518,380 10,982 9,228 - 1,754	\$40,948 \$107,822 \$16,879 \$107,222	\$43,730 \$113,321 \$16,879 \$112,683	\$54,622 \$154,365 \$16,879 \$153,457	6.8% 5.1% 0.0% 5.1%	26.6% 38.1% 0.0% 38.0%
Reimbursable Funded Personnel (includes OC 13)	2,372	2,410	2,475	313,869	693	57	5,988	6,738	320,607	101,654	422,261	\$126,816	\$129,538	\$170,611	2,1%	32.4%
R1. US Direct Hire (USD1) R1a. Senior Esceutive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	2,367 7 2,277 25 - 1 57	2,405 6 2,316 25 - 1 57	2,470 13 2,374 25 - 1 57	313,869 2,312 298,578 2,071 - 155 10,753	693 - 637 36 - - 20	57 46 11	5,988 41 5,832 47 - - 68	6,738 41 6,515 94 - - - 88	320,607 2,353 305,093 2,165 155 10,841	101,654 635 97,232 784 - 3,003	422,261 2,988 402,325 2,949 - 155 13,844	\$127,072 \$177,846 \$125,770 \$82,840 \$155,000 \$188,649	\$129,800 \$181,000 \$128,514 \$86,600 \$155,000 \$190,193	\$170,956 \$229,846 \$169,471 \$117,960 \$155,000 \$242,877	2.1% 1.8% 2.2% 4.5% 0.0% 0.8%	32.4% 27.5% 32.6% 37.9% - 0.0% 27.9%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire	2,367	2,405	2,470	313,869	693	57	5,988	6,738	320,607	101,654	422,261	\$127,072	\$129,800	\$170,956	2.1%	32.4%
 R4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reimhursable 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 Acerual 	5 2,372	5 2,410	5 2,475	313,869	693	57	5,988	6,738	320,607	101,654	422,261	80 8126,816	80 8129,538	\$0 \$170,611	2.1%	32.4%
Total Personnel (includes OC 13)	85,752	85,482	84,051	9,060,576	108,382	10,067	333,849	452,298	9,512,874	3,438,749	12,951,623	<u>\$107,799</u>	<u>\$113,180</u>	\$154,092	5.0%	38.0%
T1. US Direct Hire (USDH) Tla. Senior Executive Schedule Tlb. General Schedule Tlc. Special Schedule Tld. Wage System Tle. Highly Qualified Experts Tlf. Other	84,805 1,238 73,615 3,712 340 39 5,861	84,530 1,219 73,284 3,842 345 39 5,801	83,062 1,213 72,061 3,752 339 39 5,658	9,033,256 217,708 8,018,527 376,342 12,991 5,945 401,743	108,377 0 107,877 230 239 11 20	10,066 177 9,154 53 0 0 682	332,617 9,243 259,480 16,802 2,385 195 44,512	451,060 9,420 376,511 17,085 2,624 206 45,214	9,484,316 227,128 8,395,038 393,427 15,615 6,151 446,957	3,422,920 72,508 2,900,690 125,587 5,982 1,753 316,400	12,907,236 299,636 11,295,728 519,014 21,597 7,904 763,357	\$108,753 \$179,479 \$111,274 \$100,304 \$38,322 \$152,436 \$71,004	\$114,184 \$187,245 \$116,499 \$104,858 \$46,062 \$157,718 \$78,996	\$155,393 \$247,021 \$156,752 \$138,330 \$63,708 \$202,667 \$134,916	5.0% 4.3% 4.7% 4.5% 20.2% 3.5% 11.3%	37.9% 33.3% 36.2% 33.4% 46.0% 29.5% 78.8%
22. Direct Hire Program Foreign Nationals (DHFN) 73. Total Direct Hire 74. Indirect Hire Foreign Nationals (IHFN) Subtatal - Total Finneld (excludes OC 13) 75. Other Object Class 13 Benefits 75a. USDH - Benefits for Former Employees 75b. DHFN - Benefits for Former Employees 75c. Voluntary Separation Incentive Pay (VSIP) 75d. Foreign National Separation Linbility Acerual	427 85,232 520 <i>85,752</i>	430 84,960 522 85,482	445 83,507 544 <i>84,051</i>	18,222 9,051,478 9,098 9,060,576	5 108,382 0 108,382	1 10,067 0 10,067	1,232 333,849 0 333,849	1,238 452,298 0 452,298	19,460 9,503,776 9,098 <i>9,512,874</i>	4,847 3,427,767 0 3,427,767 10,982 9,228 0 1,754 0	24,307 12,931,543 9,098 12,940,641 10,982 9,228 0 1,754 0	\$40,948 \$108,392 \$16,724 \$107,799	\$43,730 \$113,808 \$16,724 \$113,180	\$54,622 \$154,856 \$16,724 \$153,962	6.8% 5.0% 0.0% 5.0%	26.6% 37.9% 0.0% 37.8%

Research, Development, Test & Eval, DW				Defens	Wide Summ	ary (Defense	Agencies/Fiel	d Activities)					Date: Feb	ruary 2020		
						(FY 2019 (\$ in Thousan) _	,						Rates		
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime <u>Pay</u>	<u>f</u> Holiday <u>Pay</u>	g Other O.C.11	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	i Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>1</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	k/c <u>n</u> Comp & Benefits	h/d <u>9</u> % BC Variables	j/d <u>P</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	3,086	3,088	3,158	376,728	1,084	14,540	12,445	28,069	404,797	126,088	530,885	\$119,293	\$128,181	\$168,108	7.5%	33.5%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule	3,086 32 2,959	3,088 31 2,961	3,158 31 3,031	376,728 5,805 353,717	1,084 - 1,084	14,540 160 14,380	12,445 351 11,314	28,069 511 26,778	404,797 6,316 380,495	125,904 1,301 117,227	530,701 7,617 497,722	\$119,293 \$187,258 \$116,700	\$128,181 \$203,742 \$125,534	\$168,050 \$245,710 \$164,210	7.5% 8.8% 7.6%	33.4% 22.4% 33.1%
D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts	95 - -	96 - -	96	17,206	:	-	780	780	17,986	7,376	25,362	\$179,229	\$187,354	\$264,188	4.5%	42.9%
D1f. Other		-	-	-	-	-	-	-	-	-	-	-	-	-	-	7
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	3,086	3,088	3,158	376,728	1,084	14,540	12,445	28,069	404,797	125,904	530,701	\$119,293	\$128,181	\$168,050	7.5%	33.4%
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 Linbitly Accual	3,086	3,088	3,158	376,728	1,084	14,540	12,445	28,069	404,797	125,904 184 24 - 160	530,701 184 24 - 160	\$119,293	\$128,181	\$168,050	7.5%	33.4%
Reimbursable Funded Personnel (includes OC 13)	168	168	191	13,643	115	1	254	370	14,013	3,602	17,615	\$71,429	\$73,366	\$92,225	2.7%	26,4%
R1. US Direct Hire (USDH)	168	168	191	13,643	115	, î	254	370	14,013	3,602	17,615	\$71,429	\$73,366	\$92,225	2.7%	26.4%
R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule	168	168	191	13,643	115	1	254	370	14,013	3,602	17,615	\$71,429	\$73,366	\$92,225	2.7%	26.4%
R1d. Wage System R1e. Highly Qualified Experts R1f. Other	-	-	-	:	-	-	-		-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire	- 168	- 168	- 191	13,643	115	· .	254	370	14,013	3,602	17,615	\$71,429	\$73,366	\$92,225	2.7%	26.4%
R4. Indirect Hire Foreign Nationals (IHFN) Substal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees	168	168	- 191	13,643	- 115	Ī	254	370	14,013	3,602	17,615	\$71,429	873,366	\$92,225	2.7%	26.4%
R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual										-						
Total Personnel (includes OC 13)	3,254	3,256	3,349	390,371	1,199	14,541	12,699	28,439	418,810	129,690	548,500	\$116,563	\$125,055	\$163,780	7.3%	33.2%
TI. US Direct Hire (USDH) TIa. Senior Executive Schedule Tib. General Schedule Tic. Special Schedule TId. Wage System Tie. Highly Qualified Experts TIf. Other	3,254 32 3,127 95 0 0 0	3,256 31 3,129 96 0 0 0	3,349 31 3,222 96 0 0 0	390,371 5,805 367,360 17,206 0 0	1,199 0 1,199 0 0 0 0	14,541 160 14,381 0 0 0 0	12,699 351 11,568 780 0 0 0	28,439 511 27,148 780 0 0 0	418,810 6,316 394,508 17,986 0 0 0	129,506 1,301 120,829 7,376 0 0 0	548,316 7,617 515,337 25,362 0 0	\$116,563 \$187,258 \$114,016 \$179,229	\$125,055 \$203,742 \$122,442 \$187,354	\$163,725 \$245,710 \$159,943 \$264,188	7.3% 8.8% 7.4% 4.5%	33.2% 22.4% 32.9% 42.9%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN) Subtatal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees	0 3,254 0 <i>3,254</i>	0 3,256 0 3,256	0 3,349 0 <i>3,349</i>	0 390,371 0 <i>390,371</i>	0 1,199 0 <i>1,199</i>	0 14,541 0 14,541	0 12,699 0 <i>12,699</i>	0 28,439 0 28,439	0 418,810 0 418,810	0 129,506 0 129,506 184 24	0 548,316 0 548,316 184 24	8116,563 8116,563	\$125,055 \$125,055	\$163,725 \$163,725	7.3% - 7.3%	33.2% 33.2%
T5a. USDF - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual										24 0 160 0	24 0 160 0					

Research, Development, Test & Eval, DW				Defense	Wide Summ	ary (Defense	Agencies/Fi-	d Activition					Date: Feb	ruary 2020		
				Detens	e wide Summ	(FY 2020)	a Activities)								
	<u>a</u> Begin	<u>b</u> End	<u>s</u> FTEs	<u>d</u> Basic	<u>e</u> Overtime	(\$ in Thousa <u>f</u> Holiday	nds) <u>g</u> Other O.C.11	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	i Benefits O.C.12/13	i+j <u>k</u> Comp	d/c <u>1</u> Basic	i/c <u>m</u> Total	Rates k/c <u>n</u> Comp & Benefits	h/d <u>9</u> % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	Strength 3,101	Strength 3,011	3,008	Comp 364,509	Pay 1.050	Pay 14,040	12,285	27,375	391,884	122.821	& Benefits 514,705	Comp \$121,180	Comp \$130,281		variables 7.5%	<u>Benefits</u> 33.7%
D1. US Direct Hire (USDH)	3,101	3,011	3.008	364,509	1,050	14.040	12,285	27,375	391.884	122,700	514,584	\$121,180	\$130,281	\$171.072	7.5%	33.7%
D1a. Senior Executive Schedule	33	34	34	6,100	1,050	227	538	765	6.865	1.829	8,694	\$179,412	\$201.912	\$255,706	12.5%	30.0%
D1b. General Schedule	2,972	2,875	2,875	341,205	1,050	13,813	10,935	25,798	367,003	113,279	480,282	\$118,680	\$127,653	\$167,055	7.6%	33.2%
D1c. Special Schedule	96	102	99	17,204	-	-	812	812	18,016	7,592	25,608	\$173,778	\$181,980	\$258,667	4.7%	44.1%
D1d. Wage System		-	-	-	-	-		-	-	-		-	-	-	-	-
D1e. Highly Qualified Experts D1f. Other	1			-						-		1				
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	3,101	3.011	3,008	364,509	1.050	14.040	12,285	27,375	391,884	122,700	514.584	\$121,180	\$130,281	\$171,072	7.5%	33.7%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-			-		-		-			-	-	-		-
Subtotal - Direct Funded (excludes OC 13)	3,101	3,011	3,008	364,509	1,050	14,040	12,285	27,375	391,884	122,700	514,584	\$121,180	\$130,281	\$171,072	7.5%	33.7%
D5. Other Object Class 13 Benefits										121	121					
D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees										1						
D5c. Voluntary Separation Incentive Pay (VSIP)										120	120					
D5d. Foreign National Separation Liability Accrual										-	-					
Reimbursable Funded Personnel (includes OC 13)	191	<u>191</u>	191	18,169	35	12	111	158	18,327	3,871	22,198	\$95,126	\$95,953	\$116,220	0.9%	21.3%
R1. US Direct Hire (USDH)	191	191	191	18,169	35	12	111	158	18,327	3,871	22,198	\$95,126	895,953	\$116,220	0.9%	21.3%
R1a. Senior Executive Schedule		-		-				-	-	-	-	-	-		-	-
R1b. General Schedule	191	191	191	18,169	35	12	111	158	18,327	3,871	22,198	\$95,126	\$95,953	\$116,220	0.9%	21.3%
R1c. Special Schedule R1d. Wage System		-	-	-	-			-		-		-		-	-	-
R1e. Highly Qualified Experts	1	-														
R1f. Other	· ·	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	· .			-	-				-	-	-		-		-	-
R3. Total Direct Hire	191	191	191	18,169	35	12	111	158	18,327	3,871	22,198	\$95,126	895,953	\$116,220	0.9%	21.3%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-		-			-		-	
Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits	191	191	191	18,169	35	12	111	158	18,327	3,871	22,198	\$95,126	\$95,953	\$116,220	0.9%	21.3%
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees	1									-	-					
R5c. Voluntary Separation Incentive Pay (VSIP)										-	-					
R5d. Foreign National Separation Liability Accrual										-						
Total Personnel (includes OC 13)	3,292	3,202	3,199	382,678	1,085	14,052	12,396	27,533	410,211	126,692	536,903	\$119,624	\$128,231	\$167,835	7.2%	33.1%
T1. US Direct Hire (USDH)	3,292	3,202	3,199	382,678	1,085	14,052	12,396	27,533	410,211	126,571	536,782	\$119,624	\$128,231	\$167,797	7.2%	33.1%
T1a. Senior Executive Schedule T1b. General Schedule	33 3,163	34 3,066	34 3.066	6,100 359,374	0	227 13.825	538 11,046	765 25,956	6,865 385,330	1,829 117,150	8,694 502,480		\$201,912 \$125,678	\$255,706 \$163,888	12.5% 7.2%	30.0% 32.6%
T1c. Special Schedule	5,165	102	3,000	17.204	1,085	15,825	812	23,936	18,016	7,592	25,608		\$123,078 \$181,980	\$258,667	4.7%	52.0% 44.1%
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	1.	-		-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	3,292	3,202	3,199	382,678	1,085	14,052	12,396	27,533	410,211	126,571	536,782	\$119,624	\$128,231	\$167,797	7.2%	33.1%
T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13)	0 3.292	0 3,202	0 3,199	0 382,678	0	0 14.052	12.396	27,533	0 410,211	0 126,571	0 536,782	\$119,624	\$128,231	\$167,797	7.2%	33.1%
T5. Other Object Class 13 Benefits	0,074	2,212	2,200	202,070	1,000	14,002	12,070		+10,211	121	121	3117,024	0120,201	2007,7 M	1.270	55.270
T5a. USDH - Benefits for Former Employees	1									1	1					
T5b. DHFN - Benefits for Former Employees										0	0	1				
T5c. Voluntary Separation Incentive Pay (VSIP)										120	120					
T5d. Foreign National Separation Liability Accrual	1									0	0	1				

Research, Development, Test & Eval, DW			Wide Summ	ary (Defense	Agencies/Fie	d Activities)		Date: February 2020								
	Defense Wide Summary (Defense Agencies/Field Activities) (FY 2021) (\$ in Thousands)											i.		Rates		
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime <u>Pay</u>	f Holiday Pay	g Other O.C.11	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	İ Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>1</u> Basic <u>Comp</u>	i/c <u>m</u> Total <u>Comp</u>	k/c <u>n</u> Comp & Benefits	h/d <u>0</u> % BC Variables	j/d P % BC Benefits
Direct Funded Personnel (includes OC 13)	2,988	2,937	2,938	365,068	1,082	13,774	15,376	30,232	395,300	123,260	518,560	\$124,257	\$134,547	\$176,501	8.3%	33.8%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System	2,988 34 2,852 102	2,937 32 2,802 103	2,938 32 2,803 103	365,068 5,854 340,200 19,014	1,082	13,774 228 13,546 -	15,376 578 13,933 865	30,232 806 28,561 865	395,300 6,660 368,761 19,879	123,140 1,775 113,223 8,142	518,440 8,435 481,984 28,021	\$124,257 \$182,938 \$121,370 \$184,602	\$134,547 \$208,125 \$131,559 \$193,000	\$176,460 \$263,594 \$171,953 \$272,049	8.3% 13.8% 8.4% 4.5%	33.7% 30.3% 33.3% 42.8%
D1e. Highly Qualified Experts D1f. Other	-	-	-	-	-	-	-	1	1	-	1	1		-		1
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (HFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees	2,988 2,988	2,937 2,937	2,938 2,938	365,068 365,068	1,082	13,774 <i>13,774</i>	15,376 <i>15,376</i>	30,232 30,232	395,300 395,300	123,140 123,140 120	518,440 518,440 120	8124,257 8124,257	8134,547 8134,547	\$176,460 \$176,460	8.3% 8.3%	33.7% 33.7%
D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual										120	120					
Reimbursable Funded Personnel (includes OC 13)	191	191	191	18,479	36	12	113	161	18,640	3,952	22,592	\$96,749	\$97,592	\$118,283	0.9%	21.4%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule	191 - 191	191 - 191	191 - 191	18,479 	36 - 36	12 - 12	113 - 113	161 - 161	18,640 - 18,640	3,952	22,592	\$96,749 	897,592	\$118,283	0.9%	21.4% - 21.4%
R16. Special Schedule R16. Wage System	-	-	-	-	-	-		-	-			396,749	\$97,592	\$118,283	0.9%	
R1e. Highly Qualified Experts R1f. Other	:	-			-		-	1	-	2	1	1	-		-	-
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire	- 191	191	191	18,479	36	12	113	- 161	18,640	3,952	22,592	\$96,749	897,592	\$118,283	0.9%	21.4%
R4. Indirect Hire Foreign Nationals (HFR)) 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	191	191	191	18,479	36	12	113	161	18,640	3,952	22,592	\$96,749	897,592	\$118,283	0.9%	21.4%
Total Personnel (includes OC 13)	3,179	3,128	3,129	383,547	1,118	13,786	15,489	30,393	413,940	127,212	541,152	\$122,578	\$132,291	\$172,947	7.9%	33.2%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	3,179 34 3,043 102 0 0 0	3,128 32 2,993 103 0 0 0	3,129 32 2,994 103 0 0 0	383,547 5,854 358,679 19,014 0 0 0	1,118 0 1,118 0 0 0 0	13,786 228 13,558 0 0 0 0	15,489 578 14,046 865 0 0 0	30,393 806 28,722 865 0 0 0	413,940 6,660 387,401 19,879 0 0 0	127,092 1,775 117,175 8,142 0 0 0	541,032 8,435 504,576 28,021 0 0 0	\$122,578 \$182,938 \$119,799 \$184,602	\$132,291 \$208,125 \$129,392 \$193,000	\$172,909 \$263,594 \$168,529 \$272,049	7.9% 13.8% 8.0% 4.5%	33.1% 30.3% 32.7% 42.8%
 Direct Hire Program Foreign Nationals (DHFN) Total Direct Hire Total Direct Hire Noreign Nationals (HFN) Subtotal - Total Funded (excludes OC 13) Other Object Class 13 Benefits TSa. USDH - Benefits for Former Employees TSb. DHFN - Benefits for Former Employees TSc. Voluntary Separation Incentive Pay (VSIP) TSd. Foreign National Separation Linbility Accural 	0 3,179 0 <i>3,179</i>	0 3,128 0 3,128	0 3,129 0 3,129	0 383,547 0 383,547	0 1,118 0 1,118	0 13,786 0 <i>13,786</i>	0 15,489 0 <i>15,489</i>	0 30,393 0 <i>30,393</i>	0 413,940 0 <i>413,940</i>	0 127,092 0 127,092 120 0 120 0	0 541,032 0 541,032 120 0 0 120 0		\$132,291 \$132,291	\$172,909 \$172,909	7.9%	33.1% 33.1%