

Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates

Volume II - Defense-Wide Data Book

Defense-Wide Civilian Personnel Costs

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide														Date: February 2020				
	Defense Media Activity (FY 2019) (\$ in Thousands)													Rates				
	a	b	c	d	e	f	g	c + f + g	d + h	i	i + j	d/c	i/c	k/c	h/d	j/d		
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	h Total Variables	i Comp O.C.11	j Benefits O.C.12/13	k Comp & Benefits	l Basic Comp	m Total Comp	n Comp & Benefits	o % BC Variables	p % BC Benefits		
Direct Funded Personnel (includes OC 13)	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%		
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1d. Wage System	5	5	5	234	9	1	2	12	246	92	338	\$46,800	\$49,200	\$67,600	5.1%	39.3%		
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
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	0	0	0	0	-	-	-	-	-		
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Subtotal - Reimbursable Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Total Personnel (includes OC 13)	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	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)	24	23	23	583	0	0	0	0	583	0	583	\$25,348	\$25,348	\$25,348	0.0%	0.0%		
T3. 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%		
T4. Indirect Hire Foreign Nationals (IHFN)	30	32	32	1,597	0	0	0	0	1,597	0	1,597	\$49,906	\$49,906	\$49,906	0.0%	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	\$130,727	4.6%	32.1%		
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0		
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0		
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0		
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0		

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Operation and Maintenance, Defense-Wide													Date: February 2020				
	Defense Media Activity (FY 2020) (\$ in Thousands)												Rates				
	a	b	c	d	e	f	g	c + f + g	d + h	i	i + j	d/c	i/c	k/c	h/d	j/d	
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	h Total Variables	i Comp O.C.11	Benefits O.C.12/13	k Comp & Benefits	l Basic Comp	m Total Comp	n Comp & Benefits	o % BC Variables	p % BC Benefits	
Direct Funded 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%	
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)	27	30	30	638	-	-	-	-	638	-	638	\$21,267	\$21,267	\$21,267	0.0%	0.0%	
D3. 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%	
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)	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%	
D5. Other Object Class 13 Benefits																	
D5a. USDH - Benefits for Former Employees																	
D5b. DHFN - Benefits for Former Employees																	
D5c. Voluntary Separation Incentive Pay (VSIP)																	
D5d. Foreign National Separation Liability Accrual																	
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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)	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	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)	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																	
T5a. USDH - Benefits for Former Employees											0	0	0	0	0	0	
T5b. DHFN - Benefits for Former Employees											0	0	0	0	0	0	
T5c. Voluntary Separation Incentive Pay (VSIP)											0	0	0	0	0	0	
T5d. Foreign National Separation Liability Accrual											0	0	0	0	0	0	

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Operation and Maintenance, Defense-Wide													Date: February 2020				
	Defense Media Activity (FY 2021) (\$ in Thousands)												Rates				
	a	b	c	d	e	f	g	c + f + g	d + h	i	i + j	d/c	i/c	k/c	h/d	j/d	
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC Variables	% BC Benefits	
Direct Funded 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%	
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	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%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Reimbursable Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5. Other Object Class 13 Benefits																	
R5a. USDH - Benefits for Former Employees																	
R5b. DHFN - Benefits for Former Employees																	
R5c. Voluntary Separation Incentive Pay (VSIP)																	
R5d. Foreign National Separation Liability Accrual																	
Total Personnel (includes OC 13)	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	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	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%	
T4. Indirect Hire Foreign Nationals (IHFN)	37	40	40	1,600	0	0	0	0	1,600	0	1,600	\$40,000	\$40,000	\$40,000	0.0%	0.0%	
Subtotal - Total 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%	
T5. Other Object Class 13 Benefits																	
T5a. USDH - Benefits for Former Employees											0	0	0	0	0	0	
T5b. DHFN - Benefits for Former Employees											0	0	0	0	0	0	
T5c. Voluntary Separation Incentive Pay (VSIP)											0	0	0	0	0	0	
T5d. Foreign National Separation Liability Accrual											0	0	0	0	0	0	

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Defense Acquisition University (FY 2019) (\$ in Thousands)																	
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits	
Direct Funded Personnel (includes OC 13)	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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. 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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Reimbursable Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Personnel (includes OC 13)	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	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	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%	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
Subtotal - Total 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%	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide														Date: February 2020			
Defense Acquisition University (FY 2020) (\$ in Thousands)																	
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits	
Direct Funded Personnel (includes OC 13)	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)	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%	
D1a. Senior Executive Schedule	1	1	1	197	-	-	20	20	217	64	281	\$197,000	\$217,000	\$281,000	10.2%	32.3%	
D1b. General Schedule	169	156	160	16,590	27	-	514	541	17,131	5,157	22,288	\$103,688	\$107,069	\$139,300	3.3%	31.1%	
D1c. Special Schedule	523	514	454	67,516	25	3	1,574	1,602	69,118	21,126	90,244	\$148,714	\$152,242	\$198,775	2.4%	31.3%	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire	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%	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Direct Funded (excludes 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%	
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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)	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%	
T1. US Direct Hire (USDH)	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%	
T1a. Senior Executive Schedule	1	1	1	197	0	0	20	20	217	64	281	\$197,000	\$217,000	\$281,000	10.2%	32.5%	
T1b. General Schedule	169	156	160	16,590	27	0	514	541	17,131	5,157	22,288	\$103,688	\$107,069	\$139,300	3.3%	31.1%	
T1c. Special Schedule	523	514	454	67,516	25	3	1,574	1,602	69,118	21,126	90,244	\$148,714	\$152,242	\$198,775	2.4%	31.3%	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T3. Total Direct Hire	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%	
T4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Total Funded (excludes 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%	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	

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Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide														Date: February 2020				
Defense Acquisition University (FY 2021) (\$ in Thousands)																		
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits		
Direct Funded Personnel (includes OC 13)	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 (USDH)	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%		
D1a. Senior Executive Schedule	1	1	1	200	-	-	20	20	220	65	285	\$200,000	\$220,000	\$285,000	10.0%	32.5%		
D1b. General Schedule	156	140	145	15,216	27	-	459	486	15,702	4,675	20,377	\$104,938	\$108,290	\$140,531	3.2%	30.7%		
D1c. Special Schedule	514	491	431	64,933	25	3	1,527	1,555	66,488	19,918	86,406	\$150,637	\$154,265	\$200,478	2.4%	30.7%		
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D3. Total Direct Hire	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%		
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Subtotal - Direct Funded (excludes 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%		
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
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	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%		
T1. US Direct Hire (USDH)	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%		
T1a. Senior Executive Schedule	1	1	1	200	0	0	20	20	220	65	285	\$200,000	\$220,000	\$285,000	10.0%	32.5%		
T1b. General Schedule	156	140	145	15,216	27	0	459	486	15,702	4,675	20,377	\$104,938	\$108,290	\$140,531	3.2%	30.7%		
T1c. Special Schedule	514	491	431	64,933	25	3	1,527	1,555	66,488	19,918	86,406	\$150,637	\$154,265	\$200,478	2.4%	30.7%		
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T1f. Other	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	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%		
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
Subtotal - Total Funded (excludes 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%		
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide														Date: February 2020			
Defense Contract Audit Agency (FY 2019) (\$ in Thousands)																	
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits	
Direct Funded Personnel (includes OC 13)	4,308	4,057	4,113	381,601	1,310	24	4,818	6,152	387,753	133,543	521,296	\$92,779	\$94,275	\$126,743	1.6%	35.0%	
D1. US Direct Hire (USDH)	4,308	4,057	4,113	381,601	1,310	24	4,818	6,152	387,753	133,543	521,296	\$92,779	\$94,275	\$126,743	1.6%	35.0%	
D1a. Senior Executive Schedule	14	16	16	2,686	-	-	-	2,686	798	3,484	\$167,875	\$167,875	\$217,750	0.0%	29.7%	35.0%	
D1b. General Schedule	4,293	4,041	4,097	378,887	1,310	24	4,818	6,152	385,039	132,739	517,778	\$92,479	\$93,981	\$126,380	1.6%	35.0%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	1	-	-	28	-	-	-	-	28	6	34	-	-	-	0.0%	21.4%	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire	4,308	4,057	4,113	381,601	1,310	24	4,818	6,152	387,753	133,543	521,296	\$92,779	\$94,275	\$126,743	1.6%	35.0%	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Direct Funded (excludes OC 13)	4,308	4,057	4,113	381,601	1,310	24	4,818	6,152	387,753	133,543	521,296	\$92,779	\$94,275	\$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	0	0	0	0	26,558	9,090	35,648	\$91,579	\$91,579	\$122,924	0.0%	34.2%	
R1. US Direct Hire (USDH)	235	290	290	26,558	-	-	-	-	26,558	9,090	35,648	\$91,579	\$91,579	\$122,924	0.0%	34.2%	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	235	290	290	26,558	-	-	-	-	26,558	9,090	35,648	\$91,579	\$91,579	\$122,924	0.0%	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	235	290	290	26,558	-	-	-	-	26,558	9,090	35,648	\$91,579	\$91,579	\$122,924	0.0%	34.2%	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Reimbursable Funded (excludes OC 13)	235	290	290	26,558	-	-	-	-	26,558	9,090	35,648	\$91,579	\$91,579	\$122,924	0.0%	34.2%	
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)	4,543	4,347	4,403	408,159	1,310	24	4,818	6,152	414,311	142,633	556,944	\$92,700	\$94,097	\$126,492	1.5%	34.9%	
T1. US Direct Hire (USDH)	4,543	4,347	4,403	408,159	1,310	24	4,818	6,152	414,311	142,633	556,944	\$92,700	\$94,097	\$126,492	1.5%	34.9%	
T1a. Senior Executive Schedule	14	16	16	2,686	0	0	0	2,686	798	3,484	\$167,875	\$167,875	\$217,750	0.0%	29.7%	34.9%	
T1b. General Schedule	4,528	4,331	4,387	405,445	1,310	24	4,818	6,152	411,597	141,829	553,426	\$92,420	\$93,822	\$126,151	1.5%	35.0%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	1	0	0	28	0	0	0	28	6	34	-	-	-	-	0.0%	21.4%	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T3. Total Direct Hire	4,543	4,347	4,403	408,159	1,310	24	4,818	6,152	414,311	142,633	556,944	\$92,700	\$94,097	\$126,492	1.5%	34.9%	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
Subtotal - Total Funded (excludes OC 13)	4,543	4,347	4,403	408,159	1,310	24	4,818	6,152	414,311	142,633	556,944	\$92,700	\$94,097	\$126,492	1.5%	34.9%	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide														Date: February 2020			
Defense Contract Audit Agency (FY 2020) (\$ in Thousands)																	
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>Rates</u> <u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC Variables	<u>j/d</u> <u>p</u> % BC Benefits	
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	\$90,418	\$92,616	\$124,403	2.4%	35.2%	
D1. US Direct Hire (USDH)	4,057	4,208	4,149	375,146	1,259	56	7,802	9,117	384,263	131,886	516,149	\$90,418	\$92,616	\$124,403	2.4%	35.2%	
D1a. Senior Executive Schedule	16	17	17	2,988	-	-	193	193	3,181	880	4,061	\$175,765	\$187,118	\$238,882	6.5%	29.2%	
D1b. General Schedule	4,041	4,190	4,131	372,106	1,259	56	7,609	8,924	381,030	130,994	512,024	\$90,076	\$92,237	\$123,947	2.4%	35.2%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	1	1	52	-	-	-	-	52	12	64	\$52,000	\$52,000	\$64,000	0.0%	23.1%	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire	4,057	4,208	4,149	375,146	1,259	56	7,802	9,117	384,263	131,886	516,149	\$90,418	\$92,616	\$124,403	2.4%	35.2%	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Direct Funded (excludes OC 13)	4,057	4,208	4,149	375,146	1,259	56	7,802	9,117	384,263	131,886	516,149	\$90,418	\$92,616	\$124,403	2.4%	35.2%	
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)	290	281	281	25,346	168	0	0	168	25,514	8,692	34,206	\$90,199	\$90,797	\$121,730	0.7%	34.3%	
R1. US Direct Hire (USDH)	290	281	281	25,346	168	-	-	168	25,514	8,692	34,206	\$90,199	\$90,797	\$121,730	0.7%	34.3%	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	290	281	281	25,346	168	-	-	168	25,514	8,692	34,206	\$90,199	\$90,797	\$121,730	0.7%	34.3%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	290	281	281	25,346	168	-	-	168	25,514	8,692	34,206	\$90,199	\$90,797	\$121,730	0.7%	34.3%	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Reimbursable Funded (excludes OC 13)	290	281	281	25,346	168	-	-	168	25,514	8,692	34,206	\$90,199	\$90,797	\$121,730	0.7%	34.3%	
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)	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%	
T1. US Direct Hire (USDH)	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%	
T1a. Senior Executive Schedule	16	17	17	2,988	0	0	193	193	3,181	880	4,061	\$175,765	\$187,118	\$238,882	6.5%	29.5%	
T1b. General Schedule	4,331	4,471	4,412	397,452	1,427	56	7,609	9,092	406,544	139,686	546,230	\$90,084	\$92,145	\$123,806	2.3%	35.1%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	1	1	52	0	0	0	0	52	12	64	\$52,000	\$52,000	\$64,000	0.0%	23.1%	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T3. Total Direct Hire	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%	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
Subtotal - Total Funded (excludes 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%	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide													Defense Contract Audit Agency (FY 2021) (\$ in Thousands)					Date: February 2020				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>Rates</u> <u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC Variables	<u>j/d</u> <u>p</u> % BC Benefits						
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)	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%						
D1a. Senior Executive Schedule	17	17	17	3,025	-	-	203	203	3,228	1,143	4,371	\$177,941	\$189,882	\$257,118	6.7%	37.8%						
D1b. General Schedule	4,190	3,641	3,783	361,691	885	124	10,886	11,895	373,586	142,192	515,778	\$95,610	\$98,754	\$136,341	3.3%	39.3%						
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
D1d. Wage System	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
D3. Total Direct Hire	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%						
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
Subtotal - Direct Funded (excludes 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%						
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)	281	257	257	24,725	0	0	0	0	24,725	9,354	34,079	\$96,206	\$96,206	\$132,603	0.0%	37.8%						
R1. US Direct Hire (USDH)	281	257	257	24,725	-	-	-	-	24,725	9,354	34,079	\$96,206	\$96,206	\$132,603	0.0%	37.8%						
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
R1b. General Schedule	281	257	257	24,725	-	-	-	-	24,725	9,354	34,079	\$96,206	\$96,206	\$132,603	0.0%	37.8%						
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
R3. Total Direct Hire	281	257	257	24,725	-	-	-	-	24,725	9,354	34,079	\$96,206	\$96,206	\$132,603	0.0%	37.8%						
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
Subtotal - Reimbursable Funded (excludes OC 13)	281	257	257	24,725	-	-	-	-	24,725	9,354	34,079	\$96,206	\$96,206	\$132,603	0.0%	37.8%						
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
Total Personnel (includes OC 13)	4,489	3,915	4,057	389,441	885	124	11,089	12,098	401,539	152,689	554,228	\$95,992	\$98,974	\$136,610	3.1%	39.2%						
T1. US Direct Hire (USDH)	4,489	3,915	4,057	389,441	885	124	11,089	12,098	401,539	152,689	554,228	\$95,992	\$98,974	\$136,610	3.1%	39.2%						
T1a. Senior Executive Schedule	17	17	17	3,025	0	0	203	203	3,228	1,143	4,371	\$177,941	\$189,882	\$257,118	6.7%	37.8%						
T1b. General Schedule	4,471	3,898	4,040	386,416	885	124	10,886	11,895	398,311	151,546	549,857	\$95,648	\$98,592	\$136,103	3.1%	39.2%						
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-						
T1d. Wage System	1	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	4,489	3,915	4,057	389,441	885	124	11,089	12,098	401,539	152,689	554,228	\$95,992	\$98,974	\$136,610	3.1%	39.2%						
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-						
Subtotal - Total Funded (excludes OC 13)	4,489	3,915	4,057	389,441	885	124	11,089	12,098	401,539	152,689	554,228	\$95,992	\$98,974	\$136,610	3.1%	39.2%						
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide													Date: February 2020				
Defense Contract Management Agency (FY 2019) (\$ in Thousands)																	
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>i</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>Rates</u> <u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC Variables	<u>j/d</u> <u>p</u> % 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)	10,276	10,781	10,271	890,226	12,110	357	13,673	26,140	916,366	306,671	1,223,037	\$86,674	\$89,219	\$119,077	2.9%	34.4%	
D1a. Senior Executive Schedule	10	11	11	1,917	-	58	126	184	2,101	514	2,615	\$174,273	\$191,000	\$237,727	9.6%	26.4%	
D1b. General Schedule	10,265	10,769	10,259	888,253	12,110	299	13,546	25,955	914,208	306,131	1,220,339	\$86,583	\$89,113	\$118,953	2.9%	34.5%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	1	1	1	56	-	-	1	1	57	26	83	\$36,000	\$37,000	\$83,000	1.8%	46.4%	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	54	57	57	3,953	-	-	22	22	3,975	265	4,240	\$69,351	\$69,737	\$74,386	0.6%	6.7%	
D3. Total Direct Hire	10,330	10,838	10,328	894,179	12,110	357	13,695	26,162	920,341	306,936	1,227,277	\$86,578	\$89,111	\$118,830	2.9%	34.3%	
D4. Indirect Hire Foreign Nationals (IHFN)	6	2	2	155	-	-	-	-	155	-	155	\$77,500	\$77,500	\$77,500	0.0%	0.0%	
Subtotal - Direct Funded (excludes OC 13)	10,336	10,840	10,330	894,334	12,110	357	13,695	26,162	920,496	306,936	1,227,432	\$86,576	\$89,109	\$118,822	2.9%	34.3%	
D5. Other Object Class 13 Benefits										40	40						
D5a. USDH - Benefits for Former Employees										-	-						
D5b. DHFN - Benefits for Former Employees										-	-						
D5c. Voluntary Separation Incentive Pay (VSIP)										40	40						
D5d. Foreign National Separation Liability Accrual										-	-						
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)	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%	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	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%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	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%	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Reimbursable Funded (excludes 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%	
R5. Other Object Class 13 Benefits																	
R5a. USDH - Benefits for Former Employees										-	-						
R5b. DHFN - Benefits for Former Employees										-	-						
R5c. Voluntary Separation Incentive Pay (VSIP)										-	-						
R5d. Foreign National Separation Liability Accrual										-	-						
Total Personnel (includes OC 13)	11,286	11,790	11,280	1,026,639	12,186	362	15,454	28,002	1,054,641	348,609	1,403,250	\$91,014	\$93,497	\$124,402	2.7%	34.0%	
T1. US Direct Hire (USDH)	11,226	11,731	11,221	1,022,531	12,186	362	15,432	27,980	1,050,511	348,304	1,398,815	\$91,127	\$93,620	\$124,660	2.7%	34.1%	
T1a. Senior Executive Schedule	10	11	11	1,917	0	58	126	184	2,101	514	2,615	\$174,273	\$191,000	\$237,727	9.6%	26.8%	
T1b. General Schedule	11,215	11,719	11,209	1,020,558	12,186	304	15,305	27,795	1,048,353	347,764	1,396,117	\$91,048	\$93,528	\$124,553	2.7%	34.1%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	1	1	1	56	0	0	1	1	57	26	83	\$36,000	\$37,000	\$83,000	1.8%	46.4%	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	54	57	57	3,953	0	0	22	22	3,975	265	4,240	\$69,351	\$69,737	\$74,386	0.6%	6.7%	
T3. Total Direct Hire	11,280	11,788	11,278	1,026,484	12,186	362	15,454	28,002	1,054,486	348,569	1,403,055	\$91,016	\$93,499	\$124,406	2.7%	34.0%	
T4. Indirect Hire Foreign Nationals (IHFN)	6	2	2	155	0	0	0	0	155	0	155	\$77,500	\$77,500	\$77,500	0.0%	0.0%	
Subtotal - Total Funded (excludes OC 13)	11,286	11,790	11,280	1,026,639	12,186	362	15,454	28,002	1,054,641	348,569	1,403,210	\$91,014	\$93,497	\$124,398	2.7%	34.0%	
T5. Other Object Class 13 Benefits										40	40						
T5a. USDH - Benefits for Former Employees										0	0						
T5b. DHFN - Benefits for Former Employees										0	0						
T5c. Voluntary Separation Incentive Pay (VSIP)										40	40						
T5d. Foreign National Separation Liability Accrual										0	0						

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide														Date: February 2020				
Defense Contract Management Agency (FY 2020) (\$ in Thousands)																		
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits		
Direct Funded Personnel (includes OC 13)	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)	10,438	10,241	9,992	897,464	11,575	581	12,528	24,684	922,148	313,578	1,235,726	\$89,818	\$92,289	\$123,672	2.8%	34.9%		
D1a. Senior Executive Schedule	11	11	11	2,011	-	50	60	110	2,121	469	2,590	\$182,818	\$192,818	\$235,455	5.3%	23.9%		
D1b. General Schedule	10,426	10,229	9,980	895,395	11,575	531	12,467	24,573	919,968	313,083	1,233,051	\$89,719	\$92,181	\$123,552	2.7%	35.0%		
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1d. Wage System	1	1	1	58	-	-	1	1	59	26	85	\$38,000	\$39,000	\$85,000	1.7%	44.8%		
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D2. Direct Hire Program Foreign Nationals (DHFN)	57	57	56	4,063	-	-	23	23	4,086	272	4,358	\$72,554	\$72,964	\$77,821	0.6%	6.7%		
D3. Total Direct Hire	10,495	10,298	10,048	901,527	11,575	581	12,551	24,707	926,234	313,850	1,240,084	\$89,722	\$92,181	\$123,416	2.7%	34.8%		
D4. Indirect Hire Foreign Nationals (IHFN)	2	2	2	210	-	-	-	-	210	-	210	\$105,000	\$105,000	\$105,000	0.0%	0.0%		
Subtotal - Direct Funded (excludes OC 13)	10,497	10,300	10,050	901,737	11,575	581	12,551	24,707	926,444	313,850	1,240,294	\$89,725	\$92,183	\$123,412	2.7%	34.8%		
D5. Other Object Class 13 Benefits																		
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	159	-	-	-	-	-		
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	159	-	-	-	-	-		
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
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%		
R1. US Direct Hire (USDH)	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%		
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1b. General Schedule	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%		
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
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 (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Subtotal - Reimbursable Funded (excludes 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%		
R5. Other Object Class 13 Benefits																		
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Total Personnel (includes OC 13)	11,717	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)	11,658	11,461	11,212	1,037,389	11,657	587	14,511	26,755	1,064,144	358,971	1,423,115	\$92,525	\$94,911	\$126,928	2.6%	34.6%		
T1a. Senior Executive Schedule	11	11	11	2,011	0	50	60	110	2,121	469	2,590	\$182,818	\$192,818	\$235,455	5.3%	23.3%		
T1b. General Schedule	11,646	11,449	11,200	1,035,320	11,657	537	14,450	26,644	1,061,964	358,476	1,420,440	\$92,439	\$94,818	\$126,825	2.6%	34.6%		
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T1d. Wage System	1	1	1	58	0	0	1	1	59	26	85	\$38,000	\$39,000	\$85,000	1.7%	44.8%		
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T2. Direct Hire Program Foreign Nationals (DHFN)	57	57	56	4,063	0	0	23	23	4,086	272	4,358	\$72,554	\$72,964	\$77,821	0.6%	6.7%		
T3. Total Direct Hire	11,715	11,518	11,268	1,041,452	11,657	587	14,534	26,778	1,068,230	359,243	1,427,473	\$92,426	\$94,802	\$126,684	2.6%	34.5%		
T4. Indirect Hire Foreign Nationals (IHFN)	2	2	2	210	0	0	0	0	210	0	210	\$105,000	\$105,000	\$105,000	0.0%	0.0%		
Subtotal - Total Funded (excludes OC 13)	11,717	11,520	11,270	1,041,662	11,657	587	14,534	26,778	1,068,440	359,243	1,427,683	\$92,428	\$94,804	\$126,680	2.6%	34.5%		
T5. Other Object Class 13 Benefits																		
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	159	-	-	-	-	-		
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	159	-	-	-	-	-		
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide														Date: February 2020				
Defense Contract Management Agency (FY 2021) (\$ in Thousands)																		
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits		
Direct Funded Personnel (includes OC 13)	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	\$126,495	3.1%	35.4%		
D1. US Direct Hire (USDH)	10,230	9,732	9,504	868,056	4,949	585	21,817	27,351	895,407	308,593	1,204,000	\$91,336	\$94,214	\$126,684	3.2%	35.3%		
D1a. Senior Executive Schedule	11	11	11	2,007	-	60	140	200	2,207	539	2,746	\$182,455	\$200,636	\$249,636	10.0%	26.9%		
D1b. General Schedule	10,218	9,720	9,492	865,990	4,949	525	21,676	27,150	893,140	308,028	1,201,168	\$91,234	\$94,094	\$126,545	3.1%	35.6%		
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1d. Wage System	1	1	1	59	-	-	1	1	60	26	86	\$39,000	\$60,000	\$86,000	1.7%	44.1%		
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D2. Direct Hire Program Foreign Nationals (DHFN)	57	57	57	4,126	-	-	22	22	4,148	276	4,424	\$72,386	\$72,772	\$77,614	0.5%	6.7%		
D3. Total Direct Hire	10,287	9,789	9,561	872,182	4,949	585	21,839	27,373	899,555	308,869	1,208,424	\$91,223	\$94,086	\$126,391	3.1%	35.4%		
D4. Indirect Hire Foreign Nationals (IHFN)	3	3	3	214	-	-	-	-	214	-	214	\$71,333	\$71,333	\$71,333	0.0%	0.0%		
Subtotal - Direct Funded (excludes OC 13)	10,290	9,792	9,564	872,396	4,949	585	21,839	27,373	899,769	308,869	1,208,638	\$91,217	\$94,079	\$126,374	3.1%	35.4%		
D5. Other Object Class 13 Benefits																		
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	300	300	-	-	-	-	-		
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
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)	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%		
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1b. General Schedule	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%		
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R3. Total Direct Hire	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%		
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Subtotal - Reimbursable Funded (excludes 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%		
R5. Other Object Class 13 Benefits																		
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Total Personnel (includes OC 13)	11,670	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)	11,610	11,112	10,884	1,047,425	5,047	595	26,071	31,713	1,079,138	366,656	1,445,794	\$96,235	\$99,149	\$132,837	3.0%	35.0%		
T1a. Senior Executive Schedule	11	11	11	2,007	0	60	140	200	2,207	539	2,746	\$182,455	\$200,636	\$249,636	10.0%	26.9%		
T1b. General Schedule	11,598	11,100	10,872	1,045,359	5,047	535	25,930	31,512	1,076,871	366,091	1,442,962	\$96,151	\$99,050	\$132,723	3.0%	35.0%		
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T1d. Wage System	1	1	1	59	0	0	1	1	60	26	86	\$39,000	\$60,000	\$86,000	1.7%	44.1%		
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T2. Direct Hire Program Foreign Nationals (DHFN)	57	57	57	4,126	0	0	22	22	4,148	276	4,424	\$72,386	\$72,772	\$77,614	0.5%	6.7%		
T3. Total Direct Hire	11,667	11,169	10,941	1,051,551	5,047	595	26,093	31,735	1,083,286	366,932	1,450,218	\$96,111	\$99,012	\$132,549	3.0%	34.9%		
T4. Indirect Hire Foreign Nationals (IHFN)	3	3	3	214	0	0	0	0	214	0	214	\$71,333	\$71,333	\$71,333	0.0%	0.0%		
Subtotal - Total Funded (excludes OC 13)	11,670	11,172	10,944	1,051,765	5,047	595	26,093	31,735	1,083,500	366,932	1,450,432	\$96,104	\$99,004	\$132,532	3.0%	34.9%		
T5. Other Object Class 13 Benefits																		
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	300	300	-	-	-	-	-		
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide														Date: February 2020				
Defense Human Resources Activity (FY 2019) (\$ in Thousands)																		
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits		
Direct Funded Personnel (includes OC 13)	1,198	1,238	1,238	143,937	477	32	3,113	3,622	147,559	43,178	190,737	\$116,266	\$119,191	\$153,684	2.5%	30.0%		
D1. US Direct Hire (USDH)	1,198	1,238	1,238	143,937	477	32	3,113	3,622	147,559	42,702	190,261	\$116,266	\$119,191	\$153,684	2.5%	29.7%		
D1a. Senior Executive Schedule	13	13	13	2,109	-	-	134	134	2,243	607	2,850	\$162,231	\$172,538	\$219,231	6.4%	28.8%		
D1b. General Schedule	1,185	1,220	1,220	141,312	477	31	2,960	3,468	144,780	41,937	186,717	\$115,830	\$118,672	\$153,047	2.5%	29.7%		
D1c. Special Schedule	-	2	2	228	-	1	18	19	247	66	313	\$114,000	\$123,500	\$156,500	8.3%	28.9%		
D1d. Wage System	-	1	1	43	-	-	1	1	44	12	56	\$43,000	\$44,000	\$56,000	2.3%	27.9%		
D1e. Highly Qualified Experts	-	1	1	113	-	-	-	-	113	38	151	\$113,000	\$113,000	\$151,000	0.0%	33.6%		
D1f. Other	-	1	1	132	-	-	-	-	132	42	174	\$132,000	\$132,000	\$174,000	0.0%	31.8%		
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D3. Total Direct Hire	1,198	1,238	1,238	143,937	477	32	3,113	3,622	147,559	42,702	190,261	\$116,266	\$119,191	\$153,684	2.5%	29.7%		
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Subtotal - Direct Funded (excludes OC 13)	1,198	1,238	1,238	143,937	477	32	3,113	3,622	147,559	42,702	190,261	\$116,266	\$119,191	\$153,684	2.5%	29.7%		
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Reimbursable Funded Personnel (includes OC 13)	0	8	8	420	0	0	88	88	508	67	575	\$52,500	\$63,500	\$71,875	21.0%	16.0%		
R1. US Direct Hire (USDH)	-	8	8	420	-	-	88	88	508	67	575	\$52,500	\$63,500	\$71,875	21.0%	16.0%		
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1b. General Schedule	-	8	8	420	-	-	88	88	508	67	575	\$52,500	\$63,500	\$71,875	21.0%	16.0%		
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R3. Total Direct Hire	-	8	8	420	-	-	88	88	508	67	575	\$52,500	\$63,500	\$71,875	21.0%	16.0%		
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Subtotal - Reimbursable Funded (excludes OC 13)	-	8	8	420	-	-	88	88	508	67	575	\$52,500	\$63,500	\$71,875	21.0%	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 Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
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	\$153,541	2.6%	30.0%		
T1. US Direct Hire (USDH)	1,198	1,246	1,246	144,357	477	32	3,201	3,710	148,067	42,769	190,836	\$115,856	\$118,834	\$153,159	2.6%	29.6%		
T1a. Senior Executive Schedule	13	13	13	2,109	0	0	134	134	2,243	607	2,850	\$162,231	\$172,538	\$219,231	6.4%	28.8%		
T1b. General Schedule	1,185	1,228	1,228	141,732	477	31	3,048	3,556	145,288	42,004	187,292	\$115,417	\$118,313	\$152,518	2.5%	29.6%		
T1c. Special Schedule	0	2	2	228	0	1	18	19	247	66	313	\$114,000	\$123,500	\$156,500	8.3%	28.9%		
T1d. Wage System	0	1	1	43	0	0	1	1	44	12	56	\$43,000	\$44,000	\$56,000	2.3%	27.9%		
T1e. Highly Qualified Experts	0	1	1	113	0	0	0	0	113	38	151	\$113,000	\$113,000	\$151,000	0.0%	33.6%		
T1f. Other	0	1	1	132	0	0	0	0	132	42	174	\$132,000	\$132,000	\$174,000	0.0%	31.8%		
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T3. Total Direct Hire	1,198	1,246	1,246	144,357	477	32	3,201	3,710	148,067	42,769	190,836	\$115,856	\$118,834	\$153,159	2.6%	29.6%		
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
Subtotal - Total Funded (excludes OC 13)	1,198	1,246	1,246	144,357	477	32	3,201	3,710	148,067	42,769	190,836	\$115,856	\$118,834	\$153,159	2.6%	29.6%		
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide															Date: February 2020				
Defense Human Resources Activity (FY 2020) (\$ in Thousands)																			
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits			
Direct Funded Personnel (includes OC 13)	1,238	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%			
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	13	12	12	1,977	-	-	27	27	2,004	629	2,633	\$164,750	\$167,000	\$219,417	1.4%	31.8%			
D1b. General Schedule	1,220	1,230	1,230	131,146	20	2	1,775	1,797	132,943	39,237	172,180	\$106,623	\$108,084	\$139,984	1.4%	29.9%			
D1c. Special Schedule	2	1	1	137	-	-	2	2	139	42	181	\$137,000	\$139,000	\$181,000	1.5%	30.7%			
D1d. Wage System	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Reimbursable Funded Personnel (includes OC 13)	0	24	24	2,625	0	0	0	0	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	-	-	-	-	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)	-	24	24	2,625	-	-	-	-	2,625	922	3,547	\$109,375	\$109,375	\$147,792	0.0%	35.1%			
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Total 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	13	12	12	1,977	0	0	27	27	2,004	629	2,633	\$164,750	\$167,000	\$219,417	1.4%	31.8%			
T1b. General Schedule	1,220	1,254	1,254	133,771	20	2	1,775	1,797	135,568	40,159	175,727	\$106,675	\$108,108	\$140,133	1.3%	30.0%			
T1c. Special Schedule	2	1	1	137	0	0	2	2	139	42	181	\$137,000	\$139,000	\$181,000	1.5%	30.7%			
T1d. Wage System	1	0	0	0	0	0	0	0	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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
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)	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%			
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide														Date: February 2020			
Defense Human Resources Activity (FY 2021) (\$ in Thousands)																	
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>Rates</u> <u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC Variables	<u>j/d</u> <u>p</u> % BC Benefits	
Direct Funded Personnel (includes 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%	
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	103	6	3,668	3,777	154,270	45,392	199,662	\$123,254	\$126,347	\$163,523	2.5%	30.2%	
D1c. Special Schedule	1	1	1	146	-	-	4	4	150	49	199	\$146,000	\$150,000	\$199,000	2.7%	33.6%	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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%	
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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	-	-	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)	24	31	31	3,117	-	-	78	78	3,195	1,094	4,289	\$100,548	\$103,065	\$138,355	2.5%	35.1%	
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Personnel (includes 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%	
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	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. Highly Qualified Experts	1	1	1	155	0	0	4	4	159	50	209	\$155,000	\$159,000	\$209,000	2.6%	32.3%	
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	1,268	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	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide														Date: February 2020				
Defense Information Systems Agency (FY 2019) (\$ in Thousands)																		
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC	j/d p % BC		
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)	2,815	2,805	2,819	329,671	1,251	413	6,720	8,384	338,055	105,865	443,920	\$116,946	\$119,920	\$157,474	2.5%	32.1%		
D1a. Senior Executive Schedule	10	12	12	2,091	-	-	159	159	2,250	642	2,892	\$174,250	\$187,500	\$241,000	7.6%	30.7%		
D1b. General Schedule	2,787	2,775	2,789	325,456	1,244	413	6,541	8,198	333,654	104,523	438,177	\$116,693	\$119,632	\$157,109	2.5%	32.1%		
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1d. Wage System	16	16	16	1,753	7	-	20	27	1,780	573	2,353	\$109,563	\$111,250	\$147,063	1.5%	32.7%		
D1e. Highly Qualified Experts	2	2	2	371	-	-	-	-	371	127	498	\$185,500	\$185,500	\$249,000	0.0%	34.2%		
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D3. Total Direct Hire	2,815	2,805	2,819	329,671	1,251	413	6,720	8,384	338,055	105,865	443,920	\$116,946	\$119,920	\$157,474	2.5%	32.1%		
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Subtotal - Direct Funded (excludes OC 13)	2,815	2,805	2,819	329,671	1,251	413	6,720	8,384	338,055	105,865	443,920	\$116,946	\$119,920	\$157,474	2.5%	32.1%		
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	150	150	-	-	-	-	-		
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)	84	106	133	0	18	6	(24)	0	0	0	0	\$0	\$0	\$0	-	-		
R1. US Direct Hire (USDH)	79	101	128	-	18	6	(24)	-	-	-	-	\$0	\$0	\$0	-	-		
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1b. General Schedule	79	101	128	-	18	6	(24)	-	-	-	-	\$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	79	101	128	-	18	6	(24)	-	-	-	-	\$0	\$0	\$0	-	-		
R4. Indirect Hire Foreign Nationals (IHFN)	5	5	5	-	-	-	-	-	-	-	-	\$0	\$0	\$0	-	-		
Subtotal - Reimbursable Funded (excludes OC 13)	84	106	133	-	18	6	(24)	-	-	-	-	\$0	\$0	\$0	-	-		
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Total 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	\$111,677	\$114,517	\$150,430	2.5%	32.2%		
T1. US Direct Hire (USDH)	2,894	2,906	2,947	329,671	1,269	419	6,696	8,384	338,055	105,865	443,920	\$111,867	\$114,712	\$150,635	2.5%	32.1%		
T1a. Senior Executive Schedule	10	12	12	2,091	0	0	159	159	2,250	642	2,892	\$174,250	\$187,500	\$241,000	7.6%	30.7%		
T1b. General Schedule	2,866	2,876	2,917	325,456	1,262	419	6,517	8,198	333,654	104,523	438,177	\$111,572	\$114,383	\$150,215	2.5%	32.1%		
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T1d. Wage System	16	16	16	1,753	7	0	20	27	1,780	573	2,353	\$109,563	\$111,250	\$147,063	1.5%	32.7%		
T1e. Highly Qualified Experts	2	2	2	371	0	0	0	0	371	127	498	\$185,500	\$185,500	\$249,000	0.0%	34.2%		
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	2,894	2,906	2,947	329,671	1,269	419	6,696	8,384	338,055	105,865	443,920	\$111,867	\$114,712	\$150,635	2.5%	32.1%		
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)	2,899	2,911	2,952	329,671	1,269	419	6,696	8,384	338,055	105,865	443,920	\$111,677	\$114,517	\$150,379	2.5%	32.1%		
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	150	150	-	-	-	-	-		
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide													Date: February 2020			
Defense Information Systems Agency (FY 2020) (\$ in Thousands)																
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>Rates</u> <u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC Variables	<u>j/d</u> <u>p</u> % BC Benefits
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	\$113,479	\$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%	30.9%
D1b. General 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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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%	33.5%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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	\$227,143	5.0%	30.9%
T1b. General 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%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
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	0	33	33	701	200	901	\$167,000	\$175,250	\$225,250	4.9%	29.9%
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	\$115,411	\$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)	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%
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide														Date: February 2020				
Defense Information Systems Agency (FY 2021) (\$ in Thousands)																		
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits		
Direct Funded Personnel (includes OC 13)	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%	33.4%		
D1. US Direct Hire (USDH)	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%	33.4%		
D1a. Senior Executive Schedule	19	19	19	3,716	-	-	167	167	3,883	1,148	5,031	\$195,579	\$204,368	\$264,789	4.5%	30.9%		
D1b. General Schedule	2,788	2,865	2,754	313,283	922	339	6,267	7,528	320,811	104,893	425,704	\$113,756	\$116,489	\$154,577	2.4%	33.5%		
D1c. Special Schedule	-	1	1	154	-	-	8	8	162	48	210	\$154,000	\$162,000	\$210,000	5.2%	31.2%		
D1d. Wage System	16	16	16	1,770	7	-	19	26	1,796	566	2,362	\$110,625	\$112,250	\$147,625	1.5%	32.0%		
D1e. Highly Qualified Experts	4	4	4	678	-	-	31	31	709	203	912	\$169,500	\$177,250	\$228,000	4.6%	29.9%		
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D3. Total Direct Hire	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%	33.4%		
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Subtotal - 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%	33.4%		
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
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	1.3%	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%	33.5%		
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1b. General Schedule	128	128	128	15,753	46	14	147	207	15,960	5,270	21,230	\$123,070	\$124,688	\$165,859	1.3%	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	128	128	128	15,753	46	14	147	207	15,960	5,270	21,230	\$123,070	\$124,688	\$165,859	1.3%	33.5%		
R4. Indirect Hire Foreign Nationals (IHFN)	5	5	5	-	-	-	-	-	-	-	-	\$0	\$0	\$0	-	-		
Subtotal - Reimbursable Funded (excludes OC 13)	133	133	133	15,753	46	14	147	207	15,960	5,270	21,230	\$118,444	\$120,000	\$159,624	1.3%	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)	2,960	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%		
T1. US Direct Hire (USDH)	2,955	3,033	2,922	335,354	975	353	6,639	7,967	343,321	112,128	455,449	\$114,769	\$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	4.5%	30.9%		
T1b. 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%	33.5%		
T1c. Special Schedule	0	1	1	154	0	0	8	8	162	48	210	\$154,000	\$162,000	\$210,000	5.2%	31.2%		
T1d. Wage System	16	16	16	1,770	7	0	19	26	1,796	566	2,362	\$110,625	\$112,250	\$147,625	1.5%	32.0%		
T1e. Highly Qualified Experts	4	4	4	678	0	0	31	31	709	203	912	\$169,500	\$177,250	\$228,000	4.6%	29.9%		
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	2,955	3,033	2,922	335,354	975	353	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	5	0	0	0	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	0	-	-		
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	0	0	0	-	-		
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	0	0	0	-	-		

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide														Date: February 2020			
Defense Logistics Agency (FY 2019) (\$ in Thousands)																	
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>Rates</u> <u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC Variables	<u>j/d</u> <u>p</u> % 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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Direct Funded (excludes OC 13)	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%	
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	127	127	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Reimbursable Funded (excludes OC 13)	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%	
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)	207	204	182	24,166	314	119	829	1,262	25,428	7,574	33,002	132,780	139,714	181,330	5.2%	31.3%	
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	1	1	1	151	0	0	0	0	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	-	-	-	-	-	
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	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	149	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide														Date: February 2020			
Defense Logistics Agency (FY 2020) (\$ in Thousands)																	
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits	
Direct Funded Personnel (includes OC 13)	169	169	169	21,471	885	0	0	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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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	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	\$171,059	4.1%	30.5%	
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	5,862	5,862	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	5,862	5,862	-	-	-	-	-	
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	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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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%	
T1. US Direct Hire (USDH)	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%	
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1b. General Schedule	228	228	228	33,376	1,229	0	0	1,229	34,605	10,006	44,611	\$146,386	\$151,776	\$195,662	3.7%	30.0%	
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	1	1	1	151	0	0	0	0	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	-	-	-	-	-	
T3. Total Direct Hire	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%	
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide														Date: February 2020			
Defense Logistics Agency (FY 2021) (\$ in Thousands)																	
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits	
Direct Funded Personnel (includes OC 13)	169	169	169	20,601	679	0	0	679	21,280	12,142	33,422	\$121,899	\$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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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	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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	60	88	88	12,295	347	0	0	347	12,642	3,489	16,131	\$139,716	\$143,639	\$183,307	2.8%	28.4%	
R1. US Direct Hire (USDH)	60	88	88	12,295	347	-	-	347	12,642	3,489	16,131	\$139,716	\$143,639	\$183,307	2.8%	28.4%	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	60	88	88	12,295	347	-	-	347	12,642	3,489	16,131	\$139,716	\$143,639	\$183,307	2.8%	28.4%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	60	88	88	12,295	347	-	-	347	12,642	3,489	16,131	\$139,716	\$143,639	\$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	\$143,639	\$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	-	-	-	-	-	
T1e. Highly Qualified Experts	1	1	1	151	0	0	0	0	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	-	-	-	-	-	
T3. Total Direct Hire	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%	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
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)	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-	

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Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide													Date: February 2020			
Defense Legal Services Agency (FY 2019) (\$ in Thousands)																
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
Direct Funded Personnel (includes OC 13)	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	439	20	624	1,083	38,900	10,659	49,559	\$143,246	\$147,348	\$187,723	2.9%	28.2%
D1a. Senior Executive Schedule	5	5	5	698	-	-	31	31	729	200	929	\$139,600	\$145,800	\$185,800	4.4%	28.7%
D1b. General Schedule	119	134	254	36,258	439	20	533	992	37,250	10,210	47,460	\$142,748	\$146,654	\$186,850	2.7%	28.2%
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	0	2	2	0	0	0	0	0	0	0	0	\$0	\$0	\$0	-	-
R1. US Direct Hire (USDH)	-	2	2	-	-	-	-	-	-	-	-	\$0	\$0	\$0	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	2	2	-	-	-	-	-	-	-	-	\$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	-	2	2	-	-	-	-	-	-	-	-	\$0	\$0	\$0	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	-	2	2	-	-	-	-	-	-	-	-	\$0	\$0	\$0	-	-
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total 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	47,460	\$141,633	\$145,508	\$185,391	2.7%	28.2%
T1c. Special Schedule	5	5	5	861	0	0	60	60	921	249	1,170	\$172,200	\$184,200	\$234,000	7.0%	28.9%
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	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)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
Subtotal - Total Funded (excludes 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%
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide														Date: February 2020			
Defense Legal Services Agency (FY 2020) (\$ in Thousands)																	
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits	
Direct Funded Personnel (includes OC 13)	459	459	459	69,353	0	0	0	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	-	-	-	-	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)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Reimbursable Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Personnel (includes OC 13)	459	459	459	69,353	0	0	0	0	69,353	20,134	89,487	\$151,096	\$151,096	\$194,961	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	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	

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Operation and Maintenance, Defense-Wide													Date: February 2020			
Defense Legal Services Agency (FY 2021) (\$ in Thousands)																
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
Direct Funded Personnel (includes OC 13)	134	134	134	18,095	0	0	0	0	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	1	1	129	-	-	-	-	129	41	170	\$129,000	\$129,000	\$170,000	0.0%	31.8%
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	134	134	134	18,095	0	0	0	0	18,095	5,765	23,860	\$135,037	\$135,037	\$178,060	0.0%	31.9%
T1. 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%
T1a. Senior Executive Schedule	3	3	3	388	0	0	0	0	388	124	512	\$129,333	\$129,333	\$170,667	0.0%	32.0%
T1b. General Schedule	125	125	125	16,932	0	0	0	0	16,932	5,394	22,326	\$135,456	\$135,456	\$178,608	0.0%	31.9%
T1c. Special Schedule	5	5	5	646	0	0	0	0	646	206	852	\$129,200	\$129,200	\$170,400	0.0%	31.9%
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	1	1	1	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	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-

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Department of Defense Education Agency (FY 2019) (\$ in Thousands)														Rates				
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits		
Direct Funded Personnel (includes OC 13)	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	\$103,594	13.0%	61.0%		
D1. US Direct Hire (USDH)	12,213	12,246	11,718	703,732	804	759	91,343	92,906	796,638	434,048	1,230,686	\$60,056	\$67,984	\$105,025	13.2%	61.7%		
D1a. Senior Executive Schedule	6	6	6	978	-	-	87	87	1,065	346	1,411	\$163,000	\$177,500	\$235,167	8.9%	33.7%		
D1b. General Schedule	3,101	3,430	3,087	125,004	559	54	33,145	33,758	158,762	59,787	218,549	\$40,494	\$51,429	\$70,797	27.0%	47.8%		
D1c. Special Schedule	3,198	2,857	2,830	220,192	6	24	12,221	12,251	232,443	76,405	308,848	\$77,806	\$82,135	\$109,134	5.6%	34.7%		
D1d. Wage System	303	305	300	9,084	239	-	2,454	2,693	11,777	4,376	16,153	\$30,280	\$39,257	\$53,843	29.6%	48.2%		
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1f. Other	5,605	5,648	5,495	348,474	-	681	43,436	44,117	392,591	293,134	685,725	\$63,417	\$71,445	\$124,791	12.7%	84.1%		
D2. Direct Hire Program Foreign Nationals (DHFN)	77	73	73	1,989	-	-	-	-	1,989	609	2,598	\$27,247	\$27,247	\$35,589	0.0%	30.6%		
D3. Total Direct Hire	12,290	12,319	11,791	705,721	804	759	91,343	92,906	798,627	434,657	1,233,284	\$59,853	\$67,732	\$104,595	13.2%	61.6%		
D4. Indirect Hire Foreign Nationals (IHFN)	171	175	175	6,318	-	-	-	-	6,318	-	6,318	\$36,103	\$36,103	\$36,103	0.0%	0.0%		
Subtotal - Direct Funded (excludes 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	\$103,594	13.0%	61.0%		
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	-	-	-	-	-		
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)	12,461	12,494	11,966	712,039	804	759	91,343	92,906	804,945	434,657	1,239,602	\$59,505	\$67,269	\$103,594	13.0%	61.0%		
T1. US Direct Hire (USDH)	12,213	12,246	11,718	703,732	804	759	91,343	92,906	796,638	434,048	1,230,686	\$60,056	\$67,984	\$105,025	13.2%	61.7%		
T1a. Senior Executive Schedule	6	6	6	978	0	0	87	87	1,065	346	1,411	\$163,000	\$177,500	\$235,167	8.9%	35.4%		
T1b. General Schedule	3,101	3,430	3,087	125,004	559	54	33,145	33,758	158,762	59,787	218,549	\$40,494	\$51,429	\$70,797	27.0%	47.8%		
T1c. Special Schedule	3,198	2,857	2,830	220,192	6	24	12,221	12,251	232,443	76,405	308,848	\$77,806	\$82,135	\$109,134	5.6%	34.7%		
T1d. Wage System	303	305	300	9,084	239	0	2,454	2,693	11,777	4,376	16,153	\$30,280	\$39,257	\$53,843	29.6%	48.2%		
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T1f. Other	5,605	5,648	5,495	348,474	0	681	43,436	44,117	392,591	293,134	685,725	\$63,417	\$71,445	\$124,791	12.7%	84.1%		
T2. Direct Hire Program Foreign Nationals (DHFN)	77	73	73	1,989	0	0	0	0	1,989	609	2,598	\$27,247	\$27,247	\$35,589	0.0%	30.6%		
T3. Total Direct Hire	12,290	12,319	11,791	705,721	804	759	91,343	92,906	798,627	434,657	1,233,284	\$59,853	\$67,732	\$104,595	13.2%	61.6%		
T4. Indirect Hire Foreign Nationals (IHFN)	171	175	175	6,318	0	0	0	0	6,318	0	6,318	\$36,103	\$36,103	\$36,103	0.0%	0.0%		
Subtotal - Total Funded (excludes 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	\$103,594	13.0%	61.0%		
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0		
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0		
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0		
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0		

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

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Department of Defense Education Agency (FY 2020) (\$ in Thousands)													Date: February 2020				
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits	
Direct Funded Personnel (includes OC 13)	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%	
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%	33.2%	
D1b. 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%	
D1c. Special Schedule	2,857	2,933	2,896	233,240	6	25	13,001	13,031	246,271	81,060	327,331	\$80,539	\$85,038	\$113,029	5.6%	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)	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%	
D5. Other Object Class 13 Benefits																	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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	6	6	6	1,011	0	0	89	89	1,100	355	1,455	\$168,500	\$183,333	\$242,500	8.8%	33.1%	
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	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	5,648	5,519	5,378	352,030	0	690	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	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%	
T4. Indirect Hire Foreign Nationals (IHFN)	175	181	181	6,123	0	0	0	0	6,123	0	6,123	\$33,829	\$33,829	\$33,829	0.0%	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	\$69,390	\$106,564	13.2%	60.6%	
T5. Other Object Class 13 Benefits																	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	

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Department of Defense Education Agency (FY 2021) (\$ in Thousands)													Date: February 2020				
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits	
Direct Funded Personnel (includes OC 13)	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%	
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%	35.3%	
D1b. 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%	
D1c. 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%	
D1d. Wage System	305	311	305	10,174	224	-	2,363	2,587	12,761	5,038	17,799	\$33,357	\$41,839	\$58,357	25.4%	49.5%	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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)	181	180	180	6,214	-	-	-	-	6,214	-	6,214	\$34,522	\$34,522	\$34,522	0.0%	0.0%	
Subtotal - Direct Funded (excludes 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%	
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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)	12,502	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	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%	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. 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)	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%	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	

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Defense Personnel Accounting Agency (FY 2019) (\$ in Thousands)													Rates					Date: February 2020	
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits			
Direct Funded Personnel (includes OC 13)	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%			
D1. 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%			
D1a. Senior Executive Schedule	2	2	2	355	-	-	-	-	355	120	475	\$177,500	\$177,500	\$237,500	0.0%	33.8%			
D1b. General Schedule	287	305	298	31,067	-	-	919	919	31,986	12,344	44,330	\$104,252	\$107,336	\$148,758	3.0%	39.7%			
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
D3. 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%			
D4. Indirect Hire Foreign Nationals (IHFN)	22	22	22	805	-	-	-	-	805	-	805	\$36,591	\$36,591	\$36,591	0.0%	0.0%			
Subtotal - Direct Funded (excludes OC 13)	312	330	323	32,404	-	-	919	919	33,323	12,524	45,847	\$100,322	\$103,167	\$141,941	2.8%	38.6%			
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-			
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Subtotal - Reimbursable Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Total Personnel (includes OC 13)	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	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	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)	312	330	323	32,404	-	-	919	919	33,323	12,524	45,847	\$100,322	\$103,167	\$141,941	2.8%	38.6%			
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-			
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-			
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-			
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-			

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Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide													Date: February 2020				
Defense Personnel Accounting Agency (FY 2020) (\$ in Thousands)																	
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC	j/d p % BC	
Direct Funded Personnel (includes OC 13)	314	310	332	34,500	0	0	0	0	34,500	11,250	45,750	\$103,916	\$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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. 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%	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	22	750	-	-	-	-	750	-	750	\$34,091	\$34,091	\$34,091	0.0%	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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	22	22	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R4. Indirect Hire Foreign Nationals (IHFN)	22	22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Reimbursable Funded (excludes OC 13)	22	22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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)	336	332	332	34,500	0	0	0	0	34,500	11,250	45,750	\$103,916	\$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	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	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	314	310	310	33,750	-	-	-	-	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	750	\$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	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	

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Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide														Date: February 2020			
Defense Personnel Accounting Agency (FY 2021) (\$ in Thousands)																	
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC	j/d p % BC	
Direct Funded Personnel (includes OC 13)	308	308	330	35,583	0	0	0	0	35,583	11,594	47,177	\$107,827	\$107,827	\$142,961	0.0%	32.6%	
D1. US Direct Hire (USDH)	308	308	308	34,783	-	-	-	-	34,783	11,594	46,377	\$112,932	\$112,932	\$150,575	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	305	305	305	34,251	-	-	-	-	34,251	11,414	45,665	\$112,298	\$112,298	\$149,721	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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire	308	308	308	34,783	-	-	-	-	34,783	11,594	46,377	\$112,932	\$112,932	\$150,575	0.0%	33.3%	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	22	800	-	-	-	-	800	-	800	\$36,364	\$36,364	\$36,364	0.0%	0.0%	
Subtotal - Direct Funded (excludes OC 13)	308	308	330	35,583	-	-	-	-	35,583	11,594	47,177	\$107,827	\$107,827	\$142,961	0.0%	32.6%	
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Reimbursable Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Personnel (includes OC 13)	308	308	330	35,583	0	0	0	0	35,583	11,594	47,177	\$107,827	\$107,827	\$142,961	0.0%	32.6%	
T1. US Direct Hire (USDH)	308	308	308	34,783	-	-	-	-	34,783	11,594	46,377	\$112,932	\$112,932	\$150,575	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	305	305	305	34,251	0	0	0	0	34,251	11,414	45,665	\$112,298	\$112,298	\$149,721	0.0%	33.3%	
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	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	308	308	308	34,783	-	-	-	-	34,783	11,594	46,377	\$112,932	\$112,932	\$150,575	0.0%	33.3%	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	22	800	0	0	0	0	800	0	800	\$36,364	\$36,364	\$36,364	0.0%	0.0%	
Subtotal - Total Funded (excludes OC 13)	308	308	330	35,583	-	-	-	-	35,583	11,594	47,177	\$107,827	\$107,827	\$142,961	0.0%	32.6%	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide																	Defense Counterintelligence & Security Agency (FY 2019) (\$ in Thousands)																	Date: February 2020				
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits																						
Direct Funded Personnel (includes OC 13)	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	8	6	5	565	-	-	900	900	1,465	175	1,640	\$113,000	\$293,000	\$328,000	159.3%	31.0%																						
D1b. General Schedule	838	900	871	100,251	277	5	802	1,084	101,335	31,984	133,319	\$115,099	\$116,343	\$153,064	1.1%	31.9%																						
D1c. Special Schedule	10	8	8	1,353	-	-	100	100	1,453	443	1,896	\$169,125	\$181,625	\$237,000	7.4%	32.7%																						
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-																						
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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-																						
Subtotal - Direct Funded (excludes 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%																						
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-																						
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-																						
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-																						
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-																						
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-																						
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-																						
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-																						
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-																						
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-																						
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-																						
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-																						
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-																						
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-																						
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-																						
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-																						
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-																						
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	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%																						
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	8	6	5	565	0	0	900	900	1,465	175	1,640	\$113,000	\$293,000	\$328,000	159.3%	31.0%																						
T1b. General Schedule	838	900	871	100,251	277	5	802	1,084	101,335	31,984	133,319	\$115,099	\$116,343	\$153,064	1.1%	31.9%																						
T1c. Special Schedule	10	8	8	1,353	0	0	100	100	1,453	443	1,896	\$169,125	\$181,625	\$237,000	7.4%	32.7%																						
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-																						
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-																						
T1f. Other	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)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-																						
Subtotal - Total Funded (excludes 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%																						
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-																						
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0																						
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0																						
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0																						
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0																						

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Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide														Date: February 2020				
Defense Counterintelligence & Security Agency (FY 2020) (\$ in Thousands)																		
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits		
Direct Funded Personnel (includes OC 13)	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%		
D1. US Direct Hire (USDH)	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%		
D1a. Senior Executive Schedule	6	5	5	576	-	-	245	245	821	179	1,000	\$115,200	\$164,200	\$200,000	42.5%	31.1%		
D1b. 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	1.7%	28.8%		
D1c. Special Schedule	8	8	8	1,382	-	-	100	100	1,482	429	1,911	\$172,750	\$185,250	\$238,875	7.2%	31.0%		
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1f. Other	-	-	-	-	-	-	-	-	-	674	674	-	-	-	-	-		
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D3. Total Direct Hire	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%		
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Subtotal - Direct 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	\$111,777	\$143,810	1.9%	29.2%		
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
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)	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%		
T1. US Direct Hire (USDH)	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%		
T1a. Senior Executive Schedule	6	5	5	576	0	0	245	245	821	179	1,000	\$115,200	\$164,200	\$200,000	42.5%	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	1.7%	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	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T1f. Other	0	0	0	0	0	0	0	0	0	674	674	-	-	-	-	-		
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	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)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
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	\$111,777	\$143,810	1.9%	29.2%		
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

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	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits		
Direct Funded Personnel (includes OC 13)	1,806	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%		
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	5	12	10	1,540	-	-	368	368	1,908	477	2,385	\$154,000	\$190,800	\$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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D3. 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%		
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
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	-	-	-	-	-		
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)	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	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T3. Total Direct Hire	1,806	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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide														Date: February 2020				
Defense Security Cooperative Agency (FY 2019) (\$ in Thousands)																		
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>i</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>Rates</u> <u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC Variables	<u>j/d</u> <u>p</u> % BC Benefits		
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	287	291	258	27,631	84	50	413	547	28,178	10,470	38,648	\$107,097	\$109,217	\$149,798	2.0%	37.9%		
D1c. Special Schedule	89	158	140	14,986	45	27	225	297	15,283	5,643	20,926	\$107,043	\$109,164	\$149,471	2.0%	37.7%		
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D2. Direct Hire Program Foreign Nationals (DHFN)	15	15	15	1,830	-	-	-	-	1,830	-	1,830	\$122,000	\$122,000	\$122,000	0.0%	0.0%		
D3. Total Direct Hire	391	464	413	44,447	129	77	638	844	45,291	16,113	61,404	\$107,620	\$109,663	\$148,678	1.9%	36.3%		
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Subtotal - Direct Funded (excludes OC 13)	391	464	413	44,447	129	77	638	844	45,291	16,113	61,404	\$107,620	\$109,663	\$148,678	1.9%	36.3%		
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)	26	23	14	1,475	20	6	9	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	-	11	7	705	10	3	4	17	722	203	925	\$100,714	\$103,143	\$132,143	2.4%	28.8%		
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
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)	26	23	14	1,475	20	6	9	35	1,510	423	1,933	\$105,357	\$107,857	\$138,071	2.4%	28.7%		
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)	417	487	427	45,922	149	83	647	879	46,801	16,572	63,373	\$107,546	\$109,604	\$148,415	1.9%	36.1%		
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	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T1b. General Schedule	313	303	265	28,401	94	53	418	565	28,966	10,690	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	\$108,878	\$148,646	2.0%	37.3%		
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	\$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)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
Subtotal - Total Funded (excludes OC 13)	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%		
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

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Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide														Defense Security Cooperative Agency (FY 2020) (\$ in Thousands)										Date: February 2020			
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>Rates</u> <u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC Variables	<u>j/d</u> <u>p</u> % BC Benefits											
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	\$157,254	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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
D1b. 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%											
D1c. Special Schedule	120	145	140	19,740	14	14	72	100	19,840	6,536	26,376	\$141,000	\$141,714	\$188,400	0.5%	33.1%											
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
D2. Direct Hire Program Foreign Nationals (DHFN)	15	15	15	1,887	-	-	-	-	1,887	-	1,887	\$125,800	\$125,800	\$125,800	0.0%	0.0%											
D3. Total Direct Hire	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%											
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
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)	23	25	25	2,722	35	11	0	46	2,768	310	3,078	\$108,880	\$110,720	\$123,120	1.7%	11.4%											
R1. US Direct Hire (USDH)	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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
R3. Total Direct Hire	23	25	25	2,722	35	11	-	46	2,768	310	3,078	\$108,880	\$110,720	\$123,120	1.7%	11.4%											
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
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	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-											
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	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	1,887	0	0	0	0	1,887	0	1,887	\$125,800	\$125,800	\$125,800	0.0%	0.0%											
T3. Total Direct Hire	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%											
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-											
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	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0											
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0											
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0											
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0											

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	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>Rates</u> <u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC Variables	<u>j/d</u> <u>p</u> % BC Benefits	
Direct Funded Personnel (includes 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%	
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	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%	
D1c. Special Schedule	145	142	140	20,416	15	15	73	103	20,519	6,760	27,279	\$145,829	\$146,564	\$194,850	0.3%	33.1%	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	15	1,868	-	-	-	-	1,868	-	1,868	\$124,533	\$124,533	\$124,533	0.0%	0.0%	
D3. Total Direct Hire	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%	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes 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%	
R1. US Direct Hire (USDH)	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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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)	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%	
T1. US Direct Hire (USDH)	453	454	447	51,376	166	89	1,161	1,416	52,792	19,115	71,907	\$114,935	\$118,103	\$160,866	2.8%	37.2%	
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
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	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	15	1,868	0	0	0	0	1,868	0	1,868	\$124,533	\$124,533	\$124,533	0.0%	0.0%	
T3. Total Direct Hire	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%	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	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	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide													Date: February 2020				
Defense Threat Reduction Agency (FY 2019) (\$ in Thousands)																	
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits	
Direct Funded Personnel (includes OC 13)	1,291	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)	1,291	1,284	1,206	149,290	1,441	414	3,332	5,187	154,477	46,685	201,162	\$123,789	\$128,090	\$166,801	3.5%	31.3%	
D1a. Senior Executive Schedule	16	15	14	2,461	-	-	153	153	2,614	641	3,255	\$175,786	\$186,714	\$232,500	6.2%	26.0%	
D1b. General Schedule	1,275	1,269	1,192	146,829	1,441	414	3,179	5,034	151,863	46,044	197,907	\$123,179	\$127,402	\$166,029	3.4%	31.4%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire	1,291	1,284	1,206	149,290	1,441	414	3,332	5,187	154,477	46,685	201,162	\$123,789	\$128,090	\$166,801	3.5%	31.3%	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Direct Funded (excludes OC 13)	1,291	1,284	1,206	149,290	1,441	414	3,332	5,187	154,477	46,685	201,162	\$123,789	\$128,090	\$166,801	3.5%	31.3%	
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	460	460	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	460	460	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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)	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%	
R1a. Senior Executive Schedule	1	1	1	185	-	-	14	14	199	56	255	\$185,000	\$199,000	\$255,000	7.6%	30.3%	
R1b. General Schedule	103	102	101	13,537	58	16	233	307	13,844	4,147	17,991	\$134,030	\$137,069	\$178,129	2.3%	30.6%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	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%	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Reimbursable Funded (excludes 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%	
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)	1,395	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%	31.5%	
T1. US Direct Hire (USDH)	1,395	1,387	1,308	163,012	1,499	430	3,579	5,508	168,520	50,888	219,408	\$124,627	\$128,838	\$167,743	3.4%	31.2%	
T1a. Senior Executive Schedule	17	16	15	2,646	0	0	167	167	2,813	697	3,510	\$176,400	\$187,533	\$234,000	6.3%	26.3%	
T1b. General Schedule	1,378	1,371	1,293	160,366	1,499	430	3,412	5,341	165,707	50,191	215,898	\$124,026	\$128,157	\$166,974	3.3%	31.3%	
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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T3. Total Direct Hire	1,395	1,387	1,308	163,012	1,499	430	3,579	5,508	168,520	50,888	219,408	\$124,627	\$128,838	\$167,743	3.4%	31.2%	
T4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Total Funded (excludes OC 13)	1,395	1,387	1,308	163,012	1,499	430	3,579	5,508	168,520	50,888	219,408	\$124,627	\$128,838	\$167,743	3.4%	31.2%	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	460	460	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	460	460	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-	

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide														Date: February 2020				
Defense Threat Reduction Agency (FY 2020) (\$ in Thousands)																		
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits		
Direct Funded Personnel (includes OC 13)	1,285	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%		
D1. US Direct Hire (USDH)	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%		
D1a. Senior Executive Schedule	15	16	16	3,219	-	-	241	241	3,460	912	4,372	\$201,188	\$216,250	\$273,250	7.5%	28.3%		
D1b. General Schedule	1,270	1,230	1,169	146,044	962	423	3,053	4,438	150,482	48,499	198,981	\$124,931	\$128,727	\$170,215	3.0%	33.2%		
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D3. Total Direct Hire	1,285	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%		
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Subtotal - Direct Funded (excludes 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%	33.1%		
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)	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%		
R1. US Direct Hire (USDH)	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%		
R1a. Senior Executive Schedule	1	1	1	190	-	-	14	14	204	62	266	\$190,000	\$204,000	\$266,000	7.4%	32.6%		
R1b. General Schedule	102	137	130	17,977	24	19	287	330	18,307	5,921	24,228	\$138,285	\$140,823	\$186,369	1.8%	32.9%		
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
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%		
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Subtotal - Reimbursable Funded (excludes 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%		
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)	1,388	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%		
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%		
T1a. Senior Executive Schedule	16	17	17	3,409	0	0	255	255	3,664	974	4,638	\$200,529	\$215,529	\$272,824	7.5%	28.6%		
T1b. General Schedule	1,372	1,367	1,299	164,021	986	442	3,340	4,768	168,789	54,420	223,209	\$126,267	\$129,938	\$171,831	2.9%	33.2%		
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T3. Total Direct Hire	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%		
T4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Subtotal - 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%		
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide														Date: February 2020				
Defense Threat Reduction Agency (FY 2021) (\$ in Thousands)																		
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits		
Direct Funded Personnel (includes OC 13)	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)	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%		
D1a. Senior Executive Schedule	16	16	16	3,256	-	-	244	244	3,500	923	4,423	\$203,500	\$218,750	\$276,438	7.5%	28.3%		
D1b. General Schedule	1,230	1,247	1,173	148,187	977	429	4,580	5,986	154,173	50,970	205,143	\$126,332	\$131,435	\$174,887	4.0%	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	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%		
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Subtotal - Direct Funded (excludes 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%		
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)	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%		
R1a. Senior Executive Schedule	1	1	1	193	-	-	14	14	207	63	270	\$193,000	\$207,000	\$270,000	7.3%	32.6%		
R1b. General Schedule	137	137	130	18,184	24	19	472	515	18,699	5,989	24,688	\$139,877	\$143,838	\$189,908	2.8%	32.9%		
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R3. Total Direct Hire	138	138	131	18,377	24	19	486	529	18,906	6,052	24,958	\$140,282	\$144,321	\$190,519	2.9%	32.9%		
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Subtotal - Reimbursable Funded (excludes 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%		
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)	1,384	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)	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%		
T1a. Senior Executive Schedule	17	17	17	3,449	0	0	258	258	3,707	986	4,693	\$202,882	\$218,059	\$276,059	7.5%	28.6%		
T1b. General Schedule	1,367	1,384	1,303	166,371	1,001	448	5,052	6,501	172,872	56,959	229,831	\$127,683	\$132,672	\$176,386	3.9%	34.2%		
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T3. Total Direct Hire	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%		
T4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Subtotal - Total Funded (excludes 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%		
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-		
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-		
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-		
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-		

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Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide														Date: February 2020			
Defense Technology Security Administration (FY 2019) (\$ in Thousands)																	
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>Rates</u> <u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC Variables	<u>j/d</u> <u>p</u> % BC Benefits	
Direct Funded Personnel (includes OC 13)	129	129	124	18,719	30	0	295	325	19,044	5,524	24,568	\$150,960	\$153,581	\$198,129	1.7%	29.5%	
D1. US Direct Hire (USDH)	129	129	124	18,719	30	-	295	325	19,044	5,524	24,568	\$150,960	\$153,581	\$198,129	1.7%	29.5%	
D1a. Senior Executive Schedule	2	2	2	430	-	-	35	35	465	105	570	\$215,000	\$232,500	\$285,000	8.1%	24.4%	
D1b. General Schedule	127	127	122	18,289	30	-	260	290	18,579	5,419	23,998	\$149,910	\$152,287	\$196,705	1.6%	29.6%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire	129	129	124	18,719	30	-	295	325	19,044	5,524	24,568	\$150,960	\$153,581	\$198,129	1.7%	29.5%	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Direct Funded (excludes OC 13)	129	129	124	18,719	30	-	295	325	19,044	5,524	24,568	\$150,960	\$153,581	\$198,129	1.7%	29.5%	
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)	3	3	1	77	20	0	(15)	5	82	14	96	\$77,000	\$82,000	\$96,000	6.5%	18.2%	
R1. US Direct Hire (USDH)	3	3	1	77	20	-	(15)	5	82	14	96	\$77,000	\$82,000	\$96,000	6.5%	18.2%	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	3	3	1	77	20	-	(15)	5	82	14	96	\$77,000	\$82,000	\$96,000	6.5%	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	3	3	1	77	20	-	(15)	5	82	14	96	\$77,000	\$82,000	\$96,000	6.5%	18.2%	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Reimbursable Funded (excludes OC 13)	3	3	1	77	20	-	(15)	5	82	14	96	\$77,000	\$82,000	\$96,000	6.5%	18.2%	
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)	132	132	125	18,796	50	0	280	330	19,126	5,538	24,664	\$150,368	\$153,008	\$197,312	1.8%	29.5%	
T1. US Direct Hire (USDH)	132	132	125	18,796	50	-	280	330	19,126	5,538	24,664	\$150,368	\$153,008	\$197,312	1.8%	29.5%	
T1a. Senior Executive Schedule	2	2	2	430	0	0	35	35	465	105	570	\$215,000	\$232,500	\$285,000	8.1%	24.4%	
T1b. General Schedule	130	130	123	18,366	50	0	245	295	18,661	5,433	24,094	\$149,317	\$151,715	\$195,886	1.6%	29.6%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T3. Total Direct Hire	132	132	125	18,796	50	-	280	330	19,126	5,538	24,664	\$150,368	\$153,008	\$197,312	1.8%	29.5%	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
Subtotal - Total Funded (excludes OC 13)	132	132	125	18,796	50	-	280	330	19,126	5,538	24,664	\$150,368	\$153,008	\$197,312	1.8%	29.5%	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	

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Operation and Maintenance, Defense-Wide														Date: February 2020			
Defense Technology Security Administration (FY 2020) (\$ in Thousands)																	
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits	
Direct Funded Personnel (includes OC 13)	129	124	124	19,520	30	0	487	517	20,037	5,221	25,258	\$157,419	\$161,589	\$203,694	2.6%	26.7%	
D1. US Direct Hire (USDH)	129	124	124	19,520	30	-	487	517	20,037	5,221	25,258	\$157,419	\$161,589	\$203,694	2.6%	26.7%	
D1a. Senior Executive Schedule	2	2	2	439	-	-	35	35	474	105	579	\$219,500	\$237,000	\$289,500	8.0%	23.9%	
D1b. General Schedule	127	122	122	19,081	30	-	452	482	19,563	5,116	24,679	\$156,402	\$160,352	\$202,287	2.5%	26.8%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire	129	124	124	19,520	30	-	487	517	20,037	5,221	25,258	\$157,419	\$161,589	\$203,694	2.6%	26.7%	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Direct Funded (excludes OC 13)	129	124	124	19,520	30	-	487	517	20,037	5,221	25,258	\$157,419	\$161,589	\$203,694	2.6%	26.7%	
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	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)	3	3	3	529	20	-	38	58	587	181	768	\$176,333	\$195,667	\$256,000	11.0%	34.2%	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	3	3	3	529	20	-	38	58	587	181	768	\$176,333	\$195,667	\$256,000	11.0%	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	3	3	3	529	20	-	38	58	587	181	768	\$176,333	\$195,667	\$256,000	11.0%	34.2%	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Reimbursable Funded (excludes OC 13)	3	3	3	529	20	-	38	58	587	181	768	\$176,333	\$195,667	\$256,000	11.0%	34.2%	
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)	132	127	127	20,049	50	0	525	575	20,624	5,402	26,026	\$157,866	\$162,394	\$204,929	2.9%	26.9%	
T1. US Direct Hire (USDH)	132	127	127	20,049	50	-	525	575	20,624	5,402	26,026	\$157,866	\$162,394	\$204,929	2.9%	26.9%	
T1a. Senior Executive Schedule	2	2	2	439	0	0	35	35	474	105	579	\$219,500	\$237,000	\$289,500	8.0%	23.9%	
T1b. General Schedule	130	125	125	19,610	50	0	490	540	20,150	5,297	25,447	\$156,880	\$161,200	\$203,576	2.8%	27.0%	
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	132	127	127	20,049	50	-	525	575	20,624	5,402	26,026	\$157,866	\$162,394	\$204,929	2.9%	26.9%	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
Subtotal - Total Funded (excludes OC 13)	132	127	127	20,049	50	-	525	575	20,624	5,402	26,026	\$157,866	\$162,394	\$204,929	2.9%	26.9%	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0	

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide														Defense Technology Security Administration (FY 2021) (\$ in Thousands)										Date: February 2020				
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits												
Direct Funded Personnel (includes OC 13)	123	136	136	21,816	30	0	548	578	22,394	6,000	28,394	\$160,412	\$164,662	\$208,779	2.6%	27.5%												
D1. US Direct Hire (USDH)	123	136	136	21,816	30	-	548	578	22,394	6,000	28,394	\$160,412	\$164,662	\$208,779	2.6%	27.5%												
D1a. Senior Executive Schedule	2	2	2	448	-	-	36	36	484	107	591	\$224,000	\$242,000	\$295,500	8.0%	23.9%												
D1b. General Schedule	121	134	134	21,368	30	-	512	542	21,910	5,893	27,803	\$159,463	\$163,507	\$207,485	2.5%	27.6%												
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
D3. Total Direct Hire	123	136	136	21,816	30	-	548	578	22,394	6,000	28,394	\$160,412	\$164,662	\$208,779	2.6%	27.5%												
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
Subtotal - Direct Funded (excludes OC 13)	123	136	136	21,816	30	-	548	578	22,394	6,000	28,394	\$160,412	\$164,662	\$208,779	2.6%	27.5%												
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)	3	3	3	550	15	0	35	50	600	150	750	\$183,333	\$200,000	\$250,000	9.1%	27.3%												
R1. US Direct Hire (USDH)	3	3	3	550	15	-	35	50	600	150	750	\$183,333	\$200,000	\$250,000	9.1%	27.3%												
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
R1b. General Schedule	3	3	3	550	15	-	35	50	600	150	750	\$183,333	\$200,000	\$250,000	9.1%	27.3%												
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
R3. Total Direct Hire	3	3	3	550	15	-	35	50	600	150	750	\$183,333	\$200,000	\$250,000	9.1%	27.3%												
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
Subtotal - Reimbursable Funded (excludes OC 13)	3	3	3	550	15	-	35	50	600	150	750	\$183,333	\$200,000	\$250,000	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	0	583	628	22,994	6,150	29,144	\$160,906	\$165,424	\$209,669	2.8%	27.5%												
T1. US Direct Hire (USDH)	126	139	139	22,366	45	-	583	628	22,994	6,150	29,144	\$160,906	\$165,424	\$209,669	2.8%	27.5%												
T1a. Senior Executive Schedule	2	2	2	448	0	0	36	36	484	107	591	\$224,000	\$242,000	\$295,500	8.0%	23.9%												
T1b. General Schedule	124	137	137	21,918	45	0	547	592	22,510	6,043	28,553	\$159,985	\$164,307	\$208,416	2.7%	27.6%												
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-												
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-												
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-												
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-												
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-												
T3. Total Direct Hire	126	139	139	22,366	45	-	583	628	22,994	6,150	29,144	\$160,906	\$165,424	\$209,669	2.8%	27.5%												
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-												
Subtotal - Total Funded (excludes OC 13)	126	139	139	22,366	45	-	583	628	22,994	6,150	29,144	\$160,906	\$165,424	\$209,669	2.8%	27.5%												
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-												
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-												
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-												
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-												

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide

Office of Economic Adjustment
(FY 2019)
(\$ in Thousands)

Date: February 2020

	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>Rates</u> <u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC Variables	<u>j/d</u> <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>31</u>	<u>3,954</u>	<u>63</u>	<u>0</u>	<u>0</u>	<u>63</u>	<u>4,017</u>	<u>1,357</u>	<u>5,374</u>	<u>\$127,548</u>	<u>\$129,581</u>	<u>\$173,355</u>	<u>1.6%</u>	<u>34.3%</u>
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	-	31	3,954	63	-	-	63	4,017	1,357	5,374	\$127,548	\$129,581	\$173,355	1.6%	34.3%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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>31</u>	<u>3,954</u>	<u>63</u>	<u>0</u>	<u>0</u>	<u>63</u>	<u>4,017</u>	<u>1,357</u>	<u>5,374</u>	<u>\$127,548</u>	<u>\$129,581</u>	<u>\$173,355</u>	<u>1.6%</u>	<u>34.3%</u>
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	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	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%
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	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide														Date: February 2020			
Office of Economic Adjustment (FY 2020) (\$ in Thousands)																	
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits	
Direct Funded Personnel (includes OC 13)	39	39	39	4,577	232	0	0	232	4,809	1,421	6,230	\$117,359	\$123,308	\$159,744	5.1%	31.0%	
D1. US Direct Hire (USDH)	39	39	39	4,577	232	-	-	232	4,809	1,421	6,230	\$117,359	\$123,308	\$159,744	5.1%	31.0%	
D1a. Senior Executive Schedule	1	1	1	174	-	-	-	174	174	158	332	\$174,000	\$174,000	\$332,000	0.0%	90.8%	
D1b. General Schedule	38	38	38	4,403	232	-	-	232	4,635	1,263	5,898	\$115,868	\$121,974	\$155,211	5.3%	28.7%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire	39	39	39	4,577	232	-	-	232	4,809	1,421	6,230	\$117,359	\$123,308	\$159,744	5.1%	31.0%	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Direct Funded (excludes OC 13)	39	39	39	4,577	232	-	-	232	4,809	1,421	6,230	\$117,359	\$123,308	\$159,744	5.1%	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	-	-	-	-	-	
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)	39	39	39	4,577	232	0	0	232	4,809	1,421	6,230	\$117,359	\$123,308	\$159,744	5.1%	31.0%	
T1. US Direct Hire (USDH)	39	39	39	4,577	232	-	-	232	4,809	1,421	6,230	\$117,359	\$123,308	\$159,744	5.1%	31.0%	
T1a. Senior Executive Schedule	1	1	1	174	0	0	0	0	174	158	332	\$174,000	\$174,000	\$332,000	0.0%	90.8%	
T1b. General Schedule	38	38	38	4,403	232	0	0	232	4,635	1,263	5,898	\$115,868	\$121,974	\$155,211	5.3%	28.7%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T3. Total Direct Hire	39	39	39	4,577	232	-	-	232	4,809	1,421	6,230	\$117,359	\$123,308	\$159,744	5.1%	31.0%	
T4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Total Funded (excludes OC 13)	39	39	39	4,577	232	-	-	232	4,809	1,421	6,230	\$117,359	\$123,308	\$159,744	5.1%	31.0%	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide														Office of Economic Adjustment (FY 2021) (\$ in Thousands)										Date: February 2020				
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits												
Direct Funded Personnel (includes OC 13)	39	39	39	4,577	232	0	0	232	4,809	1,386	6,195	\$117,359	\$123,308	\$158,846	5.1%	30.3%												
D1. US Direct Hire (USDH)	39	39	39	4,577	232	-	-	232	4,809	1,386	6,195	\$117,359	\$123,308	\$158,846	5.1%	30.3%												
D1a. Senior Executive Schedule	1	1	1	174	-	-	-	-	174	123	297	\$174,000	\$174,000	\$297,000	0.0%	70.7%												
D1b. General Schedule	38	38	38	4,403	232	-	-	232	4,635	1,263	5,898	\$115,868	\$121,974	\$155,211	5.3%	28.7%												
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
D3. Total Direct Hire	39	39	39	4,577	232	-	-	232	4,809	1,386	6,195	\$117,359	\$123,308	\$158,846	5.1%	30.3%												
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
Subtotal - Direct Funded (excludes OC 13)	39	39	39	4,577	232	-	-	232	4,809	1,386	6,195	\$117,359	\$123,308	\$158,846	5.1%	30.3%												
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-												
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
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)	39	39	39	4,577	232	0	0	232	4,809	1,386	6,195	\$117,359	\$123,308	\$158,846	5.1%	30.3%												
T1. US Direct Hire (USDH)	39	39	39	4,577	232	-	-	232	4,809	1,386	6,195	\$117,359	\$123,308	\$158,846	5.1%	30.3%												
T1a. Senior Executive Schedule	1	1	1	174	0	0	0	0	174	123	297	\$174,000	\$174,000	\$297,000	0.0%	70.7%												
T1b. General Schedule	38	38	38	4,403	232	0	0	232	4,635	1,263	5,898	\$115,868	\$121,974	\$155,211	5.3%	28.7%												
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-												
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-												
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-												
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-												
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-												
T3. Total Direct Hire	39	39	39	4,577	232	-	-	232	4,809	1,386	6,195	\$117,359	\$123,308	\$158,846	5.1%	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)	39	39	39	4,577	232	-	-	232	4,809	1,386	6,195	\$117,359	\$123,308	\$158,846	5.1%	30.3%												
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-												
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-												
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-												
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-												

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

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Office of Secretary of Defense (FY 2019) (\$ in Thousands)														Rates				
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits		
Operation and Maintenance, Defense-Wide																		
Direct Funded Personnel (includes OC 13)	1,823	1,694	1,641	255,275	9,848	95	0	9,943	265,218	75,964	341,182	\$155,561	\$161,620	\$207,917	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%	23.9%		
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	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%		
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
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	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	\$300,714	55.4%	31.7%		
R1c. Special Schedule	-	-	43	4,233	29	1	-	30	4,263	1,077	5,340	\$98,442	\$99,140	\$124,186	0.7%	25.4%		
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
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	0	10,596	271,899	77,569	349,468	\$154,070	\$160,318	\$206,054	4.1%	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%	23.9%		
T1b. General Schedule	1,537	1,107	1,120	157,394	10,455	95	0	10,550	167,944	48,635	216,579	\$140,530	\$149,950	\$193,374	6.7%	30.9%		
T1c. Special Schedule	0	320	322	55,521	29	8	0	37	55,558	15,055	70,613	\$172,425	\$172,540	\$219,295	0.1%	27.1%		
T1d. Wage System	2	0	2	141	0	0	0	0	141	0	141	\$70,500	\$70,500	\$70,500	0.0%	0.0%		
T1e. Highly Qualified Experts	22	34	25	3,830	9	0	0	9	3,839	1,057	4,896	\$153,200	\$153,560	\$195,840	0.2%	27.6%		
T1f. Other	0	0	2	264	0	0	0	0	264	61	325	\$132,000	\$132,000	\$162,500	0.0%	23.1%		
T2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T3. Total Direct Hire	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%		
T4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Subtotal - Total Funded (excludes OC 13)	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%		
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

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Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide														Date: February 2020			
Office of Secretary of Defense (FY 2020) (\$ in Thousands)																	
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits	
Direct Funded Personnel (includes OC 13)	1,694	1,892	1,893	288,338	0	0	0	0	288,338	98,858	387,196	\$152,318	\$152,318	\$204,541	0.0%	34.5%	
D1. US Direct Hire (USDH)	1,694	1,892	1,893	288,338	-	-	-	-	288,338	96,528	384,866	\$152,318	\$152,318	\$203,310	0.0%	33.5%	
D1a. Senior Executive Schedule	233	262	263	45,400	-	-	-	-	45,400	14,170	59,570	\$172,624	\$172,624	\$226,502	0.0%	31.2%	
D1b. General Schedule	1,107	1,608	1,608	239,999	-	-	-	-	239,999	81,876	321,875	\$149,253	\$149,253	\$200,171	0.0%	34.1%	
D1c. Special Schedule	320	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	34	22	22	2,939	-	-	-	-	2,939	482	3,421	\$133,591	\$133,591	\$155,500	0.0%	16.4%	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire	1,694	1,892	1,893	288,338	-	-	-	-	288,338	96,528	384,866	\$152,318	\$152,318	\$203,310	0.0%	33.5%	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Direct Funded (excludes OC 13)	1,694	1,892	1,893	288,338	-	-	-	-	288,338	96,528	384,866	\$152,318	\$152,318	\$203,310	0.0%	33.5%	
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	2,330	2,330	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	2,330	2,330	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	0	0	0	3,030	0	0	0	0	3,030	0	3,030	-	-	-	0.0%	0.0%	
R1. US Direct Hire (USDH)	-	-	-	3,030	-	-	-	-	3,030	-	3,030	-	-	-	0.0%	0.0%	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	3,030	-	-	-	-	3,030	-	3,030	-	-	-	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	-	-	-	3,030	-	-	-	-	3,030	-	3,030	-	-	-	0.0%	0.0%	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Reimbursable Funded (excludes OC 13)	-	-	-	3,030	-	-	-	-	3,030	-	3,030	-	-	-	0.0%	0.0%	
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total 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)	1,694	1,892	1,893	291,368	-	-	-	-	291,368	96,528	387,896	\$153,919	\$153,919	\$204,911	0.0%	33.1%	
T1a. Senior Executive Schedule	233	262	263	45,400	0	0	0	0	45,400	14,170	59,570	\$172,624	\$172,624	\$226,502	0.0%	31.2%	
T1b. General Schedule	1,107	1,608	1,608	243,029	0	0	0	0	243,029	81,876	324,905	\$151,137	\$151,137	\$202,055	0.0%	33.7%	
T1c. Special Schedule	320	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	34	22	22	2,939	0	0	0	0	2,939	482	3,421	\$133,591	\$133,591	\$155,500	0.0%	16.4%	
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	1,694	1,892	1,893	291,368	-	-	-	-	291,368	96,528	387,896	\$153,919	\$153,919	\$204,911	0.0%	33.1%	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
Subtotal - Total Funded (excludes OC 13)	1,694	1,892	1,893	291,368	0	0	0	0	291,368	96,528	387,896	\$153,919	\$153,919	\$204,911	0.0%	33.1%	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	2,330	2,330	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	2,330	2,330	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-	

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide															Date: February 2020				
Office of Secretary of Defense (FY 2021) (\$ in Thousands)																			
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits			
Direct Funded Personnel (includes OC 13)	1,892	1,895	1,895	302,968	679	0	10,756	11,435	314,403	98,923	413,326	\$159,878	\$165,912	\$218,114	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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
D1e. Highly Qualified Experts	22	29	29	4,506	11	-	155	166	4,672	1,404	6,076	\$153,379	\$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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Subtotal - Direct Funded (excludes OC 13)	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%			
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Reimbursable Funded Personnel (includes OC 13)	0	23	23	2,369	6	0	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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R5b. DHFN - 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%			
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	0	1,362	1,362	39,634	11,905	51,539	\$178,841	\$185,206	\$240,836	3.6%	31.1%			
T1b. General Schedule	1,608	1,397	1,397	212,981	545	0	7,540	8,085	221,066	65,882	286,948	\$152,456	\$158,243	\$205,403	3.8%	30.9%			
T1c. Special Schedule	0	278	278	49,578	129	0	1,758	1,887	51,465	15,324	66,789	\$178,338	\$185,126	\$240,248	3.8%	30.9%			
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-			
T1e. Highly Qualified Experts	22	29	29	4,506	11	0	155	166	4,672	1,404	6,076	\$153,379	\$161,103	\$209,517	3.7%	31.2%			
T1f. Other	0	0	0	0	0	0	0	0	0	4,028	4,028	-	-	-	-	-			
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-			
T3. Total Direct Hire	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%			
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-			
Subtotal - Total Funded (excludes OC 13)	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%			
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	1,054	1,054	-	-	-	-	-			
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	1,054	1,054	-	-	-	-	-			
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide															U.S., Special Operations Command (FY 2019) (\$ in Thousands)										Date: February 2020				
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits													
Direct Funded Personnel (includes OC 13)	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)	6,510	6,691	6,666	678,759	14,401	1,454	2,374	18,229	696,988	123,351	820,339	\$101,824	\$104,559	\$123,063	2.7%	18.2%													
D1a. Senior Executive Schedule	12	11	9	6,123	10	2	166	178	6,301	1,504	7,805	\$680,333	\$700,111	\$867,222	2.9%	24.6%													
D1b. General Schedule	6,046	6,377	6,317	650,571	14,185	1,429	1,891	17,505	668,076	113,441	781,517	\$102,987	\$105,758	\$123,716	2.7%	17.4%													
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-													
D1d. Wage System	452	303	340	22,065	206	23	317	546	22,611	8,406	31,017	\$64,897	\$66,503	\$91,226	2.3%	38.1%													
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-													
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-													
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-													
D3. Total Direct Hire	6,510	6,691	6,666	678,759	14,401	1,454	2,374	18,229	696,988	123,351	820,339	\$101,824	\$104,559	\$123,063	2.7%	18.2%													
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-													
Subtotal - Direct Funded (excludes OC 13)	6,510	6,691	6,666	678,759	14,401	1,454	2,374	18,229	696,988	123,351	820,339	\$101,824	\$104,559	\$123,063	2.7%	18.2%													
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-													
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	115	115	-	-	-	-	-													
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-													
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-													
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-													
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-													
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-													
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-													
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-													
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-													
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-													
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-													
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-													
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-													
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-													
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-													
Subtotal - Reimbursable Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-													
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-													
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-													
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-													
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-													
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-													
Total Personnel (includes OC 13)	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%													
T1. US Direct Hire (USDH)	6,510	6,691	6,666	678,759	14,401	1,454	2,374	18,229	696,988	123,351	820,339	\$101,824	\$104,559	\$123,063	2.7%	18.2%													
T1a. Senior Executive Schedule	12	11	9	6,123	10	2	166	178	6,301	1,504	7,805	\$680,333	\$700,111	\$867,222	2.9%	24.6%													
T1b. General Schedule	6,046	6,377	6,317	650,571	14,185	1,429	1,891	17,505	668,076	113,441	781,517	\$102,987	\$105,758	\$123,716	2.7%	17.4%													
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-													
T1d. Wage System	452	303	340	22,065	206	23	317	546	22,611	8,406	31,017	\$64,897	\$66,503	\$91,226	2.3%	38.1%													
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-													
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-													
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-													
T3. Total Direct Hire	6,510	6,691	6,666	678,759	14,401	1,454	2,374	18,229	696,988	123,351	820,339	\$101,824	\$104,559	\$123,063	2.7%	18.2%													
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-													
Subtotal - Total Funded (excludes OC 13)	6,510	6,691	6,666	678,759	14,401	1,454	2,374	18,229	696,988	123,351	820,339	\$101,824	\$104,559	\$123,063	2.7%	18.2%													
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-													
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	115	115	-	-	-	-	-													
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-													
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-													
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-													

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U.S., Special Operations Command (FY 2020) (\$ in Thousands)													Rates					Date: February 2020	
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits			
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%	19.2%			
D1. US Direct Hire (USDH)	6,691	6,849	6,651	648,353	15,310	1,266	2,059	18,635	666,988	124,467	791,455	\$97,482	\$100,284	\$118,998	2.9%	19.2%			
D1a. Senior Executive Schedule	11	10	9	5,913	9	2	143	154	6,067	1,449	7,516	\$657,000	\$674,111	\$835,111	2.6%	24.2%			
D1b. General Schedule	6,377	6,577	6,387	621,087	15,060	1,244	1,640	17,944	639,031	114,932	753,963	\$97,242	\$100,052	\$118,047	2.9%	18.5%			
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
D1d. Wage System	303	262	255	21,353	241	20	276	537	21,890	8,086	29,976	\$83,737	\$85,843	\$117,553	2.3%	37.9%			
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
D3. Total Direct Hire	6,691	6,849	6,651	648,353	15,310	1,266	2,059	18,635	666,988	124,467	791,455	\$97,482	\$100,284	\$118,998	2.9%	19.2%			
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Subtotal - Direct Funded (excludes OC 13)	6,691	6,849	6,651	648,353	15,310	1,266	2,059	18,635	666,988	124,467	791,455	\$97,482	\$100,284	\$118,998	2.9%	19.2%			
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	116	-	-	-	-	-			
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	116	116	116	-	-	-			
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-			
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Subtotal - Reimbursable Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Total Personnel (includes OC 13)	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%	19.2%			
T1. US Direct Hire (USDH)	6,691	6,849	6,651	648,353	15,310	1,266	2,059	18,635	666,988	124,467	791,455	\$97,482	\$100,284	\$118,998	2.9%	19.2%			
T1a. Senior Executive Schedule	11	10	9	5,913	9	2	143	154	6,067	1,449	7,516	\$657,000	\$674,111	\$835,111	2.6%	24.5%			
T1b. General Schedule	6,377	6,577	6,387	621,087	15,060	1,244	1,640	17,944	639,031	114,932	753,963	\$97,242	\$100,052	\$118,047	2.9%	18.5%			
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-			
T1d. Wage System	303	262	255	21,353	241	20	276	537	21,890	8,086	29,976	\$83,737	\$85,843	\$117,553	2.3%	37.9%			
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-			
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-			
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-			
T3. Total Direct Hire	6,691	6,849	6,651	648,353	15,310	1,266	2,059	18,635	666,988	124,467	791,455	\$97,482	\$100,284	\$118,998	2.9%	19.2%			
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-			
Subtotal - Total Funded (excludes OC 13)	6,691	6,849	6,651	648,353	15,310	1,266	2,059	18,635	666,988	124,467	791,455	\$97,482	\$100,284	\$118,998	2.9%	19.2%			
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	116	-	-	-	-	-			
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	116	116	116	-	-	-			
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	0	-	-	-			
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	0	0	-	-	-			
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	0	0	-	-	-			

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U.S., Special Operations Command (FY 2021) (\$ in Thousands)														Rates				
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits		
Operation and Maintenance, Defense-Wide																		
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	\$105,588	\$108,574	\$128,848	2.8%	19.2%		
D1. US Direct Hire (USDH)	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%		
D1a. Senior Executive Schedule	10	10	9	6,575	10	3	430	443	7,018	1,611	8,629	\$730,556	\$779,778	\$958,778	6.7%	24.5%		
D1b. General Schedule	6,577	6,728	6,567	690,953	16,421	1,384	1,822	19,627	710,580	127,765	838,345	\$105,216	\$108,205	\$127,660	2.8%	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	\$129,643	1.4%	37.9%		
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D3. Total Direct Hire	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%		
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Subtotal - Direct Funded (excludes OC 13)	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%		
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
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)	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%	19.2%		
T1. US Direct Hire (USDH)	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%		
T1a. Senior Executive Schedule	10	10	9	6,575	10	3	430	443	7,018	1,611	8,629	\$730,556	\$779,778	\$958,778	6.7%	24.5%		
T1b. General Schedule	6,577	6,728	6,567	690,953	16,421	1,384	1,822	19,627	710,580	127,765	838,345	\$105,216	\$108,205	\$127,660	2.8%	18.5%		
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T1d. Wage System	262	268	255	23,742	268	22	36	326	24,068	8,991	33,059	\$93,106	\$94,384	\$129,643	1.4%	37.9%		
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T3. Total Direct Hire	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%		
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
Subtotal - Total Funded (excludes OC 13)	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%		
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

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Operation and Maintenance, Defense-Wide													Date: February 2020				
Space Development Agency (FY 2019) (\$ in Thousands)																	
	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j		d/c	i/c	k/c	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp		Basic	Total	Comp	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits		Comp	Comp	& Benefits	Variables	Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0		2	2	2	2	2
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
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)	0	0	0	0	0	0	0	0	0	0	0		2	2	2	2	2
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
Total Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0		2	2	2	2	2
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	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-

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Operation and Maintenance, Defense-Wide															Date: February 2020				
Space Development Agency (FY 2020) (\$ in Thousands)																			
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits			
Direct Funded Personnel (includes OC 13)	0	30	30	6,685	0	0	0	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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
D3. Total Direct Hire	-	30	30	6,685	-	-	-	-	6,685	-	6,685	\$222,833	\$222,833	\$222,833	0.0%	0.0%			
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
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	-	-	-	-	-	-	-	-	-	15	15	-	-	-	-	-			
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	15	15	-	-	-	-	-			
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-			
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Subtotal - Reimbursable Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Total Personnel (includes OC 13)	0	30	30	6,685	0	0	0	0	6,685	15	6,700	\$222,833	\$222,833	\$223,333	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	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	-	30	30	6,685	-	-	-	-	6,685	-	6,685	\$222,833	\$222,833	\$222,833	0.0%	0.0%			
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-			
Subtotal - Total Funded (excludes OC 13)	-	30	30	6,685	-	-	-	-	6,685	-	6,685	\$222,833	\$222,833	\$222,833	0.0%	0.0%			
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	15	15	-	-	-	-	-			
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	15	15	-	-	-	-	-			
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			

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Operation and Maintenance, Defense-Wide														Date: February 2020				
Space Development Agency (FY 2021) (\$ in Thousands)																		
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits		
Direct Funded Personnel (includes OC 13)	30	45	45	7,779	19	0	277	296	8,075	2,404	10,479	\$172,867	\$179,444	\$232,867	3.8%	30.9%		
D1. 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%		
D1a. Senior Executive Schedule	-	5	5	867	-	-	31	31	898	268	1,166	\$173,400	\$179,600	\$233,200	3.6%	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	-	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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
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)	30	45	45	7,779	19	0	277	296	8,075	2,404	10,479	\$172,867	\$179,444	\$232,867	3.8%	30.9%		
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	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T1c. Special Schedule	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%		
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	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	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	-	-	-	-	-		
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-		
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-		
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-		

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The Joint Staff (FY 2019) (\$ in Thousands)																		
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits		
Direct Funded Personnel (includes OC 13)	1,195	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%	29.5%		
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%	29.5%		
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
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%	29.5%		
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Subtotal - Direct Funded (excludes 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%	29.5%		
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)	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%		
R1. US Direct Hire (USDH)	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%		
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1b. General Schedule	26	22	29	3,312	94	9	61	164	3,476	942	4,418	\$114,207	\$119,862	\$152,345	5.0%	28.4%		
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
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	14	14	14	1,981	0	0	21	21	2,002	483	2,485	\$141,500	\$143,000	\$177,500	1.1%	24.4%		
T1b. General Schedule	1,015	1,043	1,067	142,836	1,764	179	1,609	3,552	146,388	36,742	183,130	\$133,867	\$137,196	\$171,631	2.5%	25.7%		
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T1d. 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	0	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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide														Date: February 2020				
The Joint Staff (FY 2020) (\$ in Thousands)																		
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC	j/d p % BC		
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	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%		
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
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	\$144,835	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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
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%		
R1. US Direct Hire (USDH)	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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1e. Highly Qualified Experts	1	1	1	155	-	-	-	-	155	-	155	\$153,000	\$153,000	\$153,000	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	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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Subtotal - Reimbursable Funded (excludes 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%		
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)	1,410	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	14	14	14	2,589	0	0	187	187	2,776	891	3,667	\$184,929	\$198,286	\$261,929	7.2%	34.4%		
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	0	0	0	0	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	1	155	0	0	0	0	155	0	155	\$153,000	\$153,000	\$153,000	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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide															Date: February 2020				
The Joint Staff (FY 2021) (\$ in Thousands)																			
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits			
Direct Funded Personnel (includes OC 13)	1,297	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	\$245,837	\$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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Reimbursable Funded Personnel (includes OC 13)	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%			
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	1	1	1	155	-	-	-	-	155	-	155	\$153,000	\$153,000	\$153,000	0.0%	0.0%			
R1f. Other	57	57	57	10,753	20	-	68	88	10,841	3,003	13,844	\$188,649	\$190,193	\$242,877	0.8%	27.9%			
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R3. Total Direct Hire	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%			
R4. 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	\$148,793	\$151,851	\$193,425	2.1%	27.9%			
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Total 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	14	14	14	3,442	0	0	279	279	3,721	797	4,518	\$245,837	\$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	\$153,000	\$153,000	\$153,000	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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide													Date: February 2020				
Washington Headquarters Services (FY 2019) (S in Thousands)																	
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits	
Direct Funded Personnel (includes OC 13)	1,256	1,323	1,227	130,124	8,443	50	0	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%	24.3%		
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	-	120	93	10,910	159	13	-	172	11,082	3,261	14,343	\$117,312	\$119,161	\$154,226	1.6%	29.9%	
D1d. Wage System	-	-	-	3	-	-	-	-	3	1	4	-	-	-	0.0%	33.3%	
D1e. Highly Qualified Experts	-	11	15	1,402	-	-	-	-	1,402	344	1,746	\$93,467	\$93,467	\$116,400	0.0%	24.5%	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	138	-	138	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	46	0	138	16,598	388	17	0	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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Personnel (includes OC 13)	1,302	1,323	1,365	146,722	8,831	67	0	8,898	155,620	46,367	201,987	\$107,489	\$114,007	\$147,976	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	2,811	692	3,503	\$163,333	\$163,333	\$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%	
T1d. Wage System	0	0	0	3	0	0	0	0	3	1	4	-	-	-	0.0%	33.3%	
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%	
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	1,302	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%	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
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	-	-	-	
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	-	-	-	

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Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide														Washington Headquarters Services (FY 2020) (\$ in Thousands)										Date: February 2020			
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits											
Direct Funded Personnel (includes OC 13)	1,323	583	583	68,651	1,677	12	1,265	2,954	71,605	24,284	95,889	\$117,755	\$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	11	9	9	1,634	-	-	-	-	1,634	641	2,275	\$181,556	\$181,556	\$252,778	0.0%	39.2%											
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
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	-	-	-	-	-											
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	190	-	190	-	-	-											
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
Reimbursable Funded Personnel (includes OC 13)	76	86	86	11,332	0	0	0	0	11,332	3,455	14,787	\$131,767	\$131,767	\$171,942	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	75	85	85	11,137	-	-	-	-	11,137	3,421	14,558	\$131,024	\$131,024	\$171,271	0.0%	30.7%											
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
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	\$119,556	\$123,972	\$165,151	3.7%	34.4%											
T1a. Senior Executive Schedule	19	16	16	2,975	0	0	141	141	3,116	795	3,911	\$185,938	\$194,750	\$244,438	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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
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	-	-	-	-	-	-	-	-	-	-	190	-	-	-	-	-											
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-											
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-											
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	190	-	190	-	-	-											
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-											

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Washington Headquarters Services (FY 2021) (\$ in Thousands)													Date: February 2020				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>Rates</u> <u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC Variables	<u>j/d</u> <u>p</u> % BC Benefits	
Direct Funded Personnel (includes OC 13)	583	561	561	67,451	164	0	2,402	2,566	70,017	22,544	92,561	\$120,234	\$124,807	\$164,993	3.8%	33.4%	
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	80	2	2	264	-	-	10	10	274	84	358	\$132,000	\$137,000	\$179,000	3.8%	31.8%	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	9	2	2	171	-	-	5	5	176	55	231	\$85,500	\$88,000	\$115,500	2.9%	32.2%	
D1f. Other	-	-	-	-	-	-	-	-	-	599	599	-	-	-	-	-	
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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	400	400	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	86	90	90	12,042	31	0	301	332	12,374	3,426	15,800	\$133,800	\$137,489	\$175,556	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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General 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%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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	0	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	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. Highly Qualified Experts	9	2	2	171	0	0	5	5	176	55	231	\$85,500	\$88,000	\$115,500	2.9%	32.2%	
T1f. Other	0	0	0	0	0	0	0	0	0	599	599	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	400	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	

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DoD Acquisition Workforce Development Fund														Date: February 2020			
Defense Acquisition University (FY 2019) (\$ in Thousands)																	
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>Rates</u> <u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC Variables	<u>j/d</u> <u>p</u> % BC Benefits	
Direct Funded Personnel (includes OC 13)	1,622	1,920	1,600	97,198	0	0	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)	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%	
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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)	1,622	1,920	1,600	97,198	0	0	4,776	4,776	101,974	31,735	133,709	\$60,749	\$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	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1b. General Schedule	1,622	1,920	1,600	97,198	0	0	4,776	4,776	101,974	31,735	133,709	\$60,749	\$63,734	\$83,568	4.9%	32.6%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T3. 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%	
T4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	

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DoD Acquisition Workforce Development Fund													Date: February 2020				
Defense Acquisition University (FY 2020) (\$ in Thousands)																	
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>i</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC Variables	<u>j/d</u> <u>p</u> % BC Benefits	
Direct Funded Personnel (includes OC 13)	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%	
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	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%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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)	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%	
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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)	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%	
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	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%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T3. Total Direct Hire	1,920	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)	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%	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	

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DoD Acquisition Workforce Development Fund													Date: February 2020				
Defense Acquisition University (FY 2021) (\$ in Thousands)																	
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits	
Direct Funded Personnel (includes OC 13)	1,600	0	0	0	0	0	1,837	1,837	1,837	0	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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	=	=	=	=	=	
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Reimbursable Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Personnel (includes OC 13)	1,600	0	0	0	0	0	1,837	1,837	1,837	0	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	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T3. Total Direct Hire	1,600	-	-	-	-	-	1,837	1,837	1,837	-	1,837	-	-	-	-	-	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
Subtotal - Total Funded (excludes OC 13)	1,600	-	-	-	-	-	1,837	1,837	1,837	-	1,837	-	-	-	-	-	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0	

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United States Court of Appeals for the Armed Services (FY 2019) (\$ in Thousands)														Rates				
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits		
Direct Funded Personnel (includes OC 13)	55	55	55	6,704	0	0	238	238	6,942	1,861	8,803	\$121,891	\$126,218	\$160,055	3.6%	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	\$167,000	\$173,000	\$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)	55	55	55	6,704	-	-	238	238	6,942	1,861	8,803	\$121,891	\$126,218	\$160,055	3.6%	27.8%		
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)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Subtotal - Reimbursable Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Total Personnel (includes OC 13)	55	55	55	6,704	0	0	238	238	6,942	1,861	8,803	\$121,891	\$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	\$167,000	\$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	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	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	0	0	0	0	0	0	0	-	-	-	-	-		
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	-	-	-	-	-		
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-		
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-		
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-		

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United States Court of Appeals for the Armed Services (FY 2020) (\$ in Thousands)													Rates			
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
Direct Funded Personnel (includes OC 13)	59	59	59	6,898	0	0	3	3	6,901	2,257	9,158	\$116,915	\$116,966	\$155,220	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	-	-	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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	59	59	59	6,898	0	0	3	3	6,901	2,257	9,158	\$116,915	\$116,966	\$155,220	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%	32.7%
T1a. Senior Executive Schedule	2	2	2	229	0	0	3	3	232	76	308	\$114,500	\$116,000	\$154,000	1.3%	33.2%
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%	32.7%
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	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	59	59	59	6,898	-	-	3	3	6,901	2,257	9,158	\$116,915	\$116,966	\$155,220	0.0%	32.7%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
Subtotal - Total 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%
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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United States Court of Appeals for the Armed Services (FY 2021) (\$ in Thousands)														Rates				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC Variables	<u>j/d</u> <u>p</u> % BC Benefits		
Direct Funded Personnel (includes OC 13)	<u>59</u>	<u>59</u>	<u>59</u>	<u>7,187</u>	<u>0</u>	<u>0</u>	<u>3</u>	<u>3</u>	<u>7,190</u>	<u>2,289</u>	<u>9,479</u>	<u>\$121,814</u>	<u>\$121,864</u>	<u>\$160,661</u>	<u>0.0%</u>	<u>31.8%</u>		
D1. US Direct Hire (USDH)	<u>59</u>	<u>59</u>	<u>59</u>	<u>7,187</u>	-	-	<u>3</u>	<u>3</u>	<u>7,190</u>	<u>2,289</u>	<u>9,479</u>	<u>\$121,814</u>	<u>\$121,864</u>	<u>\$160,661</u>	<u>0.0%</u>	<u>31.8%</u>		
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	<u>59</u>	<u>59</u>	<u>59</u>	<u>7,187</u>	-	-	<u>3</u>	<u>3</u>	<u>7,190</u>	<u>2,289</u>	<u>9,479</u>	<u>\$121,814</u>	<u>\$121,864</u>	<u>\$160,661</u>	<u>0.0%</u>	<u>31.8%</u>		
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Subtotal - Direct Funded (excludes OC 13)	<u>59</u>	<u>59</u>	<u>59</u>	<u>7,187</u>	-	-	<u>3</u>	<u>3</u>	<u>7,190</u>	<u>2,289</u>	<u>9,479</u>	<u>\$121,814</u>	<u>\$121,864</u>	<u>\$160,661</u>	<u>0.0%</u>	<u>31.8%</u>		
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>		
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
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>	<u>59</u>	<u>59</u>	<u>7,187</u>	<u>0</u>	<u>0</u>	<u>3</u>	<u>3</u>	<u>7,190</u>	<u>2,289</u>	<u>9,479</u>	<u>\$121,814</u>	<u>\$121,864</u>	<u>\$160,661</u>	<u>0.0%</u>	<u>31.8%</u>		
T1. US Direct Hire (USDH)	<u>59</u>	<u>59</u>	<u>59</u>	<u>7,187</u>	-	-	<u>3</u>	<u>3</u>	<u>7,190</u>	<u>2,289</u>	<u>9,479</u>	<u>\$121,814</u>	<u>\$121,864</u>	<u>\$160,661</u>	<u>0.0%</u>	<u>31.8%</u>		
T1a. Senior Executive Schedule	2	2	2	144	0	0	3	3	147	45	192	\$72,000	\$73,500	\$96,000	2.1%	31.3%		
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%	31.9%		
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	0	0	0	0	0	0	-	-	-	-	-		
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T3. Total Direct Hire	<u>59</u>	<u>59</u>	<u>59</u>	<u>7,187</u>	-	-	<u>3</u>	<u>3</u>	<u>7,190</u>	<u>2,289</u>	<u>9,479</u>	<u>\$121,814</u>	<u>\$121,864</u>	<u>\$160,661</u>	<u>0.0%</u>	<u>31.8%</u>		
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
Subtotal - Total Funded (excludes OC 13)	<u>59</u>	<u>59</u>	<u>59</u>	<u>7,187</u>	-	-	<u>3</u>	<u>3</u>	<u>7,190</u>	<u>2,289</u>	<u>9,479</u>	<u>\$121,814</u>	<u>\$121,864</u>	<u>\$160,661</u>	<u>0.0%</u>	<u>31.8%</u>		
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-		
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-		
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-		
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-		

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Office of the Inspector General												Date: February 2020				
Inspector General (FY 2019) (\$ in Thousands)																
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
Direct Funded Personnel (includes OC 13)	1,606	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)	1,605	1,625	1,687	191,545	485	79	15,679	16,243	207,788	72,598	280,386	\$113,542	\$123,170	\$166,204	8.5%	37.9%
D1a. Senior Executive Schedule	21	21	21	2,204	-	-	116	116	2,320	680	3,000	\$104,952	\$110,476	\$142,857	5.3%	30.9%
D1b. General Schedule	1,584	1,604	1,666	189,341	485	79	15,563	16,127	205,468	71,918	277,386	\$113,650	\$123,330	\$166,498	8.5%	38.0%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	1,605	1,625	1,687	191,545	485	79	15,679	16,243	207,788	72,598	280,386	\$113,542	\$123,170	\$166,204	8.5%	37.9%
D4. Indirect Hire Foreign Nationals (IHFN)	1	1	1	115	-	-	-	-	115	-	115	\$115,000	\$115,000	\$115,000	0.0%	0.0%
Subtotal - Direct Funded (excludes 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%
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	248	0	0	16	16	264	63	327	-	-	-	6.5%	25.4%
R1. US Direct Hire (USDH)	-	-	-	248	-	-	16	16	264	63	327	-	-	-	6.5%	25.4%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	248	-	-	16	16	264	63	327	-	-	-	6.5%	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	-	-	-	248	-	-	16	16	264	63	327	-	-	-	6.5%	25.4%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	-	-	-	248	-	-	16	16	264	63	327	-	-	-	6.5%	25.4%
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)	1,606	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 (USDH)	1,605	1,625	1,687	191,793	485	79	15,695	16,259	208,052	72,661	280,713	\$113,689	\$123,327	\$166,398	8.5%	37.9%
T1a. Senior Executive Schedule	21	21	21	2,204	0	0	116	116	2,320	680	3,000	\$104,952	\$110,476	\$142,857	5.3%	30.9%
T1b. General Schedule	1,584	1,604	1,666	189,589	485	79	15,579	16,143	205,732	71,981	277,713	\$113,799	\$123,489	\$166,694	8.5%	38.0%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	1,605	1,625	1,687	191,793	485	79	15,695	16,259	208,052	72,661	280,713	\$113,689	\$123,327	\$166,398	8.5%	37.9%
T4. Indirect Hire Foreign Nationals (IHFN)	1	1	1	115	0	0	0	0	115	0	115	\$115,000	\$115,000	\$115,000	0.0%	0.0%
Subtotal - Total Funded (excludes 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%
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Office of the Inspector General													Date: February 2020				
Inspector General (FY 2020) (\$ in Thousands)																	
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC	j/d p % BC	
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)	1,731	1,749	1,714	198,550	6,996	381	3,778	11,155	209,705	75,141	284,846	\$115,840	\$122,348	\$166,188	5.6%	37.8%	
D1a. Senior Executive Schedule	21	21	21	2,547	40	3	81	124	2,671	996	3,667	\$121,286	\$127,190	\$174,619	4.9%	39.1%	
D1b. General Schedule	1,710	1,728	1,693	196,003	6,956	378	3,697	11,031	207,034	74,145	281,179	\$115,773	\$122,288	\$166,083	5.6%	37.8%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire	1,731	1,749	1,714	198,550	6,996	381	3,778	11,155	209,705	75,141	284,846	\$115,840	\$122,348	\$166,188	5.6%	37.8%	
D4. Indirect Hire Foreign Nationals (IHFN)	1	1	1	112	-	-	-	-	112	-	112	\$112,000	\$112,000	\$112,000	0.0%	0.0%	
Subtotal - Direct Funded (excludes 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%	
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	501	6	2	14	22	523	186	709	-	-	-	4.4%	37.1%	
R1. US Direct Hire (USDH)	-	-	-	501	6	2	14	22	523	186	709	-	-	-	4.4%	37.1%	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	501	6	2	14	22	523	186	709	-	-	-	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	-	-	-	501	6	2	14	22	523	186	709	-	-	-	4.4%	37.1%	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Reimbursable Funded (excludes OC 13)	-	-	-	501	6	2	14	22	523	186	709	-	-	-	4.4%	37.1%	
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)	1,732	1,750	1,715	199,163	7,002	383	3,792	11,177	210,340	75,327	285,667	\$116,130	\$122,647	\$166,570	5.6%	37.8%	
T1. US Direct Hire (USDH)	1,731	1,749	1,714	199,051	7,002	383	3,792	11,177	210,228	75,327	285,555	\$116,132	\$122,653	\$166,602	5.6%	37.8%	
T1a. Senior Executive Schedule	21	21	21	2,547	40	3	81	124	2,671	996	3,667	\$121,286	\$127,190	\$174,619	4.9%	39.1%	
T1b. General Schedule	1,710	1,728	1,693	196,504	6,962	380	3,711	11,053	207,557	74,331	281,888	\$116,069	\$122,597	\$166,502	5.6%	37.8%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T3. Total Direct Hire	1,731	1,749	1,714	199,051	7,002	383	3,792	11,177	210,228	75,327	285,555	\$116,132	\$122,653	\$166,602	5.6%	37.8%	
T4. Indirect Hire Foreign Nationals (IHFN)	1	1	1	112	0	0	0	0	112	0	112	\$112,000	\$112,000	\$112,000	0.0%	0.0%	
Subtotal - Total Funded (excludes OC 13)	1,732	1,750	1,715	199,163	7,002	383	3,792	11,177	210,340	75,327	285,667	\$116,130	\$122,647	\$166,570	5.6%	37.8%	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Office of the Inspector General														Date: February 2020				
Inspector General (FY 2021) (\$ in Thousands)																		
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC	j/d p % BC		
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	3.4%	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	\$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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Reimbursable Funded Personnel (includes OC 13)	0	0	0	432	7	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	-	-	-	-	-		
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	7	1	15	23	455	190	645	-	-	-	-	-		
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	21	21	21	3,926	0	0	296	296	4,222	1,201	5,423	\$186,952	\$201,048	\$258,238	7.5%	30.6%		
T1b. General Schedule	1,602	1,602	1,591	195,013	535	93	5,850	6,478	201,491	68,892	270,383	\$122,573	\$126,644	\$169,945	3.3%	35.3%		
T1c. Special Schedule	1	1	1	186	0	0	18	18	204	60	264	\$186,000	\$204,000	\$264,000	9.7%	32.3%		
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T3. Total Direct Hire	1,624	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	3,788	0	0	0	0	3,788	0	3,788	\$3,788,000	\$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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Defense Health Program													Date: February 2020				
Defense Health Agency (FY 2019) (\$ in Thousands)																	
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	k/c n Comp & Benefits	h/d o % BC Variables	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)	61,357	63,653	60,378	4,298,660	73,938	40,204	374,995	489,137	4,787,797	1,558,750	6,346,547	\$71,196	\$79,297	\$105,114	11.4%	36.3%	
D1a. Senior Executive Schedule	16	13	13	2,699	-	-	241	241	2,940	698	3,638	\$207,615	\$226,154	\$279,846	8.9%	25.9%	
D1b. General Schedule	58,995	61,352	58,137	4,158,169	68,494	39,708	370,351	478,553	4,636,722	1,510,553	6,147,275	\$71,524	\$79,755	\$105,738	11.5%	36.3%	
D1c. Special Schedule	1	16	16	4,000	-	-	-	-	4,000	-	4,000	\$250,000	\$250,000	\$250,000	0.0%	0.0%	
D1d. Wage System	1,992	1,938	1,873	86,614	5,044	458	3,216	8,718	95,332	37,957	133,289	\$46,243	\$50,898	\$71,163	10.1%	43.8%	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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)	1,219	1,188	1,113	30,475	186	13	578	777	31,252	5,448	36,700	\$27,381	\$28,079	\$32,974	2.5%	17.9%	
D3. Total Direct Hire	62,576	64,841	61,491	4,329,135	74,124	40,217	375,573	489,914	4,819,049	1,564,198	6,383,247	\$70,403	\$78,370	\$103,808	11.3%	36.1%	
D4. Indirect Hire Foreign Nationals (IHFN)	1,199	1,237	1,239	56,317	307	-	339	646	56,963	-	56,963	\$45,454	\$45,975	\$45,975	1.1%	0.0%	
Subtotal - Direct Funded (excludes OC 13)	63,775	66,078	62,730	4,385,452	74,431	40,217	375,912	490,560	4,876,012	1,564,198	6,440,210	\$69,910	\$77,730	\$102,666	11.2%	35.7%	
D5. Other Object Class 13 Benefits											5,124						
D5a. USDH - Benefits for Former Employees																	
D5b. DHFN - Benefits for Former Employees										1,239	1,239						
D5c. Voluntary Separation Incentive Pay (VSIP)										3,885	3,885						
D5d. Foreign National Separation Liability Accrual										-	-						
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)	23	61	57	7,491	248	10	158	416	7,907	2,821	10,728	\$131,421	\$138,719	\$188,211	5.6%	37.7%	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	22	21	17	2,440	48	-	8	56	2,496	502	2,998	\$143,529	\$146,824	\$176,353	2.3%	20.6%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	1	40	40	5,051	200	10	150	360	5,411	2,319	7,730	\$126,275	\$135,275	\$193,250	7.1%	45.9%	
R2. Direct Hire Program Foreign Nationals (DHFN)	35	35	35	960	-	-	-	-	960	-	960	\$27,429	\$27,429	\$27,429	0.0%	0.0%	
R3. Total Direct Hire	58	96	92	8,451	248	10	158	416	8,867	2,821	11,688	\$91,859	\$96,380	\$127,043	4.9%	33.4%	
R4. Indirect Hire Foreign Nationals (IHFN)	152	146	146	7,967	-	-	-	-	7,967	-	7,967	\$54,568	\$54,568	\$54,568	0.0%	0.0%	
Subtotal - Reimbursable Funded (excludes 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%	
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)	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	11.2%	35.7%	
T1. US Direct Hire (USDH)	61,380	63,714	60,435	4,306,151	74,186	40,214	375,153	489,553	4,795,704	1,561,571	6,357,275	\$71,253	\$79,353	\$105,192	11.4%	36.3%	
T1a. Senior Executive Schedule	16	13	13	2,699	0	0	241	241	2,940	698	3,638	\$207,615	\$226,154	\$279,846	8.9%	25.9%	
T1b. General Schedule	59,017	61,373	58,154	4,160,609	68,542	39,708	370,359	478,609	4,639,218	1,511,055	6,150,273	\$71,545	\$79,775	\$105,758	11.5%	36.3%	
T1c. Special Schedule	1	16	16	4,000	0	0	0	0	4,000	0	4,000	\$250,000	\$250,000	\$250,000	0.0%	0.0%	
T1d. Wage System	1,992	1,938	1,873	86,614	5,044	458	3,216	8,718	95,332	37,957	133,289	\$46,243	\$50,898	\$71,163	10.1%	43.8%	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	354	374	379	52,229	600	48	1,337	1,985	54,214	11,861	66,075	\$137,807	\$143,045	\$174,340	3.8%	22.7%	
T2. Direct Hire Program Foreign Nationals (DHFN)	1,254	1,223	1,148	31,435	186	13	578	777	32,212	5,448	37,660	\$27,382	\$28,059	\$32,805	2.5%	17.3%	
T3. Total Direct Hire	62,634	64,937	61,583	4,337,586	74,372	40,227	375,731	490,330	4,827,916	1,567,019	6,394,935	\$70,435	\$78,397	\$103,843	11.3%	36.1%	
T4. Indirect Hire Foreign Nationals (IHFN)	1,351	1,383	1,385	64,284	307	0	339	646	64,930	0	64,930	\$46,414	\$46,881	\$46,881	1.0%	0.0%	
Subtotal - Total Funded (excludes OC 13)	63,985	66,320	62,968	4,401,870	74,679	40,227	376,070	490,976	4,892,846	1,567,019	6,459,865	\$69,906	\$77,704	\$102,590	11.2%	35.6%	
T5. Other Object Class 13 Benefits											5,124						
T5a. USDH - Benefits for Former Employees											0						
T5b. DHFN - Benefits for Former Employees											1,239						
T5c. Voluntary Separation Incentive Pay (VSIP)											3,885						
T5d. Foreign National Separation Liability Accrual											0						

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

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Defense Health Program														Date: February 2020			
Defense Health Agency (FY 2020) (\$ in Thousands)																	
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits	
Direct Funded Personnel (includes OC 13)																	
	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)	63,653	59,996	58,163	4,256,006	63,507	24,132	433,355	520,994	4,777,000	1,436,963	6,213,963	\$73,174	\$82,131	\$106,837	12.2%	33.8%	
D1a. Senior Executive Schedule	13	18	18	2,179	-	5	218	223	2,402	496	2,898	\$121,056	\$133,444	\$161,000	10.2%	22.8%	
D1b. General Schedule	61,352	57,825	56,000	4,135,341	60,612	22,909	426,743	510,264	4,645,605	1,397,282	6,042,887	\$73,845	\$82,957	\$107,909	12.3%	33.8%	
D1c. Special Schedule	16	2	2	267	-	4	28	32	299	74	373	\$133,500	\$149,500	\$186,500	12.0%	27.7%	
D1d. Wage System	1,938	1,917	1,916	84,422	2,895	1,214	5,806	9,915	94,337	30,880	125,217	\$44,062	\$49,236	\$65,353	11.7%	36.6%	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	334	234	227	33,797	-	-	560	560	34,357	8,231	42,588	\$148,885	\$151,352	\$187,612	1.7%	24.4%	
D2. Direct Hire Program Foreign Nationals (DHFN)	1,188	981	954	23,724	124	93	1,761	1,978	25,702	5,096	30,798	\$24,868	\$26,941	\$32,283	8.3%	21.5%	
D3. Total Direct Hire	64,841	60,977	59,117	4,279,730	63,631	24,225	435,116	522,972	4,802,702	1,442,059	6,244,761	\$72,394	\$81,241	\$105,634	12.2%	33.7%	
D4. Indirect Hire Foreign Nationals (IHFN)	1,237	1,267	1,225	59,751	134	-	172	306	60,057	-	60,057	\$48,776	\$49,026	\$49,026	0.5%	0.0%	
Subtotal - Direct Funded (excludes OC 13)	66,078	62,244	60,342	4,339,481	63,765	24,225	435,288	523,278	4,862,759	1,442,059	6,304,818	\$71,915	\$80,587	\$104,485	12.1%	33.2%	
D5. Other Object Class 13 Benefits																	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	4,744	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	1,239	-	1,239	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	3,505	-	3,505	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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)	61	26	21	2,846	46	9	160	215	3,061	809	3,870	\$133,524	\$145,762	\$184,286	7.6%	28.4%	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	21	22	17	2,306	46	9	157	212	2,518	704	3,222	\$135,647	\$148,118	\$189,529	9.2%	30.5%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	40	4	4	540	-	-	3	3	543	105	648	\$135,000	\$135,750	\$162,000	0.6%	19.4%	
R2. Direct Hire Program Foreign Nationals (DHFN)	35	35	35	989	-	-	-	-	989	-	989	\$28,257	\$28,257	\$28,257	0.0%	0.0%	
R3. Total Direct Hire	96	61	56	3,835	46	9	160	215	4,050	809	4,859	\$68,482	\$72,321	\$86,768	5.6%	21.1%	
R4. Indirect Hire Foreign Nationals (IHFN)	146	146	146	8,206	-	-	-	-	8,206	-	8,206	\$56,205	\$56,205	\$56,205	0.0%	0.0%	
Subtotal - Reimbursable Funded (excludes 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%	
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)																	
	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%	
T1. US Direct Hire (USDH)	63,714	60,022	58,184	4,258,852	63,553	24,141	433,515	521,209	4,780,061	1,437,772	6,217,833	\$73,196	\$82,154	\$106,865	12.2%	33.8%	
T1a. Senior Executive Schedule	13	18	18	2,179	0	5	218	223	2,402	496	2,898	\$121,056	\$133,444	\$161,000	10.2%	22.8%	
T1b. General Schedule	61,373	57,847	56,017	4,137,647	60,658	22,918	426,900	510,476	4,648,123	1,397,986	6,046,109	\$73,864	\$82,977	\$107,933	12.3%	33.8%	
T1c. Special Schedule	16	2	2	267	0	4	28	32	299	74	373	\$133,500	\$149,500	\$186,500	12.0%	27.7%	
T1d. Wage System	1,938	1,917	1,916	84,422	2,895	1,214	5,806	9,915	94,337	30,880	125,217	\$44,062	\$49,236	\$65,353	11.7%	36.6%	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	374	238	231	34,337	0	0	563	563	34,900	8,336	43,236	\$148,645	\$151,082	\$187,169	1.6%	24.3%	
T2. Direct Hire Program Foreign Nationals (DHFN)	1,223	1,016	989	24,713	124	93	1,761	1,978	26,691	5,096	31,787	\$24,988	\$26,988	\$32,141	8.0%	20.6%	
T3. Total Direct Hire	64,937	61,038	59,173	4,283,565	63,677	24,234	435,276	523,187	4,806,752	1,442,868	6,249,620	\$72,391	\$81,232	\$105,616	12.2%	33.7%	
T4. Indirect Hire Foreign Nationals (IHFN)	1,383	1,413	1,371	67,957	134	0	172	306	68,263	0	68,263	\$49,567	\$49,791	\$49,791	0.5%	0.0%	
Subtotal - Total Funded (excludes OC 13)	66,320	62,451	60,544	4,351,522	63,811	24,234	435,448	523,493	4,875,015	1,442,868	6,317,883	\$71,874	\$80,520	\$104,352	12.0%	33.2%	
T5. Other Object Class 13 Benefits																	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	4,744	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	1,239	-	1,239	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	3,505	-	3,505	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	0	-	-	-	

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Defense Health Program														Date: February 2020			
Defense Health Agency (FY 2021) (\$ in Thousands)																	
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits	
Direct Funded Personnel (includes OC 13)	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)	59,996	56,151	54,784	4,081,584	55,974	25,631	439,331	520,936	4,602,520	1,397,979	6,000,499	\$74,503	\$84,012	\$109,530	12.8%	34.3%	
D1a. Senior Executive Schedule	18	18	18	2,234	-	5	224	229	2,463	513	2,976	\$124,111	\$136,833	\$165,333	10.3%	23.0%	
D1b. General Schedule	57,825	53,909	52,573	3,951,647	52,474	24,371	433,133	509,978	4,461,625	1,353,471	5,815,096	\$75,165	\$84,865	\$110,610	12.9%	34.3%	
D1c. Special Schedule	2	2	2	272	-	4	28	32	304	75	379	\$136,000	\$152,000	\$189,500	11.8%	27.6%	
D1d. Wage System	1,917	1,913	1,896	86,015	3,500	1,251	5,377	10,128	96,143	31,680	127,823	\$45,367	\$50,708	\$67,417	11.8%	36.8%	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	234	309	295	41,416	-	-	569	569	41,985	12,240	54,225	\$140,393	\$142,322	\$183,814	1.4%	29.6%	
D2. Direct Hire Program Foreign Nationals (DHFN)	981	1,001	952	24,120	129	88	1,829	2,046	26,166	5,283	31,449	\$25,336	\$27,485	\$33,035	8.3%	21.9%	
D3. Total Direct Hire	60,977	57,152	55,736	4,105,704	56,103	25,719	441,160	522,982	4,628,686	1,403,262	6,031,948	\$73,663	\$83,047	\$108,224	12.7%	34.2%	
D4. Indirect Hire Foreign Nationals (IHFN)	1,267	1,023	983	44,149	137	-	176	313	44,462	-	44,462	\$44,913	\$45,231	\$45,231	0.7%	0.0%	
Subtotal - Direct Funded (excludes OC 13)	62,244	58,175	56,719	4,149,853	56,240	25,719	441,336	523,295	4,673,148	1,403,262	6,076,410	\$73,165	\$82,391	\$107,132	12.6%	33.8%	
D5. Other Object Class 13 Benefits											4,744						
D5a. USDH - Benefits for Former Employees																	
D5b. DHFN - Benefits for Former Employees										1,239	1,239						
D5c. Voluntary Separation Incentive Pay (VSIP)										3,505	3,505						
D5d. Foreign National Separation Liability Accrual										-	-						
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)	26	25	20	2,596	46	9	161	216	2,812	762	3,574	\$129,800	\$140,600	\$178,700	8.3%	29.4%	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	22	22	17	2,360	46	9	161	216	2,576	722	3,298	\$138,824	\$151,529	\$194,000	9.2%	30.6%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	4	3	3	236	-	-	-	-	236	40	276	\$78,667	\$78,667	\$92,000	0.0%	16.9%	
R2. Direct Hire Program Foreign Nationals (DHFN)	35	35	35	1,014	-	-	-	-	1,014	-	1,014	\$28,971	\$28,971	\$28,971	0.0%	0.0%	
R3. Total Direct Hire	61	60	55	3,610	46	9	161	216	3,826	762	4,588	\$65,636	\$69,564	\$83,418	6.0%	21.1%	
R4. Indirect Hire Foreign Nationals (IHFN)	146	146	146	8,412	-	-	-	-	8,412	-	8,412	\$57,616	\$57,616	\$57,616	0.0%	0.0%	
Subtotal - Reimbursable Funded (excludes 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%	
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)	62,451	58,381	56,920	4,161,875	56,286	25,728	441,497	523,511	4,685,386	1,408,768	6,094,154	\$73,118	\$82,315	\$107,065	12.6%	33.8%	
T1. US Direct Hire (USDH)	60,022	56,176	54,804	4,084,180	56,020	25,640	439,492	521,152	4,605,332	1,398,741	6,004,073	\$74,523	\$84,033	\$109,555	12.8%	34.2%	
T1a. Senior Executive Schedule	18	18	18	2,234	0	5	224	229	2,463	513	2,976	\$124,111	\$136,833	\$165,333	10.3%	23.0%	
T1b. General Schedule	57,847	53,931	52,590	3,954,007	52,520	24,380	433,294	510,194	4,464,201	1,354,193	5,818,394	\$75,186	\$84,887	\$110,637	12.9%	34.2%	
T1c. Special Schedule	2	2	2	272	0	4	28	32	304	75	379	\$136,000	\$152,000	\$189,500	11.8%	27.6%	
T1d. Wage System	1,917	1,913	1,896	86,015	3,500	1,251	5,377	10,128	96,143	31,680	127,823	\$45,367	\$50,708	\$67,417	11.8%	36.8%	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	238	312	298	41,652	0	0	569	569	42,221	12,280	54,501	\$139,772	\$141,681	\$182,889	1.4%	29.5%	
T2. Direct Hire Program Foreign Nationals (DHFN)	1,016	1,036	987	25,134	129	88	1,829	2,046	27,180	5,283	32,463	\$25,465	\$27,538	\$32,891	8.1%	21.0%	
T3. Total Direct Hire	61,038	57,212	55,791	4,109,314	56,149	25,728	441,321	523,198	4,632,512	1,404,024	6,036,536	\$73,655	\$83,033	\$108,199	12.7%	34.2%	
T4. Indirect Hire Foreign Nationals (IHFN)	1,413	1,169	1,129	52,561	137	0	176	313	52,874	0	52,874	\$46,555	\$46,833	\$46,833	0.6%	0.0%	
Subtotal - Total Funded (excludes OC 13)	62,451	58,381	56,920	4,161,875	56,286	25,728	441,497	523,511	4,685,386	1,404,024	6,089,410	\$73,118	\$82,315	\$106,982	12.6%	33.7%	
T5. Other Object Class 13 Benefits											4,744						
T5a. USDH - Benefits for Former Employees											0	0					
T5b. DHFN - Benefits for Former Employees										1,239	1,239						
T5c. Voluntary Separation Incentive Pay (VSIP)										3,505	3,505						
T5d. Foreign National Separation Liability Accrual										0	0						

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Research, Development, Test & Eval, DW														Date: February 2020			
Defense Logistics Agency (FY 2019) (\$ in Thousands)																	
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC Variables	<u>j/d</u> <u>p</u> % BC Benefits	
Direct Funded Personnel (includes OC 13)	202	202	202	20,898	0	0	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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	24	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	24	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	60	60	60	4,661	0	0	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	0	0	437	437	25,996	8,049	34,045	\$97,553	\$99,221	\$129,943	1.7%	31.5%	
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	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	262	262	262	25,559	-	-	437	437	25,996	8,025	34,021	\$97,553	\$99,221	\$129,851	1.7%	31.4%	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	24	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	24	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Research, Development, Test & Eval, DW														Date: February 2020			
Defense Logistics Agency (FY 2020) (\$ in Thousands)																	
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits	
Direct Funded Personnel (includes OC 13)	196	196	196	21,195	0	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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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	60	60	6,616	0	0	0	0	6,616	0	6,616	\$110,267	\$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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Personnel (includes OC 13)	256	256	256	27,811	0	0	402	402	28,213	6,363	34,576	\$108,637	\$110,207	\$135,063	1.4%	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	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1b. General Schedule	256	256	256	27,811	0	0	402	402	28,213	6,362	34,575	\$108,637	\$110,207	\$135,059	1.4%	22.9%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T3. Total Direct Hire	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	0	0	-	-	-	-	-	
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Research, Development, Test & Eval, DW														Date: February 2020			
Defense Logistics Agency (FY 2021) (\$ in Thousands)																	
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>Rates</u> <u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC Variables	<u>j/d</u> <u>p</u> % BC Benefits	
Direct Funded Personnel (includes OC 13)	201	201	201	24,147	0	0	444	444	24,591	7,230	31,821	\$120,134	\$122,343	\$158,313	1.8%	29.9%	
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1b. General Schedule	201	201	201	24,147	-	-	444	444	24,591	7,230	31,821	\$120,134	\$122,343	\$158,313	1.8%	29.9%	
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%	29.9%	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Direct Funded (excludes OC 13)	201	201	201	24,147	-	-	444	444	24,591	7,230	31,821	\$120,134	\$122,343	\$158,313	1.8%	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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	60	60	60	6,682	0	0	0	0	6,682	0	6,682	\$111,367	\$111,367	\$111,367	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%	0.0%	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	60	60	60	6,682	-	-	-	-	6,682	-	6,682	\$111,367	\$111,367	\$111,367	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	6,682	-	-	-	-	6,682	-	6,682	\$111,367	\$111,367	\$111,367	0.0%	0.0%	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Reimbursable Funded (excludes OC 13)	60	60	60	6,682	-	-	-	-	6,682	-	6,682	\$111,367	\$111,367	\$111,367	0.0%	0.0%	
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Personnel (includes OC 13)	261	261	261	30,829	0	0	444	444	31,273	7,230	38,503	\$118,119	\$119,820	\$147,521	1.4%	23.5%	
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%	23.5%	
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1b. General Schedule	261	261	261	30,829	0	0	444	444	31,273	7,230	38,503	\$118,119	\$119,820	\$147,521	1.4%	23.5%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T3. Total Direct Hire	261	261	261	30,829	-	-	444	444	31,273	7,230	38,503	\$118,119	\$119,820	\$147,521	1.4%	23.5%	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
Subtotal - Total Funded (excludes OC 13)	261	261	261	30,829	-	-	444	444	31,273	7,230	38,503	\$118,119	\$119,820	\$147,521	1.4%	23.5%	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	

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Volume II - Defense-Wide Data Book

Research, Development, Test & Eval, DW

Defense Threat Reduction Agency
(FY 2019)
(\$ in Thousands)

Date: February 2020

	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	<u>Rates</u> k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0					
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-					
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-					
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-					
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-					
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-					
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-					
D1f. Other	-	-	-	-	-	-	-	-	-	-	-					
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-					
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-					
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-					
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)	0	0	0	0	0	0	0	0	0	0	0					
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-					
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-					
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-					
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-					
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-					
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-					
R1f. Other	-	-	-	-	-	-	-	-	-	-	-					
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-					
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-					
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-					
Subtotal - Reimbursable Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	-	-					
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-					
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-					
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-					
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-					
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-					
Total Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0					
T1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-					
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0					
T1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0					
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0					
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0					
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0					
T1f. Other	0	0	0	0	0	0	0	0	0	0	0					
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0					
T3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-					
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0					
Subtotal - Total Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	-	-					
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-					
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-					
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-					
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-					
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-					

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Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Research, Development, Test & Eval, DW													Defense Threat Reduction Agency (FY 2020) (\$ in Thousands)					Date: February 2020				
	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j		d/c	i/c	k/c	h/d	j/d					
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp		Basic	Total	Comp	% BC	% BC					
	Strength	Strength		Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits		Comp	Comp	& Benefits	Variables	Benefits					
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
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)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	0	0	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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Research, Development, Test & Eval, DW

Date: February 2020

Defense Threat Reduction Agency (FY 2021) (\$ in Thousands)																
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0					
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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)	0	0	0	0	0	0	0	0	0	0	0					
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0					
T1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	0	0	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	-	-	-

Volume II - Defense-Wide Data Book

OP-8 Exhibit, Civilian Personnel Costs
OUSD(C)-79

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Research, Development, Test & Eval, DW													Defense Technical Information Center (FY 2020) (\$ in Thousands)					Date: February 2020				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>Rates</u> <u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC Variables	<u>j/d</u> <u>p</u> % BC Benefits						
Direct Funded Personnel (includes OC 13)	212	212	212	24,355	125	0	450	575	24,930	7,540	32,470	\$114,882	\$117,594	\$153,160	2.4%	31.0%						
D1. US Direct Hire (USDH)	212	212	212	24,355	125	-	450	575	24,930	7,540	32,470	\$114,882	\$117,594	\$153,160	2.4%	31.0%						
D1a. Senior Executive Schedule	1	1	1	185	-	-	14	14	199	59	258	\$185,000	\$199,000	\$258,000	7.6%	31.9%						
D1b. General Schedule	211	211	211	24,170	125	-	436	561	24,731	7,481	32,212	\$114,550	\$117,209	\$152,664	2.3%	31.0%						
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
D3. Total Direct Hire	212	212	212	24,355	125	-	450	575	24,930	7,540	32,470	\$114,882	\$117,594	\$153,160	2.4%	31.0%						
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
Subtotal - Direct Funded (excludes OC 13)	212	212	212	24,355	125	-	450	575	24,930	7,540	32,470	\$114,882	\$117,594	\$153,160	2.4%	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	-	-	-	-	-						
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)	212	212	212	24,355	125	0	450	575	24,930	7,540	32,470	\$114,882	\$117,594	\$153,160	2.4%	31.0%						
T1. US Direct Hire (USDH)	212	212	212	24,355	125	-	450	575	24,930	7,540	32,470	\$114,882	\$117,594	\$153,160	2.4%	31.0%						
T1a. Senior Executive Schedule	1	1	1	185	0	0	14	14	199	59	258	\$185,000	\$199,000	\$258,000	7.6%	31.9%						
T1b. General Schedule	211	211	211	24,170	125	0	436	561	24,731	7,481	32,212	\$114,550	\$117,209	\$152,664	2.3%	31.0%						
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	212	212	212	24,355	125	-	450	575	24,930	7,540	32,470	\$114,882	\$117,594	\$153,160	2.4%	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)	212	212	212	24,355	125	-	450	575	24,930	7,540	32,470	\$114,882	\$117,594	\$153,160	2.4%	31.0%						
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-						
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-						
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-						
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-						

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Research, Development, Test & Eval, DW														Defense Technical Information Center (FY 2021) (\$ in Thousands)										Date: February 2020				
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits												
Direct Funded Personnel (includes OC 13)	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%												
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%	32.0%												
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
D3. Total Direct Hire	210	210	210	23,890	150	-	720	870	24,760	7,636	32,396	\$113,762	\$117,905	\$154,267	3.6%	32.0%												
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-												
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
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)	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%												
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	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	210	210	210	23,890	150	-	720	870	24,760	7,636	32,396	\$113,762	\$117,905	\$154,267	3.6%	32.0%												
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-												
Subtotal - Total 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%												
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-												
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-												
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-												
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-												

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Research, Development, Test & Eval, DW													Missile Defense Agency (FY 2019) (\$ in Thousands)					Date: February 2020				
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits						
Direct Funded Personnel (includes OC 13)	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)	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%						
D1a. Senior Executive Schedule	25	25	25	4,720	-	160	279	439	5,159	920	6,079	\$188,800	\$206,360	\$243,160	9.3%	19.5%						
D1b. 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%						
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
D3. Total Direct Hire	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%						
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
Subtotal - Direct 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%						
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-						
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
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)	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	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	2,275	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%						
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-						
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Research, Development, Test & Eval, DW													Missile Defense Agency (FY 2020) (\$ in Thousands)					Date: February 2020				
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits						
Direct Funded Personnel (includes OC 13)	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)	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%						
D1a. Senior Executive Schedule	25	25	25	4,539	-	227	396	623	5,162	1,308	6,470	\$181,560	\$206,480	\$258,800	13.7%	28.8%						
D1b. General 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%						
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
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)	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%						
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-						
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
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)	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%						
T1. US Direct Hire (USDH)	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%						
T1a. Senior Executive Schedule	25	25	25	4,539	0	227	396	623	5,162	1,308	6,470	\$181,560	\$206,480	\$258,800	13.7%	28.8%						
T1b. General 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%						
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-						
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-						
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-						
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-						
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-						
T3. Total Direct Hire	2,271	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%						
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-						
Subtotal - Total Funded (excludes 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%						
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						

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Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Research, Development, Test & Eval, DW														Missile Defense Agency (FY 2021) (\$ in Thousands)					Date: February 2020				
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits							
Direct Funded Personnel (includes OC 13)	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)	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%							
D1a. Senior Executive Schedule	25	25	25	4,554	-	228	479	707	5,261	1,312	6,573	\$182,160	\$210,440	\$262,920	15.3%	28.8%							
D1b. General Schedule	2,132	2,097	2,097	258,393	868	13,525	12,052	26,445	284,838	87,177	372,015	\$123,220	\$135,831	\$177,403	10.2%	33.7%							
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-							
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-							
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-							
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-							
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-							
D3. Total Direct Hire	2,157	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%							
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-							
Subtotal - Direct Funded (excludes 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%							
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-							
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-							
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-							
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-							
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-							
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-							
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-							
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-							
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-							
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-							
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-							
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-							
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-							
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-							
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-							
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-							
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)	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)	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%							
T1a. Senior Executive Schedule	25	25	25	4,554	0	228	479	707	5,261	1,312	6,573	\$182,160	\$210,440	\$262,920	15.3%	28.8%							
T1b. General Schedule	2,132	2,097	2,097	258,393	868	13,525	12,052	26,445	284,838	87,177	372,015	\$123,220	\$135,831	\$177,403	10.2%	33.7%							
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-							
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-							
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-							
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-							
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-							
T3. Total Direct Hire	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%							
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-							
Subtotal - Total Funded (excludes 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%							
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-							

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Research, Development, Test & Eval, DW

Office of Secretary of Defense
(FY 2019)
(\$ in Thousands)

Date: February 2020

	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>Rates</u> <u>k/c</u>	<u>h/d</u>	<u>j/d</u>
	<u>Begin</u>	<u>End</u>	<u>FTEs</u>	<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>h</u>	<u>i</u>	<u>Benefits</u>	<u>k</u>	<u>Basic</u>	<u>Total</u>	<u>Comp</u>	<u>% BC</u>	<u>% BC</u>
	<u>Strength</u>	<u>Strength</u>		<u>Comp</u>	<u>Pay</u>	<u>Pay</u>	<u>O.C.11</u>	<u>Total</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	0	0	0	4,490	0	0	0	0	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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	=	=	=	=	=
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	0	0	0	4,490	0	0	0	0	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	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-

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OP-8 Exhibit, Civilian Personnel Costs
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Fiscal Year (FY) 2021 Budget Estimates**

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National Defense Stockpile Transaction Fund												Defense Logistics Agency (FY 2019) (\$ in Thousands)					Date: February 2020				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>Rates</u> <u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC Variables	<u>j/d</u> <u>p</u> % BC Benefits					
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0										
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-										
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-										
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-										
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-										
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-										
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-										
D1f. Other	-	-	-	-	-	-	-	-	-	-	-										
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-										
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-										
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-										
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)	66	70	68	6,221	24	356	449	829	7,050	2,346	9,396	\$91,485	\$103,676	\$138,176	13.3%	37.7%					
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%	37.5%					
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-										
R1b. General Schedule	66	70	68	6,221	24	356	449	829	7,050	2,334	9,384	\$91,485	\$103,676	\$138,000	13.3%	37.5%					
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-										
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-										
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-										
R1f. Other	-	-	-	-	-	-	-	-	-	-	-										
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-										
R3. Total Direct Hire	66	70	68	6,221	24	356	449	829	7,050	2,334	9,384	\$91,485	\$103,676	\$138,000	13.3%	37.5%					
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-										
Subtotal - Reimbursable Funded (excludes OC 13)	66	70	68	6,221	24	356	449	829	7,050	2,334	9,384	\$91,485	\$103,676	\$138,000	13.3%	37.5%					
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-										
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-										
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-										
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-										
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-										
Total 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	13.3%	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%	37.5%					
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0										
T1b. General Schedule	66	70	68	6,221	24	356	449	829	7,050	2,334	9,384	\$91,485	\$103,676	\$138,000	13.3%	37.5%					
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0										
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0										
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0										
T1f. Other	0	0	0	0	0	0	0	0	0	0	0										
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0										
T3. Total Direct Hire	66	70	68	6,221	24	356	449	829	7,050	2,334	9,384	\$91,485	\$103,676	\$138,000	13.3%	37.5%					
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0										
Subtotal - Total Funded (excludes OC 13)	66	70	68	6,221	24	356	449	829	7,050	2,334	9,384	\$91,485	\$103,676	\$138,000	13.3%	37.5%					
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-										
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-										
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-										
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-										
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-										

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

National Defense Stockpile Transaction Fund											Defense Logistics Agency (FY 2020) (\$ in Thousands)					Date: February 2020				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>Rates</u> <u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC Variables	<u>j/d</u> <u>p</u> % BC Benefits				
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0									
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-									
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-									
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-									
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-									
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-									
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-									
D1f. Other	-	-	-	-	-	-	-	-	-	-	-									
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-									
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-									
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-									
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%	36.8%				
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-									
R1b. General Schedule	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%				
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-									
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-									
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-									
R1f. Other	-	-	-	-	-	-	-	-	-	-	-									
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-									
R3. Total Direct Hire	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%				
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)	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%				
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0									
T1b. General Schedule	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%				
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	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%				
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0									
Subtotal - Total 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%				
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-									
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0									
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0									
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0									
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0									

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

National Defense Stockpile Transaction Fund												Defense Logistics Agency (FY 2021) (\$ in Thousands)					Date: February 2020				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>i</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>Rates</u> <u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC Variables	<u>j/d</u> <u>p</u> % BC Benefits					
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-					
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
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%	36.4%					
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
R1b. General Schedule	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%					
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
R3. Total Direct Hire	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%					
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	7,214	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	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-					
T1b. General Schedule	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%					
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	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%					
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-					
Subtotal - Total 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%					
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-					
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-					
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-					
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-					

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Buildings Maintenance Fund

Washington Headquarters Services
(FY 2019)
(\$ in Thousands)

Date: February 2020

	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>i</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>Rates</u> <u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC Variables	<u>j/d</u> <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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)	124	166	158	12,406	867	184	0	1,051	13,457	4,122	17,579	\$78,519	\$85,171	\$111,259	8.5%	33.2%
R1. US Direct Hire (USDH)	124	166	158	12,406	867	184	-	1,051	13,457	4,122	17,579	\$78,519	\$85,171	\$111,259	8.5%	33.2%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	62	100	93	9,209	736	62	-	798	10,007	3,023	13,030	\$99,022	\$107,602	\$140,108	8.7%	32.8%
R1c. Special Schedule	61	66	65	3,192	131	122	-	253	3,445	1,097	4,542	\$49,108	\$53,000	\$69,877	7.9%	34.4%
R1d. Wage System	1	-	-	5	-	-	-	-	5	2	7	-	-	-	0.0%	40.0%
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	124	166	158	12,406	867	184	-	1,051	13,457	4,122	17,579	\$78,519	\$85,171	\$111,259	8.5%	33.2%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	124	166	158	12,406	867	184	-	1,051	13,457	4,122	17,579	\$78,519	\$85,171	\$111,259	8.5%	33.2%
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	124	166	158	12,406	867	184	0	1,051	13,457	4,122	17,579	\$78,519	\$85,171	\$111,259	8.5%	33.2%
T1. US Direct Hire (USDH)	124	166	158	12,406	867	184	-	1,051	13,457	4,122	17,579	\$78,519	\$85,171	\$111,259	8.5%	33.2%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	62	100	93	9,209	736	62	0	798	10,007	3,023	13,030	\$99,022	\$107,602	\$140,108	8.7%	32.8%
T1c. Special Schedule	61	66	65	3,192	131	122	0	253	3,445	1,097	4,542	\$49,108	\$53,000	\$69,877	7.9%	34.4%
T1d. Wage System	1	0	0	5	0	0	0	0	5	2	7	-	-	-	0.0%	40.0%
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	124	166	158	12,406	867	184	-	1,051	13,457	4,122	17,579	\$78,519	\$85,171	\$111,259	8.5%	33.2%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	124	166	158	12,406	867	184	-	1,051	13,457	4,122	17,579	\$78,519	\$85,171	\$111,259	8.5%	33.2%
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Buildings Maintenance Fund

Washington Headquarters Services
(FY 2020)
(\$ in Thousands)

Date: February 2020

	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>i</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>Rates</u> <u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC Variables	<u>j/d</u> <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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)	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)	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%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	100	97	97	10,398	10	14	40	64	10,462	3,397	13,859	\$107,196	\$107,856	\$142,876	0.6%	32.7%
R1c. Special Schedule	66	27	27	2,370	7	7	22	36	2,406	880	3,286	\$87,778	\$89,111	\$121,704	1.5%	37.1%
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	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%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	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%
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	101	101	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	101	101	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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)	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%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	100	97	97	10,398	10	14	40	64	10,462	3,397	13,859	\$107,196	\$107,856	\$142,876	0.6%	32.7%
T1c. Special Schedule	66	27	27	2,370	7	7	22	36	2,406	880	3,286	\$87,778	\$89,111	\$121,704	1.5%	37.1%
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	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	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%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	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%
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	101	101	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	101	101	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Buildings Maintenance Fund

Washington Headquarters Services
(FY 2021)
(\$ in Thousands)

Date: February 2020

	^a Begin Strength	^b End Strength	^c FTEs	^d Basic Comp	^e Overtime Pay	^f Holiday Pay	^g Other O.C.11	^{e + f + g} ^h Total Variables	^{d + h} ⁱ Comp O.C.11	^j Benefits O.C.12/13	^{i + j} ^k Comp & Benefits	^{d/c} ^l Basic Comp	^{i/c} ^m Total Comp	^{Rates} ^{k/c} ⁿ Comp & Benefits	^{h/d} ^o % BC Variables	^{j/d} ^p % BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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)	124	136	136	13,621	111	0	52	163	13,784	4,531	18,355	\$100,154	\$101,353	\$134,963	1.2%	33.6%
R1. US Direct Hire (USDH)	124	136	136	13,621	111	-	52	163	13,784	4,531	18,315	\$100,154	\$101,353	\$134,669	1.2%	33.3%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	97	136	136	13,621	111	-	52	163	13,784	4,531	18,315	\$100,154	\$101,353	\$134,669	1.2%	33.3%
R1c. Special Schedule	27	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	124	136	136	13,621	111	-	52	163	13,784	4,531	18,315	\$100,154	\$101,353	\$134,669	1.2%	33.3%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	124	136	136	13,621	111	-	52	163	13,784	4,531	18,315	\$100,154	\$101,353	\$134,669	1.2%	33.3%
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total 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%
T1. US Direct Hire (USDH)	124	136	136	13,621	111	-	52	163	13,784	4,531	18,315	\$100,154	\$101,353	\$134,669	1.2%	33.3%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	97	136	136	13,621	111	0	52	163	13,784	4,531	18,315	\$100,154	\$101,353	\$134,669	1.2%	33.3%
T1c. Special Schedule	27	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	124	136	136	13,621	111	-	52	163	13,784	4,531	18,315	\$100,154	\$101,353	\$134,669	1.2%	33.3%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	124	136	136	13,621	111	-	52	163	13,784	4,531	18,315	\$100,154	\$101,353	\$134,669	1.2%	33.3%
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Washington Headquarters Services (FY 2019) (\$ in Thousands)											Rates						Date: February 2020	
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC Variables	<u>j/d</u> <u>p</u> % BC Benefits		
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0							
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-							
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-							
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-							
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-							
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-							
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-							
D1f. Other	-	-	-	-	-	-	-	-	-	-	-							
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-							
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-							
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-							
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)	1,801	1,614	1,618	155,803	16,093	3,858	0	19,951	175,754	52,792	228,546	\$96,294	\$108,624	\$141,252	12.8%	33.9%		
R1. US Direct Hire (USDH)	1,801	1,614	1,618	155,803	16,093	3,858	-	19,951	175,754	52,712	228,466	\$96,294	\$108,624	\$141,203	12.8%	33.8%		
R1a. Senior Executive Schedule	4	4	4	788	-	-	-	-	788	214	1,002	\$197,000	\$197,000	\$250,500	0.0%	27.2%		
R1b. General Schedule	815	721	725	77,359	7,602	452	-	8,054	85,413	24,580	109,993	\$106,702	\$117,811	\$151,714	10.4%	31.8%		
R1c. Special Schedule	745	683	683	63,988	5,335	3,406	-	8,741	72,729	22,405	95,134	\$93,687	\$106,485	\$139,288	13.7%	35.0%		
R1d. Wage System	237	206	206	13,668	3,156	-	-	3,156	16,824	5,513	22,337	\$66,350	\$81,670	\$108,432	23.1%	40.3%		
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R3. Total Direct Hire	1,801	1,614	1,618	155,803	16,093	3,858	-	19,951	175,754	52,712	228,466	\$96,294	\$108,624	\$141,203	12.8%	33.8%		
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Subtotal - Reimbursable Funded (excludes OC 13)	1,801	1,614	1,618	155,803	16,093	3,858	-	19,951	175,754	52,712	228,466	\$96,294	\$108,624	\$141,203	12.8%	33.8%		
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	80	80	-	-	-	-	-		
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	80	80	-	-	-	-	-		
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Total Personnel (includes OC 13)	1,801	1,614	1,618	155,803	16,093	3,858	0	19,951	175,754	52,792	228,546	\$96,294	\$108,624	\$141,252	12.8%	33.9%		
T1. US Direct Hire (USDH)	1,801	1,614	1,618	155,803	16,093	3,858	-	19,951	175,754	52,712	228,466	\$96,294	\$108,624	\$141,203	12.8%	33.8%		
T1a. Senior Executive Schedule	4	4	4	788	0	0	0	0	788	214	1,002	\$197,000	\$197,000	\$250,500	0.0%	27.2%		
T1b. General Schedule	815	721	725	77,359	7,602	452	0	8,054	85,413	24,580	109,993	\$106,702	\$117,811	\$151,714	10.4%	31.8%		
T1c. Special Schedule	745	683	683	63,988	5,335	3,406	0	8,741	72,729	22,405	95,134	\$93,687	\$106,485	\$139,288	13.7%	35.0%		
T1d. Wage System	237	206	206	13,668	3,156	0	0	3,156	16,824	5,513	22,337	\$66,350	\$81,670	\$108,432	23.1%	40.3%		
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T3. Total Direct Hire	1,801	1,614	1,618	155,803	16,093	3,858	-	19,951	175,754	52,712	228,466	\$96,294	\$108,624	\$141,203	12.8%	33.8%		
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
Subtotal - Total Funded (excludes OC 13)	1,801	1,614	1,618	155,803	16,093	3,858	-	19,951	175,754	52,712	228,466	\$96,294	\$108,624	\$141,203	12.8%	33.8%		
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	80	80	-	-	-	-	-		
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-		
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-		
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	80	80	-	-	-	-	-		
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-		

Volume II - Defense-Wide Data Book

OP-8 Exhibit, Civilian Personnel Costs
OUSD(C)-95

Volume II - Defense-Wide Data Book

OP-8 Exhibit, Civilian Personnel Costs
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**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Working Capital Fund, Defense-Wide														Date: February 2020				
Defense Logistics Agency (FY 2019) (\$ in Thousands)																		
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits		
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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	\$73,966	\$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	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%		
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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)	664	655	654	3,391	-	-	-	-	3,391	19,580	22,971	\$5,185	\$5,185	\$35,124	0.0%	577.4%		
Subtotal - Reimbursable 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%		
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	12,014	12,014	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	8,902	8,902	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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	\$78,816	\$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	-	-	-	-	-	-	-
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)	-	-	-	-	-	-	-	-	-	3,112	3,112	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-	-	-

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Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Working Capital Fund, Defense-Wide														Date: February 2020				
Defense Logistics Agency (FY 2020) (\$ in Thousands)																		
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits		
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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	720,679	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	\$163,840	\$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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	5,339	5,339	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total 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%		
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	\$163,840	\$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	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-
T1d. 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%		
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	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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	5,339	5,339	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-	-	-

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Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Working Capital Fund, Defense-Wide													Date: February 2020				
Defense Logistics Agency (FY 2021) (\$ in Thousands)																	
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits	
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0						
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-						
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)	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	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	141	141	141	1,160	-	-	4	4	1,164	2,368	3,532	\$8,227	\$8,255	\$25,050	0.3%	204.1%	
R3. 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%	
R4. Indirect Hire Foreign Nationals (IHFN)	669	669	669	3,642	-	-	-	-	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	-	-	-	-	-	-	-	-	-	14,433	14,433	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	9,201	9,201	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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	\$114,224	7.3%	37.3%	
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	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%	
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	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%	
T5. 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	-	-	-	-	-	

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Working Capital Fund, DECA													Date: February 2020				
Defense Commissary Agency (FY 2019) (\$ in Thousands)																	
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits	
Direct Funded Personnel (includes OC 13)	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)	12,922	12,058	10,565	496,820	1,834	7,872	21,627	31,333	528,153	173,485	701,638	\$47,025	\$49,991	\$66,412	6.3%	34.9%	
D1a. Senior Executive Schedule	4	2	3	561	-	-	-	37	598	171	769	\$187,000	\$199,333	\$256,333	6.6%	30.9%	
D1b. General Schedule	8,726	8,107	7,077	346,692	1,287	4,928	16,053	22,268	368,960	122,341	491,301	\$48,989	\$52,135	\$69,422	6.4%	35.3%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	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%	34.1%	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	608	594	556	29,030	-	-	-	-	29,030	-	29,030	\$52,212	\$52,212	\$52,212	0.0%	0.0%	
D3. Total Direct Hire	13,530	12,652	11,121	\$25,850	1,834	7,872	21,627	31,333	\$57,183	173,485	730,668	\$47,284	\$50,102	\$65,702	6.0%	33.0%	
D4. Indirect Hire Foreign Nationals (IHFN)	1,130	1,117	1,108	32,891	-	-	-	-	32,891	-	32,891	\$29,685	\$29,685	\$29,685	0.0%	0.0%	
Subtotal - Direct Funded (excludes OC 13)	14,660	13,769	12,229	558,741	1,834	7,872	21,627	31,333	590,074	173,485	763,559	\$45,690	\$48,252	\$62,438	5.6%	31.0%	
D5. Other Object Class 13 Benefits																	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	3,924	-	-	3,924	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	3,924	3,924	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Reimbursable Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5. Other Object Class 13 Benefits																	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Personnel (includes OC 13)	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)	12,922	12,058	10,565	496,820	1,834	7,872	21,627	31,333	528,153	173,485	701,638	\$47,025	\$49,991	\$66,412	6.3%	34.9%	
T1a. Senior Executive Schedule	4	2	3	561	0	0	37	37	598	171	769	\$187,000	\$199,333	\$256,333	6.6%	30.5%	
T1b. General Schedule	8,726	8,107	7,077	346,692	1,287	4,928	16,053	22,268	368,960	122,341	491,301	\$48,989	\$52,135	\$69,422	6.4%	35.3%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	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%	34.1%	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	608	594	556	29,030	0	0	0	0	29,030	0	29,030	\$52,212	\$52,212	\$52,212	0.0%	0.0%	
T3. Total Direct Hire	13,530	12,652	11,121	\$25,850	1,834	7,872	21,627	31,333	\$57,183	173,485	730,668	\$47,284	\$50,102	\$65,702	6.0%	33.0%	
T4. Indirect Hire Foreign Nationals (IHFN)	1,130	1,117	1,108	32,891	0	0	0	0	32,891	0	32,891	\$29,685	\$29,685	\$29,685	0.0%	0.0%	
Subtotal - Total Funded (excludes OC 13)	14,660	13,769	12,229	558,741	1,834	7,872	21,627	31,333	590,074	173,485	763,559	\$45,690	\$48,252	\$62,438	5.6%	31.0%	
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)	-	-	-	-	-	-	-	-	-	-	3,924	-	-	3,924	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	0	-	-	

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Fiscal Year (FY) 2021 Budget Estimates**

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Working Capital Fund, DECA													Date: February 2020				
Defense Commissary Agency (FY 2020) (\$ in Thousands)																	
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits	
Direct Funded Personnel (includes OC 13)	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)	12,058	11,660	10,884	511,071	1,770	7,616	20,383	29,769	540,840	174,799	715,639	\$46,956	\$49,691	\$65,751	5.8%	34.2%	
D1a. Senior Executive Schedule	2	4	5	704	-	-	-	-	704	162	866	\$140,800	\$140,800	\$173,200	0.0%	23.0%	
D1b. General Schedule	8,107	7,907	7,476	357,250	1,229	4,706	14,910	20,845	378,095	122,246	500,341	\$47,786	\$50,575	\$66,926	5.8%	34.2%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	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%	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	594	594	524	34,842	-	-	-	-	34,842	-	34,842	\$66,492	\$66,492	\$66,492	0.0%	0.0%	
D3. Total Direct Hire	12,652	12,254	11,408	545,913	1,770	7,616	20,383	29,769	575,682	174,799	750,481	\$47,854	\$50,463	\$65,786	5.5%	32.0%	
D4. Indirect Hire Foreign Nationals (IHFN)	1,117	1,117	1,204	38,469	-	-	-	-	38,469	-	38,469	\$31,951	\$31,951	\$31,951	0.0%	0.0%	
Subtotal - Direct Funded (excludes OC 13)	13,769	13,371	12,612	584,382	1,770	7,616	20,383	29,769	614,151	174,799	788,950	\$46,335	\$48,696	\$62,556	5.1%	29.9%	
D5. Other Object Class 13 Benefits										1,397	1,397						
D5a. USDH - Benefits for Former Employees																	
D5b. DHFN - Benefits for Former Employees																	
D5c. Voluntary Separation Incentive Pay (VSIP)										1,397	1,397						
D5d. Foreign National Separation Liability Accrual										-	-						
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Reimbursable Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5. Other Object Class 13 Benefits																	
R5a. USDH - Benefits for Former Employees																	
R5b. DHFN - Benefits for Former Employees																	
R5c. Voluntary Separation Incentive Pay (VSIP)																	
R5d. Foreign National Separation Liability Accrual																	
Total Personnel (includes OC 13)	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)	12,058	11,660	10,884	511,071	1,770	7,616	20,383	29,769	540,840	174,799	715,639	\$46,956	\$49,691	\$65,751	5.8%	34.2%	
T1a. Senior Executive Schedule	2	4	5	704	0	0	0	0	704	162	866	\$140,800	\$140,800	\$173,200	0.0%	23.0%	
T1b. General Schedule	8,107	7,907	7,476	357,250	1,229	4,706	14,910	20,845	378,095	122,246	500,341	\$47,786	\$50,575	\$66,926	5.8%	34.2%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	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%	
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)	594	594	524	34,842	0	0	0	0	34,842	0	34,842	\$66,492	\$66,492	\$66,492	0.0%	0.0%	
T3. Total Direct Hire	12,652	12,254	11,408	545,913	1,770	7,616	20,383	29,769	575,682	174,799	750,481	\$47,854	\$50,463	\$65,786	5.5%	32.0%	
T4. Indirect Hire Foreign Nationals (IHFN)	1,117	1,117	1,204	38,469	0	0	0	0	38,469	0	38,469	\$31,951	\$31,951	\$31,951	0.0%	0.0%	
Subtotal - Total Funded (excludes OC 13)	13,769	13,371	12,612	584,382	1,770	7,616	20,383	29,769	614,151	174,799	788,950	\$46,335	\$48,696	\$62,556	5.1%	29.9%	
T5. Other Object Class 13 Benefits											1,397						
T5a. USDH - Benefits for Former Employees											0						
T5b. DHFN - Benefits for Former Employees											0						
T5c. Voluntary Separation Incentive Pay (VSIP)											1,397						
T5d. Foreign National Separation Liability Accrual											0						

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Working Capital Fund, DECA											Defense Commissary Agency (FY 2021) (\$ in Thousands)											Date: February 2020				
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits										
Direct Funded Personnel (includes OC 13)	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)	11,660	11,361	10,384	494,840	1,714	7,373	19,712	28,799	523,639	169,399	693,038	\$47,654	\$50,427	\$66,741	5.8%	34.2%										
D1a. Senior Executive Schedule	4	5	5	704	-	-	-	-	704	162	866	\$140,800	\$140,800	\$173,200	0.0%	23.0%										
D1b. General Schedule	7,907	7,757	7,226	345,903	1,190	4,556	14,413	20,159	366,062	118,466	484,528	\$47,869	\$50,659	\$67,053	5.8%	34.2%										
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-										
D1d. Wage System	3,749	3,599	3,153	148,233	524	2,817	5,299	8,640	156,873	50,771	207,644	\$47,013	\$49,754	\$65,856	5.8%	34.3%										
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-										
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-										
D2. Direct Hire Program Foreign Nationals (DHFN)	594	594	524	35,056	-	-	-	-	35,056	-	35,056	\$66,901	\$66,901	\$66,901	0.0%	0.0%										
D3. Total Direct Hire	12,254	11,955	10,908	529,896	1,714	7,373	19,712	28,799	558,695	169,399	728,094	\$48,579	\$51,219	\$66,749	5.4%	32.0%										
D4. Indirect Hire Foreign Nationals (IHFN)	1,117	1,117	1,204	38,757	-	-	-	-	38,757	-	38,757	\$32,190	\$32,190	\$32,190	0.0%	0.0%										
Subtotal - Direct Funded (excludes OC 13)	13,371	13,072	12,112	568,653	1,714	7,373	19,712	28,799	597,452	169,399	766,851	\$46,950	\$49,327	\$63,313	5.1%	29.8%										
D5. Other Object Class 13 Benefits											1,408		1,408													
D5a. USDH - Benefits for Former Employees																										
D5b. DHFN - Benefits for Former Employees																										
D5c. Voluntary Separation Incentive Pay (VSIP)											1,408		1,408													
D5d. Foreign National Separation Liability Accrual																										
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-										
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-										
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-										
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-										
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-										
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-										
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-										
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-										
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-										
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-										
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-										
Subtotal - Reimbursable Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-										
R5. Other Object Class 13 Benefits																										
R5a. USDH - Benefits for Former Employees																										
R5b. DHFN - Benefits for Former Employees																										
R5c. Voluntary Separation Incentive Pay (VSIP)																										
R5d. Foreign National Separation Liability Accrual																										
Total Personnel (includes OC 13)	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)	11,660	11,361	10,384	494,840	1,714	7,373	19,712	28,799	523,639	169,399	693,038	\$47,654	\$50,427	\$66,741	5.8%	34.2%										
T1a. Senior Executive Schedule	4	5	5	704	0	0	0	0	704	162	866	\$140,800	\$140,800	\$173,200	0.0%	23.0%										
T1b. General Schedule	7,907	7,757	7,226	345,903	1,190	4,556	14,413	20,159	366,062	118,466	484,528	\$47,869	\$50,659	\$67,053	5.8%	34.2%										
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-										
T1d. Wage System	3,749	3,599	3,153	148,233	524	2,817	5,299	8,640	156,873	50,771	207,644	\$47,013	\$49,754	\$65,856	5.8%	34.3%										
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-										
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-										
T2. Direct Hire Program Foreign Nationals (DHFN)	594	594	524	35,056	0	0	0	0	35,056	0	35,056	\$66,901	\$66,901	\$66,901	0.0%	0.0%										
T3. Total Direct Hire	12,254	11,955	10,908	529,896	1,714	7,373	19,712	28,799	558,695	169,399	728,094	\$48,579	\$51,219	\$66,749	5.4%	32.0%										
T4. Indirect Hire Foreign Nationals (IHFN)	1,117	1,117	1,204	38,757	0	0	0	0	38,757	0	38,757	\$32,190	\$32,190	\$32,190	0.0%	0.0%										
Subtotal - Total Funded (excludes OC 13)	13,371	13,072	12,112	568,653	1,714	7,373	19,712	28,799	597,452	169,399	766,851	\$46,950	\$49,327	\$63,313	5.1%	29.8%										
T5. Other Object Class 13 Benefits											1,408		1,408													
T5a. USDH - Benefits for Former Employees											0		0													
T5b. DHFN - Benefits for Former Employees											0		0													
T5c. Voluntary Separation Incentive Pay (VSIP)											1,408		1,408													
T5d. Foreign National Separation Liability Accrual											0		0													

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Working Capital Fund, Defense-Wide														Date: February 2020				
Defense Information Systems Agency (FY 2019) (\$ in Thousands)																		
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits		
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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)	2,716	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)	2,710	2,704	2,667	257,058	2,457	1,295	6,418	10,170	267,228	84,672	351,900	\$96,385	\$100,198	\$131,946	4.0%	32.9%		
R1a. Senior Executive Schedule	1	2	2	195	-	-	-	-	195	47	242	\$97,500	\$97,500	\$121,000	0.0%	24.1%		
R1b. General Schedule	2,708	2,701	2,664	256,688	2,457	1,295	6,418	10,170	266,858	84,580	351,438	\$96,354	\$100,172	\$131,921	4.0%	33.0%		
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	1	1	1	175	-	-	-	-	175	45	220	\$175,000	\$175,000	\$220,000	0.0%	25.7%		
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	2,710	2,704	2,667	257,058	2,457	1,295	6,418	10,170	267,228	84,672	351,900	\$96,385	\$100,198	\$131,946	4.0%	32.9%		
R4. Indirect Hire Foreign Nationals (IHFN)	6	8	7	451	-	-	-	-	451	-	451	\$64,429	\$64,429	\$64,429	0.0%	0.0%		
Subtotal - Reimbursable Funded (excludes OC 13)	2,716	2,712	2,674	257,509	2,457	1,295	6,418	10,170	267,679	84,672	352,351	\$96,301	\$100,104	\$131,769	3.9%	32.9%		
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	3,891	3,891	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	3,891	3,891	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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	\$133,224	3.9%	34.4%		
T1. US Direct Hire (USDH)	2,710	2,704	2,667	257,058	2,457	1,295	6,418	10,170	267,228	84,672	351,900	\$96,385	\$100,198	\$131,946	4.0%	32.9%		
T1a. Senior Executive Schedule	1	2	2	195	0	0	0	0	195	47	242	\$97,500	\$97,500	\$121,000	0.0%	24.1%		
T1b. General Schedule	2,708	2,701	2,664	256,688	2,457	1,295	6,418	10,170	266,858	84,580	351,438	\$96,354	\$100,172	\$131,921	4.0%	33.0%		
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	1	1	1	175	0	0	0	0	175	45	220	\$175,000	\$175,000	\$220,000	0.0%	25.7%		
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	2,710	2,704	2,667	257,058	2,457	1,295	6,418	10,170	267,228	84,672	351,900	\$96,385	\$100,198	\$131,946	4.0%	32.9%		
T4. Indirect Hire Foreign Nationals (IHFN)	6	8	7	451	0	0	0	0	451	0	451	\$64,429	\$64,429	\$64,429	0.0%	0.0%		
Subtotal - Total Funded (excludes OC 13)	2,716	2,712	2,674	257,509	2,457	1,295	6,418	10,170	267,679	84,672	352,351	\$96,301	\$100,104	\$131,769	3.9%	32.9%		
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	3,891	3,891	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	3,891	3,891	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

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Working Capital Fund, Defense-Wide														Date: February 2020			
Defense Information Systems Agency (FY 2020) (\$ in Thousands)																	
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>Rates</u> <u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC Variables	<u>j/d</u> <u>p</u> % BC Benefits	
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0						
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-						
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-						
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-						
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-						
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-						
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-						
D1f. Other	-	-	-	-	-	-	-	-	-	-	-						
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-						
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-						
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-						
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)	2,712	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 (USDH)	2,704	2,916	2,775	299,184	3,072	1,219	6,109	10,400	309,584	85,245	394,829	\$107,814	\$111,562	\$142,281	3.5%	28.5%	
R1a. Senior Executive Schedule	2	5	4	746	-	-	19	19	765	193	958	\$186,500	\$191,250	\$239,500	2.5%	25.9%	
R1b. General Schedule	2,701	2,911	2,771	298,438	3,072	1,219	6,090	10,381	308,819	85,052	393,871	\$107,700	\$111,447	\$142,140	3.5%	28.5%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	2,704	2,916	2,775	299,184	3,072	1,219	6,109	10,400	309,584	85,245	394,829	\$107,814	\$111,562	\$142,281	3.5%	28.5%	
R4. Indirect Hire Foreign Nationals (IHFN)	8	8	8	517	-	-	-	-	517	-	517	\$64,625	\$64,625	\$64,625	0.0%	0.0%	
Subtotal - Reimbursable Funded (excludes OC 13)	2,712	2,924	2,783	299,701	3,072	1,219	6,109	10,400	310,101	85,245	395,346	\$107,690	\$111,427	\$142,057	3.5%	28.4%	
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	1,000	1,000	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	1,000	1,000	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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 (USDH)	2,704	2,916	2,775	299,184	3,072	1,219	6,109	10,400	309,584	85,245	394,829	\$107,814	\$111,562	\$142,281	3.5%	28.5%	
T1a. Senior Executive Schedule	2	5	4	746	0	0	19	19	765	193	958	\$186,500	\$191,250	\$239,500	2.5%	25.9%	
T1b. General Schedule	2,701	2,911	2,771	298,438	3,072	1,219	6,090	10,381	308,819	85,052	393,871	\$107,700	\$111,447	\$142,140	3.5%	28.5%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T1e. Highly Qualified Experts	1	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T3. Total Direct Hire	2,704	2,916	2,775	299,184	3,072	1,219	6,109	10,400	309,584	85,245	394,829	\$107,814	\$111,562	\$142,281	3.5%	28.5%	
T4. Indirect Hire Foreign Nationals (IHFN)	8	8	8	517	0	0	0	0	517	0	517	\$64,625	\$64,625	\$64,625	0.0%	0.0%	
Subtotal - Total Funded (excludes OC 13)	2,712	2,924	2,783	299,701	3,072	1,219	6,109	10,400	310,101	85,245	395,346	\$107,690	\$111,427	\$142,057	3.5%	28.4%	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	1,000	1,000	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	1,000	1,000	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-	-

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Volume II - Defense-Wide Data Book

Working Capital Fund, Defense-Wide														Date: February 2020				
Defense Information Systems Agency (FY 2021) (\$ in Thousands)																		
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits		
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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	\$144,344	4.4%	28.3%		
R1. US Direct Hire (USDH)	2,916	3,040	2,891	314,876	3,012	1,259	9,458	13,729	328,605	89,312	417,917	\$108,916	\$113,665	\$144,558	4.4%	28.4%		
R1a. Senior Executive Schedule	5	5	4	750	-	-	18	18	768	193	961	\$187,500	\$192,000	\$240,250	2.4%	25.7%		
R1b. General Schedule	2,911	3,035	2,887	314,126	3,012	1,259	9,440	13,711	327,837	89,119	416,956	\$108,807	\$113,556	\$144,425	4.4%	28.4%		
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	2,916	3,040	2,891	314,876	3,012	1,259	9,458	13,729	328,605	89,312	417,917	\$108,916	\$113,665	\$144,558	4.4%	28.4%		
R4. Indirect Hire Foreign Nationals (IHFN)	8	8	8	535	-	-	-	-	535	-	535	\$66,875	\$66,875	\$66,875	0.0%	0.0%		
Subtotal - Reimbursable Funded (excludes 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	\$144,344	4.4%	28.3%		
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)	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	\$144,344	4.4%	28.3%		
T1. US Direct Hire (USDH)	2,916	3,040	2,891	314,876	3,012	1,259	9,458	13,729	328,605	89,312	417,917	\$108,916	\$113,665	\$144,558	4.4%	28.4%		
T1a. Senior Executive Schedule	5	5	4	750	0	0	18	18	768	193	961	\$187,500	\$192,000	\$240,250	2.4%	25.7%		
T1b. General Schedule	2,911	3,035	2,887	314,126	3,012	1,259	9,440	13,711	327,837	89,119	416,956	\$108,807	\$113,556	\$144,425	4.4%	28.4%		
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	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	2,916	3,040	2,891	314,876	3,012	1,259	9,458	13,729	328,605	89,312	417,917	\$108,916	\$113,665	\$144,558	4.4%	28.4%		
T4. Indirect Hire Foreign Nationals (IHFN)	8	8	8	535	0	0	0	0	535	0	535	\$66,875	\$66,875	\$66,875	0.0%	0.0%		
Subtotal - Total Funded (excludes 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	\$144,344	4.4%	28.3%		
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Working Capital Fund, Defense-Wide													Defense Finance and Accounting Service (FY 2019) (\$ in Thousands)					Date: February 2020				
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits						
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-						
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
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)	12,002	12,030	11,839	779,521	22,161	239	8,941	31,341	810,862	282,855	1,093,717	\$63,843	\$68,491	\$92,383	4.0%	36.3%						
R1a. Senior Executive Schedule	23	19	21	3,897	-	-	382	382	4,279	1,037	5,316	\$183,571	\$203,762	\$253,143	9.8%	26.6%						
R1b. General Schedule	11,950	11,983	11,789	774,197	22,146	239	8,536	30,921	805,118	281,337	1,086,455	\$63,671	\$68,294	\$92,158	4.0%	36.3%						
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
R1d. Wage System	29	28	29	1,427	15	-	23	38	1,465	481	1,946	\$49,207	\$50,517	\$67,103	2.7%	33.7%						
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
R3. Total Direct Hire	12,002	12,030	11,839	779,521	22,161	239	8,941	31,341	810,862	282,855	1,093,717	\$63,843	\$68,491	\$92,383	4.0%	36.3%						
R4. Indirect Hire Foreign Nationals (IHFN)	203	196	199	703	-	-	-	-	703	-	703	\$3,533	\$3,533	\$3,533	0.0%	0.0%						
Subtotal - Reimbursable Funded (excludes 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%						
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)	12,205	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%						
T1. US Direct Hire (USDH)	12,002	12,030	11,839	779,521	22,161	239	8,941	31,341	810,862	282,855	1,093,717	\$63,843	\$68,491	\$92,383	4.0%	36.3%						
T1a. Senior Executive Schedule	23	19	21	3,897	0	0	382	382	4,279	1,037	5,316	\$183,571	\$203,762	\$253,143	9.8%	26.6%						
T1b. General Schedule	11,950	11,983	11,789	774,197	22,146	239	8,536	30,921	805,118	281,337	1,086,455	\$63,671	\$68,294	\$92,158	4.0%	36.3%						
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-						
T1d. Wage System	29	28	29	1,427	15	0	23	38	1,465	481	1,946	\$49,207	\$50,517	\$67,103	2.7%	33.7%						
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-						
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-						
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-						
T3. Total Direct Hire	12,002	12,030	11,839	779,521	22,161	239	8,941	31,341	810,862	282,855	1,093,717	\$63,843	\$68,491	\$92,383	4.0%	36.3%						
T4. Indirect Hire Foreign Nationals (IHFN)	203	196	199	703	0	0	0	0	703	0	703	\$3,533	\$3,533	\$3,533	0.0%	0.0%						
Subtotal - Total Funded (excludes OC 13)	12,205	12,226	12,038	780,224	22,161	239	8,941	31,341	811,565	282,853	1,094,420	\$64,813	\$67,417	\$90,914	4.0%	36.3%						
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-						
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-						
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-						
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-						

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Working Capital Fund, Defense-Wide														Date: February 2020				
Defense Finance and Accounting Service (FY 2020) (\$ in Thousands)																		
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits		
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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)	12,226	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)	12,030	11,927	11,748	805,074	22,658	246	11,150	34,054	839,128	292,131	1,131,259	\$68,529	\$71,427	\$96,294	4.2%	36.3%		
R1a. Senior Executive Schedule	19	23	23	4,025	-	-	188	188	4,213	1,071	5,284	\$175,000	\$183,174	\$229,739	4.7%	26.6%		
R1b. General Schedule	11,983	11,875	11,696	799,575	22,642	246	10,939	33,827	833,402	290,563	1,123,965	\$68,363	\$71,255	\$96,098	4.2%	36.3%		
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	28	29	29	1,474	16	-	23	39	1,513	497	2,010	\$50,828	\$52,172	\$69,310	2.6%	33.7%		
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	12,030	11,927	11,748	805,074	22,658	246	11,150	34,054	839,128	292,131	1,131,259	\$68,529	\$71,427	\$96,294	4.2%	36.3%		
R4. Indirect Hire Foreign Nationals (IHFN)	196	202	202	1,677	-	-	-	-	1,677	-	1,677	\$8,302	\$8,302	\$8,302	0.0%	0.0%		
Subtotal - Reimbursable Funded (excludes 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%		
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)	12,226	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)	12,030	11,927	11,748	805,074	22,658	246	11,150	34,054	839,128	292,131	1,131,259	\$68,529	\$71,427	\$96,294	4.2%	36.3%		
T1a. Senior Executive Schedule	19	23	23	4,025	0	0	188	188	4,213	1,071	5,284	\$175,000	\$183,174	\$229,739	4.7%	26.6%		
T1b. General Schedule	11,983	11,875	11,696	799,575	22,642	246	10,939	33,827	833,402	290,563	1,123,965	\$68,363	\$71,255	\$96,098	4.2%	36.3%		
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-
T1d. Wage System	28	29	29	1,474	16	0	23	39	1,513	497	2,010	\$50,828	\$52,172	\$69,310	2.6%	33.7%		
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-
T3. Total Direct Hire	12,030	11,927	11,748	805,074	22,658	246	11,150	34,054	839,128	292,131	1,131,259	\$68,529	\$71,427	\$96,294	4.2%	36.3%		
T4. Indirect Hire Foreign Nationals (IHFN)	196	202	202	1,677	0	0	0	0	1,677	0	1,677	\$8,302	\$8,302	\$8,302	0.0%	0.0%		
Subtotal - Total Funded (excludes 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%		
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	0	0	0	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	0	0	0	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	0	0	0	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	0	0	0	-	-	-	-

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Working Capital Fund, Defense-Wide														Date: February 2020				
Defense Finance and Accounting Service (FY 2021) (\$ in Thousands)																		
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits		
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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)	12,129	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%	36.2%	\$69,833	\$73,915
R1. US Direct Hire (USDH)	11,927	10,957	10,654	756,064	23,322	172	20,797	44,291	800,355	274,691	1,075,046	\$70,965	\$75,122	\$100,905	5.9%	36.3%	\$70,965	\$75,122
R1a. Senior Executive Schedule	23	23	23	4,027	-	-	351	351	4,378	1,103	5,481	\$175,087	\$190,348	\$238,304	8.7%	27.4%	\$175,087	\$190,348
R1b. General Schedule	11,875	10,905	10,601	750,518	23,297	172	20,403	43,872	794,390	273,089	1,067,479	\$70,797	\$74,935	\$100,696	5.8%	36.4%	\$70,797	\$74,935
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	29	29	30	1,519	25	-	43	68	1,587	499	2,086	\$50,633	\$52,900	\$69,533	4.3%	32.9%	\$50,633	\$52,900
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	11,927	10,957	10,654	756,064	23,322	172	20,797	44,291	800,355	274,691	1,075,046	\$70,965	\$75,122	\$100,905	5.9%	36.3%	\$70,965	\$75,122
R4. Indirect Hire Foreign Nationals (IHFN)	202	198	198	1,769	-	-	-	-	1,769	-	1,769	\$8,934	\$8,934	\$8,934	0.0%	0.0%	\$8,934	\$8,934
Subtotal - Reimbursable Funded (excludes OC 13)	12,129	11,155	10,852	757,833	23,322	172	20,797	44,291	802,124	274,691	1,076,815	\$69,833	\$73,915	\$99,227	5.8%	36.2%	\$69,833	\$73,915
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)	12,129	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%	36.2%	\$69,833	\$73,915
T1. US Direct Hire (USDH)	11,927	10,957	10,654	756,064	23,322	172	20,797	44,291	800,355	274,691	1,075,046	\$70,965	\$75,122	\$100,905	5.9%	36.3%	\$70,965	\$75,122
T1a. Senior Executive Schedule	23	23	23	4,027	0	0	351	351	4,378	1,103	5,481	\$175,087	\$190,348	\$238,304	8.7%	27.4%	\$175,087	\$190,348
T1b. General Schedule	11,875	10,905	10,601	750,518	23,297	172	20,403	43,872	794,390	273,089	1,067,479	\$70,797	\$74,935	\$100,696	5.8%	36.4%	\$70,797	\$74,935
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-
T1d. Wage System	29	29	30	1,519	25	0	43	68	1,587	499	2,086	\$50,633	\$52,900	\$69,533	4.3%	32.9%	\$50,633	\$52,900
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	11,927	10,957	10,654	756,064	23,322	172	20,797	44,291	800,355	274,691	1,075,046	\$70,965	\$75,122	\$100,905	5.9%	36.3%	\$70,965	\$75,122
T4. Indirect Hire Foreign Nationals (IHFN)	202	198	198	1,769	0	0	0	0	1,769	0	1,769	\$8,934	\$8,934	\$8,934	0.0%	0.0%	\$8,934	\$8,934
Subtotal - Total Funded (excludes OC 13)	12,129	11,155	10,852	757,833	23,322	172	20,797	44,291	802,124	274,691	1,076,815	\$69,833	\$73,915	\$99,227	5.8%	36.2%	\$69,833	\$73,915
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Recoveries under the Foreign Military Sales Program, Defense

Date: February 2020

	Office of Secretary of Defense (FY 2019) (\$ in Thousands)											Rates				
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	2	2	2	2	2
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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)	0	0	0	0	0	0	0	0	0	0	0	2	2	2	2	2
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	2	2	2	2	2
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Recoveries under the Foreign Military Sales Program, Defense

Date: February 2020

	Office of Secretary of Defense (FY 2020) (\$ in Thousands)											Rates				
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	2	2	2	2	2
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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)	0	0	0	0	0	0	0	0	0	0	0	2	2	2	2	2
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	2	2	2	2	2
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Recoveries under the Foreign Military Sales Program, Defense

Date: February 2020

	Office of Secretary of Defense (FY 2021) (\$ in Thousands)											Rates				
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	2	2	2	2	2
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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)	0	0	0	0	0	0	0	0	0	0	0	2	2	2	2	2
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	2	2	2	2	2
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Volume II - Defense-Wide Data Book

OP-8 Exhibit, Civilian Personnel Costs
OUSD(C)-112

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

WCF, Def Counterintelligence & Security Agency															Date: February 2020				
Defense Counterintelligence & Security Agency (FY 2020) (\$ in Thousands)																			
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits			
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	3,315	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)	3,315	3,622	3,513	313,572	19,183	-	3,013	22,196	335,768	96,732	432,500	\$89,260	\$95,579	\$123,114	7.1%	30.8%			
R1a. Senior Executive Schedule	13	13	13	2,388	-	-	14	14	2,402	748	3,150	\$183,692	\$184,769	\$242,308	0.6%	31.3%			
R1b. General Schedule	3,302	3,609	3,500	311,184	19,183	-	2,999	22,182	333,366	95,984	429,350	\$88,910	\$95,247	\$122,671	7.1%	30.8%			
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	3,315	3,622	3,513	313,572	19,183	-	3,013	22,196	335,768	96,732	432,500	\$89,260	\$95,579	\$123,114	7.1%	30.8%			
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	3,315	3,622	3,513	313,572	19,183	-	3,013	22,196	335,768	96,732	432,500	\$89,260	\$95,579	\$123,114	7.1%	30.8%			
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)	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%			
T1. US Direct Hire (USDH)	3,315	3,622	3,513	313,572	19,183	-	3,013	22,196	335,768	96,732	432,500	\$89,260	\$95,579	\$123,114	7.1%	30.8%			
T1a. Senior Executive Schedule	13	13	13	2,388	0	0	14	14	2,402	748	3,150	\$183,692	\$184,769	\$242,308	0.6%	31.3%			
T1b. General Schedule	3,302	3,609	3,500	311,184	19,183	0	2,999	22,182	333,366	95,984	429,350	\$88,910	\$95,247	\$122,671	7.1%	30.8%			
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T3. Total Direct Hire	3,315	3,622	3,513	313,572	19,183	-	3,013	22,196	335,768	96,732	432,500	\$89,260	\$95,579	\$123,114	7.1%	30.8%			
T4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	3,315	3,622	3,513	313,572	19,183	-	3,013	22,196	335,768	96,732	432,500	\$89,260	\$95,579	\$123,114	7.1%	30.8%			
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Volume II - Defense-Wide Data Book

OP-8 Exhibit, Civilian Personnel Costs
OUSD(C)-114

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide														Date: February 2020			
	Defense Wide Summary (Defense Agencies/Field Activities) (FY 2019) (\$ in Thousands)																
	a	b	c	d	e	f	g	e + f + g	d + h	i	k + j	d/c	i/c	k/c	h/d	j/d	
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	h 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)	82,498	82,234	79,865	8,240,250	134,509	10,409	288,767	433,685	8,673,935	3,030,280	11,704,215	\$103,177	\$108,607	\$146,550	5.3%	36.8%	
D1. US Direct Hire (USDH)	81,827	81,571	78,897	8,214,495	134,499	10,407	287,930	432,836	8,647,331	3,021,408	11,668,739	\$104,117	\$109,603	\$147,898	5.3%	36.8%	
D1a. Senior Executive Schedule	1,123	1,173	1,137	204,828	-	173	8,019	8,192	213,020	65,697	278,717	\$180,148	\$187,353	\$245,134	4.0%	32.8%	
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						
D5b. DHFN - Benefits for Former Employees											-						
D5c. Voluntary Separation Incentive Pay (VSIP)										4,260	4,260						
D5d. Foreign National Separation Liability Accrual										-	-						
Reimbursable Funded Personnel (includes OC 13)	1,725	1,988	2,212	265,151	1,486	119	3,442	5,047	270,198	82,441	352,639	\$119,869	\$122,151	\$159,421	1.9%	31.1%	
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%	31.1%	
R1a. Senior Executive Schedule	1	6	14	2,321	-	-	35	35	2,356	662	3,018	\$165,786	\$168,286	\$215,571	1.5%	28.5%	
R1b. General Schedule	1,658	1,911	2,037	246,220	1,442	115	3,281	4,838	251,058	77,137	328,195	\$120,874	\$123,249	\$161,117	2.0%	31.3%	
R1c. Special Schedule	-	11	94	9,166	44	4	4	52	9,218	2,559	11,777	\$97,511	\$98,064	\$125,287	0.6%	27.9%	
R1d. Wage System	-	-	3	561	-	-	-	-	561	116	677	\$187,000	\$187,000	\$225,667	0.0%	20.7%	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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	0.0%	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	0	173	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										4,468	4,468						
T5a. USDH - Benefits for Former Employees											186						
T5b. DHFN - Benefits for Former Employees											0						
T5c. Voluntary Separation Incentive Pay (VSIP)										4,282	4,282						
T5d. Foreign National Separation Liability Accrual										0	0						

Office of the Secretary of Defense Fiscal Year (FY) 2021 Budget Estimates

Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide															Date: February 2020				
Defense Wide Summary (Defense Agencies/Field Activities) (FY 2020) (in Thousands)																			
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits			
Direct Funded Personnel (includes OC 13)	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	\$145,999	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	-	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	\$37,637	\$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%	37.8%			
D4. Indirect Hire Foreign Nationals (IHFN)	507	517	539	8,934	-	-	-	-	8,934	-	8,934	\$16,575	\$16,575	\$16,575	0.0%	0.0%			
Subtotal - Direct Funded (excludes OC 13)	82,579	83,707	82,669	8,422,459	127,607	9,906	303,828	441,341	8,863,800	3,180,818	12,044,618	\$101,882	\$107,220	\$145,697	5.2%	37.8%			
D5. Other Object Class 13 Benefits										17,499	17,499								
D5a. USDH - Benefits for Former Employees										14,805	14,805								
D5b. DHFN - Benefits for Former Employees										-	-								
D5c. Voluntary Separation Incentive Pay (VSIP)										2,694	2,694								
D5d. Foreign National Separation Liability Accrual										-	-								
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	\$119,784	\$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	23	25	25	2,722	35	11	-	46	2,768	310	3,078	\$108,880	\$110,720	\$125,120	1.7%	11.4%			
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	-	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	0.0%	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	340	340	335	12,615	210	0	2,222	2,432	15,047	5,607	20,654	\$37,637	\$44,916	\$61,654	19.3%	44.4%			
T1e. Highly Qualified Experts	51	39	39	5,799	0	0	33	33	5,832	1,388	7,220	\$148,692	\$149,538	\$185,128	0.6%	23.9%			
T1f. Other	5,995	5,861	5,720	404,059	20	690	44,292	45,002	449,061	311,139	760,200	\$70,640	\$78,507	\$132,902	11.1%	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	84,190	85,397	84,402	8,686,274	128,417	9,959	306,857	445,233	9,131,507	3,267,210	12,398,717	\$102,915	\$108,191	\$146,901	5.1%	37.6%			
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								
T5a. USDH - Benefits for Former Employees										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								

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide														Date: February 2020			
Defense Wide Summary (Defense Agencies/Field Activities) (FY 2021) (\$ in Thousands)																	
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits	
Direct Funded Personnel (includes OC 13)	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)	82,438	82,125	80,592	8,719,387	107,684	10,009	326,629	444,322	9,163,709	3,321,266	12,484,975	\$108,192	\$113,705	\$154,916	5.1%	38.1%	
D1a. Senior Executive Schedule	1,231	1,213	1,200	215,396	-	177	9,202	9,379	224,775	71,873	296,648	\$179,497	\$187,313	\$247,207	4.4%	33.4%	
D1b. General Schedule	71,338	70,968	69,687	7,719,949	107,240	9,108	253,648	369,996	8,089,945	2,803,458	10,893,403	\$110,780	\$116,090	\$156,319	4.8%	36.3%	
D1c. Special Schedule	3,687	3,817	3,727	374,271	194	42	16,755	16,991	391,262	124,803	516,065	\$100,422	\$104,980	\$138,467	4.5%	33.3%	
D1d. Wage System	340	345	339	12,991	239	-	2,385	2,624	15,615	5,982	21,597	\$38,322	\$46,062	\$63,708	20.2%	46.0%	
D1e. Highly Qualified Experts	38	38	38	5,790	11	-	195	206	5,996	1,753	7,749	\$152,368	\$157,789	\$203,921	3.6%	30.3%	
D1f. Other	5,804	5,744	5,601	390,990	-	682	44,444	45,126	436,116	313,397	749,513	\$69,807	\$77,864	\$133,818	11.5%	80.2%	
D2. Direct Hire Program Foreign Nationals (DHFN)	427	430	445	18,222	5	1	1,232	1,238	19,460	4,847	24,307	\$40,948	\$43,730	\$54,622	6.8%	26.6%	
D3. Total Direct Hire	82,865	82,555	81,037	8,737,609	107,689	10,010	327,861	445,560	9,183,169	3,326,113	12,509,282	\$107,822	\$113,321	\$154,365	5.1%	38.1%	
D4. Indirect Hire Foreign Nationals (IHFN)	515	517	539	9,098	-	-	-	-	9,098	-	9,098	\$16,879	\$16,879	\$16,879	0.0%	0.0%	
Subtotal - Direct Funded (excludes OC 13)	83,380	83,072	81,576	8,746,707	107,689	10,010	327,861	445,560	9,192,267	3,337,113	12,518,380	\$107,222	\$112,683	\$153,457	5.1%	38.0%	
D5. Other Object Class 13 Benefits										10,982	10,982						
D5a. USDH - Benefits for Former Employees										9,228	9,228						
D5b. DHFN - Benefits for Former Employees										-	-						
D5c. Voluntary Separation Incentive Pay (VSIP)										1,754	1,754						
D5d. Foreign National Separation Liability Accrual										-	-						
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 (USDH)	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%	
R1a. Senior Executive Schedule	7	6	13	2,312	-	-	41	41	2,353	635	2,988	\$177,846	\$181,000	\$229,846	1.8%	27.5%	
R1b. General Schedule	2,277	2,316	2,374	298,578	637	46	5,832	6,515	305,093	97,232	402,325	\$125,770	\$128,514	\$169,471	2.2%	32.6%	
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	1	1	1	155	-	-	-	-	155	-	155	\$153,000	\$155,000	\$155,000	0.0%	0.0%	
R1f. Other	57	57	57	10,753	20	-	68	88	10,841	3,003	13,844	\$188,649	\$190,193	\$242,877	0.8%	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)	5	5	5	-	-	-	-	-	-	-	-	\$0	\$0	\$0	-	-	
Subtotal - Reimbursable Funded (excludes 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%	
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)	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	\$107,799	\$113,180	\$154,092	5.0%	38.0%	
T1. US Direct Hire (USDH)	84,805	84,530	83,062	9,033,256	108,377	10,066	332,617	451,060	9,484,316	3,422,920	12,907,236	\$108,753	\$114,184	\$155,393	5.0%	37.9%	
T1a. Senior Executive Schedule	1,238	1,219	1,213	217,708	0	177	9,243	9,420	227,128	72,508	299,636	\$179,479	\$187,245	\$247,021	4.3%	33.3%	
T1b. General Schedule	73,615	73,284	72,061	8,018,527	107,877	9,154	259,480	376,511	8,395,038	2,900,690	11,295,728	\$111,274	\$116,499	\$156,752	4.7%	36.2%	
T1c. Special Schedule	3,712	3,842	3,752	376,342	230	53	16,802	17,085	393,427	125,587	519,014	\$100,304	\$104,858	\$138,330	4.5%	33.4%	
T1d. Wage System	340	345	339	12,991	239	0	2,385	2,624	15,615	5,982	21,597	\$38,322	\$46,062	\$63,708	20.2%	46.0%	
T1e. Highly Qualified Experts	39	39	39	5,945	11	0	195	206	6,151	1,753	7,904	\$152,436	\$157,718	\$202,667	3.5%	29.5%	
T1f. Other	5,861	5,801	5,658	401,743	20	682	44,512	45,214	446,957	316,400	763,357	\$71,004	\$78,996	\$134,916	11.3%	78.8%	
T2. Direct Hire Program Foreign Nationals (DHFN)	427	430	445	18,222	5	1	1,232	1,238	19,460	4,847	24,307	\$40,948	\$43,730	\$54,622	6.8%	26.6%	
T3. Total Direct Hire	85,232	84,960	83,507	9,051,478	108,382	10,067	333,849	452,298	9,503,776	3,427,767	12,931,543	\$108,392	\$113,808	\$154,856	5.0%	37.9%	
T4. Indirect Hire Foreign Nationals (IHFN)	520	522	544	9,098	0	0	0	0	9,098	0	9,098	\$16,724	\$16,724	\$16,724	0.0%	0.0%	
Subtotal - Total Funded (excludes OC 13)	85,752	85,482	84,051	9,060,576	108,382	10,067	333,849	452,298	9,512,874	3,427,767	12,940,641	\$107,799	\$113,180	\$153,962	5.0%	37.8%	
T5. Other Object Class 13 Benefits											10,982						
T5a. USDH - Benefits for Former Employees											9,228		9,228				
T5b. DHFN - Benefits for Former Employees											0		0				
T5c. Voluntary Separation Incentive Pay (VSIP)											1,754		1,754				
T5d. Foreign National Separation Liability Accrual											0		0				

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Research, Development, Test & Eval, DW														Date: February 2020				
Defense Wide Summary (Defense Agencies/Field Activities) (FY 2019) (\$ in Thousands)																		
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>Rates</u> <u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC Variables	<u>j/d</u> <u>p</u> % BC Benefits		
Direct Funded Personnel (includes OC 13)	<u>3,086</u>	<u>3,088</u>	<u>3,158</u>	<u>376,728</u>	<u>1,084</u>	<u>14,540</u>	<u>12,445</u>	<u>28,069</u>	<u>404,797</u>	<u>126,088</u>	<u>530,885</u>	<u>\$119,293</u>	<u>\$128,181</u>	<u>\$168,108</u>	<u>7.5%</u>	<u>33.5%</u>		
D1. US Direct Hire (USDH)	<u>3,086</u>	<u>3,088</u>	<u>3,158</u>	<u>376,728</u>	<u>1,084</u>	<u>14,540</u>	<u>12,445</u>	<u>28,069</u>	<u>404,797</u>	<u>125,904</u>	<u>530,701</u>	<u>\$119,293</u>	<u>\$128,181</u>	<u>\$168,050</u>	<u>7.5%</u>	<u>33.4%</u>		
D1a. Senior Executive Schedule	32	31	31	5,805	-	160	351	511	6,316	1,301	7,617	\$187,258	\$203,742	\$245,710	8.8%	22.4%		
D1b. General Schedule	2,959	2,961	3,031	353,717	1,084	14,380	11,314	26,778	380,495	117,227	497,722	\$116,700	\$125,534	\$164,210	7.6%	33.1%		
D1c. Special Schedule	95	96	96	17,206	-	-	780	780	17,986	7,376	25,362	\$179,229	\$187,354	\$264,188	4.5%	42.9%		
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D3. Total Direct Hire	<u>3,086</u>	<u>3,088</u>	<u>3,158</u>	<u>376,728</u>	<u>1,084</u>	<u>14,540</u>	<u>12,445</u>	<u>28,069</u>	<u>404,797</u>	<u>125,904</u>	<u>530,701</u>	<u>\$119,293</u>	<u>\$128,181</u>	<u>\$168,050</u>	<u>7.5%</u>	<u>33.4%</u>		
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Subtotal - Direct Funded (excludes OC 13)	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%		
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	184	-	24	-	-	-		
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	160	-	160	-	-	-		
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Reimbursable Funded Personnel (includes OC 13)	<u>168</u>	<u>168</u>	<u>191</u>	<u>13,643</u>	<u>115</u>	<u>1</u>	<u>254</u>	<u>370</u>	<u>14,013</u>	<u>3,602</u>	<u>17,615</u>	<u>\$71,429</u>	<u>\$73,366</u>	<u>\$92,225</u>	<u>2.7%</u>	<u>26.4%</u>		
R1. US Direct Hire (USDH)	<u>168</u>	<u>168</u>	<u>191</u>	<u>13,643</u>	<u>115</u>	<u>1</u>	<u>254</u>	<u>370</u>	<u>14,013</u>	<u>3,602</u>	<u>17,615</u>	<u>\$71,429</u>	<u>\$73,366</u>	<u>\$92,225</u>	<u>2.7%</u>	<u>26.4%</u>		
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1b. General 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%		
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R3. Total Direct Hire	<u>168</u>	<u>168</u>	<u>191</u>	<u>13,643</u>	<u>115</u>	<u>1</u>	<u>254</u>	<u>370</u>	<u>14,013</u>	<u>3,602</u>	<u>17,615</u>	<u>\$71,429</u>	<u>\$73,366</u>	<u>\$92,225</u>	<u>2.7%</u>	<u>26.4%</u>		
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Subtotal - Reimbursable Funded (excludes 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%		
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>3,254</u>	<u>3,256</u>	<u>3,349</u>	<u>390,371</u>	<u>1,199</u>	<u>14,541</u>	<u>12,699</u>	<u>28,439</u>	<u>418,810</u>	<u>129,690</u>	<u>548,500</u>	<u>\$116,563</u>	<u>\$125,055</u>	<u>\$163,780</u>	<u>7.3%</u>	<u>33.2%</u>		
T1. US Direct Hire (USDH)	<u>3,254</u>	<u>3,256</u>	<u>3,349</u>	<u>390,371</u>	<u>1,199</u>	<u>14,541</u>	<u>12,699</u>	<u>28,439</u>	<u>418,810</u>	<u>129,506</u>	<u>548,316</u>	<u>\$116,563</u>	<u>\$125,055</u>	<u>\$163,725</u>	<u>7.3%</u>	<u>33.2%</u>		
T1a. Senior Executive Schedule	32	31	31	5,805	0	160	351	511	6,316	1,301	7,617	\$187,258	\$203,742	\$245,710	8.8%	22.4%		
T1b. General Schedule	3,127	3,129	3,222	367,360	1,199	14,381	11,568	27,148	394,508	120,829	515,337	\$114,016	\$122,442	\$159,943	7.4%	32.9%		
T1c. Special Schedule	95	96	96	17,206	0	0	780	780	17,986	7,376	25,362	\$179,229	\$187,354	\$264,188	4.5%	42.9%		
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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T3. Total Direct Hire	<u>3,254</u>	<u>3,256</u>	<u>3,349</u>	<u>390,371</u>	<u>1,199</u>	<u>14,541</u>	<u>12,699</u>	<u>28,439</u>	<u>418,810</u>	<u>129,506</u>	<u>548,316</u>	<u>\$116,563</u>	<u>\$125,055</u>	<u>\$163,725</u>	<u>7.3%</u>	<u>33.2%</u>		
T4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Subtotal - Total Funded (excludes OC 13)	3,254	3,256	3,349	390,371	1,199	14,541	12,699	28,439	418,810	129,506	548,316	\$116,563	\$125,055	\$163,725	7.3%	33.2%		
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	184	-	24	-	-	-		
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	160	-	160	-	-	-		
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-		

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Research, Development, Test & Eval, DW															Date: February 2020				
Defense Wide Summary (Defense Agencies/Field Activities) (FY 2020) (\$ in Thousands)																			
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits			
Direct Funded Personnel (includes OC 13)	3,101	3,011	3,008	364,509	1,050	14,040	12,285	27,375	391,884	122,821	514,705	\$121,180	\$130,281	\$171,072	7.5%	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	-	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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
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)	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%			
R1. US Direct Hire (USDH)	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%			
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
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	\$95,953	\$116,220	0.9%	21.3%			
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Subtotal - Reimbursable Funded (excludes OC 13)	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%			
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)	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	33	34	34	6,100	0	227	538	765	6,865	1,829	8,694	\$179,412	\$201,912	\$255,706	12.5%	30.0%			
T1b. General Schedule	3,163	3,066	3,066	359,374	1,085	13,825	11,046	25,956	385,330	117,150	502,480	\$117,213	\$125,678	\$163,888	7.2%	32.6%			
T1c. Special Schedule	96	102	99	17,204	0	0	812	812	18,016	7,592	25,608	\$173,778	\$181,980	\$258,667	4.7%	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	-	-	-	-	-			
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-			
T2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
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)	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%			
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			

**Office of the Secretary of Defense
Fiscal Year (FY) 2021 Budget Estimates**

Volume II - Defense-Wide Data Book

Research, Development, Test & Eval, DW													Date: February 2020				
Defense Wide Summary (Defense Agencies/Field Activities) (FY 2021) (\$ in Thousands)																	
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>Rates</u> <u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC Variables	<u>j/d</u> <u>p</u> % 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	\$176,591	8.3%	33.8%	
D1. US Direct Hire (USDH)	2,988	2,937	2,938	365,068	1,082	13,774	15,376	30,232	395,300	123,140	518,440	\$124,257	\$134,547	\$176,460	8.3%	33.7%	
D1a. Senior Executive Schedule	34	32	32	5,854	-	228	578	806	6,660	1,775	8,435	\$182,938	\$208,125	\$263,594	13.8%	30.3%	
D1b. General Schedule	2,852	2,802	2,803	340,200	1,082	13,546	13,933	28,561	368,761	113,223	481,984	\$121,370	\$131,559	\$171,953	8.4%	33.3%	
D1c. Special Schedule	102	103	103	19,014	-	-	865	865	19,879	8,142	28,021	\$184,602	\$193,000	\$272,049	4.5%	42.8%	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire	2,988	2,937	2,938	365,068	1,082	13,774	15,376	30,232	395,300	123,140	518,440	\$124,257	\$134,547	\$176,460	8.3%	33.7%	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Direct Funded (excludes OC 13)	2,988	2,937	2,938	365,068	1,082	13,774	15,376	30,232	395,300	123,140	518,440	\$124,257	\$134,547	\$176,460	8.3%	33.7%	
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	120	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	120	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	120	120	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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)	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%	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	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%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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	\$97,592	\$118,283	0.9%	21.4%	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Reimbursable Funded (excludes 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%	
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)	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)	3,179	3,128	3,129	383,547	1,118	13,786	15,489	30,393	413,940	127,092	541,032	\$122,578	\$132,291	\$172,909	7.9%	33.1%	
T1a. Senior Executive Schedule	34	32	32	5,854	0	228	578	806	6,660	1,775	8,435	\$182,938	\$208,125	\$263,594	13.8%	30.3%	
T1b. General Schedule	3,043	2,993	2,994	358,679	1,118	13,558	14,046	28,722	387,401	117,175	504,576	\$119,799	\$129,392	\$168,529	8.0%	32.7%	
T1c. Special Schedule	102	103	103	19,014	0	0	865	865	19,879	8,142	28,021	\$184,602	\$193,000	\$272,049	4.5%	42.8%	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T3. Total Direct Hire	3,179	3,128	3,129	383,547	1,118	13,786	15,489	30,393	413,940	127,092	541,032	\$122,578	\$132,291	\$172,909	7.9%	33.1%	
T4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Total Funded (excludes OC 13)	3,179	3,128	3,129	383,547	1,118	13,786	15,489	30,393	413,940	127,092	541,032	\$122,578	\$132,291	\$172,909	7.9%	33.1%	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	120	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	120	120	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	