

Fiscal Year (FY) 2021 Budget Estimates

Operation and Maintenance, Defense-Wide Office of the Secretary of Defense



February 2020

DEFENSE-WIDE DATA BOOK

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Office of the Secretary of Defense
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Manpower Changes in Full- Time Equivalent (FTE)

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DEFENSE ACQUISITION UNIVERSITY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	622	0	0	622
2. FY 2020 FTEs	615	0	0	615
3. FY 2021 FTEs	577	0	0	577

DAU - Operation and Maintenance (O&M)

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	622	0	0	622
Adjustment due to MHA efficiencies (-7 FTEs)	-7	0	0	-7
2. FY 2020 FTEs	615	0	0	615
Adjustment due to DWR efficiencies (-22 FTEs) and MHA efficiencies (-16 FTEs)	-38	0	0	-38
3. FY 2021 FTEs	577	0	0	577

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

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	0	0	0	0
2. FY 2020 FTEs	0	0	0	0
3. FY 2021 FTEs	0	0	0	0

DAU - Defense Working Capital Fund (DWCF)

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	0	0	0	0
2. FY 2020 FTEs	0	0	0	0
3. FY 2021 FTEs	0	0	0	0

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4. SUMMARY

	<u>Foreign National</u>		<u>Total</u>	
	<u>US Direct Hire</u>	<u>Direct Hire</u>		<u>Indirect Hire</u>
FY 2019				
O&M Total	622	0	0	622
Direct Funded	622	0	0	622
Reimbursable Funded	0	0	0	0
Total Component	622	0	0	622
Direct Funded	622	0	0	622
Reimbursable Funded	0	0	0	0
FY 2020				
O&M Total	615	0	0	615
Direct Funded	615	0	0	615
Reimbursable Funded	0	0	0	0
Total Component	615	0	0	615
Direct Funded	615	0	0	615
Reimbursable Funded	0	0	0	0
FY 2021				
O&M Total	577	0	0	577
Direct Funded	577	0	0	577
Reimbursable Funded	0	0	0	0
Total Component	577	0	0	577
Direct Funded	577	0	0	577
Reimbursable Funded	0	0	0	0

5. SUMMARY OF CHANGES

Civilian FTE changes from FY 2020 to FY 2021 reflect Defense Wide Review (DWR) identified efficiencies or savings. Commensurate with DWR funding decisions, 38 FTEs are reduced with the cut to select courses, curriculum development, and research.

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DEFENSE CONTRACT AUDIT AGENCY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	4,403	0	0	4,403
2. FY 2020 FTEs	4,430	0	0	4,430
3. FY 2021 FTEs	4,057	0	0	4,057

DCAA - Operation and Maintenance (O&M)

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	4,403	0	0	4,403
The increase from FY 2019 to FY 2020 reflects a decrease of reimbursable-funded civilian FTEs, a reduction for civilian direct hire efficiency and realignment of 15 FTEs to DISA for IT Optimization.	27	0	0	27
2. FY 2020 FTEs	4,430	0	0	4,430
The decrease from FY 2020 to FY 2021 reflects a decrease of reimbursable-funded civilian FTEs and -349 FTEs in support of the Interim Advisory Service and Post Payment Voucher Audits.	-373	0	0	-373
3. FY 2021 FTEs	4,057	0	0	4,057

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

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	0	0	0	0
2. FY 2020 FTEs	0	0	0	0
3. FY 2021 FTEs	0	0	0	0

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DCAA - Defense Working Capital Fund (DWCF)

	<u>Foreign National</u>			<u>Total</u>
	<u>US Direct Hire</u>	<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	0	0	0	0
2. FY 2020 FTEs	0	0	0	0
3. FY 2021 FTEs	0	0	0	0

4. SUMMARY

	<u>Foreign National</u>			<u>Total</u>
	<u>US Direct Hire</u>	<u>Direct Hire</u>	<u>Indirect Hire</u>	
FY 2019				
O&M Total	4,403	0	0	4,403
Direct Funded	4,113	0	0	4,113
Reimbursable Funded	290	0	0	290
Total Component	4,403	0	0	4,403
Direct Funded	4,113	0	0	4,113
Reimbursable Funded	290	0	0	290
FY 2020				
O&M Total	4,430	0	0	4,430
Direct Funded	4,149	0	0	4,149
Reimbursable Funded	281	0	0	281
Total Component	4,430	0	0	4,430
Direct Funded	4,149	0	0	4,149
Reimbursable Funded	281	0	0	281
FY 2021				
O&M Total	4,057	0	0	4,057
Direct Funded	3,800	0	0	3,800
Reimbursable Funded	257	0	0	257
Total Component	4,057	0	0	4,057

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Direct Funded	3,800	0	0	3,800
Reimbursable Funded	257	0	0	257

5. SUMMARY OF CHANGES

The total civilian FTE changes from FY 2020 to FY 2021 include Defense Wide Review (DWR) identified efficiencies or savings. Commensurate with DWR funding decisions, 349 FTEs are reduced with the cut to advisory services, audits, and other non-mission critical functions.

DEFENSE CONTRACT MANAGEMENT AGENCY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	11,221	57	2	11,280
2. FY 2020 FTEs	11,127	56	2	11,185
3. FY 2021 FTEs	10,884	57	3	10,944

DCMA - Operation and Maintenance (O&M)

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	11,221	57	2	11,280
The DCMA did not achieve its FY 2018 FTE target, and its FY 2019 number reflects its efforts to fill those critical acquisition positions.	-94	-1	0	-95
2. FY 2020 FTEs	11,127	56	2	11,185
The DCMA loses 213 FTE in FY 2020 due to civilian hiring efficiency losses and transferring 250 FTE to DISA for the DISA Fourth Estate IT Optimization but gains FTE for critical acquisition positions.	-243	1	1	-241
3. FY 2021 FTEs	10,884	57	3	10,944

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

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	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	0	0	0	0
2. FY 2020 FTEs	0	0	0	0
3. FY 2021 FTEs	0	0	0	0

DCMA - Defense Working Capital Fund (DWCF)

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	0	0	0	0
2. FY 2020 FTEs	0	0	0	0
3. FY 2021 FTEs	0	0	0	0

4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
FY 2019				
O&M Total	11,221	57	2	11,280
Direct Funded	10,271	57	2	10,330
Reimbursable Funded	950	0	0	950
Total Component	11,221	57	2	11,280
Direct Funded	10,271	57	2	10,330
Reimbursable Funded	950	0	0	950
FY 2020				
O&M Total	11,127	56	2	11,185
Direct Funded	9,907	56	2	9,965
Reimbursable Funded	1,220	0	0	1,220
Total Component	11,127	56	2	11,185
Direct Funded	9,907	56	2	9,965
Reimbursable Funded	1,220	0	0	1,220

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FY 2021

O&M Total	10,884	57	3	10,944
Direct Funded	9,504	57	3	9,564
Reimbursable Funded	1,380	0	0	1,380
Total Component	10,884	57	3	10,944
Direct Funded	9,504	57	3	9,564
Reimbursable Funded	1,380	0	0	1,380

5. SUMMARY OF CHANGES

The total civilian FTE changes from FY 2020 to FY 2021 include Defense Wide Review (DWR) identified efficiencies or savings. Commensurate with DWR funding decisions, 478 FTEs are reduced from contract, IT, and facilities management functions.

DEFENSE HUMAN RESOURCES ACTIVITY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	1,246	0	0	1,246
2. FY 2020 FTEs	1,268	0	0	1,268
3. FY 2021 FTEs	1,266	0	0	1,266

DHRA - Operation and Maintenance (O&M)

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	1,246	0	0	1,246
FTE change	22	0	0	22
Increase of 22 FTEs in FY 2020 due to change in FY 2019 from budget to actuals.				

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2. FY 2020 FTEs	1,268	0	0	1,268
FTE change	-2	0	0	-2
Change from FY 2020 to FY 2021 due to increase in reimbursable FTEs from 24 to 31, and decrease in direct FTEs from 1,244 to 1,235.				
3. FY 2021 FTEs	1,266	0	0	1,266

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

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	0	0	0	0
2. FY 2020 FTEs	0	0	0	0
3. FY 2021 FTEs	0	0	0	0

DHRA - Defense Working Capital Fund (DWCF)

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	0	0	0	0
2. FY 2020 FTEs	0	0	0	0
3. FY 2021 FTEs	0	0	0	0

4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
FY 2019				
O&M Total	1,246	0	0	1,246
Direct Funded	1,238	0	0	1,238
Reimbursable Funded	8	0	0	8
Total Component	1,246	0	0	1,246

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Direct Funded	1,238	0	0	1,238
Reimbursable Funded	8	0	0	8
FY 2020				
O&M Total	1,268	0	0	1,268
Direct Funded	1,244	0	0	1,244
Reimbursable Funded	24	0	0	24
Total Component	1,268	0	0	1,268
Direct Funded	1,244	0	0	1,244
Reimbursable Funded	24	0	0	24
FY 2021				
O&M Total	1,266	0	0	1,266
Direct Funded	1,235	0	0	1,235
Reimbursable Funded	31	0	0	31
Total Component	1,266	0	0	1,266
Direct Funded	1,235	0	0	1,235
Reimbursable Funded	31	0	0	31

5. SUMMARY OF CHANGES

DHRA direct civilian FTEs have decreased by a net of -9. This reflects the -10 FTEs from DMDC to Defense Counterintelligence Security Agency (DCSA) for the National Background Investigation Services (NBIS) transfer. In addition we received +1 FTE from the Office of the Assistant to the Secretary of Defense for Public Affairs (OATSD (PA)).

DHRA Reimbursable FTEs increase by +7 to include those within DLNSEO, in addition to 26 for DMDC.

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DEFENSE INFORMATION SYSTEMS AGENCY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	5,901	0	12	5,913
2. FY 2020 FTEs	6,093	0	13	6,106
3. FY 2021 FTEs	6,158	0	13	6,171

DISA - Operation and Maintenance (O&M)

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	2,854	0	5	2,859
Functional Transfer	3	0	0	3
Command and Control (C2) Cyber Mission Force Acceleration	4	0	0	4
Robust Comply-to-Connect Capability	5	0	0	5
Sharkseer Capacity	6	0	0	6
DoD Cloud Computing Ecosystem	11	0	0	11
Joint Artificial Intelligence Center (JAIC)	55	0	0	55
Global Command and Control System - Joint	4	0	0	4
Combined Advanced Applications	7	0	0	7
2. FY 2020 FTEs	2,949	0	5	2,954
Joint Artificial Intelligence Center (JAIC)	33	0	0	33
Global Command and Control System	21	0	0	21
Joint Force Headquarters (JFHQ)	12	0	0	12
Network Operations (NetOps)	-6	0	0	-6
Endpoint Modernization Taskfoce	-5	0	0	-5

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Functional Transfer	-131	0	0	-131
DISA Internal Adjustments	49	0	0	49
3. FY 2021 FTEs	2,922	0	5	2,927

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

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	380	0	0	380
Realignment RDT&E to O&M	-4	0	0	-4
RDT&E Reduction	-7	0	0	-7
2. FY 2020 FTEs	369	0	0	369
RDT&E Reduction	-24	0	0	-24
3. FY 2021 FTEs	345	0	0	345

DISA - Defense Working Capital Fund (DWCF)

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	2,667	0	7	2,674
Information Services	108	0	1	109
2. FY 2020 FTEs	2,775	0	8	2,783
Information Services	116	0	0	116
3. FY 2021 FTEs	2,891	0	8	2,899

4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
FY 2019				
O&M Total	2,854	0	5	2,859
Direct Funded	2,726	0	5	2,731
Reimbursable Funded	128	0	0	128

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RDT&E Total	380	0	0	380
Direct Funded	249	0	0	249
Reimbursable Funded	131	0	0	131
DWCF Total	2,792	0	4	2,796
Direct Funded	0	0	0	0
Reimbursable Funded	2,792	0	4	2,796
Total Component	3,234	0	5	3,239
Direct Funded	2,975	0	5	2,980
Reimbursable Funded	259	0	0	259
FY 2020				
O&M Total	2,949	0	5	2,954
Direct Funded	2,821	0	5	2,826
Reimbursable Funded	128	0	0	128
RDT&E Total	369	0	0	369
Direct Funded	238	0	0	238
Reimbursable Funded	131	0	0	131
DWCF Total	2,856	0	8	2,864
Direct Funded	0	0	0	0
Reimbursable Funded	2,856	0	8	2,864
Total Component	3,318	0	5	3,323
Direct Funded	3,059	0	5	3,064
Reimbursable Funded	259	0	0	259
FY 2021				
O&M Total	2,922	0	5	2,927
Direct Funded	2,794	0	5	2,799
Reimbursable Funded	128	0	0	128
RDT&E Total	345	0	0	345
Direct Funded	214	0	0	214

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Reimbursable Funded	131	0	0	131
DWCF Total	4,136	0	8	4,144
Direct Funded	0	0	0	0
Reimbursable Funded	4,136	0	8	4,144
Total Component	3,267	0	5	3,272
Direct Funded	3,008	0	5	3,013
Reimbursable Funded	259	0	0	259

5. SUMMARY OF CHANGES

Operation and Maintenance (O&M)

FY 2019-2020: The FTE change from FY 2019 - FY 2020 is (+95) FTEs. The FTE change is due to the following:

Joint Artificial Intelligence Center (JAIC) (+55) FTEs: An increase of (+55) FTEs is due to the establishment of the Joint Artificial Intelligence Center (JAIC). The JAIC will accelerate the delivery of Artificial Intelligence (AI) to achieve impact scaled across the DoD at relevant speed to transform the DoD and ensure the nation maintains a competitive advantage.

DoD Cloud Computing Ecosystem (+11) FTEs: An increase of (+11) FTEs is due to the establishment of the Joint Enterprise Defense Infrastructure (JEDI) program office.

Sharkseer Capacity (+6) FTEs: An increase of (+6) FTEs support oversight of the transition, integration, and expansion of Sharkseer Capabilities within DISA's infrastructure.

Robust Comply-to-Connect Capability (+5) FTEs: An increase of (+5) FTEs provides for onsite support to configure and maintain Enterprise Patch Management Solution (EPMS) in accordance with DoD directives.

Command and Control (C2) Cyber Mission Force Acceleration (+4) FTEs: An increase of (+4) FTEs provides for additional support of Command and Control (C2) of the Cyber Mission Force. The increase represents the acceleration of four civilian positions for the continued support of securing, operating and defending the DODIN.

Functional Transfer (+4) FTEs: An increase of (+3) FTEs is the result of the transfer from the Defense

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Human Resources Activity (DHRA) for IT service support. An increase of (+1) FTE is the result of the transfer from the Defense Technology Security Administration (DTSA) to provide IT support services.

Global Command and Control System - Joint (+4) FTEs: An increase of (+4) FTEs is the result of the realignment from RDT&E to O&M to support the GCCS-J program. FTEs will support the external system interfaces with GCCS-J Global and support migration activities for GCCS-J Global Critical Sites.

Combined Advanced Applications (CAA) (+7) FTEs: An increase of (+7) FTEs for program mission support. Details provided for this program are submitted in appropriately classified DoD exhibits submitted separately.

FY 2020-2021: The FTE change from FY 2020 - FY 2021 is (-27) FTEs. The FTE change is due to the following:

Global Command and Control System (+21) FTEs: An increase of (+21) FTEs is primarily attributable to an increase in manpower required for legacy GCCS-J sustainment.

Joint Force Headquarters (+12) FTEs: An increase (+12) FTEs provides command and control personnel to support Cyber Mission Force.

Network Operations (-6) FTEs: A decrease of (-6) FTEs is due to reduced manpower requirements for SATCOM capabilities within Network Operations.

Joint Artificial Intelligence Center (+33) FTEs: An increase of (+33) FTEs is attributable to additional civilian personnel with specialized skills in workforce development, training and education, legal, legislative affairs, policy analysis, intelligence, acquisition and data analysis in support of the Joint Artificial Intelligence Center.

Info Systems Security Program/Info Assurance/PKI (-5) FTEs: A decrease of (-5) FTEs is due to the elimination of the Endpoint Modernization Taskforce and commensurate with a Defense Wide Review funding decision.

DISA Internal Adjustments (+49) FTEs: An increase of (+49) FTEs primarily reflects an internal rephasing. DISA experienced significant under execution in FTEs. As a result, the Agency reduced civilian FTE levels in under executing programs and gradually rephased these FTEs across future years. The increase of FTEs represent this year's rephasing level. DISA continues to use a variety of recruiting initiatives such as

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direct hiring authority, job fairs, cyber excepted service authorities, etc. to return programs to their authorized manpower levels.

Functional Transfer (+4) FTEs: An increase of (+3) FTEs is attributable to the transfer of funding and manpower to properly align IT services in the Pentagon and the National Capital Region (NCR) to Joint Service Provider (JSP). An increase of (+13) FTEs is the result of the functional transfer of common IT services and resources not previously transferred to the JSP as well as life-safety backbone services and resources from PFPA to JSP. A decrease of (-67) FTEs reflects the functional transfer of the Joint Systems Engineering and Integration Office (JSEIO) responsibilities and resources from DISA to USSTRATCOM to ensure compliance with NDAA 2018. A decrease of (-41) FTEs reflects the functional transfer of the National Background Investigation Services (NBIS) Program Executive Office (PEO) responsibilities and resources from the DISA to Defense Counterintelligence Security Agency (DCSA) and Defense Human Resources Activity (DHRA) to ensure compliance with NDAA 2018. A decrease of (-13) FTEs reflects the functional transfer of the Joint Systems Engineering and Integration Office (JSEIO) responsibilities and resources from DISA to USSTRATCOM to ensure compliance with NDAA 2018. A decrease of (-12) FTEs reflects the transfer of the Department of Defense Consolidated Adjudications Facility (DoD CAF) funding and manpower from the DISA to Defense Counterintelligence Security Agency (DCSA) to ensure compliance with NDAA 2018. A decrease of (-11) FTEs reflects the transfer of the COMSATCOM manpower and funding from DISA to the United States Air Force (USAF) to ensure compliance with NDAA 2018. A decrease of (-2) FTEs reflects the transfer of the Phoenix-Air-to-Ground Communication Network (PAGCN) manpower and funding from DISA to the United States Air Force (USAF) to ensure compliance with NDAA 2018. A decrease of (-1) FTEs reflects the transfer of the Phoenix-Air-to-Ground Communication Network (PAGCN) manpower and funding from DISA to the United States Air Force (USAF) to ensure compliance with NDAA 2018.

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

FY 2019-2020: The FTE change from FY 2019 - FY 2020 is (-11) FTEs.

A decrease of (-4) FTEs is due to the realignment from RDT&E to O&M to support the GCCS-J program. An additional reduction of (-7) FTEs is achieved through Agency efficiencies.

FY 2020-2021: The FTE change from FY 2020 - FY 2021 is (-24) FTEs.

A decrease of (-24) FTEs is due to the realignment of Joint Interoperability Testing Center (JTIC) FTEs to achieve Agency efficiencies.

Defense Working Capital Fund (DWCF)

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FY 2019-2020: The FTE change from FY 2019 - FY 2020 is (109) FTEs.

An increase of (109) FTEs is due to increased staffing to support Data Centers and new/expanded service offerings, delivery of the DISN services, and increased pass-through contacting workload.

FY 2020-2021: The FTE change from FY 2020 - FY 2021 is (116) FTEs.

An increase of (116) FTEs is due to new/expanded computing and telecommunications services offerings and realignment of FTEs from Fourth Estate Agencies.

DEFENSE LOGISTICS AGENCY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	444	0	0	444
2. FY 2020 FTEs	518	0	0	518
3. FY 2021 FTEs	518	0	0	518

DLA - Operation and Maintenance (O&M)

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	182	0	0	182
Changes between FY19/20	75	0	0	75
2. FY 2020 FTEs	257	0	0	257
3. FY 2021 FTEs	257	0	0	257

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

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	262	0	0	262
2. FY 2020 FTEs	261	0	0	261
3. FY 2021 FTEs	261	0	0	261

DLA - Defense Working Capital Fund (DWCF)

Foreign National

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	<u>US Direct Hire</u>	<u>Direct Hire</u>	<u>Indirect Hire</u>	<u>Total</u>
1. FY 2019 FTEs	0	0	0	0
2. FY 2020 FTEs	0	0	0	0
3. FY 2021 FTEs	0	0	0	0
 4. SUMMARY				
		<u>Foreign National</u>		
	<u>US Direct Hire</u>	<u>Direct Hire</u>	<u>Indirect Hire</u>	<u>Total</u>
FY 2019				
O&M Total	182	0	0	182
Direct Funded	130	0	0	130
Reimbursable Funded	52	0	0	52
RDT&E Total	262	0	0	262
Direct Funded	202	0	0	202
Reimbursable Funded	60	0	0	60
Total Component	444	0	0	444
Direct Funded	332	0	0	332
Reimbursable Funded	112	0	0	112
FY 2020				
O&M Total	257	0	0	257
Direct Funded	169	0	0	169
Reimbursable Funded	88	0	0	88
RDT&E Total	261	0	0	261
Direct Funded	201	0	0	201
Reimbursable Funded	60	0	0	60
Total Component	518	0	0	518
Direct Funded	370	0	0	370
Reimbursable Funded	148	0	0	148
FY 2021				

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O&M Total	257	0	0	257
Direct Funded	169	0	0	169
Reimbursable Funded	88	0	0	88
RDT&E Total	261	0	0	261
Direct Funded	201	0	0	201
Reimbursable Funded	60	0	0	60
Total Component	518	0	0	518
Direct Funded	370	0	0	370
Reimbursable Funded	148	0	0	148

5. SUMMARY OF CHANGES

O&M:

- o FY 20 to FY 21: O&M remains at the FY 20 baseline

DEFENSE MEDIA ACTIVITY

	<u>Foreign National</u>			<u>Total</u>
	<u>US Direct Hire</u>	<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	469	23	32	524
2. FY 2020 FTEs	510	30	40	580
3. FY 2021 FTEs	490	30	40	560

DMA - Operation and Maintenance (O&M)

	<u>Foreign National</u>			<u>Total</u>
	<u>US Direct Hire</u>	<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	469	23	32	524
Change FY2019/2020	41	7	8	56
FY2019 Actual FTE is 469 as of 30 Sep 2019 for US Direct Hires and Foreign Nationals.				
2. FY 2020 FTEs	510	30	40	580
Change FY2020/2021	-20	0	0	-20

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Loss of 20 FTE between FY2020/2021 for US Direct Hire authorizations based on higher DoD priorities. Foreign National hires expected to increase.

3. FY 2021 FTEs	490	30	40	560
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DMA - Research, Development, Test and Evaluation (RDT&E)

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	0	0	0	0
2. FY 2020 FTEs	0	0	0	0
3. FY 2021 FTEs	0	0	0	0

DMA - Defense Working Capital Fund (DWCF)

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	0	0	0	0
2. FY 2020 FTEs	0	0	0	0
3. FY 2021 FTEs	0	0	0	0

4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
FY 2019				
O&M Total	469	23	32	524
Direct Funded	469	23	32	524
Reimbursable Funded	0	0	0	0
Total Component	469	23	32	524
Direct Funded	469	23	32	524

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Reimbursable Funded	0	0	0	0
FY 2020				
O&M Total	510	30	40	580
Direct Funded	510	30	40	580
Reimbursable Funded	0	0	0	0
Total Component	510	30	40	580
Direct Funded	510	30	40	580
Reimbursable Funded	0	0	0	0
FY 2021				
O&M Total	490	30	40	560
Direct Funded	490	30	40	560
Reimbursable Funded	0	0	0	0
Total Component	490	30	40	560
Direct Funded	490	30	40	560
Reimbursable Funded	0	0	0	0

5. SUMMARY OF CHANGES

Reduction in FTEs is a result of realignment to support civilian personnel growth in other high priority areas within OSD.

DEFENSE POW/MIA ACCOUNTING AGENCY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	301	22	0	323
2. FY 2020 FTEs	310	22	0	332
3. FY 2021 FTEs	308	0	22	330

DPAA - Operation and Maintenance (O&M)

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	301	22	0	323

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2. FY 2020 FTEs	310	22	0	332
3. FY 2021 FTEs	308	0	22	330

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

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	0	0	0	0
2. FY 2020 FTEs	0	0	0	0
3. FY 2021 FTEs	0	0	0	0

DPAA - Defense Working Capital Fund (DWCF)

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	0	0	0	0
2. FY 2020 FTEs	0	0	0	0
3. FY 2021 FTEs	0	0	0	0

4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
FY 2019				
O&M Total	301	22	0	323
Direct Funded	301	22	0	323
Reimbursable Funded	0	0	0	0
Total Component	301	22	0	323
Direct Funded	301	22	0	323
Reimbursable Funded	0	0	0	0
FY 2020				
O&M Total	310	22	0	332
Direct Funded	310	22	0	332

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Reimbursable Funded	0	0	0	0
Total Component	310	22	0	332
Direct Funded	310	22	0	332
Reimbursable Funded	0	0	0	0
FY 2021				
O&M Total	308	0	22	330
Direct Funded	308	0	22	330
Reimbursable Funded	0	0	0	0
Total Component	308	0	22	330
Direct Funded	308	0	22	330
Reimbursable Funded	0	0	0	0

5. SUMMARY OF CHANGES

Civilian FTE changes reflect a decrease of two FTE from FY 2020 to FY2021 as part of the transition from contractor supported information technology network support to DISA managed network support.

DEFENSE SECURITY COOPERATION AGENCY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	412	15	0	427
2. FY 2020 FTEs	447	15	0	462
3. FY 2021 FTEs	447	15	0	462

DSCA - Operation and Maintenance (O&M)

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	412	15	0	427
2. FY 2020 FTEs	447	15	0	462
3. FY 2021 FTEs	447	15	0	462

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

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	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	0	0	0	0
2. FY 2020 FTEs	0	0	0	0
3. FY 2021 FTEs	0	0	0	0

DSCA - Defense Working Capital Fund (DWCF)

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	0	0	0	0
2. FY 2020 FTEs	0	0	0	0
3. FY 2021 FTEs	0	0	0	0

4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
FY 2019				
O&M Total	412	15	0	427
Direct Funded	398	15	0	413
Reimbursable Funded	14	0	0	14
Total Component	412	15	0	427
Direct Funded	398	15	0	413
Reimbursable Funded	14	0	0	14
FY 2020				
O&M Total	447	15	0	462
Direct Funded	422	15	0	437
Reimbursable Funded	25	0	0	25
Total Component	447	15	0	462
Direct Funded	422	15	0	437
Reimbursable Funded	25	0	0	25

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FY 2021

O&M Total	447	15	0	462
Direct Funded	422	15	0	437
Reimbursable Funded	25	0	0	25
Total Component	447	15	0	462
Direct Funded	422	15	0	437
Reimbursable Funded	25	0	0	25

DEFENSE SECURITY SERVICE

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	884	0	0	884
2. FY 2020 FTEs	1,730	0	0	1,730
3. FY 2021 FTEs	1,939	0	0	1,939

DSS - Operation and Maintenance (O&M)

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	884	0	0	884
2. FY 2020 FTEs	1,730	0	0	1,730
3. FY 2021 FTEs	1,939	0	0	1,939

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

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	0	0	0	0
2. FY 2020 FTEs	0	0	0	0
3. FY 2021 FTEs	0	0	0	0

DSS - Defense Working Capital Fund (DWCF)

Foreign National

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	<u>US Direct Hire</u>	<u>Direct Hire</u>	<u>Indirect Hire</u>	<u>Total</u>
1. FY 2019 FTEs	0	0	0	0
2. FY 2020 FTEs	0	0	0	0
3. FY 2021 FTEs	0	0	0	0
4. SUMMARY			<u>Foreign National</u>	
	<u>US Direct Hire</u>	<u>Direct Hire</u>	<u>Indirect Hire</u>	<u>Total</u>
FY 2019				
O&M Total	884	0	0	884
Direct Funded	884	0	0	884
Reimbursable Funded	0	0	0	0
Total Component	884	0	0	884
Direct Funded	884	0	0	884
Reimbursable Funded	0	0	0	0
FY 2020				
O&M Total	1,730	0	0	1,730
Direct Funded	1,730	0	0	1,730
Reimbursable Funded	0	0	0	0
Total Component	1,730	0	0	1,730
Direct Funded	1,730	0	0	1,730
Reimbursable Funded	0	0	0	0
FY 2021				
O&M Total	1,939	0	0	1,939
Direct Funded	1,939	0	0	1,939
Reimbursable Funded	0	0	0	0
Total Component	1,939	0	0	1,939
Direct Funded	1,939	0	0	1,939
Reimbursable Funded	0	0	0	0

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5. SUMMARY OF CHANGES

FY 2020 to FY 2021 increase is to strengthen defense security reform

DEFENSE TECHNOLOGY SECURITY ADMINISTRATION

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	126	0	0	126
2. FY 2020 FTEs	127	0	0	127
3. FY 2021 FTEs	139	0	0	139

DTSA - Operation and Maintenance (O&M)

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	126	0	0	126
Direct	1	0	0	1
Actuals				
2. FY 2020 FTEs	127	0	0	127
Direct	12	0	0	12
3. FY 2021 FTEs	139	0	0	139

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

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	0	0	0	0
2. FY 2020 FTEs	0	0	0	0
3. FY 2021 FTEs	0	0	0	0

DTSA - Defense Working Capital Fund (DWCF)

Foreign National

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	<u>US Direct Hire</u>	<u>Direct Hire</u>	<u>Indirect Hire</u>	<u>Total</u>
1. FY 2019 FTEs	0	0	0	0
2. FY 2020 FTEs	0	0	0	0
3. FY 2021 FTEs	0	0	0	0
 4. SUMMARY				
		<u>Foreign National</u>		
	<u>US Direct Hire</u>	<u>Direct Hire</u>	<u>Indirect Hire</u>	<u>Total</u>
FY 2019				
O&M Total	126	0	0	126
Direct Funded	123	0	0	123
Reimbursable Funded	3	0	0	3
Total Component	126	0	0	126
Direct Funded	123	0	0	123
Reimbursable Funded	3	0	0	3
FY 2020				
O&M Total	127	0	0	127
Direct Funded	124	0	0	124
Reimbursable Funded	3	0	0	3
Total Component	127	0	0	127
Direct Funded	124	0	0	124
Reimbursable Funded	3	0	0	3
FY 2021				
O&M Total	139	0	0	139
Direct Funded	136	0	0	136
Reimbursable Funded	3	0	0	3
Total Component	139	0	0	139
Direct Funded	136	0	0	136
Reimbursable Funded	3	0	0	3

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5. SUMMARY OF CHANGES

FY 2019 to FY 2020: The change reflect total reduction in 5 Full-time-Equivalents (FTEs). Two (2) FTEs for Management Headquarters Reductions; Two (2) FTEs for Direct Hire Efficiency and transferred 1 FTE to Joint Service Provider (JSP). Reimbursable activity are paid by industry.

FY 2020 to FY 2021: The change reflect an increase of 13 Full-time-Equivalents (FTEs) to support new requirements. Additional manpower needed to review and adjudicate 1,000 CFIUS cases as a result of passage of FIRRMA, and to fully support COCOM requirements by establishing technology security infrastructure and defense institution building at prioritized ally and partner countries.

DEFENSE THREAT REDUCTION AGENCY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	1,308	0	0	1,308
2. FY 2020 FTEs	1,316	0	0	1,316
3. FY 2021 FTEs	1,320	0	0	1,320

DTRA - Operation and Maintenance (O&M)

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	1,308	0	0	1,308
Enter Description	8	0	0	8
2. FY 2020 FTEs	1,316	0	0	1,316
Enter Description	4	0	0	4
3. FY 2021 FTEs	1,320	0	0	1,320

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

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	0	0	0	0
2. FY 2020 FTEs	0	0	0	0

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3. FY 2021 FTEs	0	0	0	0
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DTRA - Defense Working Capital Fund (DWCF)

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	0	0	0	0
2. FY 2020 FTEs	0	0	0	0
3. FY 2021 FTEs	0	0	0	0

4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
FY 2019				
O&M Total	1,308	0	0	1,308
Direct Funded	1,206	0	0	1,206
Reimbursable Funded	102	0	0	102
Total Component	1,308	0	0	1,308
Direct Funded	1,206	0	0	1,206
Reimbursable Funded	102	0	0	102
FY 2020				
O&M Total	1,316	0	0	1,316
Direct Funded	1,185	0	0	1,185
Reimbursable Funded	131	0	0	131
Total Component	1,316	0	0	1,316
Direct Funded	1,185	0	0	1,185
Reimbursable Funded	131	0	0	131
FY 2021				
O&M Total	1,320	0	0	1,320
Direct Funded	1,189	0	0	1,189
Reimbursable Funded	131	0	0	131

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Total Component	1,320	0	0	1,320
Direct Funded	1,189	0	0	1,189
Reimbursable Funded	131	0	0	131

5. SUMMARY OF CHANGES

The Defense Threat Reduction Agency (DTRA) has a net increase of 4 full-time equivalent (FTEs) between FY 2020 and FY 2021. The increase includes the addition of 8 FTEs, which represents the conversion of contractors to civilians supporting the Nimble Elder Program, through its Technical Support Groups. The conversion facilitates in country access where this program operates. Due to increased operational tempo, DTRA converted contractor funding to cover 1 additional FTE in support of the Technical Surveillance Counter Measures Program. These increases are accompanied by a decrease of 5 FTEs taken from lower priority activities.

DOD DEPENDENTS EDUCATION

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	11,718	73	175	11,966
2. FY 2020 FTEs	11,729	64	181	11,974
3. FY 2021 FTEs	11,558	64	180	11,802

DoDDE - Operation and Maintenance (O&M)

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	11,718	73	175	11,966
US Direct Hire	11	-9	6	8
2. FY 2020 FTEs	11,729	64	181	11,974
US Direct Hire	-171	0	0	-171
Foreign National Direct Hire	0	0	-1	-1
Foreign National Indirect Hire	0	0	0	0
3. FY 2021 FTEs	11,558	64	180	11,802

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

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	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	0	0	0	0
2. FY 2020 FTEs	0	0	0	0
3. FY 2021 FTEs	0	0	0	0

DoDDE - Defense Working Capital Fund (DWCF)

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	0	0	0	0
2. FY 2020 FTEs	0	0	0	0
3. FY 2021 FTEs	0	0	0	0

4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
FY 2019				
O&M Total	11,718	73	175	11,966
Direct Funded	11,718	73	175	11,966
Reimbursable Funded	0	0	0	0
Total Component	11,718	73	175	11,966
Direct Funded	11,718	73	175	11,966
Reimbursable Funded	0	0	0	0
FY 2020				
O&M Total	11,729	64	181	11,974
Direct Funded	11,729	64	181	11,974
Reimbursable Funded	0	0	0	0
Total Component	11,729	64	181	11,974
Direct Funded	11,729	64	181	11,974
Reimbursable Funded	0	0	0	0

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FY 2021

O&M Total	11,558	64	180	11,802
Direct Funded	11,558	64	180	11,802
Reimbursable Funded	0	0	0	0
Total Component	11,558	64	180	11,802
Direct Funded	11,558	64	180	11,802
Reimbursable Funded	0	0	0	0

5. SUMMARY OF CHANGES

Civilian FTE changes from FY 2020 to FY 2021 reflect Defense Wide Review (DWR) identified efficiencies or savings. Commensurate with DWR funding decisions, 172 FTEs are reduced in concert with adjusted teacher-student classroom ratios.

MISSILE DEFENSE AGENCY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	0	0	0	0
2. FY 2020 FTEs	0	0	0	0
3. FY 2021 FTEs	0	0	0	0

MDA - Operation and Maintenance (O&M)

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	0	0	0	0
2. FY 2020 FTEs	0	0	0	0
3. FY 2021 FTEs	0	0	0	0

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

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	0	0	0	0
2. FY 2020 FTEs	0	0	0	0
3. FY 2021 FTEs	0	0	0	0

MDA - Defense Working Capital Fund (DWCF)

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	0	0	0	0
2. FY 2020 FTEs	0	0	0	0
3. FY 2021 FTEs	0	0	0	0

4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
FY 2019				
RDT&E Total	2,321	0	0	2,321
Direct Funded	2,321	0	0	2,321
Reimbursable Funded	0	0	0	0
Total Component	2,321	0	0	2,321
Direct Funded	2,321	0	0	2,321
Reimbursable Funded	0	0	0	0
FY 2020				
RDT&E Total	2,183	0	0	2,183
Direct Funded	2,183	0	0	2,183
Reimbursable Funded	0	0	0	0
Total Component	2,183	0	0	2,183
Direct Funded	2,183	0	0	2,183

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Reimbursable Funded	0	0	0	0
FY 2021				
RDT&E Total	2,157	0	0	2,157
Direct Funded	2,157	0	0	2,157
Reimbursable Funded	0	0	0	0
Total Component	2,157	0	0	2,157
Direct Funded	2,157	0	0	2,157
Reimbursable Funded	0	0	0	0

5. SUMMARY OF CHANGES

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

Change from FY 2019 to FY 2020:

MDA's direct RDT&E funded FTE reflects the continued implementation of the Management Headquarter Activity (MHA) reductions. MDA's phased implementation will continue through FY 2020, consistent with the plan approved by the office of the Deputy Management Officer (DCMO).

Change from FY 2020 to FY 2021:

MDA's direct RDT&E funded FTE reflects a 5% funding reduction identified as a part of the Defense Wide Review.

OFFICE OF ECONOMIC ADJUSTMENT

	<u>Foreign National</u>			<u>Total</u>
	<u>US Direct Hire</u>	<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	31	0	0	31
2. FY 2020 FTEs	39	0	0	39
3. FY 2021 FTEs	39	0	0	39

OEA - Operation and Maintenance (O&M)

	<u>Foreign National</u>			<u>Total</u>
	<u>US Direct Hire</u>	<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	31	0	0	31

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Changes result from several personnel actions still awaiting final processing at fiscal year end.	8	0	0	8
2. FY 2020 FTEs	39	0	0	39
3. FY 2021 FTEs	39	0	0	39

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

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	0	0	0	0
2. FY 2020 FTEs	0	0	0	0
3. FY 2021 FTEs	0	0	0	0

OEA - Defense Working Capital Fund (DWCf)

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	0	0	0	0
2. FY 2020 FTEs	0	0	0	0
3. FY 2021 FTEs	0	0	0	0

4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
FY 2019				
O&M Total	31	0	0	31
Direct Funded	31	0	0	31
Reimbursable Funded	0	0	0	0
Total Component	31	0	0	31
Direct Funded	31	0	0	31
Reimbursable Funded	0	0	0	0
FY 2020				

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O&M Total	39	0	0	39
Direct Funded	39	0	0	39
Reimbursable Funded	0	0	0	0
Total Component	39	0	0	39
Direct Funded	39	0	0	39
Reimbursable Funded	0	0	0	0
FY 2021				
O&M Total	39	0	0	39
Direct Funded	39	0	0	39
Reimbursable Funded	0	0	0	0
Total Component	39	0	0	39
Direct Funded	39	0	0	39
Reimbursable Funded	0	0	0	0

5. SUMMARY OF CHANGES

FY 2019 to FY 2020- Changes result from several personnel actions still awaiting final processing at fiscal year end.

FY 2020 to FY 2021- No changes to report.

OFFICE OF INSPECTOR GENERAL

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	1,583	0	1	1,584
2. FY 2020 FTEs	1,613	0	1	1,614
3. FY 2021 FTEs	1,613	0	1	1,614

OIG - Operation and Maintenance (O&M)

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	1,583	0	1	1,584

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2. FY 2020 FTEs	1,613	0	1	1,614
3. FY 2021 FTEs	1,613	0	1	1,614

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

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	0	0	0	0
2. FY 2020 FTEs	0	0	0	0
3. FY 2021 FTEs	0	0	0	0

OIG - Defense Working Capital Fund (DWCF)

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	0	0	0	0
2. FY 2020 FTEs	0	0	0	0
3. FY 2021 FTEs	0	0	0	0

4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
FY 2019				
O&M Total	1,583	0	1	1,584
Direct Funded	1,583	0	1	1,584
Reimbursable Funded	0	0	0	0
Total Component	1,583	0	1	1,584
Direct Funded	1,583	0	1	1,584
Reimbursable Funded	0	0	0	0
FY 2020				
O&M Total	1,613	0	1	1,614
Direct Funded	1,613	0	1	1,614

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Reimbursable Funded	0	0	0	0
Total Component	1,613	0	1	1,614
Direct Funded	1,613	0	1	1,614
Reimbursable Funded	0	0	0	0
FY 2021				
O&M Total	1,613	0	1	1,614
Direct Funded	1,613	0	1	1,614
Reimbursable Funded	0	0	0	0
Total Component	1,613	0	1	1,614
Direct Funded	1,613	0	1	1,614
Reimbursable Funded	0	0	0	0

5. SUMMARY OF CHANGES

In FY 2019, the IG reduced its Civilian FTEs levels to support planned program requirements and accurately outline non-pay cost in the OP32 lines.

OFFICE OF THE SECRETARY OF DEFENSE

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	1,641	0	0	1,641
2. FY 2020 FTEs	1,893	0	0	1,893
3. FY 2021 FTEs	1,895	0	0	1,895

OSD - Operation and Maintenance (O&M)

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	1,641	0	0	1,641
The decrease of civilian FTE across these fiscal years reflect continuing efforts to manage the civilian workforce in accordance with the execution level of FTE and staff	252	0	0	252

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approved level.

2. FY 2020 FTEs	1,893	0	0	1,893
Increases of 132 FTE is due to growth and transfers within the OSD, Defense-wide portfolio in order support the key tenants of the National Defense Strategy.	2	0	0	2
3. FY 2021 FTEs	1,895	0	0	1,895

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

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	0	0	0	0
2. FY 2020 FTEs	0	0	0	0
3. FY 2021 FTEs	0	0	0	0

OSD - Defense Working Capital Fund (DWCF)

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	0	0	0	0
2. FY 2020 FTEs	0	0	0	0
3. FY 2021 FTEs	0	0	0	0

4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
FY 2019				
O&M Total	1,641	0	0	1,641
Direct Funded	1,641	0	0	1,641
Reimbursable Funded	0	0	0	0
Total Component	1,641	0	0	1,641

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Direct Funded	1,641	0	0	1,641
Reimbursable Funded	0	0	0	0
FY 2020				
O&M Total	1,893	0	0	1,893
Direct Funded	1,893	0	0	1,893
Reimbursable Funded	0	0	0	0
Total Component	1,893	0	0	1,893
Direct Funded	1,893	0	0	1,893
Reimbursable Funded	0	0	0	0
FY 2021				
O&M Total	1,895	0	0	1,895
Direct Funded	1,895	0	0	1,895
Reimbursable Funded	0	0	0	0
Total Component	1,895	0	0	1,895
Direct Funded	1,895	0	0	1,895
Reimbursable Funded	0	0	0	0

5. SUMMARY OF CHANGES

Civilian FTE changes from FY 2020 to FY 2021 reflect Defense Wide Review (DWR) identified efficiencies or savings applied amongst the various OSD offices. Commensurate with DWR funding decisions, a net total of one FTE is reduced across OSD offices.

THE JOINT STAFF

Foreign National

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	<u>US Direct Hire</u>	<u>Direct Hire</u>	<u>Indirect Hire</u>	<u>Total</u>
1. FY 2019 FTEs	1,315	0	0	1,315
2. FY 2020 FTEs	1,384	0	0	1,384
3. FY 2021 FTEs	1,371	0	0	1,371
 TJS - Operation and Maintenance (O&M)				
	<u>US Direct Hire</u>	<u>Direct Hire</u>	<u>Foreign National Indirect Hire</u>	<u>Total</u>
1. FY 2019 FTEs	1,315	0	0	1,315
Net increase of 69 civilian FTE	69	0	0	69
2. FY 2020 FTEs	1,384	0	0	1,384
Net decrease of 13 civilian FTE	-13	0	0	-13
3. FY 2021 FTEs	1,371	0	0	1,371
 TJS - Research, Development, Test and Evaluation (RDT&E)				
	<u>US Direct Hire</u>	<u>Direct Hire</u>	<u>Foreign National Indirect Hire</u>	<u>Total</u>
1. FY 2019 FTEs	0	0	0	0
2. FY 2020 FTEs	0	0	0	0
3. FY 2021 FTEs	0	0	0	0
 TJS - Defense Working Capital Fund (DWCF)				
	<u>US Direct Hire</u>	<u>Direct Hire</u>	<u>Foreign National Indirect Hire</u>	<u>Total</u>
1. FY 2019 FTEs	0	0	0	0
2. FY 2020 FTEs	0	0	0	0
3. FY 2021 FTEs	0	0	0	0
 4. SUMMARY				
	<u>US Direct Hire</u>	<u>Direct Hire</u>	<u>Foreign National Indirect Hire</u>	<u>Total</u>

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FY 2019

O&M Total	1,315	0	0	1,315
Direct Funded	1,229	0	0	1,229
Reimbursable Funded	86	0	0	86
Total Component	1,315	0	0	1,315
Direct Funded	1,229	0	0	1,229
Reimbursable Funded	86	0	0	86

FY 2020

O&M Total	1,384	0	0	1,384
Direct Funded	1,297	0	0	1,297
Reimbursable Funded	87	0	0	87
Total Component	1,384	0	0	1,384
Direct Funded	1,297	0	0	1,297
Reimbursable Funded	87	0	0	87

FY 2021

O&M Total	1,371	0	0	1,371
Direct Funded	1,284	0	0	1,284
Reimbursable Funded	87	0	0	87
Total Component	1,371	0	0	1,371
Direct Funded	1,284	0	0	1,284
Reimbursable Funded	87	0	0	87

5. SUMMARY OF CHANGES

The table shows a reduction of 13 civilian end strength and FTEs from FY 2020 to FY 2021.

Six of these FTE are due to shifting resources to higher priority requirements in the Department during the FY 2020 budget cycle.

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Civilian FTE changes from FY 2020 to FY 2021 include Defense Wide Review (DWR) identified efficiencies or savings. Commensurate with DWR funding decisions, 7 FTEs are reduced.

UNITED STATES COURT FOR THE ARMED FORCES	<u>Foreign National</u>			<u>Total</u>
	<u>US Direct Hire</u>	<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	55	0	0	55
2. FY 2020 FTEs	59	0	0	59
3. FY 2021 FTEs	59	0	0	59

CAAF - Operation and Maintenance (O&M)	<u>Foreign National</u>			<u>Total</u>
	<u>US Direct Hire</u>	<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	55	0	0	55
FY 2018 FTEs	55	59	0	114
2. FY 2020 FTEs	59	0	0	59
FY 2019 FTEs	59	0	0	59
3. FY 2021 FTEs	59	0	0	59

CAAF - Research, Development, Test and Evaluation (RDT&E)	<u>Foreign National</u>			<u>Total</u>
	<u>US Direct Hire</u>	<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	0	0	0	0
2. FY 2020 FTEs	0	0	0	0
3. FY 2021 FTEs	0	0	0	0

CAAF - Defense Working Capital Fund (DWCF)	<u>Foreign National</u>			<u>Total</u>
	<u>US Direct Hire</u>	<u>Direct Hire</u>	<u>Indirect Hire</u>	

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1. FY 2019 FTEs	0	0	0	0
2. FY 2020 FTEs	0	0	0	0
3. FY 2021 FTEs	0	0	0	0

4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
FY 2019				
O&M Total	55	0	0	55
Direct Funded	55	0	0	55
Reimbursable Funded	0	0	0	0
Total Component	55	0	0	55
Direct Funded	55	0	0	55
Reimbursable Funded	0	0	0	0
FY 2020				
O&M Total	59	0	0	59
Direct Funded	59	0	0	59
Reimbursable Funded	0	0	0	0
Total Component	59	0	0	59
Direct Funded	59	0	0	59
Reimbursable Funded	0	0	0	0
FY 2021				
O&M Total	59	0	0	59
Direct Funded	59	0	0	59
Reimbursable Funded	0	0	0	0
Total Component	59	0	0	59
Direct Funded	59	0	0	59
Reimbursable Funded	0	0	0	0

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5. SUMMARY OF CHANGES

N/A

WASHINGTON HEADQUARTERS SERVICES

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	1,303	0	0	1,303
2. FY 2020 FTEs	669	0	0	669
3. FY 2021 FTEs	651	0	0	651

WHS - Operation and Maintenance (O&M)

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	1,303	0	0	1,303
FY 2019 FTE includes OCO FY 2020 FTE excludes OCO	-12	0	0	-12
Increase of Reimbursable FTE Defense Security Services (DSS) Requirement	10	0	0	10
DoD Consolidated Adjudications Facility (DoD-CAF) transfer to Defense Security Services (DSS)	-632	0	0	-632
2. FY 2020 FTEs	669	0	0	669
Compensation and Benefits - Major DoD Headquarters Activities (MHA)	-15	0	0	-15

Washington Headquarters Services (WHS) continues efforts to reduce the size of the headquarters staff by more efficiently managing human resources, finance, health services, travel, and supplies. In support of the DoD reform agenda and Major Headquarters Activities reductions, WHS has reduced 15 FTEs and associated funding.

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<p>Compensation and Benefits - Transfer FEMO from WHS to CMO</p> <p>Transfers 3 FTE and associated resources from the Washington Headquarters Services (WHS) to the Office of the Chief Management Officer (OCMO). The Fourth Estate Management will establish the OCMO as the single oversight authority for governance of the Fourth Estate manpower resources. This authority is in accordance with Deputy Secretary of Defense's memorandum dated June 06, 2017, "Total Force Manpower Governance for the Office of the Secretary of Defense, Defense Agencies, and Defense Field Activities.</p>	<p>-3</p>	<p>0</p>	<p>0</p>	<p>-3</p>
<p>Defense-Wide Reviews - Compensation and Benefits - Eliminate Support to Commissions</p> <p>As part of the Department's initiative to streamline operations, increase efficiency, and promote greater affordability within the Defense Agencies and Field Activities, the decrease of 4 FTE and associated funding reflects the elimination of support to commissions.</p>	<p>-4</p>	<p>0</p>	<p>0</p>	<p>-4</p>
<p>Compensation and Benefits - Support to Commissions (Reimbursable)</p> <p>The increase of 4 reimbursable FTE reflects the change of support to commissions from</p>	<p>4</p>	<p>0</p>	<p>0</p>	<p>4</p>

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direct funded to reimbursable
funded.

3. FY 2021 FTEs	651	0	0	651
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WHS - Research, Development, Test and Evaluation (RDT&E)

		<u>Foreign National</u>		
	<u>US Direct Hire</u>	<u>Direct Hire</u>	<u>Indirect Hire</u>	<u>Total</u>
1. FY 2019 FTEs	0	0	0	0
2. FY 2020 FTEs	0	0	0	0
3. FY 2021 FTEs	0	0	0	0

WHS - Defense Working Capital Fund (DWCF)

		<u>Foreign National</u>		
	<u>US Direct Hire</u>	<u>Direct Hire</u>	<u>Indirect Hire</u>	<u>Total</u>
1. FY 2019 FTEs	0	0	0	0
2. FY 2020 FTEs	0	0	0	0
3. FY 2021 FTEs	0	0	0	0

4. SUMMARY

		<u>Foreign National</u>		
	<u>US Direct Hire</u>	<u>Direct Hire</u>	<u>Indirect Hire</u>	<u>Total</u>
FY 2019				
O&M Total	1,303	0	0	1,303
Direct Funded	1,227	0	0	1,227
Reimbursable Funded	76	0	0	76
Total Component	1,303	0	0	1,303
Direct Funded	1,227	0	0	1,227
Reimbursable Funded	76	0	0	76
FY 2020				
O&M Total	669	0	0	669
Direct Funded	583	0	0	583

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Reimbursable Funded	86	0	0	86
Total Component	669	0	0	669
Direct Funded	583	0	0	583
Reimbursable Funded	86	0	0	86
FY 2021				
O&M Total	651	0	0	651
Direct Funded	561	0	0	561
Reimbursable Funded	90	0	0	90
Total Component	651	0	0	651
Direct Funded	561	0	0	561
Reimbursable Funded	90	0	0	90

5. SUMMARY OF CHANGES

Changes from FY 2020 - FY 2021:

Civilian FTE adjustments include:

-15 FTE - Washington Headquarters Services (WHS) continues efforts to reduce the size of the headquarters staff by more efficiently managing human resources, finance, health services, travel, and supplies. In support of the DoD reform agenda and Major Headquarters Activities reductions, WHS has reduced 15 FTEs and associated funding.

-4 FTE - This reduction reflects Defense Wide Review (DWR) identified efficiencies or savings. Commensurate with DWR funding decisions, decrease of 4 FTE and associated funding with the elimination of support to commissions.

+4 FTE - The increase of 4 reimbursable FTE reflects the change of support to commissions from direct funded to reimbursable funded.

-3 FTE - Transfer of 3 FTE and associated resources from the Washington Headquarters Services (WHS) to the

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Office of the Chief Management Officer (OCMO). The Fourth Estate Management will establish the OCMO as the single oversight authority for governance of the Fourth Estate manpower resources. This authority is in accordance with Deputy Secretary of Defense's memorandum dated June 06, 2017, "Total Force Manpower Governance for the Office of the Secretary of Defense, Defense Agencies, and Defense Field Activities.

DEFENSE ADVANCED RESEARCH PROJECTS AGENCY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	0	0	0	0
2. FY 2020 FTEs	0	0	0	0
3. FY 2021 FTEs	0	0	0	0

DARPA - Operation and Maintenance (O&M)

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	0	0	0	0
2. FY 2020 FTEs	0	0	0	0
3. FY 2021 FTEs	0	0	0	0

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

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs	0	0	0	0
2. FY 2020 FTEs	0	0	0	0
3. FY 2021 FTEs	0	0	0	0

DARPA - Defense Working Capital Fund (DWCF)

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

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1. FY 2019 FTEs	0	0	0	0
2. FY 2020 FTEs	0	0	0	0
3. FY 2021 FTEs	0	0	0	0

4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
FY 2019				
RDT&E Total	161	0	0	161
Direct Funded	161	0	0	161
Reimbursable Funded	0	0	0	0
Total Component	161	0	0	161
Direct Funded	161	0	0	161
Reimbursable Funded	0	0	0	0
FY 2020				
RDT&E Total	182	0	0	182
Direct Funded	182	0	0	182
Reimbursable Funded	0	0	0	0
Total Component	182	0	0	182
Direct Funded	182	0	0	182
Reimbursable Funded	0	0	0	0
FY 2021				
RDT&E Total	179	0	0	179
Direct Funded	179	0	0	179
Reimbursable Funded	0	0	0	0
Total Component	179	0	0	179
Direct Funded	179	0	0	179
Reimbursable Funded	0	0	0	0

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Professional Military Education Schools

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

- II. Description of Operations Financed: The Eisenhower School prepares selected military officers, international students and civilians for senior leadership and staff positions by conducting post-graduate, executive-level courses of study and associated research dealing with the resource component of national power, with special emphasis on materiel acquisition and joint logistics, and their integration into national security strategy for peace and war. Under the direction of the Under Secretary of Defense for Acquisition and Technology, the Eisenhower School serves as the course provider for the Senior Acquisition Course directed by the Defense Acquisition Workforce Improvement Act. In this capacity, the Eisenhower School acts as a consortium college of the Defense Acquisition University (DAU).

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III. Financial Summary (\$ Thousands):

	FY 2020					FY2020/ FY2021 Change
	<u>FY 2019 Actuals</u>	<u>Budget Request</u>	<u>Appropriated</u>	<u>Current Estimate</u>	<u>FY 2021 Estimate</u>	
Mission (O&M)	6,655	7,138	7,079	7,079	7,307	228
Military Personnel	8,476	8,559	-	8,559	8,644	85
Total Direct Program	15,131	15,697	-	15,638	15,951	313
Reimbursable Program	4,422	4,444	-	4,444	4,444	0
Total Direct and Reimbursable	19,553	20,141	-	20,082	20,395	313

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IV. Performance Criteria and Evaluation:

	<u>FY 2019</u> <u>Actuals</u>	<u>FY 2020</u> <u>Estimate</u>	<u>FY 2021</u> <u>Estimate</u>	<u>FY 2020/</u> <u>FY 2021</u> <u>Change</u>
<u>Direct Funded:</u>				
Student Input	211	215	215	0
Student Load	176	179	179	0
Graduates	211	215	215	0
<u>Reimbursable Funded:</u>				
Student Input	87	89	89	0
Student Load	73	74	74	0
Graduates	87	89	89	0
Avg Cost per Student Load	\$79K	\$80K	\$81K	\$1K

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V. Personnel Summary:

	<u>Actuals</u>	<u>Estimate</u>	<u>Estimate</u>	<u>Change</u>
Military End Strength (Total)	26	29	29	0
Officers	26	29	29	0
Enlisted	0	0	0	0
Military Average Strength (Total)	26	29	29	0
Officers	26	29	29	0
Enlisted	0	0	0	0
Civilian End Strength (Total)	24	35	35	0
US Direct Hires	24	35	35	0
Civilian FTEs (Total)	24	35	35	0
US Direct Hires	24	35	35	0

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- I. Narrative Description: The National War College mission is to prepare future leaders of the Armed Forces, Department of State, other civilian agencies and international students for high-level policy, command, and staff responsibilities, by conducting a senior-level course of study in national security strategy development and national security policy process. A fundamental strength of the College is its joint, interagency, and multinational environment and approach. Students and faculty are drawn from all U.S. armed forces evenly, from U.S. civilian departments and agencies concerned with national security policy, and from a broad coalition of foreign militaries. The College program stresses the interrelationship of domestic, foreign, and defense policies, and the necessity of inclusion and coordination of Service, interagency, and multinational capabilities, perspectives, and other factors in national security strategy planning and national security policy execution.
- II. Description of Operations Financed: Funding provides for academic requirements: books and copyrights and all those operations associated with the academic program. Maintenance to support operations requires significant funding: this includes facility support in classrooms, seminar rooms, committee rooms and the auditorium. The Regional Studies program, a centerpiece within the curriculum, requires funding for guest lectures, embassy coordination, regional preparation and travel.

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III. Financial Summary (\$ Thousands):

	FY 2020				FY 2021 <u>Estimate</u>	FY2020/ FY2021 <u>Change</u>
	<u>FY 2019 Actuals</u>	<u>Budget Request</u>	<u>Appropriated</u>	<u>Current Estimate</u>		
Mission (O&M)	4,856	5,098	5,056	5,056	5,219	163
Military Personnel	5,737	5,805	-	5,805	5,863	58
Total Direct Program	10,593	10,903	-	10,861	11,082	221
Reimbursable Program	1,000	1,009	-	1,009	1,009	0
Total Direct and Reimbursable	11,593	11,912	-	11,870	12,091	221

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IV. Performance Criteria and Evaluation:

	<u>FY 2019 Actuals</u>	<u>FY 2020 Estimate</u>	<u>FY 2021 Estimate</u>	<u>FY 2020/ FY 2021 Change</u>
<u>Direct Funded:</u>				
Student Input	162	164	164	0
Student Load	135	136	136	0
Graduates	162	164	164	0
<u>Reimbursable Funded:</u>				
Student Input	42	42	42	0
Student Load	35	35	35	0
Graduates	42	44	44	0
Avg Cost per Student Load	\$68K	\$69K	\$70K	\$1K

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V. Personnel Summary:

	<u>FY 2019</u> <u>Actuals</u>	<u>FY 2020</u> <u>Estimate</u>	<u>FY 2021</u> <u>Estimate</u>	<u>FY 2020/ FY 2021</u> <u>Change</u>
Military End Strength (Total)	22	24	24	0
Officers	22	24	24	0
Enlisted	0	0	0	0
Military Average Strength (Total)	22	24	24	0
Officers	22	24	24	0
Enlisted	0	0	0	0
Civilian End Strength (Total)	23	27	27	0
US Direct Hires	23	27	27	0
Civilian FTEs (Total)	23	27	27	0
US Direct Hires	23	27	27	0

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Advisory and Assistance Services

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Summary	FY 2019 <u>Actuals</u>	FY 2020 <u>Enacted</u>	FY 2021 <u>Estimate</u>
I. Management & Professional Support Services			
FFRDC Work	126,164	46,343	27,779
Non-FFRDC Work	<u>2,214,222</u>	<u>1,937,223</u>	<u>1,731,349</u>
Subtotal	2,340,386	1,983,566	1,759,128
II. Studies, Analysis & Evaluations			
FFRDC Work	95,818	147,160	115,755
Non-FFRDC Work	<u>418,293</u>	<u>436,452</u>	<u>349,556</u>
Subtotal	514,111	583,612	465,311
III. Engineering & Technical Services			
FFRDC Work	190,119	283,283	272,720
Non-FFRDC Work	<u>1,394,565</u>	<u>1,156,749</u>	<u>1,067,642</u>
Subtotal	1,584,684	1,440,032	1,340,362
TOTAL			
FFRDC Work	412,101	476,786	416,254
Non-FFRDC Work	4,027,080	3,530,424	3,148,547
GRAND Total	4,439,181	4,007,210	3,564,801
Reimbursable	17,299	15,090	15,822

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O&M Defense-Wide	FY 2019	FY 2020	FY 2021
	<u>Actuals</u>	<u>Enacted</u>	<u>Estimate</u>
I. Management & Professional Support Services			
FFRDC Work	20,976	26,379	22,779
Non-FFRDC Work	<u>1,320,993</u>	<u>1,174,305</u>	<u>1,034,911</u>
Subtotal	1,341,969	1,200,684	1,057,690
II. Studies, Analysis & Evaluations			
FFRDC Work	13,530	10,059	10,869
Non-FFRDC Work	<u>192,204</u>	<u>237,540</u>	<u>204,058</u>
Subtotal	205,734	247,599	214,927
III. Engineering & Technical Services			
FFRDC Work	11,643	75,384	83,400
Non-FFRDC Work	<u>362,659</u>	<u>354,717</u>	<u>300,659</u>
Subtotal	374,302	430,101	384,059
TOTAL			
FFRDC Work	46,149	111,822	117,048
Non-FFRDC Work	1,875,856	1,766,562	1,539,628
GRAND Total	1,922,005	1,878,384	1,656,676
Reimbursable	2,679	6,951	7,683

Footnote:

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

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Office of Inspector General	FY 2019	FY 2020	FY 2021
	<u>Actuals</u>	<u>Enacted</u>	<u>Estimate</u>
I. Management & Professional Support Services			
FFRDC Work	0	0	0
Non-FFRDC Work	<u>11,112</u>	<u>5,944</u>	<u>7,890</u>
Subtotal	11,112	5,944	7,890
II. Studies, Analysis & Evaluations			
FFRDC Work	0	0	0
Non-FFRDC Work	<u>0</u>	<u>0</u>	<u>0</u>
Subtotal	0	0	0
III. Engineering & Technical Services			
FFRDC Work	0	0	0
Non-FFRDC Work	<u>0</u>	<u>56</u>	<u>44</u>
Subtotal	0	56	44
TOTAL			
FFRDC Work	0	0	0
Non-FFRDC Work	11,112	6,000	7,934
GRAND Total	11,112	6,000	7,934
Reimbursable	0	0	0

Explanation of Funding Changes (FY 2019 to FY 2020):

N/A

Explanation of Funding Changes (FY 2020 to FY 2021):

Decrease of \$-629 thousand is attributed to the IG line item realignment, to support (+629 thousand) Other Intra-Governmental Purchases for Support Agreements with DoD-wide Activities, that the IG requires Subject Matter Experts and Services for the Policy and Oversight Division. Cost correction in this line supports this alignment and accurately reflects cost categories between Management Professional Support Services (932) and

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Other Intra-Governmental Purchases (987).

Decrease of \$-151 thousand is attributed to the IG line item realignment, to support (+\$11 thousand) to DCATSe System training; Cost correction to align IG requirements to accurately reflect cost categories between Studies, Analysis and Evaluation (933) to Research & Development, Contract (985), and (+\$140 thousand) to IG Other Intra-Governmental Purchases for Support Agreements with DoD-wide Activities in support of required Subject Matter Experts and Services for Policy and Oversight, and maintain a highly skilled workforce with training initiatives for IG personnel; Cost correction to align IG requirements to accurately reflect cost categories between the OP32 lines.

Decrease of \$-2,367 thousand is attributed to the IG line item realignment, to support (+2,367 thousand) for DCATSe System development, help desk, and operational support, software licensing, and cloud infrastructure from; Cost correction to align IG requirements to accurately reflect cost categories between Engineering & Tech Svcs (934) to Research & Development, Contract (985).

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Defense Acquisition Workforce Development Fund	FY 2019	FY 2020	FY 2021
	<u>Actuals</u>	<u>Enacted</u>	<u>Estimate</u>
I. Management & Professional Support Services			
FFRDC Work	0	0	0
Non-FFRDC Work	<u>77,654</u>	<u>42,351</u>	<u>8,787</u>
Subtotal	77,654	42,351	8,787
II. Studies, Analysis & Evaluations			
FFRDC Work	0	0	0
Non-FFRDC Work	<u>8,398</u>	<u>8,566</u>	<u>2,327</u>
Subtotal	8,398	8,566	2,327
III. Engineering & Technical Services			
FFRDC Work	0	0	0
Non-FFRDC Work	<u>0</u>	<u>0</u>	<u>0</u>
Subtotal	0	0	0
TOTAL			
FFRDC Work	0	0	0
Non-FFRDC Work	86,052	50,917	11,114
GRAND Total	86,052	50,917	11,114
Reimbursable	0	0	0

Explanation of Funding Changes (FY 2019 to FY 2020):

The reduced request reflects the Department's use of new flexibility provided by section 1010 of the FY 2020 National Defense Authorization Act and the Department's strategy to strengthen Military Department control and management of resources for their acquisition workforce and transfer remaining resources to higher National Defense Strategy (NDS) priorities. DoD will use the requested DAWDA funding for other DoD components and enterprise initiatives to enhance readiness of the acquisition workforce to support the NDS.

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Explanation of Funding Changes (FY 2020 to FY 2021):

The reduced FY21 request reflects the Department's use of new flexibility provided by section 1010 of the FY 2020 National Defense Authorization Act and the Department's strategy to strengthen Military Department control and management of resources for their acquisition workforce and transfer remaining resources to higher National Defense Strategy (NDS) priorities. DoD will use the requested DAWDA funding for other DoD components and enterprise initiatives to enhance readiness of the acquisition workforce to support the NDS.

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Defense Health Agency	FY 2019	FY 2020	FY 2021
	<u>Actuals</u>	<u>Enacted</u>	<u>Estimate</u>
I. Management & Professional Support Services			
FFRDC Work	0	0	0
Non-FFRDC Work	<u>538,935</u>	<u>337,417</u>	<u>314,103</u>
Subtotal	538,935	337,417	314,103
II. Studies, Analysis & Evaluations			
FFRDC Work	0	0	0
Non-FFRDC Work	<u>111,260</u>	<u>49,649</u>	<u>29,196</u>
Subtotal	111,260	49,649	29,196
III. Engineering & Technical Services			
FFRDC Work	0	0	0
Non-FFRDC Work	<u>225,478</u>	<u>5,516</u>	<u>5,501</u>
Subtotal	225,478	5,516	5,501
TOTAL			
FFRDC Work	0	0	0
Non-FFRDC Work	875,673	392,582	348,800
GRAND Total	875,673	392,582	348,800
Reimbursable	0	0	0

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Cooperative Threat Reduction	FY 2019	FY 2020	FY 2021
	<u>Actuals</u>	<u>Enacted</u>	<u>Estimate</u>
I. Management & Professional Support Services			
FFRDC Work	0	0	0
Non-FFRDC Work	<u>11,995</u>	<u>14,654</u>	<u>10,309</u>
Subtotal	11,995	14,654	10,309
II. Studies, Analysis & Evaluations			
FFRDC Work	0	0	0
Non-FFRDC Work	<u>16</u>	<u>0</u>	<u>0</u>
Subtotal	16	0	0
III. Engineering & Technical Services			
FFRDC Work	0	0	0
Non-FFRDC Work	<u>134,831</u>	<u>123,324</u>	<u>65,954</u>
Subtotal	134,831	123,324	65,954
TOTAL			
FFRDC Work	0	0	0
Non-FFRDC Work	146,842	137,978	76,263
GRAND Total	146,842	137,978	76,263
Reimbursable	0	0	0

Explanation of Funding Changes (FY 2019 to FY 2020):

* This column includes \$0 of the FY 2019 Overseas Contingency funds

Explanation of Funding Changes (FY 2020 to FY 2021):

The increase from FY 2020 to FY 2021 reflects the program's increase in preparedness to secure and eliminate WMD delivery systems and associated capabilities. These increases will contribute to reducing potential emerging threats and proliferation concerns. The program is expanding from 32 to 35 countries starting in FY 2020. These countries are primarily in Asia, including Indonesia, Malaysia, and the Republic of Korea.

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Footnote: This exhibit reflects estimated obligations.

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Procurement, Defense-Wide	FY 2019	FY 2020	FY 2021
	<u>Actuals</u>	<u>Enacted</u>	<u>Estimate</u>
I. Management & Professional Support Services			
FFRDC Work	1,895	0	0
Non-FFRDC Work	<u>31,901</u>	<u>36,520</u>	<u>13,651</u>
Subtotal	33,796	36,520	13,651
II. Studies, Analysis & Evaluations			
FFRDC Work	0	0	0
Non-FFRDC Work	<u>3,133</u>	<u>2,171</u>	<u>2,214</u>
Subtotal	3,133	2,171	2,214
III. Engineering & Technical Services			
FFRDC Work	593	0	0
Non-FFRDC Work	<u>35,648</u>	<u>41,749</u>	<u>43,296</u>
Subtotal	36,241	41,749	43,296
TOTAL			
FFRDC Work	2,488	0	0
Non-FFRDC Work	70,682	80,440	59,161
GRAND Total	73,170	80,440	59,161
Reimbursable	0	0	0

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Research, Development, Test and Evaluation, D-W	FY 2019	FY 2020	FY 2021
	<u>Actuals</u>	<u>Enacted</u>	<u>Estimate</u>
I. Management & Professional Support Services			
FFRDC Work	103,293	19,964	5,000
Non-FFRDC Work	<u>198,803</u>	<u>313,586</u>	<u>329,017</u>
Subtotal	302,096	333,550	334,017
II. Studies, Analysis & Evaluations			
FFRDC Work	82,288	136,711	104,460
Non-FFRDC Work	<u>81,922</u>	<u>131,695</u>	<u>104,613</u>
Subtotal	164,210	268,406	209,073
III. Engineering & Technical Services			
FFRDC Work	177,359	207,486	188,901
Non-FFRDC Work	<u>478,347</u>	<u>528,309</u>	<u>546,113</u>
Subtotal	655,706	735,795	735,014
TOTAL			
FFRDC Work	362,940	364,161	298,361
Non-FFRDC Work	759,072	973,590	979,743
GRAND Total	1,122,012	1,337,751	1,278,104
Reimbursable	14,620	8,139	8,139

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Operational Test and Evaluation	FY 2019	FY 2020	FY 2021
	<u>Actuals</u>	<u>Enacted</u>	<u>Estimate</u>
I. Management & Professional Support Services			
FFRDC Work	0	0	0
Non-FFRDC Work	<u>0</u>	<u>0</u>	<u>0</u>
Subtotal	0	0	0
II. Studies, Analysis & Evaluations			
FFRDC Work	0	0	0
Non-FFRDC Work	<u>0</u>	<u>0</u>	<u>0</u>
Subtotal	0	0	0
III. Engineering & Technical Services			
FFRDC Work	0	0	0
Non-FFRDC Work	<u>151,547</u>	<u>96,417</u>	<u>99,734</u>
Subtotal	151,547	96,417	99,734
TOTAL			
FFRDC Work	0	0	0
Non-FFRDC Work	151,547	96,417	99,734
GRAND Total	151,547	96,417	99,734
Reimbursable	0	0	0

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Appropriated Funds for Morale, Welfare, and Recreational Activities

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Appropriated Fund Support for Morale, Welfare, and Recreational Activities

	<u>FY 2019</u>	<u>FY 2020</u>	<u>FY 2021</u>
	<u>Actual</u>	<u>Enacted</u>	<u>Estimate</u>
<u>0100 O&M, DW (Current \$ Millions)</u>			
Military MWR Programs (without Child Development Program, Youth Program, and Warfighter and Family Support)			
<u>Category A--Mission Sustaining Programs</u>			
Total Support - Mission Sustaining Programs			
A.3 Physical Fitness	2.874	3.406	2.634
A.6 On-Installation Parks and Picnic Areas	0.052	0.000	0.000
A.10 Sports and Athletics	0.427	0.251	0.256
Total Cat. A - Direct Program Operation	3.353	3.657	2.890
Cat. A - Direct Overhead	0.349	1.284	1.096
Total Direct Support	3.702	4.941	3.986
	3.702	4.941	3.986
<u>Category B--Community Support Programs</u>			
Total Funding			
B.2 Programs			
B.2.2 Recreation Information, Tickets, Tours and Travel Services	0.363	0.328	0.335
B.2.3 Recreational Swimming	0.239	0.127	0.130
B.3 Programs			
B.3.1 Directed Outdoor Recreation	0.308	0.312	0.318
B.4 Programs			
B.4.4 Automotive Skill Development	0.100	0.101	0.103
Total Cat. B - Direct Program Operation	1.010	0.868	0.886
Cat. B - Direct Overhead	1.390	0.378	0.343
Total Direct Support	2.400	1.246	1.229
	2.400	1.246	1.229
<u>Category C--Revenue-Generating Programs</u>			
Total Support - Revenue-Generating Programs			
Cat. C - Direct Overhead	0.001	0.001	0.000
	0.001	0.001	0.000

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Appropriated Fund Support for Morale, Welfare, and Recreational Activities

	<u>FY 2019</u> <u>Actual</u>	<u>FY 2020</u> <u>Enacted</u>	<u>FY 2021</u> <u>Estimate</u>
<u>0100 O&M, DW (Continued) (Current \$ Millions)</u>			
Civilian MWR			
<u>Civilian MWR - N/A</u>			
Total Support - Revenue-Generating Programs			
Civilian MWR - Direct Program Operation	0.779	0.805	0.821
	0.779	0.805	0.821
Supplemental Mission NAFIs			
<u>Supplemental Mission NAFIs - N/A</u>			
Total Funding			
USA/UFM Practice (memo - Stars and Stripes and Academy mixed-funded athletic or recreational extracurricular programs only)	8.152	7.070	0.000
Warfighter and Family Services (WFS)			
<u>Warfighter and Family Services (Non-MWR)</u>			
Total Funding			
Warfighter and Family Services (Non-MWR) - Direct Program Operation	0.983	0.515	0.525
	0.983	0.515	0.525
<u>Warfighter and Family Services (MWR Category A)</u>			
Total Funding			
Warfighter and Family Services (MWR Cat. A) - Direct Overhead	864.463	869.273	874.697
Warfighter and Family Services (MWR Cat. A) - OCO 19	11.620	0.000	0.000
Warfighter and Family Services (MWR Cat. A) - OCO 21	0.000	0.000	0.000
Warfighter and Family Services (MWR Cat. A) - OCO 20	0.000	11.620	0.000
	876.083	880.893	874.697
Child Development and Youth Programs			
<u>Youth Program (MWR Category B)</u>			
Total Funding			
Youth Program - Direct Program Operation	0.128	0.191	0.195
	0.128	0.191	0.195

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Appropriated Fund Support for Morale, Welfare, and Recreational Activities

	<u>FY 2019</u>	<u>FY 2020</u>	<u>FY 2021</u>
	<u>Actual</u>	<u>Enacted</u>	<u>Estimate</u>
<u>0100 O&M, DW (Continued) (Current \$ Millions)</u>			
Child Development and Youth Programs (Continued)			
<u>Youth Program (MWR Category B) (Continued)</u>			
Total Funding	0.128	0.191	0.195
<u>Child Development Program (MWR Category B)</u>			
Total Support - Revenue-Generating Programs			
Child Development - Direct Program Operation	54.873	80.097	71.925
Child Development - OCO 19	20.000	0.000	0.000
Child Development - OCO 21	0.000	0.000	0.000
Child Development - OCO 20	0.000	20.000	0.000
	74.873	100.097	71.925

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Appropriated Fund Support for Morale, Welfare, and Recreational Activities

	<u>FY 2019</u>	<u>FY 2020</u>	<u>FY 2021</u>
	<u>Actual</u>	<u>Enacted</u>	<u>Estimate</u>
<u>0130 DEFENSE HEALTH PGM (Current \$ Millions)</u>			
Military MWR Programs (without Child Development Program, Youth Program, and Warfighter and Family Support)			
<u>Category A--Mission Sustaining Programs</u>			
Total Support - Mission Sustaining Programs			
A.3 Physical Fitness	0.008	0.011	0.013
A.5 Library Programs & Information Services (Recreation)	0.000	0.000	0.002
A.7 Category A Recreation Centers (Military Personnel)	0.005	0.005	0.007
A.8 Single Service Member Program	0.003	0.006	0.006
A.9 Shipboard, Company, and/or Unit Level Programs	0.003	0.000	0.000
A.10 Sports and Athletics	0.010	0.011	0.011
Total Cat. A - Direct Program Operation	0.029	0.033	0.039
Total Direct Support	0.029	0.033	0.039
	0.029	0.033	0.039
<u>Category B--Community Support Programs</u>			
Total Funding			
B.2 Programs			
B.2.1 Cable and/or Community Television	0.003	0.001	0.001
B.2.2 Recreation Information, Tickets, Tours and Travel Services	0.000	0.000	0.002
B.3 Programs			
B.3.1 Directed Outdoor Recreation	0.001	0.000	0.000
Total Cat. B - Direct Program Operation	0.004	0.001	0.003
Total Direct Support	0.004	0.001	0.003
	0.004	0.001	0.003

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Depot Maintenance Program

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U.S. Special Operations Command Depot Maintenance Program

Maintenance Activity	Maintenance Type	Weapon System	FY 2019			FY 2020			FY 2021		
			TOA Funded	TOA Required	TOA Funded Supplemental	TOA Funded	TOA Required	TOA Funded Supplemental	TOA Funded	TOA Required	TOA Funded Supplemental
Aircraft	Basic Aircraft	AC-130W PSP Sustainment	52,767	52,767	2,818	58,580	58,580	6,000	62,352	62,352	6,120
		CASA/C-27J	16,327	16,327	-	14,943	14,943	-	9,794	9,794	-
		MALET MQ-9	10,775	10,775	86,622	7,620	7,620	69,800	-	-	30,500
		MC-12	-	-	402,075	-	-	427,018	-	-	335,955
		MC-12 ANG	11,337	11,337	28,457	16,305	16,305	33,372	-	-	-
		MEAS	-	-	207,466	679	679	211,643	-	-	196,617
		MH47 MH 60 MH6 (160th)	15,614	15,614	-	15,530	15,530	-	16,020	16,020	-
		MH47 MH 60 MH6 (ARSOATB)	34,515	34,515	-	34,018	34,018	-	9,748	9,748	-
		MH47 MH 60 MH6 (RW)	59,517	59,517	-	61,491	61,491	-	63,484	63,484	-
		MQ-1C	1,386	1,386	-	2,639	2,639	-	2,780	2,780	-
		NTUAS	28,463	28,463	37,664	34,418	34,418	37,000	33,657	33,657	27,949
		Non-Stan Aviation Aircraft									
		(NSAV)	40,549	40,549	40,000	51,341	51,341	40,000	31,306	31,306	31,286
		SUAS	785	785	-	1,040	1,040	-	-	-	-
		U28	66,769	66,769	121,078	66,970	66,970	133,908	65,152	65,152	131,415
		CV-22 Sustainment	70,356	70,356	-	62,747	62,747	-	66,760	66,760	-
		LEAP	-	-	24,997	-	-	24,000	-	-	24,480
		EOTAC	6,191	6,191	-	6,465	6,465	2,300	6,363	6,363	2,346
		STAMP	-	-	142,551	-	-	124,550	-	-	130,770
		CUAS	-	-	-	-	-	11,000	-	-	5,796
		Basic Aircraft Total	415,351	415,351	1,093,728	434,786	434,786	1,120,591	367,416	367,416	923,234
	Engine	CV-22 (POWER BY HOUR)	14,043	14,043	-	24,675	24,675	-	14,488	14,488	-
		EC-130 (POWER BY HOUR)	4,461	4,461	-	3,119	3,119	-	3,239	3,239	-
		AC-130 Sustainment/A30J	-	-	-	-	-	-	-	-	-
		PBTH	32,563	32,563	2,967	26,747	26,747	-	3,531	3,531	-
		M30 Sustainment MC-130J (POWER BY THE HOUR)	24,596	24,596	-	21,669	21,669	-	21,109	21,109	-
		Engine Total	75,663	75,663	2,967	76,210	76,210	-	42,367	42,367	-
Aircraft Total			491,014	491,014	1,096,695	510,996	510,996	1,120,591	409,783	409,783	923,234
All Other Items Not Identified	N/A	Combat Craft Medium	14,239	14,239	1,290	15,789	15,789	-	18,872	18,872	-
		Combatant Craft Assault	7,886	7,886	2,117	9,781	9,781	-	17,583	17,583	-
		Dry Deck Shelter	10,612	10,612	-	9,124	9,124	-	13,710	13,710	-
		SEAL Delivery Vehicle	6,456	6,456	-	2,651	2,651	-	40	40	-
		Shallow Water Combat	-	-	-	-	-	-	-	-	-
		Submersible (SWCS)	7,323	7,323	-	10,980	10,980	-	11,997	11,997	-
		Special Operations Craft-	-	-	-	-	-	-	-	-	-
		Riverine (SOC-R)	1,353	1,353	-	1,116	1,116	-	1,160	1,160	-
		Dry Combat Submersible	-	-	-	-	-	-	11,183	11,183	-
All Other Items Not Identified Total			47,869	47,869	3,407	49,441	49,441	-	74,545	74,545	-
Combat Vehicles	Other	FSOV GMV	31,057	31,057	69,867	36,013	36,013	80,884	30,914	30,914	80,254
		FSOV MRAP	-	-	101,753	-	-	88,000	-	-	86,100
Combat Vehicles Total			31,057	31,057	171,620	36,013	36,013	168,884	30,914	30,914	166,354
Grand Total			569,940	569,940	1,271,722	596,450	596,450	1,289,475	515,242	515,242	1,089,588

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Environmental Restoration Program

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ENV 30 DERA and BRAC Funds for Environmental Cleanup - Budget Years

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

Defense Logistics Agency

	--- FY 19 ---		--- FY 20 ---		--- FY 21 ---	
	\$ Millions	# Sites	\$ Millions	# Sites	\$ Millions	# Sites
DADW						
Environmental Restoration						
IRP						
<u>Investigation:</u>						
Preliminary Assessment/Site Inspection	0.869	5	0.300	0	0.000	0
Remedial Investigation/Feasibility Study	0.088	15	0.000	0	0.175	15
Potentially Responsible Parties	0.000	0	0.000	0	0.000	0
Investigation Subtotal	0.956	20	0.300	0	0.175	15
<u>Remedial Action (RA):</u>						
Interim Remedial Actions	0.000	0	0.000	0	0.000	0
Remedial Design (including ROD/DD)	0.000	0	0.000	0	0.000	0
Remedial Action Construction	0.000	0	0.000	0	0.000	0
Remedial Action Operations	1.999	7	2.767	7	2.647	7
Building Demolition/Debris Removal	0.000	0	0.000	0	0.000	0
Potentially Responsible Parties	0.000	0	0.000	0	0.000	0
RA Subtotal	1.999	7	2.767	7	2.647	7
<u>Post RA:</u>						
Long-Term Management	1.655	34	1.162	37	0.227	38
Project Closeout	0.000	0	0.000	0	0.000	0
Post RA Subtotal	1.655	34	1.162	37	0.227	38
IRP Subtotal	4.609	61	4.229	44	3.049	60
MMRP						
<u>Investigation:</u>						
Preliminary Assessment/Site Inspection	0.000	0	0.000	0	0.000	0
Remedial Investigation/Feasibility Study	0.041	7	0.276	2	0.529	5
Potentially Responsible Parties	0.000	0	0.000	0	0.000	0
Investigation Subtotal	0.041	7	0.276	2	0.529	5
<u>Remedial Action (RA):</u>						
Interim Remedial Actions	0.000	0	0.000	0	0.000	0
Remedial Design (including ROD/DD)	0.000	0	0.000	0	0.000	0
Remedial Action Construction	0.000	0	0.000	0	0.000	0
Remedial Action Operations	0.000	0	0.000	0	0.000	0
Potentially Responsible Parties	0.000	0	0.000	0	0.000	0
RA Subtotal	0.000	0	0.000	0	0.000	0

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ENV 30 DERA and BRAC Funds for Environmental Cleanup - Budget Years

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

Defense Logistics Agency

	--- FY 19 ---		--- FY 20 ---		--- FY 21 ---	
	<u>\$ Millions</u>	<u># Sites</u>	<u>\$ Millions</u>	<u># Sites</u>	<u>\$ Millions</u>	<u># Sites</u>
DADW						
Environmental Restoration						
MMRP (Continued)						
<u>Post RA:</u>						
Long-Term Management	0.000	0	0.000	0	0.000	0
Project Closeout	0.000	0	0.000	0	0.000	0
Post RA Subtotal	0.000	0	0.000	0	0.000	0
MMRP Subtotal	0.041	7	0.276	2	0.529	5
IRP and MMRP Subtotal	4.650	68	4.506	46	3.578	65
Management						
DSMOA	0.434	-	0.358	-	0.365	-
ATSDR	0.000	-	0.000	-	0.000	-
Manpower						
Government	0.285	-	0.508	-	0.518	-
Contractor	0.000	-	0.000	-	0.000	-
Manpower Subtotal	0.285	-	0.508	-	0.518	-
EPA Funding	0.000	-	0.000	-	0.000	-
Other	0.093	-	0.071	-	0.072	-
Management Subtotal	0.813	-	0.936	-	0.955	-
DADW Environmental Restoration Total	5.463	68	5.442	46	4.533	65

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

Defense Logistics Agency

	--- FY 19 ---		--- FY 20 ---		--- FY 21 ---	
	\$ Millions	# Sites	\$ Millions	# Sites	\$ Millions	# Sites
DADW						
BRAC						
IRP						
<u>Investigation:</u>						
Preliminary Assessment/Site Inspection	0.000	0	0.000	0	0.000	0
Remedial Investigation/Feasibility Study	0.000	0	0.000	0	0.000	0
Investigation Subtotal	0.000	0	0.000	0	0.000	0
<u>Remedial Action (RA):</u>						
Interim Remedial Actions	0.000	0	0.000	0	0.000	0
Remedial Design (including ROD/DD)	0.000	0	0.000	0	0.000	0
Remedial Action Construction	0.000	0	0.000	0	0.000	0
Remedial Action Operations	3.473	1	2.482	1	2.825	1
RA Subtotal	3.473	1	2.482	1	2.825	1
<u>Post RA:</u>						
Long-Term Management	0.000	0	0.000	0	0.000	0
Project Closeout	0.000	0	0.000	0	0.000	0
Post RA Subtotal	0.000	0	0.000	0	0.000	0
IRP Subtotal	3.473	1	2.482	1	2.825	1
MMRP						
<u>Investigation:</u>						
Preliminary Assessment/Site Inspection	0.000	0	0.000	0	0.000	0
Remedial Investigation/Feasibility Study	0.000	0	0.000	0	0.000	0
Investigation Subtotal	0.000	0	0.000	0	0.000	0
<u>Remedial Action (RA):</u>						
Interim Remedial Actions	0.000	0	0.000	0	0.000	0
Remedial Design (including ROD/DD)	0.000	0	0.000	0	0.000	0
Remedial Action Construction	0.000	0	0.000	0	0.000	0
Remedial Action Operations	0.000	0	0.000	0	0.000	0
RA Subtotal	0.000	0	0.000	0	0.000	0

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ENV 30 DERA and BRAC Funds for Environmental Cleanup - Budget Years

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

Defense Logistics Agency

	--- FY 19 ---		--- FY 20 ---		--- FY 21 ---	
	<u>\$ Millions</u>	<u># Sites</u>	<u>\$ Millions</u>	<u># Sites</u>	<u>\$ Millions</u>	<u># Sites</u>
DADW						
BRAC						
MMRP (Continued)						
<u>Post RA:</u>						
Long-Term Management	0.000	0	0.000	0	0.000	0
Project Closeout	0.000	0	0.000	0	0.000	0
Post RA Subtotal	0.000	0	0.000	0	0.000	0
MMRP Subtotal	0.000	0	0.000	0	0.000	0
IRP and MMRP Subtotal	3.473	1	2.482	1	2.825	1
Planning	0.000	0	0.000	0	0.000	0
Compliance	0.000	0	0.000	0	0.000	0
Management						
DSMOA	0.034	-	0.041	-	0.042	-
ATSDR	0.000	-	0.000	-	0.000	-
Manpower						
Government	0.000	-	0.000	-	0.000	-
Contractor	0.000	-	0.000	-	0.000	-
Manpower Subtotal	0.000	-	0.000	-	0.000	-
EPA Funding	0.000	-	0.000	-	0.000	-
Other	0.001	-	0.002	-	0.002	-
Management Subtotal	0.036	-	0.043	-	0.044	-
DADW Environmental Restoration Total	3.509	1	2.525	1	2.869	1
Land Sale Revenue	0.000	-	0.000	-	0.000	-
Prior Year Funds	3.509	-	2.525	-	2.869	-
DADW Appropriated Funding	0.000	1	0.000	1	0.000	1

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

Formerly Used Defense Sites (FUDS)

	--- FY 19 ---		--- FY 20 ---		--- FY 21 ---	
	\$ Millions	# Sites	\$ Millions	# Sites	\$ Millions	# Sites
DADW						
Environmental Restoration						
IRP						
<u>Investigation:</u>						
Preliminary Assessment/Site Inspection	2.293	27	2.995	20	1.502	15
Remedial Investigation/Feasibility Study	66.537	164	40.550	148	21.142	134
Potentially Responsible Parties	1.638	38	0.000	0	1.777	53
Investigation Subtotal	70.468	229	43.545	168	24.421	202
<u>Remedial Action (RA):</u>						
Interim Remedial Actions	0.000	0	0.000	0	0.000	0
Remedial Design (including ROD/DD)	5.025	35	6.475	25	5.312	15
Remedial Action Construction	30.508	94	40.661	74	21.807	53
Remedial Action Operations	22.702	52	18.747	54	28.575	57
Building Demolition/Debris Removal	0.021	3	0.000	0	0.252	9
Potentially Responsible Parties	0.000	0	0.000	0	0.000	0
RA Subtotal	58.256	184	65.883	153	55.946	134
<u>Post RA:</u>						
Long-Term Management	4.512	34	5.753	35	5.119	38
Project Closeout	0.000	0	0.000	0	0.000	0
Post RA Subtotal	4.512	34	5.753	35	5.119	38
IRP Subtotal	133.236	447	115.181	356	85.486	374
MMRP						
<u>Investigation:</u>						
Preliminary Assessment/Site Inspection	0.238	6	0.684	7	0.025	4
Remedial Investigation/Feasibility Study	36.722	171	33.450	194	37.687	165
Potentially Responsible Parties	0.025	3	0.000	0	0.159	9
Investigation Subtotal	36.985	180	34.134	201	37.871	178
<u>Remedial Action (RA):</u>						
Interim Remedial Actions	3.423	5	1.539	4	0.167	2
Remedial Design (including ROD/DD)	1.006	20	1.214	19	0.094	3
Remedial Action Construction	49.663	52	85.183	72	58.123	66
Remedial Action Operations	0.000	0	0.000	0	0.000	0
Potentially Responsible Parties	0.000	0	0.000	0	0.000	0
RA Subtotal	54.092	77	87.936	95	58.384	71

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

Formerly Used Defense Sites (FUDS)

	--- FY 19 ---		--- FY 20 ---		--- FY 21 ---	
	<u>\$ Millions</u>	<u># Sites</u>	<u>\$ Millions</u>	<u># Sites</u>	<u>\$ Millions</u>	<u># Sites</u>
DADW						
Environmental Restoration						
MMRP (Continued)						
<u>Post RA:</u>						
Long-Term Management	1.143	27	2.306	53	2.335	43
Project Closeout	0.000	0	0.000	0	0.000	0
Post RA Subtotal	1.143	27	2.306	53	2.335	43
MMRP Subtotal	92.220	284	124.376	349	98.590	292
IRP and MMRP Subtotal	225.456	731	239.557	705	184.076	666
Management						
DSMOA	2.673	-	8.160	-	6.242	-
ATSDR	0.000	-	0.000	-	0.000	-
Manpower						
Government	14.651	-	22.588	-	22.757	-
Contractor	0.000	-	0.000	-	0.000	-
Manpower Subtotal	14.651	-	22.588	-	22.757	-
EPA Funding	0.000	-	0.000	-	0.000	-
Other	5.908	-	4.695	-	3.512	-
Management Subtotal	23.232	-	35.443	-	32.511	-
DADW Environmental Restoration Total	248.688	731	275.000	705	216.587	666

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ENV 30 DERA and BRAC Funds for Environmental Cleanup - Budget Years

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

Under Secretary of Defense for Acquisition and Sustainment

	--- FY 19 ---		--- FY 20 ---		--- FY 21 ---	
	\$ Millions	# Sites	\$ Millions	# Sites	\$ Millions	# Sites
DADW						
Environmental Restoration						
IRP						
<u>Investigation:</u>						
Preliminary Assessment/Site Inspection	0.000	0	0.000	0	0.000	0
Remedial Investigation/Feasibility Study	0.000	0	0.000	0	0.000	0
Potentially Responsible Parties	0.000	0	0.000	0	0.000	0
Investigation Subtotal	0.000	0	0.000	0	0.000	0
<u>Remedial Action (RA):</u>						
Interim Remedial Actions	0.000	0	0.000	0	0.000	0
Remedial Design (including ROD/DD)	0.000	0	0.000	0	0.000	0
Remedial Action Construction	0.000	0	0.000	0	0.000	0
Remedial Action Operations	0.000	0	0.000	0	0.000	0
Building Demolition/Debris Removal	0.000	0	0.000	0	0.000	0
Potentially Responsible Parties	0.000	0	0.000	0	0.000	0
RA Subtotal	0.000	0	0.000	0	0.000	0
<u>Post RA:</u>						
Long-Term Management	0.000	0	0.000	0	0.000	0
Project Closeout	0.000	0	0.000	0	0.000	0
Post RA Subtotal	0.000	0	0.000	0	0.000	0
IRP Subtotal	0.000	0	0.000	0	0.000	0
MMRP						
<u>Investigation:</u>						
Preliminary Assessment/Site Inspection	0.000	0	0.000	0	0.000	0
Remedial Investigation/Feasibility Study	0.000	0	0.000	0	0.000	0
Potentially Responsible Parties	0.000	0	0.000	0	0.000	0
Investigation Subtotal	0.000	0	0.000	0	0.000	0
<u>Remedial Action (RA):</u>						
Interim Remedial Actions	0.000	0	0.000	0	0.000	0
Remedial Design (including ROD/DD)	0.000	0	0.000	0	0.000	0
Remedial Action Construction	0.000	0	0.000	0	0.000	0
Remedial Action Operations	0.000	0	0.000	0	0.000	0
Potentially Responsible Parties	0.000	0	0.000	0	0.000	0
RA Subtotal	0.000	0	0.000	0	0.000	0

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

Under Secretary of Defense for Acquisition and Sustainment

	--- FY 19 ---		--- FY 20 ---		--- FY 21 ---	
	<u>\$ Millions</u>	<u># Sites</u>	<u>\$ Millions</u>	<u># Sites</u>	<u>\$ Millions</u>	<u># Sites</u>
DADW						
Environmental Restoration						
MMRP (Continued)						
<u>Post RA:</u>						
Long-Term Management	0.000	0	0.000	0	0.000	0
Project Closeout	0.000	0	0.000	0	0.000	0
Post RA Subtotal	0.000	0	0.000	0	0.000	0
MMRP Subtotal	0.000	0	0.000	0	0.000	0
IRP and MMRP Subtotal	0.000	0	0.000	0	0.000	0
Management						
DSMOA	0.000	-	0.000	-	0.000	-
ATSDR	0.000	-	0.000	-	0.000	-
Manpower						
Government	0.000	-	0.000	-	0.000	-
Contractor	1.710	-	13.560	-	4.572	-
Manpower Subtotal	1.710	-	13.560	-	4.572	-
EPA Funding	0.000	-	0.000	-	0.000	-
Other	0.000	-	0.000	-	0.000	-
Management Subtotal	1.710	-	13.560	-	4.572	-
DADW Environmental Restoration Total	1.710	0	13.560	0	4.572	0

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Summary of Funds Budgeted for Environmental Projects

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PB28A Environmental Technology - Budget Years

(Current \$ Millions)

Under Secretary of Defense for Acquisition and Sustainment

	<u>FY 19</u>	<u>FY 20</u>	<u>FY 21</u>
APPROPRIATION TOTALS			
RDT&E, DW			
Cleanup	19.744	21.665	18.654
Compliance	21.599	23.374	20.065
Conservation	14.119	13.159	10.896
Pollution Prevention	22.404	24.135	20.697
Unexploded Ordnance	21.461	23.089	19.795
Total	99.328	105.423	90.107
Grand Total	99.328	105.423	90.107

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PB28A Environmental Technology - Budget Years

(Current \$ Millions)

Under Secretary of Defense for Acquisition and Sustainment

ENVIRONMENTAL PROGRAM TOTALS

Cleanup	19.744	21.665	18.654
Compliance	21.599	23.374	20.065
Conservation	14.119	13.159	10.896
Pollution Prevention	22.404	24.135	20.697
Unexploded Ordnance	21.461	23.089	19.795
Grand Total	99.328	105.423	90.107

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PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)
Defense Health Agency

OPR & MAINT	<u>FY 2019</u>	<u>FY 2020</u>	<u>FY 2021</u>
Active			
<u>Domestic</u>			
Compliance			
<u>Air</u>			
Stationary and Mobile Sources	0.031	0.031	0.021
<u>Compliance Cross-Cutting Programs</u>			
Compliance Education and Training	1.825	2.371	2.327
Multi-Program Management	1.200	1.558	0.886
Total Compliance Cross-Cutting Programs	3.025	3.929	3.213
<u>Compliance Manpower</u>			
Compliance Manpower	6.186	6.693	4.217
<u>Compliance Other</u>			
Miscellaneous Compliance Activities	1.630	1.702	1.314
<u>Compliance Related Cleanup</u>			
Other Compliance-Related Assessment and Cleanup	0.000	0.000	0.000
<u>Planning</u>			
Environmental Impact Analysis	0.075	0.075	0.080
<u>Storage and Disposal</u>			
Hazardous Waste (RCRA - C)	4.222	4.723	4.543
Solid Waste (RCRA - D)	2.420	2.815	2.028
USTs (RCRA - I)	0.000	0.000	0.000
Total Storage and Disposal	6.642	7.538	6.571
<u>Toxic Substances</u>			
Controlled Substances	0.000	0.000	0.000
EPCRA Reporting (TRI and Tier I&II)	0.005	0.005	0.005
Total Toxic Substances	0.005	0.005	0.005

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PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)
 Defense Health Agency

OPR & MAINT	<u>FY 2019</u>	<u>FY 2020</u>	<u>FY 2021</u>
Active (Continued)			
<u>Domestic (Continued)</u>			
Compliance (Continued)			
<u>Water</u>			
Safe Drinking Water	1.862	1.594	1.606
Spill Prevention and Response/ASTs	0.029	0.036	0.020
Stormwater	0.000	0.000	0.000
Wastewater	0.025	0.035	0.025
Total Water	1.916	1.665	1.651
Total Compliance	19.510	21.638	17.072
Pollution Prevention			
<u>Pollution Prevention Other</u>			
Miscellaneous Pollution Prevention Activities	0.000	0.000	0.000
<u>Pollution Prevention Projects</u>			
Hazardous Material / Hazardous and Solid Waste	0.504	0.286	0.292
Total Pollution Prevention	0.504	0.286	0.292
Total Domestic	20.014	21.924	17.364

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PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)

Defense Health Agency

OPR & MAINT	<u>FY 2019</u>	<u>FY 2020</u>	<u>FY 2021</u>
Active (Continued)			
<u>Foreign</u>			
Compliance			
<u>Air</u>			
Stationary and Mobile Sources	0.004	0.004	0.003
<u>Compliance Cross-Cutting Programs</u>			
Compliance Education and Training	0.144	0.148	0.146
Multi-Program Management	0.165	0.220	0.108
Total Compliance Cross-Cutting Programs	0.309	0.368	0.254
<u>Compliance Manpower</u>			
Compliance Manpower	0.580	0.928	0.532
<u>Compliance Other</u>			
Miscellaneous Compliance Activities	0.038	0.039	0.025
<u>Planning</u>			
Environmental Impact Analysis	0.000	0.000	0.000
<u>Storage and Disposal</u>			
Hazardous Waste (RCRA - C)	0.609	0.675	0.564
Solid Waste (RCRA - D)	0.815	0.900	0.542
USTs (RCRA - I)	0.000	0.000	0.000
Total Storage and Disposal	1.424	1.575	1.106
<u>Toxic Substances</u>			
EPCRA Reporting (TRI and Tier I&II)	0.000	0.000	0.000
<u>Water</u>			
Safe Drinking Water	0.614	0.627	0.638
Total Compliance	2.969	3.541	2.558
Pollution Prevention			
<u>Pollution Prevention Projects</u>			
Hazardous Material / Hazardous and Solid Waste	0.000	0.000	0.000
Total Pollution Prevention	0.000	0.000	0.000
Total Foreign	2.969	3.541	2.558

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PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)
Defense Health Agency

OPR & MAINT	<u>FY 2019</u>	<u>FY 2020</u>	<u>FY 2021</u>
Active (Summary)			
Environmental Activity Cost Type Totals			
Compliance	22.479	25.179	19.630
Pollution Prevention	0.504	0.286	0.292
Conservation	0.000	0.000	0.000
Total	22.983	25.465	19.922
Location Totals			
Domestic	20.014	21.924	17.364
Foreign	2.969	3.541	2.558
Total	22.983	25.465	19.922
<hr/>			
DHA TOTALS			
Environmental Activity Cost Type Totals			
Compliance	22.479	25.179	19.630
Pollution Prevention	0.504	0.286	0.292
Conservation	0.000	0.000	0.000
Total	22.983	25.465	19.922
Location Totals			
Domestic	20.014	21.924	17.364
Foreign	2.969	3.541	2.558
Total	22.983	25.465	19.922

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PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)
 Defense Logistics Agency

	<u>FY 2019</u>	<u>FY 2020</u>	<u>FY 2021</u>
MIL CON			
DADW			
<u>Domestic</u>			
Compliance			
<u>Compliance Other</u>			
Miscellaneous Compliance Activities	6.900	59.600	54.500
Total Compliance	6.900	59.600	54.500
Total Domestic	6.900	59.600	54.500

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PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)
 Defense Logistics Agency

	<u>FY 2019</u>	<u>FY 2020</u>	<u>FY 2021</u>
MIL CON			
DADW (Continued)			
<u>Foreign</u>			
Compliance			
<u>Compliance Other</u>			
Miscellaneous Compliance Activities	0.000	0.000	0.000
Total Compliance	<u>0.000</u>	<u>0.000</u>	<u>0.000</u>
Total Foreign	<u>0.000</u>	<u>0.000</u>	<u>0.000</u>

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(Current \$ Millions)
 Defense Logistics Agency

MIL CON	<u>FY 2019</u>	<u>FY 2020</u>	<u>FY 2021</u>
DADW (Summary)			
Environmental Activity Cost Type Totals			
Compliance	6.900	59.600	54.500
Pollution Prevention	0.000	0.000	0.000
Conservation	0.000	0.000	0.000
Total	6.900	59.600	54.500
Location Totals			
Domestic	6.900	59.600	54.500
Foreign	0.000	0.000	0.000
Total	6.900	59.600	54.500

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(Current \$ Millions)
 Defense Logistics Agency

	<u>FY 2019</u>	<u>FY 2020</u>	<u>FY 2021</u>
OPR & MAINT			
DADW			
<u>Domestic</u>			
Compliance			
<u>Compliance Cross-Cutting Programs</u>			
Multi-Program Management	0.000	0.041	0.000
<u>Compliance Manpower</u>			
Compliance Manpower	0.486	0.470	0.458
<u>Compliance Other</u>			
Miscellaneous Compliance Activities	4.639	6.215	6.115
Total Compliance	5.125	6.727	6.573
Pollution Prevention			
<u>Pollution Prevention Manpower</u>			
Pollution Prevention Manpower	5.048	5.356	4.943
<u>Pollution Prevention Projects</u>			
Hazardous Material / Hazardous and Solid Waste	2.895	3.290	3.009
Total Pollution Prevention	7.943	8.646	7.952
Total Domestic	13.068	15.373	14.525

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(Current \$ Millions)

Defense Logistics Agency

	<u>FY 2019</u>	<u>FY 2020</u>	<u>FY 2021</u>
OPR & MAINT			
DADW (Continued)			
<u>Foreign</u>			
Compliance			
<u>Storage and Disposal</u>			
Hazardous Waste (RCRA - C)	0.000	0.004	0.000
Total Compliance	<u>0.000</u>	<u>0.004</u>	<u>0.000</u>
Total Foreign	<u>0.000</u>	<u>0.004</u>	<u>0.000</u>

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PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)
 Defense Logistics Agency

	<u>FY 2019</u>	<u>FY 2020</u>	<u>FY 2021</u>
OPR & MAINT			
DADW (Summary)			
Environmental Activity Cost Type Totals			
Compliance	5.125	6.730	6.573
Pollution Prevention	7.943	8.646	7.952
Conservation	0.000	0.000	0.000
Total	13.068	15.377	14.525
Location Totals			
Domestic	13.068	15.373	14.525
Foreign	0.000	0.004	0.000
Total	13.068	15.377	14.525

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PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)
Defense Logistics Agency

REV & MGT FNDS	<u>FY 2019</u>	<u>FY 2020</u>	<u>FY 2021</u>
DADW			
<u>Domestic</u>			
Compliance			
<u>Air</u>			
Stationary and Mobile Sources	0.355	0.312	0.280
<u>Compliance Cross-Cutting Programs</u>			
Compliance Education and Training	0.491	0.435	0.504
Geospatial Information Systems (GIS) and Information	0.745	0.807	0.780
Multi-Program Management	1.031	4.787	1.138
Total Compliance Cross-Cutting Programs	2.267	6.028	2.422
<u>Compliance Manpower</u>			
Compliance Manpower	17.728	18.267	18.067
<u>Compliance Other</u>			
Miscellaneous Compliance Activities	1.723	6.460	1.951
<u>Compliance Related Cleanup</u>			
Other Compliance-Related Assessment and Cleanup	108.633	49.721	46.196
<u>Planning</u>			
Environmental Impact Analysis	1.571	2.478	2.525
<u>Storage and Disposal</u>			
Hazardous Waste (RCRA - C)	0.792	0.751	0.457
Solid Waste (RCRA - D)	0.222	0.160	0.109
USTs (RCRA - I)	34.648	27.068	35.783
Total Storage and Disposal	35.662	27.979	36.349
<u>Toxic Substances</u>			
Controlled Substances	0.026	0.033	0.027
EPCRA Reporting (TRI and Tier I&II)	0.218	0.243	0.239
Total Toxic Substances	0.244	0.276	0.266

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PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)
Defense Logistics Agency

REV & MGT FNDS	<u>FY 2019</u>	<u>FY 2020</u>	<u>FY 2021</u>
DADW (Continued)			
<u>Domestic (Continued)</u>			
Compliance (Continued)			
<u>Water</u>			
Safe Drinking Water	0.165	0.194	0.205
Spill Prevention and Response/ASTs	2.523	4.690	3.136
Stormwater	2.745	0.243	0.356
Wastewater	0.418	0.468	0.453
Total Water	5.851	5.594	4.150
Total Compliance	174.034	117.115	112.206
Pollution Prevention			
<u>Pollution Prevention Manpower</u>			
Pollution Prevention Manpower	0.733	0.781	0.757
<u>Pollution Prevention Other</u>			
Miscellaneous Pollution Prevention Activities	0.450	0.432	0.416
<u>Pollution Prevention Projects</u>			
Air Pollution Reduction	0.001	0.001	0.001
Hazardous Material / Hazardous and Solid Waste	0.046	0.017	0.026
Water Pollution Reduction	0.006	0.012	0.011
Total Pollution Prevention Projects	0.053	0.030	0.038
Total Pollution Prevention	1.236	1.242	1.211
Conservation			
<u>Archaeology</u>			
Archeological/ Curation	0.015	0.016	0.015
Tribal Consultation/ Repatriation	0.006	0.006	0.006
Total Archaeology	0.021	0.022	0.021
<u>Conservation Cross-Cutting Programs</u>			
Conservation Education and Training	0.012	0.013	0.012

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PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)
 Defense Logistics Agency

REV & MGT FNDS	<u>FY 2019</u>	<u>FY 2020</u>	<u>FY 2021</u>
DADW (Continued)			
<u>Domestic (Continued)</u>			
Conservation (Continued)			
<u>Conservation Manpower</u>			
Cultural Resources Manpower	0.194	0.212	0.206
Natural Resources Manpower	0.193	0.217	0.210
Total Conservation Manpower	0.387	0.429	0.416
<u>Cultural Resources Other</u>			
Miscellaneous Cultural Resources Activities	0.283	0.308	0.301
<u>Historic Structures</u>			
Historic Built Environment	0.004	0.025	0.004
<u>Integrated Natural Resource Planning</u>			
Integrated Natural Resources Planning	0.088	0.048	0.051
<u>Listed and At-Risk Species</u>			
Threatened and Endangered Species; Candidate Species	0.017	0.007	0.007
<u>Natural Resources Other</u>			
Miscellaneous Natural Resources Activities	0.056	0.027	0.130
<u>Wetlands</u>			
Wetlands	0.060	1.273	0.031
Total Conservation	0.928	2.153	0.973
Total Domestic	176.198	120.510	114.390

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PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)
Defense Logistics Agency

REV & MGT FNDS	<u>FY 2019</u>	<u>FY 2020</u>	<u>FY 2021</u>
DADW (Continued)			
<u>Foreign</u>			
Compliance			
<u>Compliance Cross-Cutting Programs</u>			
Compliance Education and Training	0.020	0.044	0.021
<u>Compliance Manpower</u>			
Compliance Manpower	1.866	2.372	1.916
<u>Compliance Other</u>			
Miscellaneous Compliance Activities	0.000	0.318	0.000
<u>Compliance Related Cleanup</u>			
Overseas Remediation	0.409	0.637	0.612
<u>Planning</u>			
Environmental Impact Analysis	0.376	0.637	0.612
<u>Storage and Disposal</u>			
Hazardous Waste (RCRA - C)	0.189	0.159	0.193
USTs (RCRA - I)	6.211	5.518	6.528
Total Storage and Disposal	6.400	5.677	6.721
<u>Toxic Substances</u>			
Controlled Substances	0.000	0.001	0.000
<u>Water</u>			
Spill Prevention and Response/ASTs	0.528	0.318	0.510
Total Compliance	9.599	10.003	10.392
Total Foreign	9.599	10.003	10.392

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PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)
Defense Logistics Agency

REV & MGT FNDS	<u>FY 2019</u>	<u>FY 2020</u>	<u>FY 2021</u>
DADW (Summary)			
Environmental Activity Cost Type Totals			
Compliance	183.633	127.118	122.598
Pollution Prevention	1.236	1.242	1.211
Conservation	0.928	2.153	0.973
Total	185.797	130.514	124.782
Location Totals			
Domestic	176.198	120.510	114.390
Foreign	9.599	10.003	10.392
Total	185.797	130.514	124.782
<hr/>			
DLA TOTALS			
Environmental Activity Cost Type Totals			
Compliance	195.658	193.449	183.671
Pollution Prevention	9.179	9.888	9.163
Conservation	0.928	2.153	0.973
Total	205.765	205.490	193.807
Location Totals			
Domestic	196.166	195.483	183.415
Foreign	9.599	10.007	10.392
Total	205.765	205.490	193.807

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PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)

Defense Education Activity

	<u>FY 2019</u>	<u>FY 2020</u>	<u>FY 2021</u>
OPR & MAINT			
DADW			
<u>Domestic</u>			
Compliance			
<u>Compliance Other</u>			
Miscellaneous Compliance Activities	2.354	0.000	0.000
<u>Storage and Disposal</u>			
Hazardous Waste (RCRA - C)	0.050	0.040	0.459
Total Compliance	2.404	0.040	0.459
Total Domestic	2.404	0.040	0.459

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PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)

Defense Education Activity

	<u>FY 2019</u>	<u>FY 2020</u>	<u>FY 2021</u>
OPR & MAINT			
DADW (Continued)			
<u>Foreign</u>			
Compliance			
<u>Storage and Disposal</u>			
Hazardous Waste (RCRA - C)	0.000	2.457	5.404
Total Compliance	<u>0.000</u>	<u>2.457</u>	<u>5.404</u>
Total Foreign	<u>0.000</u>	<u>2.457</u>	<u>5.404</u>

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PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)

Defense Education Activity

OPR & MAINT	<u>FY 2019</u>	<u>FY 2020</u>	<u>FY 2021</u>
DADW (Summary)			
Environmental Activity Cost Type Totals			
Compliance	2.404	2.497	5.863
Pollution Prevention	0.000	0.000	0.000
Conservation	0.000	0.000	0.000
Total	2.404	2.497	5.863
Location Totals			
Domestic	2.404	0.040	0.459
Foreign	0.000	2.457	5.404
Total	2.404	2.497	5.863
<hr/> <hr/>			
DODEA TOTALS			
Environmental Activity Cost Type Totals			
Compliance	2.404	2.497	5.863
Pollution Prevention	0.000	0.000	0.000
Conservation	0.000	0.000	0.000
Total	2.404	2.497	5.863
Location Totals			
Domestic	2.404	0.040	0.459
Foreign	0.000	2.457	5.404
Total	2.404	2.497	5.863

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PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)
Missile Defense Agency

RDT&E DADW <u>Domestic</u>	<u>FY 2019</u>	<u>FY 2020</u>	<u>FY 2021</u>
Compliance			
<u>Air</u>			
Stationary and Mobile Sources	0.117	0.259	0.672
<u>Compliance Cross-Cutting Programs</u>			
Compliance Education and Training	0.025	0.025	0.025
Geospatial Information Systems (GIS) and Information	0.050	0.050	0.050
Multi-Program Management	0.011	0.038	0.012
Total Compliance Cross-Cutting Programs	0.086	0.113	0.088
<u>Compliance Manpower</u>			
Compliance Manpower	4.673	4.281	4.338
<u>Compliance Other</u>			
Miscellaneous Compliance Activities	0.430	0.231	0.001
<u>Planning</u>			
Environmental Impact Analysis	2.454	2.479	7.105
<u>Storage and Disposal</u>			
Hazardous Waste (RCRA - C)	20.408	4.548	3.785
Solid Waste (RCRA - D)	0.032	0.033	0.034
Total Storage and Disposal	20.440	4.581	3.819
<u>Toxic Substances</u>			
Controlled Substances	0.002	0.002	0.002
EPCRA Reporting (TRI and Tier I&II)	0.001	0.001	0.002
Total Toxic Substances	0.003	0.004	0.004
<u>Water</u>			
Safe Drinking Water	0.003	0.004	0.009
Spill Prevention and Response/ASTs	0.012	0.006	0.006
Stormwater	0.005	0.005	0.006
Wastewater	0.001	0.001	0.001
Total Water	0.021	0.015	0.022
Total Compliance	28.224	11.963	16.047

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PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)
Missile Defense Agency

RDT&E	<u>FY 2019</u>	<u>FY 2020</u>	<u>FY 2021</u>
DADW (Continued)			
Domestic (Continued)			
Pollution Prevention			
<u>Pollution Prevention Other</u>			
Miscellaneous Pollution Prevention Activities	0.010	0.010	0.010
<u>Pollution Prevention Projects</u>			
Air Pollution Reduction	0.065	0.065	0.065
Hazardous Material / Hazardous and Solid Waste	0.025	0.025	0.025
Total Pollution Prevention Projects	0.090	0.090	0.090
Total Pollution Prevention	0.100	0.100	0.100
Conservation			
<u>Conservation Manpower</u>			
Natural Resources Manpower	0.002	0.002	0.002
<u>Cultural Resources Other</u>			
Miscellaneous Cultural Resources Activities	0.375	0.050	0.100
<u>Historic Structures</u>			
Historic Built Environment	0.050	0.000	0.000
<u>Integrated Natural Resource Planning</u>			
Integrated Natural Resources Planning	0.000	0.010	0.000
<u>Listed and At-Risk Species</u>			
Threatened and Endangered Species; Candidate Species	0.000	0.000	0.000
<u>Natural Resources Other</u>			
Miscellaneous Natural Resources Activities	0.102	0.102	0.002
<u>Wetlands</u>			
Wetlands	0.150	0.000	0.000
Total Conservation	0.679	0.164	0.104
Total Domestic	29.003	12.227	16.252

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

Volume II - Defense-Wide Data Book

PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)
Missile Defense Agency

RDT&E	<u>FY 2019</u>	<u>FY 2020</u>	<u>FY 2021</u>
DADW (Continued)			
<u>Foreign</u>			
Compliance			
<u>Air</u>			
Stationary and Mobile Sources	0.000	0.000	0.000
<u>Compliance Other</u>			
Miscellaneous Compliance Activities	0.050	0.050	0.000
<u>Planning</u>			
Environmental Impact Analysis	0.000	0.000	0.000
<u>Storage and Disposal</u>			
Hazardous Waste (RCRA - C)	0.002	0.000	0.000
Solid Waste (RCRA - D)	0.024	0.000	0.000
Total Storage and Disposal	0.026	0.000	0.000
<u>Water</u>			
Safe Drinking Water	0.011	0.000	0.000
Total Compliance	0.087	0.050	0.000
Conservation			
<u>Cultural Resources Other</u>			
Miscellaneous Cultural Resources Activities	0.000	0.000	0.000
<u>Natural Resources Other</u>			
Miscellaneous Natural Resources Activities	0.000	0.000	0.000
<u>Wetlands</u>			
Wetlands	0.000	0.000	0.000
Total Conservation	0.000	0.000	0.000
Total Foreign	0.087	0.050	0.000

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

Volume II - Defense-Wide Data Book

PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)
Missile Defense Agency

RDT&E	<u>FY 2019</u>	<u>FY 2020</u>	<u>FY 2021</u>
DADW (Summary)			
Environmental Activity Cost Type Totals			
Compliance	28.312	12.013	16.047
Pollution Prevention	0.100	0.100	0.100
Conservation	0.679	0.164	0.104
Total	29.090	12.277	16.252
Location Totals			
Domestic	29.003	12.227	16.252
Foreign	0.087	0.050	0.000
Total	29.090	12.277	16.252
<hr/> MDA TOTALS			
Environmental Activity Cost Type Totals			
Compliance	28.312	12.013	16.047
Pollution Prevention	0.100	0.100	0.100
Conservation	0.679	0.164	0.104
Total	29.090	12.277	16.252
Location Totals			
Domestic	29.003	12.227	16.252
Foreign	0.087	0.050	0.000
Total	29.090	12.277	16.252

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Fiscal Year (FY) 2021 Budget Estimates

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PB28 Environmental Quality Funding - Budget Years
(Current \$ Millions)
Under Secretary of Defense for Acquisition and Sustainment

OPR & MAINT	<u>FY 2019</u>	<u>FY 2020</u>	<u>FY 2021</u>
DADW			
<u>Domestic</u>			
Compliance			
<u>Compliance Cross-Cutting Programs</u>			
Multi-Program Management	3.325	6.124	2.504
<u>Compliance Related Cleanup</u>			
Other Compliance-Related Assessment and Cleanup	12.211	12.227	12.109
Total Compliance	<u>15.536</u>	<u>18.351</u>	<u>14.613</u>
Pollution Prevention			
<u>Pollution Prevention Other</u>			
Miscellaneous Pollution Prevention Activities	1.693	1.539	1.360
Total Pollution Prevention	<u>1.693</u>	<u>1.539</u>	<u>1.360</u>
Conservation			
<u>Natural Resources Other</u>			
Miscellaneous Natural Resources Activities	86.010	103.481	78.218
Total Conservation	<u>86.010</u>	<u>103.481</u>	<u>78.218</u>
Total Domestic	<u>103.239</u>	<u>123.371</u>	<u>94.191</u>

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

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PB28 Environmental Quality Funding - Budget Years
 (Current \$ Millions)
 Under Secretary of Defense for Acquisition and Sustainment

	<u>FY 2019</u>	<u>FY 2020</u>	<u>FY 2021</u>
OPR & MAINT			
DADW (Continued)			
<u>Foreign</u>			
Pollution Prevention			
<u>Pollution Prevention Other</u>			
Miscellaneous Pollution Prevention Activities	0.000	0.000	0.000
Total Pollution Prevention	<u>0.000</u>	<u>0.000</u>	<u>0.000</u>
Total Foreign	<u>0.000</u>	<u>0.000</u>	<u>0.000</u>

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

Volume II - Defense-Wide Data Book

PB28 Environmental Quality Funding - Budget Years
(Current \$ Millions)
Under Secretary of Defense for Acquisition and Sustainment

OPR & MAINT	<u>FY 2019</u>	<u>FY 2020</u>	<u>FY 2021</u>
DADW (Summary)			
Environmental Activity Cost Type Totals			
Compliance	15.536	18.351	14.613
Pollution Prevention	1.693	1.539	1.360
Conservation	86.010	103.481	78.218
Total	103.239	123.371	94.191
Location Totals			
Domestic	103.239	123.371	94.191
Foreign	0.000	0.000	0.000
Total	103.239	123.371	94.191
<hr/>			
OUSD(A&S) TOTALS			
Environmental Activity Cost Type Totals			
Compliance	15.536	18.351	14.613
Pollution Prevention	1.693	1.539	1.360
Conservation	86.010	103.481	78.218
Total	103.239	123.371	94.191
Location Totals			
Domestic	103.239	123.371	94.191
Foreign	0.000	0.000	0.000
Total	103.239	123.371	94.191

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

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Spares and Repair Parts

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**Office of the Undersecretary of Defense-Comptroller
Operation and Maintenance, Defense-Wide
Fiscal Year (FY) 2021 Budget Estimates
SOCOM OP-31 - Spares and Repair Parts**

(Dollars in Millions)

	FY 2019	FY 2020	FY 2021	FY 2019-FY 2020	FY 2020-FY 2021
	(\$ in M)	(\$ in M)	(\$ in M)	CHANGE	CHANGE
				(\$ in M)	(\$ in M)
<u>DEPOT LEVEL REPARABLES (DLRs)</u>					
<u>COMMODITY:</u>					
AIRFRAMES	211.4	256.3	273.5	44.9	17.2
AIRCRAFT ENGINES	91.7	77.1	51.4	-14.6	-25.7
COMBAT VEHICLES	0.0	0.0	0.0	0	0
OTHER		0	0		
MISSILES	0.0	0.0	0.0	0	0
COMMUNICATIONS EQUIPMENT	3.6	3.5	3.6	-0.1	0.1
OTHER MISC	<u>1.6</u>	<u>1.2</u>	<u>1.1</u>	<u>-0.4</u>	<u>-0.1</u>
TOTAL	308.3	338.1	329.6	29.8	-8.5
<u>CONSUMABLES</u>					
<u>COMMODITY:</u>					
AIRFRAMES	96.4	97.7	125.8	1.3	28.1
AIRCRAFT ENGINES	35.8	30.9	22.5	-4.9	-8.4
COMBAT VEHICLES	0.0	0.0	0.0	0.0	0.0
OTHER		0	0		
MISSILES	0.0	0.0	0.0	0.0	0.0
COMMUNICATIONS EQUIPMENT	6.1	4.4	4.4	-1.7	0.0
OTHER MISC	<u>12.3</u>	<u>8.8</u>	<u>5.3</u>	<u>-3.5</u>	<u>-3.5</u>
TOTAL	150.6	141.8	158.0	-8.8	16.2

**Office of the Undersecretary of Defense-Comptroller
Operation and Maintenance, Defense-Wide
Fiscal Year (FY) 2021 Budget Estimates
SOCOM OP-31 - Spares and Repair Parts**

The FY 2021 Working Capital Fund (WCF) consumption estimates include the combined requirements for Overseas Contingency Operations and peacetime training based on the published WCF pricing tables.

FY 2020 - FY 2021 Changes:

AIRFRAMES: The CV-22B Rotor System Consumption coupled with a 13 percent WCF rate is the main cost driver, along with the prop rotor gear boxes. Additional increases, are also due to aircraft modifications of Large Aircraft Infrared Countermeasures (LAIRCM) and MC-130Js installs on the assembly line. Some airframes scheduled and unscheduled maintenance inspections have increased (AC/EC/MC-130Js and CV-22) due to the flying environment.

AIRCRAFT ENGINES: The decrease is due to retirement of the AC-130U, and draw down of AC-130W and MC-130H.

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

Volume II - Defense-Wide Data Book

Defense-Wide 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

Operation and Maintenance, Defense-Wide	Defense Media Activity (FY 2019) (S in Thousands)												Date: February 2020					
	a	b	c	d	e	f	g	e+f+g		d+h	i	i+j		Rates				
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	h Total Variables	i Comp O.C.11	l Benefits O.C.12/13	k Comp & Benefits	d/c Basic Comp	i/c Total Comp	k/c Comp & Benefits	h/d % BC	j/d % BC		
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%		
<i>Subtotal - Direct Funded (excludes OC 13)</i>	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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
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%		
<i>Subtotal - Total Funded (excludes OC 13)</i>	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		
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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Operation and Maintenance, Defense-Wide	Defense Media Activity (FY 2020) (S in Thousands)												Date: February 2020					
	a	b	c	d	e	f	g	e+f+g		d+h	i	i+j		Rates				
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	h	h	i	Comp	k	k	d/c	i/c	n	h/d	j/d
	Strength	Strength	FTEs	Comp	Pay	Pay	O.C.11	Variables	Total	O.C.11	Benefits	Comp	& Benefits	Basic	Total	Comp	% BC	% BC
											O.C.12/13			Comp	Comp	& Benefits	Variables	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%		
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>606</i>	<i>580</i>	<i>580</i>	<i>52,024</i>	<i>390</i>	<i>16</i>	<i>544</i>	<i>950</i>	<i>52,974</i>	<i>16,744</i>	<i>69,718</i>	<i>\$89,697</i>	<i>\$91,334</i>	<i>\$120,203</i>	<i>1.8%</i>	<i>32.2%</i>		
D5. Other Object Class 13 Benefits																		
D5a. USDH - Benefits for Former Employees																		
D5b. DHFN - Benefits for Former Employees																		
D5c. Voluntary Separation Incentive Pay (VSIP)																		
D5d. Foreign National Separation Liability Accrual																		
Reimbursable Funded Personnel (includes OC 13)	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)																		
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>
R5. Other Object Class 13 Benefits																		
R5a. USDH - Benefits for Former Employees																		
R5b. DHFN - Benefits for Former Employees																		
R5c. Voluntary Separation Incentive Pay (VSIP)																		
R5d. Foreign National Separation Liability Accrual																		
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%		
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>606</i>	<i>580</i>	<i>580</i>	<i>52,024</i>	<i>390</i>	<i>16</i>	<i>544</i>	<i>950</i>	<i>52,974</i>	<i>16,744</i>	<i>69,718</i>	<i>\$89,697</i>	<i>\$91,334</i>	<i>\$120,203</i>	<i>1.8%</i>	<i>32.2%</i>		
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					

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

Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide	Defense Media Activity (FY 2021) (S in Thousands)											Date: February 2020					
	a	b	c	d	e	f	g	e + f + g	d + h	i	j	Rates					
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	Comp	Variables	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits	Comp	Comp	& Benefits			
Direct Funded Personnel (includes OC 13)	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%	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>573</i>	<i>560</i>	<i>560</i>	<i>51,807</i>	<i>408</i>	<i>250</i>	<i>1,487</i>	<i>2,145</i>	<i>53,952</i>	<i>15,739</i>	<i>69,691</i>	<i>\$92,513</i>	<i>\$96,343</i>	<i>\$124,448</i>	<i>4.1%</i>	<i>30.4%</i>	
D5. Other Object Class 13 Benefits																	
D5a. USDH - Benefits for Former Employees																	
D5b. DHFN - Benefits for Former Employees																	
D5c. Voluntary Separation Incentive Pay (VSIP)																	
D5d. Foreign National Separation Liability Accrual																	
Reimbursable Funded Personnel (includes OC 13)	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)																	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>																	
R5. Other Object Class 13 Benefits																	
R5a. USDH - Benefits for Former Employees																	
R5b. DHFN - Benefits for Former Employees																	
R5c. Voluntary Separation Incentive Pay (VSIP)																	
R5d. Foreign National Separation Liability Accrual																	
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%	
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>573</i>	<i>560</i>	<i>560</i>	<i>51,807</i>	<i>408</i>	<i>250</i>	<i>1,487</i>	<i>2,145</i>	<i>53,952</i>	<i>15,739</i>	<i>69,691</i>	<i>\$92,513</i>	<i>\$96,343</i>	<i>\$124,448</i>	<i>4.1%</i>	<i>30.4%</i>	
T5. Other Object Class 13 Benefits																	
T5a. USDH - Benefits for Former Employees																	
T5b. DHFN - Benefits for Former Employees																	
T5c. Voluntary Separation Incentive Pay (VSIP)																	
T5d. Foreign National Separation Liability Accrual																	

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

Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide	Defense Acquisition University (FY 2019) (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	Pav	Pav	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits	Comp	Comp	& Benefits	Variables	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	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	-	-

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Operation and Maintenance, Defense-Wide	Defense Acquisition University (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)	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%	32.5%
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)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
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)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
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	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	-	-

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Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide	Defense Acquisition University (FY 2021) (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)	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	\$150,657	\$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	\$150,657	\$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	-	-	-	-	-	-	-	-	-	-	-	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	-	-

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Operation and Maintenance, Defense-Wide	Defense Contract Audit Agency (FY 2019) (S 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)	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%
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	0	2,686	798	3,484	\$167,875	\$167,875	\$217,750	0.0%	29.7%
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	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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Operation and Maintenance, Defense-Wide	Defense Contract Audit 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	Pav	Pav	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits	Comp	Comp	& Benefits	Variables	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%	29.5%
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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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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Operation and Maintenance, Defense-Wide	Defense Contract Audit Agency (FY 2021) (S 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)	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%	39.2%
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%	39.2%
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%	39.2%
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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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	-	-	-	-	-	-	-	-	-	-	-	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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Operation and Maintenance, Defense-Wide	Defense Contract Management Agency (FY 2019) (S in Thousands)												Date: February 2020				
	a	b	c	d	e	f	g	e + f + g	d + h	i	j	k	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	% BC	
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%	34.4%	
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%	26.8%	
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																	
T5b. DHFN - Benefits for Former Employees																	
T5c. Voluntary Separation Incentive Pay (VSIP)										40	40						
T5d. Foreign National Separation Liability Accrual																	

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Operation and Maintenance, Defense-Wide	Defense Contract Management Agency (FY 2020) (S 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 Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC
Direct Funded Personnel (includes OC 13)	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%	23.3%
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											159					
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											159					
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																

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Operation and Maintenance, Defense-Wide	Defense Contract Management Agency (FY 2021) (S 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 Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC		
Direct Funded Personnel (includes OC 13)	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%	35.5%		
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										300	300							
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	\$99,011	\$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										300	300							
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																		

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Operation and Maintenance, Defense-Wide	Defense Human Resources Activity (FY 2019) (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 Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC
Direct Funded Personnel (includes OC 13)	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)	-	-	-	-	-	-	-	-	-	476	476	-	-	-	-	-
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)	-	-	-	-	-	-	-	-	-	476	476	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Operation and Maintenance, Defense-Wide	Defense Human Resources Activity (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)	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)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T3. Total Direct Hire	1,238	1,268	1,268	135,993	20	2	1,804	1,826	137,819	40,862	178,681	\$107,250	\$108,690	\$140,916	1.3%	30.0%		
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
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	Defense Human Resources Activity (FY 2021) (\$ 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	Pav	Pav	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits	Comp	Comp	& Benefits	Variables	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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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	Defense Information Systems Agency (FY 2019) (S 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)	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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	150	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	150	-	-	-	-	-
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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	84	106	133	0	18	6	(24)	0	0	0	0	\$0	\$0	\$0	-	-
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total 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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	150	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	150	-	-	-	-	-
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 Information Systems Agency (FY 2020) (S 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)	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	1.3%	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	1.3%	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	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	-	-

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Operation and Maintenance, Defense-Wide	Defense Information Systems Agency (FY 2021) (S 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)	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	-	-		

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Operation and Maintenance, Defense-Wide	Defense Logistics Agency (FY 2019) (\$ 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)	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	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	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	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	149	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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	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)	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	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-

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	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)	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	\$143,659	\$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	\$143,659	\$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	\$143,659	\$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	\$143,659	\$183,307	2.8%	28.4%	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Reimbursable Funded (excludes OC 13)	60	88	88	12,295	347	-	-	347	12,642	3,489	16,131	\$139,716	\$143,659	\$183,307	2.8%	28.4%	
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Personnel (includes OC 13)	229	257	257	32,896	1,026	0	0	1,026	33,922	15,631	49,553	\$128,000	\$131,992	\$192,813	3.1%	47.5%	
T1. US Direct Hire (USDH)	229	257	257	32,896	1,026	-	-	1,026	33,922	9,566	43,488	\$128,000	\$131,992	\$169,214	3.1%	29.1%	
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1b. General Schedule	228	256	256	32,745	1,026	0	0	1,026	33,771	9,566	43,337	\$127,910	\$131,918	\$169,285	3.1%	29.2%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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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	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)	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	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	-	-

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Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide	Defense Legal Services Agency (FY 2020) (S 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	Pav	Pav	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits	Comp	Comp	& Benefits	Variables	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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Operation and Maintenance, Defense-Wide	Defense Legal Services Agency (FY 2021) (\$ 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)	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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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				
Department of Defense Education 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)	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%	35.4%	
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%	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>12,461</i>	<i>12,494</i>	<i>11,966</i>	<i>712,039</i>	<i>804</i>	<i>759</i>	<i>91,343</i>	<i>92,906</i>	<i>804,945</i>	<i>434,657</i>	<i>1,239,602</i>	<i>\$59,505</i>	<i>\$67,269</i>	<i>\$103,594</i>	<i>13.0%</i>	<i>61.0%</i>	
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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%	
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>12,461</i>	<i>12,494</i>	<i>11,966</i>	<i>712,039</i>	<i>804</i>	<i>759</i>	<i>91,343</i>	<i>92,906</i>	<i>804,945</i>	<i>434,657</i>	<i>1,239,602</i>	<i>\$59,505</i>	<i>\$67,269</i>	<i>\$103,594</i>	<i>13.0%</i>	<i>61.0%</i>	
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	Department of Defense Education 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)	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%	35.1%	
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	13,000	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	12,246	\$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%	35.1%	
T1b. General Schedule	3,430	3,500	3,149	129,795	559	56	36,123	36,738	166,533	62,325	228,858	\$41,218	\$52,884	\$72,676	28.3%	48.0%	
T1c. Special Schedule	2,857	2,933	2,896	233,240	6	25	13,000	13,031	246,271	81,060	327,331	\$80,539	\$85,038	\$113,029	5.6%	34.8%	
T1d. Wage System	305	305	300	10,008	203	0	2,201	2,404	12,412	4,836	17,248	\$33,360	\$41,373	\$57,493	24.0%	48.3%	
T1e. Highly Qualified Experts	0	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	6,123	12,246	\$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			
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	Department of Defense Education Agency (FY 2021) (S 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)	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%	35.2%
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	-	-
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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Operation and Maintenance, Defense-Wide	Defense Personnel Accounting Agency (FY 2019) (S in Thousands)													Date: February 2020				
	a	b	c	d	e	f	g	e + f + g	d + h	i	j	k	d/c	i/c	k/c	h/d	j/d	
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	& Benefits	Basic	Total	Comp	% BC	% BC	
	Strength	Strength		Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13			Comp	Comp	& Benefits	Variables	Benefits	
Direct Funded Personnel (includes OC 13)	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	-	0	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	-	0	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	-	0	919	919	33,323	12,524	45,847	\$100,322	\$103,167	\$141,941	2.8%	38.6%		
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0	
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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	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)	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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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	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)	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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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)	-	-	22	800	-	-	-	-	800	-	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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	k/c	h/d	j/d
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC
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
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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	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)	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	-	-	-	-	-	-	-	-	-	-	-	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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	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)	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	-	-	-	-	-	-	-	-	-	-	-	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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	a	b	c	d	e	f	g	e + f + g	d + h	i	j	k	d/c	i/c	k/c	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	& Benefits	Basic	Total	Comp	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13			Comp	Comp	& Benefits	Variables	Benefits
Direct Funded Personnel (includes OC 13)	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	-	-	-	-	-	-	-	-	-	-	36	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	36	-	-	-	-	-	-
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	-	-	-	-	-	-	-	-	-	-	36	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	36	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	-

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	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	Pav	Pav	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits	Comp	Comp	& Benefits	Variables	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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Total Funded (excludes OC 13)	446	468	462	52,613	163	88	632	883	53,496	18,302	71,798	\$113,881	\$115,792	\$155,407	1.7%	34.8%	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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	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)	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	0.5%	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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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 Threat Reduction Agency (FY 2019) (\$ 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)	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	\$183,000	\$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)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
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)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	460	-	-	460	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Operation and Maintenance, Defense-Wide	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)	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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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Operation and Maintenance, Defense-Wide	Defense Threat Reduction Agency (FY 2021) (\$ 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)	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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Operation and Maintenance, Defense-Wide	Defense Technology Security Administration (FY 2019) (\$ 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)	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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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	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	-	-

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Operation and Maintenance, Defense-Wide	Defense Technology Security Administration (FY 2020) (\$ in Thousands)												Date: February 2020				
	a	b	c	d	e	f	g	e + f + g	d + h	i	j	k	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	Variables	% BC	% BC
Direct Funded Personnel (includes OC 13)	<u>129</u>	<u>124</u>	<u>124</u>	<u>19,520</u>	<u>30</u>	<u>0</u>	<u>487</u>	<u>517</u>	<u>20,037</u>	<u>5,221</u>	<u>25,258</u>	<u>\$157,419</u>	<u>\$161,589</u>	<u>\$203,694</u>	<u>2.6%</u>	<u>26.7%</u>	
D1. US Direct Hire (USDH)	<u>129</u>	<u>124</u>	<u>124</u>	<u>19,520</u>	<u>30</u>	-	<u>487</u>	<u>517</u>	<u>20,037</u>	<u>5,221</u>	<u>25,258</u>	<u>\$157,419</u>	<u>\$161,589</u>	<u>\$203,694</u>	<u>2.6%</u>	<u>26.7%</u>	
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	<u>129</u>	<u>124</u>	<u>124</u>	<u>19,520</u>	<u>30</u>	-	<u>487</u>	<u>517</u>	<u>20,037</u>	<u>5,221</u>	<u>25,258</u>	<u>\$157,419</u>	<u>\$161,589</u>	<u>\$203,694</u>	<u>2.6%</u>	<u>26.7%</u>	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Direct Funded (excludes OC 13)	<u>129</u>	<u>124</u>	<u>124</u>	<u>19,520</u>	<u>30</u>	-	<u>487</u>	<u>517</u>	<u>20,037</u>	<u>5,221</u>	<u>25,258</u>	<u>\$157,419</u>	<u>\$161,589</u>	<u>\$203,694</u>	<u>2.6%</u>	<u>26.7%</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>3</u>	<u>3</u>	<u>3</u>	<u>529</u>	<u>20</u>	<u>0</u>	<u>38</u>	<u>58</u>	<u>587</u>	<u>181</u>	<u>768</u>	<u>\$176,333</u>	<u>\$195,667</u>	<u>\$256,000</u>	<u>11.0%</u>	<u>34.2%</u>	
R1. US Direct Hire (USDH)	<u>3</u>	<u>3</u>	<u>3</u>	<u>529</u>	<u>20</u>	-	<u>38</u>	<u>58</u>	<u>587</u>	<u>181</u>	<u>768</u>	<u>\$176,333</u>	<u>\$195,667</u>	<u>\$256,000</u>	<u>11.0%</u>	<u>34.2%</u>	
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	<u>3</u>	<u>3</u>	<u>3</u>	<u>529</u>	<u>20</u>	-	<u>38</u>	<u>58</u>	<u>587</u>	<u>181</u>	<u>768</u>	<u>\$176,333</u>	<u>\$195,667</u>	<u>\$256,000</u>	<u>11.0%</u>	<u>34.2%</u>	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Reimbursable Funded (excludes OC 13)	<u>3</u>	<u>3</u>	<u>3</u>	<u>529</u>	<u>20</u>	-	<u>38</u>	<u>58</u>	<u>587</u>	<u>181</u>	<u>768</u>	<u>\$176,333</u>	<u>\$195,667</u>	<u>\$256,000</u>	<u>11.0%</u>	<u>34.2%</u>	
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>132</u>	<u>127</u>	<u>127</u>	<u>20,049</u>	<u>50</u>	<u>0</u>	<u>525</u>	<u>575</u>	<u>20,624</u>	<u>5,402</u>	<u>26,026</u>	<u>\$157,866</u>	<u>\$162,394</u>	<u>\$204,929</u>	<u>2.9%</u>	<u>26.9%</u>	
T1. US Direct Hire (USDH)	<u>132</u>	<u>127</u>	<u>127</u>	<u>20,049</u>	<u>50</u>	-	<u>525</u>	<u>575</u>	<u>20,624</u>	<u>5,402</u>	<u>26,026</u>	<u>\$157,866</u>	<u>\$162,394</u>	<u>\$204,929</u>	<u>2.9%</u>	<u>26.9%</u>	
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	<u>132</u>	<u>127</u>	<u>127</u>	<u>20,049</u>	<u>50</u>	-	<u>525</u>	<u>575</u>	<u>20,624</u>	<u>5,402</u>	<u>26,026</u>	<u>\$157,866</u>	<u>\$162,394</u>	<u>\$204,929</u>	<u>2.9%</u>	<u>26.9%</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>132</u>	<u>127</u>	<u>127</u>	<u>20,049</u>	<u>50</u>	-	<u>525</u>	<u>575</u>	<u>20,624</u>	<u>5,402</u>	<u>26,026</u>	<u>\$157,866</u>	<u>\$162,394</u>	<u>\$204,929</u>	<u>2.9%</u>	<u>26.9%</u>	
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
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Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide	Defense Technology Security Administration (FY 2021) (S 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 Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC
Direct Funded Personnel (includes OC 13)	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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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	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
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Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide	Office of Economic Adjustment (FY 2019) (\$ 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)	<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	-	-	-	-	-
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	-	-	-	-	-
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Office of the Secretary of Defense
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Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide	Office of Economic Adjustment (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)	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	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)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T3. Total Direct Hire	39	39	39	4,577	232	-	-	232	4,809	1,421	6,230	\$117,359	\$123,308	\$159,744	5.1%	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)	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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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	Office of Economic Adjustment (FY 2021) (\$ 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)	<u>39</u>	<u>39</u>	<u>39</u>	<u>4,577</u>	<u>232</u>	<u>0</u>	<u>0</u>	<u>232</u>	<u>4,809</u>	<u>1,386</u>	<u>6,195</u>	<u>\$117,359</u>	<u>\$123,308</u>	<u>\$158,846</u>	<u>5.1%</u>	<u>30.3%</u>
D1. US Direct Hire (USDH)	<u>39</u>	<u>39</u>	<u>39</u>	<u>4,577</u>	<u>232</u>	-	-	<u>232</u>	<u>4,809</u>	<u>1,386</u>	<u>6,195</u>	<u>\$117,359</u>	<u>\$123,308</u>	<u>\$158,846</u>	<u>5.1%</u>	<u>30.3%</u>
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	<u>39</u>	<u>39</u>	<u>39</u>	<u>4,577</u>	<u>232</u>	-	-	<u>232</u>	<u>4,809</u>	<u>1,386</u>	<u>6,195</u>	<u>\$117,359</u>	<u>\$123,308</u>	<u>\$158,846</u>	<u>5.1%</u>	<u>30.3%</u>
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	<u>39</u>	<u>39</u>	<u>39</u>	<u>4,577</u>	<u>232</u>	-	-	<u>232</u>	<u>4,809</u>	<u>1,386</u>	<u>6,195</u>	<u>\$117,359</u>	<u>\$123,308</u>	<u>\$158,846</u>	<u>5.1%</u>	<u>30.3%</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>39</u>	<u>39</u>	<u>39</u>	<u>4,577</u>	<u>232</u>	<u>0</u>	<u>0</u>	<u>232</u>	<u>4,809</u>	<u>1,386</u>	<u>6,195</u>	<u>\$117,359</u>	<u>\$123,308</u>	<u>\$158,846</u>	<u>5.1%</u>	<u>30.3%</u>
T1. US Direct Hire (USDH)	<u>39</u>	<u>39</u>	<u>39</u>	<u>4,577</u>	<u>232</u>	<u>0</u>	<u>0</u>	<u>232</u>	<u>4,809</u>	<u>1,386</u>	<u>6,195</u>	<u>\$117,359</u>	<u>\$123,308</u>	<u>\$158,846</u>	<u>5.1%</u>	<u>30.3%</u>
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	<u>39</u>	<u>39</u>	<u>39</u>	<u>4,577</u>	<u>232</u>	<u>0</u>	<u>0</u>	<u>232</u>	<u>4,809</u>	<u>1,386</u>	<u>6,195</u>	<u>\$117,359</u>	<u>\$123,308</u>	<u>\$158,846</u>	<u>5.1%</u>	<u>30.3%</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>39</u>	<u>39</u>	<u>39</u>	<u>4,577</u>	<u>232</u>	<u>0</u>	<u>0</u>	<u>232</u>	<u>4,809</u>	<u>1,386</u>	<u>6,195</u>	<u>\$117,359</u>	<u>\$123,308</u>	<u>\$158,846</u>	<u>5.1%</u>	<u>30.3%</u>
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	Office of Secretary of Defense (FY 2019) (\$ 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)	1,823	1,694	1,641	255,275	9,848	95	0	9,943	265,218	75,964	341,182	\$155,561	\$161,620	\$207,911	3.9%	29.8%
D1. US Direct Hire (USDH)	1,823	1,694	1,641	255,275	9,848	95	-	9,943	265,218	74,647	339,865	\$155,561	\$161,620	\$207,108	3.9%	29.2%
D1a. Senior Executive Schedule	262	233	222	43,743	-	-	-	-	43,743	11,334	55,077	\$197,041	\$197,041	\$248,095	0.0%	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	-	-	-	-	-	-	-	-	-	-	1,317	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	1,317	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	1,317	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	0	0	55	6,028	645	8	0	653	6,681	1,605	8,286	\$109,600	\$121,473	\$150,655	10.8%	26.6%
R1. US Direct Hire (USDH)	-	-	55	6,028	645	8	-	653	6,681	1,605	8,286	\$109,600	\$121,473	\$150,655	10.8%	26.6%
R1a. Senior Executive Schedule	-	-	3	410	-	-	-	-	410	110	520	\$136,667	\$136,667	\$173,333	0.0%	26.8%
R1b. General Schedule	-	-	7	1,125	616	7	-	623	1,748	357	2,105	\$160,714	\$249,714	\$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%	23.4%
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)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
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)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
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	-	-	-	-	-	-	-	-	-	-	1,317	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	1,317	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	1,317	-	-	-	-	-
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	Office of Secretary of Defense (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)	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%	34.3%
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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	1,694	1,892	1,893	291,368	-	-	-	-	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	Office of Secretary of Defense (FY 2021) (\$ 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	Pav	Pav	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits	Comp	Comp	& Benefits	Variables	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	-	-	-	-	-	-
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	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)	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	2.5%	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	-	-	-	-	-	-	-	-	-	-	115	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	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	2.5%	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	-	-	-	-	-	-	-	-	-	-	115	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	115	-	-	-	-	-
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	U.S. Special Operations Command (FY 2020) (S 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)	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%	24.5%
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	2.5%	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	-	-	-	-	-
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	2.5%	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	-	-	-	-	-
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	U.S. Special Operations Command (FY 2021) (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)	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	-	-	-	-	-	-	-	-	-	-	129	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	129	-	-	-	-	-
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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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	-	-	-	-	-	-	-	-	-	-	129	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	129	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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	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	Pav	Pav	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	-	-	-	-	-
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1. US Direct Hire (USDH)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
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	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
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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	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	Pav	Pav	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits	Comp	Comp	& Benefits	Variables	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	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	15	15	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-

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	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	Pav	Pav	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits	Comp	Comp	& Benefits	Variables	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	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**

Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide	The Joint Staff (FY 2019) (\$ 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)	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%	29.2%
D1. US Direct Hire (USDH)	1,195	1,214	1,229	144,590	1,670	170	1,833	3,673	148,263	42,379	190,642	\$117,648	\$120,637	\$155,120	2.5%	29.3%
D1a. Senior Executive Schedule	14	14	14	1,981	-	-	21	21	2,002	483	2,485	\$141,500	\$143,000	\$177,500	1.1%	24.4%
D1b. General Schedule	989	1,021	1,038	139,524	1,670	170	1,548	3,388	142,912	35,800	178,712	\$134,416	\$137,680	\$172,170	2.4%	25.7%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	10	11	11	611	-	-	17	17	628	380	1,008	\$55,545	\$57,091	\$91,636	2.8%	62.2%
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	182	168	166	2,474	-	-	247	247	2,721	5,716	8,437	\$14,904	\$16,392	\$50,825	10.0%	231.0%
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	1,195	1,214	1,229	144,590	1,670	170	1,833	3,673	148,263	42,379	190,642	\$117,648	\$120,637	\$155,120	2.5%	29.3%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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%	29.3%
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)	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
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Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide	The Joint Staff (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)	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	\$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	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	\$155,000	\$155,000	\$155,000	0.0%	0.0%
T1f. Other	233	229	229	34,054	20	0	62	82	34,136	8,791	42,927	\$148,707	\$149,066	\$187,454	0.2%	25.8%
T2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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	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)	1,297	1,284	1,284	141,847	207	130	2,053	2,390	144,237	48,349	192,586	\$110,473	\$112,334	\$149,989	1.7%	34.1%	
D1. US Direct Hire (USDH)	1,297	1,284	1,284	141,847	207	130	2,053	2,390	144,237	48,349	192,586	\$110,473	\$112,334	\$149,989	1.7%	34.1%	
D1a. Senior Executive Schedule	14	14	14	3,442	-	-	279	279	3,721	797	4,518	\$245,857	\$265,786	\$322,714	8.1%	23.2%	
D1b. General Schedule	1,099	1,086	1,086	115,781	207	130	1,774	2,111	117,892	39,810	157,702	\$106,612	\$108,556	\$145,214	1.8%	34.4%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	12	12	12	724	-	-	-	-	724	272	996	\$60,333	\$60,333	\$83,000	0.0%	37.6%	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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	\$155,000	\$155,000	\$155,000	0.0%	0.0%	
R1f. Other	57	57	57	10,753	20	-	68	88	10,841	3,003	13,844	\$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	\$245,857	\$265,786	\$322,714	8.1%	23.2%	
T1b. General Schedule	1,128	1,115	1,115	117,818	277	133	1,879	2,289	120,107	40,424	160,531	\$105,666	\$107,719	\$143,974	1.9%	34.3%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	12	12	12	724	0	0	0	0	724	272	996	\$60,333	\$60,333	\$83,000	0.0%	37.6%	
T1e. Highly Qualified Experts	1	1	1	155	0	0	0	0	155	0	155	\$155,000	\$155,000	\$155,000	0.0%	0.0%	
T1f. Other	229	229	229	32,653	20	0	68	88	32,741	10,473	43,214	\$142,590	\$142,974	\$188,707	0.3%	32.1%	
T2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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	Washington Headquarters Services (FY 2019) (\$ 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)	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%	24.2%
D1b. General Schedule	1,240	1,174	1,103	115,189	8,284	37	-	8,321	123,510	37,234	160,744	\$104,432	\$111,976	\$145,733	7.2%	32.3%
D1c. Special Schedule	-	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	0	2,811	692	3,503	\$163,353	\$163,353	\$206,059	0.0%	24.6%
T1b. General Schedule	1,286	1,174	1,193	126,807	8,667	54	0	8,721	135,528	40,536	176,064	\$106,293	\$113,603	\$147,581	6.9%	32.0%
T1c. Special Schedule	0	120	137	15,138	164	13	0	177	15,315	4,540	19,855	\$110,496	\$111,788	\$144,927	1.2%	30.0%
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	138	-	-	138	-	-
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	Washington Headquarters Services (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)	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	-	-	-	-	-	
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)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T3. Total Direct Hire	1,399	669	669	79,983	1,677	12	1,265	2,954	82,937	27,549	110,486	\$119,556	\$123,972	\$165,151	3.7%	34.4%	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
Subtotal - Total Funded (excludes OC 13)	1,399	669	669	79,983	1,677	12	1,265	2,954	82,937	27,549	110,486	\$119,556	\$123,972	\$165,151	3.7%	34.4%	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	190	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	190	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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Fiscal Year (FY) 2021 Budget Estimates**

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Operation and Maintenance, Defense-Wide	Washington Headquarters Services (FY 2021) (\$ 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)	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)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	669	651	651	79,493	195	-	2,703	2,898	82,391	25,570	107,961	\$122,109	\$126,561	\$165,839	3.6%	32.2%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	669	651	651	79,493	195	-	2,703	2,898	82,391	25,570	107,961	\$122,109	\$126,561	\$165,839	3.6%	32.2%
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	400	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	400	400	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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DoD Acquisition Workforce Development Fund	Defense Acquisition University (FY 2019) (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	Pav	Pav	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits	Comp	Comp	& Benefits	Variables	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)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
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)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	1,622	1,920	1,600	97,198	-	-	4,776	4,776	101,974	31,735	133,709	\$60,749	\$63,734	\$83,568	4.9%	32.6%
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	0	0	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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DoD Acquisition Workforce Development Fund	Defense Acquisition University (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 Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC
Direct Funded Personnel (includes OC 13)	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	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	-	-

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DoD Acquisition Workforce Development Fund	Defense Acquisition University (FY 2021) (\$ 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	Pav	Pav	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits	Comp	Comp	& Benefits	Variables	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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T3. Total Direct Hire	1,600	-	-	-	-	-	1,837	1,837	1,837	-	1,837	-	-	-	-	-
T4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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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U.S. Court of Appeals for Armed Forces, Def	United States Court of Appeals for the Armed Services (FY 2019) (S 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)	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	-	0	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	-	0	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	-	0	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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

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U.S. Court of Appeals for Armed Forces, Def	United States Court of Appeals for the Armed Services (FY 2020) (S 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	Pav	Pav	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits	Comp	Comp	& Benefits	Variables	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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

Volume II - Defense-Wide Data Book

U.S. Court of Appeals for Armed Forces, Def	United States Court of Appeals for the Armed Services (FY 2021) (S 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	Pav	Pav	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits	Comp	Comp	& Benefits	Variables	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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
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

Office of the Inspector General	Inspector General (FY 2019) (\$ 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	Pav	Pav	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits	Comp	Comp	& Benefits	Variables	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%
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>1,606</i>	<i>1,626</i>	<i>1,688</i>	<i>191,660</i>	<i>485</i>	<i>79</i>	<i>15,679</i>	<i>16,243</i>	<i>207,903</i>	<i>72,598</i>	<i>280,501</i>	<i>\$113,543</i>	<i>\$123,165</i>	<i>\$166,174</i>	<i>8.5%</i>	<i>37.9%</i>
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>248</i>	<i>-</i>	<i>-</i>	<i>16</i>	<i>16</i>	<i>264</i>	<i>63</i>	<i>327</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>6.5%</i>	<i>25.4%</i>
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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%
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>1,606</i>	<i>1,626</i>	<i>1,688</i>	<i>191,908</i>	<i>485</i>	<i>79</i>	<i>15,695</i>	<i>16,259</i>	<i>208,167</i>	<i>72,661</i>	<i>280,828</i>	<i>\$113,690</i>	<i>\$123,322</i>	<i>\$166,367</i>	<i>8.5%</i>	<i>37.9%</i>
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

Volume II - Defense-Wide Data Book

Office of the Inspector General		Inspector General (FY 2020) (S 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)																	
	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	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**

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Office of the Inspector General	Inspector General (FY 2021) (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)	1,626	1,626	1,614	202,481	528	92	6,149	6,769	209,250	69,963	279,213	\$125,453	\$129,647	\$172,994	3.3%	34.6%
D1. US Direct Hire (USDH)	1,624	1,624	1,613	198,693	528	92	6,149	6,769	205,462	69,963	275,425	\$123,182	\$127,379	\$170,753	3.4%	35.2%
D1a. Senior Executive Schedule	21	21	21	3,926	-	-	296	296	4,222	1,201	5,423	\$186,952	\$201,048	\$258,238	7.5%	30.6%
D1b. General Schedule	1,602	1,602	1,591	194,581	528	92	5,835	6,455	201,036	68,702	269,738	\$122,301	\$126,358	\$169,540	3.3%	35.3%
D1c. Special Schedule	1	1	1	186	-	-	18	18	204	60	264	\$186,000	\$204,000	\$264,000	9.7%	32.3%
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	1,624	1,624	1,613	198,693	528	92	6,149	6,769	205,462	69,963	275,425	\$123,182	\$127,379	\$170,753	3.4%	35.2%
D4. Indirect Hire Foreign Nationals (IHFN)	2	2	1	3,788	-	-	-	-	3,788	-	3,788	\$3,788,000	\$3,788,000	\$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	-	-	-	5.3%	44.0%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	432	7	1	15	23	455	190	645	-	-	-	5.3%	44.0%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	-	-	-	432	7	1	15	23	455	190	645	-	-	-	5.3%	44.0%
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	1,626	1,626	1,614	202,913	535	93	6,164	6,792	209,705	70,153	279,858	\$125,721	\$129,929	\$173,394	3.3%	34.6%
T1. US Direct Hire (USDH)	1,624	1,624	1,613	199,125	535	93	6,164	6,792	205,917	70,153	276,070	\$123,450	\$127,661	\$171,153	3.4%	35.2%
T1a. Senior Executive Schedule	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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Fiscal Year (FY) 2021 Budget Estimates**

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Defense Health Program	Defense Health Agency (FY 2019) (\$ 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)	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%	23.9%
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	5,124					
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)	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%	23.9%
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	\$70,433	\$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																
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**

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Defense Health Program	Defense Health 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)	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										4,744	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)	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	\$143,762	\$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	\$133,647	\$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	\$36,205	\$36,205	\$36,205	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										4,744	4,744					
T5a. USDH - Benefits for Former Employees																
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																

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Defense Health Program	Defense Health Agency (FY 2021) (\$ 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)	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	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	4,744					
T5a. USDH - Benefits for Former Employees																
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																

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Research, Development, Test & Eval, DW	Defense Logistics Agency (FY 2019) (\$ 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)	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	-	-	-	-	-	-	-	-	-	-	24	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	24	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	60	60	60	4,661	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	-	-	-	-	-	-	-	-	-	-	24	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	24	-	-	-	-	-	
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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	a	b	c	d	e	f	g	e + f + g	d + h	i	j	k	d/c	i/c	k/c	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	& Benefits	Basic	Total	Comp	% BC	% BC
	Strength	Strength		Comp	Pav	Pav	O.C.11	Variables	O.C.11	O.C.12/13			Comp	Comp	& Benefits	Variables	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	\$142,648	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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	a	b	c	d	e	f	g	e + f + g	d + h	i	j	k	d/c	i/c	k/c	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	& Benefits	Basic	Total	Comp	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13			Comp	Comp	& Benefits	Variables	Benefits
Direct Funded Personnel (includes OC 13)	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	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	-	-	-

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	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	k/c	h/d	j/d
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC Variables	% BC Benefits
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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1. US Direct Hire (USDH)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
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	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	0	0	0	0	0	0	0	0	0	0	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)	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-

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	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	k/c	h/d	j/d
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC Variables	% BC Benefits
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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1. US Direct Hire (USDH)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
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	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	0	0	0	0	0	0	0	0	0	0	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)	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-

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	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	Pav	Pav	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	-	-	-	-	-
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1. US Direct Hire (USDH)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
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	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
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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	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)	208	223	213	23,041	112	0	315	427	23,468	7,174	30,642	\$108,174	\$110,178	\$143,859	1.9%	31.1%
D1. US Direct Hire (USDH)	208	223	213	23,041	112	-	315	427	23,468	7,174	30,642	\$108,174	\$110,178	\$143,859	1.9%	31.1%
D1a. Senior Executive Schedule	1	1	1	177	-	-	10	10	187	44	231	\$177,000	\$187,000	\$231,000	5.6%	24.9%
D1b. General Schedule	207	222	212	22,864	112	-	305	417	23,281	7,130	30,411	\$107,849	\$109,816	\$143,448	1.8%	31.2%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	208	223	213	23,041	112	-	315	427	23,468	7,174	30,642	\$108,174	\$110,178	\$143,859	1.9%	31.1%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	208	223	213	23,041	112	-	315	427	23,468	7,174	30,642	\$108,174	\$110,178	\$143,859	1.9%	31.1%
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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)	208	223	213	23,041	112	0	315	427	23,468	7,174	30,642	\$108,174	\$110,178	\$143,859	1.9%	31.1%
T1. US Direct Hire (USDH)	208	223	213	23,041	112	0	315	427	23,468	7,174	30,642	\$108,174	\$110,178	\$143,859	1.9%	31.1%
T1a. Senior Executive Schedule	1	1	1	177	0	0	10	10	187	44	231	\$177,000	\$187,000	\$231,000	5.6%	24.9%
T1b. General Schedule	207	222	212	22,864	112	0	305	417	23,281	7,130	30,411	\$107,849	\$109,816	\$143,448	1.8%	31.2%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	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	208	223	213	23,041	112	-	315	427	23,468	7,174	30,642	\$108,174	\$110,178	\$143,859	1.9%	31.1%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	208	223	213	23,041	112	-	315	427	23,468	7,174	30,642	\$108,174	\$110,178	\$143,859	1.9%	31.1%
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	0	0	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
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Volume II - Defense-Wide Data Book

Research, Development, Test & Eval, DW	Defense Technical Information Center (FY 2020) (S in Thousands)												Date: February 2020				
	a	b	c	d	e	f	g	e + f + g	d + h	i	j	k	d/c	i/c	k/c	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	& Benefits	Basic	Total	Comp	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13			Comp	Comp	& Benefits	Variables	Benefits
Direct Funded Personnel (includes OC 13)	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	0	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	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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Research, Development, Test & Eval, DW	Defense Technical Information Center (FY 2021) (S 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)	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%	32.1%
D1b. General Schedule	209	209	209	23,700	150	-	706	856	24,556	7,575	32,131	\$113,397	\$117,493	\$153,737	3.6%	32.0%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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	0	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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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	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	-	-

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Volume II - Defense-Wide Data Book

Research, Development, Test & Eval, DW	Missile Defense Agency (FY 2019) (\$ 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)	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	-	-	-	-	-	-	-	-	-	-	-	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	-	-	

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Volume II - Defense-Wide Data Book

Research, Development, Test & Eval, DW	Missile Defense Agency (FY 2020) (S 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)	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	-	-	-	-	-	-	-	-	-	-	-	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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Research, Development, Test & Eval, DW	Missile Defense Agency (FY 2021) (\$ 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)	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	15.5%	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	15.5%	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	-	-	-	-	-	-	-	-	-	-	-	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	-	-

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Research, Development, Test & Eval, DW	Office of Secretary of Defense (FY 2019) (\$ 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	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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Research, Development, Test & Eval, DW	Office of Secretary of Defense (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	-	-	-	-	-
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1. US Direct Hire (USDH)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
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	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T5. Other Object Class 13 Benefits	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-

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	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	-	-	-	-	-
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1. US Direct Hire (USDH)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
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	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
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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National Defense Stockpile Transaction Fund	Defense Logistics Agency (FY 2019) (S 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	-	-	-	-	-
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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National Defense Stockpile Transaction Fund	Defense Logistics Agency (FY 2020) (S 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	-	-	-	-	-
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	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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National Defense Stockpile Transaction Fund	Defense Logistics Agency (FY 2021) (\$ 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	-	-	-	-	-
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	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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Buildings Maintenance Fund	Washington Headquarters Services (FY 2019) (\$ 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	-	-	-	-	-
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Buildings Maintenance Fund	Washington Headquarters Services (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	-	-	-	-	-
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	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	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	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	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	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	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	101	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-

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	Washington Headquarters Services (FY 2021) (S 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 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
Buildings Maintenance Fund																
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	4,531	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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Pentagon Reservation Maintenance Rev Fund	Washington Headquarters Services (FY 2019) (S 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 Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC Variables	% BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
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	-	-	-	0	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	0	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	0	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	0	0	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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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	-	-	-

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Pentagon Reservation Maintenance Rev Fund	Washington Headquarters Services (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 & Benefits	Basic	Total	Comp & Benefits	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13		Comp	Comp	& Benefits	Variables	Benefits
Direct Funded Personnel (includes OC 13)	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)	1,614	1,666	1,686	169,787	3,255	1,073	1,700	6,028	175,815	54,438	230,253	\$100,704	\$104,279	\$136,568	3.6%	32.1%
R1. US Direct Hire (USDH)	1,614	1,666	1,686	169,787	3,255	1,073	1,700	6,028	175,815	54,438	229,953	\$100,704	\$104,279	\$136,390	3.6%	31.9%
R1a. Senior Executive Schedule	4	4	4	571	-	-	-	-	571	154	725	\$142,750	\$142,750	\$181,250	0.0%	27.0%
R1b. General Schedule	721	759	759	131,510	954	216	865	2,035	133,545	41,771	175,316	\$173,267	\$175,949	\$230,983	1.5%	31.8%
R1c. Special Schedule	683	678	698	22,059	1,325	711	141	2,177	24,236	5,982	30,218	\$31,603	\$34,722	\$43,292	9.9%	27.1%
R1d. Wage System	206	225	225	15,647	976	146	694	1,816	17,463	6,231	23,694	\$69,542	\$77,613	\$105,307	11.6%	39.8%
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	1,614	1,666	1,686	169,787	3,255	1,073	1,700	6,028	175,815	54,438	229,953	\$100,704	\$104,279	\$136,390	3.6%	31.9%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	1,614	1,666	1,686	169,787	3,255	1,073	1,700	6,028	175,815	54,438	229,953	\$100,704	\$104,279	\$136,390	3.6%	31.9%
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	300	300	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	1,614	1,666	1,686	169,787	3,255	1,073	1,700	6,028	175,815	54,438	230,253	\$100,704	\$104,279	\$136,568	3.6%	32.1%
T1. US Direct Hire (USDH)	1,614	1,666	1,686	169,787	3,255	1,073	1,700	6,028	175,815	54,438	229,953	\$100,704	\$104,279	\$136,390	3.6%	31.9%
T1a. Senior Executive Schedule	4	4	4	571	0	0	0	0	571	154	725	\$142,750	\$142,750	\$181,250	0.0%	27.0%
T1b. General Schedule	721	759	759	131,510	954	216	865	2,035	133,545	41,771	175,316	\$173,267	\$175,949	\$230,983	1.5%	31.8%
T1c. Special Schedule	683	678	698	22,059	1,325	711	141	2,177	24,236	5,982	30,218	\$31,603	\$34,722	\$43,292	9.9%	27.1%
T1d. Wage System	206	225	225	15,647	976	146	694	1,816	17,463	6,231	23,694	\$69,542	\$77,613	\$105,307	11.6%	39.8%
T1e. Highly Qualified Experts	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	1,614	1,666	1,686	169,787	3,255	1,073	1,700	6,028	175,815	54,438	229,953	\$100,704	\$104,279	\$136,390	3.6%	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)	1,614	1,666	1,686	169,787	3,255	1,073	1,700	6,028	175,815	54,438	229,953	\$100,704	\$104,279	\$136,390	3.6%	31.9%
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Pentagon Reservation Maintenance Rev Fund	Washington Headquarters Services (FY 2021) (\$ 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	-	-	-	-	-
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)	1,666	1,754	1,754	180,404	2,267	0	496	2,763	183,167	58,799	241,966	\$102,853	\$104,428	\$137,951	1.5%	32.6%
R1. US Direct Hire (USDH)	1,666	1,754	1,754	180,404	2,267	-	496	2,763	183,167	58,679	241,846	\$102,853	\$104,428	\$137,883	1.5%	32.5%
R1a. Senior Executive Schedule	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	759	1,529	1,529	163,320	1,181	-	496	1,677	164,997	53,502	218,499	\$106,815	\$107,912	\$142,903	1.0%	32.8%
R1c. Special Schedule	678	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	225	225	225	17,084	1,086	-	-	1,086	18,170	5,177	23,347	\$75,929	\$80,756	\$103,764	6.4%	30.3%
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	1,666	1,754	1,754	180,404	2,267	-	496	2,763	183,167	58,679	241,846	\$102,853	\$104,428	\$137,883	1.5%	32.5%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	1,666	1,754	1,754	180,404	2,267	-	496	2,763	183,167	58,679	241,846	\$102,853	\$104,428	\$137,883	1.5%	32.5%
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	120	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	120	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	1,666	1,754	1,754	180,404	2,267	0	496	2,763	183,167	58,799	241,966	\$102,853	\$104,428	\$137,951	1.5%	32.6%
T1. US Direct Hire (USDH)	1,666	1,754	1,754	180,404	2,267	-	496	2,763	183,167	58,679	241,846	\$102,853	\$104,428	\$137,883	1.5%	32.5%
T1a. Senior Executive Schedule	4	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	759	1,529	1,529	163,320	1,181	0	496	1,677	164,997	53,502	218,499	\$106,815	\$107,912	\$142,903	1.0%	32.8%
T1c. Special Schedule	678	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	225	225	225	17,084	1,086	0	0	1,086	18,170	5,177	23,347	\$75,929	\$80,756	\$103,764	6.4%	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)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	1,666	1,754	1,754	180,404	2,267	-	496	2,763	183,167	58,679	241,846	\$102,853	\$104,428	\$137,883	1.5%	32.5%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	1,666	1,754	1,754	180,404	2,267	-	496	2,763	183,167	58,679	241,846	\$102,853	\$104,428	\$137,883	1.5%	32.5%
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	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-

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Working Capital Fund, Defense-Wide													Date: February 2020				
Defense Logistics Agency (FY 2019) (S 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	-	-	-	-	-	
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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Volume II - Defense-Wide Data Book

Working Capital Fund, Defense-Wide													Date: February 2020				
Defense Logistics Agency (FY 2020) (S 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	-	-	-	-	-	
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	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%	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	25,845	26,344	26,004	2,025,129	46,467	2,128	85,424	134,019	2,159,148	746,214	2,905,362	\$77,878	\$83,031	\$111,728	6.6%	36.8%	
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	14,465	14,465	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	9,126	9,126	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	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%	
<i>Subtotal - Total Funded (excludes OC 13)</i>	25,845	26,344	26,004	2,025,129	46,467	2,128	85,424	134,019	2,159,148	746,214	2,905,362	\$77,878	\$83,031	\$111,728	6.6%	36.8%	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	14,465	14,465	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	9,126	9,126	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	5,339	5,339	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-	

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Working Capital Fund, Defense-Wide													Date: February 2020				
Defense Logistics Agency (FY 2021) (S 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	-	-	-	-	-	
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	-	-	-	-	-	

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Working Capital Fund, DECA	Defense Commissary Agency (FY 2019) (\$ 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)	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%	30.5%	
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	525,850	1,834	7,872	21,627	31,333	557,183	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											3,924			3,924			
D5a. USDH - Benefits for Former Employees											-			-			
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	0	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	525,850	1,834	7,872	21,627	31,333	557,183	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											3,924			3,924			
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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Working Capital Fund, DECA	Defense Commissary 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)	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	1,397					
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)										1,397	1,397					
T5d. Foreign National Separation Liability Accrual																

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Working Capital Fund, DECA	Defense Commissary Agency (FY 2021) (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)	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			

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	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 & Benefits	Basic	Total	Comp & Benefits	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13		Comp	Comp	& Benefits	Variables	Benefits
Direct Funded Personnel (includes OC 13)	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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	k/c	h/d	j/d
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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)	2,712	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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	k/c	h/d	j/d
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC
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)	2,924	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%	23.7%
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%	23.7%
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	-	-	-	-	-	-	-	-	-	-	-	0	0	0	-	-
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	-	-

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	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	k/c	h/d	j/d
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC
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	\$183,371	\$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	\$183,371	\$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	282,855	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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	k/c	h/d	j/d
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC
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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	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	0	1,677	\$8,302	\$8,302	\$8,302	0.0%	0.0%
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	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%
<i>Subtotal - Total Funded (excludes OC 13)</i>	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	-	-	-	-	-	-	-	-	-	-	-	0	0	0	-	-
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	-	-

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	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	-	-	-	-	-
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%
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%
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%
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%
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%
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%
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%
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%
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%
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%
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%
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%
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%
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%
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%
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%
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	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	Pav	Pav	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	-	-	-	-	-
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1. US Direct Hire (USDH)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
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	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
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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	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	k/c	h/d	j/d
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC Variables	% BC Benefits
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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1. US Direct Hire (USDH)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
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	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
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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	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	Pav	Pav	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	-	-	-	-	-
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1. US Direct Hire (USDH)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
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	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
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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WCF, Def Counterintelligence & Security Agency	Defense Counterintelligence & Security Agency (FY 2019) (\$ 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	Pav	Pav	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	-	-	-	-	-
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1. US Direct Hire (USDH)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
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	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
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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WCF_Def Counterintelligence & Security Agency	Defense Counterintelligence & Security Agency (FY 2020) (S 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 Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC	
Direct Funded Personnel (includes OC 13)	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)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
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)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
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	-	-	-	-	-	-	-	-	-	-	-	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	-	-	

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WCF_Def Counterintelligence & Security Agency	Defense Counterintelligence & Security Agency (FY 2021) (in Thousands)												Date: February 2020				
	a	b	c	d	e	f	g	e+f+g	d+h	i	j	k	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	% BC	% BC
Direct Funded Personnel (includes OC 13)	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)	3,562	3,562	3,315	335,337	10,842	0	2,998	13,840	349,177	89,941	439,118	\$101,157	\$105,332	\$132,464	4.1%	26.8%	
R1. US Direct Hire (USDH)	3,562	3,562	3,315	335,337	10,842	-	2,998	13,840	349,177	89,941	439,118	\$101,157	\$105,332	\$132,464	4.1%	26.8%	
R1a. Senior Executive Schedule	12	12	12	2,199	-	-	22	22	2,221	657	2,878	\$183,250	\$185,083	\$239,833	1.0%	29.9%	
R1b. General Schedule	3,550	3,550	3,303	333,138	10,842	-	2,976	13,818	346,956	89,284	436,240	\$100,859	\$105,043	\$132,074	4.1%	26.8%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	3,562	3,562	3,315	335,337	10,842	-	2,998	13,840	349,177	89,941	439,118	\$101,157	\$105,332	\$132,464	4.1%	26.8%	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	3,562	3,562	3,315	335,337	10,842	-	2,998	13,840	349,177	89,941	439,118	\$101,157	\$105,332	\$132,464	4.1%	26.8%	
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)	3,562	3,562	3,315	335,337	10,842	0	2,998	13,840	349,177	89,941	439,118	\$101,157	\$105,332	\$132,464	4.1%	26.8%	
T1. US Direct Hire (USDH)	3,562	3,562	3,315	335,337	10,842	-	2,998	13,840	349,177	89,941	439,118	\$101,157	\$105,332	\$132,464	4.1%	26.8%	
T1a. Senior Executive Schedule	12	12	12	2,199	0	0	22	22	2,221	657	2,878	\$183,250	\$185,083	\$239,833	1.0%	29.9%	
T1b. General Schedule	3,550	3,550	3,303	333,138	10,842	0	2,976	13,818	346,956	89,284	436,240	\$100,859	\$105,043	\$132,074	4.1%	26.8%	
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	3,562	3,562	3,315	335,337	10,842	-	2,998	13,840	349,177	89,941	439,118	\$101,157	\$105,332	\$132,464	4.1%	26.8%	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
Subtotal - Total Funded (excludes OC 13)	3,562	3,562	3,315	335,337	10,842	-	2,998	13,840	349,177	89,941	439,118	\$101,157	\$105,332	\$132,464	4.1%	26.8%	
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

Defense Wide Summary (Defense Agencies/Field Activities) (FY 2019) (S in Thousands)													Rates			
	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	k/c	h/d	j/d
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC
Operation and Maintenance, Defense-Wide																
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%	32.1%
D1b. General Schedule	70,637	70,086	67,802	7,256,119	134,000	9,477	218,711	362,188	7,618,307	2,525,546	10,143,853	\$107,019	\$112,361	\$149,610	5.0%	34.8%
D1c. Special Schedule	3,804	3,994	3,813	367,238	235	75	14,033	14,343	381,581	119,009	500,590	\$96,312	\$100,074	\$131,285	3.9%	32.4%
D1d. Wage System	338	339	336	11,953	255	1	2,495	2,751	14,704	5,466	20,170	\$35,574	\$43,762	\$60,030	23.0%	45.7%
D1e. Highly Qualified Experts	25	49	44	5,867	9	-	-	9	5,876	1,566	7,442	\$133,341	\$133,545	\$169,136	0.2%	26.7%
D1f. Other	5,900	5,930	5,765	368,490	-	681	44,672	45,353	413,843	304,124	717,967	\$63,918	\$71,785	\$124,539	12.3%	82.5%
D2. Direct Hire Program Foreign Nationals (DHFN)	436	424	444	16,578	10	2	837	849	17,427	4,426	21,853	\$37,338	\$39,250	\$49,218	5.1%	26.7%
D3. Total Direct Hire	82,263	81,995	79,341	8,231,073	134,509	10,409	288,767	433,685	8,664,758	3,025,834	11,690,592	\$103,743	\$109,209	\$147,346	5.3%	36.8%
D4. Indirect Hire Foreign Nationals (IHFN)	235	239	524	9,177	-	-	-	-	9,177	-	9,177	\$17,513	\$17,513	\$17,513	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	82,498	82,234	79,865	8,240,250	134,509	10,409	288,767	433,685	8,673,935	3,025,834	11,699,769	\$103,177	\$108,607	\$146,494	5.3%	36.7%
D5. Other Object Class 13 Benefits										4,446	4,446					
D5a. USDH - Benefits for Former Employees										186	186					
D5b. DHFN - Benefits for Former Employees										-	-					
D5c. Voluntary Separation Incentive Pay (VSIP)										4,260	4,260					
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	-	-	59	6,883	-	-	-	-	6,883	1,945	8,950	\$116,661	\$118,729	\$151,695	1.8%	28.3%
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	5	-	-	-	-	5	-	5	\$0	\$0	\$0	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	1,725	1,988	2,212	265,151	1,486	119	3,442	5,047	270,198	82,419	352,617	\$119,869	\$122,151	\$159,411	1.9%	31.1%
R5. Other Object Class 13 Benefits										22	22					
R5a. USDH - Benefits for Former Employees										-	-					
R5b. DHFN - Benefits for Former Employees										-	-					
R5c. Voluntary Separation Incentive Pay (VSIP)										22	22					
R5d. Foreign National Separation Liability Accrual										-	-					
Total Personnel (includes OC 13)																
	84,223	84,222	82,077	8,505,401	135,995	10,528	292,209	438,732	8,944,133	3,112,721	12,056,854	\$103,627	\$108,972	\$146,897	5.2%	36.6%
T1. US Direct Hire (USDH)	83,547	83,554	81,104	8,479,646	135,985	10,526	291,372	437,883	8,917,529	3,103,827	12,021,356	\$104,553	\$109,952	\$148,221	5.2%	36.6%
T1a. Senior Executive Schedule	1,124	1,179	1,151	207,149	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	186					
T5b. DHFN - Benefits for Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										4,282	4,282					
T5d. Foreign National Separation Liability Accrual										0	0					

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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	b	c	d	e	f	g	e + f + g	d + h	i	j	k	d/c	l/c	k/c	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	& Benefits	Basic	Total	Comp	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13			Comp	Comp	& Benefits	Variables	Benefits
Direct Funded Personnel (includes OC 13)	82,579	83,707	82,669	8,422,459	127,607	9,906	303,828	441,341	8,863,800	3,198,317	12,062,117	\$101,882	\$107,220	\$145,909	5.2%	38.0%	
D1. US Direct Hire (USDH)	81,626	82,745	81,686	8,395,666	127,602	9,905	302,595	440,102	8,835,768	3,176,020	12,011,788	\$102,780	\$108,167	\$147,048	5.2%	37.8%	
D1a. Senior Executive Schedule	1,209	1,234	1,233	207,127	-	157	7,855	8,012	215,139	68,989	284,128	\$167,986	\$174,484	\$230,436	3.9%	33.3%	
D1b. General Schedule	70,133	71,642	70,832	7,443,678	127,288	9,013	233,307	369,608	7,813,286	2,679,122	10,492,408	\$105,089	\$110,307	\$148,131	5.0%	36.0%	
D1c. Special Schedule	3,956	3,687	3,585	333,129	104	45	14,948	15,097	348,226	112,728	460,954	\$92,923	\$97,134	\$128,579	4.5%	33.8%	
D1d. Wage System	340	340	335	12,615	210	-	2,222	2,432	15,047	5,607	20,654	\$37,657	\$44,916	\$61,654	19.3%	44.4%	
D1e. Highly Qualified Experts	50	38	38	5,644	-	-	33	33	5,677	1,388	7,065	\$148,526	\$149,395	\$185,921	0.6%	24.6%	
D1f. Other	5,938	5,804	5,663	393,473	-	690	44,230	44,920	438,393	308,186	746,579	\$69,481	\$77,414	\$131,835	11.4%	78.3%	
D2. Direct Hire Program Foreign Nationals (DHFN)	446	445	444	17,859	5	1	1,233	1,239	19,098	4,798	23,896	\$40,223	\$43,014	\$53,820	6.9%	26.9%	
D3. Total Direct Hire	82,072	83,190	82,130	8,413,525	127,607	9,906	303,828	441,341	8,854,866	3,180,818	12,035,684	\$102,442	\$107,815	\$146,544	5.2%	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	\$123,120	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	-	-	
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	\$37,657	\$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 (includes 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																	
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 Wide Summary (Defense Agencies/Field Activities) (FY 2021) (\$ 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)	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	3,326,113	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	\$155,000	\$155,000	\$155,000	0.0%	0.0%	
R1f. Other	57	57	57	10,753	20	-	68	88	10,841	3,003	13,844	\$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						
T5b. DHFN - Benefits for Former Employees											0						
T5c. Voluntary Separation Incentive Pay (VSIP)											1,754						
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 Wide Summary (Defense Agencies/Field Activities) (FY 2019) (\$ 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)	3,086	3,088	3,158	376,728	1,084	14,540	12,445	28,069	404,797	126,088	530,885	\$119,293	\$128,181	\$168,198	7.5%	33.5%
D1. US Direct Hire (USDH)	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%
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	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%
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	-	-	-	-	-	-	-	-	-	-	184	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	24	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	160	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	168	168	191	13,643	115	1	254	370	14,013	3,602	17,615	\$71,429	\$73,366	\$92,225	2.7%	26.4%
R1. US Direct Hire (USDH)	168	168	191	13,643	115	1	254	370	14,013	3,602	17,615	\$71,429	\$73,366	\$92,225	2.7%	26.4%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	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	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%
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)	3,254	3,256	3,349	390,371	1,199	14,541	12,699	28,439	418,810	129,690	548,500	\$116,563	\$125,055	\$163,780	7.3%	33.2%
T1. US Direct Hire (USDH)	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%
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)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	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%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
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	-	-	-	-	-	-	-	-	-	-	184	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	24	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	160	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-

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	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)	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	\$171,112	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	Defense Wide Summary (Defense Agencies/Field Activities) (FY 2021) (S 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)	2,988	2,937	2,938	365,068	1,082	13,774	15,376	30,232	395,300	123,260	518,560	\$124,257	\$134,547	\$176,501	8.3%	33.8%
D1. US Direct Hire (USDH)	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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	120	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	120	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	120	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-