

**Department of Defense
Fiscal Year (FY) 2022 President's Budget
Operation and Maintenance, Defense-Wide**



May 2021

VOLUME II

DEFENSE-WIDE DATA BOOK

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Manpower Changes in Full-Time Equivalent (FTE)

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Civil Military Programs

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Summary				
1. FY 2020 FTEs	0	0	0	0
2. FY 2021 FTEs	0	0	0	0
3. FY 2022 FTEs	0	0	0	0
CMP - Operation & Maintenance (O&M)				
1. FY 2020 FTEs	0	0	0	0
2. FY 2021 FTEs	0	0	0	0
3. FY 2022 FTEs	0	0	0	0
CMP - Research, Development, Test and Evaluation (RDT&E)				
1. FY 2020 FTEs	0	0	0	0
2. FY 2021 FTEs	0	0	0	0
3. FY 2022 FTEs	0	0	0	0
CMP - Defense Working Capital Fund (DWCF)				
1. FY 2020 FTEs	0	0	0	0
2. FY 2021 FTEs	0	0	0	0
3. FY 2022 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 2020				
Total Component	0	0	0	0
Direct Funded	0	0	0	0
Reimbursable Funded	0	0	0	0
FY 2021				
Total Component	0	0	0	0
Direct Funded	0	0	0	0
Reimbursable Funded	0	0	0	0

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4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
FY 2022				
Total Component	0	0	0	0
Direct Funded	0	0	0	0
Reimbursable Funded	0	0	0	0
Defense Acquisition University				
	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Summary				
1. FY 2020 FTEs	616	0	0	616
2. FY 2021 FTEs	568	0	0	568
3. FY 2022 FTEs	572	0	0	572
DAU - Operation & Maintenance (O&M)				
1. FY 2020 FTEs	616	0	0	616
Civilian FTEs reductions were identified during the Defense Wide Review (DWR) in FY 2021 (-44 FTEs)	-48			-48
2. FY 2021 FTEs	568	0	0	568
Transformation Civilian FTEs Skills Set Upgrade	4			4
+4 Civilian FTEs requirement for Transformation skills set upgrade in delivering world-class learning content and supporting customer's organization needs with hyper-relevant content.				
3. FY 2022 FTEs	572	0	0	572
DAU - Research, Development, Test and Evaluation (RDT&E)				
1. FY 2020 FTEs	0	0	0	0
2. FY 2021 FTEs	0	0	0	0
3. FY 2022 FTEs	0	0	0	0

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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>	
DAU - Defense Working Capital Fund (DWCF)				
1. FY 2020 FTEs	0	0	0	0
2. FY 2021 FTEs	0	0	0	0
3. FY 2022 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 2020				
O&M Total	616	0	0	616
Direct Funded	616	0	0	616
Total Component	616	0	0	616
Direct Funded	616	0	0	616
Reimbursable Funded	0	0	0	0
FY 2021				
O&M Total	568	0	0	568
Direct Funded	568	0	0	568
RDT&E Total	0	0	0	0
Direct Funded	0	0	0	0
DWCF Total	0	0	0	0
Reimbursable Funded	0	0	0	0
Total Component	568	0	0	568
Direct Funded	568	0	0	568
Reimbursable Funded	0	0	0	0
FY 2022				
O&M Total	572	0	0	572
Direct Funded	572	0	0	572
Total Component	572	0	0	572
Direct Funded	572	0	0	572
Reimbursable Funded	0	0	0	0

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5. Summary of Changes

Civilian FTE changes from FY 2021 to FY 2022 reflects +4 Civilian FTEs requirement for Transformation skills set upgrade in delivering world-class learning content and supporting customer's organization needs with hyper-relevant content.

Defense Contract Management Agency

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Summary				
1. FY 2020 FTEs	10,036	57	2	10,095
2. FY 2021 FTEs	9,671	57	3	9,731
3. FY 2022 FTEs	8,831	57	3	8,891
DCMA - Operation & Maintenance (O&M)				
1. FY 2020 FTEs	10,036	57	2	10,095
2. FY 2021 FTEs	9,671	57	3	9,731
3. FY 2022 FTEs	8,831	57	3	8,891
DCMA - Research, Development, Test and Evaluation (RDT&E)				
1. FY 2020 FTEs	0	0	0	0
2. FY 2021 FTEs	0	0	0	0
3. FY 2022 FTEs	0	0	0	0
DCMA - Defense Working Capital Fund (DWCF)				
1. FY 2020 FTEs	0	0	0	0
2. FY 2021 FTEs	0	0	0	0
3. FY 2022 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 2020				
O&M Total	11,256	57	2	11,315
Direct Funded	10,036	57	2	10,095

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	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Reimbursable Funded	1,220	0	0	1,220
Total Component	10,036	57	2	11,315
Direct Funded	10,036	57	2	10,095
Reimbursable Funded	1,220	0	0	1,220
FY 2021				
O&M Total	11,051	57	3	11,111
Direct Funded	9,671	57	3	9,731
Reimbursable Funded	1,380	0	0	1,380
DWCF Total	0	0	0	0
Direct Funded	0	0	0	0
Total Component	11,051	57	3	11,111
Direct Funded	9,671	57	3	9,731
Reimbursable Funded	1,380	0	0	1,380
FY 2022				
O&M Total	10,445	57	3	10,505
Direct Funded	8,831	57	3	8,891
Reimbursable Funded	1,614	0	0	1,614
Total Component	10,445	57	3	10,505
Direct Funded	8,831	57	3	8,891
Reimbursable Funded	1,614	0	0	1,614

5. Summary of Changes

Defense Human Resources Activity

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Summary				
1. FY 2020 FTEs	1,249	0	0	1,249
2. FY 2021 FTEs	1,235	0	0	1,235

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Defense Human Resources Activity

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
3. FY 2022 FTEs	1,242	0	0	1,242

DHRA - Operation & Maintenance (O&M)

1. FY 2020 FTEs	1,249	0	0	1,249
2. FY 2021 FTEs	1,235	0	0	1,235
3. FY 2022 FTEs	1,242	0	0	1,242

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

1. FY 2020 FTEs	0	0	0	0
2. FY 2021 FTEs	0	0	0	0
3. FY 2022 FTEs	0	0	0	0

DHRA - Defense Working Capital Fund (DWCF)

1. FY 2020 FTEs	0	0	0	0
2. FY 2021 FTEs	0	0	0	0
3. FY 2022 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 2020				
O&M Total	1,278	0	0	1,278
Direct Funded	1,249	0	0	1,249
Reimbursable Funded	29	0	0	29
Total Component	1,278	0	0	1,278
Direct Funded	1,249	0	0	1,249
Reimbursable Funded	29	0	0	29
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

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	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Total Component	1,266	0	0	1,266
Direct Funded	1,235	0	0	1,235
Reimbursable Funded	31	0	0	31
FY 2022				
O&M Total	1,273	0	0	1,273
Direct Funded	1,242	0	0	1,242
Reimbursable Funded	31	0	0	31
Total Component	1,273	0	0	1,273
Direct Funded	1,242	0	0	1,242
Reimbursable Funded	31	0	0	31

5. Summary of Changes

Civilian direct Full-Time Equivalents (FTEs) increased by +4 for the Sexual Assault and Prevention Response Office (SAPRO), and +3 for the Office of People Analytics to aid in the data analytics capability to leverage survey data on sexual assault and harassment .
Civilian reimbursable FTEs remain unchanged.

Defense Information Systems Agency

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Summary				
1. FY 2020 FTEs	2,667	0	5	2,672
2. FY 2021 FTEs	2,643	0	5	2,648
3. FY 2022 FTEs	2,681	0	5	2,686
DISA - Operation & Maintenance (O&M)				
1. FY 2020 FTEs	2,462	0	5	2,467
2. FY 2021 FTEs	2,429	0	5	2,434
3. FY 2022 FTEs	2,467	0	5	2,472

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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>	
DISA - Research, Development, Test and Evaluation (RDT&E)				
1. FY 2020 FTEs	205	0	0	205
2. FY 2021 FTEs	214	0	0	214
3. FY 2022 FTEs	214	0	0	214
DISA - Defense Working Capital Fund (DWCF)				
1. FY 2020 FTEs	2,909	0	7	2,916
2. FY 2021 FTEs	3,163	0	8	3,171
3. FY 2022 FTEs	3,311	0	7	3,318

4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
FY 2020				
O&M Total	2,590	0	5	2,595
Direct Funded	2,462	0	5	2,467
Reimbursable Funded	128	0	0	128
RDT&E Total	290	0	0	290
Direct Funded	205	0	0	205
Reimbursable Funded	85	0	0	85
DWCF Total	2,909	0	7	2,916
Reimbursable Funded	2,909	0	7	2,916
Total Component	5,789	0	12	5,801
Direct Funded	2,667	0	5	2,672
Reimbursable Funded	3,122	0	7	3,129
FY 2021				
O&M Total	2,557	0	5	2,562
Direct Funded	2,429	0	5	2,434
Reimbursable Funded	128	0	0	128
RDT&E Total	345	0	0	345

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	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Direct Funded	214	0	0	214
Reimbursable Funded	131	0	0	131
DWCF Total	3,163	0	8	3,171
Reimbursable Funded	3,163	0	8	3,171
Total Component	6,065	0	13	6,078
Direct Funded	2,643	0	5	2,648
Reimbursable Funded	3,422	0	8	3,430
FY 2022				
O&M Total	2,595	0	5	2,600
Direct Funded	2,467	0	5	2,472
Reimbursable Funded	128	0	0	128
RDT&E Total	345	0	0	345
Direct Funded	214	0	0	214
Reimbursable Funded	131	0	0	131
DWCF Total	3,311	0	7	3,318
Reimbursable Funded	3,311	0	7	3,318
Total Component	6,251	0	13	6,264
Direct Funded	2,681	0	5	2,686
Reimbursable Funded	3,570	0	8	3,578

5. Summary of Changes
Operations and Maintenance

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

Joint Systems Engineering and Integration Office (JSEIO) (-80) FTEs: A decrease of \$-9,956 thousand and (-80) FTEs reflects the transfer of the Joint Systems Engineering and Integration Office (JSEIO) responsibilities and resources from DISA to USSTRATCOM to ensure compliance with NDAA 2018.

National Background Investigation Service (NBIS) (-41) FTEs: Decrease of \$-6,680 thousand and (-41) FTEs reflects the reflects the transfer of the NBIS Program Executive Office (PEO) responsibilities and resources from the DISA Defense Counterintelligence Security Agency (DCSA) and

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Defense Human Resources Activity (DHRA) to ensure compliance with NDAA 2018. (FY20 Baseline: \$431,848) (FY20 FTEs: 2,821; -41 FTEs)

Joint Service Provider (-12 FTEs): A decrease of \$-1,833 thousand and (-12) FTEs reflects the transfer from DISA/JSP to Defense Counterintelligence and Security Agency (DCSA) of the Department of Defense Consolidated Adjudications Facility (DoD CAF) funding and manpower to ensure compliance with NDAA 2018.

Field Commands and Field Offices (-11) FTEs: The decrease of \$-1,580 thousand and (-11) FTEs reflects the transfer from DISA to the United States Air Force (USAF) of the commercial satellite communications COMSATCOM mission, manpower and funding, to ensure compliance with NDAA 2018.

Network Operations (-6) FTEs: A decrease of \$-870 thousand and (-6) FTEs is due to reduced manpower requirements for SATCOM capabilities within Network Operations.

Phoenix Air-to-Ground Communication Network (PAGCN) (-3) FTEs: A decrease of \$-447 thousand and (-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.

Manpower Reduction (-5) FTEs: Eliminate End Point Modernization Task Force (\$-755 thousand; -5 FTEs) – Compensation and Benefits

DISA Internal FTE Rephasing (+42) FTEs: An increase of (+42) 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 direct hiring authority, job fairs, cyber excepted service authorities, etc. to return programs to their authorized manpower levels.

Joint Artificial Intelligence Center (+33) FTEs: Increase of \$(+33) FTEs is attributed additional civilian personnel supporting the NDAA Section 238 responsibilities of building a roadmap to develop, mature, adopt and transition Artificial Intelligence (AI) to operational use.

Global Command and Control System (+30) FTEs: An increase of (+30) FTEs is primarily attributable to an increase in manpower required for legacy GCCS-J sustainment.

Joint Service Provider (+11) FTEs: An increase of (+11) FTEs in the JSP 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 PFFA to JSP.

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

Joint Service Provider (+3) FTEs: An increase of \$597 thousand and (+3) FTEs is attributable to the transfer of funding and manpower from the

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Defense Legal Services Agency (DLSA) to JSP to properly align shared IT services in the Pentagon and the National Capital Region (NCR) under JSP.

FY 2021 - FY 2022 is (+50) FTEs. The FTE change is due to the following:

DISA Internal FTE Rephasing (+61) FTEs: An increase of (+66) FTEs primarily reflects an internal rephasing of 66 FTEs. 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 direct hiring authority, job fairs, cyber excepted service authorities, etc. to return programs to their authorized manpower levels.

Net Centric Enterprise Services (-14) FTEs: A decrease of \$-1,474 thousand and (-19) FTEs is the result of Strategic Reductions accelerating the termination of DCS based on DEOS implementation.

Combined Advanced Applications (+3) FTEs: An increase of \$500 thousand and (+3) FTEs is due to DISA performing the system design and development of a classified accounting system for piloting in the DISA and the Missile Defense Agency (MDA) to provide the necessary resources to support system design and implementation requirements.

Research and Development.

FY 2020 - FY 2021 is (-24) FTEs. The FTE change is due to the following:

A decrease of \$-1,541 thousand and (-24) FTEs is attributed to (-19) for Joint Interoperability Testing Command (JITC) civilian pay reduction, (-3) realignment from O&M to RDT&E, (-1) realignment from NBIS to CMS, and (-1) agency directed rightsizing effort.

FY 2021 - FY 2022 is (-1) FTEs. The FTE change is due to the following:

An increase of \$1,377 thousand is a result of civilian pay percentage increase and the decrease of (-1) FTE is attributed to the agency directed rightsizing effort.

Defense Working Capital Fund.

FY 2020 - FY 2021 is (+254) FTEs. The FTE change is due to the following:

This increase is primarily driven by filling of vacancies required to support delivery of Computing Services and hiring to support onboarding of Fourth Estate Agencies to the Global Service Desk and DoDNet services as part of the Fourth Estate Network Optimization reform initiative.

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FY 2021 - FY 2022 is (+148) FTEs. The FTE change is due to the following:

This increase is primarily driven by additional FTEs required to support migration of Fourth Estate Agencies to DoDNet services, filling of additional vacancies required to support delivery of Computing Services, and hiring to support increased workload for the Defense Information Technology Contracting Organization (DITCO).

Defense Logistics Agency	<u>US Direct Hire</u>	Foreign National		<u>Total</u>
Summary		<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2020 FTEs	347	0	0	347
2. FY 2021 FTEs	370	0	0	370
3. FY 2022 FTEs	357	0	0	357
DLA - Operation & Maintenance (O&M)				
1. FY 2020 FTEs	137	0	0	137
2. FY 2021 FTEs	169	0	0	169
3. FY 2022 FTEs	156	0	0	156
DLA - Research, Development, Test and Evaluation (RDT&E)				
1. FY 2020 FTEs	210	0	0	210
2. FY 2021 FTEs	201	0	0	201
3. FY 2022 FTEs	201	0	0	201
DLA - Defense Working Capital Fund (DWCF)				
1. FY 2020 FTEs	24,008	39	733	24,780
2. FY 2021 FTEs	24,573	141	669	23,383
3. FY 2022 FTEs	24,568	54	714	25,336

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	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
FY 2020				
O&M Total	190	0	0	190
Direct Funded	137	0	0	137
Reimbursable Funded	53	0	0	53
RDT&E Total	236	0	0	236
Direct Funded	210	0	0	210
Reimbursable Funded	26	0	0	26
Total Component	426	0	0	426
Direct Funded	347	0	0	347
Reimbursable Funded	24,087	39	733	24,859
FY 2021				
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	25,083	0	0	25,706
Direct Funded	370	0	0	370
Reimbursable Funded	24,713	141	669	25,336
FY 2022				
O&M Total	244	0	0	244
Direct Funded	156	0	0	156
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	25,073	0	0	25,841
Direct Funded	357	0	0	357

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Reimbursable Funded	Foreign National		Total	
	<u>US Direct Hire</u>	<u>Direct Hire</u>		<u>Indirect Hire</u>
	24,716	54	714	25,484

5. Summary of Changes

O&M:

- o FY 21 to FY 22: FY 21 included converting 13 contract labor FTEs to organic labor FTEs; FTEs are no longer converting.

FTE Changes

Defense Media Activity

	Foreign National		Total	
	<u>US Direct Hire</u>	<u>Direct Hire</u>		<u>Indirect Hire</u>
Summary				
1. FY 2020 FTEs	464	25	31	520
2. FY 2021 FTEs	490	30	40	560
3. FY 2022 FTEs	505	30	40	575
DMA - Operation & Maintenance (O&M)				
1. FY 2020 FTEs	464	25	31	520
2. FY 2021 FTEs	490	30	40	560
3. FY 2022 FTEs	505	30	40	575
DMA - Research, Development, Test and Evaluation (RDT&E)				
1. FY 2020 FTEs	0	0	0	0
2. FY 2021 FTEs	0	0	0	0
3. FY 2022 FTEs	0	0	0	0
DMA - Defense Working Capital Fund (DWCF)				
1. FY 2020 FTEs	0	0	0	0
2. FY 2021 FTEs	0	0	0	0
3. FY 2022 FTEs	0	0	0	0

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	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
FY 2020				
O&M Total	464	25	31	520
Direct Funded	464	25	31	520
Total Component	464	25	31	520
Direct Funded	464	25	31	520
Reimbursable Funded	0	0	0	0
FY 2021				
O&M Total	490	30	40	560
Direct Funded	490	30	40	560
Total Component	490	30	40	560
Direct Funded	490	30	40	560
Reimbursable Funded	0	0	0	0
FY 2022				
O&M Total	505	30	40	575
Direct Funded	505	30	40	575
Total Component	505	30	40	575
Direct Funded	505	30	40	575
Reimbursable Funded	0	0	0	0

5. Summary of Changes

DoD Dependents Education

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Summary				
1. FY 2020 FTEs	11,405	65	175	11,645
2. FY 2021 FTEs	11,560	66	175	11,801
3. FY 2022 FTEs	11,732	66	175	11,973

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DoD Dependents Education

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
DoDDE - Operation & Maintenance (O&M)				
1. FY 2020 FTEs	11,405	65	175	11,645
US Direct Hire	155	1	0	156
2. FY 2021 FTEs	11,560	66	175	11,801
US Direct Hire	172	0	0	172
Foreign National Direct Hire	0	0	0	0
Foreign National Indirect Hire	0	0	0	0
3. FY 2022 FTEs	11,732	66	175	11,973

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

1. FY 2020 FTEs	0	0	0	0
2. FY 2021 FTEs	0	0	0	0
3. FY 2022 FTEs	0	0	0	0

DoDDE - Defense Working Capital Fund (DWCF)

1. FY 2020 FTEs	0	0	0	0
2. FY 2021 FTEs	0	0	0	0
3. FY 2022 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 2020				
O&M Total	11,405	65	175	11,645
Direct Funded	11,405	65	175	11,645
Total Component	11,405	65	175	11,645
Direct Funded	11,405	65	175	11,645
Reimbursable Funded	0	0	0	0
FY 2021				
O&M Total	11,560	66	175	11,801
Direct Funded	11,560	66	175	11,801

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4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Total Component	11,560	66	175	11,801
Direct Funded	11,560	66	175	11,801
Reimbursable Funded	0	0	0	0
FY 2022				
O&M Total	11,732	66	175	11,973
Direct Funded	11,732	66	175	11,973
Total Component	11,732	66	175	11,973
Direct Funded	11,732	66	175	11,973
Reimbursable Funded	0	0	0	0

5. Summary of Changes

Civilian FTE changes from FY 2021 to FY 2022 reflect zero based staffing efforts.

Defense Personnel Accounting Agency

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Summary				
1. FY 2020 FTEs	302	0	44	324
2. FY 2021 FTEs	308	0	22	330
3. FY 2022 FTEs	306	0	22	328
DPAA - Operation & Maintenance (O&M)				
1. FY 2020 FTEs	302	0	44	324
2. FY 2021 FTEs	308	0	22	330
3. FY 2022 FTEs	306	0	22	328
DPAA - Research, Development, Test and Evaluation (RDT&E)				
1. FY 2020 FTEs	0	0	0	0
2. FY 2021 FTEs	0	0	0	0
3. FY 2022 FTEs	0	0	0	0

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Defense Personnel Accounting Agency

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
DPAA - Defense Working Capital Fund (DWCF)				
1. FY 2020 FTEs	0	0	0	0
2. FY 2021 FTEs	0	0	0	0
3. FY 2022 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 2020				
O&M Total	302	0	44	324
Direct Funded	302	0	44	324
Total Component	302	0	44	324
Direct Funded	302	0	44	324
Reimbursable Funded	0	0	0	0
FY 2021				
O&M Total	308	0	22	330
Direct Funded	308	0	22	330
Total Component	308	0	22	330
Direct Funded	308	0	22	330
Reimbursable Funded	0	0	0	0
FY 2022				
O&M Total	306	0	22	328
Direct Funded	306	0	22	328
Total Component	306	0	22	328
Direct Funded	306	0	22	328
Reimbursable Funded	0	0	0	0

5. Summary of Changes

Civilian FTE changes reflect a decrease of two FTE from FY 2021 to FY2022 as part of the transition from contractor supported information technology network support to DISA managed network support.

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Defense Security Cooperation Agency

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Summary				
1. FY 2020 FTEs	422	15	0	437
2. FY 2021 FTEs	422	15	0	437
3. FY 2022 FTEs	422	15	0	437
DSCA - Operation & Maintenance (O&M)				
1. FY 2020 FTEs	422	15	0	437
2. FY 2021 FTEs	422	15	0	437
3. FY 2022 FTEs	422	15	0	437
DSCA - Research, Development, Test and Evaluation (RDT&E)				
1. FY 2020 FTEs	0	0	0	0
2. FY 2021 FTEs	0	0	0	0
3. FY 2022 FTEs	0	0	0	0
DSCA - Defense Working Capital Fund (DWCF)				
1. FY 2020 FTEs	0	0	0	0
2. FY 2021 FTEs	0	0	0	0
3. FY 2022 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 2020				
O&M Total	447	15	0	462
Direct Funded	422	15	0	437
Reimbursable Funded	25	0	0	25
RDT&E Total	0	0	0	0
Direct Funded	0	0	0	0
Reimbursable Funded	0	0	0	0

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4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Total Component	447	15	0	452
Direct Funded	422	15	0	437
Reimbursable Funded	25	0	0	25
FY 2021				
O&M Total	447	15	0	462
Direct Funded	422	15	0	437
Reimbursable Funded	25	0	0	25
RDT&E Total	0	0	0	0
Direct Funded	0	0	0	0
DWCF Total	0	0	0	0
Direct Funded	0	0	0	0
Reimbursable Funded	0	0	0	0
Total Component	447	15	0	462
Direct Funded	422	15	0	437
Reimbursable Funded	25	0	0	25
FY 2022				
O&M Total	447	15	0	462
Direct Funded	422	15	0	437
Reimbursable Funded	25	0	0	25
RDT&E Total	0	0	0	0
Reimbursable Funded	0	0	0	0
Total Component	447	15	0	462
Direct Funded	422	15	0	437
Reimbursable Funded	25	0	0	25

5. Summary of Changes

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Defense Threat Reduction Agency

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Summary				
1. FY 2020 FTEs	1,252	0	0	1,252
2. FY 2021 FTEs	1,230	0	0	1,230
3. FY 2022 FTEs	1,250	0	0	1,250
DTRA - Operation & Maintenance (O&M)				
1. FY 2020 FTEs	1,252	0	0	1,252
2. FY 2021 FTEs	1,230	0	0	1,230
3. FY 2022 FTEs	1,250	0	0	1,250
DTRA - Research, Development, Test and Evaluation (RDT&E)				
1. FY 2020 FTEs	0	0	0	0
2. FY 2021 FTEs	0	0	0	0
3. FY 2022 FTEs	0	0	0	0
DTRA - Defense Working Capital Fund (DWCF)				
1. FY 2020 FTEs	0	0	0	0
2. FY 2021 FTEs	0	0	0	0
3. FY 2022 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 2020				
O&M Total	1,351	0	0	1,351
Direct Funded	1,252	0	0	1,252
Reimbursable Funded	99	0	0	99
Total Component	1,351	0	0	1,351
Direct Funded	1,252	0	0	1,252
Reimbursable Funded	99	0	0	99

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4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
FY 2021				
O&M Total	1,361	0	0	1,361
Direct Funded	1,230	0	0	1,230
Reimbursable Funded	131	0	0	131
Total Component	1,361	0	0	1,361
Direct Funded	1,230	0	0	1,230
Reimbursable Funded	131	0	0	131
FY 2022				
O&M Total	1,381	0	0	1,381
Direct Funded	1,250	0	0	1,250
Reimbursable Funded	131	0	0	131
Total Component	1,381	0	0	1,381
Direct Funded	1,250	0	0	1,250
Reimbursable Funded	131	0	0	131

5. Summary of Changes

The increase of +20 FTE from FY 2021 to FY 2022 is associated with a +12 FTE to balance the government to contractor workforce supporting the Joint Mission Assurance Assessment Program and +8 FTE to adequately address the civilian direct hire efficiency.

*These number do not include Cyber.

Defense Technology Security Administration

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Summary				
1. FY 2020 FTEs	124	0	0	124
2. FY 2021 FTEs	136	0	0	136
3. FY 2022 FTEs	138	0	0	138
DTSA - Operation & Maintenance (O&M)				
1. FY 2020 FTEs	124	0	0	124

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Defense Technology Security Administration

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Committee on Foreign Investment in the U.S. Reflects additional workload to support the Committee on Foreign Investment in the U.S. and work with our Allies and partners on technology security actions.	12			12
2. FY 2021 FTEs	136	0	0	136
Committee on Foreign Investment in the U.S. Reflects additional workload to support the Committee on Foreign Investment in the U.S. and work with our Allies and partners on technology security actions.	2			2
3. FY 2022 FTEs	138	0	0	138

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

1. FY 2020 FTEs	0	0	0	0
2. FY 2021 FTEs	0	0	0	0
3. FY 2022 FTEs	0	0	0	0

DTSA - Defense Working Capital Fund (DWCF)

1. FY 2020 FTEs	0	0	0	0
2. FY 2021 FTEs	0	0	0	0
3. FY 2022 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 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

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4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Reimbursable Funded	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
FY 2022				
O&M Total	141	0	0	141
Direct Funded	138	0	0	138
Reimbursable Funded	3	0	0	3
Total Component	141	0	0	141
Direct Funded	138	0	0	138
Reimbursable Funded	3	0	0	3

5. Summary of Changes

Changes from FY 2021 to FY 2022: The change in U.S. Direct Hire reflects an increase of two (2) Full-time-Equivalents (FTE), which is the outyear tail to the FY 2021 support request.

Joint Improvised-Threat Defeat Agency

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Summary				
1. FY 2020 FTEs	0	0	0	0
2. FY 2021 FTEs	0	0	0	0
3. FY 2022 FTEs	0	0	0	0
JIDA - Operation & Maintenance (O&M)				
1. FY 2020 FTEs	0	0	0	0

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Joint Improvised-Threat Defeat Agency

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
2. FY 2021 FTEs	0	0	0	0
3. FY 2022 FTEs	0	0	0	0

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

1. FY 2020 FTEs	0	0	0	0
2. FY 2021 FTEs	0	0	0	0
3. FY 2022 FTEs	0	0	0	0

JIDA - Defense Working Capital Fund (DWCF)

1. FY 2020 FTEs	0	0	0	0
2. FY 2021 FTEs	0	0	0	0
3. FY 2022 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 2020				
Total Component	0	0	0	0
Direct Funded	0	0	0	0
Reimbursable Funded	0	0	0	0
FY 2021				
Total Component	0	0	0	0
Direct Funded	0	0	0	0
Reimbursable Funded	0	0	0	0
FY 2022				
Total Component	0	0	0	0
Direct Funded	0	0	0	0
Reimbursable Funded	0	0	0	0

5. Summary of Changes

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Missile Defense Agency

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Summary				
1. FY 2020 FTEs	2,444	0	0	2,444
2. FY 2021 FTEs	2,161	0	0	2,161
3. FY 2022 FTEs	2,214	0	0	2,214
MDA - Operation & Maintenance (O&M)				
1. FY 2020 FTEs	39	0	0	39
2. FY 2021 FTEs	39	0	0	39
3. FY 2022 FTEs	39	0	0	39
MDA - Research, Development, Test and Evaluation (RDT&E)				
1. FY 2020 FTEs	2,405	0	0	2,405
2. FY 2021 FTEs	2,122	0	0	2,122
3. FY 2022 FTEs	2,175	0	0	2,175
MDA - Defense Working Capital Fund (DWCF)				
1. FY 2020 FTEs	0	0	0	0
2. FY 2021 FTEs	0	0	0	0
3. FY 2022 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 2020				
O&M Total	39	0	0	39
Direct Funded	39	0	0	39
Reimbursable Funded	0	0	0	0
RDT&E Total	2,405	0	0	2,405
Direct Funded	2,405			2,405

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4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Total Component	2,444	0	0	2,444
Direct Funded	2,444	0	0	2,444
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
RDT&E Total	2,122	0	0	2,122
Direct Funded	2,122	0	0	2,122
Total Component	2,161	0	0	2,161
Direct Funded	2,161	0	0	2,161
Reimbursable Funded	0	0	0	0
FY 2022				
O&M Total	39	0	0	39
Direct Funded	39	0	0	39
Reimbursable Funded	0	0	0	0
RDT&E Total	2,175	0	0	2,175
Direct Funded	2,175	0	0	2,175
Total Component	2,214	0	0	2,214
Direct Funded	2,214	0	0	2,214
Reimbursable Funded	0	0	0	0

5. Summary of Changes

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

Change from FY 2020 to FY 2021:

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

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Change from FY 2021 to FY 2022:

MDA's direct RDT&E funded FTE increase implements Fourth Estate Information Technology Optimization that included the transfer of FTE from the Defense Information System Agency.

Office of the Local Defense Community Cooperation

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Summary				
1. FY 2020 FTEs	39	0	0	39
2. FY 2021 FTEs	39	0	0	39
3. FY 2022 FTEs	39	0	0	39
OLDCC - Operation & Maintenance (O&M)				
1. FY 2020 FTEs	39	0	0	39
2. FY 2021 FTEs	39	0	0	39
3. FY 2022 FTEs	39	0	0	39
OLDCC - Research, Development, Test and Evaluation (RDT&E)				
1. FY 2020 FTEs	0	0	0	0
2. FY 2021 FTEs	0	0	0	0
3. FY 2022 FTEs	0	0	0	0
OLDCC - Defense Working Capital Fund (DWCF)				
1. FY 2020 FTEs	0	0	0	0
2. FY 2021 FTEs	0	0	0	0
3. FY 2022 FTEs	0	0	0	0

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4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
FY 2020				
O&M Total	39	0	0	39
Direct Funded	39	0	0	39
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
Total Component	39	0	0	39
Direct Funded	39	0	0	39
Reimbursable Funded	0	0	0	0
FY 2022				
O&M Total	39	0	0	39
Direct Funded	39	0	0	39
Total Component	39	0	0	39
Direct Funded	39	0	0	39
Reimbursable Funded	0	0	0	0

5. Summary of Changes

No changes to address.

Office of Inspector General

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Summary				
1. FY 2020 FTEs	1,611	0	1	1,612
2. FY 2021 FTEs	1,671	0	1	1,672
3. FY 2022 FTEs	1,815	0	2	1,817

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Office of Inspector General

	Foreign National		Total	
	<u>US Direct Hire</u>	<u>Direct Hire</u>		<u>Indirect Hire</u>
OIG - Operation & Maintenance (O&M)				
1. FY 2020 FTEs	1,611	0	1	1,612
2. FY 2021 FTEs	1,671	0	1	1,672
3. FY 2022 FTEs	1,815	0	2	1,817
OIG - Research, Development, Test and Evaluation (RDT&E)				
1. FY 2020 FTEs	0	0	0	0
2. FY 2021 FTEs	0	0	0	0
3. FY 2022 FTEs	0	0	0	0
OIG - Defense Working Capital Fund (DWCF)				
1. FY 2020 FTEs	0	0	0	0
2. FY 2021 FTEs	0	0	0	0
3. FY 2022 FTEs	0	0	0	0

4. SUMMARY

	Foreign National		Total	
	<u>US Direct Hire</u>	<u>Direct Hire</u>		<u>Indirect Hire</u>
FY 2020				
O&M Total	1,611	0	1	1,612
Direct Funded	1,611	0	1	1,612
Total Component	1,611	0	1	1,612
Direct Funded	1,611	0	1	1,612
Reimbursable Funded	0	0	0	0
FY 2021				
O&M Total	1,671	0	1	1,672
Direct Funded	1,671	0	1	1,672
Total Component	1,671	0	1	1,672
Direct Funded	1,671	0	1	1,672
Reimbursable Funded	0	0	0	0

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4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
FY 2022				
O&M Total	1,815	0	2	1,817
Direct Funded	1,815	0	2	1,817
Total Component	1,815	0	2	1,817
Direct Funded	1,815	0	2	1,817
Reimbursable Funded	0	0	0	0

5. Summary of Changes

Office of the Secretary of Defense

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Summary				
1. FY 2020 FTEs	1,705	0	0	1,705
2. FY 2021 FTEs	1,798	0	0	1,798
3. FY 2022 FTEs	1,946	0	0	1,946
OSD - Operation & Maintenance (O&M)				
1. FY 2020 FTEs	1,705	0	0	1,705
OSD Civilian Growth	93			93
2. FY 2021 FTEs	1,798	0	0	1,798
OUSD (Intelligence) - Classified Program Increase	15			15
Additional Mission Requirement - OUSD(P&R), ODNA, ASD(PA)	3			3
Cost Assessment and Program Evaluation (CAPE)	8			8
ASD(SO/LIC) - OUSD(P)	15			15
Major DoD Headquarters Activities (MHA) Reduction	-15			-15
OUSD(C) - Re-Establish the Revolving Funds Directorate	6			6
OUSD (P&R) - Personnel Diversity	11			11
Cyber Realignment	39			39

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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>	
OUUSD (A&S) - Management Activities Supporting Climate Resiliency	17			17
OUUSD (A&S) - Establishment of the ASD for Energy, Installations, and Environment (ASD (EI&E))	8			8
Mission Requirement Transferred - CAPE, DA&M, DoDCIO, OUSD(C)	101			101
Leading Edge Manufacturing and Software Acquisition (CAPE)	15			15
OUUSD (Policy) - Establish ASD (Space Policy)	13			13
DoD CIO - Electromagnetic Spectrum Operations	6			6
OUUSD (Intelligence) - Classified Program Increase #2	2			2
ASD (SO/LIC) - Establishment of the Principal Information Operations Advisor (PIOA)	4			4
Personnel Vetting Transformation Office - OUSD(I&S)	-16			-16
Enterprise Cloud Computing -DoDCIO	-4			-4
DoD CIO - Establish Chief Data Officer (CDO)	6			6
OUUSD(P)	17			17
Office of Intergovernmental Affairs - ASD(LA)	3			3
Chief Management Officer Realignment to OUSD(C), CAPE, DoD CIO, and DA&M	-67			-67
3. FY 2022 FTEs	1,946	0	0	1,946

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

1. FY 2020 FTEs	0	0	0	0
2. FY 2021 FTEs	0	0	0	0
3. FY 2022 FTEs	0	0	0	0

OSD - Defense Working Capital Fund (DWCF)

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

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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>	
3. FY 2022 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 2020				
O&M Total	1,750	0	0	1,750
Direct Funded	1,705	0	0	1,705
Reimbursable Funded	45	0	0	45
RDT&E Total	100	0	0	100
Reimbursable Funded	100	0	0	100
Total Component	1,850	0	0	1,850
Direct Funded	1,705	0	0	1,705
Reimbursable Funded	145	0	0	145
FY 2021				
O&M Total	1,821	0	0	1,821
Direct Funded	1,798	0	0	1,798
Reimbursable Funded	23	0	0	23
DWCF Total	0	0	0	0
Reimbursable Funded	0	0	0	0
Total Component	1,821	0	0	1,821
Direct Funded	1,798	0	0	1,798
Reimbursable Funded	23	0	0	23
FY 2022				
O&M Total	1,992	0	0	1,992
Direct Funded	1,946	0	0	1,946
Reimbursable Funded	46	0	0	46
Total Component	1,992	0	0	1,992
Direct Funded	1,946	0	0	1,946
Reimbursable Funded	46	0	0	46

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5. Summary of Changes

Changes of 106 total Full-Time Equivalents (FTE) between FY2020 and FY2021 are due to growth and transfers within the OSD, Defense-wide portfolio in order support the key tenants of the National Defense Strategy.

Changes of +187 total FTEs from FY 2021 to FY 2022:

- +2 Classified Program Increase #2 OUSD(I&S)
- +6 Re-Establish the Revolving Funds Directorate OUSD(C)
- +4 Principal Information Operations Advisor (PIOA) - ASD(SO/LIC) - OUSD(P)
- +11 Personnel Diversity - OUSD(P&R)
- +17 Management Activities Supporting Climate Resiliency (OUSD (A&S))
- +15 Leading Edge Manufacturing and Software Acquisition (CAPE)
- +8 Energy, Installations, and Environment (ASD(EI&E))
- +6 Electromagnetic Spectrum Operations (EMSO)
- +8 Cost Assessment and Program Evaluation (CAPE)
- +15 Classified Program Increase OUSD(I&S)
- +6 Chief Data Officer (CDO) - DoD CIO
- +15 ASD(SO/LIC) - OUSD(P)
- +13 ASD (Space Policy) - OUSD(P)
- +17 OUSD(P)
- +3 Additional Mission Requirement - OUSD(P&R), DoDCIO, ODNA, ASD(PA)
- +3 Office of Intergovernmental Affairs - ASD(LA)
- 16 Personnel Vetting Transformation Office - OUSD(I&S)
- 4 Enterprise Cloud Computing -DoDCIO
- 15 Major DoD Headquarters Activities (MHA)
- +39 OUSD(P), OUSD(R&E) and DoD CIO that were realigned from the OSD Cyber OP5 for FY 2022 only.
- 67 Chief Management Officer Realignment to OUSD(C), CAPE, DoD CIO, and DA&M
- +101 Chief Management Officer Transfer to CAPE, DA&M, OUSD(C), DoDCIO

The Joint Staff

	<u>US Direct Hire</u>	<u>Foreign National</u>			<u>Total</u>
Summary		<u>Direct Hire</u>	<u>Indirect Hire</u>		
1. FY 2020 FTEs	1,378	0	0		1,378
2. FY 2021 FTEs	1,284	0	0		1,284
3. FY 2022 FTEs	1,301	0	0		1,301

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The Joint Staff

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
TJS - Operation & Maintenance (O&M)				
1. FY 2020 FTEs	1,378	0	0	1,378
Net decrease of 3 civilian FTE	-94			-94
2. FY 2021 FTEs	1,284	0	0	1,284
Net increase of 17 civilian FTE	17			17
3. FY 2022 FTEs	1,301	0	0	1,301
TJS - Research, Development, Test and Evaluation (RDT&E)				
1. FY 2020 FTEs	0	0	0	0
2. FY 2021 FTEs	0	0	0	0
3. FY 2022 FTEs	0	0	0	0
TJS - Defense Working Capital Fund (DWCF)				
1. FY 2020 FTEs	0	0	0	0
2. FY 2021 FTEs	0	0	0	0
3. FY 2022 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 2020				
O&M Total	1,465	0	0	1,465
Direct Funded	1,378	0	0	1,378
Reimbursable Funded	87	0	0	87
Total Component	1,465	0	0	1,465
Direct Funded	1,378	0	0	1,378
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

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4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Reimbursable Funded	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
FY 2022				
O&M Total	1,388	0	0	1,388
Direct Funded	1,301	0	0	1,301
Reimbursable Funded	87	0	0	87
Total Component	1,388	0	0	1,388
Direct Funded	1,301	0	0	1,301
Reimbursable Funded	87	0	0	87

5. Summary of Changes

Washington Headquarters Service

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Summary				
1. FY 2020 FTEs	629	0	0	629
2. FY 2021 FTEs	561	0	0	561
3. FY 2022 FTEs	675	0	0	675
WHS - Operation & Maintenance (O&M)				
1. FY 2020 FTEs	629	0	0	629
Financial Management Directorate - Transfer of the Fourth Estate Manpower Management Team	-3			-3
Immediate Office - Eliminate Support Commissions	-4			-4

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Washington Headquarters Service

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Human Resources Directorate transfer from O&M to PRMRF	-30			-30
Right-size WHS Civilian Expeditionary Workforce Program	-4			-4
Human Resources Directorate - MHA Reduction	-2			-2
OMC Reduction	-13			-13
2. FY 2021 FTEs	561	0	0	561
Defense Digital Service	24			24
Transfer from DCMA to FSD	13			13
Customer Service Team	8			8
Financial Management Directorate	19			19
White House Support Group	5			5
Office of Special Security - OMC	32			32
Human Resources Directorate	6			6
Executive Services Directorate	5			5
Acquisition Support Directorate	9			9
Facilities Services Directorate	5			5
OMC	-12			-12
3. FY 2022 FTEs	675	0	0	675
WHS - Research, Development, Test and Evaluation (RDT&E)				
1. FY 2020 FTEs	0	0	0	0
2. FY 2021 FTEs	0	0	0	0
3. FY 2022 FTEs	0	0	0	0
WHS - Defense Working Capital Fund (DWCF)				
1. FY 2020 FTEs	1,704	0	0	1,704
2. FY 2021 FTEs	1,890	0	0	1,890
3. FY 2022 FTEs	1,922	0	0	1,922

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4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
FY 2020				
O&M Total	825	0	0	825
Direct Funded	629	0	0	629
Reimbursable Funded	196	0	0	196
Total Component	825	0	0	825
Direct Funded	629	0	0	629
Reimbursable Funded	196	0	0	196
DWCF Total	1,704	0	0	1,704
Direct Funded	1,704	0	0	1,704
Reimbursable Funded	0	0	0	0
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
DWCF Total	1,890	0	0	651
Direct Funded	1,890	0	0	1,890
Reimbursable Funded	0	0	0	0
FY 2022				
O&M Total	866	0	0	866
Direct Funded	675	0	0	675
Reimbursable Funded	191	0	0	191
Total Component	866	0	0	866
Direct Funded	675	0	0	675
Reimbursable Funded	191	0	0	191
DWCF Total	1,922	0	0	1,922
Direct Funded	1,922	0	0	1,922
Reimbursable Funded	0	0	0	0

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5. Summary of Changes

Changes of +114 total FTEs from FY 2021 to FY 2022:

- +13 Transfer from DCMA to FSD
- +9 Acquisition Directorate
- +8 CX Team
- +24 Defense Digital Service
- +5 Executive Services Directorate
- +5 Facilities Services Directorate
- +19 Financial Management Directorate
- +6 Human Resources Directorate
- +32 Office of Special Security - OMC
- +5 White House Support Group
- 12 OMC

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>	
Summary				
1. FY 2018 FTEs	0	0	0	0
2. FY 2019 FTEs	0	0	0	0
3. FY 2020 FTEs	0	0	0	0
DARPA - Operation & Maintenance (O&M)				
1. FY 2018 FTEs	0	0	0	0
2. FY 2019 FTEs	0	0	0	0
3. FY 2020 FTEs	0	0	0	0
DARPA - Research, Development, Test and Evaluation (RDT&E)				
1. FY 2018 FTEs	0	0	0	0

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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>	
2. FY 2019 FTEs	0	0	0	0
3. FY 2020 FTEs	0	0	0	0

DARPA - Defense Working Capital Fund (DWCF)

1. FY 2018 FTEs	0	0	0	0
2. FY 2019 FTEs	0	0	0	0
3. FY 2020 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>	
O&M Total	0	0	0	0
Reimbursable Funded	0	0	0	0
Total Component	0	0	0	0
Direct Funded	0	0	0	0
Reimbursable Funded	0	0	0	0

5. Summary of Changes

Defense Technical Information Center

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
Summary				
1. FY 2020 FTEs	0	0	0	0
2. FY 2021 FTEs	0	0	0	0
3. FY 2022 FTEs	0	0	0	0

DTIC - Operation & Maintenance (O&M)

1. FY 2020 FTEs	0	0	0	0
2. FY 2021 FTEs	0	0	0	0
3. FY 2022 FTEs	0	0	0	0

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Defense Technical Information Center

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
DTIC - Research, Development, Test and Evaluation (RDT&E)				
1. FY 2020 FTEs	0	0	0	0
2. FY 2021 FTEs	0	0	0	0
3. FY 2022 FTEs	0	0	0	0
DTIC - Defense Working Capital Fund (DWCF)				
1. FY 2020 FTEs	0	0	0	0
2. FY 2021 FTEs	0	0	0	0
3. FY 2022 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 2020				
Total Component	0	0	0	0
Direct Funded	0	0	0	0
Reimbursable Funded	0	0	0	0
FY 2021				
Total Component	0	0	0	0
Direct Funded	0	0	0	0
Reimbursable Funded	0	0	0	0
FY 2022				
Total Component	0	0	0	0
Direct Funded	0	0	0	0
Reimbursable Funded	0	0	0	0

5. Summary of Changes

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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 2021					
	<u>FY 2020 Actuals</u>	<u>Budget Request</u>	<u>Appropriated</u>	<u>Current Estimate</u>	<u>FY 2022 Estimate</u>	<u>FY2021/ FY2022 Change</u>
Mission (O&M)	4,356	7,307	-	7,307	6,130	-1,177
Military Personnel	8,559	8,644	-	8,644	8,730	86
Total Direct Program	12,915	15,951	-	15,951	14,860	-1,091
Reimbursable Program	3,358	4,444	-	4,444	4,444	0
Total Direct and Reimbursable	16,273	20,395	-	20,395	19,304	-1,091

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IV. Performance Criteria and Evaluation:

	FY 2020 <u>Actuals</u>	FY 2021 <u>Estimate</u>	FY 2022 <u>Estimate</u>	FY 2021/ FY 2022 <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	79	89	89	0
Student Load	66	74	74	0
Graduates	79	89	89	0
Avg Cost per Student Load	\$80K	\$81K	\$82K	\$1K

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v. Personnel Summary:

	<u>FY 2020 Actuals</u>	<u>FY 2021 Estimate</u>	<u>FY 2022 Estimate</u>	<u>FY 2021/ FY2020 Change</u>
Military End Strength (Total)	28	29	29	0
Officers	28	29	29	0
Enlisted	0	0	0	0
Military Average Strength (Total)	28	29	29	0
Officers	28	29	29	0
Enlisted	0	0	0	0
Civilian End Strength (Total)	21	30	30	0
US Direct Hires	21	30	30	0
Civilian FTEs (Total)	21	30	30	0
US Direct Hires	21	30	30	0

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

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

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III. Financial Summary (\$ Thousands):

	<u>FY 2021</u>					
	<u>FY 2020</u> <u>Actuals</u>	<u>Budget</u> <u>Request</u>	<u>Appropriated</u>	<u>Current</u> <u>Estimate</u>	<u>FY 2022</u> <u>Estimate</u>	<u>FY2021/</u> <u>FY2022</u> <u>Change</u>
Mission (O&M)	4,051	5,219	-	5,219	4,277	-942
Military Personnel	5,805	5,863	-	5,863	5,922	59
Total Direct Program	9,856	11,082	-	11,082	10,199	-883
Reimbursable Program	1,380	1,009	-	1,009	1,009	0
Total Direct and Reimbursable	11,236	12,091	-	12,091	11,208	-883

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IV. Performance Criteria and Evaluation:

	<u>FY 2020 Actuals</u>	<u>FY 2021 Estimate</u>	<u>FY 2022 Estimate</u>	<u>FY 2021/ FY 2022 Change</u>
<u>Direct Funded:</u>				
Student Input	164	164	164	0
Student Load	135	136	136	0
Graduates	164	164	164	0
<u>Reimbursable Funded:</u>				
Student Input	42	44	44	0
Student Load	35	35	35	0
Graduates	42	44	44	0
Avg Cost per Student Load	\$64K	\$71K	\$72K	\$1K

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V. Personnel Summary:

	<u>FY 2020 Actuals</u>	<u>FY 2021 Estimate</u>	<u>FY 2022 Estimate</u>	<u>FY 2021/ FY 2022 Change</u>
Military End Strength (Total)	23	24	24	0
Officers	23	24	24	0
Enlisted	0	0	0	0
Military Average Strength (Total)	23	24	24	0
Officers	23	24	24	0
Enlisted	0	0	0	0
Civilian End Strength (Total)	19	24	24	0
US Direct Hires	19	24	24	0
Civilian FTEs (Total)	19	24	24	0
US Direct Hires	19	24	24	0

Advisory and Assistance **Services**

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Summary

<u>Appropriation/Fund</u>	<u>FY 2020 Actuals</u>	<u>FY 2021 Enacted</u>	<u>FY 2022 Request</u>
I. Management & Professional Support Services			
FFRDC Work	86,945	148,743	81,784
Non-FFRDC Work	2,877,472	2,113,075	2,279,302
Subtotal	2,964,417	2,261,818	2,361,086
 II. Studies, Analysis & Evaluations			
FFRDC Work	181,304	237,298	186,310
Non-FFRDC Work	517,390	464,761	436,109
Subtotal	698,694	702,059	622,419
 III. Engineering & Technical Services			
FFRDC Work	397,955	287,014	275,404
Non-FFRDC Work	2,220,956	1,657,755	2,046,612
Subtotal	2,618,911	1,944,769	2,322,016
 TOTAL			
FFRDC Work	666,204	673,055	543,498
Non-FFRDC Work	5,615,818	4,235,591	4,762,023
GRAND Total	6,282,022	4,908,646	5,305,521
 Reimbursable	14,620	8,139	8,139

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O&M, Defense-Wide

<u>Appropriation/Fund</u>	<u>FY 2020</u> <u>Actuals</u>	<u>FY 2021</u> <u>Enacted</u>	<u>FY 2022</u> <u>Request</u>
I. Management & Professional Support Services			
FFRDC Work	23,076	19,932	19,312
Non-FFRDC Work	1,416,262	1,069,490	1,220,447
Subtotal	1,439,338	1,089,422	1,239,759
II. Studies, Analysis & Evaluations			
FFRDC Work	33,461	8,175	20,343
Non-FFRDC Work	192,936	218,003	203,564
Subtotal	226,397	226,178	223,907
III. Engineering & Technical Services			
FFRDC Work	28,728	46,396	28,770
Non-FFRDC Work	502,398	332,426	360,487
Subtotal	531,126	378,822	389,257
TOTAL			
FFRDC Work	85,265	74,503	68,425
Non-FFRDC Work	2,111,596	1,619,919	1,784,498
GRAND Total	2,196,861	1,694,422	1,852,923
Reimbursable	0	0	0

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

<u>Appropriation/Fund</u>	<u>FY 2020</u>	<u>FY 2021</u>	<u>FY 2022</u>
	<u>Actuals</u>	<u>Enacted</u>	<u>Request</u>
I. Management & Professional Support Services			
FFRDC Work	0	0	0
Non-FFRDC Work	<u>10,613</u>	<u>8,008</u>	<u>8,084</u>
Subtotal	10,613	8,008	8,084
II. Studies, Analysis & Evaluations			
FFRDC Work	0	0	0
Non-FFRDC Work	<u>164</u>	<u>0</u>	<u>0</u>
Subtotal	164	0	0
III. Engineering & Technical Services			
FFRDC Work	0	0	0
Non-FFRDC Work	<u>65</u>	<u>44</u>	<u>44</u>
Subtotal	65	44	44
TOTAL			
FFRDC Work	0	0	0
Non-FFRDC Work	<u>10,842</u>	<u>8,052</u>	<u>8,128</u>
GRAND Total	10,842	8,052	8,128
Reimbursable	0	0	0

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Defense Acquisition Workforce Development Fund

<u>Appropriation/Fund</u>	<u>FY 2020</u>	<u>FY 2021</u>	<u>FY 2022</u>
	<u>Actuals</u>	<u>Enacted</u>	<u>Request</u>
I. Management & Professional Support Services			
FFRDC Work	0	0	0
Non-FFRDC Work	<u>42,351</u>	<u>26,788</u>	<u>14,461</u>
Subtotal	42,351	26,788	14,461
II. Studies, Analysis & Evaluations			
FFRDC Work	0	0	0
Non-FFRDC Work	<u>8,566</u>	<u>8,327</u>	<u>9,005</u>
Subtotal	8,566	8,327	9,005
III. Engineering & Technical Services			
FFRDC Work	0	0	0
Non-FFRDC Work	<u>0</u>	<u>0</u>	<u>0</u>
Subtotal	0	0	0
TOTAL			
FFRDC Work	0	0	0
Non-FFRDC Work	<u>50,917</u>	<u>35,115</u>	<u>23,466</u>
GRAND Total	50,917	35,115	23,466
Reimbursable	0	0	0

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Defense Health Agency

<u>Appropriation/Fund</u>	<u>FY 2020 Actuals</u>	<u>FY 2021 Enacted</u>	<u>FY 2022 Request</u>
I. Management & Professional Support Services			
FFRDC Work	274	15,218	4,539
Non-FFRDC Work	442,709	283,281	283,325
Subtotal	442,983	298,499	287,864
II. Studies, Analysis & Evaluations			
FFRDC Work	9,410	9,670	8,373
Non-FFRDC Work	149,689	41,251	37,067
Subtotal	159,099	50,921	45,440
III. Engineering & Technical Services			
FFRDC Work	0	0	0
Non-FFRDC Work	24,144	5,288	5,301
Subtotal	24,144	5,288	5,301
TOTAL			
FFRDC Work	9,684	24,888	12,912
Non-FFRDC Work	616,542	329,820	325,693
GRAND Total	626,226	354,708	338,605
Reimbursable	0	0	0

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Cooperative Threat Reduction

<u>Appropriation/Fund</u>	<u>FY 2020</u>	<u>FY 2021</u>	<u>FY 2022</u>
	<u>Actuals</u>	<u>Enacted</u>	<u>Request</u>
I. Management & Professional Support Services			
FFRDC Work	0	0	0
Non-FFRDC Work	<u>2,810</u>	<u>10,309</u>	<u>10,798</u>
Subtotal	2,810	10,309	10,798
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>142,890</u>	<u>139,704</u>	<u>80,720</u>
Subtotal	142,890	139,704	80,720
TOTAL			
FFRDC Work	0	0	0
Non-FFRDC Work	<u>145,700</u>	<u>150,013</u>	<u>91,518</u>
GRAND Total	145,700	150,013	91,518
Reimbursable	0	0	0

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

The increase from FY 2020 to FY 2021 includes work on Operational Imperatives, emerging technology, and social integrity mapping, in addition to the regular Operational Evaluations (OE) workload.

Explanation of Funding Changes (FY 2021 to FY 2022):

The decrease from FY 2021 to FY 2022 for Engineering & Technical Services reflects the Department's decision to fund other critical requirements, as well as economic adjustments. This reduction will primarily draw from completion of activities in Armenia, Guinea, Liberia, Senegal, and Tanzania and economic adjustments affecting work in Ukraine, Kazakhstan, Global Transportation and Disposition, and Republic of Korea (ROK).

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Procurement, Defense-Wide

<u>Appropriation/Fund</u>	<u>FY 2020 Actuals</u>	<u>FY 2021 Enacted</u>	<u>FY 2022 Request</u>
I. Management & Professional Support Services			
FFRDC Work	0	0	0
Non-FFRDC Work	30,014	47,948	33,767
Subtotal	30,014	47,948	33,767
II. Studies, Analysis & Evaluations			
FFRDC Work	0	0	0
Non-FFRDC Work	0	1,500	2,171
Subtotal	0	1,500	2,171
III. Engineering & Technical Services			
FFRDC Work	0	0	0
Non-FFRDC Work	48,792	37,264	41,749
Subtotal	48,792	37,264	41,749
TOTAL			
FFRDC Work	0	0	0
Non-FFRDC Work	78,806	86,712	77,687
GRAND Total	78,806	86,712	77,687
Reimbursable	0	0	0

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Research, Development, Test and Evaluation, D-W

<u>Appropriation/Fund</u>	<u>FY 2020 Actuals</u>	<u>FY 2021 Enacted</u>	<u>FY 2022 Request</u>
I. Management & Professional Support Services			
FFRDC Work	63,595	113,593	57,933
Non-FFRDC Work	932,713	667,251	708,420
Subtotal	996,308	780,844	766,353
II. Studies, Analysis & Evaluations			
FFRDC Work	138,433	219,453	157,594
Non-FFRDC Work	166,035	195,680	184,302
Subtotal	304,468	415,133	341,896
III. Engineering & Technical Services			
FFRDC Work	369,227	240,618	246,634
Non-FFRDC Work	1,381,002	1,069,422	1,505,199
Subtotal	1,750,229	1,310,040	1,751,833
TOTAL			
FFRDC Work	571,255	573,664	462,161
Non-FFRDC Work	2,479,750	1,932,353	2,397,921
GRAND Total	3,051,005	2,506,017	2,860,082
Reimbursable	14,620	8,139	8,139

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Operational Test and Evaluation

<u>Appropriation/Fund</u>	<u>FY 2020 Actuals</u>	<u>FY 2021 Enacted</u>	<u>FY 2022 Request</u>
I. Management & Professional Support Services			
FFRDC Work	0	0	0
Non-FFRDC Work	0	0	0
Subtotal	0	0	0
II. Studies, Analysis & Evaluations			
FFRDC Work	0	0	0
Non-FFRDC Work	0	0	0
Subtotal	0	0	0
III. Engineering & Technical Services			
FFRDC Work	0	0	0
Non-FFRDC Work	121,665	73,607	53,112
Subtotal	121,665	73,607	53,112
TOTAL			
FFRDC Work	0	0	0
Non-FFRDC Work	121,665	73,607	53,112
GRAND Total	121,665	73,607	53,112
Reimbursable	0	0	0

Appropriated Fund Support for Morale, Welfare, and Recreational Activities

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<u>0100 O&M, DW (Current \$ Millions)</u>	<u>FY 2020</u>	<u>FY 2021</u>	<u>FY 2022</u>
	<u>Actual</u>	<u>Enacted</u>	<u>Estimate</u>
Civilian MWR			
Civilian MWR - Direct Program Operation	<u>0.556</u>	<u>0.622</u>	<u>0.647</u>
Total Support - Revenue-Generating Programs	0.556	0.622	0.647
Military MWR Programs (without Child Development Program, Youth Program, and Warfighter and Family Support)			
<u>Category A--Mission Sustaining Programs</u>			
A.3 Physical Fitness	3.406	2.635	2.661
A.10 Sports and Athletics	<u>0.251</u>	<u>0.256</u>	<u>0.269</u>
Total Cat. A - Direct Program Operation	3.657	2.891	2.930
Cat. A - Direct Overhead	<u>1.284</u>	<u>1.096</u>	<u>1.159</u>
Total Direct Support	1.284	1.096	1.159
Total Support - Mission Sustaining Programs	4.941	3.987	4.089
Cat. A - OCO 20	11.620	-	-
Cat. A - OCO 21	-	13.247	-
Total Support - Mission Sustaining Programs	11.620	13.247	-
<u>Category B--Community Support</u>			
B.2 Programs			
B.2.2 Recreation Information, Tickets, Tours and Travel Services	0.328	0.335	0.365
B.2.3 Recreational Swimming	0.127	0.130	0.163

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<u>0100 O&M, DW (Current \$ Millions) (continued)</u>	<u>FY 2020</u>	<u>FY 2021</u>	<u>FY 2022</u>
	<u>Actual</u>	<u>Enacted</u>	<u>Estimate</u>
Military MWR Programs (without Child Development Program, Youth Program, and Warfighter and Family Support)(continued)			
B.3 Programs			
B.3.1 Directed Outdoor Recreation	0.312	0.318	0.348
B.4 Programs			
B.4.4 Automotive Skill Development	0.101	0.103	0.107
Total Cat. B - Direct Program Operation	0.868	0.886	0.983
Cat. B – Direct Overhead	<u>.378</u>	<u>.343</u>	<u>.371</u>
Total Direct Support	<u>.378</u>	<u>.343</u>	<u>.371</u>
Total Funding - Community Support	1.246	1.229	1.354
<u>Category C--Revenue-Generating Programs</u>			
Cat. C - Direct Overhead	0.001	-	-
Total Support - Revenue-Generating Programs	0.001	-	-
Warfighter and Family Support			
<u>Family Support (Non-MWR)</u>			
Family Support - Direct Program Operation	<u>.515</u>	<u>.525</u>	<u>.569</u>
Total Funding – Family Support (Non-MWR)	.515	.525	.569
<u>Family Support (MWR Category A)</u>			
Family Support – Direct Program Operation	<u>830.539</u>	<u>823.805</u>	<u>834.716</u>
Total Funding – Family Support (MWR Category A)	830.539	823.805	834.716

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<u>0100 O&M. DW (Current \$ Millions)</u>	<u>FY 2020</u>	<u>FY 2021</u>	<u>FY 2022</u>
	<u>Actual</u>	<u>Enacted</u>	<u>Estimate</u>
<u>Child Development and Youth Programs</u>			
<u>Youth Program (MWR Category B)</u>			
Youth Program - Direct Program Operation	<u>0.191</u>	<u>0.195</u>	<u>0.211</u>
Total Funding - Youth Program (MWR Category B)	0.191	0.195	0.211
<u>Child Development Program (MWR Category B)</u>			
Child Development - Direct Program Operation	<u>80.097</u>	<u>73.425</u>	<u>121.925</u>
Total Support - Child Development Program (MWR Category B)	80.097	73.425	121.925
Child Development – OCO 20	20.000	-	-
Total Support - Revenue-Generating Programs	100.097	73.425	121.925
<u>0130 Defense Health Program (Current \$ Millions)</u>			
Military MWR Programs (without Child Development Program, Youth Program, and Warfighter and Family Support)			
<u>Category A--Mission Sustaining Programs</u>			
A.3 Physical Fitness	0.003	0.014	0.014
A.5 Library Programs & Information Services (Recreation)	-	0.002	0.002
A.7 Recreation Centers	-	0.005	0.005
A.8 Single Service Member Program	0.001	0.009	0.009
A.10 Sports and Athletics	-	0.011	0.011
Total Cat. A - Direct Program Operation	0.004	0.041	0.041
<u>Category B--Community Support</u>			
B.2 Programs			
B.2.1 Cable and/or Community Television	-	0.001	0.001
Total Cat. B - Direct Program Operation	-	0.001	0.001

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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 2020			FY 2021			FY 2022		
			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	55,255	55,255	3,339	61,899	61,899	6,020	77,676	77,676	5,920
		AC-130 Sustainment	15,146	15,146	2,540	3,505	3,505	-	-	-	-
		CASA/C-27J	32,801	32,801	-	15,513	15,513	-	10,879	10,879	-
		E130J Sustainment	7,365	7,365	-	5,079	5,079	-	5,259	5,259	-
		M30 Sustainment	7,861	7,861	-	5,851	5,851	-	2,086	2,086	-
		MALET MQ-9	-	-	-	-	-	-	-	-	-
		MC-12	24,875	24,875	67,970	15,224	15,224	71,380	14,782	14,782	67,834
		MC-12 ANG	-	-	419,171	-	-	332,014	-	-	319,068
		MEAS	15,253	15,253	31,477	49,000	49,000	-	48,817	48,817	-
		MEAS	468	468	189,982	-	-	196,617	3,398	3,398	116,063
		MH47 MH 60 MH6 (160th)	15,067	15,067	-	15,904	15,904	-	15,714	15,714	-
		MH47 MH 60 MH6 (ARSOATB)	-	-	-	-	-	-	-	-	-
		MH47 MH 60 MH6 (RW)	25,270	25,270	-	9,677	9,677	-	10,077	10,077	-
		MQ-1C	61,985	61,985	7,169	62,166	62,166	-	65,268	65,268	-
		MTUAS	2,592	2,592	-	2,757	2,757	-	3,190	3,190	-
		Non-Stan Aviation Aircraft (NSAV)	31,305	31,305	33,285	30,708	30,708	27,949	79	79	40,533
		SUAS	48,027	48,027	37,727	31,079	31,079	31,286	45,926	45,926	30,872
		U28	-	-	-	-	-	-	-	-	-
		CV-22 Sustainment	62,933	62,933	143,644	59,732	59,732	131,415	69,589	69,589	114,211
		LEAP	57,005	57,005	967	63,240	63,240	-	54,305	54,305	-
		EOTAC	-	-	23,665	-	-	24,480	93	93	47,337
		STAMP	11,483	11,483	23,651	5,834	5,834	-	7,037	7,037	2,268
		CUAS	-	-	74,416	-	-	130,770	130	130	66,616
		CUAS	-	-	12,859	-	-	5,796	-	-	5,960
		Basic Aircraft Total	474,691	474,691	1,071,862	437,168	437,168	960,073	434,305	434,305	816,682
	Engine	CV-22 (POWER BY HOUR)	12,453	12,453	-	14,383	14,383	-	6,527	6,527	-
		EC-130 (POWER BY HOUR)	2,548	2,548	-	3,215	3,215	-	3,332	3,332	-
		A30J (POWER BY THE HOUR)	11,843	11,843	-	14,078	14,078	-	15,046	15,046	-
		MC-130J (POWER BY THE HOUR)	-	-	-	-	-	-	-	-	-
		CUAS	22,033	22,033	-	20,956	20,956	-	20,764	20,764	-
		Engine Total	48,877	48,877	-	52,632	52,632	-	45,669	45,669	-
		Aircraft Total	523,568	523,568	1,071,862	489,800	489,800	960,073	479,974	479,974	816,682
All Other Items	N/A	Combat Craft Medium	16,690	16,690	-	16,970	16,970	-	22,938	22,938	-
		Combatant Craft	-	-	-	-	-	-	-	-	-
		Assault/High Speed Assault Craft	26,458	26,458	-	16,685	16,685	-	21,490	21,490	-
		Dry Deck Shelter	9,922	9,922	-	13,611	13,611	-	11,489	11,489	-
		SEAL Delivery Vehicle	9,224	9,224	-	40	40	-	19,088	19,088	-
		Shallow Water Combat Submersible (SWCS)	9,716	9,716	-	11,910	11,910	-	-	-	-
		Special Operations Craft-Riverine (SOC-R)	1,045	1,045	-	1,152	1,152	-	1,976	1,976	-
		Dry Combat Submersible	-	-	-	10,435	10,435	-	11,267	11,267	-
		All Other Items Not Identified Total	73,055	73,055	-	70,803	70,803	-	88,248	88,248	-
Combat Vehicles	Other	FSOV GMV	36,482	36,482	92,571	28,516	28,516	80,254	30,546	30,546	50,469
		FSOV MRAP	-	-	73,679	-	-	85,853	146	146	81,535
		Combat Vehicles Total	36,482	36,482	166,250	28,516	28,516	166,107	30,692	30,692	132,004
Grand Total			633,105	633,105	1,238,112	589,119	589,119	1,126,180	598,914	598,914	948,686

Numbers reflect combined value of program and price change
* AC-130W naming convention changed (PSP removed)

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PB 2022					
Missile Defense Agency Depot Maintenance Program					
(\$ in Thousands)					
	Method of Accomplishment	Weapon System	FY 2020	FY 2021	FY 2022
Operation and Maintenance Funding					
	Contractor Logistics Support (CLS)	AN/TPY-2 Radar	9,876	-	-
		Ballistic Missile Defense	15,934	16,259	16,584
		Standard Missile-3	23,348	24,633	17,585
		THAAD	28,535	23,514	21,909
	Contractor Logistics Support (CLS) Total		77,693	64,406	56,078
	Interim Contract Support (ICS)	THAAD	-	-	665
	Interim Contract Support (ICS) Total		-	-	665
	Inter-Service	Standard Missile-3	-	-	-
		THAAD	6,483	7,553	7,602
	Inter-Service Total		6,483	7,553	7,602
	Organic	AN/TPY-2 Radar	35,704	16,471	11,826
		Ballistic Missile Defense	1,976	2,016	2,047
		Standard Missile-3	-	-	-
		THAAD	210	51	37
	Organic Total		37,890	18,538	13,910
	Other Contract	THAAD	7,276	16,384	16,811
	Other Contract Total		7,276	16,384	16,811
	Total Operation and Maintenance Funding		129,342	106,881	95,067
Procurement Funding					
	Interim Contractor Support (ICS)	THAAD	-	-	-
	Interim Contractor Support (ICS) Total		-	-	-
	Other Contract	AN/TPY-2 Radar	-	-	-
		THAAD	-	-	4,958
	Other Contract Total		-	-	4,958
	Total Procurement Funding		-	-	4,958
	Total MDA Depot Maintenance Program		129,342	106,881	100,025

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

*Exhibits are in response to the Committee requirement contained on page 54 of the Joint Explanatory Statement of the FY 2021 Omnibus Appropriations Bill and page 1136 in the Conference report of the National Defense Authorization Act for FY 2021

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

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CHEMICAL AND BIOLOGICAL DEFENSE PROGRAM						
FY 2022 President's Budget						
<u>Support to Special Operations Forces (SOF)</u>						
<i>\$ in Millions</i>						
SOF Activity	Appropriation Name	Budget Activity	Budget Line Item Title	FY 2020 Actuals ¹	FY 2021 Enacted ²	FY 2022 Request
Combat Service Support	Procurement	Chemical/Biological Defense	CB PROTECTION & HAZARD MITIGATION	\$19.6	\$14.2	\$6.9
			CHEMICAL BIOLOGICAL SITUATIONAL AWARENESS	\$4.8	\$0.5	\$4.6
	Research, Development, Test, and Evaluation (RDT&E)	Advanced Component Development & Prototypes	Decontamination (ACD&P)	\$0	\$3.6	\$18.0
			Information Systems (ACD&P)	\$0.2	\$0	\$0
		Operational Systems Development	Individual Protection (Op Sys Dev)	\$2.8	\$3.5	\$3.4
			Information Systems (Op Sys Dev)	\$4.4	\$0	\$0
		System Development & Demonstration	Collective Protection (SDD)	\$0.8	\$0	\$0
			Decontamination (SDD)	\$0	\$1.8	\$2.7
			Individual Protection (SDD)	\$3.2	\$4.5	\$4.6
			Information Systems (SDD)	\$4.6	\$0	\$0
			Medical Biological Defense (SDD)	\$0	\$29.4	\$12.2
	Combat Service Support Subtotal				\$40.4	\$57.5
GRAND TOTAL				\$40.4	\$57.5	\$52.5
<p>NOTE: Combat Support includes acquisition support. Combat Service Support includes pay and allowances. Base Operating Support includes operations and base operations sustainment. Enabling Capabilities includes training and intelligence.</p> <p>¹ FY 2020 Actuals: includes \$ 0.0 million in Division A, Title IX and X of the Consolidated Appropriations Act, 2020 (P.L. 116-93), Division F, Title IV and V from the Further Consolidated Appropriations Act, 2020 (P.L. 116-94) and the Coronavirus Aid, Relief, and Economic Security Act (P.L. 116-136).</p> <p>² FY 2021 Enacted: includes \$ 0.0 million in Division C, Title IX and Division J, Title IV of the Consolidated Appropriations Act, 2021 (P.L. 116-260) and funds provided by the Congress as OCO to Base Requirements.</p> <p>NOTE: Numbers may NOT add due to rounding</p>						

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CHEMICAL AND BIOLOGICAL DEFENSE PROGRAM			
FY 2022 President's Budget			
<u>Support to Special Operations Forces (SOF)</u>			
<i>\$ in Millions</i>			
<u>Identification of changes from FY 2020 to FY 2022</u>			
SOF Activity	Appropriation Name	Budget Activity	Budget Line Item Title
Combat Service Support	Procurement	Chemical/Biological Defense	CB PROTECTION & HAZARD MITIGATION
<p><u>Activities</u></p> <p><u>Reconciliation:</u> CBRN Uniform Integrated Protection Ensemble (UIPE): No resources requested in FY 2022 as production ends in FY 2020.</p> <p>Chemical Biological Aircraft Survivability Barrier (CASB): No resources requested in FY 2022 as FY 2021 procures the remaining 62 CASB systems to meet the USSOCOM service requirement and achieved IOC in Jan 2021 with deliveries extending into FY 2022 for FOC.</p> <p>Special Purpose Unit Rapid Capability Development and Demo (SPU RCDD): Increases allow for the rapid response to near-term and emergent chemical-biological defensive capability requirements of JSOC, as well as select elements of the SOF Enterprise such as the CRFs and other Joint Force enabling units such as the 20th Chemical, Biological, Radiological, Nuclear and Explosives Command.</p>			
Combat Service Support	Procurement	Chemical/Biological Defense	CHEMICAL BIOLOGICAL SITUATIONAL AWARENESS
<p><u>Activities</u></p> <p><u>Reconciliation:</u> Global Biosurveillance Portal (G-BSP): Procurement efforts complete in FY 2020.</p> <p>Joint Handheld Bioagent Identifier (JHBI): Procurement in support of SOF completes in FY 2020.</p> <p>Next Generation Diagnostic System Inc 2 - Man Portable Diagnostic System (NGDS MPDS): Program transitions to production and FY 2022 funding increases procurement to 191 NGDS MPDS for SOF.</p>			
<p>¹ FY 2020 Actuals: includes \$ 0.0 million in Division A, Title IX and X of the Consolidated Appropriations Act, 2020 (P.L. 116-93), Division F, Title IV and V from the Further Consolidated Appropriations Act, 2020 (P.L. 116-94) and the Coronavirus Aid, Relief, and Economic Security Act (P.L. 116-136).</p>			
<p>² FY 2021 Enacted: includes \$ 0.0 million in Division C, Title IX and Division J, Title IV of the Consolidated Appropriations Act, 2021 (P.L. 116-260) and funds provided by the Congress as OCO to Base Requirements.</p>			
<p>NOTE: Numbers may NOT add due to rounding</p>			

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CHEMICAL AND BIOLOGICAL DEFENSE PROGRAM			
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<u>Support to Special Operations Forces (SOF)</u>			
<i>\$ in Millions</i>			
<u>Identification of changes from FY 2020 to FY 2022</u>			
SOF Activity	Appropriation Name	Budget Activity	Budget Line Item Title
Combat Service Support	Research, Development, Test, and Evaluation (RDT&E)	Advanced Component Development & Prototypes	Decontamination (ACD&P)
<u>Activities Reconciliation:</u>	Service Equipment Decontamination System (SEDS): Program was a new start in FY 2021. In FY 2022, the SEDS program initiates SOF combined Developmental Test/Operational Test (DT/OT) and conduct Early Developmental Testing (EDT) for remaining Services, and prepare for Preliminary Design Review (PDR).		
Combat Service Support	Research, Development, Test, and Evaluation (RDT&E)	Advanced Component Development & Prototypes	Information Systems (ACD&P)
<u>Activities Reconciliation:</u>	Global Biosurveillance Portal (G-BSP): Program activities complete in FY 2020.		
Combat Service Support	Research, Development, Test, and Evaluation (RDT&E)	Operational Systems Development	Individual Protection (Op Sys Dev)
<u>Activities Reconciliation:</u>	Special Purpose Unit Rapid Capability Development and Demo (SPU RCDD): FY 2020-2021 initiated and solicited industry for the most updated material solution to meet the current requirements for below-the-wrist and below-the-ankle enhanced protection. Performed design and functionality analysis to determine capability gap, and procured initial test articles to conduct baseline testing. Additionally, FY 2021 initiates product enhancement development and technology upgrades on currently fielded equipment to counter emerging threats, conduct limited user evaluations and operational assessment, and provide program management support.		
¹ FY 2020 Actuals: includes \$ 0.0 million in Division A, Title IX and X of the Consolidated Appropriations Act, 2020 (P.L. 116-93), Division F, Title IV and V from the Further Consolidated Appropriations Act, 2020 (P.L. 116-94) and the Coronavirus Aid, Relief, and Economic Security Act (P.L. 116-136).			
² FY 2021 Enacted: includes \$ 0.0 million in Division C, Title IX and Division J, Title IV of the Consolidated Appropriations Act, 2021 (P.L. 116-260) and funds provided by the Congress as OCO to Base Requirements.			
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FY 2022 President's Budget			
<u>Support to Special Operations Forces (SOF)</u>			
<i>\$ in Millions</i>			
<u>Identification of changes from FY 2020 to FY 2022</u>			
SOF Activity	Appropriation Name	Budget Activity	Budget Line Item Title
Combat Service Support	Research, Development, Test, and Evaluation (RDT&E)	Operational Systems Development	Information Systems (Op Sys Dev)
<u>Activities Reconciliation:</u> Global Biosurveillance Portal (G-BSP): Program activities complete in FY 2020.			
Combat Service Support	Research, Development, Test, and Evaluation (RDT&E)	System Development & Demonstration	Collective Protection (SDD)
<u>Activities Reconciliation:</u> Chemical Biological Aircraft Survivability Barrier (CASB): Achieved a Milestone C starting Full Rate Production in FY 2020.			
Combat Service Support	Research, Development, Test, and Evaluation (RDT&E)	System Development & Demonstration	Decontamination (SDD)
<u>Activities Reconciliation:</u> Forward Area Mobility Spray - System (FAMS-S): Funding increase as program completes prototype refinement and enters the developmental and operational testing phase in FY 2022.			
<small>¹ FY 2020 Actuals: includes \$ 0.0 million in Division A, Title IX and X of the Consolidated Appropriations Act, 2020 (P.L. 116-93), Division F, Title IV and V from the Further Consolidated Appropriations Act, 2020 (P.L. 116-94) and the Coronavirus Aid, Relief, and Economic Security Act (P.L. 116-136).</small>			
<small>² FY 2021 Enacted: includes \$ 0.0 million in Division C, Title IX and Division J, Title IV of the Consolidated Appropriations Act, 2021 (P.L. 116-260) and funds provided by the Congress as OCO to Base Requirements.</small>			
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<u>Support to Special Operations Forces (SOF)</u>			
<i>\$ in Millions</i>			
<u>Identification of changes from FY 2020 to FY 2022</u>			
SOF Activity	Appropriation Name	Budget Activity	Budget Line Item Title
Combat Service Support	Research, Development, Test, and Evaluation (RDT&E)	System Development & Demonstration	Individual Protection (SDD)
<p><u>Activities Reconciliation:</u> Special Purpose Unit Rapid Capability Development and Demo (SPU RCDD): FY 2020-2021 initiated rapid development and acquisition initiatives utilizing emergent chemical-biological defensive capabilities, decision support tools, and respiratory / ocular enhancements to support Special Operations Force (SOF) counter-proliferation efforts and development of decontamination of SOF specialized equipment. In FY 2022 SPU RCDD initiates efforts such as respiratory breathing systems, biological identification, and modernization of protective Chemical and Biological ensembles that have gone through requirements validation, and continues product enhancement development and technology upgrades on currently fielded SOF equipment to counter emerging threats, conduct limited user evaluations and operational assessment.</p>			
Combat Service Support	Research, Development, Test, and Evaluation (RDT&E)	System Development & Demonstration	Information Systems (SDD)
<p><u>Activities Reconciliation:</u> Global Biosurveillance Portal (G-BSP): Conducted Final Operational Test & Evaluation (FOT&E) associated with Full Operational Capability in FY 2020.</p>			
<p>¹ FY 2020 Actuals: includes \$ 0.0 million in Division A, Title IX and X of the Consolidated Appropriations Act, 2020 (P.L. 116-93), Division F, Title IV and V from the Further Consolidated Appropriations Act, 2020 (P.L. 116-94) and the Coronavirus Aid, Relief, and Economic Security Act (P.L. 116-136).</p>			
<p>² FY 2021 Enacted: includes \$ 0.0 million in Division C, Title IX and Division J, Title IV of the Consolidated Appropriations Act, 2021 (P.L. 116-260) and funds provided by the Congress as OCO to Base Requirements.</p>			
<p>NOTE: Numbers may NOT add due to rounding</p>			

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<i>\$ in Millions</i>			
<u>Identification of changes from FY 2020 to FY 2022</u>			
SOF Activity	Appropriation Name	Budget Activity	Budget Line Item Title
Combat Service Support	Research, Development, Test, and Evaluation (RDT&E)	System Development & Demonstration	Medical Biological Defense (SDD)
<u>Activities</u>			
<u>Reconciliation:</u> Next Generation Diagnostic System Inc 2 - Man Portable Diagnostic System (NGDS MPDS): Decrease to FY 2022 NGDS 2 MPDS RDT&E efforts as the program concludes hardware, software, assay development, and two clinical trials and transitions to procurement.			
<small>¹ FY 2020 Actuals: includes \$ 0.0 million in Division A, Title IX and X of the Consolidated Appropriations Act, 2020 (P.L. 116-93), Division F, Title IV and V from the Further Consolidated Appropriations Act, 2020 (P.L. 116-94) and the Coronavirus Aid, Relief, and Economic Security Act (P.L. 116-136).</small>			
<small>² FY 2021 Enacted: includes \$ 0.0 million in Division C, Title IX and Division J, Title IV of the Consolidated Appropriations Act, 2021 (P.L. 116-260) and funds provided by the Congress as OCO to Base Requirements.</small>			
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DEFENSE HUMAN RESOURCES ACTIVITY						
FY 2022 President's Budget						
<u>Support to Special Operations Forces (SOF)</u>						
<i>\$ in Millions</i>						
SOF Activity	Appropriation Name	Budget Activity	Budget Line Item Title	FY 2020 Actuals ¹	FY 2021 Enacted ²	FY 2022 Request
Enabling Capabilities	Operation and Maintenance (O&M)	Admin & Srwide Activities	Defense Human Resources Activity	\$9.2	\$9.4	\$0
Enabling Capabilities Subtotal				\$9.2	\$9.4	\$0
GRAND TOTAL				\$9.2	\$9.4	\$0
<p>NOTE: Combat Support includes acquisition support. Combat Service Support includes pay and allowances. Base Operating Support includes operations and base operations sustainment. Enabling Capabilities includes training and intelligence.</p> <p>¹ FY 2020 Actuals: includes \$ 0.0 million in Division A, Title IX and X of the Consolidated Appropriations Act, 2020 (P.L. 116-93), Division F, Title IV and V from the Further Consolidated Appropriations Act, 2020 (P.L. 116-94) and the Coronavirus Aid, Relief, and Economic Security Act (P.L. 116-136).</p> <p>² FY 2021 Enacted: includes \$ 0.0 million in Division C, Title IX and Division J, Title IV of the Consolidated Appropriations Act, 2021 (P.L. 116-260) and funds provided by the Congress as OCO to Base Requirements.</p> <p>NOTE: Numbers may NOT add due to rounding</p>						

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DEFENSE HUMAN RESOURCES ACTIVITY			
FY 2022 President's Budget			
<u>Support to Special Operations Forces (SOF)</u>			
<i>\$ in Millions</i>			
<u>Identification of changes from FY 2020 to FY 2022</u>			
SOF Activity	Appropriation Name	Budget Activity	Budget Line Item Title
Enabling Capabilities	Operation and Maintenance (O&M)	Admin & Srwide Activities	Defense Human Resources Activity
<u>Activities</u>			
<u>Reconciliation:</u> FY 2020 and FY 2021 funded through Congressional adds.			
<small>¹ FY 2020 Actuals: includes \$ 0.0 million in Division A, Title IX and X of the Consolidated Appropriations Act, 2020 (P.L. 116-93), Division F, Title IV and V from the Further Consolidated Appropriations Act, 2020 (P.L. 116-94) and the Coronavirus Aid, Relief, and Economic Security Act (P.L. 116-136).</small>			
<small>² FY 2021 Enacted: includes \$ 0.0 million in Division C, Title IX and Division J, Title IV of the Consolidated Appropriations Act, 2021 (P.L. 116-260) and funds provided by the Congress as OCO to Base Requirements.</small>			
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DEFENSE THREAT REDUCTION AGENCY						
FY 2022 President's Budget						
<u>Support to Special Operations Forces (SOF)</u>						
<i>\$ in Millions</i>						
SOF Activity	Appropriation Name	Budget Activity	Budget Line Item Title	FY 2020 Actuals ¹	FY 2021 Enacted ²	FY 2022 Request
Enabling Capabilities	Operation and Maintenance (O&M)	Admin & Srvwide Activities	Defense Threat Reduction Agency	\$25.7	\$34.5	\$36.5
	Research, Development, Test, and Evaluation (RDT&E)	Advanced Technology Development	Defeat Technologies	\$31.2	\$29.5	\$33.2
Enabling Capabilities Subtotal				\$56.9	\$64.0	\$69.7
GRAND TOTAL				\$56.9	\$64.0	\$69.7
<p>NOTE: Combat Support includes acquisition support. Combat Service Support includes pay and allowances. Base Operating Support includes operations and base operations sustainment. Enabling Capabilities includes training and intelligence.</p> <p>¹ FY 2020 Actuals: includes \$ 25.7 million in Division A, Title IX and X of the Consolidated Appropriations Act, 2020 (P.L. 116-93), Division F, Title IV and V from the Further Consolidated Appropriations Act, 2020 (P.L. 116-94) and the Coronavirus Aid, Relief, and Economic Security Act (P.L. 116-136).</p> <p>² FY 2021 Enacted: includes \$ 34.5 million in Division C, Title IX and Division J, Title IV of the Consolidated Appropriations Act, 2021 (P.L. 116-260) and funds provided by the Congress as OCO to Base Requirements.</p> <p>NOTE: Numbers may NOT add due to rounding</p>						

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DEFENSE THREAT REDUCTION AGENCY			
FY 2022 President's Budget			
<u>Support to Special Operations Forces (SOF)</u>			
<i>\$ in Millions</i>			
<u>Identification of changes from FY 2020 to FY 2022</u>			
SOF Activity	Appropriation Name	Budget Activity	Budget Line Item Title
Enabling Capabilities	Operation and Maintenance (O&M)	Admin & Srwide Activities	Defense Threat Reduction Agency
<p>Activities</p> <p><u>Reconciliation:</u> DTRA's counter WMD and emerging threat capabilities provide direct analytic, information, and operational planning support to Combatant Commands, deployed Warfighters, coalition partners, and allies to enable enhanced understanding and coordinated operations, actions, and investments targeted to strategic outcomes against nation state, proxy, and trans regional WMD and emerging threats in conflict and in competition.</p> <p>Provide assessments to enable Special Operations Forces to plan and execute kinetic and non-kinetic operations to CWMD support and analysis sponsored by Great Powers that proliferate WMD and terrorism.</p> <p><u>Assessment:</u> The change from FY 2021 to FY 2022 is an increase to inflation and reflects an essential element of DoD preparations for long-term strategic competition with China and Russia, DTRA's counter WMD and emerging threat activities rigorously prioritize enabling the Combatant Commands with methodologies, analyses, and options for competitive, decisive, and deterrent operations within narrow windows of opportunity to act in denied, contested, or "grey-zone" environments.</p> <p>Requests for support to enable enemy capture related to the Assist Situational Understanding network-disrupt activities above and below the level of armed conflict.</p>			
Enabling Capabilities	Research, Development, Test, and Evaluation (RDT&E)	Advanced Technology Development	Defeat Technologies
<p>Activities</p> <p><u>Reconciliation:</u> The change from FY 2021 to FY 2022 due to inflation and increase to counter proliferation research is a collaborative effort to develop advanced, warfighter-unique technologies to defeat terrorist WMD development and acquisition pathways to include defeat of the devices themselves, while minimizing risks to U.S. forces</p>			
<p>¹ FY 2020 Actuals: includes \$ 25.7 million in Division A, Title IX and X of the Consolidated Appropriations Act, 2020 (P.L. 116-93), Division F, Title IV and V from the Further Consolidated Appropriations Act, 2020 (P.L. 116-94) and the Coronavirus Aid, Relief, and Economic Security Act (P.L. 116-136).</p>			
<p>² FY 2021 Enacted: includes \$ 34.5 million in Division C, Title IX and Division J, Title IV of the Consolidated Appropriations Act, 2021 (P.L. 116-260) and funds provided by the Congress as OCO to Base Requirements.</p>			
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OFFICE OF THE SECRETARY OF DEFENSE - A&S and IRREGULAR WARFARE TECHNICAL SUPPORT DIRECTORATE						
FY 2022 President's Budget						
<u>Support to Special Operations Forces (SOF)</u>						
<i>\$ in Millions</i>						
SOF Activity	Appropriation Name	Budget Activity	Budget Line Item Title	FY 2020 Actuals ¹	FY 2021 Enacted ²	FY 2022 Request
Combat Service Support	Procurement	Major Equipment	MAJOR EQUIPMENT, OSD	\$0	\$1.4	\$0
Combat Service Support Subtotal				\$0	\$1.4	\$0
Enabling Capabilities	Research, Development, Test, and Evaluation (RDT&E)	Advanced Technology Development	Combatting Terrorism Technical Support	\$44.8	\$28.9	\$39.7
Enabling Capabilities Subtotal				\$44.8	\$28.9	\$39.7
GRAND TOTAL				\$44.8	\$30.4	\$39.7
<p>NOTE: Combat Support includes acquisition support. Combat Service Support includes pay and allowances. Base Operating Support includes operations and base operations sustainment. Enabling Capabilities includes training and intelligence.</p> <p>¹ FY 2020 Actuals: includes \$ 0.0 million in Division A, Title IX and X of the Consolidated Appropriations Act, 2020 (P.L. 116-93), Division F, Title IV and V from the Further Consolidated Appropriations Act, 2020 (P.L. 116-94) and the Coronavirus Aid, Relief, and Economic Security Act (P.L. 116-136).</p> <p>² FY 2021 Enacted: includes \$ 0.0 million in Division C, Title IX and Division J, Title IV of the Consolidated Appropriations Act, 2021 (P.L. 116-260) and funds provided by the Congress as OCO to Base Requirements.</p> <p>NOTE: Numbers may NOT add due to rounding</p>						

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OFFICE OF THE SECRETARY OF DEFENSE			
FY 2022 President's Budget			
<u>Support to Special Operations Forces (SOF)</u>			
<i>\$ in Millions</i>			
<u>Identification of changes from FY 2020 to FY 2022</u>			
SOF Activity	Appropriation Name	Budget Activity	Budget Line Item Title
Combat Service Support	Procurement	Major Equipment	MAJOR EQUIPMENT, OSD
<u>Activities Reconciliation:</u> FY 2021 includes funding for Countering Nuclear Threats (CNT) Defense-wide material development programs to address obsolescence and technical upgrades for SOCOM.			
Enabling Capabilities	Research, Development, Test, and Evaluation (RDT&E)	Advanced Technology Development	Combatting Terrorism Technical Support
<u>Activities Reconciliation:</u> The FY 2021 to FY 2022 increase of \$10.7 million reflects current planning/requirements for the next year execution.			
<small>¹ FY 2020 Actuals: includes \$ 0.0 million in Division A, Title IX and X of the Consolidated Appropriations Act, 2020 (P.L. 116-93), Division F, Title IV and V from the Further Consolidated Appropriations Act, 2020 (P.L. 116-94) and the Coronavirus Aid, Relief, and Economic Security Act (P.L. 116-136).</small>			
<small>² FY 2021 Enacted: includes \$ 0.0 million in Division C, Title IX and Division J, Title IV of the Consolidated Appropriations Act, 2021 (P.L. 116-260) and funds provided by the Congress as OCO to Base Requirements.</small>			
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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

DADW Environmental Restoration	FY 2020		FY 2021		FY 2022	
	<u>\$ Millions</u>	<u># Sites</u>	<u>\$ Millions</u>	<u># Sites</u>	<u>\$ Millions</u>	<u># Sites</u>
IRP						
<u>Investigation:</u>						
Preliminary Assessment	0.5825	2	0.777	5	0.340	2
Remedial Investigation/Feasibility Study (including Records of Decision / Decision Documents)	0.7767	20	0.235	5	0.768	21
Potentially Responsible Parties	0	0	0	0	0	0
Investigation Subtotal	1.3592	22	1.012	10	1.108	23
<u>Remedial Action (RA):</u>						
Interim Remedial Action	0.000	0	0.000	0	0.000	0
Remedial Design	0.000	0	0.000	0	0.000	0
Remedial Action Construction	0.000	0	0.000	0	0.000	0
Remedial Action Operations	2.918	8	3.078	7	2.923	8
Building Demolition/Debris Removal	0.000	0	0.000	0	0.000	0
Potentially Responsible Parties	0.000	0	0.000	0	0.000	0
RA Subtotal	2.918	8	3.078	7	2.923	8.000
<u>Post RA:</u>						
Long Term Management	0.176	23	0.854	33	0.321	32
Project Closeout	0.000	0	0.000	0	0.000	0
Post RA Subtotal	0.176	23	0.854	33	0.321	32
IRP Subtotal	4.453	53	4.944	50	4.352	63.000
MMRP						
<u>Investigation:</u>						
Preliminary Assessment	0.000	0	0.000	0	0.000	0
Remedial Investigation/Feasibility Study (including Records of Decision / Decision Documents)	0.086	7	1.687	2	0.512	5
Potentially Responsible Parties	0.000	0	0.000	0	0.000	0
Investigation Subtotal	0.086	7	1.687	2	0.512	5

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ENV 30 DERA and BRAC Funds for Environmental Cleanup – Budget Years
(Current \$ Millions – Sites/Installations in Eaches)

Defense Logistics Agency						
DADW Environmental Restoration	FY 2020		FY 2021		FY 2022	
	<u>\$ Millions</u>	<u>Sites</u>	<u>\$ Millions</u>	<u>Sites</u>	<u>\$ Millions</u>	<u>Sites</u>
<u>Remedial Action (RA):</u>						
Interim Remedial Action	0.000	0	0.000	0	0.000	0
Remedial Design	0.000	0	0.000	0	0.000	0
Remedial Action Construction	0.000	0	0.000	0	0.000	0
Remedial Action Operations	0.000	0	0.000	0	0.000	0
Building Demolition/Debris Removal	0.000	0	0.000	0	0.000	0
Potentially Responsible Parties	0.000	0	0.000	0	0.000	0
RA Subtotal	0.000	0	0.000	0	0.000	0
<u>Post RA:</u>						
Long Term Management	0.000	0	0.000	0	0.000	0
Project Closeout	0.000	0	0.000	0	0.000	0
Post RA Subtotal	0.000	0	0.000	0	0.000	0
MMRP Subtotal	0.086	7	1.687	2	0.512	5
IRP and MMRP Subtotal	4.539	60	6.631	52	4.864	68
Management						
DSMOA	0.279	0	0.281	0	0.287	0
ATSDR	0	0	0.000	0	0.000	0
Manpower						
Government	0.373	0	0.518	0	0.528	0
Contractor	0	0	0.000	0	0.000	0
Manpower Subtotal	0.3725	0	0.518	0	0.528	0
EPA Funding	0					
Other	0.249	0	0.232	0	0.237	0
Management Subtotal	0.900	0	1.031	0	1.052	0
DADW Environmental Restoration Total	5.440	60	7.662	52	5.916	68

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ENV 30 DERA and BRAC Funds for Environmental Cleanup – Budget Years
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Defense Logistics Agency

DADW	FY 2020		FY 2021		FY 2022	
BRAC	<u>\$ Millions</u>	<u># Sites</u>	<u>\$ Millions</u>	<u># Sites</u>	<u>\$ Millions</u>	<u># Sites</u>
IRP						
<u>Investigation:</u>						
Preliminary Assessment	0	0	0	0	0.000	0
Remedial Investigation/Feasibility Study (including Records of Decision / Decision Documents)	0	0	0	0	0.000	0
Potentially Responsible Parties	0	0	0	0	0	0
Investigation Subtotal	0	0	0	0	0	0
<u>Remedial Action (RA):</u>						
Interim Remedial Action	0	0	0	0	0.000	0
Remedial Design	0	0	0	0	0.000	0
Remedial Action Construction	0	0	0	0	0.000	0
Remedial Action Operations	2.207	1	3.138	1	4.504	1
RA Subtotal	2.207	1	3.138	1	4.504	1.000
<u>Post RA:</u>						
Long Term Management	0	0	0	0	0.000	0
Project Closeout	0	0	0	0	0.000	0
Post RA Subtotal	0	0	0	0	0	0
IRP Subtotal	2.207	1	3.138	1	4.504	1.000
MMRP						
<u>Investigation:</u>						
Preliminary Assessment	0	0	0	0	0.000	0
Remedial Investigation/Feasibility Study (including Records of Decision / Decision Documents)	0	0	0	0	0.000	0
Potentially Responsible Parties	0	0	0	0	0.000	0
Investigation Subtotal	0.000	0	0.000	0	0.000	0

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Defense Logistics Agency

DADW	BRAC	FY 2020		FY 2021		FY 2022		
		<u>\$ Millions</u>	<u># Sites</u>	<u>\$ Millions</u>	<u># Sites</u>	<u>\$ Millions</u>	<u># Sites</u>	
		<u>Remedial Action (RA):</u>						
		Interim Remedial Action	0.000	0	0.000	0	0.000	0
		Remedial Design	0.000	0	0.000	0	0.000	0
		Remedial Action Construction	0.000	0	0.000	0	0.000	0
		Remedial Action Operations	0.000	0	0.000	0	0.000	0
		Building Demolition/Debris Removal	0.000	0	0.000	0	0.000	0
		Potentially Responsible Parties	0.000	0	0.000	0	0.000	0
		RA Subtotal	0.000	0	0.000	0	0.000	0
		<u>Post RA:</u>						
		Long Term Management	0.000	0	0.000	0	0.000	0
		Project Closeout	0.000	0	0.000	0	0.000	0
		Post RA Subtotal	0.000	0	0.000	0	0.000	0
		MMRP Subtotal	0.000	0	0.000	0	0.000	0
		IRP and MMRP Subtotal	2.207	1	3.138	1	4.504	1
		Management						
		DSMOA	0.059	0	0.059	0	0.060	0
		ATSDR	0	0	0	0	0.000	0
		Manpower						
		Government	0	0	0	0	0.000	0
		Contractor	0	0	0	0	0.000	0
		Manpower Subtotal	0	0	0	0	0	0
		EPA Funding	0					
		Other	0.001	0	0.002	0	0.003	0
		Management Subtotal	0.060	0	0.062	0	0.063	0
		DADW Environmental Restoration Total	2.267	1	3.200	1	4.567	1
		Land Sale Revenue	0.000	0	0	0	0	0
		Prior Year Funds	2.267	0	3.200		0.6	0
		DADW Appropriated Funding	0.000	1.000	0.000	1.000	3.967	1.000

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ENV 30 DERA and BRAC Funds for Environmental Cleanup – Budget Years
(Current \$ Millions – Sites/Installations in Eaches)

Formerly Used Defense Sites (FUDS)

DADW	FY 2020		FY 2021		FY 2022	
	<u>\$ Millions</u>	<u># Sites</u>	<u>\$ Millions</u>	<u># Sites</u>	<u>\$ Millions</u>	<u># Sites</u>
Environmental Restoration						
IRP						
<u>Investigation:</u>						
Preliminary Assessment	2.096	26	1.729	21	0.908	17
Remedial Investigation/Feasibility Study (including Records of Decision / Decision Documents)	51.361	154	38.996	139	17.947	116
Potentially Responsible Parties	0.412	19	0.983	35	0.842	34
Investigation Subtotal	53.869	199	41.708	195	19.697	167
<u>Remedial Action (RA):</u>						
Interim Remedial Action	2.633	1	0.066	1	0.004	1
Remedial Design	6.041	24	1.562	19	2.134	20
Remedial Action Construction	33.328	76	32.818	60	20.171	47
Remedial Action Operations	21.159	56	39.168	54	18.914	58
Building Demolition/Debris Removal	0.171	1	2.184	2	0.206	3
Potentially Responsible Parties	0.000	0	0.000	0	0.000	0
RA Subtotal	63.332	158	75.798	136	41.429	129
<u>Post RA:</u>						
Long Term Management	7.733	34	5.922	32	6.221	35
Project Closeout	0.000	0	0.000	0	0.000	0
Post RA Subtotal	7.733	34	5.922	32	6.221	35
IRP Subtotal	124.934	391	123.428	363	67.347	331
MMRP						
<u>Investigation:</u>						
Preliminary Assessment	0.822	14	0.303	7	0.278	8
Remedial Investigation/Feasibility Study (including Records of Decision / Decision Documents)	40.524	192	33.195	197	62.461	173
Potentially Responsible Parties	0.249	3	0.092	6	0.108	7
Investigation Subtotal	41.595	209	33.590	210	62.847	188

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ENV 30 DERA and BRAC Funds for Environmental Cleanup – Budget Years
(Current \$ Millions – Sites/Installations in Eaches)

Formerly Used Defense Sites (FUDS)

DADW	FY 2020		FY 2021		FY 2022	
	<u>\$ Millions</u>	<u># Sites</u>	<u>\$ Millions</u>	<u># Sites</u>	<u>\$ Millions</u>	<u># Sites</u>
Environmental Restoration						
<u>Remedial Action (RA):</u>						
Interim Remedial Action	2.025	5	0.183	2	7.376	2
Remedial Design	16.737	13	8.393	19	13.653	30
Remedial Action Construction	54.842	63	84.364	72	28.530	62
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	73.604	81	92.940	93	49.559	94
<u>Post RA:</u>						
Long Term Management	0.926	33	3.334	42	3.291	48
Project Closeout	0.000	0	0.000	0	0.000	0
Post RA Subtotal	0.926	33	3.334	42	3.291	48
MMRP Subtotal	116.125	323	129.864	345	115.697	330
IRP and MMRP Subtotal	241.059	714	253.292	708	183.044	661
Management						
DSMOA	8.917	0	6.120	0	8.323	0
ATSDR	0.000	0	0.000	0	0.000	0
Manpower						
Government	20.480	0	25.453	0	24.156	0
Contractor	0.000	0	0.000	0	0.000	0
Manpower Subtotal	20.48	0	25.453	0	24.156	0
EPA Funding	0					
Other	4.626	0	3.885	0	3.057	0
Management Subtotal	34.023	0	35.458	0	35.536	0
DADW Environmental Restoration Total	275.082	714	288.750	708	218.580	661

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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 Acquisition and Sustainment

DADW	FY 2020		FY 2021		FY 2022	
	<u>\$ Millions</u>	<u># Sites</u>	<u>\$ Millions</u>	<u># Sites</u>	<u>\$ Millions</u>	<u># Sites</u>
Environmental Restoration						
IRP						
<u>Investigation:</u>						
Preliminary Assessment	0.000	0	0.000	0	0.000	0
Remedial Investigation/Feasibility Study (including Records of Decision / Decision Documents)	0.000	0	0.000	0	0.000	0
Potentially Responsible Parties	0.000	0	0.000	0	0.000	0
Investigation Subtotal	0	0	0	0	0	0
<u>Remedial Action (RA):</u>						
Interim Remedial Action	0.000	0	0.000	0	0.000	0
Remedial Design	0.000	0	0.000	0	0.000	0
Remedial Action Construction	0.000	0	0.000	0	0.000	0
Remedial Action Operations	0.000	0	0.000	0	0.000	0
Building Demolition/Debris Removal	0.000	0	0.000	0	0.000	0
Potentially Responsible Parties	0.000	0	0.000	0	0.000	0
RA Subtotal	0.000	0	0.000	0	0.000	0.000
<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	0	0	0	0	0
IRP Subtotal	0.000	0	0.000	0	0.000	0.000
MMRP						
<u>Investigation:</u>						
Preliminary Assessment	0.000	0	0.000	0	0.000	0
Remedial Investigation/Feasibility Study (including Records of Decision / Decision Documents)	0.000	0	0.000	0	0.000	0
Potentially Responsible Parties	0.000	0	0.000	0	0.000	0
Investigation Subtotal	0.000	0	0.000	0	0.000	0

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ENV 30 DERA and BRAC Funds for Environmental Cleanup – Budget Years
(Current \$ Millions – Sites/Installations in Eaches)

Under Secretary of Defense Acquisition and Sustainment

DADW	FY 2020		FY 2021		FY 2022	
	<u>\$ Millions</u>	<u># Sites</u>	<u>\$ Millions</u>	<u># Sites</u>	<u>\$ Millions</u>	<u># Sites</u>
Environmental Restoration						
<u>Remedial Action (RA):</u>						
Interim Remedial Action	0.000	0	0.000	0	0.000	0
Remedial Design	0.000	0	0.000	0	0.000	0
Remedial Action Construction	0.000	0	0.000	0	0.000	0
Remedial Action Operations	0.000	0	0.000	0	0.000	0
Building Demolition/Debris Removal	0.000	0	0.000	0	0.000	0
Potentially Responsible Parties	0.000	0	0.000	0	0.000	0
RA Subtotal	0.000	0	0.000	0	0.000	0
<u>Post RA:</u>						
Long Term Management	0.000	0	0.000	0	0.000	0
Project Closeout	0.000	0	0.000	0	0.000	0
Post RA Subtotal	0.000	0	0.000	0	0.000	0
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	0.000	0	0.000	0
ATSDR	0	0	0.000	0	0.000	0
Manpower						
Government	0.000	0	0.000	0	0.000	0
Contractor	1.642	0	12.290	0	2.867	0
Manpower Subtotal	1.642	0	12.290	0	2.867	0
EPA Funding	0					
Other	0.000	0	0.000	0	0.000	0
Management Subtotal	1.642	0	12.290	0	2.867	0
DADW Environmental Restoration Total	1.642	0	12.290	0	2.867	0

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

APPROPRIATION TOTALS	FY 20	FY 21	FY 22
RDT&E, DW			
Cleanup	21.512	27.553	17.162
Compliance	23.292	29.752	18.505
Conservation	13.658	16.917	10.348
Pollution Prevention	24.079	30.729	19.104
Unexploded Ordnance	23.043	29.400	18.275
Total	105.584	134.351	83.395
Grand Total	105.584	134.351	83.395

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PB28A Environmental Technology - Budget Years

(Current \$ Millions)

Under Secretary of Defense for Acquisition and Sustainment

ENVIRONMENTAL PROGRAM TOTALS

Cleanup	21.512	27.553	17.162
Compliance	23.292	29.752	18.505
Conservation	13.658	16.917	10.348
Pollution Prevention	24.079	30.729	19.104
Unexploded Ordnance	23.043	29.400	18.275
Grand Total	105.584	134.351	83.395

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PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)
Defense Health Agency

OPR & MAINT	FY 2020	FY 2021	FY 2022
Active			
<u>Domestic</u>			
Compliance			
<u>Air</u>			
Stationary and Mobile Sources	0.031	0.021	0.021
<u>Compliance Cross-Cutting Programs</u>			
Compliance Education and Training	1.357	2.272	2.082
Multi-Program Management	1.278	0.888	0.875
Total Compliance Cross-Cutting Programs	2.635	3.160	2.958
<u>Compliance Manpower</u>			
Compliance Manpower	4.339	4.521	3.050
<u>Compliance Other</u>			
Miscellaneous Compliance Activities	1.892	1.283	1.302
<u>Compliance Related Cleanup</u>			
Other Compliance-Related Assessment and Cleanup	0.000	0.000	0.000
<u>Planning</u>			
Environmental Impact Analysis	0.084	0.080	0.080
<u>Storage and Disposal</u>			
Hazardous Waste (RCRA - C)	3.813	4.543	4.856
Solid Waste (RCRA - D)	2.091	2.028	1.932
USTs (RCRA - I)	0.000	0.000	0.000
Total Storage and Disposal	5.904	6.571	6.788
<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	FY 2020	FY 2021	FY 2022
Active (Continued)			
<u>Domestic (Continued)</u>			
Compliance (Continued)			
<u>Water</u>			
Safe Drinking Water	1.138	1.356	1.427
Spill Prevention and Response/ASTs	0.035	0.020	0.019
Stormwater	0.000	0.000	0.000
Wastewater	0.035	0.025	0.025
Total Water	1.208	1.401	1.471
Total Compliance	16.098	17.042	15.674
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	0.394	0.292	0.298
Total Pollution Prevention	0.394	0.292	0.298
Total Domestic	16.492	17.334	15.972

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PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)
Defense Health Agency

OPR & MAINT	FY 2020	FY 2021	FY 2022
Active (Continued)			
<u>Foreign</u>			
Compliance			
<u>Air</u>			
Stationary and Mobile Sources	0.004	0.003	0.002
<u>Compliance Cross-Cutting Programs</u>			
Compliance Education and Training	0.022	0.146	0.150
Multi-Program Management	0.155	0.108	0.107
Total Compliance Cross-Cutting Programs	0.177	0.255	0.257
<u>Compliance Manpower</u>			
Compliance Manpower	0.552	0.532	0.526
<u>Compliance Other</u>			
Miscellaneous Compliance Activities	0.039	0.025	0.024
<u>Planning</u>			
Environmental Impact Analysis	0.000	0.000	0.000
<u>Storage and Disposal</u>			
Hazardous Waste (RCRA - C)	0.606	0.564	0.572
Solid Waste (RCRA - D)	0.587	0.542	0.536
USTs (RCRA - I)	0.000	0.000	0.000
Total Storage and Disposal	1.193	1.106	1.108
<u>Toxic Substances</u>			
EPCRA Reporting (TRI and Tier I&II)	0.000	0.000	0.000
<u>Water</u>			
Safe Drinking Water	0.500	0.469	0.487
Total Compliance	2.465	2.390	2.404
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	2.465	2.390	2.404

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PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)
 Defense Health Agency

OPR & MAINT	FY 2020	FY 2021	FY 2022
Active (Summary)			
Environmental Activity Cost Type Totals			
Compliance	18.563	19.432	18.078
Pollution Prevention	0.394	0.292	0.298
Conservation	0.000	0.000	0.000
Total	18.957	19.724	18.376
Location Totals			
Domestic	16.492	17.334	15.972
Foreign	2.465	2.390	2.404
Total	18.957	19.724	18.376
<hr/>			
DHA TOTALS			
Environmental Activity Cost Type Totals			
Compliance	18.563	19.432	18.078
Pollution Prevention	0.394	0.292	0.298
Conservation	0.000	0.000	0.000
Total	18.957	19.724	18.376
Location Totals			
Domestic	16.492	17.334	15.972
Foreign	2.465	2.390	2.404
Total	18.957	19.724	18.376

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(Current \$ Millions)

Defense Logistics Agency

MIL CON	FY 2020	FY 2021	FY 2022
DADW			
<u>Domestic</u>			
Compliance			
<u>Compliance Other</u>			
Miscellaneous Compliance Activities	59.600	54.500	0.000
Total Compliance	59.600	54.500	0.000
Total Domestic	59.600	54.500	0.000

Department of Defense
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PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)
 Defense Logistics Agency

MIL CON	FY 2020	FY 2021	FY 2022
DADW (Continued)			
<u>Foreign</u>			
Compliance			
<u>Compliance Other</u>			
Miscellaneous Compliance Activities	0.000	0.000	0.000
Total Compliance	0.000	0.000	0.000
Total Foreign	0.000	0.000	0.000

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PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)

Defense Logistics Agency

MIL CON	FY 2020	FY 2021	FY 2022
DADW (Summary)			
Environmental Activity Cost Type Totals			
Compliance	59.600	54.500	0.000
Pollution Prevention	0.000	0.000	0.000
Conservation	0.000	0.000	0.000
Total	59.600	54.500	0.000
Location Totals			
Domestic	59.600	54.500	0.000
Foreign	0.000	0.000	0.000
Total	59.600	54.500	0.000

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PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)

Defense Logistics Agency

OPR & MAINT	FY 2020	FY 2021	FY 2022
DADW			
<u>Domestic</u>			
Compliance			
<u>Compliance Cross-Cutting Programs</u>			
Multi-Program Management	0.000	0.040	0.041
<u>Compliance Manpower</u>			
Compliance Manpower	0.510	0.449	0.467
<u>Compliance Other</u>			
Miscellaneous Compliance Activities	4.462	5.995	6.281
Total Compliance	4.972	6.484	6.789
Pollution Prevention			
<u>Pollution Prevention Manpower</u>			
Pollution Prevention Manpower	4.137	4.846	5.096
<u>Pollution Prevention Projects</u>			
Hazardous Material / Hazardous and Solid Waste	2.791	2.950	3.218
Total Pollution Prevention	6.928	7.796	8.314
Total Domestic	11.900	14.280	15.103

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PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)
 Defense Logistics Agency

OPR & MAINT	FY 2020	FY 2021	FY 2022
DADW (Continued)			
<u>Foreign</u>			
Compliance			
<u>Storage and Disposal</u>			
Hazardous Waste (RCRA - C)	0.000	0.003	0.004
Total Compliance	<u>0.000</u>	<u>0.003</u>	<u>0.004</u>
Total Foreign	<u>0.000</u>	<u>0.003</u>	<u>0.004</u>

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PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)

Defense Logistics Agency

OPR & MAINT	FY 2020	FY 2021	FY 2022
DADW (Summary)			
Environmental Activity Cost Type Totals			
Compliance	4.972	6.487	6.793
Pollution Prevention	6.928	7.796	8.314
Conservation	0.000	0.000	0.000
Total	11.900	14.283	15.107
Location Totals			
Domestic	11.900	14.280	15.103
Foreign	0.000	0.003	0.004
Total	11.900	14.283	15.107

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(Current \$ Millions)

Defense Logistics Agency

REV & MGT FNDS	FY 2020	FY 2021	FY 2022
DADW			
<u>Domestic</u>			
Compliance			
<u>Air</u>			
Stationary and Mobile Sources	0.428	0.259	0.256
<u>Compliance Cross-Cutting Programs</u>			
Compliance Education and Training	0.490	0.630	0.366
Geospatial Information Systems (GIS) and Information	0.823	0.892	0.910
Multi-Program Management	1.041	1.076	0.937
Total Compliance Cross-Cutting Programs	2.354	2.598	2.213
<u>Compliance Manpower</u>			
Compliance Manpower	17.533	18.130	18.462
<u>Compliance Other</u>			
Miscellaneous Compliance Activities	0.984	1.634	1.684
<u>Compliance Related Cleanup</u>			
Other Compliance-Related Assessment and Cleanup	43.519	44.701	48.513
<u>Planning</u>			
Environmental Impact Analysis	1.630	1.976	2.046
<u>Storage and Disposal</u>			
Hazardous Waste (RCRA - C)	0.832	0.707	0.742
Solid Waste (RCRA - D)	0.138	0.107	0.114
USTs (RCRA - I)	30.771	47.981	38.845
Total Storage and Disposal	31.741	48.795	39.701
<u>Toxic Substances</u>			
Controlled Substances	0.016	0.031	0.032
EPCRA Reporting (TRI and Tier I&II)	0.197	0.229	0.238
Total Toxic Substances	0.213	0.260	0.270

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(Current \$ Millions)
Defense Logistics Agency

REV & MGT FNDS	FY 2020	FY 2021	FY 2022
<u>DADW (Continued)</u>			
<u>Domestic (Continued)</u>			
<u>Compliance (Continued)</u>			
<u>Water</u>			
Safe Drinking Water	0.198	0.166	0.173
Spill Prevention and Response/ASTs	4.087	4.024	4.115
Stormwater	2.533	0.304	0.203
Wastewater	0.385	0.450	0.482
Total Water	7.203	4.944	4.973
Total Compliance	105.605	123.297	118.118
Pollution Prevention			
<u>Pollution Prevention Manpower</u>			
Pollution Prevention Manpower	0.922	0.992	1.006
<u>Pollution Prevention Other</u>			
Miscellaneous Pollution Prevention Activities	0.261	0.464	0.472
<u>Pollution Prevention Projects</u>			
Air Pollution Reduction	0.000	0.001	0.001
Hazardous Material / Hazardous and Solid Waste	0.050	0.026	0.026
Water Pollution Reduction	0.008	0.011	0.011
Total Pollution Prevention Projects	0.058	0.038	0.038
Total Pollution Prevention	1.241	1.494	1.516
Conservation			
<u>Archaeology</u>			
Archeological/ Curation	0.006	0.015	0.015
Tribal Consultation/ Repatriation	0.003	0.006	0.006
Total Archaeology	0.009	0.021	0.021
<u>Conservation Cross-Cutting Programs</u>			
Conservation Education and Training	0.007	0.012	0.012

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PB28 Environmental Quality Funding - Budget Years

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 Defense Logistics Agency

REV & MGT FNDS	FY 2020	FY 2021	FY 2022
<u>DADW (Continued)</u>			
<u>Domestic (Continued)</u>			
<u>Conservation (Continued)</u>			
<u>Conservation Manpower</u>			
Cultural Resources Manpower	0.209	0.218	0.224
Natural Resources Manpower	0.243	0.222	0.228
Total Conservation Manpower	0.452	0.440	0.452
<u>Cultural Resources Other</u>			
Miscellaneous Cultural Resources Activities	0.285	0.295	0.305
<u>Historic Structures</u>			
Historic Built Environment	0.000	0.004	0.040
<u>Integrated Natural Resource Planning</u>			
Integrated Natural Resources Planning	0.030	0.130	0.061
<u>Listed and At-Risk Species</u>			
Threatened and Endangered Species; Candidate Species	0.010	0.007	0.007
<u>Natural Resources Other</u>			
Miscellaneous Natural Resources Activities	0.045	0.132	0.096
<u>Wetlands</u>			
Wetlands	0.050	0.030	0.031
Total Conservation	0.888	1.071	1.025
Total Domestic	107.734	125.862	120.659

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PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)

Defense Logistics Agency

REV & MGT FNDS	FY 2020	FY 2021	FY 2022
<u>DADW</u> (Continued)			
<u>Foreign</u>			
<u>Compliance</u>			
<u>Compliance Cross-Cutting Programs</u>			
Compliance Education and Training	0.013	0.041	0.042
<u>Compliance Manpower</u>			
Compliance Manpower	1.943	2.240	2.290
<u>Compliance Other</u>			
Miscellaneous Compliance Activities	0.000	0.000	0.000
<u>Compliance Related Cleanup</u>			
Overseas Remediation	0.000	0.600	0.612
<u>Planning</u>			
Environmental Impact Analysis	0.020	0.300	0.306
<u>Storage and Disposal</u>			
Hazardous Waste (RCRA - C)	0.046	0.250	0.153
USTs (RCRA - I)	4.626	5.500	8.772
Total Storage and Disposal	4.672	5.750	8.925
<u>Toxic Substances</u>			
Controlled Substances	0.000	0.001	0.001
<u>Water</u>			
Spill Prevention and Response/ASTs	1.183	0.500	0.510
Stormwater	0.018	0.000	0.000
Total Water	1.201	0.500	0.510
Total Compliance	7.849	9.432	12.686
Total Foreign	7.849	9.432	12.686

Department of Defense
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PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)
 Defense Logistics Agency

REV & MGT FNDS	FY 2020	FY 2021	FY 2022
DADW (Summary)			
Environmental Activity Cost Type Totals			
Compliance	113.454	132.729	130.804
Pollution Prevention	1.241	1.494	1.516
Conservation	0.888	1.071	1.025
Total	115.583	135.294	133.345
Location Totals			
Domestic	107.734	125.862	120.659
Foreign	7.849	9.432	12.686
Total	115.583	135.294	133.345
<hr/>			
DLA TOTALS			
Environmental Activity Cost Type Totals			
Compliance	178.026	193.716	137.597
Pollution Prevention	8.169	9.290	9.830
Conservation	0.888	1.071	1.025
Total	187.083	204.077	148.452
Location Totals			
Domestic	179.234	194.642	135.762
Foreign	7.849	9.435	12.690
Total	187.083	204.077	148.452

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PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)
 Defense Education Activity

	FY 2020	FY 2021	FY 2022
OPR & MAINT			
DADW			
<u>Domestic</u>			
Compliance			
<u>Compliance Other</u>			
Miscellaneous Compliance Activities	0.000	0.000	1.988
<u>Storage and Disposal</u>			
Hazardous Waste (RCRA - C)	0.040	0.459	0.468
Total Compliance	0.040	0.459	2.456
Total Domestic	0.040	0.459	2.456

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PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)

Defense Education Activity

	FY 2020	FY 2021	FY 2022
OPR & MAINT			
DADW (Continued)			
<u>Foreign</u>			
Compliance			
<u>Storage and Disposal</u>			
Hazardous Waste (RCRA - C)	2.456	2.404	0.000
Total Compliance	<u>2.456</u>	<u>2.404</u>	<u>0.000</u>
Total Foreign	<u>2.456</u>	<u>2.404</u>	<u>0.000</u>

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PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)

Defense Education Activity

OPR & MAINT	FY 2020	FY 2021	FY 2022
DADW (Summary)			
Environmental Activity Cost Type Totals			
Compliance	2.496	2.863	2.456
Pollution Prevention	0.000	0.000	0.000
Conservation	0.000	0.000	0.000
Total	2.496	2.863	2.456
Location Totals			
Domestic	0.040	0.459	2.456
Foreign	2.456	2.404	0.000
Total	2.496	2.863	2.456
<hr/>			
DODEA TOTALS			
Environmental Activity Cost Type Totals			
Compliance	2.496	2.863	2.456
Pollution Prevention	0.000	0.000	0.000
Conservation	0.000	0.000	0.000
Total	2.496	2.863	2.456
Location Totals			
Domestic	0.040	0.459	2.456
Foreign	2.456	2.404	0.000
Total	2.496	2.863	2.456

Department of Defense
Fiscal Year (FY) 2022 President's Budget
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PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)

Missile Defense Agency

RDT&E	FY 2020	FY 2021	FY 2022
DADW			
<u>Domestic</u>			
Compliance			
<u>Air</u>			
Stationary and Mobile Sources	0.259	0.672	0.074
<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	0.038	0.012	0.013
Total Compliance Cross-Cutting Programs	0.113	0.088	0.089
<u>Compliance Manpower</u>			
Compliance Manpower	4.281	4.338	4.768
<u>Compliance Other</u>			
Miscellaneous Compliance Activities	0.231	0.001	0.031
<u>Planning</u>			
Environmental Impact Analysis	2.479	7.105	1.605
<u>Storage and Disposal</u>			
Hazardous Waste (RCRA - C)	4.548	3.785	0.623
Solid Waste (RCRA - D)	0.033	0.034	0.034
Total Storage and Disposal	4.581	3.819	0.658
<u>Toxic Substances</u>			
Controlled Substances	0.002	0.002	0.003
EPCRA Reporting (TRI and Tier I&II)	0.001	0.002	0.002
Total Toxic Substances	0.004	0.004	0.004
<u>Water</u>			
Safe Drinking Water	0.004	0.009	0.004
Spill Prevention and Response/ASTs	0.006	0.006	0.006
Stormwater	0.005	0.006	0.006
Wastewater	0.001	0.001	0.001
Total Water	0.015	0.022	0.017
Total Compliance	11.963	16.047	7.245

Department of Defense
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PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)
Missile Defense Agency

RDT&E	FY 2020	FY 2021	FY 2022
DADW (Continued)			
<u>Domestic (Continued)</u>			
Pollution Prevention			
<u>Pollution Prevention Other</u>			
Miscellaneous Pollution Prevention Activities	0.010	0.010	0.010
<u>Pollution Prevention Projects</u>			
Air Pollution Reduction	0.065	0.065	0.065
Hazardous Material / Hazardous and Solid Waste	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	0.050	0.100	0.000
<u>Integrated Natural Resource Planning</u>			
Integrated Natural Resources Planning	0.010	0.000	0.000
<u>Natural Resources Other</u>			
Miscellaneous Natural Resources Activities	0.102	0.002	0.002
Total Conservation	0.164	0.104	0.004
Total Domestic	12.227	16.252	7.350

Department of Defense
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PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)

Missile Defense Agency

	FY 2020	FY 2021	FY 2022
RDT&E			
DADW (Continued)			
<u>Foreign</u>			
Compliance			
<u>Compliance Other</u>			
Miscellaneous Compliance Activities	0.050	0.000	0.000
Total Compliance	0.050	0.000	0.000
Total Foreign	0.050	0.000	0.000

Department of Defense
 Fiscal Year (FY) 2022 President's Budget
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PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)
 Missile Defense Agency

RDT&E	FY 2020	FY 2021	FY 2022
DADW (Summary)			
Environmental Activity Cost Type Totals			
Compliance	12.013	16.047	7.245
Pollution Prevention	0.100	0.100	0.100
Conservation	0.164	0.104	0.004
Total	12.277	16.252	7.350
Location Totals			
Domestic	12.227	16.252	7.350
Foreign	0.050	0.000	0.000
Total	12.277	16.252	7.350
<hr/>			
MDA TOTALS			
Environmental Activity Cost Type Totals			
Compliance	12.013	16.047	7.245
Pollution Prevention	0.100	0.100	0.100
Conservation	0.164	0.104	0.004
Total	12.277	16.252	7.350
Location Totals			
Domestic	12.227	16.252	7.350
Foreign	0.050	0.000	0.000
Total	12.277	16.252	7.350

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PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)

Under Secretary of Defense for Acquisition and Sustainment

OPR & MAINT	FY 2020	FY 2021	FY 2022
DADW			
<u>Domestic</u>			
Compliance			
<u>Compliance Cross-Cutting Programs</u>			
Multi-Program Management	4.878	1.344	17.286
<u>Compliance Related Cleanup</u>			
Other Compliance-Related Assessment and Cleanup	15.962	9.497	12.000
Total Compliance	20.840	10.841	29.286
Pollution Prevention			
<u>Pollution Prevention Other</u>			
Miscellaneous Pollution Prevention Activities	1.522	1.017	1.450
Total Pollution Prevention	1.522	1.017	1.450
Conservation			
<u>Natural Resources Other</u>			
Miscellaneous Natural Resources Activities	103.274	107.018	153.353
Total Conservation	103.274	107.018	153.353
Total Domestic	125.636	118.876	184.089

Department of Defense
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PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)

Under Secretary of Defense for Acquisition and Sustainment

OPR & MAINT	FY 2020	FY 2021	FY 2022
DADW (Continued)			
<u>Foreign</u>			
Pollution Prevention			
<u>Pollution Prevention Other</u>			
Miscellaneous Pollution Prevention Activities	0.000	0.000	0.000
Total Pollution Prevention	0.000	0.000	0.000
Total Foreign	0.000	0.000	0.000

Department of Defense
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PB28 Environmental Quality Funding - Budget Years

(Current \$ Millions)

Under Secretary of Defense for Acquisition and Sustainment

OPR & MAINT	FY 2020	FY 2021	FY 2022
DADW (Summary)			
Environmental Activity Cost Type Totals			
Compliance	20.840	10.841	29.286
Pollution Prevention	1.522	1.017	1.450
Conservation	103.274	107.018	153.353
Total	125.636	118.876	184.089
Location Totals			
Domestic	125.636	118.876	184.089
Foreign	0.000	0.000	0.000
Total	125.636	118.876	184.089
<hr/>			
OUSD(A&S) TOTALS			
Environmental Activity Cost Type Totals			
Compliance	20.840	10.841	29.286
Pollution Prevention	1.522	1.017	1.450
Conservation	103.274	107.018	153.353
Total	125.636	118.876	184.089
Location Totals			
Domestic	125.636	118.876	184.089
Foreign	0.000	0.000	0.000
Total	125.636	118.876	184.089

**Department of Defense
Fiscal Year (FY) 2022 President's Budget
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SOCOM Spares and Repair Parts

**Department of Defense
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**Department of Defense
Fiscal Year (FY) 2022 President's Budget
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	FY 2020	FY 2021	FY 2022	FY 2020-FY 2021	FY 2021-FY 2022
	<u>(\$ in M)</u>	<u>(\$ in M)</u>	<u>(\$ in M)</u>	<u>CHANGE</u>	<u>CHANGE</u>
				<u>(\$ in M)</u>	<u>(\$ in M)</u>
<u>DEPOT LEVEL REPARABLES (DLRs)</u>					
<u>COMMODITY:</u>					
AIRFRAMES	207.1	255.6	209.4	48.5	-46.2
AIRCRAFT ENGINES	53.0	43.6	39.6	-9.4	-4.0
COMBAT VEHICLES	0.0	0.0	0.0	0.0	0.0
OTHER		0.0	0.0		
MISSILES	0.0	0.0	0.0	0.0	0.0
COMMUNICATIONS EQUIPMENT	3.0	3.4	2.9	0.4	-0.5
OTHER MISC	<u>0.4</u>	<u>1.1</u>	<u>1.0</u>	<u>0.7</u>	<u>-0.1</u>
TOTAL	263.5	303.7	252.9	40.2	-50.8
<u>CONSUMABLES</u>					
<u>COMMODITY:</u>					
AIRFRAMES	72.4	119.8	79.7	47.4	-40.1
AIRCRAFT ENGINES	21.3	17.0	18.2	-4.3	1.2
COMBAT VEHICLES	0.0	0.0	0.0	0.0	0.0
OTHER		0.0	0.0		
MISSILES	0.0	0.0	0.0	0.0	0.0
COMMUNICATIONS EQUIPMENT	5.4	4.3	4.6	-1.1	0.3
OTHER MISC	<u>17.1</u>	<u>5.1</u>	<u>5.8</u>	<u>-12.0</u>	<u>0.7</u>
TOTAL	116.2	146.2	108.3	30.0	-37.9

FY 2021– FY 2022 Changes:

The primary drivers for the change in Depot Level Reparables and Consumables is a decrease in the Air Force Working Capital Fund (WCF) rates associated with the General Support Division (GSD) parts, and a reduction in consumption of engines, propellers, and avionics parts due to the AC-130W divestiture and MC-130H drawdown.

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Defense-Wide Civilian Personnel Costs

**Department of Defense
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Operation and Maintenance, Defense-Wide												Date: May 2021				
Defense Media Activity (FY 2020)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>
	<u>Begin</u>	<u>End</u>	<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>Total</u>	<u>Comp</u>	<u>Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>Basic</u>	<u>Total</u>	<u>Comp</u>	<u>% BC</u>	<u>% BC</u>
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pav</u>	<u>Pav</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	605	524	520	50,537	581	178	1,126	1,885	52,422	17,075	69,497	\$97,187	\$100,812	\$133,648	3.7%	33.8%
D1. US Direct Hire (USDH)	541	468	464	48,404	581	178	1,126	1,885	50,289	16,575	66,864	\$104,319	\$108,381	\$144,103	3.9%	34.2%
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	536	463	459	48,121	577	178	1,122	1,877	49,998	16,458	66,456	\$104,839	\$108,928	\$144,784	3.9%	34.2%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	5	5	5	283	4	-	4	8	291	117	408	\$56,600	\$58,200	\$81,600	2.8%	41.3%
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	27	25	25	778	-	-	-	-	778	-	778	\$31,120	\$31,120	\$31,120	0.0%	0.0%
D3. Total Direct Hire	568	493	489	49,182	581	178	1,126	1,885	51,067	16,575	67,642	\$100,577	\$104,431	\$138,327	3.8%	33.7%
D4. Indirect Hire Foreign Nationals (IHFN)	37	31	31	1,355	-	-	-	-	1,355	-	1,355	\$43,710	\$43,710	\$43,710	0.0%	0.0%
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>605</i>	<i>524</i>	<i>520</i>	<i>50,537</i>	<i>581</i>	<i>178</i>	<i>1,126</i>	<i>1,885</i>	<i>52,422</i>	<i>16,575</i>	<i>68,997</i>	<i>\$97,187</i>	<i>\$100,812</i>	<i>\$132,687</i>	<i>3.7%</i>	<i>32.8%</i>
D5. Other Object Class 13 Benefits										500	500					
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)										500	500					
D5d. Foreign National Separation Liability Accrual																

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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												-	-	-	-

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Total Personnel (includes OC 13)	605	524	520	50,537	581	178	1,126	1,885	52,422	17,075	69,497	\$97,187	\$100,812	\$133,648	3.7%	33.8%
T1. US Direct Hire (USDH)	541	468	464	48,404	581	178	1,126	1,885	50,289	16,575	66,864	\$104,319	\$108,381	\$144,103	3.9%	34.2%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	536	463	459	48,121	577	178	1,122	1,877	49,998	16,458	66,456	\$104,839	\$108,928	\$144,784	3.9%	34.2%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	5	5	5	283	4	0	4	8	291	117	408	\$56,600	\$58,200	\$81,600	2.8%	41.3%
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	25	25	778	0	0	0	0	778	0	778	\$31,120	\$31,120	\$31,120	0.0%	0.0%
T3. Total Direct Hire	568	493	489	49,182	581	178	1,126	1,885	51,067	16,575	67,642	\$100,577	\$104,431	\$138,327	3.8%	33.7%
T4. Indirect Hire Foreign Nationals (IHFN)	37	31	31	1,355	0	0	0	0	1,355	0	1,355	\$43,710	\$43,710	\$43,710	0.0%	0.0%
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>605</i>	<i>524</i>	<i>520</i>	<i>50,537</i>	<i>581</i>	<i>178</i>	<i>1,126</i>	<i>1,885</i>	<i>52,422</i>	<i>16,575</i>	<i>68,997</i>	<i>\$97,187</i>	<i>\$100,812</i>	<i>\$132,687</i>	<i>3.7%</i>	<i>32.8%</i>
T5. Other Object Class 13 Benefits										500	500					
T5a. USDH - Benefits for Former Employees										0	0					
T5b. DHFN - Benefits for Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										500	500					
T5d. Foreign National Separation Liability Accrual										0	0					

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<u>Operation and Maintenance, Defense-Wide</u>												Date: May 2021				
Defense Media Activity (FY 2021)																
	(\$ in Thousands)											<u>Rates</u>				
	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		Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	l	m	n	o	p
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pay</u>	<u>Pay</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	573	560	560	51,807	408	250	1,487	2,145	53,952	15,739	69,691	\$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																

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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												-	-	-	-

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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	<i>\$174,000</i>	<i>\$174,000</i>	<i>\$220,000</i>	0.0%	26.4%
T1b. General Schedule	504	484	484	48,929	400	250	1,485	2,135	51,064	15,613	66,677	<i>\$101,093</i>	<i>\$105,504</i>	<i>\$137,762</i>	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	<i>\$52,800</i>	<i>\$54,800</i>	<i>\$70,800</i>	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	<i>\$28,000</i>	<i>\$28,000</i>	<i>\$28,000</i>	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	<i>\$40,000</i>	<i>\$40,000</i>	<i>\$40,000</i>	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											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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<u>Operation and Maintenance, Defense-Wide</u>												Date: May 2021				
Defense Media Activity (FY 2022)																
	(\$ in Thousands)											<u>Rates</u>				
	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		Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	l	m	n	o	p
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pay</u>	<u>Pay</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	560	575	575	53,410	410	125	1,507	2,042	55,452	17,599	73,051	\$92,887	\$96,438	\$127,045	3.8%	33.0%
D1. US Direct Hire (USDH)	490	505	505	50,904	410	125	1,507	2,042	52,946	17,199	70,145	\$100,800	\$104,844	\$138,901	4.0%	33.8%
D1a. Senior Executive Schedule	1	1	1	181	-	-	-	-	181	44	225	\$181,000	\$181,000	\$225,000	0.0%	24.3%
D1b. General Schedule	484	499	499	50,453	400	125	1,500	2,025	52,478	17,062	69,540	\$101,108	\$105,166	\$139,359	4.0%	33.8%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	5	5	5	270	10	-	7	17	287	93	380	\$54,000	\$57,400	\$76,000	6.3%	34.4%
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	30	30	30	863	-	-	-	-	863	-	863	\$28,767	\$28,767	\$28,767	0.0%	0.0%
D3. Total Direct Hire	520	535	535	51,767	410	125	1,507	2,042	53,809	17,199	71,008	\$96,761	\$100,578	\$132,725	3.9%	33.2%
D4. Indirect Hire Foreign Nationals (IHFN)	40	40	40	1,643	-	-	-	-	1,643	-	1,643	\$41,075	\$41,075	\$41,075	0.0%	0.0%
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>560</i>	<i>575</i>	<i>575</i>	<i>53,410</i>	<i>410</i>	<i>125</i>	<i>1,507</i>	<i>2,042</i>	<i>55,452</i>	<i>17,199</i>	<i>72,651</i>	<i>\$92,887</i>	<i>\$96,438</i>	<i>\$126,350</i>	<i>3.8%</i>	<i>32.2%</i>
D5. Other Object Class 13 Benefits											400	400				
D5a. USDH - Benefits for Former Employees											-	-				
D5b. DHFN - Benefits for Former Employees											-	-				
D5c. Voluntary Separation Incentive Pay (VSIP)											400	400				
D5d. Foreign National Separation Liability Accrual											-	-				

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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												-	-	-	-

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Total Personnel (includes OC 13)	560	575	575	53,410	410	125	1,507	2,042	55,452	17,599	73,051	\$92,887	\$96,438	\$127,045	3.8%	33.0%
T1. US Direct Hire (USDH)	490	505	505	50,904	410	125	1,507	2,042	52,946	17,199	70,145	\$100,800	\$104,844	\$138,901	4.0%	33.8%
T1a. Senior Executive Schedule	1	1	1	181	0	0	0	0	181	44	225	\$181,000	\$181,000	\$225,000	0.0%	24.3%
T1b. General Schedule	484	499	499	50,453	400	125	1,500	2,025	52,478	17,062	69,540	\$101,108	\$105,166	\$139,359	4.0%	33.8%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	5	5	5	270	10	0	7	17	287	93	380	\$54,000	\$57,400	\$76,000	6.3%	34.4%
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)	30	30	30	863	0	0	0	0	863	0	863	\$28,767	\$28,767	\$28,767	0.0%	0.0%
T3. Total Direct Hire	520	535	535	51,767	410	125	1,507	2,042	53,809	17,199	71,008	\$96,761	\$100,578	\$132,725	3.9%	33.2%
T4. Indirect Hire Foreign Nationals (IHFN)	40	40	40	1,643	0	0	0	0	1,643	0	1,643	\$41,075	\$41,075	\$41,075	0.0%	0.0%
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>560</i>	<i>575</i>	<i>575</i>	<i>53,410</i>	<i>410</i>	<i>125</i>	<i>1,507</i>	<i>2,042</i>	<i>55,452</i>	<i>17,199</i>	<i>72,651</i>	<i>\$92,887</i>	<i>\$96,438</i>	<i>\$126,350</i>	<i>3.8%</i>	<i>32.2%</i>
T5. Other Object Class 13 Benefits										400	400					
T5a. USDH - Benefits for Former Employees										0	0					
T5b. DHFN - Benefits for Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										400	400					
T5d. Foreign National Separation Liability Accrual										0	0					

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Operation and Maintenance, Defense-Wide											Date: May 2021					
Defense Acquisition University (FY 2020)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>e + f + g</u>		<u>d + h</u>	<u>i + j</u>		<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>
	<u>Begin</u>	<u>End</u>		<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>h</u>	<u>i</u>	<u>i</u>	<u>k</u>	<u>l</u>	<u>m</u>	<u>n</u>	<u>o</u>	<u>p</u>
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pav</u>	<u>Pav</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	690	669	616	86,756	52	3	2,508	2,563	89,319	27,093	116,412	\$140,838	\$144,998	\$188,981	3.0%	31.2%
D1. US Direct Hire (USDH)	690	669	616	86,756	52	3	2,508	2,563	89,319	26,813	116,132	\$140,838	\$144,998	\$188,526	3.0%	30.9%
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	158	160	18,299	27	-	614	641	18,940	5,277	24,217	\$114,369	\$118,375	\$151,356	3.5%	28.8%
D1c. Special Schedule	520	510	455	68,260	25	3	1,874	1,902	70,162	21,472	91,634	\$150,022	\$154,202	\$201,393	2.8%	31.5%
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	690	669	616	86,756	52	3	2,508	2,563	89,319	26,813	116,132	\$140,838	\$144,998	\$188,526	3.0%	30.9%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>690</i>	<i>669</i>	<i>616</i>	<i>86,756</i>	<i>52</i>	<i>3</i>	<i>2,508</i>	<i>2,563</i>	<i>89,319</i>	<i>26,813</i>	<i>116,132</i>	<i>\$140,838</i>	<i>\$144,998</i>	<i>\$188,526</i>	<i>3.0%</i>	<i>30.9%</i>
D5. Other Object Class 13 Benefits										280	280					
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)										280	280					
D5d. Foreign National Separation Liability Accrual																

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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												-	-	-	-

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Total Personnel (includes OC 13)	690	669	616	86,756	52	3	2,508	2,563	89,319	27,093	116,412	\$140,838	\$144,998	\$188,981	3.0%	31.2%
T1. US Direct Hire (USDH)	690	669	616	86,756	52	3	2,508	2,563	89,319	26,813	116,132	\$140,838	\$144,998	\$188,526	3.0%	30.9%
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	158	160	18,299	27	0	614	641	18,940	5,277	24,217	\$114,369	\$118,375	\$151,356	3.5%	28.8%
T1c. Special Schedule	520	510	455	68,260	25	3	1,874	1,902	70,162	21,472	91,634	\$150,022	\$154,202	\$201,393	2.8%	31.5%
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	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	690	669	616	86,756	52	3	2,508	2,563	89,319	26,813	116,132	\$140,838	\$144,998	\$188,526	3.0%	30.9%
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>	<i>690</i>	<i>669</i>	<i>616</i>	<i>86,756</i>	<i>52</i>	<i>3</i>	<i>2,508</i>	<i>2,563</i>	<i>89,319</i>	<i>26,813</i>	<i>116,132</i>	<i>\$140,838</i>	<i>\$144,998</i>	<i>\$188,526</i>	<i>3.0%</i>	<i>30.9%</i>
T5. Other Object Class 13 Benefits										280	280					
T5a. USDH - Benefits for Former Employees										0	0					
T5b. DHFN - Benefits for Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										280	280					
T5d. Foreign National Separation Liability Accrual										0	0					

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<u>Operation and Maintenance, Defense-Wide</u>											Date: May 2021					
Defense Acquisition University (FY 2021)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>
	<u>Begin</u>	<u>End</u>		<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>Total</u>	<u>Comp</u>	<u>Benefits</u>	<u>Comp</u>	<u>l</u>	<u>m</u>	<u>n</u>	<u>o</u>	<u>p</u>
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pav</u>	<u>Pav</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	669	621	568	80,854	52	3	2,411	2,466	83,320	27,234	110,554	\$142,349	\$146,690	\$194,637	3.0%	33.7%
D1. US Direct Hire (USDH)	669	621	568	80,854	52	3	2,411	2,466	83,320	27,234	110,554	\$142,349	\$146,690	\$194,637	3.0%	33.7%
D1a. Senior Executive Schedule	1	1	1	198	-	-	20	20	218	64	282	\$198,000	\$218,000	\$282,000	10.1%	32.3%
D1b. General Schedule	158	146	146	16,865	27	-	574	601	17,466	5,382	22,848	\$115,514	\$119,630	\$156,493	3.6%	31.9%
D1c. Special Schedule	510	474	421	63,791	25	3	1,817	1,845	65,636	21,788	87,424	\$151,523	\$155,905	\$207,658	2.9%	34.2%
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	669	621	568	80,854	52	3	2,411	2,466	83,320	27,234	110,554	\$142,349	\$146,690	\$194,637	3.0%	33.7%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>669</i>	<i>621</i>	<i>568</i>	<i>80,854</i>	<i>52</i>	<i>3</i>	<i>2,411</i>	<i>2,466</i>	<i>83,320</i>	<i>27,234</i>	<i>110,554</i>	<i>\$142,349</i>	<i>\$146,690</i>	<i>\$194,637</i>	<i>3.0%</i>	<i>33.7%</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																

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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												-	-	-	-

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Total Personnel (includes OC 13)	669	621	568	80,854	52	3	2,411	2,466	83,320	27,234	110,554	\$142,349	\$146,690	\$194,637	3.0%	33.7%
T1. US Direct Hire (USDH)	669	621	568	80,854	52	3	2,411	2,466	83,320	27,234	110,554	\$142,349	\$146,690	\$194,637	3.0%	33.7%
T1a. Senior Executive Schedule	1	1	1	198	0	0	20	20	218	64	282	\$198,000	\$218,000	\$282,000	10.1%	32.3%
T1b. General Schedule	158	146	146	16,865	27	0	574	601	17,466	5,382	22,848	\$115,514	\$119,630	\$156,493	3.6%	31.9%
T1c. Special Schedule	510	474	421	63,791	25	3	1,817	1,845	65,636	21,788	87,424	\$151,523	\$155,905	\$207,658	2.9%	34.2%
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	669	621	568	80,854	52	3	2,411	2,466	83,320	27,234	110,554	\$142,349	\$146,690	\$194,637	3.0%	33.7%
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>	<i>669</i>	<i>621</i>	<i>568</i>	<i>80,854</i>	<i>52</i>	<i>3</i>	<i>2,411</i>	<i>2,466</i>	<i>83,320</i>	<i>27,234</i>	<i>110,554</i>	<i>\$142,349</i>	<i>\$146,690</i>	<i>\$194,637</i>	<i>3.0%</i>	<i>33.7%</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					

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<u>Operation and Maintenance, Defense-Wide</u>												Date: May 2021				
Defense Acquisition University (FY 2022)																
(\$ in Thousands)												<u>Rates</u>				
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>
	<u>Begin</u>	<u>End</u>		<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>Total</u>	<u>Comp</u>	<u>Benefits</u>	<u>Comp</u>	<u>l</u>	<u>m</u>	<u>n</u>	<u>o</u>	<u>p</u>
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pay</u>	<u>Pay</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	621	621	572	83,035	52	3	2,478	2,533	85,568	28,292	113,860	\$145,166	\$149,594	\$199,056	3.1%	34.1%
D1. US Direct Hire (USDH)	621	621	572	83,035	52	3	2,478	2,533	85,568	28,292	113,860	\$145,166	\$149,594	\$199,056	3.1%	34.1%
D1a. Senior Executive Schedule	1	1	1	202	-	-	20	20	222	65	287	\$202,000	\$222,000	\$287,000	9.9%	32.2%
D1b. General Schedule	146	148	148	17,484	27	-	596	623	18,107	5,682	23,789	\$118,135	\$122,345	\$160,736	3.6%	32.5%
D1c. Special Schedule	474	472	423	65,349	25	3	1,862	1,890	67,239	22,545	89,784	\$154,489	\$158,957	\$212,255	2.9%	34.5%
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	621	621	572	83,035	52	3	2,478	2,533	85,568	28,292	113,860	\$145,166	\$149,594	\$199,056	3.1%	34.1%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>621</i>	<i>621</i>	<i>572</i>	<i>83,035</i>	<i>52</i>	<i>3</i>	<i>2,478</i>	<i>2,533</i>	<i>85,568</i>	<i>28,292</i>	<i>113,860</i>	<i>\$145,166</i>	<i>\$149,594</i>	<i>\$199,056</i>	<i>3.1%</i>	<i>34.1%</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																

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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												-	-	-	-

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Total Personnel (includes OC 13)	621	621	572	83,035	52	3	2,478	2,533	85,568	28,292	113,860	\$145,166	\$149,594	\$199,056	3.1%	34.1%
T1. US Direct Hire (USDH)	621	621	572	83,035	52	3	2,478	2,533	85,568	28,292	113,860	\$145,166	\$149,594	\$199,056	3.1%	34.1%
T1a. Senior Executive Schedule	1	1	1	202	0	0	20	20	222	65	287	\$202,000	\$222,000	\$287,000	9.9%	32.2%
T1b. General Schedule	146	148	148	17,484	27	0	596	623	18,107	5,682	23,789	\$118,135	\$122,345	\$160,736	3.6%	32.5%
T1c. Special Schedule	474	472	423	65,349	25	3	1,862	1,890	67,239	22,545	89,784	\$154,489	\$158,957	\$212,255	2.9%	34.5%
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	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	621	621	572	83,035	52	3	2,478	2,533	85,568	28,292	113,860	\$145,166	\$149,594	\$199,056	3.1%	34.1%
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>	<i>621</i>	<i>621</i>	<i>572</i>	<i>83,035</i>	<i>52</i>	<i>3</i>	<i>2,478</i>	<i>2,533</i>	<i>85,568</i>	<i>28,292</i>	<i>113,860</i>	<i>\$145,166</i>	<i>\$149,594</i>	<i>\$199,056</i>	<i>3.1%</i>	<i>34.1%</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			

**Department of Defense
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Operation and Maintenance, Defense-Wide												Date: May 2021				
Defense Contract Audit Agency (FY 2020)																
	(\$ 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	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	Comp	% BC	% BC
	Strength	Strength	FTEs	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>4,057</u>	<u>4,060</u>	<u>3,971</u>	<u>382,996</u>	<u>544</u>	<u>28</u>	<u>5,342</u>	<u>5,914</u>	<u>388,910</u>	<u>143,419</u>	<u>532,329</u>	<u>\$96,448</u>	<u>\$97,938</u>	<u>\$134,054</u>	<u>1.5%</u>	<u>37.4%</u>
D1. US Direct Hire (USDH)	<u>4,057</u>	<u>4,060</u>	<u>3,971</u>	<u>382,996</u>	<u>544</u>	<u>28</u>	<u>5,342</u>	<u>5,914</u>	<u>388,910</u>	<u>143,419</u>	<u>532,329</u>	<u>\$96,448</u>	<u>\$97,938</u>	<u>\$134,054</u>	<u>1.5%</u>	<u>37.4%</u>
D1a. Senior Executive Schedule	16	17	17	3,237	-	-	205	205	3,442	989	4,431	\$190,412	\$202,471	\$260,647	6.3%	30.6%
D1b. General Schedule	4,041	4,043	3,954	379,759	544	28	5,137	5,709	385,468	142,430	527,898	\$96,044	\$97,488	\$133,510	1.5%	37.5%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	<u>4,057</u>	<u>4,060</u>	<u>3,971</u>	<u>382,996</u>	<u>544</u>	<u>28</u>	<u>5,342</u>	<u>5,914</u>	<u>388,910</u>	<u>143,419</u>	<u>532,329</u>	<u>\$96,448</u>	<u>\$97,938</u>	<u>\$134,054</u>	<u>1.5%</u>	<u>37.4%</u>
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<u>4,057</u>	<u>4,060</u>	<u>3,971</u>	<u>382,996</u>	<u>544</u>	<u>28</u>	<u>5,342</u>	<u>5,914</u>	<u>388,910</u>	<u>143,419</u>	<u>532,329</u>	<u>\$96,448</u>	<u>\$97,938</u>	<u>\$134,054</u>	<u>1.5%</u>	<u>37.4%</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																

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Reimbursable Funded Personnel (includes OC 13)	290	307	307	28,793	0	0	0	0	28,793	10,454	39,247	\$93,788	\$93,788	\$127,840	0.0%	36.3%
R1. US Direct Hire (USDH)	290	307	307	28,793	-	-	-	-	28,793	10,454	39,247	\$93,788	\$93,788	\$127,840	0.0%	36.3%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	290	307	307	28,793	-	-	-	-	28,793	10,454	39,247	\$93,788	\$93,788	\$127,840	0.0%	36.3%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	290	307	307	28,793	-	-	-	-	28,793	10,454	39,247	\$93,788	\$93,788	\$127,840	0.0%	36.3%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>290</i>	<i>307</i>	<i>307</i>	<i>28,793</i>	-	-	-	-	<i>28,793</i>	<i>10,454</i>	<i>39,247</i>	<i>\$93,788</i>	<i>\$93,788</i>	<i>\$127,840</i>	<i>0.0%</i>	<i>36.3%</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																

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Total Personnel (includes OC 13)	4,347	4,367	4,278	411,789	544	28	5,342	5,914	417,703	153,873	571,576	\$96,257	\$97,640	\$133,608	1.4%	37.4%
T1. US Direct Hire (USDH)	4,347	4,367	4,278	411,789	544	28	5,342	5,914	417,703	153,873	571,576	\$96,257	\$97,640	\$133,608	1.4%	37.4%
T1a. Senior Executive Schedule	16	17	17	3,237	0	0	205	205	3,442	989	4,431	\$190,412	\$202,471	\$260,647	6.3%	30.6%
T1b. General Schedule	4,331	4,350	4,261	408,552	544	28	5,137	5,709	414,261	152,884	567,145	\$95,882	\$97,222	\$133,101	1.4%	37.4%
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	4,347	4,367	4,278	411,789	544	28	5,342	5,914	417,703	153,873	571,576	\$96,257	\$97,640	\$133,608	1.4%	37.4%
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>	<i>4,347</i>	<i>4,367</i>	<i>4,278</i>	<i>411,789</i>	<i>544</i>	<i>28</i>	<i>5,342</i>	<i>5,914</i>	<i>417,703</i>	<i>153,873</i>	<i>571,576</i>	<i>\$96,257</i>	<i>\$97,640</i>	<i>\$133,608</i>	<i>1.4%</i>	<i>37.4%</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			

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<u>Operation and Maintenance, Defense-Wide</u>												Date: May 2021					
Defense Contract Audit Agency (FY 2021)																	
	(\$ in Thousands)											<u>Rates</u>					
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>	
	<u>Begin</u>	<u>End</u>		<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>Total</u>	<u>Comp</u>	<u>Benefits</u>	<u>Comp</u>	<u>Basic</u>	<u>Total</u>	<u>Comp</u>	<u>% BC</u>	<u>% BC</u>	
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pav</u>	<u>Pav</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>	
Direct Funded Personnel (includes OC 13)	4,060	3,630	3,800	364,615	886	124	12,048	13,058	377,673	143,120	520,793	\$95,951	\$99,388	\$137,051	3.6%	39.3%	
D1. US Direct Hire (USDH)	4,060	3,630	3,800	364,615	886	124	12,048	13,058	377,673	143,120	520,793	\$95,951	\$99,388	\$137,051	3.6%	39.3%	
D1a. Senior Executive Schedule		17	18	18	3,209	-	-	203	203	3,412	1,211	4,623	\$178,278	\$189,556	\$256,833	6.3%	37.7%
D1b. General Schedule	4,043	3,612	3,782	361,406	886	124	11,845	12,855	374,261	141,909	516,170	\$95,559	\$98,958	\$136,481	3.6%	39.3%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire	4,060	3,630	3,800	364,615	886	124	12,048	13,058	377,673	143,120	520,793	\$95,951	\$99,388	\$137,051	3.6%	39.3%	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>4,060</i>	<i>3,630</i>	<i>3,800</i>	<i>364,615</i>	<i>886</i>	<i>124</i>	<i>12,048</i>	<i>13,058</i>	<i>377,673</i>	<i>143,120</i>	<i>520,793</i>	<i>\$95,951</i>	<i>\$99,388</i>	<i>\$137,051</i>	<i>3.6%</i>	<i>39.3%</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																	

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Reimbursable Funded Personnel (includes OC 13)	<u>307</u>	<u>272</u>	<u>272</u>	<u>24,725</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>24,725</u>	<u>9,354</u>	<u>34,079</u>	<u>\$90,901</u>	<u>\$90,901</u>	<u>\$125,290</u>	<u>0.0%</u>	<u>37.8%</u>
R1. US Direct Hire (USDH)	307	272	272	24,725	-	-	-	-	24,725	9,354	34,079	<i>\$90,901</i>	<i>\$90,901</i>	<i>\$125,290</i>	<i>0.0%</i>	<i>37.8%</i>
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	307	272	272	24,725	-	-	-	-	24,725	9,354	34,079	<i>\$90,901</i>	<i>\$90,901</i>	<i>\$125,290</i>	<i>0.0%</i>	<i>37.8%</i>
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	307	272	272	24,725	-	-	-	-	24,725	9,354	34,079	<i>\$90,901</i>	<i>\$90,901</i>	<i>\$125,290</i>	<i>0.0%</i>	<i>37.8%</i>
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>307</i>	<i>272</i>	<i>272</i>	<i>24,725</i>	-	-	-	-	<i>24,725</i>	<i>9,354</i>	<i>34,079</i>	<i>\$90,901</i>	<i>\$90,901</i>	<i>\$125,290</i>	<i>0.0%</i>	<i>37.8%</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																

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Total Personnel (includes OC 13)	4,367	3,902	4,072	389,340	886	124	12,048	13,058	402,398	152,474	554,872	\$95,614	\$98,821	\$136,265	3.4%	39.2%
T1. US Direct Hire (USDH)	4,367	3,902	4,072	389,340	886	124	12,048	13,058	402,398	152,474	554,872	\$95,614	\$98,821	\$136,265	3.4%	39.2%
T1a. Senior Executive Schedule	17	18	18	3,209	0	0	203	203	3,412	1,211	4,623	\$178,278	\$189,556	\$256,833	6.3%	37.7%
T1b. General Schedule	4,350	3,884	4,054	386,131	886	124	11,845	12,855	398,986	151,263	550,249	\$95,247	\$98,418	\$135,730	3.3%	39.2%
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	4,367	3,902	4,072	389,340	886	124	12,048	13,058	402,398	152,474	554,872	\$95,614	\$98,821	\$136,265	3.4%	39.2%
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>	<i>4,367</i>	<i>3,902</i>	<i>4,072</i>	<i>389,340</i>	<i>886</i>	<i>124</i>	<i>12,048</i>	<i>13,058</i>	<i>402,398</i>	<i>152,474</i>	<i>554,872</i>	<i>\$95,614</i>	<i>\$98,821</i>	<i>\$136,265</i>	<i>3.4%</i>	<i>39.2%</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				

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<u>Operation and Maintenance, Defense-Wide</u>												Date: May 2021				
Defense Contract Audit Agency (FY 2022)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>
	<u>Begin</u>	<u>End</u>		<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>Total</u>	<u>Comp</u>	<u>Benefits</u>	<u>Comp</u>	<u>Basic</u>	<u>Total</u>	<u>Comp</u>	<u>% BC</u>	<u>% BC</u>
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pav</u>	<u>Pav</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	3,630	3,932	3,800	367,839	993	147	11,731	12,871	380,710	148,579	529,289	\$96,800	\$100,187	\$139,287	3.5%	40.4%
D1. US Direct Hire (USDH)	3,630	3,932	3,800	367,839	993	147	11,731	12,871	380,710	148,579	529,289	\$96,800	\$100,187	\$139,287	3.5%	40.4%
D1a. Senior Executive Schedule	18	18	18	3,264	-	-	213	213	3,477	1,269	4,746	\$181,333	\$193,167	\$263,667	6.5%	38.9%
D1b. General Schedule	3,612	3,914	3,782	364,575	993	147	11,518	12,658	377,233	147,310	524,543	\$96,397	\$99,744	\$138,695	3.5%	40.4%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	3,630	3,932	3,800	367,839	993	147	11,731	12,871	380,710	148,579	529,289	\$96,800	\$100,187	\$139,287	3.5%	40.4%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>3,630</i>	<i>3,932</i>	<i>3,800</i>	<i>367,839</i>	<i>993</i>	<i>147</i>	<i>11,731</i>	<i>12,871</i>	<i>380,710</i>	<i>148,579</i>	<i>529,289</i>	<i>\$96,800</i>	<i>\$100,187</i>	<i>\$139,287</i>	<i>3.5%</i>	<i>40.4%</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																

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Reimbursable Funded Personnel (includes OC 13)	<u>272</u>	<u>272</u>	<u>272</u>	<u>29,221</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>29,221</u>	<u>11,365</u>	<u>40,586</u>	<u>\$107,430</u>	<u>\$107,430</u>	<u>\$149,213</u>	<u>0.0%</u>	<u>38.9%</u>
R1. US Direct Hire (USDH)	272	272	272	29,221	-	-	-	-	29,221	11,365	40,586	\$107,430	\$107,430	\$149,213	0.0%	38.9%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	272	272	272	29,221	-	-	-	-	29,221	11,365	40,586	\$107,430	\$107,430	\$149,213	0.0%	38.9%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	272	272	272	29,221	-	-	-	-	29,221	11,365	40,586	\$107,430	\$107,430	\$149,213	0.0%	38.9%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>272</i>	<i>272</i>	<i>272</i>	<i>29,221</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>29,221</i>	<i>11,365</i>	<i>40,586</i>	<i>\$107,430</i>	<i>\$107,430</i>	<i>\$149,213</i>	<i>0.0%</i>	<i>38.9%</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																

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Total Personnel (includes OC 13)	3,902	4,204	4,072	397,060	993	147	11,731	12,871	409,931	159,944	569,875	\$97,510	\$100,671	\$139,950	3.2%	40.3%
T1. US Direct Hire (USDH)	3,902	4,204	4,072	397,060	993	147	11,731	12,871	409,931	159,944	569,875	\$97,510	\$100,671	\$139,950	3.2%	40.3%
T1a. Senior Executive Schedule	18	18	18	3,264	0	0	213	213	3,477	1,269	4,746	\$181,333	\$193,167	\$263,667	6.5%	38.9%
T1b. General Schedule	3,884	4,186	4,054	393,796	993	147	11,518	12,658	406,454	158,675	565,129	\$97,138	\$100,260	\$139,400	3.2%	40.3%
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	3,902	4,204	4,072	397,060	993	147	11,731	12,871	409,931	159,944	569,875	\$97,510	\$100,671	\$139,950	3.2%	40.3%
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>	<i>3,902</i>	<i>4,204</i>	<i>4,072</i>	<i>397,060</i>	<i>993</i>	<i>147</i>	<i>11,731</i>	<i>12,871</i>	<i>409,931</i>	<i>159,944</i>	<i>569,875</i>	<i>\$97,510</i>	<i>\$100,671</i>	<i>\$139,950</i>	<i>3.2%</i>	<i>40.3%</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				

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Operation and Maintenance, Defense-Wide												Date: May 2021																
Defense Contract Management Agency (FY 2020)																												
(\$ in Thousands)												<u>Rates</u>																
												d/c	i/c	k/c	h/d	j/d												
<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	e + f + g		d + h	i + j		<u>l</u>	<u>m</u>	<u>n</u>	<u>o</u>	<u>p</u>												
Begin	End		Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp		Basic	Total	Comp	% BC	% BC												
Strength	Strength	FTEs	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)												\$87,901	\$90,662	\$131,254	3.1%	46.2%												
D1. US Direct Hire (USDH)												\$88,002	\$90,776	\$130,380	3.2%	45.0%												
D1a. Senior Executive Schedule												10	8	9	1,750	-	22	125	147	1,897	469	2,366	\$194,444	\$210,778	\$262,889	8.4%	26.8%	
D1b. General Schedule												10,513	10,027	10,026	881,378	6,435	240	21,020	27,695	909,073	396,966	1,306,039	\$87,909	\$90,672	\$130,265	3.1%	45.0%	
D1c. Special Schedule												-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System												1	1	1	58	-	-	1	1	59	26	85	\$58,000	\$59,000	\$85,000	1.7%	44.8%	
D1e. Highly Qualified Experts												-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other												-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)												57	57	57	4,001	-	-	23	23	4,024	176	4,200	\$70,193	\$70,596	\$73,684	0.6%	4.4%	
D3. Total Direct Hire												10,581	10,093	10,093	887,187	6,435	262	21,169	27,866	915,053	397,637	1,312,690	\$87,901	\$90,662	\$130,059	3.1%	44.8%	
D4. Indirect Hire Foreign Nationals (IHFN)												2	2	2	176	-	-	-	-	176	-	176	\$88,000	\$88,000	\$88,000	0.0%	0.0%	
<i>Subtotal - Direct Funded (excludes OC 13)</i>												<i>10,583</i>	<i>10,095</i>	<i>10,095</i>	<i>887,363</i>	<i>6,435</i>	<i>262</i>	<i>21,169</i>	<i>27,866</i>	<i>915,229</i>	<i>397,637</i>	<i>1,312,866</i>	<i>\$87,901</i>	<i>\$90,662</i>	<i>\$130,051</i>	<i>3.1%</i>	<i>44.8%</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)																					12,145	12,145						
D5d. Foreign National Separation Liability Accrual																												

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Reimbursable Funded Personnel (includes OC 13)	<u>1,220</u>	<u>1,220</u>	<u>1,220</u>	<u>152,495</u>	<u>85</u>	<u>7</u>	<u>2,029</u>	<u>2,121</u>	<u>154,616</u>	<u>47,987</u>	<u>202,603</u>	<u>\$124,996</u>	<u>\$126,734</u>	<u>\$166,068</u>	<u>1.4%</u>	<u>31.5%</u>
R1. US Direct Hire (USDH)	<u>1,220</u>	<u>1,220</u>	<u>1,220</u>	<u>152,495</u>	<u>85</u>	<u>7</u>	<u>2,029</u>	<u>2,121</u>	<u>154,616</u>	<u>47,987</u>	<u>202,603</u>	<u>\$124,996</u>	<u>\$126,734</u>	<u>\$166,068</u>	<u>1.4%</u>	<u>31.5%</u>
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	<u>1,220</u>	<u>1,220</u>	<u>1,220</u>	<u>152,495</u>	<u>85</u>	<u>7</u>	<u>2,029</u>	<u>2,121</u>	<u>154,616</u>	<u>47,987</u>	<u>202,603</u>	<u>\$124,996</u>	<u>\$126,734</u>	<u>\$166,068</u>	<u>1.4%</u>	<u>31.5%</u>
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	<u>1,220</u>	<u>1,220</u>	<u>1,220</u>	<u>152,495</u>	<u>85</u>	<u>7</u>	<u>2,029</u>	<u>2,121</u>	<u>154,616</u>	<u>47,987</u>	<u>202,603</u>	<u>\$124,996</u>	<u>\$126,734</u>	<u>\$166,068</u>	<u>1.4%</u>	<u>31.5%</u>
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<u>1,220</u>	<u>1,220</u>	<u>1,220</u>	<u>152,495</u>	<u>85</u>	<u>7</u>	<u>2,029</u>	<u>2,121</u>	<u>154,616</u>	<u>47,987</u>	<u>202,603</u>	<u>\$124,996</u>	<u>\$126,734</u>	<u>\$166,068</u>	<u>1.4%</u>	<u>31.5%</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																

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Total Personnel (includes OC 13)	11,803	11,315	11,315	1,039,858	6,520	269	23,198	29,987	1,069,845	457,769	1,527,614	\$91,901	\$94,551	\$135,008	2.9%	44.0%
T1. US Direct Hire (USDH)	11,744	11,256	11,256	1,035,681	6,520	269	23,175	29,964	1,065,645	445,448	1,511,093	\$92,011	\$94,674	\$134,248	2.9%	43.0%
T1a. Senior Executive Schedule	10	8	9	1,750	0	22	125	147	1,897	469	2,366	\$194,444	\$210,778	\$262,889	8.4%	26.8%
T1b. General Schedule	11,733	11,247	11,246	1,033,873	6,520	247	23,049	29,816	1,063,689	444,953	1,508,642	\$91,933	\$94,584	\$134,149	2.9%	43.0%
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	\$58,000	\$59,000	\$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	57	4,001	0	0	23	23	4,024	176	4,200	\$70,193	\$70,596	\$73,684	0.6%	4.4%
T3. Total Direct Hire	11,801	11,313	11,313	1,039,682	6,520	269	23,198	29,987	1,069,669	445,624	1,515,293	\$91,902	\$94,552	\$133,943	2.9%	42.9%
T4. Indirect Hire Foreign Nationals (IHFN)	2	2	2	176	0	0	0	0	176	0	176	\$88,000	\$88,000	\$88,000	0.0%	0.0%
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>11,803</i>	<i>11,315</i>	<i>11,315</i>	<i>1,039,858</i>	<i>6,520</i>	<i>269</i>	<i>23,198</i>	<i>29,987</i>	<i>1,069,845</i>	<i>445,624</i>	<i>1,515,469</i>	<i>\$91,901</i>	<i>\$94,551</i>	<i>\$133,935</i>	<i>2.9%</i>	<i>42.9%</i>
T5. Other Object Class 13 Benefits										12,145	12,145					
T5a. USDH - Benefits for Former Employees										0	0					
T5b. DHFN - Benefits for Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										12,145	12,145					
T5d. Foreign National Separation Liability Accrual										0	0					

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Defense Contract Management Agency (FY 2021)																	
(\$ in Thousands)												<u>Rates</u>					
a	b	c	d	e	f	g	e + f + g	d + h	i	j	i + j	d/c	i/c	k/c	h/d	j/d	
Begin	End		Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp		Basic	Total	Comp	% BC	% BC	
Strength	Strength	FTEs	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)	10,584	9,831	9,731	839,063	5,308	385	17,293	22,986	862,049	393,926	1,255,975	\$86,226	\$88,588	\$129,069	2.7%	46.9%	
D1. US Direct Hire (USDH)	10,524	9,771	9,671	834,723	5,308	385	17,271	22,964	857,687	393,650	1,251,337	\$86,312	\$88,686	\$129,391	2.8%	47.2%	
D1a. Senior Executive Schedule	10	11	10	1,825	-	60	121	181	2,006	596	2,602	\$182,500	\$200,600	\$260,200	9.9%	32.7%	
D1b. General Schedule	10,513	9,759	9,660	832,839	5,308	325	17,149	22,782	855,621	393,028	1,248,649	\$86,215	\$88,574	\$129,260	2.7%	47.2%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	1	1	1	59	-	-	1	1	60	26	86	\$59,000	\$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	10,581	9,828	9,728	838,849	5,308	385	17,293	22,986	861,835	393,926	1,255,761	\$86,230	\$88,593	\$129,087	2.7%	47.0%	
D4. Indirect Hire Foreign Nationals (IHFN)	3	3	3	214	-	-	-	-	214	-	214	\$71,333	\$71,333	\$71,333	0.0%	0.0%	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>10,584</i>	<i>9,831</i>	<i>9,731</i>	<i>839,063</i>	<i>5,308</i>	<i>385</i>	<i>17,293</i>	<i>22,986</i>	<i>862,049</i>	<i>393,926</i>	<i>1,255,975</i>	<i>\$86,226</i>	<i>\$88,588</i>	<i>\$129,069</i>	<i>2.7%</i>	<i>46.9%</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																	

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Reimbursable Funded Personnel (includes OC 13)	1,380	1,380	1,380	176,369	161	18	4,120	4,299	180,668	58,563	239,231	\$127,804	\$130,919	\$173,356	2.4%	33.2%
R1. US Direct Hire (USDH)	1,380	1,380	1,380	176,369	161	18	4,120	4,299	180,668	58,563	239,231	\$127,804	\$130,919	\$173,356	2.4%	33.2%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	1,380	1,380	1,380	176,369	161	18	4,120	4,299	180,668	58,563	239,231	\$127,804	\$130,919	\$173,356	2.4%	33.2%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	1,380	1,380	1,380	176,369	161	18	4,120	4,299	180,668	58,563	239,231	\$127,804	\$130,919	\$173,356	2.4%	33.2%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>1,380</i>	<i>1,380</i>	<i>1,380</i>	<i>176,369</i>	<i>161</i>	<i>18</i>	<i>4,120</i>	<i>4,299</i>	<i>180,668</i>	<i>58,563</i>	<i>239,231</i>	<i>\$127,804</i>	<i>\$130,919</i>	<i>\$173,356</i>	<i>2.4%</i>	<i>33.2%</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																

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Total Personnel (includes OC 13)	11,964	11,211	11,111	1,015,432	5,469	403	21,413	27,285	1,042,717	452,489	1,495,206	\$91,390	\$93,845	\$134,570	2.7%	44.6%
T1. US Direct Hire (USDH)	11,904	11,151	11,051	1,011,092	5,469	403	21,391	27,263	1,038,355	452,213	1,490,568	\$91,493	\$93,960	\$134,881	2.7%	44.7%
T1a. Senior Executive Schedule	10	11	10	1,825	0	60	121	181	2,006	596	2,602	\$182,500	\$200,600	\$260,200	9.9%	32.7%
T1b. General Schedule	11,893	11,139	11,040	1,009,208	5,469	343	21,269	27,081	1,036,289	451,591	1,487,880	\$91,414	\$93,867	\$134,772	2.7%	44.7%
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	\$59,000	\$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	11,961	11,208	11,108	1,015,218	5,469	403	21,413	27,285	1,042,503	452,489	1,494,992	\$91,395	\$93,852	\$134,587	2.7%	44.6%
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%
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>11,964</i>	<i>11,211</i>	<i>11,111</i>	<i>1,015,432</i>	<i>5,469</i>	<i>403</i>	<i>21,413</i>	<i>27,285</i>	<i>1,042,717</i>	<i>452,489</i>	<i>1,495,206</i>	<i>\$91,390</i>	<i>\$93,845</i>	<i>\$134,570</i>	<i>2.7%</i>	<i>44.6%</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			

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Defense Contract Management Agency (FY 2022)																
(\$ in Thousands)												<u>Rates</u>				
						e + f + g		d + h		i + j		d/c	i/c	k/c	h/d	j/d
<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>h</u>	<u>i</u>	<u>i</u>	<u>k</u>		<u>l</u>	<u>m</u>	<u>n</u>	<u>o</u>	<u>p</u>
Begin	End		Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp		Basic	Total	Comp	% BC	% BC
<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pay</u>	<u>Pay</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>		<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	9,864	9,110	8,891	884,567	3,866	567	15,226	19,659	904,226	346,289	1,250,515	\$99,490	\$101,701	\$140,650	2.2%	39.1%
D1. US Direct Hire (USDH)	9,804	9,050	8,831	880,147	3,866	567	15,202	19,635	899,782	346,007	1,245,789	\$99,666	\$101,889	\$141,070	2.2%	39.3%
D1a. Senior Executive Schedule	11	11	11	2,044	-	61	142	203	2,247	737	2,984	\$185,818	\$204,273	\$271,273	9.9%	36.1%
D1b. General Schedule	9,792	9,038	8,819	878,043	3,866	506	15,059	19,431	897,474	345,243	1,242,717	\$99,563	\$101,766	\$140,914	2.2%	39.3%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	1	1	1	60	-	-	1	1	61	27	88	\$60,000	\$61,000	\$88,000	1.7%	45.0%
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	57	57	57	4,201	-	-	24	24	4,225	282	4,507	\$73,702	\$74,123	\$79,070	0.6%	6.7%
D3. Total Direct Hire	9,861	9,107	8,888	884,348	3,866	567	15,226	19,659	904,007	346,289	1,250,296	\$99,499	\$101,711	\$140,672	2.2%	39.2%
D4. Indirect Hire Foreign Nationals (IHFN)	3	3	3	219	-	-	-	-	219	-	219	\$73,000	\$73,000	\$73,000	0.0%	0.0%
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>9,864</i>	<i>9,110</i>	<i>8,891</i>	<i>884,567</i>	<i>3,866</i>	<i>567</i>	<i>15,226</i>	<i>19,659</i>	<i>904,226</i>	<i>346,289</i>	<i>1,250,515</i>	<i>\$99,490</i>	<i>\$101,701</i>	<i>\$140,650</i>	<i>2.2%</i>	<i>39.1%</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																

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Reimbursable Funded Personnel (includes OC 13)	1,614	1,614	1,614	171,627	161	18	3,743	3,922	175,549	59,146	234,695	\$106,336	\$108,766	\$145,412	2.3%	34.5%
R1. US Direct Hire (USDH)	1,614	1,614	1,614	171,627	161	18	3,743	3,922	175,549	59,146	234,695	\$106,336	\$108,766	\$145,412	2.3%	34.5%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	1,614	1,614	1,614	171,627	161	18	3,743	3,922	175,549	59,146	234,695	\$106,336	\$108,766	\$145,412	2.3%	34.5%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	1,614	1,614	1,614	171,627	161	18	3,743	3,922	175,549	59,146	234,695	\$106,336	\$108,766	\$145,412	2.3%	34.5%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>1,614</i>	<i>1,614</i>	<i>1,614</i>	<i>171,627</i>	<i>161</i>	<i>18</i>	<i>3,743</i>	<i>3,922</i>	<i>175,549</i>	<i>59,146</i>	<i>234,695</i>	<i>\$106,336</i>	<i>\$108,766</i>	<i>\$145,412</i>	<i>2.3%</i>	<i>34.5%</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																

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Total Personnel (includes OC 13)	11,478	10,724	10,505	1,056,194	4,027	585	18,969	23,581	1,079,775	405,435	1,485,210	\$100,542	\$102,787	\$141,381	2.2%	38.4%
T1. US Direct Hire (USDH)	11,418	10,664	10,445	1,051,774	4,027	585	18,945	23,557	1,075,331	405,153	1,480,484	\$100,696	\$102,952	\$141,741	2.2%	38.5%
T1a. Senior Executive Schedule	11	11	11	2,044	0	61	142	203	2,247	737	2,984	\$185,818	\$204,273	\$271,273	9.9%	36.1%
T1b. General Schedule	11,406	10,652	10,433	1,049,670	4,027	524	18,802	23,353	1,073,023	404,389	1,477,412	\$100,611	\$102,849	\$141,610	2.2%	38.5%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	1	1	1	60	0	0	1	1	61	27	88	\$60,000	\$61,000	\$88,000	1.7%	45.0%
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)	57	57	57	4,201	0	0	24	24	4,225	282	4,507	\$73,702	\$74,123	\$79,070	0.6%	6.7%
T3. Total Direct Hire	11,475	10,721	10,502	1,055,975	4,027	585	18,969	23,581	1,079,556	405,435	1,484,991	\$100,550	\$102,795	\$141,401	2.2%	38.4%
T4. Indirect Hire Foreign Nationals (IHFN)	3	3	3	219	0	0	0	0	219	0	219	\$73,000	\$73,000	\$73,000	0.0%	0.0%
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>11,478</i>	<i>10,724</i>	<i>10,505</i>	<i>1,056,194</i>	<i>4,027</i>	<i>585</i>	<i>18,969</i>	<i>23,581</i>	<i>1,079,775</i>	<i>405,435</i>	<i>1,485,210</i>	<i>\$100,542</i>	<i>\$102,787</i>	<i>\$141,381</i>	<i>2.2%</i>	<i>38.4%</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			

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Operation and Maintenance, Defense-Wide												Date: May 2021				
Defense Human Resources Activity (FY 2020)																
	(\$ 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	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	Comp	% BC	% BC
	Strength	Strength	FTEs	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>1,238</u>	<u>1,249</u>	<u>1,249</u>	<u>145,662</u>	<u>271</u>	<u>10</u>	<u>3,196</u>	<u>3,477</u>	<u>149,139</u>	<u>47,510</u>	<u>196,649</u>	<u>\$116,623</u>	<u>\$119,407</u>	<u>\$157,445</u>	<u>2.4%</u>	<u>32.6%</u>
D1. US Direct Hire (USDH)	<u>1,238</u>	<u>1,249</u>	<u>1,249</u>	<u>145,662</u>	<u>271</u>	<u>10</u>	<u>3,196</u>	<u>3,477</u>	<u>149,139</u>	<u>47,309</u>	<u>196,448</u>	<u>\$116,623</u>	<u>\$119,407</u>	<u>\$157,284</u>	<u>2.4%</u>	<u>32.5%</u>
D1a. Senior Executive Schedule	13	13	13	2,026	-	-	137	137	2,163	647	2,810	\$155,846	\$166,385	\$216,154	6.8%	31.9%
D1b. General Schedule	1,220	1,232	1,232	143,061	271	10	3,027	3,308	146,369	46,477	192,846	\$116,121	\$118,806	\$156,531	2.3%	32.5%
D1c. Special Schedule	2	2	2	354	-	-	31	31	385	115	500	\$177,000	\$192,500	\$250,000	8.8%	32.5%
D1d. Wage System	1	1	1	49	-	-	1	1	50	13	63	\$49,000	\$50,000	\$63,000	2.0%	26.5%
D1e. Highly Qualified Experts	1	1	1	172	-	-	-	-	172	57	229	\$172,000	\$172,000	\$229,000	0.0%	33.1%
D1f. Other	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	<u>1,238</u>	<u>1,249</u>	<u>1,249</u>	<u>145,662</u>	<u>271</u>	<u>10</u>	<u>3,196</u>	<u>3,477</u>	<u>149,139</u>	<u>47,309</u>	<u>196,448</u>	<u>\$116,623</u>	<u>\$119,407</u>	<u>\$157,284</u>	<u>2.4%</u>	<u>32.5%</u>
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<u>1,238</u>	<u>1,249</u>	<u>1,249</u>	<u>145,662</u>	<u>271</u>	<u>10</u>	<u>3,196</u>	<u>3,477</u>	<u>149,139</u>	<u>47,309</u>	<u>196,448</u>	<u>\$116,623</u>	<u>\$119,407</u>	<u>\$157,284</u>	<u>2.4%</u>	<u>32.5%</u>
D5. Other Object Class 13 Benefits										<u>201</u>	<u>201</u>					
D5a. USDH - Benefits for Former Employees										-	-					
D5b. DHFN - Benefits for Former Employees										-	-					
D5c. Voluntary Separation Incentive Pay (VSIP)										201	201					
D5d. Foreign National Separation Liability Accrual										-	-					

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Reimbursable Funded Personnel (includes OC 13)	24	29	29	1,604	86	9	2,536	2,631	4,235	302	4,537	\$55,310	\$146,034	\$156,448	164.0%	18.8%
R1. US Direct Hire (USDH)	24	29	29	1,604	86	9	2,536	2,631	4,235	302	4,537	\$55,310	\$146,034	\$156,448	164.0%	18.8%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	24	29	29	1,604	86	9	2,536	2,631	4,235	302	4,537	\$55,310	\$146,034	\$156,448	164.0%	18.8%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	24	29	29	1,604	86	9	2,536	2,631	4,235	302	4,537	\$55,310	\$146,034	\$156,448	164.0%	18.8%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>24</i>	<i>29</i>	<i>29</i>	<i>1,604</i>	<i>86</i>	<i>9</i>	<i>2,536</i>	<i>2,631</i>	<i>4,235</i>	<i>302</i>	<i>4,537</i>	<i>\$55,310</i>	<i>\$146,034</i>	<i>\$156,448</i>	<i>164.0%</i>	<i>18.8%</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																

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Total Personnel (includes OC 13)	<u>1,262</u>	<u>1,278</u>	<u>1,278</u>	<u>147,266</u>	<u>357</u>	<u>19</u>	<u>5,732</u>	<u>6,108</u>	<u>153,374</u>	<u>47,812</u>	<u>201,186</u>	<u>\$115,232</u>	<u>\$120,011</u>	<u>\$157,423</u>	<u>4.1%</u>	<u>32.5%</u>
T1. US Direct Hire (USDH)	1,262	1,278	1,278	147,266	357	19	5,732	6,108	153,374	47,611	200,985	\$115,232	\$120,011	\$157,265	4.1%	32.3%
T1a. Senior Executive Schedule	13	13	13	2,026	0	0	137	137	2,163	647	2,810	\$155,846	\$166,385	\$216,154	6.8%	31.9%
T1b. General Schedule	1,244	1,261	1,261	144,665	357	19	5,563	5,939	150,604	46,779	197,383	\$114,722	\$119,432	\$156,529	4.1%	32.3%
T1c. Special Schedule	2	2	2	354	0	0	31	31	385	115	500	\$177,000	\$192,500	\$250,000	8.8%	32.5%
T1d. Wage System	1	1	1	49	0	0	1	1	50	13	63	\$49,000	\$50,000	\$63,000	2.0%	26.5%
T1e. Highly Qualified Experts	1	1	1	172	0	0	0	0	172	57	229	\$172,000	\$172,000	\$229,000	0.0%	33.1%
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	1,262	1,278	1,278	147,266	357	19	5,732	6,108	153,374	47,611	200,985	\$115,232	\$120,011	\$157,265	4.1%	32.3%
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>	<i>1,262</i>	<i>1,278</i>	<i>1,278</i>	<i>147,266</i>	<i>357</i>	<i>19</i>	<i>5,732</i>	<i>6,108</i>	<i>153,374</i>	<i>47,611</i>	<i>200,985</i>	<i>\$115,232</i>	<i>\$120,011</i>	<i>\$157,265</i>	<i>4.1%</i>	<i>32.3%</i>
T5. Other Object Class 13 Benefits										201	201					
T5a. USDH - Benefits for Former Employees										0	0					
T5b. DHFN - Benefits for Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										201	201					
T5d. Foreign National Separation Liability Accrual										0	0					

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<u>Operation and Maintenance, Defense-Wide</u>												Date: May 2021				
Defense Human Resources Activity (FY 2021)																
	(\$ in Thousands)											<u>Rates</u>				
	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		Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	Comp	% BC	% BC
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pav</u>	<u>Pav</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	1,249	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)	1,249	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	13	12	12	2,194	-	-	135	135	2,329	656	2,985	\$182,833	\$194,083	\$248,750	6.2%	29.9%
D1b. General Schedule	1,232	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	2	1	1	146	-	-	4	4	150	49	199	\$146,000	\$150,000	\$199,000	2.7%	33.6%
D1d. Wage System	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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	1,249	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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>1,249</i>	<i>1,235</i>	<i>1,235</i>	<i>152,988</i>	<i>103</i>	<i>6</i>	<i>3,811</i>	<i>3,920</i>	<i>156,908</i>	<i>46,147</i>	<i>203,055</i>	<i>\$123,877</i>	<i>\$127,051</i>	<i>\$164,417</i>	<i>2.6%</i>	<i>30.2%</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																

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Reimbursable Funded Personnel (includes OC 13)	<u>24</u>	<u>31</u>	<u>31</u>	<u>3,117</u>	<u>0</u>	<u>0</u>	<u>78</u>	<u>78</u>	<u>3,195</u>	<u>1,094</u>	<u>4,289</u>	<u>\$100,548</u>	<u>\$103,065</u>	<u>\$138,355</u>	<u>2.5%</u>	<u>35.1%</u>
R1. US Direct Hire (USDH)	24	31	31	3,117	-	-	78	78	3,195	1,094	4,289	<i>\$100,548</i>	<i>\$103,065</i>	<i>\$138,355</i>	<i>2.5%</i>	<i>35.1%</i>
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	24	31	31	3,117	-	-	78	78	3,195	1,094	4,289	<i>\$100,548</i>	<i>\$103,065</i>	<i>\$138,355</i>	<i>2.5%</i>	<i>35.1%</i>
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	<i>\$100,548</i>	<i>\$103,065</i>	<i>\$138,355</i>	<i>2.5%</i>	<i>35.1%</i>
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>24</i>	<i>31</i>	<i>31</i>	<i>3,117</i>	-	-	<i>78</i>	<i>78</i>	<i>3,195</i>	<i>1,094</i>	<i>4,289</i>	<i>\$100,548</i>	<i>\$103,065</i>	<i>\$138,355</i>	<i>2.5%</i>	<i>35.1%</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																

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Total Personnel (includes OC 13)	1,273	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)	1,273	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	13	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	1,256	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	2	1	1	146	0	0	4	4	150	49	199	\$146,000	\$150,000	\$199,000	2.7%	33.6%
T1d. Wage System	1	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	1	1	1	155	0	0	4	4	159	50	209	\$155,000	\$159,000	\$209,000	2.6%	32.3%
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	1,273	1,266	1,266	156,105	103	6	3,889	3,998	160,103	47,241	207,344	\$123,306	\$126,464	\$163,779	2.6%	30.3%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>1,273</i>	<i>1,266</i>	<i>1,266</i>	<i>156,105</i>	<i>103</i>	<i>6</i>	<i>3,889</i>	<i>3,998</i>	<i>160,103</i>	<i>47,241</i>	<i>207,344</i>	<i>\$123,306</i>	<i>\$126,464</i>	<i>\$163,779</i>	<i>2.6%</i>	<i>30.3%</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					

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<u>Operation and Maintenance, Defense-Wide</u>												Date: May 2021				
Defense Human Resources Activity (FY 2022)																
	(\$ in Thousands)											<u>Rates</u>				
	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		Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	Comp	% BC	% BC
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pav</u>	<u>Pav</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	1,235	1,251	1,242	156,230	105	6	4,294	4,405	160,635	48,333	208,968	\$125,789	\$129,336	\$168,251	2.8%	30.9%
D1. US Direct Hire (USDH)	1,235	1,251	1,242	156,230	105	6	4,294	4,405	160,635	48,333	208,968	\$125,789	\$129,336	\$168,251	2.8%	30.9%
D1a. Senior Executive Schedule		12	12	2,218	-	-	183	183	2,401	683	3,084	\$184,833	\$200,083	\$257,000	8.3%	30.8%
D1b. General Schedule	1,221	1,234	1,225	153,263	105	6	4,083	4,194	157,457	47,392	204,849	\$125,113	\$128,536	\$167,224	2.7%	30.9%
D1c. Special Schedule	1	1	1	143	-	-	5	5	148	52	200	\$143,000	\$148,000	\$200,000	3.5%	36.4%
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	1	4	4	606	-	-	23	23	629	206	835	\$151,500	\$157,250	\$208,750	3.8%	34.0%
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	1,235	1,251	1,242	156,230	105	6	4,294	4,405	160,635	48,333	208,968	\$125,789	\$129,336	\$168,251	2.8%	30.9%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	1,235	1,251	1,242	156,230	105	6	4,294	4,405	160,635	48,333	208,968	\$125,789	\$129,336	\$168,251	2.8%	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																

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Reimbursable Funded Personnel (includes OC 13)	<u>31</u>	<u>31</u>	<u>31</u>	<u>3,122</u>	<u>0</u>	<u>0</u>	<u>78</u>	<u>78</u>	<u>3,200</u>	<u>1,095</u>	<u>4,295</u>	<u>\$100,710</u>	<u>\$103,226</u>	<u>\$138,548</u>	<u>2.5%</u>	<u>35.1%</u>
R1. US Direct Hire (USDH)	31	31	31	3,122	-	-	78	78	3,200	1,095	4,295	<i>\$100,710</i>	<i>\$103,226</i>	<i>\$138,548</i>	<i>2.5%</i>	<i>35.1%</i>
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	31	31	31	3,122	-	-	78	78	3,200	1,095	4,295	<i>\$100,710</i>	<i>\$103,226</i>	<i>\$138,548</i>	<i>2.5%</i>	<i>35.1%</i>
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	31	31	31	3,122	-	-	78	78	3,200	1,095	4,295	<i>\$100,710</i>	<i>\$103,226</i>	<i>\$138,548</i>	<i>2.5%</i>	<i>35.1%</i>
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>31</i>	<i>31</i>	<i>31</i>	<i>3,122</i>	-	-	<i>78</i>	<i>78</i>	<i>3,200</i>	<i>1,095</i>	<i>4,295</i>	<i>\$100,710</i>	<i>\$103,226</i>	<i>\$138,548</i>	<i>2.5%</i>	<i>35.1%</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																

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Total Personnel (includes OC 13)	1,266	1,282	1,273	159,352	105	6	4,372	4,483	163,835	49,428	213,263	\$125,178	\$128,700	\$167,528	2.8%	31.0%
T1. US Direct Hire (USDH)	1,266	1,282	1,273	159,352	105	6	4,372	4,483	163,835	49,428	213,263	\$125,178	\$128,700	\$167,528	2.8%	31.0%
T1a. Senior Executive Schedule	12	12	12	2,218	0	0	183	183	2,401	683	3,084	\$184,833	\$200,083	\$257,000	8.3%	30.8%
T1b. General Schedule	1,252	1,265	1,256	156,385	105	6	4,161	4,272	160,657	48,487	209,144	\$124,510	\$127,912	\$166,516	2.7%	31.0%
T1c. Special Schedule	1	1	1	143	0	0	5	5	148	52	200	\$143,000	\$148,000	\$200,000	3.5%	36.4%
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	1	4	4	606	0	0	23	23	629	206	835	\$151,500	\$157,250	\$208,750	3.8%	34.0%
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	1,266	1,282	1,273	159,352	105	6	4,372	4,483	163,835	49,428	213,263	\$125,178	\$128,700	\$167,528	2.8%	31.0%
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>	<i>1,266</i>	<i>1,282</i>	<i>1,273</i>	<i>159,352</i>	<i>105</i>	<i>6</i>	<i>4,372</i>	<i>4,483</i>	<i>163,835</i>	<i>49,428</i>	<i>213,263</i>	<i>\$125,178</i>	<i>\$128,700</i>	<i>\$167,528</i>	<i>2.8%</i>	<i>31.0%</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				

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Operation and Maintenance, Defense-Wide												Date: May 2021				
Defense Information Systems Agency (FY 2020)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>
	<u>Begin</u>	<u>End</u>		<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>Total</u>	<u>Comp</u>	<u>Benefits</u>	<u>Comp</u>	<u>Basic</u>	<u>Total</u>	<u>Comp</u>	<u>% BC</u>	<u>% BC</u>
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pav</u>	<u>Pav</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	<u>2,805</u>	<u>2,928</u>	<u>2,822</u>	<u>334,236</u>	<u>1,297</u>	<u>717</u>	<u>6,179</u>	<u>8,193</u>	<u>342,429</u>	<u>115,752</u>	<u>458,181</u>	<u>\$118,439</u>	<u>\$121,343</u>	<u>\$162,360</u>	<u>2.5%</u>	<u>34.6%</u>
D1. US Direct Hire (USDH)	<u>2,805</u>	<u>2,928</u>	<u>2,822</u>	<u>334,236</u>	<u>1,297</u>	<u>717</u>	<u>6,179</u>	<u>8,193</u>	<u>342,429</u>	<u>115,732</u>	<u>458,161</u>	<u>\$118,439</u>	<u>\$121,343</u>	<u>\$162,353</u>	<u>2.5%</u>	<u>34.6%</u>
D1a. Senior Executive Schedule	21	21	22	3,935	-	-	225	225	4,160	1,304	5,464	\$178,864	\$189,091	\$248,364	5.7%	33.1%
D1b. General Schedule	2,784	2,907	2,800	330,301	1,297	717	5,954	7,968	338,269	114,428	452,697	\$117,965	\$120,810	\$161,678	2.4%	34.6%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	<u>2,805</u>	<u>2,928</u>	<u>2,822</u>	<u>334,236</u>	<u>1,297</u>	<u>717</u>	<u>6,179</u>	<u>8,193</u>	<u>342,429</u>	<u>115,732</u>	<u>458,161</u>	<u>\$118,439</u>	<u>\$121,343</u>	<u>\$162,353</u>	<u>2.5%</u>	<u>34.6%</u>
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	<u>2,805</u>	<u>2,928</u>	<u>2,822</u>	<u>334,236</u>	<u>1,297</u>	<u>717</u>	<u>6,179</u>	<u>8,193</u>	<u>342,429</u>	<u>115,732</u>	<u>458,161</u>	<u>\$118,439</u>	<u>\$121,343</u>	<u>\$162,353</u>	<u>2.5%</u>	<u>34.6%</u>
D5. Other Object Class 13 Benefits											<u>20</u>	<u>20</u>				
D5a. USDH - Benefits for Former Employees											-	-				
D5b. DHFN - Benefits for Former Employees											-	-				
D5c. Voluntary Separation Incentive Pay (VSIP)											20	20				
D5d. Foreign National Separation Liability Accrual											-	-				

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Reimbursable Funded Personnel (includes OC 13)	106	107	105	12,461	85	36	117	238	12,699	3,666	16,365	\$118,676	\$120,943	\$155,857	1.9%	29.4%
R1. US Direct Hire (USDH)	101	102	100	12,461	85	36	117	238	12,699	3,666	16,365	<i>\$124,610</i>	<i>\$126,990</i>	<i>\$163,650</i>	<i>1.9%</i>	<i>29.4%</i>
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	101	102	100	12,461	85	36	117	238	12,699	3,666	16,365	<i>\$124,610</i>	<i>\$126,990</i>	<i>\$163,650</i>	<i>1.9%</i>	<i>29.4%</i>
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	101	102	100	12,461	85	36	117	238	12,699	3,666	16,365	<i>\$124,610</i>	<i>\$126,990</i>	<i>\$163,650</i>	<i>1.9%</i>	<i>29.4%</i>
R4. Indirect Hire Foreign Nationals (IHFN)	5	5	5	-	-	-	-	-	-	-	-	\$0	\$0	\$0	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>106</i>	<i>107</i>	<i>105</i>	<i>12,461</i>	<i>85</i>	<i>36</i>	<i>117</i>	<i>238</i>	<i>12,699</i>	<i>3,666</i>	<i>16,365</i>	<i>\$118,676</i>	<i>\$120,943</i>	<i>\$155,857</i>	<i>1.9%</i>	<i>29.4%</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																

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Total Personnel (includes OC 13)	2,911	3,035	2,927	346,697	1,382	753	6,296	8,431	355,128	119,418	474,546	\$118,448	\$121,328	\$162,127	2.4%	34.4%
T1. US Direct Hire (USDH)	2,906	3,030	2,922	346,697	1,382	753	6,296	8,431	355,128	119,398	474,526	\$118,651	\$121,536	\$162,398	2.4%	34.4%
T1a. Senior Executive Schedule	21	21	22	3,935	0	0	225	225	4,160	1,304	5,464	\$178,864	\$189,091	\$248,364	5.7%	33.1%
T1b. General Schedule	2,885	3,009	2,900	342,762	1,382	753	6,071	8,206	350,968	118,094	469,062	\$118,194	\$121,023	\$161,746	2.4%	34.5%
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	2,906	3,030	2,922	346,697	1,382	753	6,296	8,431	355,128	119,398	474,526	\$118,651	\$121,536	\$162,398	2.4%	34.4%
T4. Indirect Hire Foreign Nationals (IHFN)	5	5	5	0	0	0	0	0	0	0	0	\$0	\$0	\$0	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>2,911</i>	<i>3,035</i>	<i>2,927</i>	<i>346,697</i>	<i>1,382</i>	<i>753</i>	<i>6,296</i>	<i>8,431</i>	<i>355,128</i>	<i>119,398</i>	<i>474,526</i>	<i>\$118,448</i>	<i>\$121,328</i>	<i>\$162,120</i>	<i>2.4%</i>	<i>34.4%</i>
T5. Other Object Class 13 Benefits											20	20				
T5a. USDH - Benefits for Former Employees											0	0				
T5b. DHFN - Benefits for Former Employees											0	0				
T5c. Voluntary Separation Incentive Pay (VSIP)											20	20				
T5d. Foreign National Separation Liability Accrual											0	0				

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<u>Operation and Maintenance, Defense-Wide</u>												Date: May 2021				
Defense Information Systems Agency (FY 2021)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>
	<u>Begin</u>	<u>End</u>		<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>Total</u>	<u>Comp</u>	<u>Benefits</u>	<u>Comp</u>	<u>Basic</u>	<u>Total</u>	<u>Comp</u>	<u>% BC</u>	<u>% BC</u>
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pav</u>	<u>Pav</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	2,811	2,889	2,794	342,120	929	339	6,484	7,752	349,872	114,806	464,678	\$122,448	\$125,223	\$166,313	2.3%	33.6%
D1. US Direct Hire (USDH)	2,811	2,889	2,794	342,120	929	339	6,484	7,752	349,872	114,806	464,678	\$122,448	\$125,223	\$166,313	2.3%	33.6%
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	2,770	337,572	929	339	6,278	7,546	345,118	113,407	458,525	\$121,867	\$124,591	\$165,532	2.2%	33.6%
D1c. Special Schedule	-	1	1	154	-	-	8	8	162	48	210	\$154,000	\$162,000	\$210,000	5.2%	31.2%
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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	2,811	2,889	2,794	342,120	929	339	6,484	7,752	349,872	114,806	464,678	\$122,448	\$125,223	\$166,313	2.3%	33.6%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>2,811</i>	<i>2,889</i>	<i>2,794</i>	<i>342,120</i>	<i>929</i>	<i>339</i>	<i>6,484</i>	<i>7,752</i>	<i>349,872</i>	<i>114,806</i>	<i>464,678</i>	<i>\$122,448</i>	<i>\$125,223</i>	<i>\$166,313</i>	<i>2.3%</i>	<i>33.6%</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																

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Reimbursable Funded Personnel (includes OC 13)	<u>133</u>	<u>133</u>	<u>133</u>	<u>15,753</u>	<u>46</u>	<u>14</u>	<u>147</u>	<u>207</u>	<u>15,960</u>	<u>5,270</u>	<u>21,230</u>	<u>\$118,444</u>	<u>\$120,000</u>	<u>\$159,624</u>	<u>1.3%</u>	<u>33.5%</u>
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	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>133</i>	<i>133</i>	<i>133</i>	<i>15,753</i>	<i>46</i>	<i>14</i>	<i>147</i>	<i>207</i>	<i>15,960</i>	<i>5,270</i>	<i>21,230</i>	<i>\$118,444</i>	<i>\$120,000</i>	<i>\$159,624</i>	<i>1.3%</i>	<i>33.5%</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																

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Total Personnel (includes OC 13)	2,944	3,022	2,927	357,873	975	353	6,631	7,959	365,832	120,076	485,908	\$122,266	\$124,985	\$166,009	2.2%	33.6%
T1. US Direct Hire (USDH)	2,939	3,017	2,922	357,873	975	353	6,631	7,959	365,832	120,076	485,908	\$122,475	\$125,199	\$166,293	2.2%	33.6%
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	2,898	353,325	975	353	6,425	7,753	361,078	118,677	479,755	\$121,920	\$124,596	\$165,547	2.2%	33.6%
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	0	0	0	0	0	0	0	0	0	0	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	2,939	3,017	2,922	357,873	975	353	6,631	7,959	365,832	120,076	485,908	\$122,475	\$125,199	\$166,293	2.2%	33.6%
T4. Indirect Hire Foreign Nationals (IHFN)	5	5	5	0	0	0	0	0	0	0	0	\$0	\$0	\$0	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>2,944</i>	<i>3,022</i>	<i>2,927</i>	<i>357,873</i>	<i>975</i>	<i>353</i>	<i>6,631</i>	<i>7,959</i>	<i>365,832</i>	<i>120,076</i>	<i>485,908</i>	<i>\$122,266</i>	<i>\$124,985</i>	<i>\$166,009</i>	<i>2.2%</i>	<i>33.6%</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			

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<u>Operation and Maintenance, Defense-Wide</u>												Date: May 2021				
Defense Information Systems Agency (FY 2022)																
	(\$ in Thousands)											<u>Rates</u>				
	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		Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	Comp	% BC	% BC
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pav</u>	<u>Pav</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	2,841	2,884	2,844	355,007	1,146	438	11,234	12,818	367,825	121,193	489,018	\$124,827	\$129,334	\$171,947	3.6%	34.1%
D1. US Direct Hire (USDH)	2,841	2,884	2,844	355,007	1,146	438	11,234	12,818	367,825	121,193	489,018	\$124,827	\$129,334	\$171,947	3.6%	34.1%
D1a. Senior Executive Schedule	16	16	16	2,827	-	-	155	155	2,982	10,162	13,144	\$176,688	\$186,375	\$821,500	5.5%	359.5%
D1b. General Schedule	2,817	2,860	2,820	351,194	1,143	437	11,046	12,626	363,820	110,704	474,524	\$124,537	\$129,014	\$168,271	3.6%	31.5%
D1c. Special Schedule	3	3	3	387	1	-	13	14	401	121	522	\$129,000	\$133,667	\$174,000	3.6%	31.3%
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	5	5	5	599	2	1	20	23	622	206	828	\$119,800	\$124,400	\$165,600	3.8%	34.4%
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	2,841	2,884	2,844	355,007	1,146	438	11,234	12,818	367,825	121,193	489,018	\$124,827	\$129,334	\$171,947	3.6%	34.1%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>2,841</i>	<i>2,884</i>	<i>2,844</i>	<i>355,007</i>	<i>1,146</i>	<i>438</i>	<i>11,234</i>	<i>12,818</i>	<i>367,825</i>	<i>121,193</i>	<i>489,018</i>	<i>\$124,827</i>	<i>\$129,334</i>	<i>\$171,947</i>	<i>3.6%</i>	<i>34.1%</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																

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Reimbursable Funded Personnel (includes OC 13)	<u>133</u>	<u>133</u>	<u>133</u>	<u>15,912</u>	<u>47</u>	<u>16</u>	<u>320</u>	<u>383</u>	<u>16,295</u>	<u>5,382</u>	<u>21,677</u>	<u>\$119,639</u>	<u>\$122,519</u>	<u>\$162,985</u>	<u>2.4%</u>	<u>33.8%</u>
R1. US Direct Hire (USDH)	128	128	128	15,912	47	16	320	383	16,295	5,382	21,677	\$124,313	\$127,305	\$169,352	2.4%	33.8%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	128	128	128	15,912	47	16	320	383	16,295	5,382	21,677	\$124,313	\$127,305	\$169,352	2.4%	33.8%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	128	128	128	15,912	47	16	320	383	16,295	5,382	21,677	\$124,313	\$127,305	\$169,352	2.4%	33.8%
R4. Indirect Hire Foreign Nationals (IHFN)	5	5	5	-	-	-	-	-	-	-	-	\$0	\$0	\$0	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>133</i>	<i>133</i>	<i>133</i>	<i>15,912</i>	<i>47</i>	<i>16</i>	<i>320</i>	<i>383</i>	<i>16,295</i>	<i>5,382</i>	<i>21,677</i>	<i>\$119,639</i>	<i>\$122,519</i>	<i>\$162,985</i>	<i>2.4%</i>	<i>33.8%</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																

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Total Personnel (includes OC 13)	2,974	3,017	2,977	370,919	1,193	454	11,554	13,201	384,120	126,575	510,695	\$124,595	\$129,029	\$171,547	3.6%	34.1%
T1. US Direct Hire (USDH)	2,969	3,012	2,972	370,919	1,193	454	11,554	13,201	384,120	126,575	510,695	<i>\$124,805</i>	<i>\$129,246</i>	<i>\$171,835</i>	<i>3.6%</i>	<i>34.1%</i>
T1a. Senior Executive Schedule	16	16	16	2,827	0	0	155	155	2,982	10,162	13,144	<i>\$176,688</i>	<i>\$186,375</i>	<i>\$821,500</i>	<i>5.5%</i>	<i>359.5%</i>
T1b. General Schedule	2,945	2,988	2,948	367,106	1,190	453	11,366	13,009	380,115	116,086	496,201	<i>\$124,527</i>	<i>\$128,940</i>	<i>\$168,318</i>	<i>3.5%</i>	<i>31.6%</i>
T1c. Special Schedule	3	3	3	387	1	0	13	14	401	121	522	<i>\$129,000</i>	<i>\$133,667</i>	<i>\$174,000</i>	<i>3.6%</i>	<i>31.3%</i>
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	5	5	5	599	2	1	20	23	622	206	828	<i>\$119,800</i>	<i>\$124,400</i>	<i>\$165,600</i>	<i>3.8%</i>	<i>34.4%</i>
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	2,969	3,012	2,972	370,919	1,193	454	11,554	13,201	384,120	126,575	510,695	<i>\$124,805</i>	<i>\$129,246</i>	<i>\$171,835</i>	<i>3.6%</i>	<i>34.1%</i>
T4. Indirect Hire Foreign Nationals (IHFN)	5	5	5	0	0	0	0	0	0	0	0	\$0	\$0	\$0	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>2,974</i>	<i>3,017</i>	<i>2,977</i>	<i>370,919</i>	<i>1,193</i>	<i>454</i>	<i>11,554</i>	<i>13,201</i>	<i>384,120</i>	<i>126,575</i>	<i>510,695</i>	<i>\$124,595</i>	<i>\$129,029</i>	<i>\$171,547</i>	<i>3.6%</i>	<i>34.1%</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				

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Operation and Maintenance, Defense-Wide												Date: May 2021				
Defense Logistics Agency (FY 2020)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>
	Begin	End		Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	Comp	% BC	% BC
	Strength	Strength	FTEs	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>137</u>	<u>137</u>	<u>137</u>	<u>17,863</u>	<u>38</u>	<u>45</u>	<u>414</u>	<u>497</u>	<u>18,360</u>	<u>11,829</u>	<u>30,189</u>	<u>\$130,387</u>	<u>\$134,015</u>	<u>\$220,358</u>	<u>2.8%</u>	<u>66.2%</u>
D1. US Direct Hire (USDH)	<u>137</u>	<u>137</u>	<u>137</u>	<u>17,863</u>	<u>38</u>	<u>45</u>	<u>414</u>	<u>497</u>	<u>18,360</u>	<u>5,941</u>	<u>24,301</u>	<u>\$130,387</u>	<u>\$134,015</u>	<u>\$177,380</u>	<u>2.8%</u>	<u>33.3%</u>
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	136	136	136	17,712	38	45	414	497	18,209	5,941	24,150	\$130,235	\$133,890	\$177,574	2.8%	33.5%
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	<u>137</u>	<u>137</u>	<u>137</u>	<u>17,863</u>	<u>38</u>	<u>45</u>	<u>414</u>	<u>497</u>	<u>18,360</u>	<u>5,941</u>	<u>24,301</u>	<u>\$130,387</u>	<u>\$134,015</u>	<u>\$177,380</u>	<u>2.8%</u>	<u>33.3%</u>
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<u>137</u>	<u>137</u>	<u>137</u>	<u>17,863</u>	<u>38</u>	<u>45</u>	<u>414</u>	<u>497</u>	<u>18,360</u>	<u>5,941</u>	<u>24,301</u>	<u>\$130,387</u>	<u>\$134,015</u>	<u>\$177,380</u>	<u>2.8%</u>	<u>33.3%</u>
D5. Other Object Class 13 Benefits										<u>5,888</u>	<u>5,888</u>					
D5a. USDH - Benefits for Former Employees											5,784	5,784				
D5b. DHFN - Benefits for Former Employees											-	-				
D5c. Voluntary Separation Incentive Pay (VSIP)											104	104				
D5d. Foreign National Separation Liability Accrual											-	-				

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Reimbursable Funded Personnel (includes OC 13)	53	53	53	7,578	74	5	153	232	7,810	2,385	10,195	\$142,981	\$147,358	\$192,358	3.1%	31.5%
R1. US Direct Hire (USDH)	53	53	53	7,578	74	5	153	232	7,810	2,384	10,194	\$142,981	\$147,358	\$192,340	3.1%	31.5%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	53	53	53	7,578	74	5	153	232	7,810	2,384	10,194	\$142,981	\$147,358	\$192,340	3.1%	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	53	53	53	7,578	74	5	153	232	7,810	2,384	10,194	\$142,981	\$147,358	\$192,340	3.1%	31.5%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>53</i>	<i>53</i>	<i>53</i>	<i>7,578</i>	<i>74</i>	<i>5</i>	<i>153</i>	<i>232</i>	<i>7,810</i>	<i>2,384</i>	<i>10,194</i>	<i>\$142,981</i>	<i>\$147,358</i>	<i>\$192,340</i>	<i>3.1%</i>	<i>31.5%</i>
R5. Other Object Class 13 Benefits										1	1					
R5a. USDH - Benefits for Former Employees										-	-					
R5b. DHFN - Benefits for Former Employees										-	-					
R5c. Voluntary Separation Incentive Pay (VSIP)										1	1					
R5d. Foreign National Separation Liability Accrual										-	-					

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Total Personnel (includes OC 13)	190	190	190	25,441	112	50	567	729	26,170	14,214	40,384	\$133,900	\$137,737	\$212,547	2.9%	55.9%
T1. US Direct Hire (USDH)	190	190	190	25,441	112	50	567	729	26,170	8,325	34,495	\$133,900	\$137,737	\$181,553	2.9%	32.7%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	189	189	189	25,290	112	50	567	729	26,019	8,325	34,344	\$133,810	\$137,667	\$181,714	2.9%	32.9%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	1	1	1	151	0	0	0	0	151	0	151	\$151,000	\$151,000	\$151,000	0.0%	0.0%
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	190	190	190	25,441	112	50	567	729	26,170	8,325	34,495	\$133,900	\$137,737	\$181,553	2.9%	32.7%
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>	<i>190</i>	<i>190</i>	<i>190</i>	<i>25,441</i>	<i>112</i>	<i>50</i>	<i>567</i>	<i>729</i>	<i>26,170</i>	<i>8,325</i>	<i>34,495</i>	<i>\$133,900</i>	<i>\$137,737</i>	<i>\$181,553</i>	<i>2.9%</i>	<i>32.7%</i>
T5. Other Object Class 13 Benefits										5,889	5,889					
T5a. USDH - Benefits for Former Employees										5,784	5,784					
T5b. DHFN - Benefits for Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										105	105					
T5d. Foreign National Separation Liability Accrual										0	0					

**Department of Defense
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<u>Operation and Maintenance, Defense-Wide</u>												Date: May 2021				
Defense Logistics Agency (FY 2021)																
(\$ in Thousands)												<u>Rates</u>				
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>
	<u>Begin</u>	<u>End</u>	<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>Total</u>	<u>Comp</u>	<u>Benefits</u>	<u>Comp</u>		<u>Basic</u>	<u>Total</u>	<u>Comp</u>	<u>% BC</u>	<u>% BC</u>
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pay</u>	<u>Pay</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	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										-	-					

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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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>60</i>	<i>88</i>	<i>88</i>	<i>12,295</i>	<i>347</i>	<i>-</i>	<i>-</i>	<i>347</i>	<i>12,642</i>	<i>3,489</i>	<i>16,131</i>	<i>\$139,716</i>	<i>\$143,659</i>	<i>\$183,307</i>	<i>2.8%</i>	<i>28.4%</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																

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Total Personnel (includes OC 13)	229	257	257	32,896	1,026	0	0	1,026	33,922	15,631	49,553	\$128,000	\$131,992	\$192,813	3.1%	47.5%
T1. US Direct Hire (USDH)	229	257	257	32,896	1,026	-	-	1,026	33,922	9,566	43,488	\$128,000	\$131,992	\$169,214	3.1%	29.1%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	228	256	256	32,745	1,026	0	0	1,026	33,771	9,566	43,337	\$127,910	\$131,918	\$169,285	3.1%	29.2%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	1	1	1	151	0	0	0	0	151	0	151	\$151,000	\$151,000	\$151,000	0.0%	0.0%
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	229	257	257	32,896	1,026	-	-	1,026	33,922	9,566	43,488	\$128,000	\$131,992	\$169,214	3.1%	29.1%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>229</i>	<i>257</i>	<i>257</i>	<i>32,896</i>	<i>1,026</i>	<i>-</i>	<i>-</i>	<i>1,026</i>	<i>33,922</i>	<i>9,566</i>	<i>43,488</i>	<i>\$128,000</i>	<i>\$131,992</i>	<i>\$169,214</i>	<i>3.1%</i>	<i>29.1%</i>
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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<u>Operation and Maintenance, Defense-Wide</u>												Date: May 2021				
Defense Logistics Agency (FY 2022)																
(\$ in Thousands)												<u>Rates</u>				
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>
	<u>Begin</u>	<u>End</u>	<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>Total</u>	<u>Comp</u>	<u>Benefits</u>	<u>Comp</u>		<u>Basic</u>	<u>Total</u>	<u>Comp</u>	<u>% BC</u>	<u>% BC</u>
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pay</u>	<u>Pay</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	169	156	156	20,366	862	0	488	1,350	21,716	13,452	35,168	\$130,551	\$139,205	\$225,436	6.6%	66.1%
D1. US Direct Hire (USDH)	169	156	156	20,366	862	-	488	1,350	21,716	7,211	28,927	\$130,551	\$139,205	\$185,429	6.6%	35.4%
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	168	155	155	20,213	862	-	488	1,350	21,563	7,211	28,774	\$130,406	\$139,116	\$185,639	6.7%	35.7%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	1	1	1	153	-	-	-	-	153	-	153	\$153,000	\$153,000	\$153,000	0.0%	0.0%
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	169	156	156	20,366	862	-	488	1,350	21,716	7,211	28,927	\$130,551	\$139,205	\$185,429	6.6%	35.4%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	169	156	156	20,366	862	-	488	1,350	21,716	7,211	28,927	\$130,551	\$139,205	\$185,429	6.6%	35.4%
D5. Other Object Class 13 Benefits										6,241	6,241					
D5a. USDH - Benefits for Former Employees										6,241	6,241					
D5b. DHFN - Benefits for Former Employees										-	-					
D5c. Voluntary Separation Incentive Pay (VSIP)										-	-					
D5d. Foreign National Separation Liability Accrual										-	-					

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Reimbursable Funded Personnel (includes OC 13)	60	88	88	12,759	358	0	319	677	13,436	3,772	17,208	\$144,989	\$152,682	\$195,545	5.3%	29.6%
R1. US Direct Hire (USDH)	60	88	88	12,759	358	-	319	677	13,436	3,772	17,208	\$144,989	\$152,682	\$195,545	5.3%	29.6%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	60	88	88	12,759	358	-	319	677	13,436	3,772	17,208	\$144,989	\$152,682	\$195,545	5.3%	29.6%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	60	88	88	12,759	358	-	319	677	13,436	3,772	17,208	\$144,989	\$152,682	\$195,545	5.3%	29.6%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>60</i>	<i>88</i>	<i>88</i>	<i>12,759</i>	<i>358</i>	<i>-</i>	<i>319</i>	<i>677</i>	<i>13,436</i>	<i>3,772</i>	<i>17,208</i>	<i>\$144,989</i>	<i>\$152,682</i>	<i>\$195,545</i>	<i>5.3%</i>	<i>29.6%</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																

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Total Personnel (includes OC 13)	229	244	244	33,125	1,220	0	807	2,027	35,152	17,224	52,376	\$135,758	\$144,066	\$214,656	6.1%	52.0%
T1. US Direct Hire (USDH)	229	244	244	33,125	1,220	-	807	2,027	35,152	10,983	46,135	\$135,758	\$144,066	\$189,078	6.1%	33.2%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	228	243	243	32,972	1,220	0	807	2,027	34,999	10,983	45,982	\$135,687	\$144,029	\$189,226	6.1%	33.3%
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	1	1	1	153	0	0	0	0	153	0	153	\$153,000	\$153,000	\$153,000	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	244	244	33,125	1,220	-	807	2,027	35,152	10,983	46,135	\$135,758	\$144,066	\$189,078	6.1%	33.2%
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>	<i>229</i>	<i>244</i>	<i>244</i>	<i>33,125</i>	<i>1,220</i>	<i>-</i>	<i>807</i>	<i>2,027</i>	<i>35,152</i>	<i>10,983</i>	<i>46,135</i>	<i>\$135,758</i>	<i>\$144,066</i>	<i>\$189,078</i>	<i>6.1%</i>	<i>33.2%</i>
T5. Other Object Class 13 Benefits											6,241	6,241				
T5a. USDH - Benefits for Former Employees											6,241	6,241				
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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Operation and Maintenance, Defense-Wide												Date: May 2021																	
Defense Legal Services Agency (FY 2020)																													
(\$ in Thousands)												Rates																	
												d/c	i/c	k/c	h/d	j/d													
<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	e + f + g	<u>h</u>	<u>i</u>	<u>i</u>	<u>j</u>	<u>l</u>	<u>m</u>	<u>n</u>	<u>o</u>	<u>p</u>													
Begin	End		Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp		Basic	Total	Comp	% BC	% BC													
Strength	Strength	FTEs	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>\$138,796</u>	<u>\$142,926</u>	<u>\$185,090</u>	<u>3.0%</u>	<u>30.4%</u>													
D1. US Direct Hire (USDH)												<u>\$138,796</u>	<u>\$142,926</u>	<u>\$185,090</u>	<u>3.0%</u>	<u>30.4%</u>													
D1a. Senior Executive Schedule												3	5	5	816	-	-	51	51	867	248	1,115	<u>\$163,200</u>	<u>\$173,400</u>	<u>\$223,000</u>	<u>6.3%</u>	<u>30.4%</u>		
D1b. General Schedule												450	290	289	39,893	378	24	696	1,098	40,991	12,103	53,094	<u>\$138,038</u>	<u>\$141,837</u>	<u>\$183,716</u>	<u>2.8%</u>	<u>30.3%</u>		
D1c. Special Schedule												5	4	5	791	2	-	84	86	877	256	1,133	<u>\$158,200</u>	<u>\$175,400</u>	<u>\$226,600</u>	<u>10.9%</u>	<u>32.4%</u>		
D1d. Wage System												-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts												1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other												-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)												-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire												<u>459</u>	<u>299</u>	<u>299</u>	<u>41,500</u>	<u>380</u>	<u>24</u>	<u>831</u>	<u>1,235</u>	<u>42,735</u>	<u>12,607</u>	<u>55,342</u>	<u>\$138,796</u>	<u>\$142,926</u>	<u>\$185,090</u>	<u>3.0%</u>	<u>30.4%</u>		
D4. Indirect Hire Foreign Nationals (IHFN)												-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>												<i><u>459</u></i>	<i><u>299</u></i>	<i><u>299</u></i>	<i><u>41,500</u></i>	<i><u>380</u></i>	<i><u>24</u></i>	<i><u>831</u></i>	<i><u>1,235</u></i>	<i><u>42,735</u></i>	<i><u>12,607</u></i>	<i><u>55,342</u></i>	<i><u>\$138,796</u></i>	<i><u>\$142,926</u></i>	<i><u>\$185,090</u></i>	<i><u>3.0%</u></i>	<i><u>30.4%</u></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																													

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Reimbursable Funded Personnel (includes OC 13)	0	0	0	2	0	0	0	0	2	0	2	-	-	-	0.0%	0.0%
R1. US Direct Hire (USDH)	-	-	-	2	-	-	-	-	2	-	2	-	-	-	0.0%	0.0%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	2	-	-	-	-	2	-	2	-	-	-	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	-	-	-	2	-	-	-	-	2	-	2	-	-	-	0.0%	0.0%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	2	-	-	-	-	2	-	2	-	-	-	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																

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Total Personnel (includes OC 13)	459	299	299	41,502	380	24	831	1,235	42,737	12,607	55,344	\$138,803	\$142,933	\$185,097	3.0%	30.4%
T1. US Direct Hire (USDH)	459	299	299	41,502	380	24	831	1,235	42,737	12,607	55,344	\$138,803	\$142,933	\$185,097	3.0%	30.4%
T1a. Senior Executive Schedule	3	5	5	816	0	0	51	51	867	248	1,115	\$163,200	\$173,400	\$223,000	6.3%	30.4%
T1b. General Schedule	450	290	289	39,895	378	24	696	1,098	40,993	12,103	53,096	\$138,045	\$141,844	\$183,723	2.8%	30.3%
T1c. Special Schedule	5	4	5	791	2	0	84	86	877	256	1,133	\$158,200	\$175,400	\$226,600	10.9%	32.4%
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	459	299	299	41,502	380	24	831	1,235	42,737	12,607	55,344	\$138,803	\$142,933	\$185,097	3.0%	30.4%
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>	<i>459</i>	<i>299</i>	<i>299</i>	<i>41,502</i>	<i>380</i>	<i>24</i>	<i>831</i>	<i>1,235</i>	<i>42,737</i>	<i>12,607</i>	<i>55,344</i>	<i>\$138,803</i>	<i>\$142,933</i>	<i>\$185,097</i>	<i>3.0%</i>	<i>30.4%</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			

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	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>
	<u>Begin</u>	<u>End</u>	<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>Total</u>	<u>Comp</u>	<u>Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>Basic</u>	<u>Total</u>	<u>Comp</u>	<u>% BC</u>	<u>% BC</u>
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pay</u>	<u>Pay</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	164	370	322	18,095	0	0	0	0	18,095	5,765	23,860	\$56,196	\$56,196	\$74,099	0.0%	31.9%
D1. US Direct Hire (USDH)	164	370	322	18,095	-	-	-	-	18,095	5,765	23,860	\$56,196	\$56,196	\$74,099	0.0%	31.9%
D1a. Senior Executive Schedule	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	155	370	322	18,095	-	-	-	-	18,095	5,765	23,860	\$56,196	\$56,196	\$74,099	0.0%	31.9%
D1c. Special Schedule	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	164	370	322	18,095	-	-	-	-	18,095	5,765	23,860	\$56,196	\$56,196	\$74,099	0.0%	31.9%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>164</i>	<i>370</i>	<i>322</i>	<i>18,095</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>18,095</i>	<i>5,765</i>	<i>23,860</i>	<i>\$56,196</i>	<i>\$56,196</i>	<i>\$74,099</i>	<i>0.0%</i>	<i>31.9%</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																

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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															

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Total Personnel (includes OC 13)	164	370	322	18,095	0	0	0	0	18,095	5,765	23,860	\$56,196	\$56,196	\$74,099	0.0%	31.9%
T1. US Direct Hire (USDH)	164	370	322	18,095	-	-	-	-	18,095	5,765	23,860	\$56,196	\$56,196	\$74,099	0.0%	31.9%
T1a. Senior Executive Schedule	5	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	155	370	322	18,095	0	0	0	0	18,095	5,765	23,860	\$56,196	\$56,196	\$74,099	0.0%	31.9%
T1c. Special Schedule	4	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	164	370	322	18,095	-	-	-	-	18,095	5,765	23,860	\$56,196	\$56,196	\$74,099	0.0%	31.9%
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>	<i>164</i>	<i>370</i>	<i>322</i>	<i>18,095</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>18,095</i>	<i>5,765</i>	<i>23,860</i>	<i>\$56,196</i>	<i>\$56,196</i>	<i>\$74,099</i>	<i>0.0%</i>	<i>31.9%</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				

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Defense Legal Services Agency (FY 2022)																
(\$ in Thousands)												<u>Rates</u>				
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>
	<u>Begin</u>	<u>End</u>	<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>Total</u>	<u>Comp</u>	<u>Benefits</u>	<u>Comp</u>		<u>Basic</u>	<u>Total</u>	<u>Comp</u>	<u>% BC</u>	<u>% BC</u>
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pay</u>	<u>Pay</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	370	320	320	49,774	123	0	1,234	1,357	51,131	15,345	66,476	\$155,544	\$159,784	\$207,738	2.7%	30.8%
D1. US Direct Hire (USDH)	370	320	320	49,774	123	-	1,234	1,357	51,131	15,345	66,476	\$155,544	\$159,784	\$207,738	2.7%	30.8%
D1a. Senior Executive Schedule	-	5	5	932	-	-	24	24	956	293	1,249	\$186,400	\$191,200	\$249,800	2.6%	31.4%
D1b. General Schedule	370	309	309	47,757	121	-	1,183	1,304	49,061	14,712	63,773	\$154,553	\$158,773	\$206,385	2.7%	30.8%
D1c. Special Schedule	-	5	5	901	2	-	22	24	925	283	1,208	\$180,200	\$185,000	\$241,600	2.7%	31.4%
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	1	1	184	-	-	5	5	189	57	246	\$184,000	\$189,000	\$246,000	2.7%	31.0%
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	370	320	320	49,774	123	-	1,234	1,357	51,131	15,345	66,476	\$155,544	\$159,784	\$207,738	2.7%	30.8%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>370</i>	<i>320</i>	<i>320</i>	<i>49,774</i>	<i>123</i>	<i>-</i>	<i>1,234</i>	<i>1,357</i>	<i>51,131</i>	<i>15,345</i>	<i>66,476</i>	<i>\$155,544</i>	<i>\$159,784</i>	<i>\$207,738</i>	<i>2.7%</i>	<i>30.8%</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																

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Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<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															

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Total Personnel (includes OC 13)	370	320	320	49,774	123	0	1,234	1,357	51,131	15,345	66,476	\$155,544	\$159,784	\$207,738	2.7%	30.8%
T1. US Direct Hire (USDH)	370	320	320	49,774	123	-	1,234	1,357	51,131	15,345	66,476	\$155,544	\$159,784	\$207,738	2.7%	30.8%
T1a. Senior Executive Schedule	0	5	5	932	0	0	24	24	956	293	1,249	\$186,400	\$191,200	\$249,800	2.6%	31.4%
T1b. General Schedule	370	309	309	47,757	121	0	1,183	1,304	49,061	14,712	63,773	\$154,553	\$158,773	\$206,385	2.7%	30.8%
T1c. Special Schedule	0	5	5	901	2	0	22	24	925	283	1,208	\$180,200	\$185,000	\$241,600	2.7%	31.4%
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	1	1	184	0	0	5	5	189	57	246	\$184,000	\$189,000	\$246,000	2.7%	31.0%
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	370	320	320	49,774	123	-	1,234	1,357	51,131	15,345	66,476	\$155,544	\$159,784	\$207,738	2.7%	30.8%
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>	<i>370</i>	<i>320</i>	<i>320</i>	<i>49,774</i>	<i>123</i>	<i>-</i>	<i>1,234</i>	<i>1,357</i>	<i>51,131</i>	<i>15,345</i>	<i>66,476</i>	<i>\$155,544</i>	<i>\$159,784</i>	<i>\$207,738</i>	<i>2.7%</i>	<i>30.8%</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				

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<u>Operation and Maintenance, Defense-Wide</u>												Date: May 2021				
Department of Defense Education Agency (FY 2020)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>
	<u>Begin</u>	<u>End</u>		<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>Total</u>	<u>Comp</u>	<u>Benefits</u>	<u>Comp</u>	<u>Basic</u>	<u>Total</u>	<u>Comp</u>	<u>% BC</u>	<u>% BC</u>
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pav</u>	<u>Pav</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	12,494	12,209	11,645	748,656	925	845	111,776	113,546	862,202	455,632	1,317,834	\$64,290	\$74,041	\$113,167	15.2%	60.9%
D1. US Direct Hire (USDH)	12,246	11,969	11,405	740,918	925	845	111,776	113,546	854,464	455,070	1,309,534	\$64,964	\$74,920	\$114,821	15.3%	61.4%
D1a. Senior Executive Schedule	6	6	6	959	-	-	77	77	1,036	371	1,407	\$159,833	\$172,667	\$234,500	8.0%	38.7%
D1b. General Schedule	3,430	3,654	3,286	133,987	756	48	41,364	42,168	176,155	67,602	243,757	\$40,775	\$53,608	\$74,180	31.5%	50.5%
D1c. Special Schedule	8,505	8,018	7,826	596,496	38	797	67,475	68,310	664,806	382,519	1,047,325	\$76,220	\$84,948	\$133,826	11.5%	64.1%
D1d. Wage System	305	290	286	9,315	131	-	2,860	2,991	12,306	4,560	16,866	\$32,570	\$43,028	\$58,972	32.1%	49.0%
D1e. Highly Qualified Experts	-	1	1	161	-	-	-	-	161	18	179	\$161,000	\$161,000	\$179,000	0.0%	11.2%
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	73	65	65	1,864	-	-	-	-	1,864	562	2,426	\$28,677	\$28,677	\$37,323	0.0%	30.2%
D3. Total Direct Hire	12,319	12,034	11,470	742,782	925	845	111,776	113,546	856,328	455,632	1,311,960	\$64,759	\$74,658	\$114,382	15.3%	61.3%
D4. Indirect Hire Foreign Nationals (IHFN)	175	175	175	5,874	-	-	-	-	5,874	-	5,874	\$33,566	\$33,566	\$33,566	0.0%	0.0%
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>12,494</i>	<i>12,209</i>	<i>11,645</i>	<i>748,656</i>	<i>925</i>	<i>845</i>	<i>111,776</i>	<i>113,546</i>	<i>862,202</i>	<i>455,632</i>	<i>1,317,834</i>	<i>\$64,290</i>	<i>\$74,041</i>	<i>\$113,167</i>	<i>15.2%</i>	<i>60.9%</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																

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Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<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																

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Total Personnel (includes OC 13)	12,494	12,209	11,645	748,656	925	845	111,776	113,546	862,202	455,632	1,317,834	\$64,290	\$74,041	\$113,167	15.2%	60.9%
T1. US Direct Hire (USDH)	12,246	11,969	11,405	740,918	925	845	111,776	113,546	854,464	455,070	1,309,534	\$64,964	\$74,920	\$114,821	15.3%	61.4%
T1a. Senior Executive Schedule	6	6	6	959	0	0	77	77	1,036	371	1,407	\$159,833	\$172,667	\$234,500	8.0%	38.7%
T1b. General Schedule	3,430	3,654	3,286	133,987	756	48	41,364	42,168	176,155	67,602	243,757	\$40,775	\$53,608	\$74,180	31.5%	50.5%
T1c. Special Schedule	8,505	8,018	7,826	596,496	38	797	67,475	68,310	664,806	382,519	1,047,325	\$76,220	\$84,948	\$133,826	11.5%	64.1%
T1d. Wage System	305	290	286	9,315	131	0	2,860	2,991	12,306	4,560	16,866	\$32,570	\$43,028	\$58,972	32.1%	49.0%
T1e. Highly Qualified Experts	0	1	1	161	0	0	0	0	161	18	179	\$161,000	\$161,000	\$179,000	0.0%	11.2%
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	73	65	65	1,864	0	0	0	0	1,864	562	2,426	\$28,677	\$28,677	\$37,323	0.0%	30.2%
T3. Total Direct Hire	12,319	12,034	11,470	742,782	925	845	111,776	113,546	856,328	455,632	1,311,960	\$64,759	\$74,658	\$114,382	15.3%	61.3%
T4. Indirect Hire Foreign Nationals (IHFN)	175	175	175	5,874	0	0	0	0	5,874	0	5,874	\$33,566	\$33,566	\$33,566	0.0%	0.0%
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>12,494</i>	<i>12,209</i>	<i>11,645</i>	<i>748,656</i>	<i>925</i>	<i>845</i>	<i>111,776</i>	<i>113,546</i>	<i>862,202</i>	<i>455,632</i>	<i>1,317,834</i>	<i>\$64,290</i>	<i>\$74,041</i>	<i>\$113,167</i>	<i>15.2%</i>	<i>60.9%</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					

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	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>
	<u>Begin</u>	<u>End</u>		<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>Total</u>	<u>Comp</u>	<u>Benefits</u>	<u>Comp</u>	<u>Basic</u>	<u>Total</u>	<u>Comp</u>	<u>% BC</u>	<u>% BC</u>
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pav</u>	<u>Pav</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	12,217	12,324	11,801	789,033	980	856	112,833	114,669	903,702	474,699	1,378,401	\$66,862	\$76,578	\$116,804	14.5%	60.2%
D1. US Direct Hire (USDH)	11,977	12,083	11,560	780,633	980	856	112,833	114,669	895,302	474,142	1,369,444	\$67,529	\$77,448	\$118,464	14.7%	60.7%
D1a. Senior Executive Schedule	6	6	6	968	-	-	78	78	1,046	376	1,422	\$161,333	\$174,333	\$237,000	8.1%	38.8%
D1b. General Schedule	3,662	3,528	3,174	138,805	809	51	39,184	40,044	178,849	68,823	247,672	\$43,732	\$56,348	\$78,032	28.8%	49.6%
D1c. Special Schedule	8,018	8,240	8,076	629,654	45	805	70,665	71,515	701,169	399,534	1,100,703	\$77,966	\$86,821	\$136,293	11.4%	63.5%
D1d. Wage System	290	308	303	11,043	126	-	2,906	3,032	14,075	5,391	19,466	\$36,446	\$46,452	\$64,244	27.5%	48.8%
D1e. Highly Qualified Experts	1	1	1	163	-	-	-	-	163	18	181	\$163,000	\$163,000	\$181,000	0.0%	11.0%
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	65	66	66	1,844	-	-	-	-	1,844	557	2,401	\$27,939	\$27,939	\$36,379	0.0%	30.2%
D3. Total Direct Hire	12,042	12,149	11,626	782,477	980	856	112,833	114,669	897,146	474,699	1,371,845	\$67,304	\$77,167	\$117,998	14.7%	60.7%
D4. Indirect Hire Foreign Nationals (IHFN)	175	175	175	6,556	-	-	-	-	6,556	-	6,556	\$37,463	\$37,463	\$37,463	0.0%	0.0%
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>12,217</i>	<i>12,324</i>	<i>11,801</i>	<i>789,033</i>	<i>980</i>	<i>856</i>	<i>112,833</i>	<i>114,669</i>	<i>903,702</i>	<i>474,699</i>	<i>1,378,401</i>	<i>\$66,862</i>	<i>\$76,578</i>	<i>\$116,804</i>	<i>14.5%</i>	<i>60.2%</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																

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Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5. Other Object Class 13 Benefits																
R5a. USDH - Benefits for Former Employees																
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R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																

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Total Personnel (includes OC 13)	12,217	12,324	11,801	789,033	980	856	112,833	114,669	903,702	474,699	1,378,401	\$66,862	\$76,578	\$116,804	14.5%	60.2%
T1. US Direct Hire (USDH)	11,977	12,083	11,560	780,633	980	856	112,833	114,669	895,302	474,142	1,369,444	\$67,529	\$77,448	\$118,464	14.7%	60.7%
T1a. Senior Executive Schedule	6	6	6	968	0	0	78	78	1,046	376	1,422	\$161,333	\$174,333	\$237,000	8.1%	38.8%
T1b. General Schedule	3,662	3,528	3,174	138,805	809	51	39,184	40,044	178,849	68,823	247,672	\$43,732	\$56,348	\$78,032	28.8%	49.6%
T1c. Special Schedule	8,018	8,240	8,076	629,654	45	805	70,665	71,515	701,169	399,534	1,100,703	\$77,966	\$86,821	\$136,293	11.4%	63.5%
T1d. Wage System	290	308	303	11,043	126	0	2,906	3,032	14,075	5,391	19,466	\$36,446	\$46,452	\$64,244	27.5%	48.8%
T1e. Highly Qualified Experts	1	1	1	163	0	0	0	0	163	18	181	\$163,000	\$163,000	\$181,000	0.0%	11.0%
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	65	66	66	1,844	0	0	0	0	1,844	557	2,401	\$27,939	\$27,939	\$36,379	0.0%	30.2%
T3. Total Direct Hire	12,042	12,149	11,626	782,477	980	856	112,833	114,669	897,146	474,699	1,371,845	\$67,304	\$77,167	\$117,998	14.7%	60.7%
T4. Indirect Hire Foreign Nationals (IHFN)	175	175	175	6,556	0	0	0	0	6,556	0	6,556	\$37,463	\$37,463	\$37,463	0.0%	0.0%
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>12,217</i>	<i>12,324</i>	<i>11,801</i>	<i>789,033</i>	<i>980</i>	<i>856</i>	<i>112,833</i>	<i>114,669</i>	<i>903,702</i>	<i>474,699</i>	<i>1,378,401</i>	<i>\$66,862</i>	<i>\$76,578</i>	<i>\$116,804</i>	<i>14.5%</i>	<i>60.2%</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					

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<u>Operation and Maintenance, Defense-Wide</u>												Date: May 2021				
Department of Defense Education Agency (FY 2022)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>
	<u>Begin</u>	<u>End</u>		<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>Total</u>	<u>Comp</u>	<u>Benefits</u>	<u>Comp</u>	<u>Basic</u>	<u>Total</u>	<u>Comp</u>	<u>% BC</u>	<u>% BC</u>
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pav</u>	<u>Pav</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	12,318	12,495	11,973	819,669	1,013	889	120,939	122,841	942,510	491,243	1,433,753	\$68,460	\$78,720	\$119,749	15.0%	59.9%
D1. US Direct Hire (USDH)	12,077	12,254	11,732	811,078	1,013	889	120,939	122,841	933,919	490,673	1,424,592	\$69,134	\$79,604	\$121,428	15.1%	60.5%
D1a. Senior Executive Schedule	6	6	6	989	-	-	99	99	1,088	384	1,472	\$164,833	\$181,333	\$245,333	10.0%	38.8%
D1b. General Schedule	3,522	3,553	3,206	143,775	835	50	42,022	42,907	186,682	71,206	257,888	\$44,846	\$58,229	\$80,439	29.8%	49.5%
D1c. Special Schedule	8,240	8,386	8,216	654,853	49	839	75,848	76,736	731,589	413,552	1,145,141	\$79,705	\$89,044	\$139,379	11.7%	63.2%
D1d. Wage System	308	308	303	11,294	129	-	2,970	3,099	14,393	5,513	19,906	\$37,274	\$47,502	\$65,696	27.4%	48.8%
D1e. Highly Qualified Experts	1	1	1	167	-	-	-	-	167	18	185	\$167,000	\$167,000	\$185,000	0.0%	10.8%
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	66	66	66	1,886	-	-	-	-	1,886	570	2,456	\$28,576	\$28,576	\$37,212	0.0%	30.2%
D3. Total Direct Hire	12,143	12,320	11,798	812,964	1,013	889	120,939	122,841	935,805	491,243	1,427,048	\$68,907	\$79,319	\$120,957	15.1%	60.4%
D4. Indirect Hire Foreign Nationals (IHFN)	175	175	175	6,705	-	-	-	-	6,705	-	6,705	\$38,314	\$38,314	\$38,314	0.0%	0.0%
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>12,318</i>	<i>12,495</i>	<i>11,973</i>	<i>819,669</i>	<i>1,013</i>	<i>889</i>	<i>120,939</i>	<i>122,841</i>	<i>942,510</i>	<i>491,243</i>	<i>1,433,753</i>	<i>\$68,460</i>	<i>\$78,720</i>	<i>\$119,749</i>	<i>15.0%</i>	<i>59.9%</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																

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Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<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																

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Total Personnel (includes OC 13)	12,318	12,495	11,973	819,669	1,013	889	120,939	122,841	942,510	491,243	1,433,753	\$68,460	\$78,720	\$119,749	15.0%	59.9%
T1. US Direct Hire (USDH)	12,077	12,254	11,732	811,078	1,013	889	120,939	122,841	933,919	490,673	1,424,592	<i>\$69,134</i>	<i>\$79,604</i>	<i>\$121,428</i>	<i>15.1%</i>	<i>60.5%</i>
T1a. Senior Executive Schedule	6	6	6	989	0	0	99	99	1,088	384	1,472	<i>\$164,833</i>	<i>\$181,333</i>	<i>\$245,333</i>	<i>10.0%</i>	<i>38.8%</i>
T1b. General Schedule	3,522	3,553	3,206	143,775	835	50	42,022	42,907	186,682	71,206	257,888	<i>\$44,846</i>	<i>\$58,229</i>	<i>\$80,439</i>	<i>29.8%</i>	<i>49.5%</i>
T1c. Special Schedule	8,240	8,386	8,216	654,853	49	839	75,848	76,736	731,589	413,552	1,145,141	<i>\$79,705</i>	<i>\$89,044</i>	<i>\$139,379</i>	<i>11.7%</i>	<i>63.2%</i>
T1d. Wage System	308	308	303	11,294	129	0	2,970	3,099	14,393	5,513	19,906	<i>\$37,274</i>	<i>\$47,502</i>	<i>\$65,696</i>	<i>27.4%</i>	<i>48.8%</i>
T1e. Highly Qualified Experts	1	1	1	167	0	0	0	0	167	18	185	<i>\$167,000</i>	<i>\$167,000</i>	<i>\$185,000</i>	<i>0.0%</i>	<i>10.8%</i>
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	66	66	66	1,886	0	0	0	0	1,886	570	2,456	<i>\$28,576</i>	<i>\$28,576</i>	<i>\$37,212</i>	<i>0.0%</i>	<i>30.2%</i>
T3. Total Direct Hire	12,143	12,320	11,798	812,964	1,013	889	120,939	122,841	935,805	491,243	1,427,048	<i>\$68,907</i>	<i>\$79,319</i>	<i>\$120,957</i>	<i>15.1%</i>	<i>60.4%</i>
T4. Indirect Hire Foreign Nationals (IHFN)	175	175	175	6,705	0	0	0	0	6,705	0	6,705	<i>\$38,314</i>	<i>\$38,314</i>	<i>\$38,314</i>	<i>0.0%</i>	<i>0.0%</i>
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>12,318</i>	<i>12,495</i>	<i>11,973</i>	<i>819,669</i>	<i>1,013</i>	<i>889</i>	<i>120,939</i>	<i>122,841</i>	<i>942,510</i>	<i>491,243</i>	<i>1,433,753</i>	<i>\$68,460</i>	<i>\$78,720</i>	<i>\$119,749</i>	<i>15.0%</i>	<i>59.9%</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					

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Defense Personnel Accounting Agency (FY 2020)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	e + f + g <u>h</u>	d + h <u>i</u>	<u>i</u>	<u>j</u>	d/c <u>l</u>	i/c <u>m</u>	k/c <u>n</u>	h/d <u>o</u>	j/d <u>p</u>
	Begin	End		Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	Comp	% BC	% BC
	Strength	Strength	FTEs	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>336</u>	<u>319</u>	<u>656</u>	<u>33,856</u>	<u>0</u>	<u>0</u>	<u>1,051</u>	<u>1,051</u>	<u>34,907</u>	<u>13,344</u>	<u>48,251</u>	<u>\$51,610</u>	<u>\$53,212</u>	<u>\$73,553</u>	<u>3.1%</u>	<u>39.4%</u>
D1. US Direct Hire (USDH)	<u>314</u>	<u>297</u>	<u>612</u>	<u>33,152</u>	<u>-</u>	<u>-</u>	<u>1,051</u>	<u>1,051</u>	<u>34,203</u>	<u>13,344</u>	<u>47,547</u>	<u>\$54,170</u>	<u>\$55,887</u>	<u>\$77,691</u>	<u>3.2%</u>	<u>40.3%</u>
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	294	609	32,620	-	-	1,051	1,051	33,671	13,164	46,835	\$53,563	\$55,289	\$76,905	3.2%	40.4%
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	<u>314</u>	<u>297</u>	<u>612</u>	<u>33,152</u>	<u>-</u>	<u>-</u>	<u>1,051</u>	<u>1,051</u>	<u>34,203</u>	<u>13,344</u>	<u>47,547</u>	<u>\$54,170</u>	<u>\$55,887</u>	<u>\$77,691</u>	<u>3.2%</u>	<u>40.3%</u>
D4. Indirect Hire Foreign Nationals (IHFN)	22	22	44	704	-	-	-	-	704	-	704	\$16,000	\$16,000	\$16,000	0.0%	0.0%
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<u>336</u>	<u>319</u>	<u>656</u>	<u>33,856</u>	<u>-</u>	<u>-</u>	<u>1,051</u>	<u>1,051</u>	<u>34,907</u>	<u>13,344</u>	<u>48,251</u>	<u>\$51,610</u>	<u>\$53,212</u>	<u>\$73,553</u>	<u>3.1%</u>	<u>39.4%</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																

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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	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	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															

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Total Personnel (includes OC 13)	358	341	656	33,856	0	0	1,051	1,051	34,907	13,344	48,251	\$51,610	\$53,212	\$73,553	3.1%	39.4%
T1. US Direct Hire (USDH)	314	297	612	33,152	-	-	1,051	1,051	34,203	13,344	47,547	\$54,170	\$55,887	\$77,691	3.2%	40.3%
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	294	609	32,620	0	0	1,051	1,051	33,671	13,164	46,835	\$53,563	\$55,289	\$76,905	3.2%	40.4%
T1c. Special Schedule	1	1	1	177	0	0	0	0	177	60	237	\$177,000	\$177,000	\$237,000	0.0%	33.9%
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	314	297	612	33,152	-	-	1,051	1,051	34,203	13,344	47,547	\$54,170	\$55,887	\$77,691	3.2%	40.3%
T4. Indirect Hire Foreign Nationals (IHFN)	44	44	44	704	0	0	0	0	704	0	704	\$16,000	\$16,000	\$16,000	0.0%	0.0%
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>358</i>	<i>341</i>	<i>656</i>	<i>33,856</i>	<i>-</i>	<i>-</i>	<i>1,051</i>	<i>1,051</i>	<i>34,907</i>	<i>13,344</i>	<i>48,251</i>	<i>\$51,610</i>	<i>\$53,212</i>	<i>\$73,553</i>	<i>3.1%</i>	<i>39.4%</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				

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<u>Operation and Maintenance, Defense-Wide</u>											Date: May 2021					
Defense Personnel Accounting Agency (FY 2021)																
	(\$ 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	End		Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	Comp	% BC	% BC
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pay</u>	<u>Pay</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
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%
<i>Subtotal - Direct Funded (excludes OC 13)</i>	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																

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Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<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															

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Total Personnel (includes OC 13)	308	308	330	35,583	0	0	0	0	35,583	11,594	47,177	\$107,827	\$107,827	\$142,961	0.0%	32.6%
T1. US Direct Hire (USDH)	308	308	308	34,783	-	-	-	-	34,783	11,594	46,377	\$112,932	\$112,932	\$150,575	0.0%	33.3%
T1a. Senior Executive Schedule	2	2	2	355	0	0	0	0	355	120	475	\$177,500	\$177,500	\$237,500	0.0%	33.8%
T1b. General Schedule	305	305	305	34,251	0	0	0	0	34,251	11,414	45,665	\$112,298	\$112,298	\$149,721	0.0%	33.3%
T1c. Special Schedule	1	1	1	177	0	0	0	0	177	60	237	\$177,000	\$177,000	\$237,000	0.0%	33.9%
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	308	308	308	34,783	-	-	-	-	34,783	11,594	46,377	\$112,932	\$112,932	\$150,575	0.0%	33.3%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	22	800	0	0	0	0	800	0	800	\$36,364	\$36,364	\$36,364	0.0%	0.0%
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>308</i>	<i>308</i>	<i>330</i>	<i>35,583</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>35,583</i>	<i>11,594</i>	<i>47,177</i>	<i>\$107,827</i>	<i>\$107,827</i>	<i>\$142,961</i>	<i>0.0%</i>	<i>32.6%</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				

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<u>Operation and Maintenance, Defense-Wide</u>											Date: May 2021					
Defense Personnel Accounting Agency (FY 2022)																
	(\$ 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	End		Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	l	m	n	o	p
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pay</u>	<u>Pay</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	328	328	328	36,543	0	0	0	0	36,543	12,431	48,974	\$111,412	\$111,412	\$149,311	0.0%	34.0%
D1. US Direct Hire (USDH)	306	306	306	35,643	-	-	-	-	35,643	12,431	48,074	\$116,480	\$116,480	\$157,105	0.0%	34.9%
D1a. Senior Executive Schedule	2	2	2	355	-	-	-	-	355	120	475	\$177,500	\$177,500	\$237,500	0.0%	33.8%
D1b. General Schedule	303	303	303	35,111	-	-	-	-	35,111	12,251	47,362	\$115,878	\$115,878	\$156,310	0.0%	34.9%
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	306	306	306	35,643	-	-	-	-	35,643	12,431	48,074	\$116,480	\$116,480	\$157,105	0.0%	34.9%
D4. Indirect Hire Foreign Nationals (IHFN)	22	22	22	900	-	-	-	-	900	-	900	\$40,909	\$40,909	\$40,909	0.0%	0.0%
<i>Subtotal - Direct Funded (excludes OC 13)</i>	328	328	328	36,543	-	-	-	-	36,543	12,431	48,974	\$111,412	\$111,412	\$149,311	0.0%	34.0%
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																

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Reimbursable Funded Personnel (includes OC 13)	0	0	0	150	0	0	0	0	150	100	250	-	-	-	0.0%	66.7%
R1. US Direct Hire (USDH)	-	-	-	150	-	-	-	-	150	100	250	-	-	-	0.0%	66.7%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	150	-	-	-	-	150	100	250	-	-	-	0.0%	66.7%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	150	-	-	-	-	150	100	250	-	-	-	0.0%	66.7%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	<i>150</i>	-	-	-	-	<i>150</i>	<i>100</i>	<i>250</i>	-	-	-	0.0%	66.7%
R5. Other Object Class 13 Benefits																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																

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Total Personnel (includes OC 13)	328	328	328	36,693	0	0	0	0	36,693	12,531	49,224	\$111,869	\$111,869	\$150,073	0.0%	34.2%
T1. US Direct Hire (USDH)	306	306	306	35,793	-	-	-	-	35,793	12,531	48,324	\$116,971	\$116,971	\$157,922	0.0%	35.0%
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	303	303	303	35,261	0	0	0	0	35,261	12,351	47,612	\$116,373	\$116,373	\$157,135	0.0%	35.0%
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	306	306	306	35,793	-	-	-	-	35,793	12,531	48,324	\$116,971	\$116,971	\$157,922	0.0%	35.0%
T4. Indirect Hire Foreign Nationals (IHFN)	22	22	22	900	0	0	0	0	900	0	900	\$40,909	\$40,909	\$40,909	0.0%	0.0%
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>328</i>	<i>328</i>	<i>328</i>	<i>36,693</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>36,693</i>	<i>12,531</i>	<i>49,224</i>	<i>\$111,869</i>	<i>\$111,869</i>	<i>\$150,073</i>	<i>0.0%</i>	<i>34.2%</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				

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Operation and Maintenance, Defense-Wide												Date: May 2021															
Defense Security Cooperative Agency (FY 2020)																											
(\$ in Thousands)												Rates															
a b c d e f g e + f + g d + h i i + j Begin End Basic Overtime Holiday Other h i i k Strength Strength FTEs Comp Pay Pay O.C.11 Variables O.C.11 O.C.12/13 & Benefits												d/c i/c k/c h/d j/d l m n o p Basic Total Comp % BC % BC Comp Comp & Benefits Variables Benefits															
Direct Funded Personnel (includes OC 13)												<u>423</u>	<u>443</u>	<u>437</u>	<u>51,516</u>	<u>375</u>	<u>77</u>	<u>625</u>	<u>1,077</u>	<u>52,593</u>	<u>19,899</u>	<u>72,492</u>	<u>\$117,886</u>	<u>\$120,350</u>	<u>\$165,886</u>	<u>2.1%</u>	<u>38.6%</u>
D1. US Direct Hire (USDH)												<u>408</u>	<u>428</u>	<u>422</u>	<u>49,844</u>	<u>375</u>	<u>77</u>	<u>625</u>	<u>1,077</u>	<u>50,921</u>	<u>19,899</u>	<u>70,820</u>	<u>\$118,114</u>	<u>\$120,666</u>	<u>\$167,820</u>	<u>2.2%</u>	<u>39.9%</u>
D1a. Senior Executive Schedule												-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule												288	283	282	30,338	303	63	496	862	31,200	14,716	45,916	<u>\$107,582</u>	<u>\$110,638</u>	<u>\$162,823</u>	<u>2.8%</u>	<u>48.5%</u>
D1c. Special Schedule												120	145	140	19,506	72	14	129	215	19,721	5,183	24,904	<u>\$139,329</u>	<u>\$140,864</u>	<u>\$177,886</u>	<u>1.1%</u>	<u>26.6%</u>
D1d. Wage System												-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts												-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other												-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)												15	15	15	1,672	-	-	-	-	1,672	-	1,672	<u>\$111,467</u>	<u>\$111,467</u>	<u>\$111,467</u>	<u>0.0%</u>	<u>0.0%</u>
D3. Total Direct Hire												<u>423</u>	<u>443</u>	<u>437</u>	<u>51,516</u>	<u>375</u>	<u>77</u>	<u>625</u>	<u>1,077</u>	<u>52,593</u>	<u>19,899</u>	<u>72,492</u>	<u>\$117,886</u>	<u>\$120,350</u>	<u>\$165,886</u>	<u>2.1%</u>	<u>38.6%</u>
D4. Indirect Hire Foreign Nationals (IHFN)												-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>												<u>423</u>	<u>443</u>	<u>437</u>	<u>51,516</u>	<u>375</u>	<u>77</u>	<u>625</u>	<u>1,077</u>	<u>52,593</u>	<u>19,899</u>	<u>72,492</u>	<u>\$117,886</u>	<u>\$120,350</u>	<u>\$165,886</u>	<u>2.1%</u>	<u>38.6%</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												-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Reimbursable Funded Personnel (includes OC 13)	23	25	25	2,722	35	11	16	62	2,784	776	3,560	\$108,880	\$111,360	\$142,400	2.3%	28.5%
R1. US Direct Hire (USDH)	23	25	25	2,722	35	11	16	62	2,784	776	3,560	\$108,880	\$111,360	\$142,400	2.3%	28.5%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	23	25	25	2,722	35	11	16	62	2,784	776	3,560	\$108,880	\$111,360	\$142,400	2.3%	28.5%
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	16	62	2,784	776	3,560	\$108,880	\$111,360	\$142,400	2.3%	28.5%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	23	25	25	2,722	35	11	16	62	2,784	776	3,560	\$108,880	\$111,360	\$142,400	2.3%	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																

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Total Personnel (includes OC 13)	446	468	462	54,238	410	88	641	1,139	55,377	20,675	76,052	\$117,398	\$119,864	\$164,615	2.1%	38.1%
T1. US Direct Hire (USDH)	431	453	447	52,566	410	88	641	1,139	53,705	20,675	74,380	\$117,597	\$120,145	\$166,398	2.2%	39.3%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	288	283	282	30,338	303	63	496	862	31,200	14,716	45,916	\$107,582	\$110,638	\$162,823	2.8%	48.5%
T1c. Special Schedule	143	170	165	22,228	107	25	145	277	22,505	5,959	28,464	\$134,715	\$136,394	\$172,509	1.2%	26.8%
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)	15	15	15	1,672	0	0	0	0	1,672	0	1,672	\$111,467	\$111,467	\$111,467	0.0%	0.0%
T3. Total Direct Hire	446	468	462	54,238	410	88	641	1,139	55,377	20,675	76,052	\$117,398	\$119,864	\$164,615	2.1%	38.1%
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>	<i>446</i>	<i>468</i>	<i>462</i>	<i>54,238</i>	<i>410</i>	<i>88</i>	<i>641</i>	<i>1,139</i>	<i>55,377</i>	<i>20,675</i>	<i>76,052</i>	<i>\$117,398</i>	<i>\$119,864</i>	<i>\$164,615</i>	<i>2.1%</i>	<i>38.1%</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			

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<u>Operation and Maintenance, Defense-Wide</u>												Date: May 2021				
Defense Security Cooperative Agency (FY 2021)																
(\$ in Thousands)												<u>Rates</u>				
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>
	<u>Begin</u>	<u>End</u>		<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>Total</u>	<u>Comp</u>	<u>Benefits</u>	<u>Comp</u>	<u>Basic</u>	<u>Total</u>	<u>Comp</u>	<u>% BC</u>	<u>% BC</u>
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pay</u>	<u>Pay</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	428	429	437	51,210	115	63	1,144	1,322	52,532	18,004	70,536	\$117,185	\$120,211	\$161,410	2.6%	35.2%
D1. US Direct Hire (USDH)	428	429	422	49,342	115	63	1,144	1,322	50,664	18,004	68,668	\$116,924	\$120,057	\$162,720	2.7%	36.5%
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	283	287	282	28,926	115	63	1,071	1,249	30,175	11,244	41,419	\$102,574	\$107,004	\$146,876	4.3%	38.9%
D1c. Special Schedule	145	142	140	20,416	-	-	73	73	20,489	6,760	27,249	\$145,829	\$146,350	\$194,636	0.4%	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	51,210	115	63	1,144	1,322	52,532	18,004	70,536	\$117,185	\$120,211	\$161,410	2.6%	35.2%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>428</i>	<i>429</i>	<i>437</i>	<i>51,210</i>	<i>115</i>	<i>63</i>	<i>1,144</i>	<i>1,322</i>	<i>52,532</i>	<i>18,004</i>	<i>70,536</i>	<i>\$117,185</i>	<i>\$120,211</i>	<i>\$161,410</i>	<i>2.6%</i>	<i>35.2%</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																

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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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>25</i>	<i>25</i>	<i>25</i>	<i>2,071</i>	<i>36</i>	<i>11</i>	<i>47</i>	<i>94</i>	<i>2,165</i>	<i>784</i>	<i>2,949</i>	<i>\$82,840</i>	<i>\$86,600</i>	<i>\$117,960</i>	<i>4.5%</i>	<i>37.9%</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																

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Total Personnel (includes OC 13)	453	454	462	53,281	151	74	1,191	1,416	54,697	18,788	73,485	\$115,327	\$118,392	\$159,058	2.7%	35.3%
T1. US Direct Hire (USDH)	453	454	447	51,413	151	74	1,191	1,416	52,829	18,788	71,617	\$115,018	\$118,186	\$160,217	2.8%	36.5%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	283	287	282	28,926	115	63	1,071	1,249	30,175	11,244	41,419	\$102,574	\$107,004	\$146,876	4.3%	38.9%
T1c. Special Schedule	170	167	165	22,487	36	11	120	167	22,654	7,544	30,198	\$136,285	\$137,297	\$183,018	0.7%	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	53,281	151	74	1,191	1,416	54,697	18,788	73,485	\$115,327	\$118,392	\$159,058	2.7%	35.3%
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>	<i>453</i>	<i>454</i>	<i>462</i>	<i>53,281</i>	<i>151</i>	<i>74</i>	<i>1,191</i>	<i>1,416</i>	<i>54,697</i>	<i>18,788</i>	<i>73,485</i>	<i>\$115,327</i>	<i>\$118,392</i>	<i>\$159,058</i>	<i>2.7%</i>	<i>35.3%</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			

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<u>Operation and Maintenance, Defense-Wide</u>												Date: May 2021				
Defense Security Cooperative Agency (FY 2022)																
(\$ in Thousands)												<u>Rates</u>				
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>
	<u>Begin</u>	<u>End</u>	<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>Total</u>	<u>Comp</u>	<u>Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>Basic</u>	<u>Total</u>	<u>Comp</u>	<u>% BC</u>	<u>% BC</u>
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pay</u>	<u>Pay</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	443	444	437	53,398	132	80	1,963	2,175	55,573	19,133	74,706	\$122,192	\$127,169	\$170,952	4.1%	35.8%
D1. US Direct Hire (USDH)	428	429	422	51,452	132	80	1,963	2,175	53,627	19,133	72,760	\$121,924	\$127,078	\$172,417	4.2%	37.2%
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	283	287	282	30,061	117	65	1,889	2,071	32,132	12,070	44,202	\$106,599	\$113,943	\$156,745	6.9%	40.2%
D1c. Special Schedule	145	142	140	21,391	15	15	74	104	21,495	7,063	28,558	\$152,793	\$153,536	\$203,986	0.5%	33.0%
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	15	15	15	1,946	-	-	-	-	1,946	-	1,946	\$129,733	\$129,733	\$129,733	0.0%	0.0%
D3. Total Direct Hire	443	444	437	53,398	132	80	1,963	2,175	55,573	19,133	74,706	\$122,192	\$127,169	\$170,952	4.1%	35.8%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>443</i>	<i>444</i>	<i>437</i>	<i>53,398</i>	<i>132</i>	<i>80</i>	<i>1,963</i>	<i>2,175</i>	<i>55,573</i>	<i>19,133</i>	<i>74,706</i>	<i>\$122,192</i>	<i>\$127,169</i>	<i>\$170,952</i>	<i>4.1%</i>	<i>35.8%</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																

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Reimbursable Funded Personnel (includes OC 13)	25	25	25	2,115	36	11	49	96	2,211	800	3,011	\$84,600	\$88,440	\$120,440	4.5%	37.8%
R1. US Direct Hire (USDH)	25	25	25	2,115	36	11	49	96	2,211	800	3,011	\$84,600	\$88,440	\$120,440	4.5%	37.8%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	25	25	25	2,115	36	11	49	96	2,211	800	3,011	\$84,600	\$88,440	\$120,440	4.5%	37.8%
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	25	25	25	2,115	36	11	49	96	2,211	800	3,011	\$84,600	\$88,440	\$120,440	4.5%	37.8%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	25	25	25	2,115	36	11	49	96	2,211	800	3,011	\$84,600	\$88,440	\$120,440	4.5%	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																

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Total Personnel (includes OC 13)	468	469	462	55,513	168	91	2,012	2,271	57,784	19,933	77,717	\$120,158	\$125,074	\$168,219	4.1%	35.9%
T1. US Direct Hire (USDH)	453	454	447	53,567	168	91	2,012	2,271	55,838	19,933	75,771	\$119,837	\$124,917	\$169,510	4.2%	37.2%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	283	287	282	30,061	117	65	1,889	2,071	32,132	12,070	44,202	\$106,599	\$113,943	\$156,745	6.9%	40.2%
T1c. Special Schedule	170	167	165	23,506	51	26	123	200	23,706	7,863	31,569	\$142,461	\$143,673	\$191,327	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)	15	15	15	1,946	0	0	0	0	1,946	0	1,946	\$129,733	\$129,733	\$129,733	0.0%	0.0%
T3. Total Direct Hire	468	469	462	55,513	168	91	2,012	2,271	57,784	19,933	77,717	\$120,158	\$125,074	\$168,219	4.1%	35.9%
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>	<i>468</i>	<i>469</i>	<i>462</i>	<i>55,513</i>	<i>168</i>	<i>91</i>	<i>2,012</i>	<i>2,271</i>	<i>57,784</i>	<i>19,933</i>	<i>77,717</i>	<i>\$120,158</i>	<i>\$125,074</i>	<i>\$168,219</i>	<i>4.1%</i>	<i>35.9%</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				

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Defense Counterintelligence & Security Agency (FY 2020)																		
	(\$ in Thousands)											<u>Rates</u>						
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>		<u>d + h</u>	<u>i + j</u>		<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>	
	<u>Begin</u>	<u>End</u>		<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>h</u>	<u>i</u>	<u>i</u>	<u>k</u>	<u>Comp</u>	<u>Comp</u>	<u>l</u>	<u>m</u>	<u>n</u>	<u>o</u>	<u>p</u>
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pav</u>	<u>Pav</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	<u>941</u>	<u>1,661</u>	<u>1,658</u>	<u>177,473</u>	<u>5,002</u>	<u>25</u>	<u>2,997</u>	<u>8,024</u>	<u>185,497</u>	<u>60,507</u>	<u>246,004</u>	<u>\$107,040</u>	<u>\$111,880</u>	<u>\$148,374</u>	<u>4.5%</u>	<u>34.1%</u>		
D1. US Direct Hire (USDH)	<u>941</u>	<u>1,661</u>	<u>1,658</u>	<u>177,473</u>	<u>5,002</u>	<u>25</u>	<u>2,997</u>	<u>8,024</u>	<u>185,497</u>	<u>60,507</u>	<u>246,004</u>	<u>\$107,040</u>	<u>\$111,880</u>	<u>\$148,374</u>	<u>4.5%</u>	<u>34.1%</u>		
D1a. Senior Executive Schedule	6	5	5	565	-	-	245	245	810	175	985	\$113,000	\$162,000	\$197,000	43.4%	31.0%		
D1b. General Schedule	927	1,648	1,645	175,550	5,002	25	2,652	7,679	183,229	59,593	242,822	\$106,717	\$111,385	\$147,612	4.4%	33.9%		
D1c. Special Schedule	8	8	8	1,358	-	-	100	100	1,458	443	1,901	\$169,750	\$182,250	\$237,625	7.4%	32.6%		
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	296	296	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	<u>941</u>	<u>1,661</u>	<u>1,658</u>	<u>177,473</u>	<u>5,002</u>	<u>25</u>	<u>2,997</u>	<u>8,024</u>	<u>185,497</u>	<u>60,507</u>	<u>246,004</u>	<u>\$107,040</u>	<u>\$111,880</u>	<u>\$148,374</u>	<u>4.5%</u>	<u>34.1%</u>		
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<u>941</u>	<u>1,661</u>	<u>1,658</u>	<u>177,473</u>	<u>5,002</u>	<u>25</u>	<u>2,997</u>	<u>8,024</u>	<u>185,497</u>	<u>60,507</u>	<u>246,004</u>	<u>\$107,040</u>	<u>\$111,880</u>	<u>\$148,374</u>	<u>4.5%</u>	<u>34.1%</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																		

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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>	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													-	-	-	-

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Total Personnel (includes OC 13)	941	1,661	1,658	177,473	5,002	25	2,997	8,024	185,497	60,507	246,004	\$107,040	\$111,880	\$148,374	4.5%	34.1%
T1. US Direct Hire (USDH)	941	1,661	1,658	177,473	5,002	25	2,997	8,024	185,497	60,507	246,004	\$107,040	\$111,880	\$148,374	4.5%	34.1%
T1a. Senior Executive Schedule	6	5	5	565	0	0	245	245	810	175	985	\$113,000	\$162,000	\$197,000	43.4%	31.0%
T1b. General Schedule	927	1,648	1,645	175,550	5,002	25	2,652	7,679	183,229	59,593	242,822	\$106,717	\$111,385	\$147,612	4.4%	33.9%
T1c. Special Schedule	8	8	8	1,358	0	0	100	100	1,458	443	1,901	\$169,750	\$182,250	\$237,625	7.4%	32.6%
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	296	296	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	941	1,661	1,658	177,473	5,002	25	2,997	8,024	185,497	60,507	246,004	\$107,040	\$111,880	\$148,374	4.5%	34.1%
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>	<i>941</i>	<i>1,661</i>	<i>1,658</i>	<i>177,473</i>	<i>5,002</i>	<i>25</i>	<i>2,997</i>	<i>8,024</i>	<i>185,497</i>	<i>60,507</i>	<i>246,004</i>	<i>\$107,040</i>	<i>\$111,880</i>	<i>\$148,374</i>	<i>4.5%</i>	<i>34.1%</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				

**Department of Defense
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<u>Operation and Maintenance, Defense-Wide</u>												Date: May 2021					
Defense Counterintelligence & Security Agency (FY 2021)																	
	(\$ in Thousands)											<u>Rates</u>					
	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		Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	Comp	% BC	% BC	
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pav</u>	<u>Pav</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>	
Direct Funded Personnel (includes OC 13)	1,661	2,119	1,971	209,029	522	16	6,715	7,253	216,282	64,696	280,978	\$106,052	\$109,732	\$142,556	3.5%	31.0%	
D1. US Direct Hire (USDH)	1,661	2,119	1,971	209,029	522	16	6,715	7,253	216,282	64,696	280,978	\$106,052	\$109,732	\$142,556	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	1,648	2,095	1,950	205,795	522	16	5,979	6,517	212,312	63,694	276,006	\$105,536	\$108,878	\$141,542	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	1,661	2,119	1,971	209,029	522	16	6,715	7,253	216,282	64,696	280,978	\$106,052	\$109,732	\$142,556	3.5%	31.0%	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>1,661</i>	<i>2,119</i>	<i>1,971</i>	<i>209,029</i>	<i>522</i>	<i>16</i>	<i>6,715</i>	<i>7,253</i>	<i>216,282</i>	<i>64,696</i>	<i>280,978</i>	<i>\$106,052</i>	<i>\$109,732</i>	<i>\$142,556</i>	<i>3.5%</i>	<i>31.0%</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																	

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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>	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													-	-	-	-

**Department of Defense
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Total Personnel (includes OC 13)	<u>1,661</u>	<u>2,119</u>	<u>1,971</u>	<u>209,029</u>	<u>522</u>	<u>16</u>	<u>6,715</u>	<u>7,253</u>	<u>216,282</u>	<u>64,696</u>	<u>280,978</u>	<u>\$106,052</u>	<u>\$109,732</u>	<u>\$142,556</u>	<u>3.5%</u>	<u>31.0%</u>
T1. US Direct Hire (USDH)	1,661	2,119	1,971	209,029	522	16	6,715	7,253	216,282	64,696	280,978	<i>\$106,052</i>	<i>\$109,732</i>	<i>\$142,556</i>	<i>3.5%</i>	<i>31.0%</i>
T1a. Senior Executive Schedule	5	12	10	1,540	0	0	368	368	1,908	477	2,385	<i>\$154,000</i>	<i>\$190,800</i>	<i>\$238,500</i>	<i>23.9%</i>	<i>31.0%</i>
T1b. General Schedule	1,648	2,095	1,950	205,795	522	16	5,979	6,517	212,312	63,694	276,006	<i>\$105,536</i>	<i>\$108,878</i>	<i>\$141,542</i>	<i>3.2%</i>	<i>31.0%</i>
T1c. Special Schedule	8	12	11	1,694	0	0	368	368	2,062	525	2,587	<i>\$154,000</i>	<i>\$187,455</i>	<i>\$235,182</i>	<i>21.7%</i>	<i>31.0%</i>
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	1,661	2,119	1,971	209,029	522	16	6,715	7,253	216,282	64,696	280,978	<i>\$106,052</i>	<i>\$109,732</i>	<i>\$142,556</i>	<i>3.5%</i>	<i>31.0%</i>
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>	<i>1,661</i>	<i>2,119</i>	<i>1,971</i>	<i>209,029</i>	<i>522</i>	<i>16</i>	<i>6,715</i>	<i>7,253</i>	<i>216,282</i>	<i>64,696</i>	<i>280,978</i>	<i>\$106,052</i>	<i>\$109,732</i>	<i>\$142,556</i>	<i>3.5%</i>	<i>31.0%</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			

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<u>Operation and Maintenance, Defense-Wide</u>												Date: May 2021				
Defense Counterintelligence & Security Agency (FY 2022)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>
	<u>Begin</u>	<u>End</u>		<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>Total</u>	<u>Comp</u>	<u>Benefits</u>	<u>Comp</u>	<u>Basic</u>	<u>Total</u>	<u>Comp</u>	<u>% BC</u>	<u>% BC</u>
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pav</u>	<u>Pav</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	2,119	2,174	2,023	234,807	778	6	1,347	2,131	236,938	67,508	304,446	\$116,069	\$117,122	\$150,492	0.9%	28.8%
D1. US Direct Hire (USDH)	2,119	2,174	2,023	234,807	778	6	1,347	2,131	236,938	67,508	304,446	\$116,069	\$117,122	\$150,492	0.9%	28.8%
D1a. Senior Executive Schedule	12	10	10	619	-	-	245	245	864	192	1,056	\$61,900	\$86,400	\$105,600	39.6%	31.0%
D1b. General Schedule	2,095	2,153	2,002	232,725	778	6	1,002	1,786	234,511	66,862	301,373	\$116,246	\$117,138	\$150,536	0.8%	28.7%
D1c. Special Schedule	12	11	11	1,463	-	-	100	100	1,563	454	2,017	\$133,000	\$142,091	\$183,364	6.8%	31.0%
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	2,119	2,174	2,023	234,807	778	6	1,347	2,131	236,938	67,508	304,446	\$116,069	\$117,122	\$150,492	0.9%	28.8%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>2,119</i>	<i>2,174</i>	<i>2,023</i>	<i>234,807</i>	<i>778</i>	<i>6</i>	<i>1,347</i>	<i>2,131</i>	<i>236,938</i>	<i>67,508</i>	<i>304,446</i>	<i>\$116,069</i>	<i>\$117,122</i>	<i>\$150,492</i>	<i>0.9%</i>	<i>28.8%</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																

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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>	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													-	-	-	-

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Total Personnel (includes OC 13)	2,119	2,174	2,023	234,807	778	6	1,347	2,131	236,938	67,508	304,446	\$116,069	\$117,122	\$150,492	0.9%	28.8%
T1. US Direct Hire (USDH)	2,119	2,174	2,023	234,807	778	6	1,347	2,131	236,938	67,508	304,446	\$116,069	\$117,122	\$150,492	0.9%	28.8%
T1a. Senior Executive Schedule	12	10	10	619	0	0	245	245	864	192	1,056	\$61,900	\$86,400	\$105,600	39.6%	31.0%
T1b. General Schedule	2,095	2,153	2,002	232,725	778	6	1,002	1,786	234,511	66,862	301,373	\$116,246	\$117,138	\$150,536	0.8%	28.7%
T1c. Special Schedule	12	11	11	1,463	0	0	100	100	1,563	454	2,017	\$133,000	\$142,091	\$183,364	6.8%	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	2,119	2,174	2,023	234,807	778	6	1,347	2,131	236,938	67,508	304,446	\$116,069	\$117,122	\$150,492	0.9%	28.8%
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>	<i>2,119</i>	<i>2,174</i>	<i>2,023</i>	<i>234,807</i>	<i>778</i>	<i>6</i>	<i>1,347</i>	<i>2,131</i>	<i>236,938</i>	<i>67,508</i>	<i>304,446</i>	<i>\$116,069</i>	<i>\$117,122</i>	<i>\$150,492</i>	<i>0.9%</i>	<i>28.8%</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			

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Operation and Maintenance, Defense-Wide												Date: May 2021				
Defense Threat Reduction Agency (FY 2020)																
	(\$ 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	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	Comp	% BC	% BC
	Strength	Strength	FTEs	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>1,285</u>	<u>1,272</u>	<u>1,252</u>	<u>157,321</u>	<u>654</u>	<u>328</u>	<u>3,205</u>	<u>4,187</u>	<u>161,508</u>	<u>53,171</u>	<u>214,679</u>	<u>\$125,656</u>	<u>\$129,000</u>	<u>\$171,469</u>	<u>2.7%</u>	<u>33.8%</u>
D1. US Direct Hire (USDH)	<u>1,285</u>	<u>1,272</u>	<u>1,252</u>	<u>157,321</u>	<u>654</u>	<u>328</u>	<u>3,205</u>	<u>4,187</u>	<u>161,508</u>	<u>53,071</u>	<u>214,579</u>	<u>\$125,656</u>	<u>\$129,000</u>	<u>\$171,389</u>	<u>2.7%</u>	<u>33.7%</u>
D1a. Senior Executive Schedule	15	15	14	2,591	-	-	159	159	2,750	739	3,489	\$185,071	\$196,429	\$249,214	6.1%	28.5%
D1b. General Schedule	1,270	1,257	1,238	154,730	654	328	3,046	4,028	158,758	52,332	211,090	\$124,984	\$128,237	\$170,509	2.6%	33.8%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	<u>1,285</u>	<u>1,272</u>	<u>1,252</u>	<u>157,321</u>	<u>654</u>	<u>328</u>	<u>3,205</u>	<u>4,187</u>	<u>161,508</u>	<u>53,071</u>	<u>214,579</u>	<u>\$125,656</u>	<u>\$129,000</u>	<u>\$171,389</u>	<u>2.7%</u>	<u>33.7%</u>
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	<u>1,285</u>	<u>1,272</u>	<u>1,252</u>	<u>157,321</u>	<u>654</u>	<u>328</u>	<u>3,205</u>	<u>4,187</u>	<u>161,508</u>	<u>53,071</u>	<u>214,579</u>	<u>\$125,656</u>	<u>\$129,000</u>	<u>\$171,389</u>	<u>2.7%</u>	<u>33.7%</u>
D5. Other Object Class 13 Benefits										<u>100</u>	<u>100</u>					
D5a. USDH - Benefits for Former Employees										-	-					
D5b. DHFN - Benefits for Former Employees										-	-					
D5c. Voluntary Separation Incentive Pay (VSIP)										100	100					
D5d. Foreign National Separation Liability Accrual										-	-					

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Reimbursable Funded Personnel (includes OC 13)	103	102	99	13,684	40	4	215	259	13,943	4,472	18,415	\$138,222	\$140,838	\$186,010	1.9%	32.7%
R1. US Direct Hire (USDH)	103	102	99	13,684	40	4	215	259	13,943	4,432	18,375	\$138,222	\$140,838	\$185,606	1.9%	32.4%
R1a. Senior Executive Schedule	1	1	1	189	-	-	15	15	204	62	266	\$189,000	\$204,000	\$266,000	7.9%	32.8%
R1b. General Schedule	102	101	98	13,495	40	4	200	244	13,739	4,370	18,109	\$137,704	\$140,194	\$184,786	1.8%	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	103	102	99	13,684	40	4	215	259	13,943	4,432	18,375	\$138,222	\$140,838	\$185,606	1.9%	32.4%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	103	102	99	13,684	40	4	215	259	13,943	4,432	18,375	\$138,222	\$140,838	\$185,606	1.9%	32.4%
R5. Other Object Class 13 Benefits										40	40					
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)										40	40					
R5d. Foreign National Separation Liability Accrual																

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Total Personnel (includes OC 13)	1,388	1,374	1,351	171,005	694	332	3,420	4,446	175,451	57,643	233,094	\$126,577	\$129,868	\$172,534	2.6%	33.7%
T1. US Direct Hire (USDH)	1,388	1,374	1,351	171,005	694	332	3,420	4,446	175,451	57,503	232,954	\$126,577	\$129,868	\$172,431	2.6%	33.6%
T1a. Senior Executive Schedule	16	16	15	2,780	0	0	174	174	2,954	801	3,755	\$185,333	\$196,933	\$250,333	6.3%	28.8%
T1b. General Schedule	1,372	1,358	1,336	168,225	694	332	3,246	4,272	172,497	56,702	229,199	\$125,917	\$129,115	\$171,556	2.5%	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	1,388	1,374	1,351	171,005	694	332	3,420	4,446	175,451	57,503	232,954	\$126,577	\$129,868	\$172,431	2.6%	33.6%
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>	<i>1,388</i>	<i>1,374</i>	<i>1,351</i>	<i>171,005</i>	<i>694</i>	<i>332</i>	<i>3,420</i>	<i>4,446</i>	<i>175,451</i>	<i>57,503</i>	<i>232,954</i>	<i>\$126,577</i>	<i>\$129,868</i>	<i>\$172,431</i>	<i>2.6%</i>	<i>33.6%</i>
T5. Other Object Class 13 Benefits										140	140					
T5a. USDH - Benefits for Former Employees										0	0					
T5b. DHFN - Benefits for Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										140	140					
T5d. Foreign National Separation Liability Accrual										0	0					

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<u>Operation and Maintenance, Defense-Wide</u>												Date: May 2021				
Defense Threat Reduction Agency (FY 2021)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>
	<u>Begin</u>	<u>End</u>		<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>Total</u>	<u>Comp</u>	<u>Benefits</u>	<u>Comp</u>	<u>Basic</u>	<u>Total</u>	<u>Comp</u>	<u>% BC</u>	<u>% BC</u>
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pav</u>	<u>Pav</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	1,246	1,263	1,230	156,623	977	429	5,032	6,438	163,061	53,605	216,666	\$127,336	\$132,570	\$176,151	4.1%	34.2%
D1. US Direct Hire (USDH)	1,246	1,263	1,230	156,623	977	429	5,032	6,438	163,061	53,605	216,666	\$127,336	\$132,570	\$176,151	4.1%	34.2%
D1a. Senior Executive Schedule		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	1,214	153,367	977	429	4,788	6,194	159,561	52,682	212,243	\$126,332	\$131,434	\$174,829	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	1,230	156,623	977	429	5,032	6,438	163,061	53,605	216,666	\$127,336	\$132,570	\$176,151	4.1%	34.2%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>1,246</i>	<i>1,263</i>	<i>1,230</i>	<i>156,623</i>	<i>977</i>	<i>429</i>	<i>5,032</i>	<i>6,438</i>	<i>163,061</i>	<i>53,605</i>	<i>216,666</i>	<i>\$127,336</i>	<i>\$132,570</i>	<i>\$176,151</i>	<i>4.1%</i>	<i>34.2%</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																

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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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>138</i>	<i>138</i>	<i>131</i>	<i>18,377</i>	<i>24</i>	<i>19</i>	<i>486</i>	<i>529</i>	<i>18,906</i>	<i>6,052</i>	<i>24,958</i>	<i>\$140,282</i>	<i>\$144,321</i>	<i>\$190,519</i>	<i>2.9%</i>	<i>32.9%</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																

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Total Personnel (includes OC 13)	<u>1,384</u>	<u>1,401</u>	<u>1,361</u>	<u>175,000</u>	<u>1,001</u>	<u>448</u>	<u>5,518</u>	<u>6,967</u>	<u>181,967</u>	<u>59,657</u>	<u>241,624</u>	<u>\$128,582</u>	<u>\$133,701</u>	<u>\$177,534</u>	<u>4.0%</u>	<u>34.1%</u>
T1. US Direct Hire (USDH)	1,384	1,401	1,361	175,000	1,001	448	5,518	6,967	181,967	59,657	241,624	\$128,582	\$133,701	\$177,534	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	1,344	171,551	1,001	448	5,260	6,709	178,260	58,671	236,931	\$127,642	\$132,634	\$176,288	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)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	1,384	1,401	1,361	175,000	1,001	448	5,518	6,967	181,967	59,657	241,624	\$128,582	\$133,701	\$177,534	4.0%	34.1%
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>	<i>1,384</i>	<i>1,401</i>	<i>1,361</i>	<i>175,000</i>	<i>1,001</i>	<i>448</i>	<i>5,518</i>	<i>6,967</i>	<i>181,967</i>	<i>59,657</i>	<i>241,624</i>	<i>\$128,582</i>	<i>\$133,701</i>	<i>\$177,534</i>	<i>4.0%</i>	<i>34.1%</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			

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Defense Threat Reduction Agency (FY 2022)																
(\$ in Thousands)												<u>Rates</u>				
												d/c	i/c	k/c	h/d	j/d
<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	e + f + g		d + h	i + j		<u>l</u>	<u>m</u>	<u>n</u>	<u>o</u>	<u>p</u>
Begin	End		Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp		Basic	Total	Comp	% BC	% BC
<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pav</u>	<u>Pav</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>		<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	1,263	1,275	1,250	162,615	673	338	5,067	6,078	168,693	58,873	227,566	\$130,092	\$134,954	\$182,053	3.7%	36.2%
D1. US Direct Hire (USDH)	1,263	1,275	1,250	162,615	673	338	5,067	6,078	168,693	58,873	227,566	\$130,092	\$134,954	\$182,053	3.7%	36.2%
D1a. Senior Executive Schedule	16	16	16	3,063	-	-	230	230	3,293	947	4,240	\$191,438	\$205,813	\$265,000	7.5%	30.9%
D1b. General Schedule	1,247	1,259	1,234	159,552	673	338	4,837	5,848	165,400	57,926	223,326	\$129,297	\$134,036	\$180,977	3.7%	36.3%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	1,263	1,275	1,250	162,615	673	338	5,067	6,078	168,693	58,873	227,566	\$130,092	\$134,954	\$182,053	3.7%	36.2%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	1,263	1,275	1,250	162,615	673	338	5,067	6,078	168,693	58,873	227,566	\$130,092	\$134,954	\$182,053	3.7%	36.2%
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																

**Department of Defense
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Reimbursable Funded Personnel (includes OC 13)	138	138	131	18,714	55	5	557	617	19,331	6,510	25,841	\$142,855	\$147,565	\$197,260	3.3%	34.8%
R1. US Direct Hire (USDH)	138	138	131	18,714	55	5	557	617	19,331	6,510	25,841	\$142,855	\$147,565	\$197,260	3.3%	34.8%
R1a. Senior Executive Schedule	1	1	1	196	-	-	15	15	211	69	280	\$196,000	\$211,000	\$280,000	7.7%	35.2%
R1b. General Schedule	137	137	130	18,518	55	5	542	602	19,120	6,441	25,561	\$142,446	\$147,077	\$196,623	3.3%	34.8%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	138	138	131	18,714	55	5	557	617	19,331	6,510	25,841	\$142,855	\$147,565	\$197,260	3.3%	34.8%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>138</i>	<i>138</i>	<i>131</i>	<i>18,714</i>	<i>55</i>	<i>5</i>	<i>557</i>	<i>617</i>	<i>19,331</i>	<i>6,510</i>	<i>25,841</i>	<i>\$142,855</i>	<i>\$147,565</i>	<i>\$197,260</i>	<i>3.3%</i>	<i>34.8%</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																

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Total Personnel (includes OC 13)	<u>1,401</u>	<u>1,413</u>	<u>1,381</u>	<u>181,329</u>	<u>728</u>	<u>343</u>	<u>5,624</u>	<u>6,695</u>	<u>188,024</u>	<u>65,383</u>	<u>253,407</u>	<u>\$131,303</u>	<u>\$136,151</u>	<u>\$183,495</u>	<u>3.7%</u>	<u>36.1%</u>
T1. US Direct Hire (USDH)	1,401	1,413	1,381	181,329	728	343	5,624	6,695	188,024	65,383	253,407	\$131,303	\$136,151	\$183,495	3.7%	36.1%
T1a. Senior Executive Schedule	17	17	17	3,259	0	0	245	245	3,504	1,016	4,520	\$191,706	\$206,118	\$265,882	7.5%	31.2%
T1b. General Schedule	1,384	1,396	1,364	178,070	728	343	5,379	6,450	184,520	64,367	248,887	\$130,550	\$135,279	\$182,468	3.6%	36.1%
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	1,401	1,413	1,381	181,329	728	343	5,624	6,695	188,024	65,383	253,407	\$131,303	\$136,151	\$183,495	3.7%	36.1%
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>	<i>1,401</i>	<i>1,413</i>	<i>1,381</i>	<i>181,329</i>	<i>728</i>	<i>343</i>	<i>5,624</i>	<i>6,695</i>	<i>188,024</i>	<i>65,383</i>	<i>253,407</i>	<i>\$131,303</i>	<i>\$136,151</i>	<i>\$183,495</i>	<i>3.7%</i>	<i>36.1%</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			

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Operation and Maintenance, Defense-Wide												Date: May 2021				
Defense Technology Security Administration (FY 2020)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	e + f + g		d + h	i + j	d/c	i/c	k/c	h/d	j/d
	Begin	End		Basic	Overtime	Holiday	Other	h	i	i	k	l	m	n	o	p
	Strength	Strength	FTEs	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>129</u>	<u>129</u>	<u>124</u>	<u>19,340</u>	<u>0</u>	<u>3</u>	<u>318</u>	<u>321</u>	<u>19,661</u>	<u>6,162</u>	<u>25,823</u>	<u>\$155,968</u>	<u>\$158,556</u>	<u>\$208,250</u>	<u>1.7%</u>	<u>31.9%</u>
D1. US Direct Hire (USDH)	<u>129</u>	<u>129</u>	<u>124</u>	<u>19,340</u>	<u>-</u>	<u>3</u>	<u>318</u>	<u>321</u>	<u>19,661</u>	<u>6,162</u>	<u>25,823</u>	<u>\$155,968</u>	<u>\$158,556</u>	<u>\$208,250</u>	<u>1.7%</u>	<u>31.9%</u>
D1a. Senior Executive Schedule	2	3	2	473	-	-	39	39	512	159	671	\$236,500	\$256,000	\$335,500	8.2%	33.6%
D1b. General Schedule	127	126	122	18,867	-	3	279	282	19,149	6,003	25,152	\$154,648	\$156,959	\$206,164	1.5%	31.8%
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>129</u>	<u>124</u>	<u>19,340</u>	<u>-</u>	<u>3</u>	<u>318</u>	<u>321</u>	<u>19,661</u>	<u>6,162</u>	<u>25,823</u>	<u>\$155,968</u>	<u>\$158,556</u>	<u>\$208,250</u>	<u>1.7%</u>	<u>31.9%</u>
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<u>129</u>	<u>129</u>	<u>124</u>	<u>19,340</u>	<u>-</u>	<u>3</u>	<u>318</u>	<u>321</u>	<u>19,661</u>	<u>6,162</u>	<u>25,823</u>	<u>\$155,968</u>	<u>\$158,556</u>	<u>\$208,250</u>	<u>1.7%</u>	<u>31.9%</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																

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Reimbursable Funded Personnel (includes OC 13)	3	1	3	86	0	0	0	0	86	0	86	\$28,667	\$28,667	\$28,667	0.0%	0.0%
R1. US Direct Hire (USDH)	3	1	3	86	-	-	-	-	86	-	86	\$28,667	\$28,667	\$28,667	0.0%	0.0%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	3	1	3	86	-	-	-	-	86	-	86	\$28,667	\$28,667	\$28,667	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	1	3	86	-	-	-	-	86	-	86	\$28,667	\$28,667	\$28,667	0.0%	0.0%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>3</i>	<i>1</i>	<i>3</i>	<i>86</i>	-	-	-	-	<i>86</i>	-	<i>86</i>	<i>\$28,667</i>	<i>\$28,667</i>	<i>\$28,667</i>	<i>0.0%</i>	<i>0.0%</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																

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Total Personnel (includes OC 13)	132	130	127	19,426	0	3	318	321	19,747	6,162	25,909	\$152,961	\$155,488	\$204,008	1.7%	31.7%
T1. US Direct Hire (USDH)	132	130	127	19,426	-	3	318	321	19,747	6,162	25,909	\$152,961	\$155,488	\$204,008	1.7%	31.7%
T1a. Senior Executive Schedule	2	3	2	473	0	0	39	39	512	159	671	\$236,500	\$256,000	\$335,500	8.2%	33.6%
T1b. General Schedule	130	127	125	18,953	0	3	279	282	19,235	6,003	25,238	\$151,624	\$153,880	\$201,904	1.5%	31.7%
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	132	130	127	19,426	-	3	318	321	19,747	6,162	25,909	\$152,961	\$155,488	\$204,008	1.7%	31.7%
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>	<i>132</i>	<i>130</i>	<i>127</i>	<i>19,426</i>	<i>-</i>	<i>3</i>	<i>318</i>	<i>321</i>	<i>19,747</i>	<i>6,162</i>	<i>25,909</i>	<i>\$152,961</i>	<i>\$155,488</i>	<i>\$204,008</i>	<i>1.7%</i>	<i>31.7%</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			

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Defense Technology Security Administration (FY 2021)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>
	<u>Begin</u>	<u>End</u>	<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>Total</u>	<u>Comp</u>	<u>Benefits</u>	<u>Comp</u>		<u>Basic</u>	<u>Total</u>	<u>Comp</u>	<u>% BC</u>	<u>% BC</u>
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pay</u>	<u>Pay</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	<u>123</u>	<u>136</u>	<u>136</u>	<u>21,657</u>	<u>0</u>	<u>0</u>	<u>529</u>	<u>529</u>	<u>22,186</u>	<u>5,956</u>	<u>28,142</u>	<u>\$159,243</u>	<u>\$163,132</u>	<u>\$206,926</u>	<u>2.4%</u>	<u>27.5%</u>
D1. US Direct Hire (USDH)	<u>123</u>	<u>136</u>	<u>136</u>	<u>21,657</u>	<u>-</u>	<u>-</u>	<u>529</u>	<u>529</u>	<u>22,186</u>	<u>5,956</u>	<u>28,142</u>	<u>\$159,243</u>	<u>\$163,132</u>	<u>\$206,926</u>	<u>2.4%</u>	<u>27.5%</u>
D1a. Senior Executive Schedule		<u>2</u>	<u>2</u>	<u>448</u>	<u>-</u>	<u>-</u>	<u>36</u>	<u>36</u>	<u>484</u>	<u>107</u>	<u>591</u>	<u>\$224,000</u>	<u>\$242,000</u>	<u>\$295,500</u>	<u>8.0%</u>	<u>23.9%</u>
D1b. General Schedule	<u>121</u>	<u>134</u>	<u>134</u>	<u>21,209</u>	<u>-</u>	<u>-</u>	<u>493</u>	<u>493</u>	<u>21,702</u>	<u>5,849</u>	<u>27,551</u>	<u>\$158,276</u>	<u>\$161,955</u>	<u>\$205,604</u>	<u>2.3%</u>	<u>27.6%</u>
D1c. Special Schedule	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
D1d. Wage System	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
D1e. Highly Qualified Experts	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
D1f. Other	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
D2. Direct Hire Program Foreign Nationals (DHFN)	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
D3. Total Direct Hire	<u>123</u>	<u>136</u>	<u>136</u>	<u>21,657</u>	<u>-</u>	<u>-</u>	<u>529</u>	<u>529</u>	<u>22,186</u>	<u>5,956</u>	<u>28,142</u>	<u>\$159,243</u>	<u>\$163,132</u>	<u>\$206,926</u>	<u>2.4%</u>	<u>27.5%</u>
D4. Indirect Hire Foreign Nationals (IHFN)	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<u>123</u>	<u>136</u>	<u>136</u>	<u>21,657</u>	<u>-</u>	<u>-</u>	<u>529</u>	<u>529</u>	<u>22,186</u>	<u>5,956</u>	<u>28,142</u>	<u>\$159,243</u>	<u>\$163,132</u>	<u>\$206,926</u>	<u>2.4%</u>	<u>27.5%</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																

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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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>3</i>	<i>3</i>	<i>3</i>	<i>550</i>	<i>15</i>	<i>-</i>	<i>35</i>	<i>50</i>	<i>600</i>	<i>150</i>	<i>750</i>	<i>\$183,333</i>	<i>\$200,000</i>	<i>\$250,000</i>	<i>9.1%</i>	<i>27.3%</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																

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Total Personnel (includes OC 13)	126	139	139	22,207	15	0	564	579	22,786	6,106	28,892	\$159,763	\$163,928	\$207,856	2.6%	27.5%
T1. US Direct Hire (USDH)	126	139	139	22,207	15	-	564	579	22,786	6,106	28,892	\$159,763	\$163,928	\$207,856	2.6%	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	21,759	15	0	528	543	22,302	5,999	28,301	\$158,825	\$162,788	\$206,577	2.5%	27.6%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	126	139	139	22,207	15	-	564	579	22,786	6,106	28,892	\$159,763	\$163,928	\$207,856	2.6%	27.5%
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>	<i>126</i>	<i>139</i>	<i>139</i>	<i>22,207</i>	<i>15</i>	<i>-</i>	<i>564</i>	<i>579</i>	<i>22,786</i>	<i>6,106</i>	<i>28,892</i>	<i>\$159,763</i>	<i>\$163,928</i>	<i>\$207,856</i>	<i>2.6%</i>	<i>27.5%</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					

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Defense Technology Security Administration (FY 2022)																
	(\$ 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	End		Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	Comp	% BC	% BC
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pay</u>	<u>Pay</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	136	138	138	22,452	0	0	625	625	23,077	6,414	29,491	\$162,696	\$167,225	\$213,703	2.8%	28.6%
D1. US Direct Hire (USDH)	136	138	138	22,452	-	-	625	625	23,077	6,414	29,491	\$162,696	\$167,225	\$213,703	2.8%	28.6%
D1a. Senior Executive Schedule	2	3	3	675	-	-	51	51	726	168	894	\$225,000	\$242,000	\$298,000	7.6%	24.9%
D1b. General Schedule	134	135	135	21,777	-	-	574	574	22,351	6,246	28,597	\$161,311	\$165,563	\$211,830	2.6%	28.7%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	136	138	138	22,452	-	-	625	625	23,077	6,414	29,491	\$162,696	\$167,225	\$213,703	2.8%	28.6%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>136</i>	<i>138</i>	<i>138</i>	<i>22,452</i>	<i>-</i>	<i>-</i>	<i>625</i>	<i>625</i>	<i>23,077</i>	<i>6,414</i>	<i>29,491</i>	<i>\$162,696</i>	<i>\$167,225</i>	<i>\$213,703</i>	<i>2.8%</i>	<i>28.6%</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																

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Reimbursable Funded Personnel (includes OC 13)	3	3	3	560	0	0	19	19	579	159	738	\$186,667	\$193,000	\$246,000	3.4%	28.4%
R1. US Direct Hire (USDH)	3	3	3	560	-	-	19	19	579	159	738	\$186,667	\$193,000	\$246,000	3.4%	28.4%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	3	3	3	560	-	-	19	19	579	159	738	\$186,667	\$193,000	\$246,000	3.4%	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	3	3	3	560	-	-	19	19	579	159	738	\$186,667	\$193,000	\$246,000	3.4%	28.4%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>3</i>	<i>3</i>	<i>3</i>	<i>560</i>	<i>-</i>	<i>-</i>	<i>19</i>	<i>19</i>	<i>579</i>	<i>159</i>	<i>738</i>	<i>\$186,667</i>	<i>\$193,000</i>	<i>\$246,000</i>	<i>3.4%</i>	<i>28.4%</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																

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Total Personnel (includes OC 13)	139	141	141	23,012	0	0	644	644	23,656	6,573	30,229	\$163,206	\$167,773	\$214,390	2.8%	28.6%
T1. US Direct Hire (USDH)	139	141	141	23,012	-	-	644	644	23,656	6,573	30,229	\$163,206	\$167,773	\$214,390	2.8%	28.6%
T1a. Senior Executive Schedule	2	3	3	675	0	0	51	51	726	168	894	\$225,000	\$242,000	\$298,000	7.6%	24.9%
T1b. General Schedule	137	138	138	22,337	0	0	593	593	22,930	6,405	29,335	\$161,862	\$166,159	\$212,572	2.7%	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	139	141	141	23,012	-	-	644	644	23,656	6,573	30,229	\$163,206	\$167,773	\$214,390	2.8%	28.6%
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>	<i>139</i>	<i>141</i>	<i>141</i>	<i>23,012</i>	<i>-</i>	<i>-</i>	<i>644</i>	<i>644</i>	<i>23,656</i>	<i>6,573</i>	<i>30,229</i>	<i>\$163,206</i>	<i>\$167,773</i>	<i>\$214,390</i>	<i>2.8%</i>	<i>28.6%</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					

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Office of Local Defense Community Cooperation (FY 2020)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>	
	<u>Begin</u>	<u>End</u>		<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>Total</u>	<u>Comp</u>	<u>Benefits</u>	<u>Comp</u>	<u>l</u>	<u>m</u>	<u>n</u>	<u>o</u>	<u>p</u>
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pav</u>	<u>Pav</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	<u>39</u>	<u>39</u>	<u>39</u>	<u>4,658</u>	<u>0</u>	<u>0</u>	<u>85</u>	<u>85</u>	<u>4,743</u>	<u>1,602</u>	<u>6,345</u>	<u>\$119,436</u>	<u>\$121,615</u>	<u>\$162,692</u>	<u>1.8%</u>	<u>34.4%</u>
D1. US Direct Hire (USDH)	<u>39</u>	<u>39</u>	<u>39</u>	<u>4,658</u>	<u>-</u>	<u>-</u>	<u>85</u>	<u>85</u>	<u>4,743</u>	<u>1,602</u>	<u>6,345</u>	<u>\$119,436</u>	<u>\$121,615</u>	<u>\$162,692</u>	<u>1.8%</u>	<u>34.4%</u>
D1a. Senior Executive Schedule	1	1	1	189	-	-	23	23	212	60	272	\$189,000	\$212,000	\$272,000	12.2%	31.7%
D1b. General Schedule	38	38	38	4,469	-	-	62	62	4,531	1,542	6,073	\$117,605	\$119,237	\$159,816	1.4%	34.5%
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>4,658</u>	<u>-</u>	<u>-</u>	<u>85</u>	<u>85</u>	<u>4,743</u>	<u>1,602</u>	<u>6,345</u>	<u>\$119,436</u>	<u>\$121,615</u>	<u>\$162,692</u>	<u>1.8%</u>	<u>34.4%</u>
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<u>39</u>	<u>39</u>	<u>39</u>	<u>4,658</u>	<u>-</u>	<u>-</u>	<u>85</u>	<u>85</u>	<u>4,743</u>	<u>1,602</u>	<u>6,345</u>	<u>\$119,436</u>	<u>\$121,615</u>	<u>\$162,692</u>	<u>1.8%</u>	<u>34.4%</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																

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Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<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													-	-	-	-

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Total Personnel (includes OC 13)	39	39	39	4,658	0	0	85	85	4,743	1,602	6,345	\$119,436	\$121,615	\$162,692	1.8%	34.4%
T1. US Direct Hire (USDH)	39	39	39	4,658	-	-	85	85	4,743	1,602	6,345	\$119,436	\$121,615	\$162,692	1.8%	34.4%
T1a. Senior Executive Schedule	1	1	1	189	0	0	23	23	212	60	272	\$189,000	\$212,000	\$272,000	12.2%	31.7%
T1b. General Schedule	38	38	38	4,469	0	0	62	62	4,531	1,542	6,073	\$117,605	\$119,237	\$159,816	1.4%	34.5%
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	39	39	39	4,658	-	-	85	85	4,743	1,602	6,345	\$119,436	\$121,615	\$162,692	1.8%	34.4%
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>	<i>39</i>	<i>39</i>	<i>39</i>	<i>4,658</i>	<i>-</i>	<i>-</i>	<i>85</i>	<i>85</i>	<i>4,743</i>	<i>1,602</i>	<i>6,345</i>	<i>\$119,436</i>	<i>\$121,615</i>	<i>\$162,692</i>	<i>1.8%</i>	<i>34.4%</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				

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<u>Operation and Maintenance, Defense-Wide</u>											Date: May 2021					
Office of Local Defense Community Cooperation (FY 2021)																
(\$ in Thousands)											<u>Rates</u>					
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>
	<u>Begin</u>	<u>End</u>	<u>FTEs</u>	<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>Total</u>	<u>Comp</u>	<u>Benefits</u>	<u>Comp</u>	<u>Basic</u>	<u>Total</u>	<u>Comp</u>	<u>% BC</u>	<u>% BC</u>
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pav</u>	<u>Pav</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	39	39	39	5,060	85	0	0	85	5,145	1,830	6,975	\$129,744	\$131,923	\$178,846	1.7%	36.2%
D1. US Direct Hire (USDH)	39	39	39	5,060	85	-	-	85	5,145	1,830	6,975	\$129,744	\$131,923	\$178,846	1.7%	36.2%
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	4,886	85	-	-	85	4,971	1,707	6,678	\$128,579	\$130,816	\$175,737	1.7%	34.9%
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	5,060	85	-	-	85	5,145	1,830	6,975	\$129,744	\$131,923	\$178,846	1.7%	36.2%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>39</i>	<i>39</i>	<i>39</i>	<i>5,060</i>	<i>85</i>	<i>-</i>	<i>-</i>	<i>85</i>	<i>5,145</i>	<i>1,830</i>	<i>6,975</i>	<i>\$129,744</i>	<i>\$131,923</i>	<i>\$178,846</i>	<i>1.7%</i>	<i>36.2%</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																

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Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<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													-	-	-	-

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Total Personnel (includes OC 13)	39	39	39	5,060	85	0	0	85	5,145	1,830	6,975	\$129,744	\$131,923	\$178,846	1.7%	36.2%
T1. US Direct Hire (USDH)	39	39	39	5,060	85	-	-	85	5,145	1,830	6,975	\$129,744	\$131,923	\$178,846	1.7%	36.2%
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	4,886	85	0	0	85	4,971	1,707	6,678	\$128,579	\$130,816	\$175,737	1.7%	34.9%
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	39	39	39	5,060	85	-	-	85	5,145	1,830	6,975	\$129,744	\$131,923	\$178,846	1.7%	36.2%
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>	<i>39</i>	<i>39</i>	<i>39</i>	<i>5,060</i>	<i>85</i>	<i>-</i>	<i>-</i>	<i>85</i>	<i>5,145</i>	<i>1,830</i>	<i>6,975</i>	<i>\$129,744</i>	<i>\$131,923</i>	<i>\$178,846</i>	<i>1.7%</i>	<i>36.2%</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				

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Volume II - Defense-Wide Data Book**

<u>Operation and Maintenance, Defense-Wide</u>												Date: May 2021					
Office of Local Defense Community Cooperation (FY 2022)																	
(\$ in Thousands)												<u>Rates</u>					
<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>		
<u>Begin</u>	<u>End</u>	<u>Basic</u>		<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>Total</u>	<u>Comp</u>	<u>Benefits</u>	<u>Comp</u>	<u>Basic</u>	<u>Total</u>	<u>Comp</u>	<u>% BC</u>	<u>% BC</u>		
<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pav</u>	<u>Pav</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>		
Direct Funded Personnel (includes OC 13)																	
	39	39	39	5,430	0	0	110	110	5,540	1,905	7,445	\$139,231	\$142,051	\$190,897	2.0%	35.1%	
D1. US Direct Hire (USDH)																	
	39	39	39	5,430	-	-	110	110	5,540	1,905	7,445	\$139,231	\$142,051	\$190,897	2.0%	35.1%	
D1a. Senior Executive Schedule	1	1	1	162	-	-	22	22	184	67	251	\$162,000	\$184,000	\$251,000	13.6%	41.4%	
D1b. General Schedule	38	38	38	5,268	-	-	88	88	5,356	1,838	7,194	\$138,632	\$140,947	\$189,316	1.7%	34.9%	
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	5,430	-	-	110	110	5,540	1,905	7,445	\$139,231	\$142,051	\$190,897	2.0%	35.1%	
D4. Indirect Hire Foreign Nationals (IHFN)																	
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	39	39	39	5,430	-	-	110	110	5,540	1,905	7,445	\$139,231	\$142,051	\$190,897	2.0%	35.1%	
D5. Other Object Class 13 Benefits																	
D5a. USDH - Benefits for Former Employees																	
D5b. DHFN - Benefits for Former Employees																	
D5c. Voluntary Separation Incentive Pay (VSIP)																	
D5d. Foreign National Separation Liability Accrual																	

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Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<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																

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Total Personnel (includes OC 13)	39	39	39	5,430	0	0	110	110	5,540	1,905	7,445	\$139,231	\$142,051	\$190,897	2.0%	35.1%
T1. US Direct Hire (USDH)	39	39	39	5,430	-	-	110	110	5,540	1,905	7,445	\$139,231	\$142,051	\$190,897	2.0%	35.1%
T1a. Senior Executive Schedule	1	1	1	162	0	0	22	22	184	67	251	\$162,000	\$184,000	\$251,000	13.6%	41.4%
T1b. General Schedule	38	38	38	5,268	0	0	88	88	5,356	1,838	7,194	\$138,632	\$140,947	\$189,316	1.7%	34.9%
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	39	39	39	5,430	-	-	110	110	5,540	1,905	7,445	\$139,231	\$142,051	\$190,897	2.0%	35.1%
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>	<i>39</i>	<i>39</i>	<i>39</i>	<i>5,430</i>	<i>-</i>	<i>-</i>	<i>110</i>	<i>110</i>	<i>5,540</i>	<i>1,905</i>	<i>7,445</i>	<i>\$139,231</i>	<i>\$142,051</i>	<i>\$190,897</i>	<i>2.0%</i>	<i>35.1%</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				

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Operation and Maintenance, Defense-Wide												Date: May 2021				
Office of Secretary of Defense (FY 2020)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>
	<u>Begin</u>	<u>End</u>		<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>Total</u>	<u>Comp</u>	<u>Benefits</u>	<u>Comp</u>	<u>Basic</u>	<u>Total</u>	<u>Comp</u>	<u>% BC</u>	<u>% BC</u>
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pav</u>	<u>Pav</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	<u>1,694</u>	<u>1,813</u>	<u>1,705</u>	<u>271,101</u>	<u>941</u>	<u>26</u>	<u>7,525</u>	<u>8,492</u>	<u>279,593</u>	<u>85,919</u>	<u>365,512</u>	<u>\$159,004</u>	<u>\$163,984</u>	<u>\$214,377</u>	<u>3.1%</u>	<u>31.7%</u>
D1. US Direct Hire (USDH)	<u>1,694</u>	<u>1,813</u>	<u>1,705</u>	<u>271,101</u>	<u>941</u>	<u>26</u>	<u>7,525</u>	<u>8,492</u>	<u>279,593</u>	<u>85,499</u>	<u>365,092</u>	<u>\$159,004</u>	<u>\$163,984</u>	<u>\$214,130</u>	<u>3.1%</u>	<u>31.5%</u>
D1a. Senior Executive Schedule	233	253	247	44,642	-	-	2,462	2,462	47,104	13,487	60,591	\$180,737	\$190,704	\$245,308	5.5%	30.2%
D1b. General Schedule	1,107	1,170	1,108	165,159	925	22	3,562	4,509	169,668	52,934	222,602	\$149,060	\$153,130	\$200,904	2.7%	32.1%
D1c. Special Schedule	320	347	312	54,597	4	4	1,488	1,496	56,093	16,947	73,040	\$174,990	\$179,785	\$234,103	2.7%	31.0%
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	34	43	38	6,703	12	-	13	25	6,728	2,131	8,859	\$176,395	\$177,053	\$233,132	0.4%	31.8%
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	<u>1,694</u>	<u>1,813</u>	<u>1,705</u>	<u>271,101</u>	<u>941</u>	<u>26</u>	<u>7,525</u>	<u>8,492</u>	<u>279,593</u>	<u>85,499</u>	<u>365,092</u>	<u>\$159,004</u>	<u>\$163,984</u>	<u>\$214,130</u>	<u>3.1%</u>	<u>31.5%</u>
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<u>1,694</u>	<u>1,813</u>	<u>1,705</u>	<u>271,101</u>	<u>941</u>	<u>26</u>	<u>7,525</u>	<u>8,492</u>	<u>279,593</u>	<u>85,499</u>	<u>365,092</u>	<u>\$159,004</u>	<u>\$163,984</u>	<u>\$214,130</u>	<u>3.1%</u>	<u>31.5%</u>
D5. Other Object Class 13 Benefits										<u>420</u>	<u>420</u>					
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)										420	420					
D5d. Foreign National Separation Liability Accrual																

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Reimbursable Funded Personnel (includes OC 13)	0	0	45	5,944	2	0	223	225	6,169	1,536	7,705	<u>\$132,089</u>	<u>\$137,089</u>	<u>\$171,222</u>	<u>3.8%</u>	<u>25.8%</u>
R1. US Direct Hire (USDH)	-	-	45	5,944	2	-	223	225	6,169	1,536	7,705	<u>\$132,089</u>	<u>\$137,089</u>	<u>\$171,222</u>	<u>3.8%</u>	<u>25.8%</u>
R1a. Senior Executive Schedule	-	-	3	519	-	-	61	61	580	160	740	<u>\$173,000</u>	<u>\$193,333</u>	<u>\$246,667</u>	<u>11.8%</u>	<u>30.8%</u>
R1b. General Schedule	-	-	5	904	-	-	28	28	932	254	1,186	<u>\$180,800</u>	<u>\$186,400</u>	<u>\$237,200</u>	<u>3.1%</u>	<u>28.1%</u>
R1c. Special Schedule	-	-	37	4,521	2	-	134	136	4,657	1,122	5,779	<u>\$122,189</u>	<u>\$125,865</u>	<u>\$156,189</u>	<u>3.0%</u>	<u>24.8%</u>
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	45	5,944	2	-	223	225	6,169	1,536	7,705	<u>\$132,089</u>	<u>\$137,089</u>	<u>\$171,222</u>	<u>3.8%</u>	<u>25.8%</u>
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	45	5,944	2	-	223	225	6,169	1,536	7,705	<u>\$132,089</u>	<u>\$137,089</u>	<u>\$171,222</u>	<u>3.8%</u>	<u>25.8%</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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Total Personnel (includes OC 13)	<u>1,694</u>	<u>1,813</u>	<u>1,750</u>	<u>277,045</u>	<u>943</u>	<u>26</u>	<u>7,748</u>	<u>8,717</u>	<u>285,762</u>	<u>87,455</u>	<u>373,217</u>	<u>\$158,311</u>	<u>\$163,293</u>	<u>\$213,267</u>	<u>3.1%</u>	<u>31.6%</u>
T1. US Direct Hire (USDH)	1,694	1,813	1,750	277,045	943	26	7,748	8,717	285,762	87,035	372,797	<i>\$158,311</i>	<i>\$163,293</i>	<i>\$213,027</i>	<i>3.1%</i>	<i>31.4%</i>
T1a. Senior Executive Schedule	233	253	250	45,161	0	0	2,523	2,523	47,684	13,647	61,331	<i>\$180,644</i>	<i>\$190,736</i>	<i>\$245,324</i>	<i>5.6%</i>	<i>30.2%</i>
T1b. General Schedule	1,107	1,170	1,113	166,063	925	22	3,590	4,537	170,600	53,188	223,788	<i>\$149,203</i>	<i>\$153,279</i>	<i>\$201,067</i>	<i>2.7%</i>	<i>32.0%</i>
T1c. Special Schedule	320	347	349	59,118	6	4	1,622	1,632	60,750	18,069	78,819	<i>\$169,393</i>	<i>\$174,069</i>	<i>\$225,842</i>	<i>2.8%</i>	<i>30.6%</i>
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	34	43	38	6,703	12	0	13	25	6,728	2,131	8,859	<i>\$176,395</i>	<i>\$177,053</i>	<i>\$233,132</i>	<i>0.4%</i>	<i>31.8%</i>
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	1,694	1,813	1,750	277,045	943	26	7,748	8,717	285,762	87,035	372,797	<i>\$158,311</i>	<i>\$163,293</i>	<i>\$213,027</i>	<i>3.1%</i>	<i>31.4%</i>
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>	<i>1,694</i>	<i>1,813</i>	<i>1,750</i>	<i>277,045</i>	<i>943</i>	<i>26</i>	<i>7,748</i>	<i>8,717</i>	<i>285,762</i>	<i>87,035</i>	<i>372,797</i>	<i>\$158,311</i>	<i>\$163,293</i>	<i>\$213,027</i>	<i>3.1%</i>	<i>31.4%</i>
T5. Other Object Class 13 Benefits										420	420					
T5a. USDH - Benefits for Former Employees											0	0				
T5b. DHFN - Benefits for Former Employees											0	0				
T5c. Voluntary Separation Incentive Pay (VSIP)											420	420				
T5d. Foreign National Separation Liability Accrual											0	0				

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<u>Operation and Maintenance, Defense-Wide</u>												Date: May 2021				
Office of Secretary of Defense (FY 2021)																
(\$ in Thousands)												<u>Rates</u>				
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>
	<u>Begin</u>	<u>End</u>		<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>Total</u>	<u>Comp</u>	<u>Benefits</u>	<u>Comp</u>	<u>Basic</u>	<u>Total</u>	<u>Comp</u>	<u>% BC</u>	<u>% BC</u>
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pav</u>	<u>Pav</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	1,705	1,798	1,798	287,704	639	0	10,374	11,013	298,717	94,109	392,826	\$160,013	\$166,138	\$218,479	3.8%	32.7%
D1. US Direct Hire (USDH)	1,705	1,798	1,798	287,704	639	-	10,374	11,013	298,717	93,055	391,772	\$160,013	\$166,138	\$217,893	3.8%	32.3%
D1a. Senior Executive Schedule	247	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	1,108	1,286	1,286	196,836	503	-	7,136	7,639	204,475	60,865	265,340	\$153,061	\$159,001	\$206,330	3.9%	30.9%
D1c. Special Schedule	312	269	269	48,090	125	-	1,721	1,846	49,936	14,853	64,789	\$178,773	\$185,636	\$240,851	3.8%	30.9%
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	38	29	29	4,506	11	-	155	166	4,672	1,404	6,076	\$155,379	\$161,103	\$209,517	3.7%	31.2%
D1f. Other	-	-	-	-	-	-	-	-	-	4,028	4,028	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	1,705	1,798	1,798	287,704	639	-	10,374	11,013	298,717	93,055	391,772	\$160,013	\$166,138	\$217,893	3.8%	32.3%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>1,705</i>	<i>1,798</i>	<i>1,798</i>	<i>287,704</i>	<i>639</i>	<i>-</i>	<i>10,374</i>	<i>11,013</i>	<i>298,717</i>	<i>93,055</i>	<i>391,772</i>	<i>\$160,013</i>	<i>\$166,138</i>	<i>\$217,893</i>	<i>3.8%</i>	<i>32.3%</i>
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																

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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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	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																

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Total Personnel (includes OC 13)	1,705	1,821	1,821	290,073	645	0	10,433	11,078	301,151	94,783	395,934	\$159,293	\$165,377	\$217,427	3.8%	32.7%
T1. US Direct Hire (USDH)	1,705	1,821	1,821	290,073	645	-	10,433	11,078	301,151	93,729	394,880	\$159,293	\$165,377	\$216,848	3.8%	32.3%
T1a. Senior Executive Schedule	247	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	1,108	1,309	1,309	199,205	509	0	7,195	7,704	206,909	61,539	268,448	\$152,181	\$158,066	\$205,079	3.9%	30.9%
T1c. Special Schedule	312	269	269	48,090	125	0	1,721	1,846	49,936	14,853	64,789	\$178,773	\$185,636	\$240,851	3.8%	30.9%
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	38	29	29	4,506	11	0	155	166	4,672	1,404	6,076	\$155,379	\$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	1,705	1,821	1,821	290,073	645	-	10,433	11,078	301,151	93,729	394,880	\$159,293	\$165,377	\$216,848	3.8%	32.3%
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>	<i>1,705</i>	<i>1,821</i>	<i>1,821</i>	<i>290,073</i>	<i>645</i>	<i>-</i>	<i>10,433</i>	<i>11,078</i>	<i>301,151</i>	<i>93,729</i>	<i>394,880</i>	<i>\$159,293</i>	<i>\$165,377</i>	<i>\$216,848</i>	<i>3.8%</i>	<i>32.3%</i>
T5. Other Object Class 13 Benefits										1,054	1,054					
T5a. USDH - Benefits for Former Employees										0	0					
T5b. DHFN - Benefits for Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										1,054	1,054					
T5d. Foreign National Separation Liability Accrual										0	0					

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<u>Operation and Maintenance, Defense-Wide</u>												Date: May 2021				
Office of Secretary of Defense (FY 2022)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>
	<u>Begin</u>	<u>End</u>		<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>Total</u>	<u>Comp</u>	<u>Benefits</u>	<u>Comp</u>	<u>Basic</u>	<u>Total</u>	<u>Comp</u>	<u>% BC</u>	<u>% BC</u>
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pav</u>	<u>Pav</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	1,798	1,946	1,946	332,774	704	0	11,981	12,685	345,459	108,027	453,486	\$171,004	\$177,523	\$233,035	3.8%	32.5%
D1. US Direct Hire (USDH)	1,798	1,946	1,946	332,774	704	-	11,981	12,685	345,459	107,027	452,486	\$171,004	\$177,523	\$232,521	3.8%	32.2%
D1a. Senior Executive Schedule	214	217	217	40,109	-	-	1,038	1,038	41,147	12,618	53,765	\$184,834	\$189,618	\$247,765	2.6%	31.5%
D1b. General Schedule	1,286	1,416	1,416	235,980	566	-	8,576	9,142	245,122	74,379	319,501	\$166,653	\$173,109	\$225,636	3.9%	31.5%
D1c. Special Schedule	269	284	284	51,570	126	-	2,172	2,298	53,868	16,024	69,892	\$181,585	\$189,676	\$246,099	4.5%	31.1%
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	29	29	29	5,115	12	-	195	207	5,322	1,604	6,926	\$176,379	\$183,517	\$238,828	4.0%	31.4%
D1f. Other	-	-	-	-	-	-	-	-	-	2,402	2,402	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	1,798	1,946	1,946	332,774	704	-	11,981	12,685	345,459	107,027	452,486	\$171,004	\$177,523	\$232,521	3.8%	32.2%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>1,798</i>	<i>1,946</i>	<i>1,946</i>	<i>332,774</i>	<i>704</i>	<i>-</i>	<i>11,981</i>	<i>12,685</i>	<i>345,459</i>	<i>107,027</i>	<i>452,486</i>	<i>\$171,004</i>	<i>\$177,523</i>	<i>\$232,521</i>	<i>3.8%</i>	<i>32.2%</i>
D5. Other Object Class 13 Benefits										1,000	1,000					
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)										1,000	1,000					
D5d. Foreign National Separation Liability Accrual																

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Reimbursable Funded Personnel (includes OC 13)	0	0	46	3,236	8	0	80	88	3,324	1,012	4,336	\$70,348	\$72,261	\$94,261	2.7%	31.3%
R1. US Direct Hire (USDH)	-	-	46	3,236	8	-	80	88	3,324	1,012	4,336	\$70,348	\$72,261	\$94,261	2.7%	31.3%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	46	3,236	8	-	80	88	3,324	1,012	4,336	\$70,348	\$72,261	\$94,261	2.7%	31.3%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	46	3,236	8	-	80	88	3,324	1,012	4,336	\$70,348	\$72,261	\$94,261	2.7%	31.3%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	46	3,236	8	-	80	88	3,324	1,012	4,336	\$70,348	\$72,261	\$94,261	2.7%	31.3%
R5. Other Object Class 13 Benefits																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																

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Total Personnel (includes OC 13)	1,798	1,946	1,992	336,010	712	0	12,061	12,773	348,783	109,039	457,822	\$168,680	\$175,092	\$229,830	3.8%	32.5%
T1. US Direct Hire (USDH)	1,798	1,946	1,992	336,010	712	-	12,061	12,773	348,783	108,039	456,822	\$168,680	\$175,092	\$229,328	3.8%	32.2%
T1a. Senior Executive Schedule	214	217	217	40,109	0	0	1,038	1,038	41,147	12,618	53,765	\$184,834	\$189,618	\$247,765	2.6%	31.5%
T1b. General Schedule	1,286	1,416	1,462	239,216	574	0	8,656	9,230	248,446	75,391	323,837	\$163,622	\$169,936	\$221,503	3.9%	31.5%
T1c. Special Schedule	269	284	284	51,570	126	0	2,172	2,298	53,868	16,024	69,892	\$181,585	\$189,676	\$246,099	4.5%	31.1%
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	29	29	29	5,115	12	0	195	207	5,322	1,604	6,926	\$176,379	\$183,517	\$238,828	4.0%	31.4%
T1f. Other	0	0	0	0	0	0	0	0	0	2,402	2,402	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	1,798	1,946	1,992	336,010	712	-	12,061	12,773	348,783	108,039	456,822	\$168,680	\$175,092	\$229,328	3.8%	32.2%
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>	<i>1,798</i>	<i>1,946</i>	<i>1,992</i>	<i>336,010</i>	<i>712</i>	<i>-</i>	<i>12,061</i>	<i>12,773</i>	<i>348,783</i>	<i>108,039</i>	<i>456,822</i>	<i>\$168,680</i>	<i>\$175,092</i>	<i>\$229,328</i>	<i>3.8%</i>	<i>32.2%</i>
T5. Other Object Class 13 Benefits										1,000	1,000					
T5a. USDH - Benefits for Former Employees											0	0				
T5b. DHFN - Benefits for Former Employees											0	0				
T5c. Voluntary Separation Incentive Pay (VSIP)											1,000	1,000				
T5d. Foreign National Separation Liability Accrual											0	0				

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U.S., Special Operations Command (FY 2020)																
(\$ in Thousands)												<u>Rates</u>				
												d/c	i/c	k/c	h/d	j/d
<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	e + f + g		d + h	i + j		<u>l</u>	<u>m</u>	<u>n</u>	<u>o</u>	<u>p</u>
Begin	End		Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp		Basic	Total	Comp	% BC	% BC
<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pay</u>	<u>Pay</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>		<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	6,691	6,836	6,826	642,309	11,153	4,676	13,138	28,967	671,276	214,194	885,470	\$94,097	\$98,341	\$129,720	4.5%	33.3%
D1. US Direct Hire (USDH)	6,691	6,836	6,826	642,309	11,153	4,676	13,138	28,967	671,276	211,879	883,155	\$94,097	\$98,341	\$129,381	4.5%	33.0%
D1a. Senior Executive Schedule	11	13	11	2,164	-	29	105	134	2,298	628	2,926	\$196,727	\$208,909	\$266,000	6.2%	29.0%
D1b. General Schedule	6,377	6,527	6,466	619,566	11,058	4,400	12,681	28,139	647,705	202,977	850,682	\$95,819	\$100,171	\$131,562	4.5%	32.8%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	303	296	349	20,579	95	247	352	694	21,273	8,274	29,547	\$58,966	\$60,954	\$84,662	3.4%	40.2%
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	6,691	6,836	6,826	642,309	11,153	4,676	13,138	28,967	671,276	211,879	883,155	\$94,097	\$98,341	\$129,381	4.5%	33.0%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>6,691</i>	<i>6,836</i>	<i>6,826</i>	<i>642,309</i>	<i>11,153</i>	<i>4,676</i>	<i>13,138</i>	<i>28,967</i>	<i>671,276</i>	<i>211,879</i>	<i>883,155</i>	<i>\$94,097</i>	<i>\$98,341</i>	<i>\$129,381</i>	<i>4.5%</i>	<i>33.0%</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																

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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															

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Total Personnel (includes OC 13)	6,691	6,836	6,826	642,309	11,153	4,676	13,138	28,967	671,276	214,194	885,470	\$94,097	\$98,341	\$129,720	4.5%	33.3%
T1. US Direct Hire (USDH)	6,691	6,836	6,826	642,309	11,153	4,676	13,138	28,967	671,276	211,879	883,155	\$94,097	\$98,341	\$129,381	4.5%	33.0%
T1a. Senior Executive Schedule	11	13	11	2,164	0	29	105	134	2,298	628	2,926	\$196,727	\$208,909	\$266,000	6.2%	29.0%
T1b. General Schedule	6,377	6,527	6,466	619,566	11,058	4,400	12,681	28,139	647,705	202,977	850,682	\$95,819	\$100,171	\$131,562	4.5%	32.8%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	303	296	349	20,579	95	247	352	694	21,273	8,274	29,547	\$58,966	\$60,954	\$84,662	3.4%	40.2%
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)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	6,691	6,836	6,826	642,309	11,153	4,676	13,138	28,967	671,276	211,879	883,155	\$94,097	\$98,341	\$129,381	4.5%	33.0%
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>	<i>6,691</i>	<i>6,836</i>	<i>6,826</i>	<i>642,309</i>	<i>11,153</i>	<i>4,676</i>	<i>13,138</i>	<i>28,967</i>	<i>671,276</i>	<i>211,879</i>	<i>883,155</i>	<i>\$94,097</i>	<i>\$98,341</i>	<i>\$129,381</i>	<i>4.5%</i>	<i>33.0%</i>
T5. Other Object Class 13 Benefits										2,315	2,315					
T5a. USDH - Benefits for Former Employees										2,315	2,315					
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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<u>Operation and Maintenance, Defense-Wide</u>												Date: May 2021				
U.S., Special Operations Command (FY 2021)																
(\$ in Thousands)												<u>Rates</u>				
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>
	<u>Begin</u>	<u>End</u>		<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>Total</u>	<u>Comp</u>	<u>Benefits</u>	<u>Comp</u>	<u>Basic</u>	<u>Total</u>	<u>Comp</u>	<u>% BC</u>	<u>% BC</u>
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pay</u>	<u>Pay</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	6,836	6,831	6,831	634,784	16,699	1,409	13,539	31,647	666,431	209,512	875,943	\$92,927	\$97,560	\$128,231	5.0%	33.0%
D1. US Direct Hire (USDH)	6,836	6,831	6,831	634,784	16,699	1,409	13,539	31,647	666,431	208,034	874,465	\$92,927	\$97,560	\$128,014	5.0%	32.8%
D1a. Senior Executive Schedule	13	13	9	4,399	-	3	430	433	4,832	1,611	6,443	\$488,778	\$536,889	\$715,889	9.8%	36.6%
D1b. General Schedule	6,527	6,522	6,457	607,846	16,431	1,384	13,073	30,888	638,734	197,432	836,166	\$94,138	\$98,921	\$129,498	5.1%	32.5%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	296	296	365	22,539	268	22	36	326	22,865	8,991	31,856	\$61,751	\$62,644	\$87,277	1.4%	39.9%
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	6,836	6,831	6,831	634,784	16,699	1,409	13,539	31,647	666,431	208,034	874,465	\$92,927	\$97,560	\$128,014	5.0%	32.8%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>6,836</i>	<i>6,831</i>	<i>6,831</i>	<i>634,784</i>	<i>16,699</i>	<i>1,409</i>	<i>13,539</i>	<i>31,647</i>	<i>666,431</i>	<i>208,034</i>	<i>874,465</i>	<i>\$92,927</i>	<i>\$97,560</i>	<i>\$128,014</i>	<i>5.0%</i>	<i>32.8%</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																

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Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<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												-	-	-	-

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Total Personnel (includes OC 13)	6,836	6,831	6,831	634,784	16,699	1,409	13,539	31,647	666,431	209,512	875,943	\$92,927	\$97,560	\$128,231	5.0%	33.0%
T1. US Direct Hire (USDH)	6,836	6,831	6,831	634,784	16,699	1,409	13,539	31,647	666,431	208,034	874,465	\$92,927	\$97,560	\$128,014	5.0%	32.8%
T1a. Senior Executive Schedule	13	13	9	4,399	0	3	430	433	4,832	1,611	6,443	\$488,778	\$536,889	\$715,889	9.8%	36.6%
T1b. General Schedule	6,527	6,522	6,457	607,846	16,431	1,384	13,073	30,888	638,734	197,432	836,166	\$94,138	\$98,921	\$129,498	5.1%	32.5%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	296	296	365	22,539	268	22	36	326	22,865	8,991	31,856	\$61,751	\$62,644	\$87,277	1.4%	39.9%
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	6,836	6,831	6,831	634,784	16,699	1,409	13,539	31,647	666,431	208,034	874,465	\$92,927	\$97,560	\$128,014	5.0%	32.8%
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>	<i>6,836</i>	<i>6,831</i>	<i>6,831</i>	<i>634,784</i>	<i>16,699</i>	<i>1,409</i>	<i>13,539</i>	<i>31,647</i>	<i>666,431</i>	<i>208,034</i>	<i>874,465</i>	<i>\$92,927</i>	<i>\$97,560</i>	<i>\$128,014</i>	<i>5.0%</i>	<i>32.8%</i>
T5. Other Object Class 13 Benefits										1,478	1,478					
T5a. USDH - Benefits for Former Employees										1,478	1,478					
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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<u>Operation and Maintenance, Defense-Wide</u>												Date: May 2021																
U.S., Special Operations Command (FY 2022)																												
(\$ in Thousands)												<u>Rates</u>																
												d/c	i/c	k/c	h/d	j/d												
<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	e + f + g		d + h	i + j		<u>l</u>	<u>m</u>	<u>n</u>	<u>o</u>	<u>p</u>												
Begin	End		Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp		Basic	Total	Comp	% BC	% BC												
<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pay</u>	<u>Pay</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>		<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>												
Direct Funded Personnel (includes OC 13)												<u>\$97,781</u>	<u>\$102,662</u>	<u>\$134,917</u>	<u>5.0%</u>	<u>33.0%</u>												
D1. US Direct Hire (USDH)												<u>\$97,781</u>	<u>\$102,662</u>	<u>\$134,675</u>	<u>5.0%</u>	<u>32.7%</u>												
D1a. Senior Executive Schedule												13	7	7	6,455	10	3	415	428	6,883	1,554	8,437	<u>\$922,143</u>	<u>\$983,286</u>	<u>\$1,205,286</u>	<u>6.6%</u>	<u>24.1%</u>	
D1b. General Schedule												6,522	6,542	6,541	647,979	29,555	1,373	2,226	33,154	681,133	219,615	900,748	<u>\$99,064</u>	<u>\$104,133</u>	<u>\$137,708</u>	<u>5.1%</u>	<u>33.9%</u>	
D1c. Special Schedule												-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System												296	368	369	21,914	158	11	15	184	22,098	267	22,365	<u>\$59,388</u>	<u>\$59,886</u>	<u>\$60,610</u>	<u>0.8%</u>	<u>1.2%</u>	
D1e. Highly Qualified Experts												-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other												-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)												-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire												<u>6,831</u>	<u>6,917</u>	<u>6,917</u>	<u>676,348</u>	<u>29,723</u>	<u>1,387</u>	<u>2,656</u>	<u>33,766</u>	<u>710,114</u>	<u>221,436</u>	<u>931,550</u>	<u>\$97,781</u>	<u>\$102,662</u>	<u>\$134,675</u>	<u>5.0%</u>	<u>32.7%</u>	
D4. Indirect Hire Foreign Nationals (IHFN)												-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>												<u>6,831</u>	<u>6,917</u>	<u>6,917</u>	<u>676,348</u>	<u>29,723</u>	<u>1,387</u>	<u>2,656</u>	<u>33,766</u>	<u>710,114</u>	<u>221,436</u>	<u>931,550</u>	<u>\$97,781</u>	<u>\$102,662</u>	<u>\$134,675</u>	<u>5.0%</u>	<u>32.7%</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																												

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Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<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												-	-	-	-

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Total Personnel (includes OC 13)	6,831	6,917	6,917	676,348	29,723	1,387	2,656	33,766	710,114	223,107	933,221	\$97,781	\$102,662	\$134,917	5.0%	33.0%
T1. US Direct Hire (USDH)	6,831	6,917	6,917	676,348	29,723	1,387	2,656	33,766	710,114	221,436	931,550	\$97,781	\$102,662	\$134,675	5.0%	32.7%
T1a. Senior Executive Schedule	13	7	7	6,455	10	3	415	428	6,883	1,554	8,437	\$922,143	\$983,286	\$1,205,286	6.6%	24.1%
T1b. General Schedule	6,522	6,542	6,541	647,979	29,555	1,373	2,226	33,154	681,133	219,615	900,748	\$99,064	\$104,133	\$137,708	5.1%	33.9%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	296	368	369	21,914	158	11	15	184	22,098	267	22,365	\$59,388	\$59,886	\$60,610	0.8%	1.2%
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)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	6,831	6,917	6,917	676,348	29,723	1,387	2,656	33,766	710,114	221,436	931,550	\$97,781	\$102,662	\$134,675	5.0%	32.7%
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>	<i>6,831</i>	<i>6,917</i>	<i>6,917</i>	<i>676,348</i>	<i>29,723</i>	<i>1,387</i>	<i>2,656</i>	<i>33,766</i>	<i>710,114</i>	<i>221,436</i>	<i>931,550</i>	<i>\$97,781</i>	<i>\$102,662</i>	<i>\$134,675</i>	<i>5.0%</i>	<i>32.7%</i>
T5. Other Object Class 13 Benefits										1,671	1,671					
T5a. USDH - Benefits for Former Employees										1,671	1,671					
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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Space Development Agency (FY 2020)																
(\$ in Thousands)											<u>Rates</u>					
							e + f + g	d + h		i + j	d/c	i/c	k/c	h/d	j/d	
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>h</u>	<u>i</u>	<u>j</u>	<u>l</u>	<u>m</u>	<u>n</u>	<u>o</u>	<u>p</u>	
	Begin	End		Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	Comp	% BC	
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pay</u>	<u>Pay</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	
Direct Funded Personnel (includes OC 13)	<u>0</u>	<u>16</u>	<u>7</u>	<u>1,115</u>	<u>0</u>	<u>0</u>	<u>6</u>	<u>6</u>	<u>1,121</u>	<u>349</u>	<u>1,470</u>	<u>\$159,286</u>	<u>\$160,143</u>	<u>\$210,000</u>	<u>0.5%</u>	<u>31.3%</u>
D1. US Direct Hire (USDH)	-	16	7	1,115	-	-	6	6	1,121	349	1,470	\$159,286	\$160,143	\$210,000	0.5%	31.3%
D1a. Senior Executive Schedule	-	3	1	186	-	-	-	-	186	62	248	\$186,000	\$186,000	\$248,000	0.0%	33.3%
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	13	6	929	-	-	6	6	935	287	1,222	\$154,833	\$155,833	\$203,667	0.6%	30.9%
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	16	7	1,115	-	-	6	6	1,121	349	1,470	\$159,286	\$160,143	\$210,000	0.5%	31.3%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	-	16	7	1,115	-	-	6	6	1,121	349	1,470	\$159,286	\$160,143	\$210,000	0.5%	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																

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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															

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Total Personnel (includes OC 13)	0	16	7	1,115	0	0	6	6	1,121	349	1,470	\$159,286	\$160,143	\$210,000	0.5%	31.3%
T1. US Direct Hire (USDH)	-	16	7	1,115	-	-	6	6	1,121	349	1,470	\$159,286	\$160,143	\$210,000	0.5%	31.3%
T1a. Senior Executive Schedule	0	3	1	186	0	0	0	0	186	62	248	\$186,000	\$186,000	\$248,000	0.0%	33.3%
T1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1c. Special Schedule	0	13	6	929	0	0	6	6	935	287	1,222	\$154,833	\$155,833	\$203,667	0.6%	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	-	16	7	1,115	-	-	6	6	1,121	349	1,470	\$159,286	\$160,143	\$210,000	0.5%	31.3%
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>	-	16	7	1,115	-	-	6	6	1,121	349	1,470	\$159,286	\$160,143	\$210,000	0.5%	31.3%
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees											0	0				
T5b. DHFN - Benefits for Former Employees											0	0				
T5c. Voluntary Separation Incentive Pay (VSIP)											0	0				
T5d. Foreign National Separation Liability Accrual											0	0				

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<u>Operation and Maintenance, Defense-Wide</u>											Date: May 2021					
Space Development Agency (FY 2021)																
(\$ in Thousands)											<u>Rates</u>					
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>
	<u>Begin</u>	<u>End</u>	<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>Total</u>	<u>Comp</u>	<u>Benefits</u>	<u>Comp</u>		<u>Basic</u>	<u>Total</u>	<u>Comp</u>	<u>% BC</u>	<u>% BC</u>
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pav</u>	<u>Pav</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	16	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)	16	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	3	5	5	867	-	-	31	31	898	268	1,166	\$173,400	\$179,600	\$233,200	3.6%	30.9%
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	13	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	16	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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>16</i>	<i>45</i>	<i>45</i>	<i>7,779</i>	<i>19</i>	<i>-</i>	<i>277</i>	<i>296</i>	<i>8,075</i>	<i>2,404</i>	<i>10,479</i>	<i>\$172,867</i>	<i>\$179,444</i>	<i>\$232,867</i>	<i>3.8%</i>	<i>30.9%</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																

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Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<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															

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Total Personnel (includes OC 13)	16	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)	16	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	3	5	5	867	0	0	31	31	898	268	1,166	\$173,400	\$179,600	\$233,200	3.6%	30.9%
T1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1c. Special Schedule	13	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	16	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	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>16</i>	<i>45</i>	<i>45</i>	<i>7,779</i>	<i>19</i>	<i>-</i>	<i>277</i>	<i>296</i>	<i>8,075</i>	<i>2,404</i>	<i>10,479</i>	<i>\$172,867</i>	<i>\$179,444</i>	<i>\$232,867</i>	<i>3.8%</i>	<i>30.9%</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				

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Space Development Agency (FY 2022)																
(\$ in Thousands)												<u>Rates</u>				
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>
	<u>Begin</u>	<u>End</u>	<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>Total</u>	<u>Comp</u>	<u>Benefits</u>	<u>Comp</u>		<u>Basic</u>	<u>Total</u>	<u>Comp</u>	<u>% BC</u>	<u>% BC</u>
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pav</u>	<u>Pav</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	45	45	60	10,287	24	0	349	373	10,660	3,209	13,869	\$171,450	\$177,667	\$231,150	3.6%	31.2%
D1. US Direct Hire (USDH)	45	45	60	10,287	24	-	349	373	10,660	3,209	13,869	\$171,450	\$177,667	\$231,150	3.6%	31.2%
D1a. Senior Executive Schedule	5	5	5	902	-	-	22	22	924	286	1,210	\$180,400	\$184,800	\$242,000	2.4%	31.7%
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	40	40	55	9,385	24	-	327	351	9,736	2,923	12,659	\$170,636	\$177,018	\$230,164	3.7%	31.1%
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	45	45	60	10,287	24	-	349	373	10,660	3,209	13,869	\$171,450	\$177,667	\$231,150	3.6%	31.2%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	45	45	60	10,287	24	-	349	373	10,660	3,209	13,869	\$171,450	\$177,667	\$231,150	3.6%	31.2%
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																

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Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<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															

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Total Personnel (includes OC 13)	45	45	60	10,287	24	0	349	373	10,660	3,209	13,869	\$171,450	\$177,667	\$231,150	3.6%	31.2%
T1. US Direct Hire (USDH)	45	45	60	10,287	24	-	349	373	10,660	3,209	13,869	\$171,450	\$177,667	\$231,150	3.6%	31.2%
T1a. Senior Executive Schedule	5	5	5	902	0	0	22	22	924	286	1,210	\$180,400	\$184,800	\$242,000	2.4%	31.7%
T1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1c. Special Schedule	40	40	55	9,385	24	0	327	351	9,736	2,923	12,659	\$170,636	\$177,018	\$230,164	3.7%	31.1%
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	45	45	60	10,287	24	-	349	373	10,660	3,209	13,869	\$171,450	\$177,667	\$231,150	3.6%	31.2%
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>	<i>45</i>	<i>45</i>	<i>60</i>	<i>10,287</i>	<i>24</i>	<i>-</i>	<i>349</i>	<i>373</i>	<i>10,660</i>	<i>3,209</i>	<i>13,869</i>	<i>\$171,450</i>	<i>\$177,667</i>	<i>\$231,150</i>	<i>3.6%</i>	<i>31.2%</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				

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The Joint Staff (FY 2020)																															
(\$ in Thousands)												<u>Rates</u>																			
												d/c	i/c	k/c	h/d	j/d															
<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	e + f + g		<u>h</u>	<u>i</u>	<u>i</u>	<u>j</u>	<u>l</u>	<u>m</u>	<u>n</u>	<u>o</u>	<u>p</u>														
Begin	End		Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp			Basic	Total	Comp	% BC	% BC														
Strength	Strength	FTEs	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>\$122,803</u>	<u>\$124,251</u>	<u>\$148,555</u>	<u>1.2%</u>	<u>19.8%</u>															
D1. US Direct Hire (USDH)												<u>\$122,803</u>	<u>\$124,251</u>	<u>\$148,555</u>	<u>1.2%</u>	<u>19.8%</u>															
D1a. Senior Executive Schedule												14	14	14	2,589	-	-	187	187	2,776	891	3,667	<u>\$184,929</u>	<u>\$198,286</u>	<u>\$261,929</u>	<u>7.2%</u>	<u>34.4%</u>				
D1b. General Schedule												1,121	1,099	1,180	142,659	151	116	1,541	1,808	144,467	26,678	171,145	<u>\$120,897</u>	<u>\$122,430</u>	<u>\$145,038</u>	<u>1.3%</u>	<u>18.7%</u>				
D1c. Special Schedule												-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1d. Wage System												12	12	12	507	-	-	-	-	507	84	591	<u>\$42,250</u>	<u>\$42,250</u>	<u>\$49,250</u>	<u>0.0%</u>	<u>16.6%</u>				
D1e. Highly Qualified Experts												-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other												176	172	172	23,468	-	-	-	-	23,468	5,838	29,306	<u>\$136,442</u>	<u>\$136,442</u>	<u>\$170,384</u>	<u>0.0%</u>	<u>24.9%</u>				
D2. Direct Hire Program Foreign Nationals (DHFN)												-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire												<u>1,323</u>	<u>1,297</u>	<u>1,378</u>	<u>169,223</u>	<u>151</u>	<u>116</u>	<u>1,728</u>	<u>1,995</u>	<u>171,218</u>	<u>33,491</u>	<u>204,709</u>	<u>\$122,803</u>	<u>\$124,251</u>	<u>\$148,555</u>	<u>1.2%</u>	<u>19.8%</u>				
D4. Indirect Hire Foreign Nationals (IHFN)												-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>												<u>1,323</u>	<u>1,297</u>	<u>1,378</u>	<u>169,223</u>	<u>151</u>	<u>116</u>	<u>1,728</u>	<u>1,995</u>	<u>171,218</u>	<u>33,491</u>	<u>204,709</u>	<u>\$122,803</u>	<u>\$124,251</u>	<u>\$148,555</u>	<u>1.2%</u>	<u>19.8%</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												-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			

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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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>87</i>	<i>87</i>	<i>87</i>	<i>12,679</i>	<i>90</i>	<i>3</i>	<i>167</i>	<i>260</i>	<i>12,939</i>	<i>3,543</i>	<i>16,482</i>	<i>\$145,736</i>	<i>\$148,724</i>	<i>\$189,448</i>	<i>2.1%</i>	<i>27.9%</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																

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Total Personnel (includes OC 13)	1,410	1,384	1,465	181,902	241	119	1,895	2,255	184,157	37,034	221,191	\$124,165	\$125,704	\$150,984	1.2%	20.4%
T1. US Direct Hire (USDH)	1,410	1,384	1,465	181,902	241	119	1,895	2,255	184,157	37,034	221,191	\$124,165	\$125,704	\$150,984	1.2%	20.4%
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	1,209	144,597	221	119	1,646	1,986	146,583	27,268	173,851	\$119,600	\$121,243	\$143,797	1.4%	18.9%
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)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	1,410	1,384	1,465	181,902	241	119	1,895	2,255	184,157	37,034	221,191	\$124,165	\$125,704	\$150,984	1.2%	20.4%
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>	<i>1,410</i>	<i>1,384</i>	<i>1,465</i>	<i>181,902</i>	<i>241</i>	<i>119</i>	<i>1,895</i>	<i>2,255</i>	<i>184,157</i>	<i>37,034</i>	<i>221,191</i>	<i>\$124,165</i>	<i>\$125,704</i>	<i>\$150,984</i>	<i>1.2%</i>	<i>20.4%</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				

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<u>Operation and Maintenance, Defense-Wide</u>												Date: May 2021				
The Joint Staff (FY 2021)																
(\$ in Thousands)												<u>Rates</u>				
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>
	<u>Begin</u>	<u>End</u>		<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>Total</u>	<u>Comp</u>	<u>Benefits</u>	<u>Comp</u>	<u>Basic</u>	<u>Total</u>	<u>Comp</u>	<u>% BC</u>	<u>% BC</u>
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pav</u>	<u>Pav</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	1,297	1,284	1,284	157,908	207	130	2,053	2,390	160,298	37,288	197,586	\$122,981	\$124,843	\$153,883	1.5%	23.6%
D1. US Direct Hire (USDH)	1,297	1,284	1,284	157,908	207	130	2,053	2,390	160,298	37,288	197,586	\$122,981	\$124,843	\$153,883	1.5%	23.6%
D1a. Senior Executive Schedule	14	14	14	3,442	-	-	279	279	3,721	797	4,518	\$245,857	\$265,786	\$322,714	8.1%	23.2%
D1b. General Schedule	1,099	1,086	1,086	131,842	207	130	1,774	2,111	133,953	28,749	162,702	\$121,401	\$123,345	\$149,818	1.6%	21.8%
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	157,908	207	130	2,053	2,390	160,298	37,288	197,586	\$122,981	\$124,843	\$153,883	1.5%	23.6%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>1,297</i>	<i>1,284</i>	<i>1,284</i>	<i>157,908</i>	<i>207</i>	<i>130</i>	<i>2,053</i>	<i>2,390</i>	<i>160,298</i>	<i>37,288</i>	<i>197,586</i>	<i>\$122,981</i>	<i>\$124,843</i>	<i>\$153,883</i>	<i>1.5%</i>	<i>23.6%</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																

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Reimbursable Funded Personnel (includes OC 13)	<u>87</u>	<u>87</u>	<u>87</u>	<u>12,945</u>	<u>90</u>	<u>3</u>	<u>173</u>	<u>266</u>	<u>13,211</u>	<u>3,617</u>	<u>16,828</u>	<u>\$148,793</u>	<u>\$151,851</u>	<u>\$193,425</u>	<u>2.1%</u>	<u>27.9%</u>
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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>87</i>	<i>87</i>	<i>87</i>	<i>12,945</i>	<i>90</i>	<i>3</i>	<i>173</i>	<i>266</i>	<i>13,211</i>	<i>3,617</i>	<i>16,828</i>	<i>\$148,793</i>	<i>\$151,851</i>	<i>\$193,425</i>	<i>2.1%</i>	<i>27.9%</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																

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Total Personnel (includes OC 13)	1,384	1,371	1,371	170,853	297	133	2,226	2,656	173,509	40,905	214,414	\$124,619	\$126,557	\$156,392	1.6%	23.9%
T1. US Direct Hire (USDH)	1,384	1,371	1,371	170,853	297	133	2,226	2,656	173,509	40,905	214,414	\$124,619	\$126,557	\$156,392	1.6%	23.9%
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	133,879	277	133	1,879	2,289	136,168	29,363	165,531	\$120,071	\$122,124	\$148,458	1.7%	21.9%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	12	12	12	724	0	0	0	0	724	272	996	\$60,333	\$60,333	\$83,000	0.0%	37.6%
T1e. Highly Qualified Experts	1	1	1	155	0	0	0	0	155	0	155	\$155,000	\$155,000	\$155,000	0.0%	0.0%
T1f. Other	229	229	229	32,653	20	0	68	88	32,741	10,473	43,214	\$142,590	\$142,974	\$188,707	0.3%	32.1%
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	1,384	1,371	1,371	170,853	297	133	2,226	2,656	173,509	40,905	214,414	\$124,619	\$126,557	\$156,392	1.6%	23.9%
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>	<i>1,384</i>	<i>1,371</i>	<i>1,371</i>	<i>170,853</i>	<i>297</i>	<i>133</i>	<i>2,226</i>	<i>2,656</i>	<i>173,509</i>	<i>40,905</i>	<i>214,414</i>	<i>\$124,619</i>	<i>\$126,557</i>	<i>\$156,392</i>	<i>1.6%</i>	<i>23.9%</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				

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The Joint Staff (FY 2022)																	
(\$ in Thousands)												<u>Rates</u>					
<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>		<u>d + h</u>	<u>i + j</u>		<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>	
<u>Begin</u>	<u>End</u>		<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>h</u>	<u>i</u>	<u>i</u>	<u>k</u>		<u>l</u>	<u>m</u>	<u>n</u>	<u>o</u>	<u>p</u>	
<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pav</u>	<u>Pav</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>		<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>	
Direct Funded Personnel (includes OC 13)												<u>\$127,834</u>	<u>\$129,671</u>	<u>\$159,241</u>	<u>1.4%</u>	<u>23.1%</u>	
D1. US Direct Hire (USDH)												<u>\$127,834</u>	<u>\$129,671</u>	<u>\$159,241</u>	<u>1.4%</u>	<u>23.1%</u>	
D1a. Senior Executive Schedule		14	14	14	3,442	-	-	279	279	3,721	797	4,518	<u>\$245,857</u>	<u>\$265,786</u>	<u>\$322,714</u>	<u>8.1%</u>	<u>23.2%</u>
D1b. General Schedule		1,063	1,050	1,103	140,246	207	130	1,774	2,111	142,357	29,931	172,288	<u>\$127,150</u>	<u>\$129,063</u>	<u>\$156,199</u>	<u>1.5%</u>	<u>21.3%</u>
D1c. Special Schedule		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System		12	12	12	724	-	-	-	-	724	272	996	<u>\$60,333</u>	<u>\$60,333</u>	<u>\$83,000</u>	<u>0.0%</u>	<u>37.6%</u>
D1e. Highly Qualified Experts		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other		172	172	172	21,900	-	-	-	-	21,900	7,470	29,370	<u>\$127,326</u>	<u>\$127,326</u>	<u>\$170,756</u>	<u>0.0%</u>	<u>34.1%</u>
D2. Direct Hire Program Foreign Nationals (DHFN)												-	-	-	-	-	
D3. Total Direct Hire												<u>\$127,834</u>	<u>\$129,671</u>	<u>\$159,241</u>	<u>1.4%</u>	<u>23.1%</u>	
D4. Indirect Hire Foreign Nationals (IHFN)												-	-	-	-	-	
<i>Subtotal - Direct Funded (excludes OC 13)</i>		<i>1,261</i>	<i>1,248</i>	<i>1,301</i>	<i>166,312</i>	<i>207</i>	<i>130</i>	<i>2,053</i>	<i>2,390</i>	<i>168,702</i>	<i>38,470</i>	<i>207,172</i>	<i>\$127,834</i>	<i>\$129,671</i>	<i>\$159,241</i>	<i>1.4%</i>	<i>23.1%</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		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Reimbursable Funded Personnel (includes OC 13)	<u>92</u>	<u>92</u>	<u>87</u>	<u>13,217</u>	<u>90</u>	<u>3</u>	<u>178</u>	<u>271</u>	<u>13,488</u>	<u>3,693</u>	<u>17,181</u>	<u>\$151,920</u>	<u>\$155,034</u>	<u>\$197,483</u>	<u>2.1%</u>	<u>27.9%</u>
R1. US Direct Hire (USDH)	92	92	87	13,217	90	3	178	271	13,488	3,693	17,181	\$151,920	\$155,034	\$197,483	2.1%	27.9%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	29	29	29	2,042	70	3	110	183	2,225	614	2,839	\$70,414	\$76,724	\$97,897	9.0%	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	62	62	57	11,020	20	-	68	88	11,108	3,079	14,187	\$193,333	\$194,877	\$248,895	0.8%	27.9%
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	92	92	87	13,217	90	3	178	271	13,488	3,693	17,181	\$151,920	\$155,034	\$197,483	2.1%	27.9%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>92</i>	<i>92</i>	<i>87</i>	<i>13,217</i>	<i>90</i>	<i>3</i>	<i>178</i>	<i>271</i>	<i>13,488</i>	<i>3,693</i>	<i>17,181</i>	<i>\$151,920</i>	<i>\$155,034</i>	<i>\$197,483</i>	<i>2.1%</i>	<i>27.9%</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																

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Total Personnel (includes OC 13)	<u>1,353</u>	<u>1,340</u>	<u>1,388</u>	<u>179,529</u>	<u>297</u>	<u>133</u>	<u>2,231</u>	<u>2,661</u>	<u>182,190</u>	<u>42,163</u>	<u>224,353</u>	<u>\$129,344</u>	<u>\$131,261</u>	<u>\$161,638</u>	<u>1.5%</u>	<u>23.5%</u>
T1. US Direct Hire (USDH)	1,353	1,340	1,388	179,529	297	133	2,231	2,661	182,190	42,163	224,353	\$129,344	\$131,261	\$161,638	1.5%	23.5%
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	1,092	1,079	1,132	142,288	277	133	1,884	2,294	144,582	30,545	175,127	\$125,696	\$127,723	\$154,706	1.6%	21.5%
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	234	234	229	32,920	20	0	68	88	33,008	10,549	43,557	\$143,755	\$144,140	\$190,205	0.3%	32.0%
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	1,353	1,340	1,388	179,529	297	133	2,231	2,661	182,190	42,163	224,353	\$129,344	\$131,261	\$161,638	1.5%	23.5%
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>	<i>1,353</i>	<i>1,340</i>	<i>1,388</i>	<i>179,529</i>	<i>297</i>	<i>133</i>	<i>2,231</i>	<i>2,661</i>	<i>182,190</i>	<i>42,163</i>	<i>224,353</i>	<i>\$129,344</i>	<i>\$131,261</i>	<i>\$161,638</i>	<i>1.5%</i>	<i>23.5%</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			

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Operation and Maintenance, Defense-Wide												Date: May 2021				
Washington Headquarters Services (FY 2020)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>
	Begin	End		Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	Comp	% BC	% BC
	Strength	Strength	FTEs	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)	1,323	618	629	70,815	896	32	1,736	2,664	73,479	23,303	96,782	\$112,583	\$116,819	\$153,866	3.8%	32.9%
D1. US Direct Hire (USDH)	1,323	618	629	70,815	896	32	1,736	2,664	73,479	23,203	96,682	\$112,583	\$116,819	\$153,707	3.8%	32.8%
D1a. Senior Executive Schedule	18	12	12	2,122	-	-	193	193	2,315	596	2,911	\$176,833	\$192,917	\$242,583	9.1%	28.1%
D1b. General Schedule	1,174	515	522	57,668	683	24	1,252	1,959	59,627	18,977	78,604	\$110,475	\$114,228	\$150,582	3.4%	32.9%
D1c. Special Schedule	120	89	92	10,796	213	8	291	512	11,308	3,566	14,874	\$117,348	\$122,913	\$161,674	4.7%	33.0%
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	11	2	3	229	-	-	-	-	229	64	293	\$76,333	\$76,333	\$97,667	0.0%	27.9%
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	1,323	618	629	70,815	896	32	1,736	2,664	73,479	23,203	96,682	\$112,583	\$116,819	\$153,707	3.8%	32.8%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>1,323</i>	<i>618</i>	<i>629</i>	<i>70,815</i>	<i>896</i>	<i>32</i>	<i>1,736</i>	<i>2,664</i>	<i>73,479</i>	<i>23,203</i>	<i>96,682</i>	<i>\$112,583</i>	<i>\$116,819</i>	<i>\$153,707</i>	<i>3.8%</i>	<i>32.8%</i>
D5. Other Object Class 13 Benefits										100	100					
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)										100	100					
D5d. Foreign National Separation Liability Accrual																

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Reimbursable Funded Personnel (includes OC 13)	76	0	196	25,646	727	38	753	1,518	27,164	7,808	34,972	\$130,847	\$138,592	\$178,429	5.9%	30.4%
R1. US Direct Hire (USDH)	76	-	196	25,646	727	38	753	1,518	27,164	7,808	34,972	\$130,847	\$138,592	\$178,429	5.9%	30.4%
R1a. Senior Executive Schedule	1	-	4	857	-	-	37	37	894	228	1,122	\$214,250	\$223,500	\$280,500	4.3%	26.6%
R1b. General Schedule	75	-	129	15,823	577	28	520	1,125	16,948	4,955	21,903	\$122,659	\$131,380	\$169,791	7.1%	31.3%
R1c. Special Schedule	-	-	60	8,321	150	9	196	355	8,676	2,484	11,160	\$138,683	\$144,600	\$186,000	4.3%	29.9%
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	3	645	-	1	-	1	646	141	787	\$215,000	\$215,333	\$262,333	0.2%	21.9%
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	76	-	196	25,646	727	38	753	1,518	27,164	7,808	34,972	\$130,847	\$138,592	\$178,429	5.9%	30.4%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>76</i>	<i>-</i>	<i>196</i>	<i>25,646</i>	<i>727</i>	<i>38</i>	<i>753</i>	<i>1,518</i>	<i>27,164</i>	<i>7,808</i>	<i>34,972</i>	<i>\$130,847</i>	<i>\$138,592</i>	<i>\$178,429</i>	<i>5.9%</i>	<i>30.4%</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																

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Total Personnel (includes OC 13)	1,399	618	825	96,461	1,623	70	2,489	4,182	100,643	31,111	131,754	\$116,922	\$121,992	\$159,702	4.3%	32.3%
T1. US Direct Hire (USDH)	1,399	618	825	96,461	1,623	70	2,489	4,182	100,643	31,011	131,654	\$116,922	\$121,992	\$159,581	4.3%	32.1%
T1a. Senior Executive Schedule	19	12	16	2,979	0	0	230	230	3,209	824	4,033	\$186,188	\$200,563	\$252,063	7.7%	27.7%
T1b. General Schedule	1,249	515	651	73,491	1,260	52	1,772	3,084	76,575	23,932	100,507	\$112,889	\$117,627	\$154,389	4.2%	32.6%
T1c. Special Schedule	120	89	152	19,117	363	17	487	867	19,984	6,050	26,034	\$125,770	\$131,474	\$171,276	4.5%	31.6%
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	11	2	6	874	0	1	0	1	875	205	1,080	\$145,667	\$145,833	\$180,000	0.1%	23.5%
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	618	825	96,461	1,623	70	2,489	4,182	100,643	31,011	131,654	\$116,922	\$121,992	\$159,581	4.3%	32.1%
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>	<i>1,399</i>	<i>618</i>	<i>825</i>	<i>96,461</i>	<i>1,623</i>	<i>70</i>	<i>2,489</i>	<i>4,182</i>	<i>100,643</i>	<i>31,011</i>	<i>131,654</i>	<i>\$116,922</i>	<i>\$121,992</i>	<i>\$159,581</i>	<i>4.3%</i>	<i>32.1%</i>
T5. Other Object Class 13 Benefits										100	100					
T5a. USDH - Benefits for Former Employees										0	0					
T5b. DHFN - Benefits for Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										100	100					
T5d. Foreign National Separation Liability Accrual										0	0					

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Washington Headquarters Services (FY 2021)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>		<u>d + h</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>
	<u>Begin</u>	<u>End</u>		<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>h</u>	<u>i</u>	<u>i</u>	<u>k</u>	<u>l</u>	<u>m</u>	<u>n</u>	<u>o</u>	<u>p</u>
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pav</u>	<u>Pav</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	618	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)	618	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	12	13	13	2,373	-	-	81	81	2,454	712	3,166	\$182,538	\$188,769	\$243,538	3.4%	30.0%
D1b. General Schedule	515	544	544	64,643	164	-	2,306	2,470	67,113	21,293	88,406	\$118,829	\$123,369	\$162,511	3.8%	32.9%
D1c. Special Schedule	89	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	2	2	2	171	-	-	5	5	176	55	231	\$85,500	\$88,000	\$115,500	2.9%	32.2%
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	618	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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>618</i>	<i>561</i>	<i>561</i>	<i>67,451</i>	<i>164</i>	<i>-</i>	<i>2,402</i>	<i>2,566</i>	<i>70,017</i>	<i>22,144</i>	<i>92,161</i>	<i>\$120,234</i>	<i>\$124,807</i>	<i>\$164,280</i>	<i>3.8%</i>	<i>32.8%</i>
D5. Other Object Class 13 Benefits										400	400					
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)										400	400					
D5d. Foreign National Separation Liability Accrual																

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Reimbursable Funded Personnel (includes OC 13)	90	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)	90	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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	90	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	90	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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>90</i>	<i>90</i>	<i>90</i>	<i>12,042</i>	<i>31</i>	<i>-</i>	<i>301</i>	<i>332</i>	<i>12,374</i>	<i>3,426</i>	<i>15,800</i>	<i>\$133,800</i>	<i>\$137,489</i>	<i>\$175,556</i>	<i>2.8%</i>	<i>28.5%</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																

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Total Personnel (includes OC 13)	708	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)	708	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	12	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	605	634	634	76,685	195	0	2,607	2,802	79,487	24,719	104,206	\$120,954	\$125,374	\$164,363	3.7%	32.2%
T1c. Special Schedule	89	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	2	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	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	708	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	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>708</i>	<i>651</i>	<i>651</i>	<i>79,493</i>	<i>195</i>	<i>-</i>	<i>2,703</i>	<i>2,898</i>	<i>82,391</i>	<i>25,570</i>	<i>107,961</i>	<i>\$122,109</i>	<i>\$126,561</i>	<i>\$165,839</i>	<i>3.6%</i>	<i>32.2%</i>
T5. Other Object Class 13 Benefits										400	400					
T5a. USDH - Benefits for Former Employees											0	0				
T5b. DHFN - Benefits for Former Employees											0	0				
T5c. Voluntary Separation Incentive Pay (VSIP)											400	400				
T5d. Foreign National Separation Liability Accrual											0	0				

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<u>Operation and Maintenance, Defense-Wide</u>											Date: May 2021					
Washington Headquarters Services (FY 2022)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>
	<u>Begin</u>	<u>End</u>		<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>Total</u>	<u>Comp</u>	<u>Benefits</u>	<u>Comp</u>	<u>Basic</u>	<u>Total</u>	<u>Comp</u>	<u>% BC</u>	<u>% BC</u>
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pav</u>	<u>Pav</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	561	675	675	88,596	216	0	2,757	2,973	91,569	28,278	119,847	\$131,253	\$135,658	\$177,551	3.4%	31.9%
D1. US Direct Hire (USDH)	561	675	675	88,596	216	-	2,757	2,973	91,569	27,878	119,447	\$131,253	\$135,658	\$176,959	3.4%	31.5%
D1a. Senior Executive Schedule	13	13	13	2,299	-	-	56	56	2,355	727	3,082	\$176,846	\$181,154	\$237,077	2.4%	31.6%
D1b. General Schedule	544	567	567	73,841	185	-	2,306	2,491	76,332	23,007	99,339	\$130,231	\$134,624	\$175,201	3.4%	31.2%
D1c. Special Schedule	2	95	95	12,456	31	-	395	426	12,882	3,892	16,774	\$131,116	\$135,600	\$176,568	3.4%	31.2%
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	252	252	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	561	675	675	88,596	216	-	2,757	2,973	91,569	27,878	119,447	\$131,253	\$135,658	\$176,959	3.4%	31.5%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>561</i>	<i>675</i>	<i>675</i>	<i>88,596</i>	<i>216</i>	<i>-</i>	<i>2,757</i>	<i>2,973</i>	<i>91,569</i>	<i>27,878</i>	<i>119,447</i>	<i>\$131,253</i>	<i>\$135,658</i>	<i>\$176,959</i>	<i>3.4%</i>	<i>31.5%</i>
D5. Other Object Class 13 Benefits										400	400					
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)										400	400					
D5d. Foreign National Separation Liability Accrual																

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Reimbursable Funded Personnel (includes OC 13)	0	0	191	25,612	65	0	637	702	26,314	8,031	34,345	\$134,094	\$137,770	\$179,817	2.7%	31.4%
R1. US Direct Hire (USDH)	-	-	191	25,612	65	-	637	702	26,314	8,031	34,345	\$134,094	\$137,770	\$179,817	2.7%	31.4%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	191	25,612	65	-	637	702	26,314	8,031	34,345	\$134,094	\$137,770	\$179,817	2.7%	31.4%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	191	25,612	65	-	637	702	26,314	8,031	34,345	\$134,094	\$137,770	\$179,817	2.7%	31.4%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	191	25,612	65	-	637	702	26,314	8,031	34,345	\$134,094	\$137,770	\$179,817	2.7%	31.4%
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																

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Total Personnel (includes OC 13)	561	675	866	114,208	281	0	3,394	3,675	117,883	36,309	154,192	\$131,880	\$136,124	\$178,051	3.2%	31.8%
T1. US Direct Hire (USDH)	561	675	866	114,208	281	-	3,394	3,675	117,883	35,909	153,792	\$131,880	\$136,124	\$177,589	3.2%	31.4%
T1a. Senior Executive Schedule	13	13	13	2,299	0	0	56	56	2,355	727	3,082	\$176,846	\$181,154	\$237,077	2.4%	31.6%
T1b. General Schedule	544	567	758	99,453	250	0	2,943	3,193	102,646	31,038	133,684	\$131,204	\$135,417	\$176,364	3.2%	31.2%
T1c. Special Schedule	2	95	95	12,456	31	0	395	426	12,882	3,892	16,774	\$131,116	\$135,600	\$176,568	3.4%	31.2%
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	2	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	252	252	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	561	675	866	114,208	281	-	3,394	3,675	117,883	35,909	153,792	\$131,880	\$136,124	\$177,589	3.2%	31.4%
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>	<i>561</i>	<i>675</i>	<i>866</i>	<i>114,208</i>	<i>281</i>	<i>-</i>	<i>3,394</i>	<i>3,675</i>	<i>117,883</i>	<i>35,909</i>	<i>153,792</i>	<i>\$131,880</i>	<i>\$136,124</i>	<i>\$177,589</i>	<i>3.2%</i>	<i>31.4%</i>
T5. Other Object Class 13 Benefits										400	400					
T5a. USDH - Benefits for Former Employees											0	0				
T5b. DHFN - Benefits for Former Employees											0	0				
T5c. Voluntary Separation Incentive Pay (VSIP)											400	400				
T5d. Foreign National Separation Liability Accrual											0	0				

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DoD Acquisition Workforce Development Fund											Date: May 2021					
Defense Acquisition University (FY 2020)																
	(\$ in Thousands)											<u>Rates</u>				
												d/c	i/c	k/c	h/d	j/d
	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	l	m	n	o	p
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	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)	<u>1,920</u>	<u>1,622</u>	<u>1,372</u>	<u>78,791</u>	<u>0</u>	<u>0</u>	<u>6,310</u>	<u>6,310</u>	<u>85,101</u>	<u>29,933</u>	<u>115,034</u>	<u>\$57,428</u>	<u>\$62,027</u>	<u>\$83,844</u>	<u>8.0%</u>	<u>38.0%</u>
D1. US Direct Hire (USDH)	<u>1,920</u>	<u>1,622</u>	<u>1,372</u>	<u>78,791</u>	-	-	<u>6,310</u>	<u>6,310</u>	<u>85,101</u>	<u>29,933</u>	<u>115,034</u>	<u>\$57,428</u>	<u>\$62,027</u>	<u>\$83,844</u>	<u>8.0%</u>	<u>38.0%</u>
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	<u>1,920</u>	<u>1,622</u>	<u>1,372</u>	<u>78,791</u>	-	-	<u>6,310</u>	<u>6,310</u>	<u>85,101</u>	<u>29,933</u>	<u>115,034</u>	<u>\$57,428</u>	<u>\$62,027</u>	<u>\$83,844</u>	<u>8.0%</u>	<u>38.0%</u>
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	<u>1,920</u>	<u>1,622</u>	<u>1,372</u>	<u>78,791</u>	-	-	<u>6,310</u>	<u>6,310</u>	<u>85,101</u>	<u>29,933</u>	<u>115,034</u>	<u>\$57,428</u>	<u>\$62,027</u>	<u>\$83,844</u>	<u>8.0%</u>	<u>38.0%</u>
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<u>1,920</u>	<u>1,622</u>	<u>1,372</u>	<u>78,791</u>	-	-	<u>6,310</u>	<u>6,310</u>	<u>85,101</u>	<u>29,933</u>	<u>115,034</u>	<u>\$57,428</u>	<u>\$62,027</u>	<u>\$83,844</u>	<u>8.0%</u>	<u>38.0%</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																

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Total Personnel (includes OC 13)	1,920	1,622	1,372	78,791	0	0	6,310	6,310	85,101	29,933	115,034	\$57,428	\$62,027	\$83,844	8.0%	38.0%
T1. US Direct Hire (USDH)	1,920	1,622	1,372	78,791	-	-	6,310	6,310	85,101	29,933	115,034	\$57,428	\$62,027	\$83,844	8.0%	38.0%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	1,920	1,622	1,372	78,791	0	0	6,310	6,310	85,101	29,933	115,034	\$57,428	\$62,027	\$83,844	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	1,622	1,372	78,791	-	-	6,310	6,310	85,101	29,933	115,034	\$57,428	\$62,027	\$83,844	8.0%	38.0%
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>	<i>1,920</i>	<i>1,622</i>	<i>1,372</i>	<i>78,791</i>	<i>-</i>	<i>-</i>	<i>6,310</i>	<i>6,310</i>	<i>85,101</i>	<i>29,933</i>	<i>115,034</i>	<i>\$57,428</i>	<i>\$62,027</i>	<i>\$83,844</i>	<i>8.0%</i>	<i>38.0%</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				

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<u>DoD Acquisition Workforce Development Fund</u>											Date: May 2021					
Defense Acquisition University (FY 2021)																
(\$ in Thousands)											<u>Rates</u>					
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	e + f + g	d + h	i + j	d/c	i/c	k/c	h/d	j/d	
	Begin	End	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	Comp	% BC	% BC	
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pav</u>	<u>Pav</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	1,622	0	0	0	0	0	1,299	1,299	1,299	0	1,299	-	-	-	-	-
D1. US Direct Hire (USDH)	1,622	-	-	-	-	-	1,299	1,299	1,299	-	1,299	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	1,622	-	-	-	-	-	1,299	1,299	1,299	-	1,299	-	-	-	-	-
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	-	-	-	-	-	1,299	1,299	1,299	-	1,299	-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	1,622	-	-	-	-	-	1,299	1,299	1,299	-	1,299	-	-	-	-	-
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																

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Total Personnel (includes OC 13)	1,622	0	0	0	0	0	1,299	1,299	1,299	0	1,299	-	-	-	-
T1. US Direct Hire (USDH)	1,622	-	-	-	-	-	1,299	1,299	1,299	-	1,299	-	-	-	-
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
T1b. General Schedule	1,622	0	0	0	0	0	1,299	1,299	1,299	0	1,299	-	-	-	-
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	-	-	-	-	-	1,299	1,299	1,299	-	1,299	-	-	-	-
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>	<i>1,622</i>	-	-	-	-	-	<i>1,299</i>	<i>1,299</i>	<i>1,299</i>	-	<i>1,299</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	-	-

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<u>DoD Acquisition Workforce Development Fund</u>											Date: May 2021																		
Defense Acquisition University (FY 2022)																													
(\$ in Thousands)											<u>Rates</u>																		
						e + f + g		d + h		i + j		d/c	i/c	k/c	h/d	j/d													
<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>h</u>	<u>i</u>	<u>i</u>	<u>k</u>																			
Begin	End		Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp		Basic	Total	Comp	% BC	% BC													
<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pay</u>	<u>Pay</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>		<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>													
Direct Funded Personnel (includes OC 13)											0	0	0	0	0	0	1,299	1,299	1,299	0	1,299	-	-	-	-	-			
D1. US Direct Hire (USDH)											-	-	-	-	-	-	1,299	1,299	1,299	-	1,299	-	-	-	-	-			
D1a. Senior Executive Schedule											-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
D1b. General Schedule											-	-	-	-	-	-	1,299	1,299	1,299	-	1,299	-	-	-	-	-	-		
D1c. Special Schedule											-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1d. Wage System											-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts											-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other											-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)											-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire											-	-	-	-	-	-	1,299	1,299	1,299	-	1,299	-	-	-	-	-	-	-	
D4. Indirect Hire Foreign Nationals (IHFN)											-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>											-	-	-	-	-	-	1,299	1,299	1,299	-	1,299	-	-	-	-	-	-	-	
D5. Other Object Class 13 Benefits											-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees											-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees											-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)											-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual											-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<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													-	-	-	-

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Total Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>1,299</u>	<u>1,299</u>	<u>1,299</u>	<u>0</u>	<u>1,299</u>	-	-	-	-
T1. US Direct Hire (USDH)	-	-	-	-	-	-	1,299	1,299	1,299	-	1,299	-	-	-	-
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
T1b. General Schedule	0	0	0	0	0	0	1,299	1,299	1,299	0	1,299	-	-	-	-
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	-	-	-	-	-	-	1,299	1,299	1,299	-	1,299	-	-	-	-
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>	-	-	-	-	-	-	1,299	1,299	1,299	-	1,299	-	-	-	-
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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US Court of Appeals for Armed Forces, Def											Date: May 2021				
United States Court of Appeals for the Armed Services (FY 2020)															
(\$ in Thousands)											<u>Rates</u>				
e + f + g d + h i + j											d/c i/c k/c h/d j/d				
<u>a</u> <u>b</u> <u>c</u> <u>d</u> <u>e</u> <u>f</u> <u>g</u> <u>h</u> <u>i</u> <u>i</u> <u>k</u>											<u>l</u> <u>m</u> <u>n</u> <u>o</u> <u>p</u>				
Begin End Basic Overtime Holiday Other Total Comp Benefits Comp											Basic Total Comp % BC % BC				
<u>Strength</u> <u>Strength</u> <u>FTEs</u> <u>Comp</u> <u>Pav</u> <u>Pav</u> <u>O.C.11</u> <u>Variables</u> <u>O.C.11</u> <u>O.C.12/13</u> <u>& Benefits</u>											<u>Comp</u> <u>Comp</u> <u>& Benefits</u> <u>Variables</u> <u>Benefits</u>				
Direct Funded Personnel (includes OC 13)											<u>\$121,109</u> <u>\$122,182</u> <u>\$157,655</u> <u>0.9%</u> <u>29.3%</u>				
D1. US Direct Hire (USDH)											<u>\$121,109</u> <u>\$122,182</u> <u>\$157,655</u> <u>0.9%</u> <u>29.3%</u>				
D1a. Senior Executive Schedule											<u>2</u> <u>2</u> <u>2</u> <u>379</u> - - <u>18</u> <u>18</u> <u>397</u> <u>100</u> <u>497</u> <u>\$189,500</u> <u>\$198,500</u> <u>\$248,500</u> <u>4.7%</u> <u>26.4%</u>				
D1b. General Schedule											<u>52</u> <u>45</u> <u>45</u> <u>4,648</u> - - <u>12</u> <u>12</u> <u>4,660</u> <u>1,424</u> <u>6,084</u> <u>\$103,289</u> <u>\$103,556</u> <u>\$135,200</u> <u>0.3%</u> <u>30.6%</u>				
D1c. Special Schedule											<u>5</u> <u>8</u> <u>8</u> <u>1,634</u> - - <u>29</u> <u>29</u> <u>1,663</u> <u>427</u> <u>2,090</u> <u>\$204,250</u> <u>\$207,875</u> <u>\$261,250</u> <u>1.8%</u> <u>26.1%</u>				
D1d. Wage System											- - - - - - - - - - - - - - - - -				
D1e. Highly Qualified Experts											- - - - - - - - - - - - - - - - -				
D1f. Other											- - - - - - - - - - - - - - - - -				
D2. Direct Hire Program Foreign Nationals (DHFN)											- - - - - - - - - - - - - - - - -				
D3. Total Direct Hire											<u>\$121,109</u> <u>\$122,182</u> <u>\$157,655</u> <u>0.9%</u> <u>29.3%</u>				
D4. Indirect Hire Foreign Nationals (IHFN)											- - - - - - - - - - - - - - - - -				
<i>Subtotal - Direct Funded (excludes OC 13)</i>											<u>\$121,109</u> <u>\$122,182</u> <u>\$157,655</u> <u>0.9%</u> <u>29.3%</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											-				

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Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<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																

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Total Personnel (includes OC 13)	59	55	55	6,661	0	0	59	59	6,720	1,951	8,671	\$121,109	\$122,182	\$157,655	0.9%	29.3%
T1. US Direct Hire (USDH)	59	55	55	6,661	-	-	59	59	6,720	1,951	8,671	\$121,109	\$122,182	\$157,655	0.9%	29.3%
T1a. Senior Executive Schedule	2	2	2	379	0	0	18	18	397	100	497	\$189,500	\$198,500	\$248,500	4.7%	26.4%
T1b. General Schedule	52	45	45	4,648	0	0	12	12	4,660	1,424	6,084	\$103,289	\$103,556	\$135,200	0.3%	30.6%
T1c. Special Schedule	5	8	8	1,634	0	0	29	29	1,663	427	2,090	\$204,250	\$207,875	\$261,250	1.8%	26.1%
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	59	55	55	6,661	-	-	59	59	6,720	1,951	8,671	\$121,109	\$122,182	\$157,655	0.9%	29.3%
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>	<i>59</i>	<i>55</i>	<i>55</i>	<i>6,661</i>	<i>-</i>	<i>-</i>	<i>59</i>	<i>59</i>	<i>6,720</i>	<i>1,951</i>	<i>8,671</i>	<i>\$121,109</i>	<i>\$122,182</i>	<i>\$157,655</i>	<i>0.9%</i>	<i>29.3%</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				

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<u>US Court of Appeals for Armed Forces, Def</u>											Date: May 2021					
United States Court of Appeals for the Armed Services (FY 2021)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>
	<u>Begin</u>	<u>End</u>	<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>Total</u>	<u>Comp</u>	<u>Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>Basic</u>	<u>Total</u>	<u>Comp</u>	<u>% BC</u>	<u>% BC</u>
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pay</u>	<u>Pay</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	55	59	59	7,187	0	0	3	3	7,190	2,289	9,479	\$121,814	\$121,864	\$160,661	0.0%	31.8%
D1. US Direct Hire (USDH)	55	59	59	7,187	-	-	3	3	7,190	2,289	9,479	\$121,814	\$121,864	\$160,661	0.0%	31.8%
D1a. Senior Executive Schedule	2	2	2	144	-	-	3	3	147	45	192	\$72,000	\$73,500	\$96,000	2.1%	31.3%
D1b. General Schedule	45	52	52	6,828	-	-	-	-	6,828	2,175	9,003	\$131,308	\$131,308	\$173,135	0.0%	31.9%
D1c. Special Schedule	8	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	55	59	59	7,187	-	-	3	3	7,190	2,289	9,479	\$121,814	\$121,864	\$160,661	0.0%	31.8%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>55</i>	<i>59</i>	<i>59</i>	<i>7,187</i>	<i>-</i>	<i>-</i>	<i>3</i>	<i>3</i>	<i>7,190</i>	<i>2,289</i>	<i>9,479</i>	<i>\$121,814</i>	<i>\$121,864</i>	<i>\$160,661</i>	<i>0.0%</i>	<i>31.8%</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																

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Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<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													-	-	-	-

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Total Personnel (includes OC 13)	55	59	59	7,187	0	0	3	3	7,190	2,289	9,479	\$121,814	\$121,864	\$160,661	0.0%	31.8%
T1. US Direct Hire (USDH)	55	59	59	7,187	-	-	3	3	7,190	2,289	9,479	\$121,814	\$121,864	\$160,661	0.0%	31.8%
T1a. Senior Executive Schedule	2	2	2	144	0	0	3	3	147	45	192	\$72,000	\$73,500	\$96,000	2.1%	31.3%
T1b. General Schedule	45	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	8	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	55	59	59	7,187	-	-	3	3	7,190	2,289	9,479	\$121,814	\$121,864	\$160,661	0.0%	31.8%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>55</i>	<i>59</i>	<i>59</i>	<i>7,187</i>	<i>-</i>	<i>-</i>	<i>3</i>	<i>3</i>	<i>7,190</i>	<i>2,289</i>	<i>9,479</i>	<i>\$121,814</i>	<i>\$121,864</i>	<i>\$160,661</i>	<i>0.0%</i>	<i>31.8%</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				

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<u>US Court of Appeals for Armed Forces, Def</u>											Date: May 2021					
United States Court of Appeals for the Armed Services (FY 2022)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>
	<u>Begin</u>	<u>End</u>	<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>Total</u>	<u>Comp</u>	<u>Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>Basic</u>	<u>Total</u>	<u>Comp</u>	<u>% BC</u>	<u>% BC</u>
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pay</u>	<u>Pay</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	59	59	59	7,324	18	0	182	200	7,524	2,285	9,809	\$124,136	\$127,525	\$166,254	2.7%	31.2%
D1. US Direct Hire (USDH)	59	59	59	7,324	18	-	182	200	7,524	2,285	9,809	\$124,136	\$127,525	\$166,254	2.7%	31.2%
D1a. Senior Executive Schedule	2	2	2	364	-	-	9	9	373	115	488	\$182,000	\$186,500	\$244,000	2.5%	31.6%
D1b. General Schedule	52	52	52	6,353	16	-	158	174	6,527	1,981	8,508	\$122,173	\$125,519	\$163,615	2.7%	31.2%
D1c. Special Schedule	5	5	5	607	2	-	15	17	624	189	813	\$121,400	\$124,800	\$162,600	2.8%	31.1%
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	59	59	59	7,324	18	-	182	200	7,524	2,285	9,809	\$124,136	\$127,525	\$166,254	2.7%	31.2%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>59</i>	<i>59</i>	<i>59</i>	<i>7,324</i>	<i>18</i>	<i>-</i>	<i>182</i>	<i>200</i>	<i>7,524</i>	<i>2,285</i>	<i>9,809</i>	<i>\$124,136</i>	<i>\$127,525</i>	<i>\$166,254</i>	<i>2.7%</i>	<i>31.2%</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																

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Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<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													-	-	-	-

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Total Personnel (includes OC 13)	59	59	59	7,324	18	0	182	200	7,524	2,285	9,809	\$124,136	\$127,525	\$166,254	2.7%	31.2%
T1. US Direct Hire (USDH)	59	59	59	7,324	18	-	182	200	7,524	2,285	9,809	\$124,136	\$127,525	\$166,254	2.7%	31.2%
T1a. Senior Executive Schedule	2	2	2	364	0	0	9	9	373	115	488	\$182,000	\$186,500	\$244,000	2.5%	31.6%
T1b. General Schedule	52	52	52	6,353	16	0	158	174	6,527	1,981	8,508	\$122,173	\$125,519	\$163,615	2.7%	31.2%
T1c. Special Schedule	5	5	5	607	2	0	15	17	624	189	813	\$121,400	\$124,800	\$162,600	2.8%	31.1%
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	59	59	59	7,324	18	-	182	200	7,524	2,285	9,809	\$124,136	\$127,525	\$166,254	2.7%	31.2%
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>	<i>59</i>	<i>59</i>	<i>59</i>	<i>7,324</i>	<i>18</i>	<i>-</i>	<i>182</i>	<i>200</i>	<i>7,524</i>	<i>2,285</i>	<i>9,809</i>	<i>\$124,136</i>	<i>\$127,525</i>	<i>\$166,254</i>	<i>2.7%</i>	<i>31.2%</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				

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Office of the Inspector General												Date: May 2021				
Inspector General (FY 2020)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>
	Begin	End		Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	Comp	% BC	% BC
	Strength	Strength	FTEs	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>1,730</u>	<u>1,753</u>	<u>1,718</u>	<u>200,311</u>	<u>2,858</u>	<u>454</u>	<u>13,004</u>	<u>16,316</u>	<u>216,627</u>	<u>81,996</u>	<u>298,623</u>	<u>\$116,595</u>	<u>\$126,093</u>	<u>\$173,820</u>	<u>8.1%</u>	<u>40.9%</u>
D1. US Direct Hire (USDH)	<u>1,729</u>	<u>1,752</u>	<u>1,717</u>	<u>200,195</u>	<u>2,858</u>	<u>454</u>	<u>13,004</u>	<u>16,316</u>	<u>216,511</u>	<u>81,996</u>	<u>298,507</u>	<u>\$116,596</u>	<u>\$126,098</u>	<u>\$173,854</u>	<u>8.2%</u>	<u>41.0%</u>
D1a. Senior Executive Schedule	21	21	21	4,323	-	-	266	266	4,589	1,386	5,975	\$205,857	\$218,524	\$284,524	6.2%	32.1%
D1b. General Schedule	1,706	1,729	1,694	195,524	2,858	454	12,721	16,033	211,557	80,485	292,042	\$115,421	\$124,886	\$172,398	8.2%	41.2%
D1c. Special Schedule	2	2	2	348	-	-	17	17	365	125	490	\$174,000	\$182,500	\$245,000	4.9%	35.9%
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	<u>1,729</u>	<u>1,752</u>	<u>1,717</u>	<u>200,195</u>	<u>2,858</u>	<u>454</u>	<u>13,004</u>	<u>16,316</u>	<u>216,511</u>	<u>81,996</u>	<u>298,507</u>	<u>\$116,596</u>	<u>\$126,098</u>	<u>\$173,854</u>	<u>8.2%</u>	<u>41.0%</u>
D4. Indirect Hire Foreign Nationals (IHFN)	1	1	1	116	-	-	-	-	116	-	116	\$116,000	\$116,000	\$116,000	0.0%	0.0%
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<u>1,730</u>	<u>1,753</u>	<u>1,718</u>	<u>200,311</u>	<u>2,858</u>	<u>454</u>	<u>13,004</u>	<u>16,316</u>	<u>216,627</u>	<u>81,996</u>	<u>298,623</u>	<u>\$116,595</u>	<u>\$126,093</u>	<u>\$173,820</u>	<u>8.1%</u>	<u>40.9%</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																

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Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>137</u>	<u>1</u>	<u>1</u>	<u>1</u>	<u>3</u>	<u>140</u>	<u>35</u>	<u>175</u>	-	-	-	<u>2.2%</u>	<u>25.5%</u>
R1. US Direct Hire (USDH)	-	-	-	137	1	1	1	3	140	35	175	-	-	-	2.2%	25.5%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	137	1	1	1	3	140	35	175	-	-	-	2.2%	25.5%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	137	1	1	1	3	140	35	175	-	-	-	2.2%	25.5%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	137	1	1	1	3	140	35	175	-	-	-	2.2%	25.5%
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																

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Total Personnel (includes OC 13)	1,730	1,753	1,718	200,448	2,859	455	13,005	16,319	216,767	82,031	298,798	\$116,675	\$126,174	\$173,922	8.1%	40.9%
T1. US Direct Hire (USDH)	1,729	1,752	1,717	200,332	2,859	455	13,005	16,319	216,651	82,031	298,682	\$116,676	\$126,180	\$173,956	8.1%	40.9%
T1a. Senior Executive Schedule	21	21	21	4,323	0	0	266	266	4,589	1,386	5,975	\$205,857	\$218,524	\$284,524	6.2%	32.1%
T1b. General Schedule	1,706	1,729	1,694	195,661	2,859	455	12,722	16,036	211,697	80,520	292,217	\$115,502	\$124,969	\$172,501	8.2%	41.2%
T1c. Special Schedule	2	2	2	348	0	0	17	17	365	125	490	\$174,000	\$182,500	\$245,000	4.9%	35.9%
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	1,729	1,752	1,717	200,332	2,859	455	13,005	16,319	216,651	82,031	298,682	\$116,676	\$126,180	\$173,956	8.1%	40.9%
T4. Indirect Hire Foreign Nationals (IHFN)	1	1	1	116	0	0	0	0	116	0	116	\$116,000	\$116,000	\$116,000	0.0%	0.0%
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>1,730</i>	<i>1,753</i>	<i>1,718</i>	<i>200,448</i>	<i>2,859</i>	<i>455</i>	<i>13,005</i>	<i>16,319</i>	<i>216,767</i>	<i>82,031</i>	<i>298,798</i>	<i>\$116,675</i>	<i>\$126,174</i>	<i>\$173,922</i>	<i>8.1%</i>	<i>40.9%</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			

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<u>Office of the Inspector General</u>												Date: May 2021				
Inspector General (FY 2021)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>
	<u>Begin</u>	<u>End</u>		<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>Total</u>	<u>Comp</u>	<u>Benefits</u>	<u>Comp</u>	<u>Basic</u>	<u>Total</u>	<u>Comp</u>	<u>% BC</u>	<u>% BC</u>
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pav</u>	<u>Pav</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	1,729	1,729	1,715	211,410	919	160	10,482	11,561	222,971	76,727	299,698	\$123,271	\$130,012	\$174,751	5.5%	36.3%
D1. US Direct Hire (USDH)	1,728	1,728	1,714	211,214	919	160	10,482	11,561	222,775	76,727	299,502	\$123,229	\$129,974	\$174,739	5.5%	36.3%
D1a. Senior Executive Schedule	21	21	21	4,000	-	-	308	308	4,308	1,201	5,509	\$190,476	\$205,143	\$262,333	7.7%	30.0%
D1b. General Schedule	1,603	1,603	1,591	198,237	549	96	6,070	6,715	204,952	68,702	273,654	\$124,599	\$128,820	\$172,001	3.4%	34.7%
D1c. Special Schedule	104	104	102	8,977	370	64	4,104	4,538	13,515	6,824	20,339	\$88,010	\$132,500	\$199,402	50.6%	76.0%
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	1,728	1,728	1,714	211,214	919	160	10,482	11,561	222,775	76,727	299,502	\$123,229	\$129,974	\$174,739	5.5%	36.3%
D4. Indirect Hire Foreign Nationals (IHFN)	1	1	1	196	-	-	-	-	196	-	196	\$196,000	\$196,000	\$196,000	0.0%	0.0%
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>1,729</i>	<i>1,729</i>	<i>1,715</i>	<i>211,410</i>	<i>919</i>	<i>160</i>	<i>10,482</i>	<i>11,561</i>	<i>222,971</i>	<i>76,727</i>	<i>299,698</i>	<i>\$123,271</i>	<i>\$130,012</i>	<i>\$174,751</i>	<i>5.5%</i>	<i>36.3%</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																

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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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	<i>432</i>	<i>7</i>	<i>1</i>	<i>15</i>	<i>23</i>	<i>455</i>	<i>190</i>	<i>645</i>	-	-	-	<i>5.3%</i>	<i>44.0%</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																

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Total Personnel (includes OC 13)	<u>1,729</u>	<u>1,729</u>	<u>1,715</u>	<u>211,842</u>	<u>926</u>	<u>161</u>	<u>10,497</u>	<u>11,584</u>	<u>223,426</u>	<u>76,917</u>	<u>300,343</u>	<u>\$123,523</u>	<u>\$130,278</u>	<u>\$175,127</u>	<u>5.5%</u>	<u>36.3%</u>
T1. US Direct Hire (USDH)	1,728	1,728	1,714	211,646	926	161	10,497	11,584	223,230	76,917	300,147	<i>\$123,481</i>	<i>\$130,239</i>	<i>\$175,115</i>	<i>5.5%</i>	<i>36.3%</i>
T1a. Senior Executive Schedule	21	21	21	4,000	0	0	308	308	4,308	1,201	5,509	<i>\$190,476</i>	<i>\$205,143</i>	<i>\$262,333</i>	<i>7.7%</i>	<i>30.0%</i>
T1b. General Schedule	1,603	1,603	1,591	198,669	556	97	6,085	6,738	205,407	68,892	274,299	<i>\$124,871</i>	<i>\$129,106</i>	<i>\$172,407</i>	<i>3.4%</i>	<i>34.7%</i>
T1c. Special Schedule	104	104	102	8,977	370	64	4,104	4,538	13,515	6,824	20,339	<i>\$88,010</i>	<i>\$132,500</i>	<i>\$199,402</i>	<i>50.6%</i>	<i>76.0%</i>
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	1,728	1,728	1,714	211,646	926	161	10,497	11,584	223,230	76,917	300,147	<i>\$123,481</i>	<i>\$130,239</i>	<i>\$175,115</i>	<i>5.5%</i>	<i>36.3%</i>
T4. Indirect Hire Foreign Nationals (IHFN)	1	1	1	196	0	0	0	0	196	0	196	<i>\$196,000</i>	<i>\$196,000</i>	<i>\$196,000</i>	<i>0.0%</i>	<i>0.0%</i>
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>1,729</i>	<i>1,729</i>	<i>1,715</i>	<i>211,842</i>	<i>926</i>	<i>161</i>	<i>10,497</i>	<i>11,584</i>	<i>223,426</i>	<i>76,917</i>	<i>300,343</i>	<i>\$123,523</i>	<i>\$130,278</i>	<i>\$175,127</i>	<i>5.5%</i>	<i>36.3%</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					

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<u>Office of the Inspector General</u>												Date: May 2021				
Inspector General (FY 2022)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>
	<u>Begin</u>	<u>End</u>		<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>Total</u>	<u>Comp</u>	<u>Benefits</u>	<u>Comp</u>	<u>Basic</u>	<u>Total</u>	<u>Comp</u>	<u>% BC</u>	<u>% BC</u>
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pav</u>	<u>Pav</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	1,730	1,870	1,824	216,403	4,294	687	12,226	17,207	233,610	94,335	327,945	\$118,642	\$128,076	\$179,794	8.0%	43.6%
D1. US Direct Hire (USDH)	1,728	1,868	1,823	216,204	4,294	687	12,226	17,207	233,411	94,335	327,746	\$118,598	\$128,037	\$179,784	8.0%	43.6%
D1a. Senior Executive Schedule	21	21	21	4,586	-	-	183	183	4,769	1,523	6,292	\$218,381	\$227,095	\$299,619	4.0%	33.2%
D1b. General Schedule	1,617	1,757	1,701	204,120	816	151	9,104	10,071	214,191	84,303	298,494	\$120,000	\$125,921	\$175,481	4.9%	41.3%
D1c. Special Schedule	90	90	101	7,498	3,478	536	2,939	6,953	14,451	8,509	22,960	\$74,238	\$143,079	\$227,327	92.7%	113.5%
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	1,728	1,868	1,823	216,204	4,294	687	12,226	17,207	233,411	94,335	327,746	\$118,598	\$128,037	\$179,784	8.0%	43.6%
D4. Indirect Hire Foreign Nationals (IHFN)	2	2	1	199	-	-	-	-	199	-	199	\$199,000	\$199,000	\$199,000	0.0%	0.0%
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>1,730</i>	<i>1,870</i>	<i>1,824</i>	<i>216,403</i>	<i>4,294</i>	<i>687</i>	<i>12,226</i>	<i>17,207</i>	<i>233,610</i>	<i>94,335</i>	<i>327,945</i>	<i>\$118,642</i>	<i>\$128,076</i>	<i>\$179,794</i>	<i>8.0%</i>	<i>43.6%</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																

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Reimbursable Funded Personnel (includes OC 13)	0	0	4	441	7	1	15	23	464	194	658	\$110,250	\$116,000	\$164,500	5.2%	44.0%
R1. US Direct Hire (USDH)	-	-	4	441	7	1	15	23	464	194	658	\$110,250	\$116,000	\$164,500	5.2%	44.0%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	4	441	7	1	15	23	464	194	658	\$110,250	\$116,000	\$164,500	5.2%	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	-	-	4	441	7	1	15	23	464	194	658	\$110,250	\$116,000	\$164,500	5.2%	44.0%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	4	441	7	1	15	23	464	194	658	\$110,250	\$116,000	\$164,500	5.2%	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																

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Total Personnel (includes OC 13)	1,730	1,870	1,828	216,844	4,301	688	12,241	17,230	234,074	94,529	328,603	\$118,624	\$128,049	\$179,761	7.9%	43.6%
T1. US Direct Hire (USDH)	1,728	1,868	1,827	216,645	4,301	688	12,241	17,230	233,875	94,529	328,404	\$118,580	\$128,010	\$179,750	8.0%	43.6%
T1a. Senior Executive Schedule	21	21	21	4,586	0	0	183	183	4,769	1,523	6,292	\$218,381	\$227,095	\$299,619	4.0%	33.2%
T1b. General Schedule	1,617	1,757	1,705	204,561	823	152	9,119	10,094	214,655	84,497	299,152	\$119,977	\$125,897	\$175,456	4.9%	41.3%
T1c. Special Schedule	90	90	101	7,498	3,478	536	2,939	6,953	14,451	8,509	22,960	\$74,238	\$143,079	\$227,327	92.7%	113.5%
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	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	1,728	1,868	1,827	216,645	4,301	688	12,241	17,230	233,875	94,529	328,404	\$118,580	\$128,010	\$179,750	8.0%	43.6%
T4. Indirect Hire Foreign Nationals (IHFN)	2	2	1	199	0	0	0	0	199	0	199	\$199,000	\$199,000	\$199,000	0.0%	0.0%
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>1,730</i>	<i>1,870</i>	<i>1,828</i>	<i>216,844</i>	<i>4,301</i>	<i>688</i>	<i>12,241</i>	<i>17,230</i>	<i>234,074</i>	<i>94,529</i>	<i>328,603</i>	<i>\$118,624</i>	<i>\$128,049</i>	<i>\$179,761</i>	<i>7.9%</i>	<i>43.6%</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				

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Defense Health Program												Date: May 2021				
Defense Health Agency (FY 2020)																
(\$ 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	End		Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	Comp	% BC	% BC
	Strength	Strength	FTEs	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)	66,078	65,460	61,724	4,297,998	47,661	45,882	492,647	586,190	4,884,188	1,606,940	6,491,128	\$69,633	\$79,129	\$105,164	13.6%	37.4%
D1. US Direct Hire (USDH)	63,653	63,151	59,338	4,206,436	47,268	45,660	485,950	578,878	4,785,314	1,594,198	6,379,512	\$70,889	\$80,645	\$107,511	13.8%	37.9%
D1a. Senior Executive Schedule	13	10	10	1,638	-	-	89	89	1,727	421	2,148	\$163,800	\$172,700	\$214,800	5.4%	25.7%
D1b. General Schedule	61,312	60,852	57,065	4,068,201	42,129	44,004	479,667	565,800	4,634,001	1,539,383	6,173,384	\$71,291	\$81,206	\$108,182	13.9%	37.8%
D1c. Special Schedule	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	1,938	1,935	1,905	85,536	5,139	1,642	4,253	11,034	96,570	42,467	139,037	\$44,901	\$50,693	\$72,985	12.9%	49.6%
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	374	354	358	51,061	-	14	1,941	1,955	53,016	11,927	64,943	\$142,628	\$148,089	\$181,405	3.8%	23.4%
D2. Direct Hire Program Foreign Nationals (DHFN)	1,188	1,027	1,054	36,753	162	222	6,697	7,081	43,834	9,836	53,670	\$34,870	\$41,588	\$50,920	19.3%	26.8%
D3. Total Direct Hire	64,841	64,178	60,392	4,243,189	47,430	45,882	492,647	585,959	4,829,148	1,604,034	6,433,182	\$70,261	\$79,963	\$106,524	13.8%	37.8%
D4. Indirect Hire Foreign Nationals (IHFN)	1,237	1,282	1,332	54,809	231	-	-	231	55,040	-	55,040	\$41,148	\$41,321	\$41,321	0.4%	0.0%
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>66,078</i>	<i>65,460</i>	<i>61,724</i>	<i>4,297,998</i>	<i>47,661</i>	<i>45,882</i>	<i>492,647</i>	<i>586,190</i>	<i>4,884,188</i>	<i>1,604,034</i>	<i>6,488,222</i>	<i>\$69,633</i>	<i>\$79,129</i>	<i>\$105,117</i>	<i>13.6%</i>	<i>37.3%</i>
D5. Other Object Class 13 Benefits										2,906	2,906					
D5a. USDH - Benefits for Former Employees										119	119					
D5b. DHFN - Benefits for Former Employees										1,547	1,547					
D5c. Voluntary Separation Incentive Pay (VSIP)										1,240	1,240					
D5d. Foreign National Separation Liability Accrual										-	-					

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Reimbursable Funded Personnel (includes OC 13)	242	600	600	57,531	320	10	3	333	57,864	12,643	70,507	\$95,885	\$96,440	\$117,512	0.6%	22.0%
R1. US Direct Hire (USDH)	61	420	420	48,073	320	10	3	333	48,406	12,643	61,049	\$114,460	\$115,252	\$145,355	0.7%	26.3%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	21	420	420	48,073	320	10	3	333	48,406	12,643	61,049	\$114,460	\$115,252	\$145,355	0.7%	26.3%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	40	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	35	35	35	1,727	-	-	-	-	1,727	-	1,727	\$49,343	\$49,343	\$49,343	0.0%	0.0%
R3. Total Direct Hire	96	455	455	49,800	320	10	3	333	50,133	12,643	62,776	\$109,451	\$110,182	\$137,969	0.7%	25.4%
R4. Indirect Hire Foreign Nationals (IHFN)	146	145	145	7,731	-	-	-	-	7,731	-	7,731	\$53,317	\$53,317	\$53,317	0.0%	0.0%
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>242</i>	<i>600</i>	<i>600</i>	<i>57,531</i>	<i>320</i>	<i>10</i>	<i>3</i>	<i>333</i>	<i>57,864</i>	<i>12,643</i>	<i>70,507</i>	<i>\$95,885</i>	<i>\$96,440</i>	<i>\$117,512</i>	<i>0.6%</i>	<i>22.0%</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																

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Total Personnel (includes OC 13)	66,320	66,060	62,324	4,355,529	47,981	45,892	492,650	586,523	4,942,052	1,619,583	6,561,635	\$69,885	\$79,296	\$105,283	13.5%	37.2%
T1. US Direct Hire (USDH)	63,714	63,571	59,758	4,254,509	47,588	45,670	485,953	579,211	4,833,720	1,606,841	6,440,561	\$71,196	\$80,888	\$107,777	13.6%	37.8%
T1a. Senior Executive Schedule	13	10	10	1,638	0	0	89	89	1,727	421	2,148	\$163,800	\$172,700	\$214,800	5.4%	25.7%
T1b. General Schedule	61,333	61,272	57,485	4,116,274	42,449	44,014	479,670	566,133	4,682,407	1,552,026	6,234,433	\$71,606	\$81,454	\$108,453	13.8%	37.7%
T1c. Special Schedule	16	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	1,938	1,935	1,905	85,536	5,139	1,642	4,253	11,034	96,570	42,467	139,037	\$44,901	\$50,693	\$72,985	12.9%	49.6%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	414	354	358	51,061	0	14	1,941	1,955	53,016	11,927	64,943	\$142,628	\$148,089	\$181,405	3.8%	23.4%
T2. Direct Hire Program Foreign Nationals (DHFN)	1,223	1,062	1,089	38,480	162	222	6,697	7,081	45,561	9,836	55,397	\$35,335	\$41,837	\$50,870	18.4%	25.6%
T3. Total Direct Hire	64,937	64,633	60,847	4,292,989	47,750	45,892	492,650	586,292	4,879,281	1,616,677	6,495,958	\$70,554	\$80,189	\$106,759	13.7%	37.7%
T4. Indirect Hire Foreign Nationals (IHFN)	1,383	1,427	1,477	62,540	231	0	0	231	62,771	0	62,771	\$42,343	\$42,499	\$42,499	0.4%	0.0%
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>66,320</i>	<i>66,060</i>	<i>62,324</i>	<i>4,355,529</i>	<i>47,981</i>	<i>45,892</i>	<i>492,650</i>	<i>586,523</i>	<i>4,942,052</i>	<i>1,616,677</i>	<i>6,558,729</i>	<i>\$69,885</i>	<i>\$79,296</i>	<i>\$105,236</i>	<i>13.5%</i>	<i>37.1%</i>
T5. Other Object Class 13 Benefits										2,906	2,906					
T5a. USDH - Benefits for Former Employees										119	119					
T5b. DHFN - Benefits for Former Employees										1,547	1,547					
T5c. Voluntary Separation Incentive Pay (VSIP)										1,240	1,240					
T5d. Foreign National Separation Liability Accrual										0	0					

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Defense Health Program												Date: May 2021				
Defense Health Agency (FY 2021)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>
	Begin	End		Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	Comp	% BC	% BC
	Strength	Strength	FTEs	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)	65,460	58,175	56,719	4,202,437	56,240	25,719	413,117	495,076	4,697,513	1,419,209	6,116,722	\$74,092	\$82,821	\$107,843	11.8%	33.8%
D1. US Direct Hire (USDH)	63,151	56,151	54,784	4,131,696	55,974	25,631	406,786	488,391	4,620,087	1,407,937	6,028,024	\$75,418	\$84,333	\$110,033	11.8%	34.1%
D1a. Senior Executive Schedule	10	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	60,852	53,906	52,570	3,996,692	52,474	24,371	400,588	477,433	4,474,125	1,363,722	5,837,847	\$76,026	\$85,108	\$111,049	11.9%	34.1%
D1c. Special Schedule	-	2	2	272	-	4	28	32	304	75	379	\$136,000	\$152,000	\$189,500	11.8%	27.6%
D1d. Wage System	1,935	1,913	1,896	90,846	3,500	1,251	5,377	10,128	100,974	31,347	132,321	\$47,915	\$53,256	\$69,790	11.1%	34.5%
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	354	312	298	41,652	-	-	569	569	42,221	12,280	54,501	\$139,772	\$141,681	\$182,889	1.4%	29.5%
D2. Direct Hire Program Foreign Nationals (DHFN)	1,027	1,001	952	28,165	129	88	6,155	6,372	34,537	8,366	42,903	\$29,585	\$36,278	\$45,066	22.6%	29.7%
D3. Total Direct Hire	64,178	57,152	55,736	4,159,861	56,103	25,719	412,941	494,763	4,654,624	1,416,303	6,070,927	\$74,635	\$83,512	\$108,923	11.9%	34.0%
D4. Indirect Hire Foreign Nationals (IHFN)	1,282	1,023	983	42,576	137	-	176	313	42,889	-	42,889	\$43,312	\$43,631	\$43,631	0.7%	0.0%
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>65,460</i>	<i>58,175</i>	<i>56,719</i>	<i>4,202,437</i>	<i>56,240</i>	<i>25,719</i>	<i>413,117</i>	<i>495,076</i>	<i>4,697,513</i>	<i>1,416,303</i>	<i>6,113,816</i>	<i>\$74,092</i>	<i>\$82,821</i>	<i>\$107,791</i>	<i>11.8%</i>	<i>33.7%</i>
D5. Other Object Class 13 Benefits										2,906	2,906					
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees										1,547	1,547					
D5c. Voluntary Separation Incentive Pay (VSIP)										1,359	1,359					
D5d. Foreign National Separation Liability Accrual																

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Reimbursable Funded Personnel (includes OC 13)	600	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)	420	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	420	25	20	2,596	46	9	161	216	2,812	762	3,574	\$129,800	\$140,600	\$178,700	8.3%	29.4%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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	455	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)	145	146	146	8,412	-	-	-	-	8,412	-	8,412	\$57,616	\$57,616	\$57,616	0.0%	0.0%
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>600</i>	<i>206</i>	<i>201</i>	<i>12,022</i>	<i>46</i>	<i>9</i>	<i>161</i>	<i>216</i>	<i>12,238</i>	<i>762</i>	<i>13,000</i>	<i>\$59,811</i>	<i>\$60,886</i>	<i>\$64,677</i>	<i>1.8%</i>	<i>6.3%</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																

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Total Personnel (includes OC 13)	66,060	58,381	56,920	4,214,459	56,286	25,728	413,278	495,292	4,709,751	1,419,971	6,129,722	\$74,042	\$82,743	\$107,690	11.8%	33.7%
T1. US Direct Hire (USDH)	63,571	56,176	54,804	4,134,292	56,020	25,640	406,947	488,607	4,622,899	1,408,699	6,031,598	\$75,438	\$84,353	\$110,058	11.8%	34.1%
T1a. Senior Executive Schedule	10	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	61,272	53,931	52,590	3,999,288	52,520	24,380	400,749	477,649	4,476,937	1,364,484	5,841,421	\$76,047	\$85,129	\$111,075	11.9%	34.1%
T1c. Special Schedule	0	2	2	272	0	4	28	32	304	75	379	\$136,000	\$152,000	\$189,500	11.8%	27.6%
T1d. Wage System	1,935	1,913	1,896	90,846	3,500	1,251	5,377	10,128	100,974	31,347	132,321	\$47,915	\$53,256	\$69,790	11.1%	34.5%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	354	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)	1,062	1,036	987	29,179	129	88	6,155	6,372	35,551	8,366	43,917	\$29,563	\$36,019	\$44,495	21.8%	28.7%
T3. Total Direct Hire	64,633	57,212	55,791	4,163,471	56,149	25,728	413,102	494,979	4,658,450	1,417,065	6,075,515	\$74,626	\$83,498	\$108,898	11.9%	34.0%
T4. Indirect Hire Foreign Nationals (IHFN)	1,427	1,169	1,129	50,988	137	0	176	313	51,301	0	51,301	\$45,162	\$45,439	\$45,439	0.6%	0.0%
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>66,060</i>	<i>58,381</i>	<i>56,920</i>	<i>4,214,459</i>	<i>56,286</i>	<i>25,728</i>	<i>413,278</i>	<i>495,292</i>	<i>4,709,751</i>	<i>1,417,065</i>	<i>6,126,816</i>	<i>\$74,042</i>	<i>\$82,743</i>	<i>\$107,639</i>	<i>11.8%</i>	<i>33.6%</i>
T5. Other Object Class 13 Benefits										2,906	2,906					
T5a. USDH - Benefits for Former Employees										0	0					
T5b. DHFN - Benefits for Former Employees										1,547	1,547					
T5c. Voluntary Separation Incentive Pay (VSIP)										1,359	1,359					
T5d. Foreign National Separation Liability Accrual										0	0					

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Defense Health Program												Date: May 2021				
Defense Health Agency (FY 2022)																
	(\$ 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	End		Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	Comp	% BC	% BC
	Strength	Strength	FTEs	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)	58,175	59,181	56,868	4,363,657	59,407	28,045	466,336	553,788	4,917,445	1,455,794	6,373,239	\$76,733	\$86,471	\$112,071	12.7%	33.4%
D1. US Direct Hire (USDH)	56,151	57,157	54,933	4,290,176	59,137	27,945	459,801	546,883	4,837,059	1,444,116	6,281,175	\$78,098	\$88,054	\$114,342	12.7%	33.7%
D1a. Senior Executive Schedule	18	18	18	2,276	-	5	229	234	2,510	523	3,033	\$126,444	\$139,444	\$168,500	10.3%	23.0%
D1b. General Schedule	53,906	54,868	52,671	4,144,526	54,958	26,650	446,040	527,648	4,672,174	1,386,897	6,059,071	\$78,687	\$88,705	\$115,036	12.7%	33.5%
D1c. Special Schedule	2	2	2	277	-	4	29	33	310	76	386	\$138,500	\$155,000	\$193,000	11.9%	27.4%
D1d. Wage System	1,913	1,917	1,904	94,170	3,979	1,276	12,784	18,039	112,209	42,021	154,230	\$49,459	\$58,933	\$81,003	19.2%	44.6%
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	312	352	338	48,927	200	10	719	929	49,856	14,599	64,455	\$144,754	\$147,503	\$190,695	1.9%	29.8%
D2. Direct Hire Program Foreign Nationals (DHFN)	1,001	1,001	952	29,833	130	100	6,356	6,586	36,419	8,772	45,191	\$31,337	\$38,255	\$47,470	22.1%	29.4%
D3. Total Direct Hire	57,152	58,158	55,885	4,320,009	59,267	28,045	466,157	553,469	4,873,478	1,452,888	6,326,366	\$77,302	\$87,205	\$113,203	12.8%	33.6%
D4. Indirect Hire Foreign Nationals (IHFN)	1,023	1,023	983	43,648	140	-	179	319	43,967	-	43,967	\$44,403	\$44,727	\$44,727	0.7%	0.0%
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>58,175</i>	<i>59,181</i>	<i>56,868</i>	<i>4,363,657</i>	<i>59,407</i>	<i>28,045</i>	<i>466,336</i>	<i>553,788</i>	<i>4,917,445</i>	<i>1,452,888</i>	<i>6,370,333</i>	<i>\$76,733</i>	<i>\$86,471</i>	<i>\$112,020</i>	<i>12.7%</i>	<i>33.3%</i>
D5. Other Object Class 13 Benefits										2,906	2,906					
D5a. USDH - Benefits for Former Employees										1	1					
D5b. DHFN - Benefits for Former Employees										1,547	1,547					
D5c. Voluntary Separation Incentive Pay (VSIP)										1,358	1,358					
D5d. Foreign National Separation Liability Accrual										-	-					

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Reimbursable Funded Personnel (includes OC 13)	206	243	238	17,260	247	19	315	581	17,841	3,055	20,896	\$72,521	\$74,962	\$87,798	3.4%	17.7%
R1. US Direct Hire (USDH)	25	62	57	7,459	247	19	315	581	8,040	3,055	11,095	\$130,860	\$141,053	\$194,649	7.8%	41.0%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	25	62	57	7,459	247	19	315	581	8,040	3,055	11,095	\$130,860	\$141,053	\$194,649	7.8%	41.0%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	35	35	35	1,055	-	-	-	-	1,055	-	1,055	\$30,143	\$30,143	\$30,143	0.0%	0.0%
R3. Total Direct Hire	60	97	92	8,514	247	19	315	581	9,095	3,055	12,150	\$92,543	\$98,859	\$132,065	6.8%	35.9%
R4. Indirect Hire Foreign Nationals (IHFN)	146	146	146	8,746	-	-	-	-	8,746	-	8,746	\$59,904	\$59,904	\$59,904	0.0%	0.0%
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>206</i>	<i>243</i>	<i>238</i>	<i>17,260</i>	<i>247</i>	<i>19</i>	<i>315</i>	<i>581</i>	<i>17,841</i>	<i>3,055</i>	<i>20,896</i>	<i>\$72,521</i>	<i>\$74,962</i>	<i>\$87,798</i>	<i>3.4%</i>	<i>17.7%</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																

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Total Personnel (includes OC 13)	58,381	59,424	57,106	4,380,917	59,654	28,064	466,651	554,369	4,935,286	1,458,849	6,394,135	\$76,716	\$86,423	\$111,970	12.7%	33.3%
T1. US Direct Hire (USDH)	56,176	57,219	54,990	4,297,635	59,384	27,964	460,116	547,464	4,845,099	1,447,171	6,292,270	\$78,153	\$88,109	\$114,426	12.7%	33.7%
T1a. Senior Executive Schedule	18	18	18	2,276	0	5	229	234	2,510	523	3,033	\$126,444	\$139,444	\$168,500	10.3%	23.0%
T1b. General Schedule	53,931	54,930	52,728	4,151,985	55,205	26,669	446,355	528,229	4,680,214	1,389,952	6,070,166	\$78,743	\$88,761	\$115,122	12.7%	33.5%
T1c. Special Schedule	2	2	2	277	0	4	29	33	310	76	386	\$138,500	\$155,000	\$193,000	11.9%	27.4%
T1d. Wage System	1,913	1,917	1,904	94,170	3,979	1,276	12,784	18,039	112,209	42,021	154,230	\$49,459	\$58,933	\$81,003	19.2%	44.6%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	312	352	338	48,927	200	10	719	929	49,856	14,599	64,455	\$144,754	\$147,503	\$190,695	1.9%	29.8%
T2. Direct Hire Program Foreign Nationals (DHFN)	1,036	1,036	987	30,888	130	100	6,356	6,586	37,474	8,772	46,246	\$31,295	\$37,968	\$46,855	21.3%	28.4%
T3. Total Direct Hire	57,212	58,255	55,977	4,328,523	59,514	28,064	466,472	554,050	4,882,573	1,455,943	6,338,516	\$77,327	\$87,225	\$113,234	12.8%	33.6%
T4. Indirect Hire Foreign Nationals (IHFN)	1,169	1,169	1,129	52,394	140	0	179	319	52,713	0	52,713	\$46,407	\$46,690	\$46,690	0.6%	0.0%
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>58,381</i>	<i>59,424</i>	<i>57,106</i>	<i>4,380,917</i>	<i>59,654</i>	<i>28,064</i>	<i>466,651</i>	<i>554,369</i>	<i>4,935,286</i>	<i>1,455,943</i>	<i>6,391,229</i>	<i>\$76,716</i>	<i>\$86,423</i>	<i>\$111,919</i>	<i>12.7%</i>	<i>33.2%</i>
T5. Other Object Class 13 Benefits										2,906	2,906					
T5a. USDH - Benefits for Former Employees										1	1					
T5b. DHFN - Benefits for Former Employees										1,547	1,547					
T5c. Voluntary Separation Incentive Pay (VSIP)										1,358	1,358					
T5d. Foreign National Separation Liability Accrual										0	0					

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Research, Development, Test & Eval, DW											Date: May 2021						
Defense Advanced Research Projects Agency (FY 2020)																	
	(\$ in Thousands)											<u>Rates</u>					
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	e + f + g		d + h	i + j		d/c	i/c	k/c	h/d	j/d
	<u>Begin</u>	<u>End</u>		<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>h</u>	<u>i</u>	<u>i</u>	<u>k</u>		<u>l</u>	<u>m</u>	<u>n</u>	<u>o</u>	<u>p</u>
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pay</u>	<u>Pay</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>		<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	<u>173</u>	<u>180</u>	<u>176</u>	<u>29,607</u>	<u>0</u>	<u>0</u>	<u>859</u>	<u>859</u>	<u>30,466</u>	<u>12,493</u>	<u>42,959</u>	<u>\$168,222</u>	<u>\$173,102</u>	<u>\$244,085</u>	<u>2.9%</u>	<u>42.2%</u>	
D1. US Direct Hire (USDH)	<u>173</u>	<u>180</u>	<u>176</u>	<u>29,607</u>	-	-	<u>859</u>	<u>859</u>	<u>30,466</u>	<u>12,373</u>	<u>42,839</u>	<u>\$168,222</u>	<u>\$173,102</u>	<u>\$243,403</u>	<u>2.9%</u>	<u>41.8%</u>	
D1a. Senior Executive Schedule	5	4	4	737	-	-	102	102	839	303	1,142	<u>\$184,250</u>	<u>\$209,750</u>	<u>\$285,500</u>	<u>13.8%</u>	<u>41.1%</u>	
D1b. General Schedule	72	80	77	11,512	-	-	168	168	11,680	4,090	15,770	<u>\$149,506</u>	<u>\$151,688</u>	<u>\$204,805</u>	<u>1.5%</u>	<u>35.5%</u>	
D1c. Special Schedule	96	96	95	17,358	-	-	589	589	17,947	7,980	25,927	<u>\$182,716</u>	<u>\$188,916</u>	<u>\$272,916</u>	<u>3.4%</u>	<u>46.0%</u>	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire	<u>173</u>	<u>180</u>	<u>176</u>	<u>29,607</u>	-	-	<u>859</u>	<u>859</u>	<u>30,466</u>	<u>12,373</u>	<u>42,839</u>	<u>\$168,222</u>	<u>\$173,102</u>	<u>\$243,403</u>	<u>2.9%</u>	<u>41.8%</u>	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<u>173</u>	<u>180</u>	<u>176</u>	<u>29,607</u>	-	-	<u>859</u>	<u>859</u>	<u>30,466</u>	<u>12,373</u>	<u>42,839</u>	<u>\$168,222</u>	<u>\$173,102</u>	<u>\$243,403</u>	<u>2.9%</u>	<u>41.8%</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																	

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Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<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															

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Total Personnel (includes OC 13)	173	180	176	29,607	0	0	859	859	30,466	12,493	42,959	\$168,222	\$173,102	\$244,085	2.9%	42.2%
T1. US Direct Hire (USDH)	173	180	176	29,607	-	-	859	859	30,466	12,373	42,839	\$168,222	\$173,102	\$243,403	2.9%	41.8%
T1a. Senior Executive Schedule	5	4	4	737	0	0	102	102	839	303	1,142	\$184,250	\$209,750	\$285,500	13.8%	41.1%
T1b. General Schedule	72	80	77	11,512	0	0	168	168	11,680	4,090	15,770	\$149,506	\$151,688	\$204,805	1.5%	35.5%
T1c. Special Schedule	96	96	95	17,358	0	0	589	589	17,947	7,980	25,927	\$182,716	\$188,916	\$272,916	3.4%	46.0%
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	173	180	176	29,607	-	-	859	859	30,466	12,373	42,839	\$168,222	\$173,102	\$243,403	2.9%	41.8%
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>	<i>173</i>	<i>180</i>	<i>176</i>	<i>29,607</i>	<i>-</i>	<i>-</i>	<i>859</i>	<i>859</i>	<i>30,466</i>	<i>12,373</i>	<i>42,839</i>	<i>\$168,222</i>	<i>\$173,102</i>	<i>\$243,403</i>	<i>2.9%</i>	<i>41.8%</i>
T5. Other Object Class 13 Benefits										120	120					
T5a. USDH - Benefits for Former Employees											0	0				
T5b. DHFN - Benefits for Former Employees											0	0				
T5c. Voluntary Separation Incentive Pay (VSIP)											120	120				
T5d. Foreign National Separation Liability Accrual											0	0				

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<u>Research, Development, Test & Eval, DW</u>												Date: May 2021				
Defense Advanced Research Projects Agency (FY 2021)																
	(\$ 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	End		Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	l	m	n	o	p
	Strength	Strength	FTEs	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)	183	191	191	32,456	0	0	1,251	1,251	33,707	12,643	46,350	\$169,927	\$176,476	\$242,670	3.9%	39.0%
D1. US Direct Hire (USDH)	183	191	191	32,456	-	-	1,251	1,251	33,707	12,523	46,230	\$169,927	\$176,476	\$242,042	3.9%	38.6%
D1a. Senior Executive Schedule	6	5	5	940	-	-	79	79	1,019	349	1,368	\$188,000	\$203,800	\$273,600	8.4%	37.1%
D1b. General Schedule	75	84	84	12,603	-	-	315	315	12,918	4,066	16,984	\$150,036	\$153,786	\$202,190	2.5%	32.3%
D1c. Special Schedule	102	102	102	18,913	-	-	857	857	19,770	8,108	27,878	\$185,422	\$193,824	\$273,314	4.5%	42.9%
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	183	191	191	32,456	-	-	1,251	1,251	33,707	12,523	46,230	\$169,927	\$176,476	\$242,042	3.9%	38.6%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>183</i>	<i>191</i>	<i>191</i>	<i>32,456</i>	<i>-</i>	<i>-</i>	<i>1,251</i>	<i>1,251</i>	<i>33,707</i>	<i>12,523</i>	<i>46,230</i>	<i>\$169,927</i>	<i>\$176,476</i>	<i>\$242,042</i>	<i>3.9%</i>	<i>38.6%</i>
D5. Other Object Class 13 Benefits											120	120				
D5a. USDH - Benefits for Former Employees											-	-				
D5b. DHFN - Benefits for Former Employees											-	-				
D5c. Voluntary Separation Incentive Pay (VSIP)											120	120				
D5d. Foreign National Separation Liability Accrual											-	-				

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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															

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Total Personnel (includes OC 13)	183	191	191	32,456	0	0	1,251	1,251	33,707	12,643	46,350	\$169,927	\$176,476	\$242,670	3.9%	39.0%
T1. US Direct Hire (USDH)	183	191	191	32,456	-	-	1,251	1,251	33,707	12,523	46,230	\$169,927	\$176,476	\$242,042	3.9%	38.6%
T1a. Senior Executive Schedule	6	5	5	940	0	0	79	79	1,019	349	1,368	\$188,000	\$203,800	\$273,600	8.4%	37.1%
T1b. General Schedule	75	84	84	12,603	0	0	315	315	12,918	4,066	16,984	\$150,036	\$153,786	\$202,190	2.5%	32.3%
T1c. Special Schedule	102	102	102	18,913	0	0	857	857	19,770	8,108	27,878	\$185,422	\$193,824	\$273,314	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	183	191	191	32,456	-	-	1,251	1,251	33,707	12,523	46,230	\$169,927	\$176,476	\$242,042	3.9%	38.6%
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>	<i>183</i>	<i>191</i>	<i>191</i>	<i>32,456</i>	<i>-</i>	<i>-</i>	<i>1,251</i>	<i>1,251</i>	<i>33,707</i>	<i>12,523</i>	<i>46,230</i>	<i>\$169,927</i>	<i>\$176,476</i>	<i>\$242,042</i>	<i>3.9%</i>	<i>38.6%</i>
T5. Other Object Class 13 Benefits										120	120					
T5a. USDH - Benefits for Former Employees											0	0				
T5b. DHFN - Benefits for Former Employees											0	0				
T5c. Voluntary Separation Incentive Pay (VSIP)											120	120				
T5d. Foreign National Separation Liability Accrual											0	0				

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<u>Research, Development, Test & Eval, DW</u>												Date: May 2021				
Defense Advanced Research Projects Agency (FY 2022)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>
	<u>Begin</u>	<u>End</u>		<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>Total</u>	<u>Comp</u>	<u>Benefits</u>	<u>Comp</u>	<u>Basic</u>	<u>Total</u>	<u>Comp</u>	<u>% BC</u>	<u>% BC</u>
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pay</u>	<u>Pay</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	191	191	191	33,159	0	0	1,237	1,237	34,396	14,488	48,884	\$173,607	\$180,084	\$255,937	3.7%	43.7%
D1. US Direct Hire (USDH)	191	191	191	33,159	-	-	1,237	1,237	34,396	14,368	48,764	\$173,607	\$180,084	\$255,309	3.7%	43.3%
D1a. Senior Executive Schedule	5	5	5	952	-	-	131	131	1,083	391	1,474	\$190,400	\$216,600	\$294,800	13.8%	41.1%
D1b. General Schedule	84	84	84	12,988	-	-	325	325	13,313	4,797	18,110	\$154,619	\$158,488	\$215,595	2.5%	36.9%
D1c. Special Schedule	102	102	102	19,219	-	-	781	781	20,000	9,180	29,180	\$188,422	\$196,078	\$286,078	4.1%	47.8%
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	191	191	191	33,159	-	-	1,237	1,237	34,396	14,368	48,764	\$173,607	\$180,084	\$255,309	3.7%	43.3%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>191</i>	<i>191</i>	<i>191</i>	<i>33,159</i>	<i>-</i>	<i>-</i>	<i>1,237</i>	<i>1,237</i>	<i>34,396</i>	<i>14,368</i>	<i>48,764</i>	<i>\$173,607</i>	<i>\$180,084</i>	<i>\$255,309</i>	<i>3.7%</i>	<i>43.3%</i>
D5. Other Object Class 13 Benefits										120	120					
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)												120	120			
D5d. Foreign National Separation Liability Accrual																

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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															

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Total Personnel (includes OC 13)	191	191	191	33,159	0	0	1,237	1,237	34,396	14,488	48,884	\$173,607	\$180,084	\$255,937	3.7%	43.7%
T1. US Direct Hire (USDH)	191	191	191	33,159	-	-	1,237	1,237	34,396	14,368	48,764	\$173,607	\$180,084	\$255,309	3.7%	43.3%
T1a. Senior Executive Schedule	5	5	5	952	0	0	131	131	1,083	391	1,474	\$190,400	\$216,600	\$294,800	13.8%	41.1%
T1b. General Schedule	84	84	84	12,988	0	0	325	325	13,313	4,797	18,110	\$154,619	\$158,488	\$215,595	2.5%	36.9%
T1c. Special Schedule	102	102	102	19,219	0	0	781	781	20,000	9,180	29,180	\$188,422	\$196,078	\$286,078	4.1%	47.8%
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	191	191	191	33,159	-	-	1,237	1,237	34,396	14,368	48,764	\$173,607	\$180,084	\$255,309	3.7%	43.3%
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>	<i>191</i>	<i>191</i>	<i>191</i>	<i>33,159</i>	<i>-</i>	<i>-</i>	<i>1,237</i>	<i>1,237</i>	<i>34,396</i>	<i>14,368</i>	<i>48,764</i>	<i>\$173,607</i>	<i>\$180,084</i>	<i>\$255,309</i>	<i>3.7%</i>	<i>43.3%</i>
T5. Other Object Class 13 Benefits										120	120					
T5a. USDH - Benefits for Former Employees											0	0				
T5b. DHFN - Benefits for Former Employees											0	0				
T5c. Voluntary Separation Incentive Pay (VSIP)											120	120				
T5d. Foreign National Separation Liability Accrual											0	0				

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Research, Development, Test & Eval, DW											Date: May 2021					
Defense Information Systems Agency (FY 2020)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>		<u>i</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>
	<u>Begin</u>	<u>End</u>		<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>h</u>	<u>i</u>	<u>i</u>	<u>k</u>	<u>l</u>	<u>m</u>	<u>n</u>	<u>o</u>	<u>p</u>
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pay</u>	<u>Pay</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	<u>212</u>	<u>231</u>	<u>205</u>	<u>25,811</u>	<u>69</u>	<u>3</u>	<u>419</u>	<u>491</u>	<u>26,302</u>	<u>9,295</u>	<u>35,597</u>	<u>\$125,907</u>	<u>\$128,302</u>	<u>\$173,644</u>	<u>1.9%</u>	<u>36.0%</u>
D1. US Direct Hire (USDH)	<u>212</u>	<u>231</u>	<u>205</u>	<u>25,811</u>	<u>69</u>	<u>3</u>	<u>419</u>	<u>491</u>	<u>26,302</u>	<u>9,295</u>	<u>35,597</u>	<u>\$125,907</u>	<u>\$128,302</u>	<u>\$173,644</u>	<u>1.9%</u>	<u>36.0%</u>
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	212	231	205	25,811	69	3	419	491	26,302	9,295	35,597	\$125,907	\$128,302	\$173,644	1.9%	36.0%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	<u>212</u>	<u>231</u>	<u>205</u>	<u>25,811</u>	<u>69</u>	<u>3</u>	<u>419</u>	<u>491</u>	<u>26,302</u>	<u>9,295</u>	<u>35,597</u>	<u>\$125,907</u>	<u>\$128,302</u>	<u>\$173,644</u>	<u>1.9%</u>	<u>36.0%</u>
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<u>212</u>	<u>231</u>	<u>205</u>	<u>25,811</u>	<u>69</u>	<u>3</u>	<u>419</u>	<u>491</u>	<u>26,302</u>	<u>9,295</u>	<u>35,597</u>	<u>\$125,907</u>	<u>\$128,302</u>	<u>\$173,644</u>	<u>1.9%</u>	<u>36.0%</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																

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Reimbursable Funded Personnel (includes OC 13)	108	113	85	6,618	66	1	27	94	6,712	1,819	8,531	\$77,859	\$78,965	\$100,365	1.4%	27.5%
R1. US Direct Hire (USDH)	108	113	85	6,618	66	1	27	94	6,712	1,819	8,531	\$77,859	\$78,965	\$100,365	1.4%	27.5%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	108	113	85	6,618	66	1	27	94	6,712	1,819	8,531	\$77,859	\$78,965	\$100,365	1.4%	27.5%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	108	113	85	6,618	66	1	27	94	6,712	1,819	8,531	\$77,859	\$78,965	\$100,365	1.4%	27.5%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>108</i>	<i>113</i>	<i>85</i>	<i>6,618</i>	<i>66</i>	<i>1</i>	<i>27</i>	<i>94</i>	<i>6,712</i>	<i>1,819</i>	<i>8,531</i>	<i>\$77,859</i>	<i>\$78,965</i>	<i>\$100,365</i>	<i>1.4%</i>	<i>27.5%</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																

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Total Personnel (includes OC 13)	320	344	290	32,429	135	4	446	585	33,014	11,114	44,128	\$111,824	\$113,841	\$152,166	1.8%	34.3%
T1. US Direct Hire (USDH)	320	344	290	32,429	135	4	446	585	33,014	11,114	44,128	\$111,824	\$113,841	\$152,166	1.8%	34.3%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	320	344	290	32,429	135	4	446	585	33,014	11,114	44,128	\$111,824	\$113,841	\$152,166	1.8%	34.3%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	320	344	290	32,429	135	4	446	585	33,014	11,114	44,128	\$111,824	\$113,841	\$152,166	1.8%	34.3%
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>	<i>320</i>	<i>344</i>	<i>290</i>	<i>32,429</i>	<i>135</i>	<i>4</i>	<i>446</i>	<i>585</i>	<i>33,014</i>	<i>11,114</i>	<i>44,128</i>	<i>\$111,824</i>	<i>\$113,841</i>	<i>\$152,166</i>	<i>1.8%</i>	<i>34.3%</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				

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<u>Research, Development, Test & Eval, DW</u>												Date: May 2021				
Defense Information Systems Agency (FY 2021)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	e + f + g	d + h	<u>i</u>	i + j	d/c	i/c	k/c	h/d	j/d
	<u>Begin</u>	<u>End</u>		<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>Total</u>	<u>Comp</u>	<u>Benefits</u>	<u>Comp</u>	<u>Basic</u>	<u>Total</u>	<u>Comp</u>	<u>% BC</u>	<u>% BC</u>
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pay</u>	<u>Pay</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	237	213	214	21,628	64	21	430	515	22,143	7,262	29,405	\$101,065	\$103,472	\$137,407	2.4%	33.6%
D1. US Direct Hire (USDH)	237	213	214	21,628	64	21	430	515	22,143	7,262	29,405	\$101,065	\$103,472	\$137,407	2.4%	33.6%
D1a. Senior Executive Schedule	2	1	1	170	-	-	6	6	176	53	229	\$170,000	\$176,000	\$229,000	3.5%	31.2%
D1b. General Schedule	235	211	212	21,357	64	21	416	501	21,858	7,175	29,033	\$100,741	\$103,104	\$136,948	2.3%	33.6%
D1c. Special Schedule	-	1	1	101	-	-	8	8	109	34	143	\$101,000	\$109,000	\$143,000	7.9%	33.7%
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	237	213	214	21,628	64	21	430	515	22,143	7,262	29,405	\$101,065	\$103,472	\$137,407	2.4%	33.6%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>237</i>	<i>213</i>	<i>214</i>	<i>21,628</i>	<i>64</i>	<i>21</i>	<i>430</i>	<i>515</i>	<i>22,143</i>	<i>7,262</i>	<i>29,405</i>	<i>\$101,065</i>	<i>\$103,472</i>	<i>\$137,407</i>	<i>2.4%</i>	<i>33.6%</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																

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Reimbursable Funded Personnel (includes OC 13)	131	131	131	11,797	36	12	113	161	11,958	3,952	15,910	\$90,053	\$91,282	\$121,450	1.4%	33.5%
R1. US Direct Hire (USDH)	131	131	131	11,797	36	12	113	161	11,958	3,952	15,910	\$90,053	\$91,282	\$121,450	1.4%	33.5%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	131	131	131	11,797	36	12	113	161	11,958	3,952	15,910	\$90,053	\$91,282	\$121,450	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	131	131	131	11,797	36	12	113	161	11,958	3,952	15,910	\$90,053	\$91,282	\$121,450	1.4%	33.5%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>131</i>	<i>131</i>	<i>131</i>	<i>11,797</i>	<i>36</i>	<i>12</i>	<i>113</i>	<i>161</i>	<i>11,958</i>	<i>3,952</i>	<i>15,910</i>	<i>\$90,053</i>	<i>\$91,282</i>	<i>\$121,450</i>	<i>1.4%</i>	<i>33.5%</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																

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Total Personnel (includes OC 13)	368	344	345	33,425	100	33	543	676	34,101	11,214	45,315	\$96,884	\$98,843	\$131,348	2.0%	33.5%
T1. US Direct Hire (USDH)	368	344	345	33,425	100	33	543	676	34,101	11,214	45,315	\$96,884	\$98,843	\$131,348	2.0%	33.5%
T1a. Senior Executive Schedule	2	1	1	170	0	0	6	6	176	53	229	\$170,000	\$176,000	\$229,000	3.5%	31.2%
T1b. General Schedule	366	342	343	33,154	100	33	529	662	33,816	11,127	44,943	\$96,659	\$98,589	\$131,029	2.0%	33.6%
T1c. Special Schedule	0	1	1	101	0	0	8	8	109	34	143	\$101,000	\$109,000	\$143,000	7.9%	33.7%
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	368	344	345	33,425	100	33	543	676	34,101	11,214	45,315	\$96,884	\$98,843	\$131,348	2.0%	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>	<i>368</i>	<i>344</i>	<i>345</i>	<i>33,425</i>	<i>100</i>	<i>33</i>	<i>543</i>	<i>676</i>	<i>34,101</i>	<i>11,214</i>	<i>45,315</i>	<i>\$96,884</i>	<i>\$98,843</i>	<i>\$131,348</i>	<i>2.0%</i>	<i>33.5%</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			

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<u>Research, Development, Test & Eval, DW</u>												Date: May 2021				
Defense Information Systems Agency (FY 2022)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>
	<u>Begin</u>	<u>End</u>	<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>Total</u>	<u>Comp</u>	<u>Benefits</u>	<u>Comp</u>		<u>Basic</u>	<u>Total</u>	<u>Comp</u>	<u>% BC</u>	<u>% BC</u>
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pay</u>	<u>Pay</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	215	215	215	21,804	64	23	1,257	1,344	23,148	7,624	30,772	\$101,414	\$107,665	\$143,126	6.2%	35.0%
D1. US Direct Hire (USDH)	215	215	215	21,804	64	23	1,257	1,344	23,148	7,624	30,772	\$101,414	\$107,665	\$143,126	6.2%	35.0%
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	214	214	214	21,690	64	23	1,255	1,342	23,032	7,585	30,617	\$101,355	\$107,626	\$143,070	6.2%	35.0%
D1c. Special Schedule	1	1	1	114	-	-	2	2	116	39	155	\$114,000	\$116,000	\$155,000	1.8%	34.2%
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	215	215	215	21,804	64	23	1,257	1,344	23,148	7,624	30,772	\$101,414	\$107,665	\$143,126	6.2%	35.0%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>215</i>	<i>215</i>	<i>215</i>	<i>21,804</i>	<i>64</i>	<i>23</i>	<i>1,257</i>	<i>1,344</i>	<i>23,148</i>	<i>7,624</i>	<i>30,772</i>	<i>\$101,414</i>	<i>\$107,665</i>	<i>\$143,126</i>	<i>6.2%</i>	<i>35.0%</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																

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Reimbursable Funded Personnel (includes OC 13)	131	131	131	11,923	35	13	239	287	12,210	4,034	16,244	\$91,015	\$93,206	\$124,000	2.4%	33.8%
R1. US Direct Hire (USDH)	131	131	131	11,923	35	13	239	287	12,210	4,034	16,244	\$91,015	\$93,206	\$124,000	2.4%	33.8%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	131	131	131	11,923	35	13	239	287	12,210	4,034	16,244	\$91,015	\$93,206	\$124,000	2.4%	33.8%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	131	131	131	11,923	35	13	239	287	12,210	4,034	16,244	\$91,015	\$93,206	\$124,000	2.4%	33.8%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>131</i>	<i>131</i>	<i>131</i>	<i>11,923</i>	<i>35</i>	<i>13</i>	<i>239</i>	<i>287</i>	<i>12,210</i>	<i>4,034</i>	<i>16,244</i>	<i>\$91,015</i>	<i>\$93,206</i>	<i>\$124,000</i>	<i>2.4%</i>	<i>33.8%</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																

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Total Personnel (includes OC 13)	346	346	346	33,727	99	36	1,496	1,631	35,358	11,658	47,016	\$97,477	\$102,191	\$135,884	4.8%	34.6%
T1. US Direct Hire (USDH)	346	346	346	33,727	99	36	1,496	1,631	35,358	11,658	47,016	\$97,477	\$102,191	\$135,884	4.8%	34.6%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	345	345	345	33,613	99	36	1,494	1,629	35,242	11,619	46,861	\$97,429	\$102,151	\$135,829	4.8%	34.6%
T1c. Special Schedule	1	1	1	114	0	0	2	2	116	39	155	\$114,000	\$116,000	\$155,000	1.8%	34.2%
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	346	346	346	33,727	99	36	1,496	1,631	35,358	11,658	47,016	\$97,477	\$102,191	\$135,884	4.8%	34.6%
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>	<i>346</i>	<i>346</i>	<i>346</i>	<i>33,727</i>	<i>99</i>	<i>36</i>	<i>1,496</i>	<i>1,631</i>	<i>35,358</i>	<i>11,658</i>	<i>47,016</i>	<i>\$97,477</i>	<i>\$102,191</i>	<i>\$135,884</i>	<i>4.8%</i>	<i>34.6%</i>
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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	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>		<u>d + h</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>
	Begin	End		Basic	Overtime	Holiday	Other	h	i	i	k	l	m	n	o	p
	Strength	Strength	FTEs	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>210</u>	<u>210</u>	<u>210</u>	<u>22,036</u>	<u>0</u>	<u>0</u>	<u>425</u>	<u>425</u>	<u>22,461</u>	<u>7,446</u>	<u>29,907</u>	<u>\$104,933</u>	<u>\$106,957</u>	<u>\$142,414</u>	<u>1.9%</u>	<u>33.8%</u>
D1. US Direct Hire (USDH)	<u>210</u>	<u>210</u>	<u>210</u>	<u>22,036</u>	-	-	<u>425</u>	<u>425</u>	<u>22,461</u>	<u>7,446</u>	<u>29,907</u>	<u>\$104,933</u>	<u>\$106,957</u>	<u>\$142,414</u>	<u>1.9%</u>	<u>33.8%</u>
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	<u>210</u>	<u>210</u>	<u>210</u>	<u>22,036</u>	-	-	<u>425</u>	<u>425</u>	<u>22,461</u>	<u>7,446</u>	<u>29,907</u>	<u>\$104,933</u>	<u>\$106,957</u>	<u>\$142,414</u>	<u>1.9%</u>	<u>33.8%</u>
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	<u>210</u>	<u>210</u>	<u>210</u>	<u>22,036</u>	-	-	<u>425</u>	<u>425</u>	<u>22,461</u>	<u>7,446</u>	<u>29,907</u>	<u>\$104,933</u>	<u>\$106,957</u>	<u>\$142,414</u>	<u>1.9%</u>	<u>33.8%</u>
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<u>210</u>	<u>210</u>	<u>210</u>	<u>22,036</u>	-	-	<u>425</u>	<u>425</u>	<u>22,461</u>	<u>7,446</u>	<u>29,907</u>	<u>\$104,933</u>	<u>\$106,957</u>	<u>\$142,414</u>	<u>1.9%</u>	<u>33.8%</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																

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Reimbursable Funded Personnel (includes OC 13)	26	26	26	4,183	0	0	200	200	4,383	1,328	5,711	\$160,885	\$168,577	\$219,654	4.8%	31.7%
R1. US Direct Hire (USDH)	26	26	26	4,183	-	-	200	200	4,383	1,328	5,711	\$160,885	\$168,577	\$219,654	4.8%	31.7%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	26	26	26	4,183	-	-	200	200	4,383	1,328	5,711	\$160,885	\$168,577	\$219,654	4.8%	31.7%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	26	26	26	4,183	-	-	200	200	4,383	1,328	5,711	\$160,885	\$168,577	\$219,654	4.8%	31.7%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>26</i>	<i>26</i>	<i>26</i>	<i>4,183</i>	<i>-</i>	<i>-</i>	<i>200</i>	<i>200</i>	<i>4,383</i>	<i>1,328</i>	<i>5,711</i>	<i>\$160,885</i>	<i>\$168,577</i>	<i>\$219,654</i>	<i>4.8%</i>	<i>31.7%</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																

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Total Personnel (includes OC 13)	236	236	236	26,219	0	0	625	625	26,844	8,774	35,618	\$111,097	\$113,746	\$150,924	2.4%	33.5%
T1. US Direct Hire (USDH)	236	236	236	26,219	-	-	625	625	26,844	8,774	35,618	\$111,097	\$113,746	\$150,924	2.4%	33.5%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	236	236	236	26,219	0	0	625	625	26,844	8,774	35,618	\$111,097	\$113,746	\$150,924	2.4%	33.5%
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	236	236	236	26,219	-	-	625	625	26,844	8,774	35,618	\$111,097	\$113,746	\$150,924	2.4%	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>	<i>236</i>	<i>236</i>	<i>236</i>	<i>26,219</i>	<i>-</i>	<i>-</i>	<i>625</i>	<i>625</i>	<i>26,844</i>	<i>8,774</i>	<i>35,618</i>	<i>\$111,097</i>	<i>\$113,746</i>	<i>\$150,924</i>	<i>2.4%</i>	<i>33.5%</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				

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	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>
	<u>Begin</u>	<u>End</u>		<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>Total</u>	<u>Comp</u>	<u>Benefits</u>	<u>Comp</u>	<u>Basic</u>	<u>Total</u>	<u>Comp</u>	<u>% BC</u>	<u>% BC</u>
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pay</u>	<u>Pay</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	201	201	201	25,423	0	0	469	469	25,892	7,613	33,505	\$126,483	\$128,816	\$166,692	1.8%	29.9%
D1. US Direct Hire (USDH)	201	201	201	25,423	-	-	469	469	25,892	7,613	33,505	\$126,483	\$128,816	\$166,692	1.8%	29.9%
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	201	201	201	25,423	-	-	469	469	25,892	7,613	33,505	\$126,483	\$128,816	\$166,692	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	25,423	-	-	469	469	25,892	7,613	33,505	\$126,483	\$128,816	\$166,692	1.8%	29.9%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>201</i>	<i>201</i>	<i>201</i>	<i>25,423</i>	<i>-</i>	<i>-</i>	<i>469</i>	<i>469</i>	<i>25,892</i>	<i>7,613</i>	<i>33,505</i>	<i>\$126,483</i>	<i>\$128,816</i>	<i>\$166,692</i>	<i>1.8%</i>	<i>29.9%</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																

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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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>60</i>	<i>60</i>	<i>60</i>	<i>6,682</i>	-	-	-	-	<i>6,682</i>	-	<i>6,682</i>	<i>\$111,367</i>	<i>\$111,367</i>	<i>\$111,367</i>	<i>0.0%</i>	<i>0.0%</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																

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Total Personnel (includes OC 13)	261	261	261	32,105	0	0	469	469	32,574	7,613	40,187	\$123,008	\$124,805	\$153,973	1.5%	23.7%
T1. US Direct Hire (USDH)	261	261	261	32,105	-	-	469	469	32,574	7,613	40,187	\$123,008	\$124,805	\$153,973	1.5%	23.7%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	261	261	261	32,105	0	0	469	469	32,574	7,613	40,187	\$123,008	\$124,805	\$153,973	1.5%	23.7%
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	261	261	261	32,105	-	-	469	469	32,574	7,613	40,187	\$123,008	\$124,805	\$153,973	1.5%	23.7%
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>	<i>261</i>	<i>261</i>	<i>261</i>	<i>32,105</i>	<i>-</i>	<i>-</i>	<i>469</i>	<i>469</i>	<i>32,574</i>	<i>7,613</i>	<i>40,187</i>	<i>\$123,008</i>	<i>\$124,805</i>	<i>\$153,973</i>	<i>1.5%</i>	<i>23.7%</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				

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Defense Logistics Agency (FY 2022)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	e + f + g	d + h	<u>i</u>	i + j	d/c	i/c	k/c	h/d	j/d
	<u>Begin</u>	<u>End</u>		<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>Total</u>	<u>Comp</u>	<u>Benefits</u>	<u>Comp</u>	<u>Basic</u>	<u>Total</u>	<u>Comp</u>	<u>% BC</u>	<u>% BC</u>
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pay</u>	<u>Pay</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	201	201	201	24,440	0	0	690	690	25,130	7,583	32,713	\$121,592	\$125,025	\$162,751	2.8%	31.0%
D1. US Direct Hire (USDH)	201	201	201	24,440	-	-	690	690	25,130	7,583	32,713	\$121,592	\$125,025	\$162,751	2.8%	31.0%
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	201	201	201	24,440	-	-	690	690	25,130	7,583	32,713	\$121,592	\$125,025	\$162,751	2.8%	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	201	201	201	24,440	-	-	690	690	25,130	7,583	32,713	\$121,592	\$125,025	\$162,751	2.8%	31.0%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>201</i>	<i>201</i>	<i>201</i>	<i>24,440</i>	<i>-</i>	<i>-</i>	<i>690</i>	<i>690</i>	<i>25,130</i>	<i>7,583</i>	<i>32,713</i>	<i>\$121,592</i>	<i>\$125,025</i>	<i>\$162,751</i>	<i>2.8%</i>	<i>31.0%</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																

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Reimbursable Funded Personnel (includes OC 13)	60	60	60	5,927	0	0	68	68	5,995	75	6,070	\$98,783	\$99,917	\$101,167	1.1%	1.3%
R1. US Direct Hire (USDH)	60	60	60	5,927	-	-	68	68	5,995	75	6,070	\$98,783	\$99,917	\$101,167	1.1%	1.3%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	60	60	60	5,927	-	-	68	68	5,995	75	6,070	\$98,783	\$99,917	\$101,167	1.1%	1.3%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	60	60	60	5,927	-	-	68	68	5,995	75	6,070	\$98,783	\$99,917	\$101,167	1.1%	1.3%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>60</i>	<i>60</i>	<i>60</i>	<i>5,927</i>	-	-	<i>68</i>	<i>68</i>	<i>5,995</i>	<i>75</i>	<i>6,070</i>	<i>\$98,783</i>	<i>\$99,917</i>	<i>\$101,167</i>	<i>1.1%</i>	<i>1.3%</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																

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Total Personnel (includes OC 13)	261	261	261	30,367	0	0	758	758	31,125	7,658	38,783	\$116,349	\$119,253	\$148,594	2.5%	25.2%
T1. US Direct Hire (USDH)	261	261	261	30,367	-	-	758	758	31,125	7,658	38,783	\$116,349	\$119,253	\$148,594	2.5%	25.2%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	261	261	261	30,367	0	0	758	758	31,125	7,658	38,783	\$116,349	\$119,253	\$148,594	2.5%	25.2%
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	261	261	261	30,367	-	-	758	758	31,125	7,658	38,783	\$116,349	\$119,253	\$148,594	2.5%	25.2%
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>	<i>261</i>	<i>261</i>	<i>261</i>	<i>30,367</i>	<i>-</i>	<i>-</i>	<i>758</i>	<i>758</i>	<i>31,125</i>	<i>7,658</i>	<i>38,783</i>	<i>\$116,349</i>	<i>\$119,253</i>	<i>\$148,594</i>	<i>2.5%</i>	<i>25.2%</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				

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Defense Threat Reduction Agency (FY 2020)																				
(\$ in Thousands)											<u>Rates</u>									
a b c d e f g e + f + g d + h i + j Begin End Basic Overtime Holiday Other Total Comp Benefits Comp <u>Strength</u> <u>Strength</u> <u>FTEs</u> <u>Comp</u> <u>Pay</u> <u>Pay</u> <u>O.C.11</u> <u>Variables</u> <u>O.C.11</u> <u>O.C.12/13</u> <u>& Benefits</u>											d/c i/c k/c h/d j/d l m n o p Basic Total Comp % BC % BC <u>Comp</u> <u>Comp</u> <u>& Benefits</u> <u>Variables</u> <u>Benefits</u>									
<u>Direct Funded Personnel (includes OC 13)</u>											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											-					-				

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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												-	-	-	-

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Total Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
T1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
T1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
T3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</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			

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<u>Research, Development, Test & Eval, DW</u>											Date: May 2021																	
Defense Threat Reduction Agency (FY 2021)																												
(\$ in Thousands)											<u>Rates</u>																	
a b c d e f g e + f + g d + h i + j Begin End Basic Overtime Holiday Other Total Comp Benefits Comp <u>Strength</u> <u>Strength</u> <u>FTEs</u> <u>Comp</u> <u>Pay</u> <u>Pay</u> <u>O.C.11</u> <u>Variables</u> <u>O.C.11</u> <u>O.C.12/13</u> <u>& Benefits</u>											d/c	i/c	k/c	h/d	j/d													
l m n o p Basic Total Comp % BC % BC											<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>													
<u>Direct Funded Personnel (includes OC 13)</u>											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											-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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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												-	-	-	-

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Total Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
T1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
T1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
T3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</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			

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<u>Research, Development, Test & Eval, DW</u>											Date: May 2021				
Defense Threat Reduction Agency (FY 2022)															
(\$ in Thousands)											<u>Rates</u>				
a b c d e f g e + f + g d + h i + j Begin End Basic Overtime Holiday Other Total Comp Benefits Comp <u>Strength</u> <u>Strength</u> <u>FTEs</u> <u>Comp</u> <u>Pay</u> <u>Pay</u> <u>O.C.11</u> <u>Variables</u> <u>O.C.11</u> <u>O.C.12/13</u> <u>& Benefits</u>											d/c i/c k/c h/d j/d l m n o p Basic Total Comp % 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											-				

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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												-	-	-	-

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Total Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
T1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
T1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
T3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</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			

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Research, Development, Test & Eval, DW												Date: May 2021				
Defense Technical Information Center (FY 2020)																
	(\$ in Thousands)											<u>Rates</u>				
												d/c	i/c	k/c	h/d	j/d
	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	l	m	n	o	p
	Begin	End		Basic	Overtime	Holiday	Other	h	i	i	k	Basic	Total	Comp	% BC	% BC
<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pay</u>	<u>Pay</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>	
Direct Funded Personnel (includes OC 13)	223	200	214	24,015	92	0	398	490	24,505	7,882	32,387	\$112,220	\$114,509	\$151,341	2.0%	32.8%
D1. US Direct Hire (USDH)	223	200	214	24,015	92	-	398	490	24,505	7,882	32,387	\$112,220	\$114,509	\$151,341	2.0%	32.8%
D1a. Senior Executive Schedule	1	1	1	176	-	-	-	-	176	48	224	\$176,000	\$176,000	\$224,000	0.0%	27.3%
D1b. General Schedule	222	199	213	23,839	92	-	398	490	24,329	7,834	32,163	\$111,920	\$114,221	\$151,000	2.1%	32.9%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	223	200	214	24,015	92	-	398	490	24,505	7,882	32,387	\$112,220	\$114,509	\$151,341	2.0%	32.8%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	223	200	214	24,015	92	-	398	490	24,505	7,882	32,387	\$112,220	\$114,509	\$151,341	2.0%	32.8%
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																

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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															

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Total Personnel (includes OC 13)	223	200	214	24,015	92	0	398	490	24,505	7,882	32,387	\$112,220	\$114,509	\$151,341	2.0%	32.8%
T1. US Direct Hire (USDH)	223	200	214	24,015	92	-	398	490	24,505	7,882	32,387	\$112,220	\$114,509	\$151,341	2.0%	32.8%
T1a. Senior Executive Schedule	1	1	1	176	0	0	0	0	176	48	224	\$176,000	\$176,000	\$224,000	0.0%	27.3%
T1b. General Schedule	222	199	213	23,839	92	0	398	490	24,329	7,834	32,163	\$111,920	\$114,221	\$151,000	2.1%	32.9%
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	223	200	214	24,015	92	-	398	490	24,505	7,882	32,387	\$112,220	\$114,509	\$151,341	2.0%	32.8%
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>	<i>223</i>	<i>200</i>	<i>214</i>	<i>24,015</i>	<i>92</i>	<i>-</i>	<i>398</i>	<i>490</i>	<i>24,505</i>	<i>7,882</i>	<i>32,387</i>	<i>\$112,220</i>	<i>\$114,509</i>	<i>\$151,341</i>	<i>2.0%</i>	<i>32.8%</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					

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<u>Research, Development, Test & Eval, DW</u>												Date: May 2021				
Defense Technical Information Center (FY 2021)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>
	<u>Begin</u>	<u>End</u>		<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>Total</u>	<u>Comp</u>	<u>Benefits</u>	<u>Comp</u>	<u>Basic</u>	<u>Total</u>	<u>Comp</u>	<u>% BC</u>	<u>% BC</u>
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pay</u>	<u>Pay</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>210</i>	<i>210</i>	<i>210</i>	<i>23,890</i>	<i>150</i>	<i>-</i>	<i>720</i>	<i>870</i>	<i>24,760</i>	<i>7,636</i>	<i>32,396</i>	<i>\$113,762</i>	<i>\$117,905</i>	<i>\$154,267</i>	<i>3.6%</i>	<i>32.0%</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																

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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															

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Total Personnel (includes OC 13)	210	210	210	23,890	150	0	720	870	24,760	7,636	32,396	\$113,762	\$117,905	\$154,267	3.6%	32.0%
T1. US Direct Hire (USDH)	210	210	210	23,890	150	-	720	870	24,760	7,636	32,396	\$113,762	\$117,905	\$154,267	3.6%	32.0%
T1a. Senior Executive Schedule	1	1	1	190	0	0	14	14	204	61	265	\$190,000	\$204,000	\$265,000	7.4%	32.1%
T1b. General Schedule	209	209	209	23,700	150	0	706	856	24,556	7,575	32,131	\$113,397	\$117,493	\$153,737	3.6%	32.0%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	210	210	210	23,890	150	-	720	870	24,760	7,636	32,396	\$113,762	\$117,905	\$154,267	3.6%	32.0%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>210</i>	<i>210</i>	<i>210</i>	<i>23,890</i>	<i>150</i>	<i>-</i>	<i>720</i>	<i>870</i>	<i>24,760</i>	<i>7,636</i>	<i>32,396</i>	<i>\$113,762</i>	<i>\$117,905</i>	<i>\$154,267</i>	<i>3.6%</i>	<i>32.0%</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				

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<u>Research, Development, Test & Eval, DW</u>												Date: May 2021				
Defense Technical Information Center (FY 2022)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>
	<u>Begin</u>	<u>End</u>	<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>Total</u>	<u>Comp</u>	<u>Benefits</u>	<u>Comp</u>		<u>Basic</u>	<u>Total</u>	<u>Comp</u>	<u>% BC</u>	<u>% BC</u>
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pay</u>	<u>Pay</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	216	216	216	25,389	125	0	724	849	26,238	8,036	34,274	\$117,542	\$121,472	\$158,676	3.3%	31.7%
D1. US Direct Hire (USDH)	216	216	216	25,389	125	-	724	849	26,238	8,036	34,274	\$117,542	\$121,472	\$158,676	3.3%	31.7%
D1a. Senior Executive Schedule	1	1	1	192	-	-	14	14	206	61	267	\$192,000	\$206,000	\$267,000	7.3%	31.8%
D1b. General Schedule	215	215	215	25,197	125	-	710	835	26,032	7,975	34,007	\$117,195	\$121,079	\$158,172	3.3%	31.7%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	216	216	216	25,389	125	-	724	849	26,238	8,036	34,274	\$117,542	\$121,472	\$158,676	3.3%	31.7%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>216</i>	<i>216</i>	<i>216</i>	<i>25,389</i>	<i>125</i>	<i>-</i>	<i>724</i>	<i>849</i>	<i>26,238</i>	<i>8,036</i>	<i>34,274</i>	<i>\$117,542</i>	<i>\$121,472</i>	<i>\$158,676</i>	<i>3.3%</i>	<i>31.7%</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																

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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															

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Total Personnel (includes OC 13)	216	216	216	25,389	125	0	724	849	26,238	8,036	34,274	\$117,542	\$121,472	\$158,676	3.3%	31.7%
T1. US Direct Hire (USDH)	216	216	216	25,389	125	-	724	849	26,238	8,036	34,274	\$117,542	\$121,472	\$158,676	3.3%	31.7%
T1a. Senior Executive Schedule	1	1	1	192	0	0	14	14	206	61	267	\$192,000	\$206,000	\$267,000	7.3%	31.8%
T1b. General Schedule	215	215	215	25,197	125	0	710	835	26,032	7,975	34,007	\$117,195	\$121,079	\$158,172	3.3%	31.7%
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	216	216	216	25,389	125	-	724	849	26,238	8,036	34,274	\$117,542	\$121,472	\$158,676	3.3%	31.7%
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>	<i>216</i>	<i>216</i>	<i>216</i>	<i>25,389</i>	<i>125</i>	<i>-</i>	<i>724</i>	<i>849</i>	<i>26,238</i>	<i>8,036</i>	<i>34,274</i>	<i>\$117,542</i>	<i>\$121,472</i>	<i>\$158,676</i>	<i>3.3%</i>	<i>31.7%</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				

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Research, Development, Test & Eval, DW												Date: May 2021				
Missile Defense Agency (FY 2020)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>
	<u>Begin</u>	<u>End</u>		<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>Total</u>	<u>Comp</u>	<u>Benefits</u>	<u>Comp</u>	<u>Basic</u>	<u>Total</u>	<u>Comp</u>	<u>% BC</u>	<u>% BC</u>
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pav</u>	<u>Pav</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	<u>2,271</u>	<u>2,183</u>	<u>2,405</u>	<u>291,976</u>	<u>639</u>	<u>13,355</u>	<u>9,983</u>	<u>23,977</u>	<u>315,953</u>	<u>104,781</u>	<u>420,734</u>	<u>\$121,404</u>	<u>\$131,373</u>	<u>\$174,941</u>	<u>8.2%</u>	<u>35.9%</u>
D1. US Direct Hire (USDH)	<u>2,271</u>	<u>2,183</u>	<u>2,405</u>	<u>291,976</u>	<u>639</u>	<u>13,355</u>	<u>9,983</u>	<u>23,977</u>	<u>315,953</u>	<u>104,781</u>	<u>420,734</u>	<u>\$121,404</u>	<u>\$131,373</u>	<u>\$174,941</u>	<u>8.2%</u>	<u>35.9%</u>
D1a. Senior Executive Schedule	25	25	25	3,911	-	173	449	622	4,533	1,233	5,766	\$156,440	\$181,320	\$230,640	15.9%	31.5%
D1b. General Schedule	2,246	2,158	2,380	288,065	639	13,182	9,534	23,355	311,420	103,548	414,968	\$121,036	\$130,849	\$174,356	8.1%	35.9%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	<u>2,271</u>	<u>2,183</u>	<u>2,405</u>	<u>291,976</u>	<u>639</u>	<u>13,355</u>	<u>9,983</u>	<u>23,977</u>	<u>315,953</u>	<u>104,781</u>	<u>420,734</u>	<u>\$121,404</u>	<u>\$131,373</u>	<u>\$174,941</u>	<u>8.2%</u>	<u>35.9%</u>
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	<u>2,271</u>	<u>2,183</u>	<u>2,405</u>	<u>291,976</u>	<u>639</u>	<u>13,355</u>	<u>9,983</u>	<u>23,977</u>	<u>315,953</u>	<u>104,781</u>	<u>420,734</u>	<u>\$121,404</u>	<u>\$131,373</u>	<u>\$174,941</u>	<u>8.2%</u>	<u>35.9%</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																

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Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<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															

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Total Personnel (includes OC 13)	<u>2,271</u>	<u>2,183</u>	<u>2,405</u>	<u>291,976</u>	<u>639</u>	<u>13,355</u>	<u>9,983</u>	<u>23,977</u>	<u>315,953</u>	<u>104,781</u>	<u>420,734</u>	<u>\$121,404</u>	<u>\$131,373</u>	<u>\$174,941</u>	<u>8.2%</u>	<u>35.9%</u>
T1. US Direct Hire (USDH)	2,271	2,183	2,405	291,976	639	13,355	9,983	23,977	315,953	104,781	420,734	\$121,404	\$131,373	\$174,941	8.2%	35.9%
T1a. Senior Executive Schedule	25	25	25	3,911	0	173	449	622	4,533	1,233	5,766	\$156,440	\$181,320	\$230,640	15.9%	31.5%
T1b. General Schedule	2,246	2,158	2,380	288,065	639	13,182	9,534	23,355	311,420	103,548	414,968	\$121,036	\$130,849	\$174,356	8.1%	35.9%
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	2,271	2,183	2,405	291,976	639	13,355	9,983	23,977	315,953	104,781	420,734	\$121,404	\$131,373	\$174,941	8.2%	35.9%
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>	<i>2,271</i>	<i>2,183</i>	<i>2,405</i>	<i>291,976</i>	<i>639</i>	<i>13,355</i>	<i>9,983</i>	<i>23,977</i>	<i>315,953</i>	<i>104,781</i>	<i>420,734</i>	<i>\$121,404</i>	<i>\$131,373</i>	<i>\$174,941</i>	<i>8.2%</i>	<i>35.9%</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				

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Missile Defense Agency (FY 2021)																
	(\$ in Thousands)											<u>Rates</u>				
	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		Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	Comp	% BC	% BC
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pay</u>	<u>Pay</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	2,183	2,114	2,122	260,951	580	11,844	8,760	21,184	282,135	93,577	375,712	\$122,974	\$132,957	\$177,056	8.1%	35.9%
D1. US Direct Hire (USDH)	2,183	2,114	2,122	260,951	580	11,844	8,760	21,184	282,135	93,577	375,712	\$122,974	\$132,957	\$177,056	8.1%	35.9%
D1a. Senior Executive Schedule		25	25	3,981	-	176	352	528	4,509	1,307	5,816	\$159,240	\$180,360	\$232,640	13.3%	32.8%
D1b. General Schedule	2,158	2,089	2,097	256,970	580	11,668	8,408	20,656	277,626	92,270	369,896	\$122,542	\$132,392	\$176,393	8.0%	35.9%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	2,183	2,114	2,122	260,951	580	11,844	8,760	21,184	282,135	93,577	375,712	\$122,974	\$132,957	\$177,056	8.1%	35.9%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>2,183</i>	<i>2,114</i>	<i>2,122</i>	<i>260,951</i>	<i>580</i>	<i>11,844</i>	<i>8,760</i>	<i>21,184</i>	<i>282,135</i>	<i>93,577</i>	<i>375,712</i>	<i>\$122,974</i>	<i>\$132,957</i>	<i>\$177,056</i>	<i>8.1%</i>	<i>35.9%</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																

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Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<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												-	-	-	-

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Total Personnel (includes OC 13)	<u>2,183</u>	<u>2,114</u>	<u>2,122</u>	<u>260,951</u>	<u>580</u>	<u>11,844</u>	<u>8,760</u>	<u>21,184</u>	<u>282,135</u>	<u>93,577</u>	<u>375,712</u>	<u>\$122,974</u>	<u>\$132,957</u>	<u>\$177,056</u>	<u>8.1%</u>	<u>35.9%</u>
T1. US Direct Hire (USDH)	2,183	2,114	2,122	260,951	580	11,844	8,760	21,184	282,135	93,577	375,712	<i>\$122,974</i>	<i>\$132,957</i>	<i>\$177,056</i>	<i>8.1%</i>	<i>35.9%</i>
T1a. Senior Executive Schedule	25	25	25	3,981	0	176	352	528	4,509	1,307	5,816	<i>\$159,240</i>	<i>\$180,360</i>	<i>\$232,640</i>	<i>13.3%</i>	<i>32.8%</i>
T1b. General Schedule	2,158	2,089	2,097	256,970	580	11,668	8,408	20,656	277,626	92,270	369,896	<i>\$122,542</i>	<i>\$132,392</i>	<i>\$176,393</i>	<i>8.0%</i>	<i>35.9%</i>
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	2,183	2,114	2,122	260,951	580	11,844	8,760	21,184	282,135	93,577	375,712	<i>\$122,974</i>	<i>\$132,957</i>	<i>\$177,056</i>	<i>8.1%</i>	<i>35.9%</i>
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>	<i>2,183</i>	<i>2,114</i>	<i>2,122</i>	<i>260,951</i>	<i>580</i>	<i>11,844</i>	<i>8,760</i>	<i>21,184</i>	<i>282,135</i>	<i>93,577</i>	<i>375,712</i>	<i>\$122,974</i>	<i>\$132,957</i>	<i>\$177,056</i>	<i>8.1%</i>	<i>35.9%</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				

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Missile Defense Agency (FY 2022)																
	(\$ in Thousands)											<u>Rates</u>				
	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		Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	Comp	% BC	% BC
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pay</u>	<u>Pay</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	2,114	2,188	2,175	277,435	610	12,764	8,964	22,338	299,773	97,498	397,271	\$127,556	\$137,827	\$182,653	8.1%	35.1%
D1. US Direct Hire (USDH)	2,114	2,188	2,175	277,435	610	12,764	8,964	22,338	299,773	97,498	397,271	\$127,556	\$137,827	\$182,653	8.1%	35.1%
D1a. Senior Executive Schedule	25	25	25	3,829	-	165	427	592	4,421	1,185	5,606	\$153,160	\$176,840	\$224,240	15.5%	30.9%
D1b. General Schedule	2,089	2,163	2,150	273,606	610	12,599	8,537	21,746	295,352	96,313	391,665	\$127,259	\$137,373	\$182,170	7.9%	35.2%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	2,114	2,188	2,175	277,435	610	12,764	8,964	22,338	299,773	97,498	397,271	\$127,556	\$137,827	\$182,653	8.1%	35.1%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>2,114</i>	<i>2,188</i>	<i>2,175</i>	<i>277,435</i>	<i>610</i>	<i>12,764</i>	<i>8,964</i>	<i>22,338</i>	<i>299,773</i>	<i>97,498</i>	<i>397,271</i>	<i>\$127,556</i>	<i>\$137,827</i>	<i>\$182,653</i>	<i>8.1%</i>	<i>35.1%</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																

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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>	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													-	-	-	-

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Total Personnel (includes OC 13)	<u>2,114</u>	<u>2,188</u>	<u>2,175</u>	<u>277,435</u>	<u>610</u>	<u>12,764</u>	<u>8,964</u>	<u>22,338</u>	<u>299,773</u>	<u>97,498</u>	<u>397,271</u>	<u>\$127,556</u>	<u>\$137,827</u>	<u>\$182,653</u>	<u>8.1%</u>	<u>35.1%</u>
T1. US Direct Hire (USDH)	2,114	2,188	2,175	277,435	610	12,764	8,964	22,338	299,773	97,498	397,271	\$127,556	\$137,827	\$182,653	8.1%	35.1%
T1a. Senior Executive Schedule	25	25	25	3,829	0	165	427	592	4,421	1,185	5,606	\$153,160	\$176,840	\$224,240	15.5%	30.9%
T1b. General Schedule	2,089	2,163	2,150	273,606	610	12,599	8,537	21,746	295,352	96,313	391,665	\$127,259	\$137,373	\$182,170	7.9%	35.2%
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	2,114	2,188	2,175	277,435	610	12,764	8,964	22,338	299,773	97,498	397,271	\$127,556	\$137,827	\$182,653	8.1%	35.1%
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>	<i>2,114</i>	<i>2,188</i>	<i>2,175</i>	<i>277,435</i>	<i>610</i>	<i>12,764</i>	<i>8,964</i>	<i>22,338</i>	<i>299,773</i>	<i>97,498</i>	<i>397,271</i>	<i>\$127,556</i>	<i>\$137,827</i>	<i>\$182,653</i>	<i>8.1%</i>	<i>35.1%</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				

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National Defense Stockpile Transaction Fund											Date: May 2021					
Defense Logistics Agency (FY 2020)																
(\$ in Thousands)											<u>Rates</u>					
						e + f + g		d + h		i + j		d/c	i/c	k/c	h/d	j/d
<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>h</u>	<u>i</u>	<u>i</u>	<u>k</u>		<u>l</u>	<u>m</u>	<u>n</u>	<u>o</u>	<u>p</u>
Begin	End		Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp		Basic	Total	Comp	% BC	% BC
<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pay</u>	<u>Pay</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>		<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)											-	-	-	-	-	
D1. US Direct Hire (USDH)											-	-	-	-	-	
D1a. Senior Executive Schedule											-	-	-	-	-	
D1b. General Schedule											-	-	-	-	-	
D1c. Special Schedule											-	-	-	-	-	
D1d. Wage System											-	-	-	-	-	
D1e. Highly Qualified Experts											-	-	-	-	-	
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											-	-	-	-	-	

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Reimbursable Funded Personnel (includes OC 13)	70	64	64	6,192	74	331	464	869	7,061	2,424	9,485	\$96,750	\$110,328	\$148,203	14.0%	39.1%
R1. US Direct Hire (USDH)	70	64	64	6,192	74	331	464	869	7,061	2,390	9,451	\$96,750	\$110,328	\$147,672	14.0%	38.6%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	70	64	64	6,192	74	331	464	869	7,061	2,390	9,451	\$96,750	\$110,328	\$147,672	14.0%	38.6%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	70	64	64	6,192	74	331	464	869	7,061	2,390	9,451	\$96,750	\$110,328	\$147,672	14.0%	38.6%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>70</i>	<i>64</i>	<i>64</i>	<i>6,192</i>	<i>74</i>	<i>331</i>	<i>464</i>	<i>869</i>	<i>7,061</i>	<i>2,390</i>	<i>9,451</i>	<i>\$96,750</i>	<i>\$110,328</i>	<i>\$147,672</i>	<i>14.0%</i>	<i>38.6%</i>
R5. Other Object Class 13 Benefits										34	34					
R5a. USDH - Benefits for Former Employees										34	34					
R5b. DHFN - Benefits for Former Employees										-	-					
R5c. Voluntary Separation Incentive Pay (VSIP)										-	-					
R5d. Foreign National Separation Liability Accrual										-	-					

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Total Personnel (includes OC 13)	70	64	64	6,192	74	331	464	869	7,061	2,424	9,485	\$96,750	\$110,328	\$148,203	14.0%	39.1%
T1. US Direct Hire (USDH)	70	64	64	6,192	74	331	464	869	7,061	2,390	9,451	\$96,750	\$110,328	\$147,672	14.0%	38.6%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	70	64	64	6,192	74	331	464	869	7,061	2,390	9,451	\$96,750	\$110,328	\$147,672	14.0%	38.6%
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	70	64	64	6,192	74	331	464	869	7,061	2,390	9,451	\$96,750	\$110,328	\$147,672	14.0%	38.6%
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>	<i>70</i>	<i>64</i>	<i>64</i>	<i>6,192</i>	<i>74</i>	<i>331</i>	<i>464</i>	<i>869</i>	<i>7,061</i>	<i>2,390</i>	<i>9,451</i>	<i>\$96,750</i>	<i>\$110,328</i>	<i>\$147,672</i>	<i>14.0%</i>	<i>38.6%</i>
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

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<u>National Defense Stockpile Transaction Fund</u>											Date: May 2021						
Defense Logistics Agency (FY 2021)																	
(\$ in Thousands)											<u>Rates</u>						
		<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>h</u>	<u>i</u>	<u>j</u>	<u>k</u>	d/c	i/c	k/c	h/d	j/d
		Begin	End	Basic		Overtime	Holiday	Other	e + f + g	d + h	i + j		l	m	n	o	p
		<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pay</u>	<u>Pay</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
<u>Direct Funded Personnel (includes OC 13)</u>		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													-	-	-	-	-

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Reimbursable Funded Personnel (includes OC 13)	<u>72</u>	<u>75</u>	<u>72</u>	<u>7,214</u>	<u>36</u>	<u>553</u>	<u>576</u>	<u>1,165</u>	<u>8,379</u>	<u>2,627</u>	<u>11,006</u>	<u>\$100,194</u>	<u>\$116,375</u>	<u>\$152,861</u>	<u>16.1%</u>	<u>36.4%</u>
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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	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																

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Total Personnel (includes OC 13)	<u>72</u>	<u>75</u>	<u>72</u>	<u>7,214</u>	<u>36</u>	<u>553</u>	<u>576</u>	<u>1,165</u>	<u>8,379</u>	<u>2,627</u>	<u>11,006</u>	<u>\$100,194</u>	<u>\$116,375</u>	<u>\$152,861</u>	<u>16.1%</u>	<u>36.4%</u>
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	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	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				
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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<u>National Defense Stockpile Transaction Fund</u>											Date: May 2021					
Defense Logistics Agency (FY 2022)																
(\$ in Thousands)											<u>Rates</u>					
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>
	Begin	End	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	Comp	% BC	% BC	
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pay</u>	<u>Pay</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
<u>Direct Funded Personnel (includes OC 13)</u>	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																

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Reimbursable Funded Personnel (includes OC 13)	<u>75</u>	<u>72</u>	<u>72</u>	<u>6,412</u>	<u>32</u>	<u>496</u>	<u>518</u>	<u>1,046</u>	<u>7,458</u>	<u>2,219</u>	<u>9,677</u>	<u>\$89,056</u>	<u>\$103,583</u>	<u>\$134,403</u>	<u>16.3%</u>	<u>34.6%</u>
R1. US Direct Hire (USDH)	75	72	72	6,412	32	496	518	1,046	7,458	2,219	9,677	\$89,056	\$103,583	\$134,403	16.3%	34.6%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	75	72	72	6,412	32	496	518	1,046	7,458	2,219	9,677	\$89,056	\$103,583	\$134,403	16.3%	34.6%
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	6,412	32	496	518	1,046	7,458	2,219	9,677	\$89,056	\$103,583	\$134,403	16.3%	34.6%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	75	72	72	6,412	32	496	518	1,046	7,458	2,219	9,677	\$89,056	\$103,583	\$134,403	16.3%	34.6%
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																

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Total Personnel (includes OC 13)	<u>75</u>	<u>72</u>	<u>72</u>	<u>6,412</u>	<u>32</u>	<u>496</u>	<u>518</u>	<u>1,046</u>	<u>7,458</u>	<u>2,219</u>	<u>9,677</u>	<u>\$89,056</u>	<u>\$103,583</u>	<u>\$134,403</u>	<u>16.3%</u>	<u>34.6%</u>
T1. US Direct Hire (USDH)	75	72	72	6,412	32	496	518	1,046	7,458	2,219	9,677	\$89,056	\$103,583	\$134,403	16.3%	34.6%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	75	72	72	6,412	32	496	518	1,046	7,458	2,219	9,677	\$89,056	\$103,583	\$134,403	16.3%	34.6%
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	75	72	72	6,412	32	496	518	1,046	7,458	2,219	9,677	\$89,056	\$103,583	\$134,403	16.3%	34.6%
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>	75	72	72	6,412	32	496	518	1,046	7,458	2,219	9,677	\$89,056	\$103,583	\$134,403	16.3%	34.6%
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees											0	0				
T5b. DHFN - Benefits for Former Employees											0	0				
T5c. Voluntary Separation Incentive Pay (VSIP)											0	0				
T5d. Foreign National Separation Liability Accrual											0	0				

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Buildings Maintenance Fund											Date: May 2021														
Washington Headquarters Services (FY 2020)																									
(\$ in Thousands)											<u>Rates</u>														
a b c d e f g e + f + g d + h i + j Begin End Basic Overtime Holiday Other Total Comp Benefits Comp <u>Strength</u> <u>Strength</u> <u>FTEs</u> <u>Comp</u> <u>Pay</u> <u>Pay</u> <u>O.C.11</u> <u>Variables</u> <u>O.C.11</u> <u>O.C.12/13</u> <u>& Benefits</u>											d/c	i/c	k/c	h/d	j/d										
l m n o p Basic Total Comp % BC % BC <u>Comp</u> <u>Comp</u> <u>& Benefits</u> <u>Variables</u> <u>Benefits</u>											<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>										
Direct Funded Personnel (includes OC 13)											0	0	0	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											-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Reimbursable Funded Personnel (includes OC 13)	166	150	103	11,759	253	93	608	954	12,713	4,396	17,109	\$114,165	\$123,427	\$166,107	8.1%	37.4%
R1. US Direct Hire (USDH)	166	150	103	11,759	253	93	608	954	12,713	4,396	17,109	\$114,165	\$123,427	\$166,107	8.1%	37.4%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	100	109	82	9,245	169	28	384	581	9,826	3,354	13,180	\$112,744	\$119,829	\$160,732	6.3%	36.3%
R1c. Special Schedule	66	41	21	2,514	84	65	224	373	2,887	1,042	3,929	\$119,714	\$137,476	\$187,095	14.8%	41.4%
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	166	150	103	11,759	253	93	608	954	12,713	4,396	17,109	\$114,165	\$123,427	\$166,107	8.1%	37.4%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>166</i>	<i>150</i>	<i>103</i>	<i>11,759</i>	<i>253</i>	<i>93</i>	<i>608</i>	<i>954</i>	<i>12,713</i>	<i>4,396</i>	<i>17,109</i>	<i>\$114,165</i>	<i>\$123,427</i>	<i>\$166,107</i>	<i>8.1%</i>	<i>37.4%</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																

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Total Personnel (includes OC 13)	166	150	103	11,759	253	93	608	954	12,713	4,396	17,109	\$114,165	\$123,427	\$166,107	8.1%	37.4%
T1. US Direct Hire (USDH)	166	150	103	11,759	253	93	608	954	12,713	4,396	17,109	\$114,165	\$123,427	\$166,107	8.1%	37.4%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	100	109	82	9,245	169	28	384	581	9,826	3,354	13,180	\$112,744	\$119,829	\$160,732	6.3%	36.3%
T1c. Special Schedule	66	41	21	2,514	84	65	224	373	2,887	1,042	3,929	\$119,714	\$137,476	\$187,095	14.8%	41.4%
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	150	103	11,759	253	93	608	954	12,713	4,396	17,109	\$114,165	\$123,427	\$166,107	8.1%	37.4%
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>	<i>166</i>	<i>150</i>	<i>103</i>	<i>11,759</i>	<i>253</i>	<i>93</i>	<i>608</i>	<i>954</i>	<i>12,713</i>	<i>4,396</i>	<i>17,109</i>	<i>\$114,165</i>	<i>\$123,427</i>	<i>\$166,107</i>	<i>8.1%</i>	<i>37.4%</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				

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<u>Buildings Maintenance Fund</u>											Date: May 2021															
Washington Headquarters Services (FY 2021)																										
(\$ in Thousands)											<u>Rates</u>															
a b c d e f g e + f + g d + h i i + j Begin End Basic Overtime Holiday Other Total Comp Benefits Comp											d/c	i/c	k/c	h/d	j/d											
<u>Strength</u> <u>Strength</u> <u>FTEs</u> <u>Comp</u> <u>Pay</u> <u>Pay</u> <u>O.C.11</u> <u>Variables</u> <u>O.C.11</u> <u>O.C.12/13</u> <u>& Benefits</u>											<u>l</u>	<u>m</u>	<u>n</u>	<u>o</u>	<u>p</u>											
											Basic	Total	Comp	% BC	% BC											
											<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>											
<u>Direct Funded Personnel (includes OC 13)</u>											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											-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Reimbursable Funded Personnel (includes OC 13)	150	136	136	13,621	111	0	52	163	13,784	4,571	18,355	\$100,154	\$101,353	\$134,963	1.2%	33.6%
R1. US Direct Hire (USDH)	150	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	109	136	136	13,621	111	-	52	163	13,784	4,148	17,932	\$100,154	\$101,353	\$131,853	1.2%	30.5%
R1c. Special Schedule	41	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	383	383	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	150	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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>150</i>	<i>136</i>	<i>136</i>	<i>13,621</i>	<i>111</i>	<i>-</i>	<i>52</i>	<i>163</i>	<i>13,784</i>	<i>4,531</i>	<i>18,315</i>	<i>\$100,154</i>	<i>\$101,353</i>	<i>\$134,669</i>	<i>1.2%</i>	<i>33.3%</i>
R5. Other Object Class 13 Benefits										40	40					
R5a. USDH - Benefits for Former Employees										-	-					
R5b. DHFN - Benefits for Former Employees										-	-					
R5c. Voluntary Separation Incentive Pay (VSIP)										40	40					
R5d. Foreign National Separation Liability Accrual										-	-					

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Total Personnel (includes OC 13)	150	136	136	13,621	111	0	52	163	13,784	4,571	18,355	\$100,154	\$101,353	\$134,963	1.2%	33.6%
T1. US Direct Hire (USDH)	150	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	109	136	136	13,621	111	0	52	163	13,784	4,148	17,932	\$100,154	\$101,353	\$131,853	1.2%	30.5%
T1c. Special Schedule	41	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	383	383	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	150	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	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>150</i>	<i>136</i>	<i>136</i>	<i>13,621</i>	<i>111</i>	<i>-</i>	<i>52</i>	<i>163</i>	<i>13,784</i>	<i>4,531</i>	<i>18,315</i>	<i>\$100,154</i>	<i>\$101,353</i>	<i>\$134,669</i>	<i>1.2%</i>	<i>33.3%</i>
T5. Other Object Class 13 Benefits										40	40					
T5a. USDH - Benefits for Former Employees										0	0					
T5b. DHFN - Benefits for Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										40	40					
T5d. Foreign National Separation Liability Accrual										0	0					

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<u>Buildings Maintenance Fund</u>											Date: May 2021				
Washington Headquarters Services (FY 2022)															
(\$ in Thousands)											<u>Rates</u>				
a b c d e f g e + f + g d + h i i + j Begin End Basic Overtime Holiday Other Total Comp Benefits Comp <u>Strength</u> <u>Strength</u> <u>FTEs</u> <u>Comp</u> <u>Pay</u> <u>Pay</u> <u>O.C.11</u> <u>Variables</u> <u>O.C.11</u> <u>O.C.12/13</u> <u>& Benefits</u>											d/c	i/c	k/c	h/d	j/d
l m n o p Basic Total Comp % BC % BC											<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)											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											-	-	-	-	-

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Reimbursable Funded Personnel (includes OC 13)	136	136	136	14,776	16	0	205	221	14,997	4,917	19,914	\$108,647	\$110,272	\$146,426	1.5%	33.3%
R1. US Direct Hire (USDH)	136	136	136	14,776	16	-	205	221	14,997	4,817	19,814	\$108,647	\$110,272	\$145,691	1.5%	32.6%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	136	136	136	14,776	16	-	205	221	14,997	4,452	19,449	\$108,647	\$110,272	\$143,007	1.5%	30.1%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	365	365	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	136	136	136	14,776	16	-	205	221	14,997	4,817	19,814	\$108,647	\$110,272	\$145,691	1.5%	32.6%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>136</i>	<i>136</i>	<i>136</i>	<i>14,776</i>	<i>16</i>	<i>-</i>	<i>205</i>	<i>221</i>	<i>14,997</i>	<i>4,817</i>	<i>19,814</i>	<i>\$108,647</i>	<i>\$110,272</i>	<i>\$145,691</i>	<i>1.5%</i>	<i>32.6%</i>
R5. Other Object Class 13 Benefits										100	100					
R5a. USDH - Benefits for Former Employees										-	-					
R5b. DHFN - Benefits for Former Employees										-	-					
R5c. Voluntary Separation Incentive Pay (VSIP)										100	100					
R5d. Foreign National Separation Liability Accrual										-	-					

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Total Personnel (includes OC 13)	136	136	136	14,776	16	0	205	221	14,997	4,917	19,914	\$108,647	\$110,272	\$146,426	1.5%	33.3%
T1. US Direct Hire (USDH)	136	136	136	14,776	16	-	205	221	14,997	4,817	19,814	\$108,647	\$110,272	\$145,691	1.5%	32.6%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	136	136	136	14,776	16	0	205	221	14,997	4,452	19,449	\$108,647	\$110,272	\$143,007	1.5%	30.1%
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	365	365	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	136	136	136	14,776	16	-	205	221	14,997	4,817	19,814	\$108,647	\$110,272	\$145,691	1.5%	32.6%
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>	<i>136</i>	<i>136</i>	<i>136</i>	<i>14,776</i>	<i>16</i>	<i>-</i>	<i>205</i>	<i>221</i>	<i>14,997</i>	<i>4,817</i>	<i>19,814</i>	<i>\$108,647</i>	<i>\$110,272</i>	<i>\$145,691</i>	<i>1.5%</i>	<i>32.6%</i>
T5. Other Object Class 13 Benefits										100	100					
T5a. USDH - Benefits for Former Employees										0	0					
T5b. DHFN - Benefits for Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										100	100					
T5d. Foreign National Separation Liability Accrual										0	0					

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Pentagon Reservation Maintenance Rev Fund											Date: May 2021				
Washington Headquarters Services (FY 2020)															
(\$ in Thousands)											<u>Rates</u>				
e + f + g d + h i + j											d/c i/c k/c h/d j/d				
<u>a</u> <u>b</u> <u>c</u> <u>d</u> <u>e</u> <u>f</u> <u>g</u> <u>h</u> <u>i</u> <u>i</u> <u>k</u>											<u>l</u> <u>m</u> <u>n</u> <u>o</u> <u>p</u>				
Begin End Basic Overtime Holiday Other Total Comp Benefits Comp											Basic Total Comp % BC % BC				
<u>Strength</u> <u>Strength</u> <u>FTEs</u> <u>Comp</u> <u>Pav</u> <u>Pav</u> <u>O.C.11</u> <u>Variables</u> <u>O.C.11</u> <u>O.C.12/13</u> <u>& Benefits</u>											<u>Comp</u> <u>Comp</u> <u>& Benefits</u> <u>Variables</u> <u>Benefits</u>				
Direct Funded Personnel (includes OC 13)											-				
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											-				

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<u>Reimbursable Funded Personnel (includes OC 13)</u>	<u>1,614</u>	<u>1,615</u>	<u>1,601</u>	<u>157,881</u>	<u>7,066</u>	<u>2,006</u>	<u>9,828</u>	<u>18,900</u>	<u>176,781</u>	<u>61,561</u>	<u>238,342</u>	<u>\$98,614</u>	<u>\$110,419</u>	<u>\$148,871</u>	<u>12.0%</u>	<u>39.0%</u>
R1. US Direct Hire (USDH)	1,614	1,615	1,601	157,881	7,066	2,006	9,828	18,900	176,781	61,561	238,342	<i>\$98,614</i>	<i>\$110,419</i>	<i>\$148,871</i>	<i>12.0%</i>	<i>39.0%</i>
R1a. Senior Executive Schedule	4	4	5	791	-	-	60	60	851	244	1,095	<i>\$158,200</i>	<i>\$170,200</i>	<i>\$219,000</i>	<i>7.6%</i>	<i>30.8%</i>
R1b. General Schedule	721	640	731	79,366	960	231	2,950	4,141	83,507	29,463	112,970	<i>\$108,572</i>	<i>\$114,237</i>	<i>\$154,542</i>	<i>5.2%</i>	<i>37.1%</i>
R1c. Special Schedule	683	750	670	63,901	3,898	1,624	5,990	11,512	75,413	25,773	101,186	<i>\$95,375</i>	<i>\$112,557</i>	<i>\$151,024</i>	<i>18.0%</i>	<i>40.3%</i>
R1d. Wage System	206	221	195	13,823	2,208	151	828	3,187	17,010	6,081	23,091	<i>\$70,887</i>	<i>\$87,231</i>	<i>\$118,415</i>	<i>23.1%</i>	<i>44.0%</i>
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	1,614	1,615	1,601	157,881	7,066	2,006	9,828	18,900	176,781	61,561	238,342	<i>\$98,614</i>	<i>\$110,419</i>	<i>\$148,871</i>	<i>12.0%</i>	<i>39.0%</i>
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>1,614</i>	<i>1,615</i>	<i>1,601</i>	<i>157,881</i>	<i>7,066</i>	<i>2,006</i>	<i>9,828</i>	<i>18,900</i>	<i>176,781</i>	<i>61,561</i>	<i>238,342</i>	<i>\$98,614</i>	<i>\$110,419</i>	<i>\$148,871</i>	<i>12.0%</i>	<i>39.0%</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																

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Total Personnel (includes OC 13)	1,614	1,615	1,601	157,881	7,066	2,006	9,828	18,900	176,781	61,561	238,342	\$98,614	\$110,419	\$148,871	12.0%	39.0%
T1. US Direct Hire (USDH)	1,614	1,615	1,601	157,881	7,066	2,006	9,828	18,900	176,781	61,561	238,342	\$98,614	\$110,419	\$148,871	12.0%	39.0%
T1a. Senior Executive Schedule	4	4	5	791	0	0	60	60	851	244	1,095	\$158,200	\$170,200	\$219,000	7.6%	30.8%
T1b. General Schedule	721	640	731	79,366	960	231	2,950	4,141	83,507	29,463	112,970	\$108,572	\$114,237	\$154,542	5.2%	37.1%
T1c. Special Schedule	683	750	670	63,901	3,898	1,624	5,990	11,512	75,413	25,773	101,186	\$95,375	\$112,557	\$151,024	18.0%	40.3%
T1d. Wage System	206	221	195	13,823	2,208	151	828	3,187	17,010	6,081	23,091	\$70,887	\$87,231	\$118,415	23.1%	44.0%
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	1,614	1,615	1,601	157,881	7,066	2,006	9,828	18,900	176,781	61,561	238,342	\$98,614	\$110,419	\$148,871	12.0%	39.0%
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>	<i>1,614</i>	<i>1,615</i>	<i>1,601</i>	<i>157,881</i>	<i>7,066</i>	<i>2,006</i>	<i>9,828</i>	<i>18,900</i>	<i>176,781</i>	<i>61,561</i>	<i>238,342</i>	<i>\$98,614</i>	<i>\$110,419</i>	<i>\$148,871</i>	<i>12.0%</i>	<i>39.0%</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					

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<u>Pentagon Reservation Maintenance Rev Fund</u>											Date: May 2021				
Washington Headquarters Services (FY 2021)															
(\$ in Thousands)											<u>Rates</u>				
											d/c	i/c	k/c	h/d	j/d
<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	e + f + g	d + h	i	i + j	d/c	i/c	k/c	h/d	j/d
<u>Begin</u>	<u>End</u>	<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>Total</u>	<u>Comp</u>	<u>Benefits</u>	<u>Comp</u>	<u>Basic</u>	<u>Total</u>	<u>Comp</u>	<u>% BC</u>	<u>% BC</u>	
<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pav</u>	<u>Pav</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)											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											-	-	-	-	-

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Reimbursable Funded Personnel (includes OC 13)	<u>1,615</u>	<u>1,754</u>	<u>1,754</u>	<u>180,404</u>	<u>2,267</u>	<u>0</u>	<u>496</u>	<u>2,763</u>	<u>183,167</u>	<u>58,799</u>	<u>241,966</u>	<u>\$102,853</u>	<u>\$104,428</u>	<u>\$137,951</u>	<u>1.5%</u>	<u>32.6%</u>
R1. US Direct Hire (USDH)	1,615	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	640	1,529	1,529	163,320	1,181	-	496	1,677	164,997	51,640	216,637	\$106,815	\$107,912	\$141,685	1.0%	31.6%
R1c. Special Schedule	750	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	221	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	-	-	-	-	-	-	-	-	-	1,862	1,862	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	1,615	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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>1,615</i>	<i>1,754</i>	<i>1,754</i>	<i>180,404</i>	<i>2,267</i>	-	<i>496</i>	<i>2,763</i>	<i>183,167</i>	<i>58,679</i>	<i>241,846</i>	<i>\$102,853</i>	<i>\$104,428</i>	<i>\$137,883</i>	<i>1.5%</i>	<i>32.5%</i>
R5. Other Object Class 13 Benefits										120	120					
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)										120	120					
R5d. Foreign National Separation Liability Accrual																

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Total Personnel (includes OC 13)	1,615	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)	1,615	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	640	1,529	1,529	163,320	1,181	0	496	1,677	164,997	51,640	216,637	\$106,815	\$107,912	\$141,685	1.0%	31.6%
T1c. Special Schedule	750	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	221	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	1,862	1,862	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	1,615	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	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>1,615</i>	<i>1,754</i>	<i>1,754</i>	<i>180,404</i>	<i>2,267</i>	<i>-</i>	<i>496</i>	<i>2,763</i>	<i>183,167</i>	<i>58,679</i>	<i>241,846</i>	<i>\$102,853</i>	<i>\$104,428</i>	<i>\$137,883</i>	<i>1.5%</i>	<i>32.5%</i>
T5. Other Object Class 13 Benefits										120	120					
T5a. USDH - Benefits for Former Employees											0	0				
T5b. DHFN - Benefits for Former Employees											0	0				
T5c. Voluntary Separation Incentive Pay (VSIP)											120	120				
T5d. Foreign National Separation Liability Accrual											0	0				

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<u>Pentagon Reservation Maintenance Rev Fund</u>											Date: May 2021					
Washington Headquarters Services (FY 2022)																
(\$ in Thousands)											<u>Rates</u>					
											d/c	i/c	k/c	h/d	j/d	
<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	e + f + g	d + h	i	i + j	d/c	i/c	k/c	h/d	j/d	
<u>Begin</u>	<u>End</u>	<u>Basic</u>		<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>Total</u>	<u>Comp</u>	<u>Benefits</u>	<u>Comp</u>	<u>Basic</u>	<u>Total</u>	<u>Comp</u>	<u>% BC</u>	<u>% BC</u>	
<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pav</u>	<u>Pav</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>	
Direct Funded Personnel (includes OC 13)											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											-	-	-	-	-	-

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Reimbursable Funded Personnel (includes OC 13)	<u>1,754</u>	<u>1,786</u>	<u>1,786</u>	<u>203,292</u>	<u>256</u>	<u>0</u>	<u>2,957</u>	<u>3,213</u>	<u>206,505</u>	<u>62,517</u>	<u>269,022</u>	<u>\$113,825</u>	<u>\$115,624</u>	<u>\$150,628</u>	<u>1.6%</u>	<u>30.8%</u>
R1. US Direct Hire (USDH)	1,754	1,786	1,786	203,292	256	-	2,957	3,213	206,505	62,517	269,022	\$113,825	\$115,624	\$150,628	1.6%	30.8%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	1,529	1,541	1,541	176,404	186	-	2,064	2,250	178,654	51,200	229,854	\$114,474	\$115,934	\$149,159	1.3%	29.0%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	225	245	245	26,888	70	-	893	963	27,851	8,739	36,590	\$109,747	\$113,678	\$149,347	3.6%	32.5%
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	2,578	2,578	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	1,754	1,786	1,786	203,292	256	-	2,957	3,213	206,505	62,517	269,022	\$113,825	\$115,624	\$150,628	1.6%	30.8%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>1,754</i>	<i>1,786</i>	<i>1,786</i>	<i>203,292</i>	<i>256</i>	<i>-</i>	<i>2,957</i>	<i>3,213</i>	<i>206,505</i>	<i>62,517</i>	<i>269,022</i>	<i>\$113,825</i>	<i>\$115,624</i>	<i>\$150,628</i>	<i>1.6%</i>	<i>30.8%</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																

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Total Personnel (includes OC 13)	1,754	1,786	1,786	203,292	256	0	2,957	3,213	206,505	62,517	269,022	\$113,825	\$115,624	\$150,628	1.6%	30.8%
T1. US Direct Hire (USDH)	1,754	1,786	1,786	203,292	256	-	2,957	3,213	206,505	62,517	269,022	\$113,825	\$115,624	\$150,628	1.6%	30.8%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	1,529	1,541	1,541	176,404	186	0	2,064	2,250	178,654	51,200	229,854	\$114,474	\$115,934	\$149,159	1.3%	29.0%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	225	245	245	26,888	70	0	893	963	27,851	8,739	36,590	\$109,747	\$113,678	\$149,347	3.6%	32.5%
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	2,578	2,578	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	1,754	1,786	1,786	203,292	256	-	2,957	3,213	206,505	62,517	269,022	\$113,825	\$115,624	\$150,628	1.6%	30.8%
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>	<i>1,754</i>	<i>1,786</i>	<i>1,786</i>	<i>203,292</i>	<i>256</i>	<i>-</i>	<i>2,957</i>	<i>3,213</i>	<i>206,505</i>	<i>62,517</i>	<i>269,022</i>	<i>\$113,825</i>	<i>\$115,624</i>	<i>\$150,628</i>	<i>1.6%</i>	<i>30.8%</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					

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Working Capital Fund, Defense-Wide											Date: May 2021				
Defense Logistics Agency (FY 2020)															
(\$ in Thousands)											<u>Rates</u>				
			e + f + g		d + h		i + j			d/c	i/c	k/c	h/d	j/d	
<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>h</u>	<u>i</u>	<u>j</u>	<u>k</u>	<u>l</u>	<u>m</u>	<u>n</u>	<u>o</u>	<u>p</u>
Begin	End		Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	Comp	% BC	% BC
<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pay</u>	<u>Pay</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)											-	-	-	-	-
D1. US Direct Hire (USDH)											-	-	-	-	-
D1a. Senior Executive Schedule											-	-	-	-	-
D1b. General Schedule											-	-	-	-	-
D1c. Special Schedule											-	-	-	-	-
D1d. Wage System											-	-	-	-	-
D1e. Highly Qualified Experts											-	-	-	-	-
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											-	-	-	-	-

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Reimbursable Funded Personnel (includes OC 13)	25,961	25,122	24,780	1,927,460	33,293	1,687	78,269	113,249	2,040,709	757,694	2,798,403	\$77,783	\$82,353	\$112,930	5.9%	39.3%
R1. US Direct Hire (USDH)	25,153	24,345	24,008	1,923,240	33,293	1,687	78,269	113,249	2,036,489	728,277	2,764,766	\$80,108	\$84,825	\$115,160	5.9%	37.9%
R1a. Senior Executive Schedule	23	25	25	4,397	4	-	312	316	4,713	1,263	5,976	\$175,880	\$188,520	\$239,040	7.2%	28.7%
R1b. General Schedule	19,643	19,038	18,806	1,655,288	25,013	1,645	73,138	99,796	1,755,084	605,496	2,360,580	\$88,019	\$93,326	\$125,523	6.0%	36.6%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	5,487	5,282	5,177	263,555	8,276	42	4,819	13,137	276,692	107,423	384,115	\$50,909	\$53,446	\$74,196	5.0%	40.8%
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	14,095	14,095	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	43	42	39	947	-	-	-	-	947	2,172	3,119	\$24,282	\$24,282	\$79,974	0.0%	229.4%
R3. Total Direct Hire	25,196	24,387	24,047	1,924,187	33,293	1,687	78,269	113,249	2,037,436	730,449	2,767,885	\$80,018	\$84,727	\$115,103	5.9%	38.0%
R4. Indirect Hire Foreign Nationals (IHFN)	765	735	733	3,273	-	-	-	-	3,273	17,118	20,391	\$4,465	\$4,465	\$27,819	0.0%	523.0%
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>25,961</i>	<i>25,122</i>	<i>24,780</i>	<i>1,927,460</i>	<i>33,293</i>	<i>1,687</i>	<i>78,269</i>	<i>113,249</i>	<i>2,040,709</i>	<i>747,567</i>	<i>2,788,276</i>	<i>\$77,783</i>	<i>\$82,353</i>	<i>\$112,521</i>	<i>5.9%</i>	<i>38.8%</i>
R5. Other Object Class 13 Benefits										10,127	10,127					
R5a. USDH - Benefits for Former Employees										8,499	8,499					
R5b. DHFN - Benefits for Former Employees										-	-					
R5c. Voluntary Separation Incentive Pay (VSIP)										1,628	1,628					
R5d. Foreign National Separation Liability Accrual										-	-					

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Total Personnel (includes OC 13)	25,961	25,122	24,780	1,927,460	33,293	1,687	78,269	113,249	2,040,709	757,694	2,798,403	\$77,783	\$82,353	\$112,930	5.9%	39.3%
T1. US Direct Hire (USDH)	25,153	24,345	24,008	1,923,240	33,293	1,687	78,269	113,249	2,036,489	728,277	2,764,766	\$80,108	\$84,825	\$115,160	5.9%	37.9%
T1a. Senior Executive Schedule	23	25	25	4,397	4	0	312	316	4,713	1,263	5,976	\$175,880	\$188,520	\$239,040	7.2%	28.7%
T1b. General Schedule	19,643	19,038	18,806	1,655,288	25,013	1,645	73,138	99,796	1,755,084	605,496	2,360,580	\$88,019	\$93,326	\$125,523	6.0%	36.6%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	5,487	5,282	5,177	263,555	8,276	42	4,819	13,137	276,692	107,423	384,115	\$50,909	\$53,446	\$74,196	5.0%	40.8%
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	14,095	14,095	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	43	42	39	947	0	0	0	0	947	2,172	3,119	\$24,282	\$24,282	\$79,974	0.0%	229.4%
T3. Total Direct Hire	25,196	24,387	24,047	1,924,187	33,293	1,687	78,269	113,249	2,037,436	730,449	2,767,885	\$80,018	\$84,727	\$115,103	5.9%	38.0%
T4. Indirect Hire Foreign Nationals (IHFN)	765	735	733	3,273	0	0	0	0	3,273	17,118	20,391	\$4,465	\$4,465	\$27,819	0.0%	523.0%
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>25,961</i>	<i>25,122</i>	<i>24,780</i>	<i>1,927,460</i>	<i>33,293</i>	<i>1,687</i>	<i>78,269</i>	<i>113,249</i>	<i>2,040,709</i>	<i>747,567</i>	<i>2,788,276</i>	<i>\$77,783</i>	<i>\$82,353</i>	<i>\$112,521</i>	<i>5.9%</i>	<i>38.8%</i>
T5. Other Object Class 13 Benefits										10,127	10,127					
T5a. USDH - Benefits for Former Employees										8,499	8,499					
T5b. DHFN - Benefits for Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										1,628	1,628					
T5d. Foreign National Separation Liability Accrual										0	0					

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Working Capital Fund, Defense-Wide											Date: May 2021																
Defense Logistics Agency (FY 2021)																											
(\$ in Thousands)											<u>Rates</u>																
<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>h</u>	<u>i</u>	<u>i</u>	<u>k</u>	<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>												
Begin	End		Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	Comp	% BC	% BC												
<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pay</u>	<u>Pay</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>												
Direct Funded Personnel (includes OC 13)											0	-	-	-	-	-	-										
D1. US Direct Hire (USDH)											-	-	-	-	-	-	-	-	-	-	-						
D1a. Senior Executive Schedule											-	-	-	-	-	-	-	-	-	-	-	-	-				
D1b. General Schedule											-	-	-	-	-	-	-	-	-	-	-	-	-	-			
D1c. Special Schedule											-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1d. Wage System											-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1e. Highly Qualified Experts											-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1f. Other											-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D2. Direct Hire Program Foreign Nationals (DHFN)											-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D3. Total Direct Hire											-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D4. Indirect Hire Foreign Nationals (IHFN)											-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
<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											-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

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Reimbursable Funded Personnel (includes OC 13)	25,177	25,405	25,383	1,976,000	46,190	2,673	99,551	148,414	2,124,414	764,710	2,889,124	\$77,847	\$83,694	\$113,821	7.5%	38.7%
R1. US Direct Hire (USDH)	24,400	24,595	24,573	1,972,858	46,190	2,673	99,547	148,410	2,121,268	728,024	2,849,292	\$80,286	\$86,325	\$115,952	7.5%	36.9%
R1a. Senior Executive Schedule	25	25	25	4,220	4	-	421	425	4,645	1,301	5,946	\$168,800	\$185,800	\$237,840	10.1%	30.8%
R1b. General Schedule	19,093	19,184	19,184	1,723,510	34,505	2,274	94,609	131,388	1,854,898	608,520	2,463,418	\$89,841	\$96,690	\$128,410	7.6%	35.3%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	5,282	5,386	5,364	245,128	11,681	399	4,517	16,597	261,725	94,394	356,119	\$45,699	\$48,793	\$66,391	6.8%	38.5%
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	23,809	23,809	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	42	141	141	1,164	-	-	4	4	1,168	2,259	3,427	\$8,255	\$8,284	\$24,305	0.3%	194.1%
R3. Total Direct Hire	24,442	24,736	24,714	1,974,022	46,190	2,673	99,551	148,414	2,122,436	730,283	2,852,719	\$79,875	\$85,880	\$115,429	7.5%	37.0%
R4. Indirect Hire Foreign Nationals (IHFN)	735	669	669	1,978	-	-	-	-	1,978	19,573	21,551	\$2,957	\$2,957	\$32,214	0.0%	989.5%
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>25,177</i>	<i>25,405</i>	<i>25,383</i>	<i>1,976,000</i>	<i>46,190</i>	<i>2,673</i>	<i>99,551</i>	<i>148,414</i>	<i>2,124,414</i>	<i>749,856</i>	<i>2,874,270</i>	<i>\$77,847</i>	<i>\$83,694</i>	<i>\$113,236</i>	<i>7.5%</i>	<i>37.9%</i>
R5. Other Object Class 13 Benefits										14,854	14,854					
R5a. USDH - Benefits for Former Employees										9,891	9,891					
R5b. DHFN - Benefits for Former Employees										-	-					
R5c. Voluntary Separation Incentive Pay (VSIP)										-	-					
R5d. Foreign National Separation Liability Accrual										4,963	4,963					

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Total Personnel (includes OC 13)	25,177	25,405	25,383	1,976,000	46,190	2,673	99,551	148,414	2,124,414	764,710	2,889,124	\$77,847	\$83,694	\$113,821	7.5%	38.7%
T1. US Direct Hire (USDH)	24,400	24,595	24,573	1,972,858	46,190	2,673	99,547	148,410	2,121,268	728,024	2,849,292	\$80,286	\$86,325	\$115,952	7.5%	36.9%
T1a. Senior Executive Schedule	25	25	25	4,220	4	0	421	425	4,645	1,301	5,946	\$168,800	\$185,800	\$237,840	10.1%	30.8%
T1b. General Schedule	19,093	19,184	19,184	1,723,510	34,505	2,274	94,609	131,388	1,854,898	608,520	2,463,418	\$89,841	\$96,690	\$128,410	7.6%	35.3%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	5,282	5,386	5,364	245,128	11,681	399	4,517	16,597	261,725	94,394	356,119	\$45,699	\$48,793	\$66,391	6.8%	38.5%
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	23,809	23,809	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	42	141	141	1,164	0	0	4	4	1,168	2,259	3,427	\$8,255	\$8,284	\$24,305	0.3%	194.1%
T3. Total Direct Hire	24,442	24,736	24,714	1,974,022	46,190	2,673	99,551	148,414	2,122,436	730,283	2,852,719	\$79,875	\$85,880	\$115,429	7.5%	37.0%
T4. Indirect Hire Foreign Nationals (IHFN)	735	669	669	1,978	0	0	0	0	1,978	19,573	21,551	\$2,957	\$2,957	\$32,214	0.0%	989.5%
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>25,177</i>	<i>25,405</i>	<i>25,383</i>	<i>1,976,000</i>	<i>46,190</i>	<i>2,673</i>	<i>99,551</i>	<i>148,414</i>	<i>2,124,414</i>	<i>749,856</i>	<i>2,874,270</i>	<i>\$77,847</i>	<i>\$83,694</i>	<i>\$113,236</i>	<i>7.5%</i>	<i>37.9%</i>
T5. Other Object Class 13 Benefits										14,854	14,854					
T5a. USDH - Benefits for Former Employees										9,891	9,891					
T5b. DHFN - Benefits for Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability Accrual										4,963	4,963					

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<u>Working Capital Fund, Defense-Wide</u>											Date: May 2021															
Defense Logistics Agency (FY 2022)																										
(\$ in Thousands)											<u>Rates</u>															
<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i + j</u>		<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>											
<u>Begin</u>	<u>End</u>	<u>Basic</u>		<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>Total</u>	<u>Comp</u>	<u>Benefits</u>	<u>Comp</u>	<u>Basic</u>	<u>Total</u>	<u>Comp</u>	<u>% BC</u>	<u>% BC</u>											
<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pay</u>	<u>Pay</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>											
<u>Direct Funded Personnel (includes OC 13)</u>											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											-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Reimbursable Funded Personnel (includes OC 13)	25,688	25,611	25,327	2,064,167	47,068	2,767	103,376	153,211	2,217,378	775,410	2,992,788	\$81,501	\$87,550	\$118,166	7.4%	37.6%
R1. US Direct Hire (USDH)	24,929	24,852	24,568	2,060,939	47,068	2,767	103,372	153,207	2,214,146	738,438	2,952,584	\$83,887	\$90,123	\$120,180	7.4%	35.8%
R1a. Senior Executive Schedule	25	25	25	4,303	5	-	430	435	4,738	1,327	6,065	\$172,120	\$189,520	\$242,600	10.1%	30.8%
R1b. General Schedule	19,518	19,434	19,174	1,808,978	35,278	2,360	98,384	136,022	1,945,000	617,630	2,562,630	\$94,345	\$101,439	\$133,651	7.5%	34.1%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	5,386	5,393	5,369	247,658	11,785	407	4,558	16,750	264,408	95,273	359,681	\$46,127	\$49,247	\$66,992	6.8%	38.5%
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	24,208	24,208	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	45	45	45	1,207	-	-	4	4	1,211	2,312	3,523	\$26,822	\$26,911	\$78,289	0.3%	191.5%
R3. Total Direct Hire	24,974	24,897	24,613	2,062,146	47,068	2,767	103,376	153,211	2,215,357	740,750	2,956,107	\$83,783	\$90,008	\$120,103	7.4%	35.9%
R4. Indirect Hire Foreign Nationals (IHFN)	714	714	714	2,021	-	-	-	-	2,021	19,954	21,975	\$2,831	\$2,831	\$30,777	0.0%	987.3%
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>25,688</i>	<i>25,611</i>	<i>25,327</i>	<i>2,064,167</i>	<i>47,068</i>	<i>2,767</i>	<i>103,376</i>	<i>153,211</i>	<i>2,217,378</i>	<i>760,704</i>	<i>2,978,082</i>	<i>\$81,501</i>	<i>\$87,550</i>	<i>\$117,585</i>	<i>7.4%</i>	<i>36.9%</i>
R5. Other Object Class 13 Benefits										14,706	14,706					
R5a. USDH - Benefits for Former Employees										10,100	10,100					
R5b. DHFN - Benefits for Former Employees										-	-					
R5c. Voluntary Separation Incentive Pay (VSIP)										4,606	4,606					
R5d. Foreign National Separation Liability Accrual										-	-					

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Total Personnel (includes OC 13)	25,688	25,611	25,327	2,064,167	47,068	2,767	103,376	153,211	2,217,378	775,410	2,992,788	\$81,501	\$87,550	\$118,166	7.4%	37.6%
T1. US Direct Hire (USDH)	24,929	24,852	24,568	2,060,939	47,068	2,767	103,372	153,207	2,214,146	738,438	2,952,584	\$83,887	\$90,123	\$120,180	7.4%	35.8%
T1a. Senior Executive Schedule	25	25	25	4,303	5	0	430	435	4,738	1,327	6,065	\$172,120	\$189,520	\$242,600	10.1%	30.8%
T1b. General Schedule	19,518	19,434	19,174	1,808,978	35,278	2,360	98,384	136,022	1,945,000	617,630	2,562,630	\$94,345	\$101,439	\$133,651	7.5%	34.1%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	5,386	5,393	5,369	247,658	11,785	407	4,558	16,750	264,408	95,273	359,681	\$46,127	\$49,247	\$66,992	6.8%	38.5%
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	24,208	24,208	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	45	45	45	1,207	0	0	4	4	1,211	2,312	3,523	\$26,822	\$26,911	\$78,289	0.3%	191.5%
T3. Total Direct Hire	24,974	24,897	24,613	2,062,146	47,068	2,767	103,376	153,211	2,215,357	740,750	2,956,107	\$83,783	\$90,008	\$120,103	7.4%	35.9%
T4. Indirect Hire Foreign Nationals (IHFN)	714	714	714	2,021	0	0	0	0	2,021	19,954	21,975	\$2,831	\$2,831	\$30,777	0.0%	987.3%
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>25,688</i>	<i>25,611</i>	<i>25,327</i>	<i>2,064,167</i>	<i>47,068</i>	<i>2,767</i>	<i>103,376</i>	<i>153,211</i>	<i>2,217,378</i>	<i>760,704</i>	<i>2,978,082</i>	<i>\$81,501</i>	<i>\$87,550</i>	<i>\$117,585</i>	<i>7.4%</i>	<i>36.9%</i>
T5. Other Object Class 13 Benefits										14,706	14,706					
T5a. USDH - Benefits for Former Employees										10,100	10,100					
T5b. DHFN - Benefits for Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										4,606	4,606					
T5d. Foreign National Separation Liability Accrual										0	0					

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<u>Working Capital Fund, DECA</u>												Date: May 2021				
Defense Commissary Agency (FY 2020)																
(\$ in Thousands)												<u>Rates</u>				
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>
	<u>Begin</u>	<u>End</u>	<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>Total</u>	<u>Comp</u>	<u>Benefits</u>	<u>Comp</u>		<u>Basic</u>	<u>Total</u>	<u>Comp</u>	<u>% BC</u>	<u>% BC</u>
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pay</u>	<u>Pay</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	13,769	14,249	12,422	579,323	4,154	7,114	32,954	44,222	623,545	186,368	809,913	\$46,637	\$50,197	\$65,200	7.6%	32.2%
D1. US Direct Hire (USDH)	12,058	12,538	10,820	510,509	4,154	7,114	32,954	44,222	554,731	185,252	739,983	\$47,182	\$51,269	\$68,390	8.7%	36.3%
D1a. Senior Executive Schedule	2	4	3	551	-	-	22	22	573	192	765	\$183,667	\$191,000	\$255,000	4.0%	34.8%
D1b. General Schedule	8,107	8,589	7,572	356,565	2,829	4,487	23,651	30,967	387,532	129,441	516,973	\$47,090	\$51,180	\$68,274	8.7%	36.3%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	3,949	3,945	3,245	153,393	1,325	2,627	9,281	13,233	166,626	55,619	222,245	\$47,271	\$51,349	\$68,488	8.6%	36.3%
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	594	598	555	30,410	-	-	-	-	30,410	-	30,410	\$54,793	\$54,793	\$54,793	0.0%	0.0%
D3. Total Direct Hire	12,652	13,136	11,375	540,919	4,154	7,114	32,954	44,222	585,141	185,252	770,393	\$47,553	\$51,441	\$67,727	8.2%	34.2%
D4. Indirect Hire Foreign Nationals (IHFN)	1,117	1,113	1,047	38,404	-	-	-	-	38,404	-	38,404	\$36,680	\$36,680	\$36,680	0.0%	0.0%
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>13,769</i>	<i>14,249</i>	<i>12,422</i>	<i>579,323</i>	<i>4,154</i>	<i>7,114</i>	<i>32,954</i>	<i>44,222</i>	<i>623,545</i>	<i>185,252</i>	<i>808,797</i>	<i>\$46,637</i>	<i>\$50,197</i>	<i>\$65,110</i>	<i>7.6%</i>	<i>32.0%</i>
D5. Other Object Class 13 Benefits										1,116	1,116					
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)										1,116	1,116					
D5d. Foreign National Separation Liability Accrual																

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Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<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												-	-	-	-

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Total Personnel (includes OC 13)	13,769	14,249	12,422	579,323	4,154	7,114	32,954	44,222	623,545	186,368	809,913	\$46,637	\$50,197	\$65,200	7.6%	32.2%
T1. US Direct Hire (USDH)	12,058	12,538	10,820	510,509	4,154	7,114	32,954	44,222	554,731	185,252	739,983	\$47,182	\$51,269	\$68,390	8.7%	36.3%
T1a. Senior Executive Schedule	2	4	3	551	0	0	22	22	573	192	765	\$183,667	\$191,000	\$255,000	4.0%	34.8%
T1b. General Schedule	8,107	8,589	7,572	356,565	2,829	4,487	23,651	30,967	387,532	129,441	516,973	\$47,090	\$51,180	\$68,274	8.7%	36.3%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	3,949	3,945	3,245	153,393	1,325	2,627	9,281	13,233	166,626	55,619	222,245	\$47,271	\$51,349	\$68,488	8.6%	36.3%
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	598	555	30,410	0	0	0	0	30,410	0	30,410	\$54,793	\$54,793	\$54,793	0.0%	0.0%
T3. Total Direct Hire	12,652	13,136	11,375	540,919	4,154	7,114	32,954	44,222	585,141	185,252	770,393	\$47,553	\$51,441	\$67,727	8.2%	34.2%
T4. Indirect Hire Foreign Nationals (IHFN)	1,117	1,113	1,047	38,404	0	0	0	0	38,404	0	38,404	\$36,680	\$36,680	\$36,680	0.0%	0.0%
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>13,769</i>	<i>14,249</i>	<i>12,422</i>	<i>579,323</i>	<i>4,154</i>	<i>7,114</i>	<i>32,954</i>	<i>44,222</i>	<i>623,545</i>	<i>185,252</i>	<i>808,797</i>	<i>\$46,637</i>	<i>\$50,197</i>	<i>\$65,110</i>	<i>7.6%</i>	<i>32.0%</i>
T5. Other Object Class 13 Benefits										1,116	1,116					
T5a. USDH - Benefits for Former Employees										0	0					
T5b. DHFN - Benefits for Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										1,116	1,116					
T5d. Foreign National Separation Liability Accrual										0	0					

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<u>Working Capital Fund, DECA</u>												Date: May 2021				
Defense Commissary Agency (FY 2021)																
	(\$ 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	End	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Comp	Basic	Total	Comp	% BC	% BC
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pay</u>	<u>Pay</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	13,371	13,072	12,112	568,653	1,714	7,373	19,712	28,799	597,452	170,807	768,259	\$46,950	\$49,327	\$63,430	5.1%	30.0%
D1. US Direct Hire (USDH)	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%
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>13,371</i>	<i>13,072</i>	<i>12,112</i>	<i>568,653</i>	<i>1,714</i>	<i>7,373</i>	<i>19,712</i>	<i>28,799</i>	<i>597,452</i>	<i>169,399</i>	<i>766,851</i>	<i>\$46,950</i>	<i>\$49,327</i>	<i>\$63,313</i>	<i>5.1%</i>	<i>29.8%</i>
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																

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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												-	-	-	-

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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%
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>13,371</i>	<i>13,072</i>	<i>12,112</i>	<i>568,653</i>	<i>1,714</i>	<i>7,373</i>	<i>19,712</i>	<i>28,799</i>	<i>597,452</i>	<i>169,399</i>	<i>766,851</i>	<i>\$46,950</i>	<i>\$49,327</i>	<i>\$63,313</i>	<i>5.1%</i>	<i>29.8%</i>
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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<u>Working Capital Fund, DECA</u>												Date: May 2021				
Defense Commissary Agency (FY 2022)																
(\$ in Thousands)												<u>Rates</u>				
						e + f + g		d + h		i + j		d/c	i/c	k/c	h/d	j/d
<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>h</u>	<u>i</u>	<u>i</u>	<u>k</u>		<u>l</u>	<u>m</u>	<u>n</u>	<u>o</u>	<u>p</u>
Begin	End		Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp		Basic	Total	Comp	% BC	% BC
<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pay</u>	<u>Pay</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>		<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	13,072	13,516	12,612	582,580	5,636	8,454	42,273	56,363	638,943	183,522	822,465	\$46,193	\$30,662	\$65,213	9.7%	31.5%
D1. US Direct Hire (USDH)	11,361	11,661	10,941	507,270	5,636	8,454	42,273	56,363	563,633	182,085	745,718	\$46,364	\$51,516	\$68,158	11.1%	35.9%
D1a. Senior Executive Schedule	5	5	5	761	-	-	-	-	761	200	961	\$152,200	\$152,200	\$192,200	0.0%	26.3%
D1b. General Schedule	7,757	7,907	7,476	355,089	3,945	5,495	29,591	39,031	394,120	127,460	521,580	\$47,497	\$52,718	\$69,767	11.0%	35.9%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	3,599	3,749	3,460	151,420	1,691	2,959	12,682	17,332	168,752	54,425	223,177	\$43,763	\$48,772	\$64,502	11.4%	35.9%
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	594	616	547	35,768	-	-	-	-	35,768	-	35,768	\$65,389	\$65,389	\$65,389	0.0%	0.0%
D3. Total Direct Hire	11,955	12,277	11,488	543,038	5,636	8,454	42,273	56,363	599,401	182,085	781,486	\$47,270	\$52,176	\$68,026	10.4%	33.5%
D4. Indirect Hire Foreign Nationals (IHFN)	1,117	1,239	1,124	39,542	-	-	-	-	39,542	-	39,542	\$35,180	\$35,180	\$35,180	0.0%	0.0%
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>13,072</i>	<i>13,516</i>	<i>12,612</i>	<i>582,580</i>	<i>5,636</i>	<i>8,454</i>	<i>42,273</i>	<i>56,363</i>	<i>638,943</i>	<i>182,085</i>	<i>821,028</i>	<i>\$46,193</i>	<i>\$30,662</i>	<i>\$65,099</i>	<i>9.7%</i>	<i>31.3%</i>
D5. Other Object Class 13 Benefits										1,437	1,437					
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)										1,437	1,437					
D5d. Foreign National Separation Liability Accrual																

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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												-	-	-	-

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Total Personnel (includes OC 13)	13,072	13,516	12,612	582,580	5,636	8,454	42,273	56,363	638,943	183,522	822,465	\$46,193	\$50,662	\$65,213	9.7%	31.5%
T1. US Direct Hire (USDH)	11,361	11,661	10,941	507,270	5,636	8,454	42,273	56,363	563,633	182,085	745,718	\$46,364	\$51,516	\$68,158	11.1%	35.9%
T1a. Senior Executive Schedule	5	5	5	761	0	0	0	0	761	200	961	\$152,200	\$152,200	\$192,200	0.0%	26.3%
T1b. General Schedule	7,757	7,907	7,476	355,089	3,945	5,495	29,591	39,031	394,120	127,460	521,580	\$47,497	\$52,718	\$69,767	11.0%	35.9%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	3,599	3,749	3,460	151,420	1,691	2,959	12,682	17,332	168,752	54,425	223,177	\$43,763	\$48,772	\$64,502	11.4%	35.9%
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)	594	616	547	35,768	0	0	0	0	35,768	0	35,768	\$65,389	\$65,389	\$65,389	0.0%	0.0%
T3. Total Direct Hire	11,955	12,277	11,488	543,038	5,636	8,454	42,273	56,363	599,401	182,085	781,486	\$47,270	\$52,176	\$68,026	10.4%	33.5%
T4. Indirect Hire Foreign Nationals (IHFN)	1,117	1,239	1,124	39,542	0	0	0	0	39,542	0	39,542	\$35,180	\$35,180	\$35,180	0.0%	0.0%
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>13,072</i>	<i>13,516</i>	<i>12,612</i>	<i>582,580</i>	<i>5,636</i>	<i>8,454</i>	<i>42,273</i>	<i>56,363</i>	<i>638,943</i>	<i>182,085</i>	<i>821,028</i>	<i>\$46,193</i>	<i>\$50,662</i>	<i>\$65,099</i>	<i>9.7%</i>	<i>31.3%</i>
T5. Other Object Class 13 Benefits										1,437	1,437					
T5a. USDH - Benefits for Former Employees											0	0				
T5b. DHFN - Benefits for Former Employees											0	0				
T5c. Voluntary Separation Incentive Pay (VSIP)											1,437	1,437				
T5d. Foreign National Separation Liability Accrual											0	0				

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Working Capital Fund, Defense-Wide											Date: May 2021									
Defense Information Systems Agency (FY 2020)																				
(\$ in Thousands)											<u>Rates</u>									
<u>a</u> <u>b</u> <u>c</u> <u>d</u> <u>e</u> <u>f</u> <u>g</u> <u>e + f + g</u> <u>d + h</u> <u>i</u> <u>i + j</u> Begin End Basic Overtime Holiday Other Total Comp Benefits Comp <u>Strength</u> <u>Strength</u> <u>FTEs</u> <u>Comp</u> <u>Pav</u> <u>Pav</u> <u>O.C.11</u> <u>Variables</u> <u>O.C.11</u> <u>O.C.12/13</u> <u>& Benefits</u>											<u>d/c</u> <u>i/c</u> <u>k/c</u> <u>h/d</u> <u>j/d</u> <u>l</u> <u>m</u> <u>n</u> <u>o</u> <u>p</u> Basic Total Comp % BC % BC <u>Comp</u> <u>Comp</u> <u>& Benefits</u> <u>Variables</u> <u>Benefits</u>									
Direct Funded Personnel (includes OC 13)											0					-				
D1. US Direct Hire (USDH)											-					-				
D1a. Senior Executive Schedule											-					-				
D1b. General Schedule											-					-				
D1c. Special Schedule											-					-				
D1d. Wage System											-					-				
D1e. Highly Qualified Experts											-					-				
D1f. Other											-					-				
D2. Direct Hire Program Foreign Nationals (DHFN)											-					-				
D3. Total Direct Hire											-					-				
D4. Indirect Hire Foreign Nationals (IHFN)											-					-				
<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											-					-				

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Reimbursable Funded Personnel (includes OC 13)	2,841	3,162	2,916	311,352	3,918	731	7,686	12,335	323,687	105,872	429,559	\$106,774	\$111,004	\$147,311	4.0%	34.0%
R1. US Direct Hire (USDH)	2,834	3,156	2,909	310,844	3,918	731	7,686	12,335	323,179	105,812	428,991	\$106,856	\$111,096	\$147,470	4.0%	34.0%
R1a. Senior Executive Schedule	5	3	5	535	-	-	22	22	557	185	742	\$107,000	\$111,400	\$148,400	4.1%	34.6%
R1b. General Schedule	2,829	2,677	2,372	252,363	3,019	524	6,737	10,280	262,643	86,243	348,886	\$106,392	\$110,726	\$147,085	4.1%	34.2%
R1c. Special Schedule	-	475	531	57,749	899	207	927	2,033	59,782	19,319	79,101	\$108,755	\$112,584	\$148,966	3.5%	33.5%
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	1	1	197	-	-	-	-	197	65	262	\$197,000	\$197,000	\$262,000	0.0%	33.0%
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	2,834	3,156	2,909	310,844	3,918	731	7,686	12,335	323,179	105,812	428,991	\$106,856	\$111,096	\$147,470	4.0%	34.0%
R4. Indirect Hire Foreign Nationals (IHFN)	7	6	7	508	-	-	-	-	508	-	508	\$72,571	\$72,571	\$72,571	0.0%	0.0%
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>2,841</i>	<i>3,162</i>	<i>2,916</i>	<i>311,352</i>	<i>3,918</i>	<i>731</i>	<i>7,686</i>	<i>12,335</i>	<i>323,687</i>	<i>105,812</i>	<i>429,499</i>	<i>\$106,774</i>	<i>\$111,004</i>	<i>\$147,290</i>	<i>4.0%</i>	<i>34.0%</i>
R5. Other Object Class 13 Benefits										60	60					
R5a. USDH - Benefits for Former Employees										-	-					
R5b. DHFN - Benefits for Former Employees										-	-					
R5c. Voluntary Separation Incentive Pay (VSIP)										60	60					
R5d. Foreign National Separation Liability Accrual										-	-					

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Total Personnel (includes OC 13)	2,841	3,162	2,916	311,352	3,918	731	7,686	12,335	323,687	105,872	429,559	\$106,774	\$111,004	\$147,311	4.0%	34.0%
T1. US Direct Hire (USDH)	2,834	3,156	2,909	310,844	3,918	731	7,686	12,335	323,179	105,812	428,991	\$106,856	\$111,096	\$147,470	4.0%	34.0%
T1a. Senior Executive Schedule	5	3	5	535	0	0	22	22	557	185	742	\$107,000	\$111,400	\$148,400	4.1%	34.6%
T1b. General Schedule	2,829	2,677	2,372	252,363	3,019	524	6,737	10,280	262,643	86,243	348,886	\$106,392	\$110,726	\$147,085	4.1%	34.2%
T1c. Special Schedule	0	475	531	57,749	899	207	927	2,033	59,782	19,319	79,101	\$108,755	\$112,584	\$148,966	3.5%	33.5%
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	1	1	197	0	0	0	0	197	65	262	\$197,000	\$197,000	\$262,000	0.0%	33.0%
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	2,834	3,156	2,909	310,844	3,918	731	7,686	12,335	323,179	105,812	428,991	\$106,856	\$111,096	\$147,470	4.0%	34.0%
T4. Indirect Hire Foreign Nationals (IHFN)	7	6	7	508	0	0	0	0	508	0	508	\$72,571	\$72,571	\$72,571	0.0%	0.0%
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>2,841</i>	<i>3,162</i>	<i>2,916</i>	<i>311,352</i>	<i>3,918</i>	<i>731</i>	<i>7,686</i>	<i>12,335</i>	<i>323,687</i>	<i>105,812</i>	<i>429,499</i>	<i>\$106,774</i>	<i>\$111,004</i>	<i>\$147,290</i>	<i>4.0%</i>	<i>34.0%</i>
T5. Other Object Class 13 Benefits										60	60					
T5a. USDH - Benefits for Former Employees											0	0				
T5b. DHFN - Benefits for Former Employees											0	0				
T5c. Voluntary Separation Incentive Pay (VSIP)											60	60				
T5d. Foreign National Separation Liability Accrual											0	0				

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<u>Working Capital Fund, Defense-Wide</u>											Date: May 2021								
Defense Information Systems Agency (FY 2021)																			
	(\$ in Thousands)											<u>Rates</u>							
	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		Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	Comp	% BC	% BC			
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pav</u>	<u>Pav</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>			
<u>Direct Funded Personnel (includes OC 13)</u>											0	-	-	-	-	-			
D1. US Direct Hire (USDH)											-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule											-	-	-	-	-	-	-	-	-
D1b. General Schedule											-	-	-	-	-	-	-	-	-
D1c. Special Schedule											-	-	-	-	-	-	-	-	-
D1d. Wage System											-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts											-	-	-	-	-	-	-	-	-
D1f. Other											-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)											-	-	-	-	-	-	-	-	-
D3. Total Direct Hire											-	-	-	-	-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)											-	-	-	-	-	-	-	-	-
<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											-	-	-	-	-	-	-	-	-

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Reimbursable Funded Personnel (includes OC 13)	3,162	3,335	3,170	339,215	4,212	488	10,270	14,970	354,185	103,066	457,251	\$107,008	\$111,730	\$144,243	4.4%	30.4%
R1. US Direct Hire (USDH)	3,156	3,328	3,163	338,685	4,212	488	10,270	14,970	353,655	103,066	456,721	\$107,077	\$111,810	\$144,395	4.4%	30.4%
R1a. Senior Executive Schedule	3	5	5	845	-	-	17	17	862	235	1,097	\$169,000	\$172,400	\$219,400	2.0%	27.8%
R1b. General Schedule	2,677	1,414	1,328	147,283	900	23	4,369	5,292	152,575	42,186	194,761	\$110,906	\$114,891	\$146,657	3.6%	28.6%
R1c. Special Schedule	475	1,909	1,830	190,557	3,312	465	5,884	9,661	200,218	60,645	260,863	\$104,130	\$109,409	\$142,548	5.1%	31.8%
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	3,156	3,328	3,163	338,685	4,212	488	10,270	14,970	353,655	103,066	456,721	\$107,077	\$111,810	\$144,395	4.4%	30.4%
R4. Indirect Hire Foreign Nationals (IHFN)	6	7	7	530	-	-	-	-	530	-	530	\$75,714	\$75,714	\$75,714	0.0%	0.0%
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>3,162</i>	<i>3,335</i>	<i>3,170</i>	<i>339,215</i>	<i>4,212</i>	<i>488</i>	<i>10,270</i>	<i>14,970</i>	<i>354,185</i>	<i>103,066</i>	<i>457,251</i>	<i>\$107,008</i>	<i>\$111,730</i>	<i>\$144,243</i>	<i>4.4%</i>	<i>30.4%</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																

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Total Personnel (includes OC 13)	3,162	3,335	3,170	339,215	4,212	488	10,270	14,970	354,185	103,066	457,251	\$107,008	\$111,730	\$144,243	4.4%	30.4%
T1. US Direct Hire (USDH)	3,156	3,328	3,163	338,685	4,212	488	10,270	14,970	353,655	103,066	456,721	\$107,077	\$111,810	\$144,395	4.4%	30.4%
T1a. Senior Executive Schedule	3	5	5	845	0	0	17	17	862	235	1,097	\$169,000	\$172,400	\$219,400	2.0%	27.8%
T1b. General Schedule	2,677	1,414	1,328	147,283	900	23	4,369	5,292	152,575	42,186	194,761	\$110,906	\$114,891	\$146,657	3.6%	28.6%
T1c. Special Schedule	475	1,909	1,830	190,557	3,312	465	5,884	9,661	200,218	60,645	260,863	\$104,130	\$109,409	\$142,548	5.1%	31.8%
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	3,156	3,328	3,163	338,685	4,212	488	10,270	14,970	353,655	103,066	456,721	\$107,077	\$111,810	\$144,395	4.4%	30.4%
T4. Indirect Hire Foreign Nationals (IHFN)	6	7	7	530	0	0	0	0	530	0	530	\$75,714	\$75,714	\$75,714	0.0%	0.0%
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>3,162</i>	<i>3,335</i>	<i>3,170</i>	<i>339,215</i>	<i>4,212</i>	<i>488</i>	<i>10,270</i>	<i>14,970</i>	<i>354,185</i>	<i>103,066</i>	<i>457,251</i>	<i>\$107,008</i>	<i>\$111,730</i>	<i>\$144,243</i>	<i>4.4%</i>	<i>30.4%</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				

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<u>Working Capital Fund, Defense-Wide</u>											Date: May 2021					
Defense Information Systems Agency (FY 2022)																
	(\$ in Thousands)										<u>Rates</u>					
	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
	<u>Begin</u>	<u>End</u>		<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>Total</u>	<u>Comp</u>	<u>Benefits</u>	<u>Comp</u>	<u>Basic</u>	<u>Total</u>	<u>Comp</u>	<u>% BC</u>	<u>% BC</u>
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pav</u>	<u>Pav</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	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																

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Reimbursable Funded Personnel (includes OC 13)	<u>3,335</u>	<u>3,475</u>	<u>3,318</u>	<u>364,188</u>	<u>4,145</u>	<u>505</u>	<u>10,229</u>	<u>14,879</u>	<u>379,067</u>	<u>110,579</u>	<u>489,646</u>	<u>\$109,761</u>	<u>\$114,246</u>	<u>\$147,573</u>	<u>4.1%</u>	<u>30.4%</u>
R1. US Direct Hire (USDH)	3,328	3,468	3,311	363,646	4,145	505	10,229	14,879	378,525	110,579	489,104	<i>\$109,830</i>	<i>\$114,323</i>	<i>\$147,721</i>	<i>4.1%</i>	<i>30.4%</i>
R1a. Senior Executive Schedule	5	5	5	874	-	-	17	17	891	243	1,134	<i>\$174,800</i>	<i>\$178,200</i>	<i>\$226,800</i>	<i>1.9%</i>	<i>27.8%</i>
R1b. General Schedule	1,414	1,465	1,402	154,924	906	23	3,971	4,900	159,824	44,346	204,170	<i>\$110,502</i>	<i>\$113,997</i>	<i>\$145,628</i>	<i>3.2%</i>	<i>28.6%</i>
R1c. Special Schedule	1,909	1,998	1,904	207,848	3,239	482	6,241	9,962	217,810	65,990	283,800	<i>\$109,164</i>	<i>\$114,396</i>	<i>\$149,055</i>	<i>4.8%</i>	<i>31.7%</i>
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	3,328	3,468	3,311	363,646	4,145	505	10,229	14,879	378,525	110,579	489,104	<i>\$109,830</i>	<i>\$114,323</i>	<i>\$147,721</i>	<i>4.1%</i>	<i>30.4%</i>
R4. Indirect Hire Foreign Nationals (IHFN)	7	7	7	542	-	-	-	-	542	-	542	<i>\$77,429</i>	<i>\$77,429</i>	<i>\$77,429</i>	<i>0.0%</i>	<i>0.0%</i>
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>3,335</i>	<i>3,475</i>	<i>3,318</i>	<i>364,188</i>	<i>4,145</i>	<i>505</i>	<i>10,229</i>	<i>14,879</i>	<i>379,067</i>	<i>110,579</i>	<i>489,646</i>	<i>\$109,761</i>	<i>\$114,246</i>	<i>\$147,573</i>	<i>4.1%</i>	<i>30.4%</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																

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Total Personnel (includes OC 13)	3,335	3,475	3,318	364,188	4,145	505	10,229	14,879	379,067	110,579	489,646	\$109,761	\$114,246	\$147,573	4.1%	30.4%
T1. US Direct Hire (USDH)	3,328	3,468	3,311	363,646	4,145	505	10,229	14,879	378,525	110,579	489,104	\$109,830	\$114,323	\$147,721	4.1%	30.4%
T1a. Senior Executive Schedule	5	5	5	874	0	0	17	17	891	243	1,134	\$174,800	\$178,200	\$226,800	1.9%	27.8%
T1b. General Schedule	1,414	1,465	1,402	154,924	906	23	3,971	4,900	159,824	44,346	204,170	\$110,502	\$113,997	\$145,628	3.2%	28.6%
T1c. Special Schedule	1,909	1,998	1,904	207,848	3,239	482	6,241	9,962	217,810	65,990	283,800	\$109,164	\$114,396	\$149,055	4.8%	31.7%
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	3,328	3,468	3,311	363,646	4,145	505	10,229	14,879	378,525	110,579	489,104	\$109,830	\$114,323	\$147,721	4.1%	30.4%
T4. Indirect Hire Foreign Nationals (IHFN)	7	7	7	542	0	0	0	0	542	0	542	\$77,429	\$77,429	\$77,429	0.0%	0.0%
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>3,335</i>	<i>3,475</i>	<i>3,318</i>	<i>364,188</i>	<i>4,145</i>	<i>505</i>	<i>10,229</i>	<i>14,879</i>	<i>379,067</i>	<i>110,579</i>	<i>489,646</i>	<i>\$109,761</i>	<i>\$114,246</i>	<i>\$147,573</i>	<i>4.1%</i>	<i>30.4%</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				

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Reimbursable Funded Personnel (includes OC 13)	12,186	11,948	11,730	795,826	14,736	103	12,419	27,258	823,084	303,294	1,126,378	\$67,845	\$70,169	\$96,025	3.4%	38.1%
R1. US Direct Hire (USDH)	11,990	11,752	11,536	794,703	14,736	103	12,419	27,258	821,961	303,300	1,125,261	\$68,889	\$71,252	\$97,543	3.4%	38.2%
R1a. Senior Executive Schedule	23	22	22	3,717	-	-	323	323	4,040	1,110	5,150	\$168,955	\$183,636	\$234,091	8.7%	29.9%
R1b. General Schedule	11,938	11,702	11,487	789,565	14,730	102	12,075	26,907	816,472	301,684	1,118,156	\$68,736	\$71,078	\$97,341	3.4%	38.2%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	29	28	27	1,421	6	1	21	28	1,449	506	1,955	\$52,630	\$53,667	\$72,407	2.0%	35.6%
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	11,990	11,752	11,536	794,703	14,736	103	12,419	27,258	821,961	303,300	1,125,261	\$68,889	\$71,252	\$97,543	3.4%	38.2%
R4. Indirect Hire Foreign Nationals (IHFN)	196	196	194	1,123	-	-	-	-	1,123	-	1,123	\$5,789	\$5,789	\$5,789	0.0%	0.0%
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>12,186</i>	<i>11,948</i>	<i>11,730</i>	<i>795,826</i>	<i>14,736</i>	<i>103</i>	<i>12,419</i>	<i>27,258</i>	<i>823,084</i>	<i>303,300</i>	<i>1,126,384</i>	<i>\$67,845</i>	<i>\$70,169</i>	<i>\$96,026</i>	<i>3.4%</i>	<i>38.1%</i>
R5. Other Object Class 13 Benefits											(6)	(6)				
R5a. USDH - Benefits for Former Employees											-	-				
R5b. DHFN - Benefits for Former Employees											-	-				
R5c. Voluntary Separation Incentive Pay (VSIP)											(6)	(6)				
R5d. Foreign National Separation Liability Accrual											-	-				

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Total Personnel (includes OC 13)	12,186	11,948	11,730	795,826	14,736	103	12,419	27,258	823,084	303,294	1,126,378	\$67,845	\$70,169	\$96,025	3.4%	38.1%
T1. US Direct Hire (USDH)	11,990	11,752	11,536	794,703	14,736	103	12,419	27,258	821,961	303,300	1,125,261	\$68,889	\$71,252	\$97,543	3.4%	38.2%
T1a. Senior Executive Schedule	23	22	22	3,717	0	0	323	323	4,040	1,110	5,150	\$168,955	\$183,636	\$234,091	8.7%	29.9%
T1b. General Schedule	11,938	11,702	11,487	789,565	14,730	102	12,075	26,907	816,472	301,684	1,118,156	\$68,736	\$71,078	\$97,341	3.4%	38.2%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	29	28	27	1,421	6	1	21	28	1,449	506	1,955	\$52,630	\$53,667	\$72,407	2.0%	35.6%
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	11,990	11,752	11,536	794,703	14,736	103	12,419	27,258	821,961	303,300	1,125,261	\$68,889	\$71,252	\$97,543	3.4%	38.2%
T4. Indirect Hire Foreign Nationals (IHFN)	196	196	194	1,123	0	0	0	0	1,123	0	1,123	\$5,789	\$5,789	\$5,789	0.0%	0.0%
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>12,186</i>	<i>11,948</i>	<i>11,730</i>	<i>795,826</i>	<i>14,736</i>	<i>103</i>	<i>12,419</i>	<i>27,258</i>	<i>823,084</i>	<i>303,300</i>	<i>1,126,384</i>	<i>\$67,845</i>	<i>\$70,169</i>	<i>\$96,026</i>	<i>3.4%</i>	<i>38.1%</i>
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

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<u>Working Capital Fund, Defense-Wide</u>											Date: May 2021					
Defense Finance and Accounting Service (FY 2021)																
	(\$ in Thousands)										<u>Rates</u>					
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	e + f + g	d + h	i + j	d/c	i/c	k/c	h/d	j/d	
	<u>Begin</u>	<u>End</u>		Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	<u>l</u>	<u>m</u>	<u>n</u>	<u>o</u>	<u>p</u>
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pav</u>	<u>Pav</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
<u>Direct Funded Personnel (includes OC 13)</u>	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																

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Reimbursable Funded Personnel (includes OC 13)	11,926	11,072	10,852	746,934	23,322	99	19,702	43,123	790,057	292,554	1,082,611	\$68,829	\$72,803	\$99,761	5.8%	39.2%
R1. US Direct Hire (USDH)	11,731	10,875	10,654	745,165	23,322	99	19,702	43,123	788,288	292,447	1,080,735	\$69,942	\$73,990	\$101,439	5.8%	39.2%
R1a. Senior Executive Schedule	23	23	23	3,584	-	-	318	318	3,902	1,070	4,972	\$155,826	\$169,652	\$216,174	8.9%	29.9%
R1b. General Schedule	11,680	10,822	10,601	740,211	23,313	98	19,341	42,752	782,963	290,889	1,073,852	\$69,825	\$73,857	\$101,297	5.8%	39.3%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	28	30	30	1,370	9	1	43	53	1,423	488	1,911	\$45,667	\$47,433	\$63,700	3.9%	35.6%
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	11,731	10,875	10,654	745,165	23,322	99	19,702	43,123	788,288	292,447	1,080,735	\$69,942	\$73,990	\$101,439	5.8%	39.2%
R4. Indirect Hire Foreign Nationals (IHFN)	195	197	198	1,769	-	-	-	-	1,769	-	1,769	\$8,934	\$8,934	\$8,934	0.0%	0.0%
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>11,926</i>	<i>11,072</i>	<i>10,852</i>	<i>746,934</i>	<i>23,322</i>	<i>99</i>	<i>19,702</i>	<i>43,123</i>	<i>790,057</i>	<i>292,447</i>	<i>1,082,504</i>	<i>\$68,829</i>	<i>\$72,803</i>	<i>\$99,752</i>	<i>5.8%</i>	<i>39.2%</i>
R5. Other Object Class 13 Benefits										107	107					
R5a. USDH - Benefits for Former Employees										107	107					
R5b. DHFN - Benefits for Former Employees										-	-					
R5c. Voluntary Separation Incentive Pay (VSIP)										-	-					
R5d. Foreign National Separation Liability Accrual										-	-					

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Total Personnel (includes OC 13)	11,926	11,072	10,852	746,934	23,322	99	19,702	43,123	790,057	292,554	1,082,611	\$68,829	\$72,803	\$99,761	5.8%	39.2%
T1. US Direct Hire (USDH)	11,731	10,875	10,654	745,165	23,322	99	19,702	43,123	788,288	292,447	1,080,735	\$69,942	\$73,990	\$101,439	5.8%	39.2%
T1a. Senior Executive Schedule	23	23	23	3,584	0	0	318	318	3,902	1,070	4,972	\$155,826	\$169,652	\$216,174	8.9%	29.9%
T1b. General Schedule	11,680	10,822	10,601	740,211	23,313	98	19,341	42,752	782,963	290,889	1,073,852	\$69,825	\$73,857	\$101,297	5.8%	39.3%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	28	30	30	1,370	9	1	43	53	1,423	488	1,911	\$45,667	\$47,433	\$63,700	3.9%	35.6%
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	11,731	10,875	10,654	745,165	23,322	99	19,702	43,123	788,288	292,447	1,080,735	\$69,942	\$73,990	\$101,439	5.8%	39.2%
T4. Indirect Hire Foreign Nationals (IHFN)	195	197	198	1,769	0	0	0	0	1,769	0	1,769	\$8,934	\$8,934	\$8,934	0.0%	0.0%
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>11,926</i>	<i>11,072</i>	<i>10,852</i>	<i>746,934</i>	<i>23,322</i>	<i>99</i>	<i>19,702</i>	<i>43,123</i>	<i>790,057</i>	<i>292,447</i>	<i>1,082,504</i>	<i>\$68,829</i>	<i>\$72,803</i>	<i>\$99,752</i>	<i>5.8%</i>	<i>39.2%</i>
T5. Other Object Class 13 Benefits										107	107					
T5a. USDH - Benefits for Former Employees										107	107					
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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<u>Working Capital Fund, Defense-Wide</u>											Date: May 2021																	
Defense Finance and Accounting Service (FY 2022)																												
(\$ in Thousands)											<u>Rates</u>																	
<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>h</u>	<u>i</u>	<u>j</u>	<u>k</u>	<u>l</u>	<u>m</u>	<u>n</u>	<u>o</u>	<u>p</u>	<u>q</u>	<u>r</u>											
Begin	End		Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	Comp	% BC	% BC													
<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pav</u>	<u>Pav</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>													
<u>Direct Funded Personnel (includes OC 13)</u>											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																												

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Reimbursable Funded Personnel (includes OC 13)	11,072	11,163	11,027	793,255	18,375	170	21,428	39,973	833,228	293,938	1,127,166	\$71,938	\$75,563	\$102,219	5.0%	37.1%
R1. US Direct Hire (USDH)	10,875	10,965	10,829	791,455	18,375	170	21,428	39,973	831,428	293,831	1,125,259	\$73,087	\$76,778	\$103,912	5.1%	37.1%
R1a. Senior Executive Schedule	23	23	23	3,990	-	-	342	342	4,332	1,131	5,463	\$173,478	\$188,348	\$237,522	8.6%	28.3%
R1b. General Schedule	10,822	10,912	10,774	785,763	18,361	170	21,040	39,571	825,334	292,122	1,117,456	\$72,931	\$76,604	\$103,718	5.0%	37.2%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	30	30	32	1,702	14	-	46	60	1,762	578	2,340	\$53,188	\$55,063	\$73,125	3.5%	34.0%
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	10,875	10,965	10,829	791,455	18,375	170	21,428	39,973	831,428	293,831	1,125,259	\$73,087	\$76,778	\$103,912	5.1%	37.1%
R4. Indirect Hire Foreign Nationals (IHFN)	197	198	198	1,800	-	-	-	-	1,800	-	1,800	\$9,091	\$9,091	\$9,091	0.0%	0.0%
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>11,072</i>	<i>11,163</i>	<i>11,027</i>	<i>793,255</i>	<i>18,375</i>	<i>170</i>	<i>21,428</i>	<i>39,973</i>	<i>833,228</i>	<i>293,831</i>	<i>1,127,059</i>	<i>\$71,938</i>	<i>\$75,563</i>	<i>\$102,209</i>	<i>5.0%</i>	<i>37.0%</i>
R5. Other Object Class 13 Benefits										107	107					
R5a. USDH - Benefits for Former Employees										107	107					
R5b. DHFN - Benefits for Former Employees										-	-					
R5c. Voluntary Separation Incentive Pay (VSIP)										-	-					
R5d. Foreign National Separation Liability Accrual										-	-					

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Total Personnel (includes OC 13)	11,072	11,163	11,027	793,255	18,375	170	21,428	39,973	833,228	293,938	1,127,166	\$71,938	\$75,563	\$102,219	5.0%	37.1%
T1. US Direct Hire (USDH)	10,875	10,965	10,829	791,455	18,375	170	21,428	39,973	831,428	293,831	1,125,259	\$73,087	\$76,778	\$103,912	5.1%	37.1%
T1a. Senior Executive Schedule	23	23	23	3,990	0	0	342	342	4,332	1,131	5,463	\$173,478	\$188,348	\$237,522	8.6%	28.3%
T1b. General Schedule	10,822	10,912	10,774	785,763	18,361	170	21,040	39,571	825,334	292,122	1,117,456	\$72,931	\$76,604	\$103,718	5.0%	37.2%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	30	30	32	1,702	14	0	46	60	1,762	578	2,340	\$53,188	\$55,063	\$73,125	3.5%	34.0%
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	10,875	10,965	10,829	791,455	18,375	170	21,428	39,973	831,428	293,831	1,125,259	\$73,087	\$76,778	\$103,912	5.1%	37.1%
T4. Indirect Hire Foreign Nationals (IHFN)	197	198	198	1,800	0	0	0	0	1,800	0	1,800	\$9,091	\$9,091	\$9,091	0.0%	0.0%
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>11,072</i>	<i>11,163</i>	<i>11,027</i>	<i>793,255</i>	<i>18,375</i>	<i>170</i>	<i>21,428</i>	<i>39,973</i>	<i>833,228</i>	<i>293,831</i>	<i>1,127,059</i>	<i>\$71,938</i>	<i>\$75,563</i>	<i>\$102,209</i>	<i>5.0%</i>	<i>37.0%</i>
T5. Other Object Class 13 Benefits										107	107					
T5a. USDH - Benefits for Former Employees												107	107			
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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<u>WCF, Def Counterintelligence & Security Agency</u>											Date: May 2021																	
Defense Security Service (FY 2020)																												
(\$ in Thousands)											<u>Rates</u>																	
a b c d e f g e + f + g d + h i + j Begin End Basic Overtime Holiday Other Total Comp Benefits Comp <u>Strength</u> <u>Strength</u> <u>FTEs</u> <u>Comp</u> <u>Pay</u> <u>Pay</u> <u>O.C.11</u> <u>Variables</u> <u>O.C.11</u> <u>O.C.12/13</u> <u>& Benefits</u>											d/c	i/c	k/c	h/d	j/d													
l m n o p Basic Total Comp % BC % BC <u>Comp</u> <u>Comp</u> <u>& Benefits</u> <u>Variables</u> <u>Benefits</u>											-	-	-	-	-													
<u>Direct Funded Personnel (includes OC 13)</u>											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											-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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Total Personnel (includes OC 13)	3,315	3,622	0	0	0	0	0	0	0	0	0	0	-	-	-	-
T1. US Direct Hire (USDH)	3,315	3,622	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
T1b. General Schedule	3,315	3,622	0	0	0	0	0	0	0	0	0	0	-	-	-	-
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
T3. Total Direct Hire	3,315	3,622	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>3,315</i>	<i>3,622</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>
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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<u>WCF, Def Counterintelligence & Security Agency</u>											Date: May 2021					
Defense Security Service (FY 2021)																
	(\$ in Thousands)											<u>Rates</u>				
								e + f + g	d + h		i + j	d/c	i/c	k/c	h/d	j/d
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>h</u>	<u>i</u>	<u>i</u>	<u>k</u>	<u>l</u>	<u>m</u>	<u>n</u>	<u>o</u>	<u>p</u>
	Begin	End	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp		Basic	Total	Comp	% BC	% BC
<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pay</u>	<u>Pay</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>	
Direct Funded Personnel (includes OC 13)	0	0	0	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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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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												-	-	-	-

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Total Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
T1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
T1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
T3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</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			

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<u>WCF, Def Counterintelligence & Security Agency</u>											Date: May 2021				
Defense Security Service (FY 2022)															
	(\$ in Thousands)										<u>Rates</u>				
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	e + f + g	d + h	i + j	d/c	i/c	k/c	h/d	j/d
	Begin	End	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	Comp	% BC	% BC
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pay</u>	<u>Pay</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>
<u>Direct Funded Personnel (includes OC 13)</u>	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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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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												-	-	-	-

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Total Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
T1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
T1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
T3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</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			

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WCF, Def Counterintelligence & Security Agency											Date: May 2021					
Defense Counterintelligence & Security Agency (FY 2020)																
	(\$ in Thousands)											<u>Rates</u>				
	e + f + g d + h i + j											d/c	i/c	k/c	h/d	j/d
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>h</u>	<u>i</u>	<u>i</u>	<u>k</u>	<u>l</u>	<u>m</u>	<u>n</u>	<u>o</u>	<u>p</u>
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	Comp	% BC	% BC
<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pav</u>	<u>Pav</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>	
Direct Funded Personnel (includes OC 13)	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											-	-	-	-	-	

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Reimbursable Funded Personnel (includes OC 13)	3,315	2,838	2,838	263,189	13,100	0	0	13,100	276,289	89,361	365,650	\$92,737	\$97,353	\$128,841	5.0%	34.0%
R1. US Direct Hire (USDH)	3,315	2,838	2,838	263,189	13,100	-	-	13,100	276,289	89,361	365,650	\$92,737	\$97,353	\$128,841	5.0%	34.0%
R1a. Senior Executive Schedule	13	12	12	2,199	-	-	-	-	2,199	353	2,552	\$183,250	\$183,250	\$212,667	0.0%	16.1%
R1b. General Schedule	3,302	2,826	2,826	260,990	13,100	-	-	13,100	274,090	89,008	363,098	\$92,353	\$96,989	\$128,485	5.0%	34.1%
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	2,838	2,838	263,189	13,100	-	-	13,100	276,289	89,361	365,650	\$92,737	\$97,353	\$128,841	5.0%	34.0%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>3,315</i>	<i>2,838</i>	<i>2,838</i>	<i>263,189</i>	<i>13,100</i>	-	-	<i>13,100</i>	<i>276,289</i>	<i>89,361</i>	<i>365,650</i>	<i>\$92,737</i>	<i>\$97,353</i>	<i>\$128,841</i>	<i>5.0%</i>	<i>34.0%</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																

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Total Personnel (includes OC 13)	3,315	2,838	2,838	263,189	13,100	0	0	13,100	276,289	89,361	365,650	\$92,737	\$97,353	\$128,841	5.0%	34.0%
T1. US Direct Hire (USDH)	3,315	2,838	2,838	263,189	13,100	-	-	13,100	276,289	89,361	365,650	\$92,737	\$97,353	\$128,841	5.0%	34.0%
T1a. Senior Executive Schedule	13	12	12	2,199	0	0	0	0	2,199	353	2,552	\$183,250	\$183,250	\$212,667	0.0%	16.1%
T1b. General Schedule	3,302	2,826	2,826	260,990	13,100	0	0	13,100	274,090	89,008	363,098	\$92,353	\$96,989	\$128,485	5.0%	34.1%
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	2,838	2,838	263,189	13,100	-	-	13,100	276,289	89,361	365,650	\$92,737	\$97,353	\$128,841	5.0%	34.0%
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>	<i>3,315</i>	<i>2,838</i>	<i>2,838</i>	<i>263,189</i>	<i>13,100</i>	-	-	<i>13,100</i>	<i>276,289</i>	<i>89,361</i>	<i>365,650</i>	<i>\$92,737</i>	<i>\$97,353</i>	<i>\$128,841</i>	<i>5.0%</i>	<i>34.0%</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					

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<u>WCF, Def Counterintelligence & Security Agency</u>											Date: May 2021					
Defense Counterintelligence & Security Agency (FY 2021)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>
	<u>Begin</u>	<u>End</u>		<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>Total</u>	<u>Comp</u>	<u>Benefits</u>	<u>Comp</u>	<u>Basic</u>	<u>Total</u>	<u>Comp</u>	<u>% BC</u>	<u>% BC</u>
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pav</u>	<u>Pav</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	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																

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Reimbursable Funded Personnel (includes OC 13)	<u>3,562</u>	<u>3,562</u>	<u>3,315</u>	<u>335,337</u>	<u>10,842</u>	<u>0</u>	<u>2,998</u>	<u>13,840</u>	<u>349,177</u>	<u>89,941</u>	<u>439,118</u>	<u>\$101,157</u>	<u>\$105,332</u>	<u>\$132,464</u>	<u>4.1%</u>	<u>26.8%</u>
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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>3,562</i>	<i>3,562</i>	<i>3,315</i>	<i>335,337</i>	<i>10,842</i>	<i>-</i>	<i>2,998</i>	<i>13,840</i>	<i>349,177</i>	<i>89,941</i>	<i>439,118</i>	<i>\$101,157</i>	<i>\$105,332</i>	<i>\$132,464</i>	<i>4.1%</i>	<i>26.8%</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																

**Department of Defense
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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	-	-	-	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>3,562</i>	<i>3,562</i>	<i>3,315</i>	<i>335,337</i>	<i>10,842</i>	<i>-</i>	<i>2,998</i>	<i>13,840</i>	<i>349,177</i>	<i>89,941</i>	<i>439,118</i>	<i>\$101,157</i>	<i>\$105,332</i>	<i>\$132,464</i>	<i>4.1%</i>	<i>26.8%</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				

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<u>WCF, Def Counterintelligence & Security Agency</u>											Date: May 2021					
Defense Counterintelligence & Security Agency (FY 2022)																
	(\$ in Thousands)											<u>Rates</u>				
	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	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	Comp	% BC	% BC	
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pav</u>	<u>Pav</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

**Department of Defense
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Reimbursable Funded Personnel (includes OC 13)	<u>3,315</u>	<u>3,315</u>	<u>3,315</u>	<u>335,648</u>	<u>20,133</u>	<u>0</u>	<u>8,356</u>	<u>28,489</u>	<u>364,137</u>	<u>61,090</u>	<u>425,227</u>	<u>\$101,251</u>	<u>\$109,845</u>	<u>\$128,274</u>	<u>8.5%</u>	<u>18.2%</u>
R1. US Direct Hire (USDH)	3,315	3,315	3,315	335,648	20,133	-	8,356	28,489	364,137	61,090	425,227	\$101,251	\$109,845	\$128,274	8.5%	18.2%
R1a. Senior Executive Schedule	12	12	12	2,259	-	-	111	111	2,370	409	2,779	\$188,250	\$197,500	\$231,583	4.9%	18.1%
R1b. General Schedule	3,303	3,303	3,303	333,389	20,133	-	8,245	28,378	361,767	60,681	422,448	\$100,935	\$109,527	\$127,898	8.5%	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	3,315	3,315	3,315	335,648	20,133	-	8,356	28,489	364,137	61,090	425,227	\$101,251	\$109,845	\$128,274	8.5%	18.2%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>3,315</i>	<i>3,315</i>	<i>3,315</i>	<i>335,648</i>	<i>20,133</i>	<i>-</i>	<i>8,356</i>	<i>28,489</i>	<i>364,137</i>	<i>61,090</i>	<i>425,227</i>	<i>\$101,251</i>	<i>\$109,845</i>	<i>\$128,274</i>	<i>8.5%</i>	<i>18.2%</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																

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Total Personnel (includes OC 13)	3,315	3,315	3,315	335,648	20,133	0	8,356	28,489	364,137	61,090	425,227	\$101,251	\$109,845	\$128,274	8.5%	18.2%
T1. US Direct Hire (USDH)	3,315	3,315	3,315	335,648	20,133	-	8,356	28,489	364,137	61,090	425,227	\$101,251	\$109,845	\$128,274	8.5%	18.2%
T1a. Senior Executive Schedule	12	12	12	2,259	0	0	111	111	2,370	409	2,779	\$188,250	\$197,500	\$231,583	4.9%	18.1%
T1b. General Schedule	3,303	3,303	3,303	333,389	20,133	0	8,245	28,378	361,767	60,681	422,448	\$100,935	\$109,527	\$127,898	8.5%	18.2%
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	3,315	3,315	3,315	335,648	20,133	-	8,356	28,489	364,137	61,090	425,227	\$101,251	\$109,845	\$128,274	8.5%	18.2%
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>	<i>3,315</i>	<i>3,315</i>	<i>3,315</i>	<i>335,648</i>	<i>20,133</i>	<i>-</i>	<i>8,356</i>	<i>28,489</i>	<i>364,137</i>	<i>61,090</i>	<i>425,227</i>	<i>\$101,251</i>	<i>\$109,845</i>	<i>\$128,274</i>	<i>8.5%</i>	<i>18.2%</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				

**Department of Defense
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<u>Operation and Maintenance, Defense-Wide</u>												Date: May 2021				
Defense Wide Summary (Defense Agencies/Field Activities) (FY 2020)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>		<u>d + h</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>
	<u>Begin</u>	<u>End</u>		<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>h</u>	<u>i</u>	<u>i</u>	<u>k</u>	<u>l</u>	<u>m</u>	<u>n</u>	<u>o</u>	<u>p</u>
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pav</u>	<u>Pav</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	82,998	82,127	81,342	8,593,480	110,947	12,557	336,774	460,278	9,053,758	3,360,924	12,414,682	\$105,646	\$111,305	\$152,623	5.4%	39.1%
D1. US Direct Hire (USDH)	82,023	81,161	80,355	8,567,472	110,493	12,539	336,609	459,641	9,027,113	3,334,790	12,361,903	\$106,620	\$112,340	\$153,841	5.4%	38.9%
D1a. Senior Executive Schedule	1,148	1,171	1,221	212,785	184	210	10,601	10,995	223,780	71,504	295,284	\$174,271	\$183,276	\$241,838	5.2%	33.6%
D1b. General Schedule	70,612	70,211	69,654	7,541,031	109,808	11,503	250,331	371,642	7,912,673	2,813,054	10,725,727	\$108,264	\$113,600	\$153,986	4.9%	37.3%
D1c. Special Schedule	9,601	9,137	8,847	753,264	354	826	71,478	72,658	825,922	430,848	1,256,770	\$85,143	\$93,356	\$142,056	9.6%	57.2%
D1d. Wage System	324	309	305	10,212	135	0	2,866	3,001	13,213	4,800	18,013	\$33,482	\$43,321	\$59,059	29.4%	47.0%
D1e. Highly Qualified Experts	48	48	44	7,416	12	0	13	25	7,441	2,270	9,711	\$168,545	\$169,114	\$220,705	0.3%	30.6%
D1f. Other	290	285	284	42,764	0	0	1,320	1,320	44,084	12,314	56,398	\$150,577	\$155,225	\$198,585	3.1%	28.8%
D2. Direct Hire Program Foreign Nationals (DHFN)	446	441	441	16,961	454	18	165	637	17,598	5,105	22,703	\$38,460	\$39,905	\$51,481	3.8%	30.1%
D3. Total Direct Hire	82,469	81,602	80,796	8,584,433	110,947	12,557	336,774	460,278	9,044,711	3,339,895	12,384,606	\$106,248	\$111,945	\$153,282	5.4%	38.9%
D4. Indirect Hire Foreign Nationals (IHFN)	529	525	546	9,047	0	0	0	-	9,047	0	9,047	\$16,570	\$16,570	\$16,570	0.0%	0.0%
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>82,998</i>	<i>82,127</i>	<i>81,342</i>	<i>8,593,480</i>	<i>110,947</i>	<i>12,557</i>	<i>336,774</i>	<i>460,278</i>	<i>9,053,758</i>	<i>3,339,895</i>	<i>12,393,653</i>	<i>\$105,646</i>	<i>\$111,305</i>	<i>\$152,365</i>	<i>5.4%</i>	<i>38.9%</i>
D5. Other Object Class 13 Benefits										21,029	21,029					
D5a. USDH - Benefits for Former Employees										5,784	5,784					
D5b. DHFN - Benefits for Former Employees										0	-					
D5c. Voluntary Separation Incentive Pay (VSIP)										15,245	15,245					
D5d. Foreign National Separation Liability Accrual										0	-					

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Reimbursable Funded Personnel (includes OC 13)	2,162	2,316	2,476	308,810	1,366	120	6,992	8,478	317,288	97,824	415,112	\$124,721	\$128,145	\$167,654	2.7%	31.7%
R1. US Direct Hire (USDH)	2,135	2,289	2,471	308,810	1,366	120	6,992	8,478	317,288	97,783	415,071	\$124,974	\$128,405	\$167,977	2.7%	31.7%
R1a. Senior Executive Schedule	7	4	10	1,959	0	0	113	113	2,072	570	2,642	\$195,900	\$207,200	\$264,200	5.8%	29.1%
R1b. General Schedule	2,047	2,202	2,278	279,901	1,159	99	6,471	7,729	287,630	89,737	377,367	\$122,871	\$126,264	\$165,657	2.8%	32.1%
R1c. Special Schedule	23	25	122	15,564	187	20	346	553	16,117	4,382	20,499	\$127,574	\$132,107	\$168,025	3.6%	28.2%
R1d. Wage System	0	0	0	0	0	0	0	-	-	0	-	-	-	-	-	-
R1e. Highly Qualified Experts	1	1	4	800	0	1	0	1	801	141	942	\$200,000	\$200,250	\$235,500	0.1%	17.6%
R1f. Other	57	57	57	10,586	20	0	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)	0	0	0	0	0	0	0	-	-	0	-	-	-	-	-	-
R3. Total Direct Hire	2,135	2,289	2,471	308,810	1,366	120	6,992	8,478	317,288	97,783	415,071	\$124,974	\$128,405	\$167,977	2.7%	31.7%
R4. Indirect Hire Foreign Nationals (IHFN)	27	27	5	0	0	0	0	-	-	0	-	\$0	\$0	\$0	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>2,162</i>	<i>2,316</i>	<i>2,476</i>	<i>308,810</i>	<i>1,366</i>	<i>120</i>	<i>6,992</i>	<i>8,478</i>	<i>317,288</i>	<i>97,783</i>	<i>415,071</i>	<i>\$124,721</i>	<i>\$128,145</i>	<i>\$167,638</i>	<i>2.7%</i>	<i>31.7%</i>
R5. Other Object Class 13 Benefits											41	41				
R5a. USDH - Benefits for Former Employees											0	-				
R5b. DHFN - Benefits for Former Employees											0	-				
R5c. Voluntary Separation Incentive Pay (VSIP)											41	41				
R5d. Foreign National Separation Liability Accrual											0	-				

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Total Personnel (includes OC 13)	85,160	84,443	83,818	8,902,290	112,313	12,677	343,766	468,756	9,371,046	3,458,748	12,829,794	\$106,210	\$111,802	\$153,067	5.3%	38.9%
T1. US Direct Hire (USDH)	84,158	83,450	82,826	8,876,282	111,859	12,659	343,601	468,119	9,344,401	3,432,573	12,776,974	\$107,168	\$112,820	\$154,263	5.3%	38.7%
T1a. Senior Executive Schedule	1,155	1,175	1,231	214,744	184	210	10,714	11,108	225,852	72,074	297,926	\$174,447	\$183,470	\$242,019	5.2%	33.6%
T1b. General Schedule	72,659	72,413	71,932	7,820,932	110,967	11,602	256,802	379,371	8,200,303	2,902,791	11,103,094	\$108,727	\$114,001	\$154,355	4.9%	37.1%
T1c. Special Schedule	9,624	9,162	8,969	768,828	541	846	71,824	73,211	842,039	435,230	1,277,269	\$85,721	\$93,883	\$142,409	9.5%	56.6%
T1d. Wage System	324	309	305	10,212	135	0	2,866	3,001	13,213	4,800	18,013	\$33,482	\$43,321	\$59,059	29.4%	47.0%
T1e. Highly Qualified Experts	49	49	48	8,216	12	1	13	26	8,242	2,411	10,653	\$171,167	\$171,708	\$221,938	0.3%	29.3%
T1f. Other	347	342	341	53,350	20	0	1,382	1,402	54,752	15,267	70,019	\$156,452	\$160,563	\$205,334	2.6%	28.6%
T2. Direct Hire Program Foreign Nationals (DHFN)	446	441	441	16,961	454	18	165	637	17,598	5,105	22,703	\$38,460	\$39,905	\$51,481	3.8%	30.1%
T3. Total Direct Hire	84,604	83,891	83,267	8,893,243	112,313	12,677	343,766	468,756	9,361,999	3,437,678	12,799,677	\$106,804	\$112,433	\$153,718	5.3%	38.7%
T4. Indirect Hire Foreign Nationals (IHFN)	556	552	551	9,047	0	0	0	0	9,047	0	9,047	\$16,419	\$16,419	\$16,419	0.0%	0.0%
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>85,160</i>	<i>84,443</i>	<i>83,818</i>	<i>8,902,290</i>	<i>112,313</i>	<i>12,677</i>	<i>343,766</i>	<i>468,756</i>	<i>9,371,046</i>	<i>3,437,678</i>	<i>12,808,724</i>	<i>\$106,210</i>	<i>\$111,802</i>	<i>\$152,816</i>	<i>5.3%</i>	<i>38.6%</i>
T5. Other Object Class 13 Benefits										21,070	21,070					
T5a. USDH - Benefits for Former Employees										5,784	5,784					
T5b. DHFN - Benefits for Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										15,286	15,286					
T5d. Foreign National Separation Liability Accrual										0	0					

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<u>Operation and Maintenance, Defense-Wide</u>												Date: May 2021				
Defense Wide Summary (Defense Agencies/Field Activities) (FY 2021)																
	(\$ in Thousands)											<u>Rates</u>				
	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		Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	Comp	% BC	% BC
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pay</u>	<u>Pay</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	82,684	82,692	81,716	8,756,185	94,121	9,208	350,156	453,485	9,209,670	3,480,891	12,690,561	\$107,154	\$112,703	\$155,301	5.2%	39.8%
D1. US Direct Hire (USDH)	82,031	82,033	80,735	8,728,659	94,116	9,207	348,924	452,247	9,180,906	3,465,456	12,646,362	\$108,115	\$113,717	\$156,640	5.2%	39.7%
D1a. Senior Executive Schedule	1,225	1,199	1,191	193,353	0	167	8,313	8,480	201,833	54,719	256,552	\$162,345	\$169,465	\$215,409	4.4%	28.3%
D1b. General Schedule	71,063	71,003	69,938	7,706,790	93,757	8,232	262,039	364,028	8,070,818	2,939,955	11,010,773	\$110,195	\$115,400	\$157,436	4.7%	38.1%
D1c. Special Schedule	9,102	9,182	8,962	771,298	214	808	74,912	75,934	847,232	445,837	1,293,069	\$86,063	\$94,536	\$144,284	9.8%	57.8%
D1d. Wage System	309	326	321	12,090	134	0	2,909	3,043	15,133	5,769	20,902	\$37,664	\$47,143	\$65,115	25.2%	47.7%
D1e. Highly Qualified Experts	47	38	38	5,824	11	0	195	206	6,030	1,730	7,760	\$153,263	\$158,684	\$204,211	3.5%	29.7%
D1f. Other	285	285	285	39,304	0	0	556	556	39,860	17,446	57,306	\$137,909	\$139,860	\$201,074	1.4%	44.4%
D2. Direct Hire Program Foreign Nationals (DHFN)	428	432	447	18,086	5	1	1,232	1,238	19,324	4,819	24,143	\$40,461	\$43,230	\$54,011	6.8%	26.6%
D3. Total Direct Hire	82,459	82,465	81,182	8,746,745	94,121	9,208	350,156	453,485	9,200,230	3,470,275	12,670,505	\$107,742	\$113,328	\$156,075	5.2%	39.7%
D4. Indirect Hire Foreign Nationals (IHFN)	225	227	534	9,440	0	0	0	-	9,440	0	9,440	\$17,678	\$17,678	\$17,678	0.0%	0.0%
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>82,684</i>	<i>82,692</i>	<i>81,716</i>	<i>8,756,185</i>	<i>94,121</i>	<i>9,208</i>	<i>350,156</i>	<i>453,485</i>	<i>9,209,670</i>	<i>3,470,275</i>	<i>12,679,945</i>	<i>\$107,154</i>	<i>\$112,703</i>	<i>\$155,171</i>	<i>5.2%</i>	<i>39.6%</i>
D5. Other Object Class 13 Benefits										10,616	10,616					
D5a. USDH - Benefits for Former Employees										9,162	9,162					
D5b. DHFN - Benefits for Former Employees										0	-					
D5c. Voluntary Separation Incentive Pay (VSIP)										1,454	1,454					
D5d. Foreign National Separation Liability Accrual										0	-					

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Reimbursable Funded Personnel (includes OC 13)	2,427	2,425	2,490	310,869	756	65	5,854	6,675	317,544	102,154	419,698	\$124,847	\$127,528	\$168,553	2.1%	32.9%
R1. US Direct Hire (USDH)	2,422	2,420	2,485	310,869	756	65	5,854	6,675	317,544	102,154	419,698	\$125,098	\$127,784	\$168,893	2.1%	32.9%
R1a. Senior Executive Schedule	4	6	13	1,445	0	0	35	35	1,480	479	1,959	\$111,154	\$113,846	\$150,692	2.4%	33.1%
R1b. General Schedule	2,335	2,331	2,389	296,445	700	54	5,704	6,458	302,903	97,888	400,791	\$124,087	\$126,791	\$167,765	2.2%	33.0%
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	0	0	0	0	0	0	0	-	-	0	-	-	-	-	-	-
R1e. Highly Qualified Experts	1	1	1	155	0	0	0	-	155	0	155	\$155,000	\$155,000	\$155,000	0.0%	0.0%
R1f. Other	57	57	57	10,753	20	0	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)	0	0	0	0	0	0	0	-	-	0	-	-	-	-	-	-
R3. Total Direct Hire	2,422	2,420	2,485	310,869	756	65	5,854	6,675	317,544	102,154	419,698	\$125,098	\$127,784	\$168,893	2.1%	32.9%
R4. Indirect Hire Foreign Nationals (IHFN)	5	5	5	0	0	0	0	-	-	0	-	\$0	\$0	\$0	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>2,427</i>	<i>2,425</i>	<i>2,490</i>	<i>310,869</i>	<i>756</i>	<i>65</i>	<i>5,854</i>	<i>6,675</i>	<i>317,544</i>	<i>102,154</i>	<i>419,698</i>	<i>\$124,847</i>	<i>\$127,528</i>	<i>\$168,553</i>	<i>2.1%</i>	<i>32.9%</i>
R5. Other Object Class 13 Benefits																
R5a. USDH - Benefits for Former Employees											0					
R5b. DHFN - Benefits for Former Employees											0					
R5c. Voluntary Separation Incentive Pay (VSIP)											0					
R5d. Foreign National Separation Liability Accrual											0					

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Total Personnel (includes OC 13)	85,111	85,117	84,206	9,067,054	94,877	9,273	356,010	460,160	9,527,214	3,583,045	13,110,259	\$107,677	\$113,142	\$155,693	5.1%	39.5%
T1. US Direct Hire (USDH)	84,453	84,453	83,220	9,039,528	94,872	9,272	354,778	458,922	9,498,450	3,567,610	13,066,060	\$108,622	\$114,137	\$157,006	5.1%	39.5%
T1a. Senior Executive Schedule	1,229	1,205	1,204	194,798	0	167	8,348	8,515	203,313	55,198	258,511	\$161,792	\$168,865	\$214,710	4.4%	28.3%
T1b. General Schedule	73,398	73,334	72,327	8,003,235	94,457	8,286	267,743	370,486	8,373,721	3,037,843	11,411,564	\$110,653	\$115,776	\$157,777	4.6%	38.0%
T1c. Special Schedule	9,127	9,207	8,987	773,369	250	819	74,959	76,028	849,397	446,621	1,296,018	\$86,054	\$94,514	\$144,210	9.8%	57.8%
T1d. Wage System	309	326	321	12,090	134	0	2,909	3,043	15,133	5,769	20,902	\$37,664	\$47,143	\$65,115	25.2%	47.7%
T1e. Highly Qualified Experts	48	39	39	5,979	11	0	195	206	6,185	1,730	7,915	\$153,308	\$158,590	\$202,949	3.4%	28.9%
T1f. Other	342	342	342	50,057	20	0	624	644	50,701	20,449	71,150	\$146,365	\$148,249	\$208,041	1.3%	40.9%
T2. Direct Hire Program Foreign Nationals (DHFN)	428	432	447	18,086	5	1	1,232	1,238	19,324	4,819	24,143	\$40,461	\$43,230	\$54,011	6.8%	26.6%
T3. Total Direct Hire	84,881	84,885	83,667	9,057,614	94,877	9,273	356,010	460,160	9,517,774	3,572,429	13,090,203	\$108,258	\$113,758	\$156,456	5.1%	39.4%
T4. Indirect Hire Foreign Nationals (IHFN)	230	232	539	9,440	0	0	0	0	9,440	0	9,440	\$17,514	\$17,514	\$17,514	0.0%	0.0%
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>85,111</i>	<i>85,117</i>	<i>84,206</i>	<i>9,067,054</i>	<i>94,877</i>	<i>9,273</i>	<i>356,010</i>	<i>460,160</i>	<i>9,527,214</i>	<i>3,572,429</i>	<i>13,099,643</i>	<i>\$107,677</i>	<i>\$113,142</i>	<i>\$155,567</i>	<i>5.1%</i>	<i>39.4%</i>
T5. Other Object Class 13 Benefits										10,616	10,616					
T5a. USDH - Benefits for Former Employees										9,162	9,162					
T5b. DHFN - Benefits for Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										1,454	1,454					
T5d. Foreign National Separation Liability Accrual										0	0					

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<u>Operation and Maintenance, Defense-Wide</u>												Date: May 2021				
Defense Wide Summary (Defense Agencies/Field Activities) (FY 2022)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>	
	<u>Begin</u>	<u>End</u>		<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>Total</u>	<u>Comp</u>	<u>Benefits</u>	<u>Comp</u>	<u>Basic</u>	<u>Total</u>	<u>Comp</u>	<u>% BC</u>	<u>% BC</u>
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pay</u>	<u>Pay</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	82,860	83,372	81,973	9,270,371	102,792	9,122	350,872	462,786	9,733,157	3,623,163	13,356,320	\$113,091	\$118,736	\$162,936	5.0%	39.1%
D1. US Direct Hire (USDH)	82,164	82,676	81,277	9,243,016	102,787	9,121	349,730	461,638	9,704,654	3,609,933	13,314,587	\$113,722	\$119,402	\$163,817	5.0%	39.1%
D1a. Senior Executive Schedule	1,175	1,232	1,226	224,218	0	175	8,903	9,078	233,296	87,324	320,620	\$182,886	\$190,290	\$261,517	4.0%	38.9%
D1b. General Schedule	71,152	71,352	70,170	8,140,160	102,361	8,088	256,096	366,545	8,506,705	3,031,183	11,537,888	\$116,006	\$121,230	\$164,428	4.5%	37.2%
D1c. Special Schedule	9,187	9,440	9,234	818,075	273	857	80,818	81,948	900,023	466,969	1,366,992	\$88,594	\$97,468	\$148,039	10.0%	57.1%
D1d. Wage System	326	326	321	12,348	139	0	2,978	3,117	15,465	5,905	21,370	\$38,467	\$48,178	\$66,573	25.2%	47.8%
D1e. Highly Qualified Experts	39	41	41	6,824	14	1	243	258	7,082	2,091	9,173	\$166,439	\$172,732	\$223,732	3.8%	30.6%
D1f. Other	285	285	285	41,391	0	0	692	692	42,083	16,461	58,544	\$145,232	\$147,660	\$205,418	1.7%	39.8%
D2. Direct Hire Program Foreign Nationals (DHFN)	447	447	447	17,612	5	1	1,142	1,148	18,760	4,541	23,301	\$39,400	\$41,969	\$52,128	6.5%	25.8%
D3. Total Direct Hire	82,611	83,123	81,724	9,260,628	102,792	9,122	350,872	462,786	9,723,414	3,614,474	13,337,888	\$113,316	\$118,979	\$163,206	5.0%	39.0%
D4. Indirect Hire Foreign Nationals (IHFN)	249	249	249	9,743	0	0	0	-	9,743	0	9,743	\$39,129	\$39,129	\$39,129	0.0%	0.0%
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>82,860</i>	<i>83,372</i>	<i>81,973</i>	<i>9,270,371</i>	<i>102,792</i>	<i>9,122</i>	<i>350,872</i>	<i>462,786</i>	<i>9,733,157</i>	<i>3,614,474</i>	<i>13,347,631</i>	<i>\$113,091</i>	<i>\$118,736</i>	<i>\$162,830</i>	<i>5.0%</i>	<i>39.0%</i>
D5. Other Object Class 13 Benefits										8,689	8,689					
D5a. USDH - Benefits for Former Employees										6,889	6,889					
D5b. DHFN - Benefits for Former Employees										0	-					
D5c. Voluntary Separation Incentive Pay (VSIP)										1,800	1,800					
D5d. Foreign National Separation Liability Accrual										0	-					

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Reimbursable Funded Personnel (includes OC 13)	2,523	2,551	2,848	356,519	820	53	7,054	7,927	364,446	120,556	485,002	\$125,182	\$127,966	\$170,296	2.2%	33.8%
R1. US Direct Hire (USDH)	2,518	2,546	2,843	356,519	820	53	7,054	7,927	364,446	120,556	485,002	\$125,402	\$128,191	\$170,595	2.2%	33.8%
R1a. Senior Executive Schedule	6	1	1	196	0	0	15	15	211	69	280	\$196,000	\$211,000	\$280,000	7.7%	35.2%
R1b. General Schedule	2,424	2,457	2,759	343,033	764	42	6,922	7,728	350,761	116,608	467,369	\$124,332	\$127,133	\$169,398	2.3%	34.0%
R1c. Special Schedule	25	25	25	2,115	36	11	49	96	2,211	800	3,011	\$84,600	\$88,440	\$120,440	4.5%	37.8%
R1d. Wage System	0	0	0	0	0	0	0	-	-	0	-	-	-	-	-	-
R1e. Highly Qualified Experts	1	1	1	155	0	0	0	-	155	0	155	\$155,000	\$155,000	\$155,000	0.0%	0.0%
R1f. Other	62	62	57	11,020	20	0	68	88	11,108	3,079	14,187	\$193,333	\$194,877	\$248,895	0.8%	27.9%
R2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	-	-	0	-	-	-	-	-	-
R3. Total Direct Hire	2,518	2,546	2,843	356,519	820	53	7,054	7,927	364,446	120,556	485,002	\$125,402	\$128,191	\$170,595	2.2%	33.8%
R4. Indirect Hire Foreign Nationals (IHFN)	5	5	5	0	0	0	0	-	-	0	-	\$0	\$0	\$0	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>2,523</i>	<i>2,551</i>	<i>2,848</i>	<i>356,519</i>	<i>820</i>	<i>53</i>	<i>7,054</i>	<i>7,927</i>	<i>364,446</i>	<i>120,556</i>	<i>485,002</i>	<i>\$125,182</i>	<i>\$127,966</i>	<i>\$170,296</i>	<i>2.2%</i>	<i>33.8%</i>
R5. Other Object Class 13 Benefits																
R5a. USDH - Benefits for Former Employees											0					
R5b. DHFN - Benefits for Former Employees											0					
R5c. Voluntary Separation Incentive Pay (VSIP)											0					
R5d. Foreign National Separation Liability Accrual											0					

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Total Personnel (includes OC 13)	85,383	85,923	84,821	9,626,890	103,612	9,175	357,926	470,713	10,097,603	3,743,719	13,841,322	\$113,497	\$119,046	\$163,183	4.9%	38.9%
T1. US Direct Hire (USDH)	84,682	85,222	84,120	9,599,535	103,607	9,174	356,784	469,565	10,069,100	3,730,489	13,799,589	\$114,117	\$119,699	\$164,046	4.9%	38.9%
T1a. Senior Executive Schedule	1,181	1,233	1,227	224,414	0	175	8,918	9,093	233,507	87,393	320,900	\$182,896	\$190,307	\$261,532	4.1%	38.9%
T1b. General Schedule	73,576	73,809	72,929	8,483,193	103,125	8,130	263,018	374,273	8,857,466	3,147,791	12,005,257	\$116,321	\$121,453	\$164,616	4.4%	37.1%
T1c. Special Schedule	9,212	9,465	9,259	820,190	309	868	80,867	82,044	902,234	467,769	1,370,003	\$88,583	\$97,444	\$147,964	10.0%	57.0%
T1d. Wage System	326	326	321	12,348	139	0	2,978	3,117	15,465	5,905	21,370	\$38,467	\$48,178	\$66,573	25.2%	47.8%
T1e. Highly Qualified Experts	40	42	42	6,979	14	1	243	258	7,237	2,091	9,328	\$166,167	\$172,310	\$222,095	3.7%	30.0%
T1f. Other	347	347	342	52,411	20	0	760	780	53,191	19,540	72,731	\$153,249	\$155,529	\$212,664	1.5%	37.3%
T2. Direct Hire Program Foreign Nationals (DHFN)	447	447	447	17,612	5	1	1,142	1,148	18,760	4,541	23,301	\$39,400	\$41,969	\$52,128	6.5%	25.8%
T3. Total Direct Hire	85,129	85,669	84,567	9,617,147	103,612	9,175	357,926	470,713	10,087,860	3,735,030	13,822,890	\$113,722	\$119,288	\$163,455	4.9%	38.8%
T4. Indirect Hire Foreign Nationals (IHFN)	254	254	254	9,743	0	0	0	0	9,743	0	9,743	\$38,358	\$38,358	\$38,358	0.0%	0.0%
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>85,383</i>	<i>85,923</i>	<i>84,821</i>	<i>9,626,890</i>	<i>103,612</i>	<i>9,175</i>	<i>357,926</i>	<i>470,713</i>	<i>10,097,603</i>	<i>3,735,030</i>	<i>13,832,633</i>	<i>\$113,497</i>	<i>\$119,046</i>	<i>\$163,080</i>	<i>4.9%</i>	<i>38.8%</i>
T5. Other Object Class 13 Benefits										8,689	8,689					
T5a. USDH - Benefits for Former Employees										6,889	6,889					
T5b. DHFN - Benefits for Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										1,800	1,800					
T5d. Foreign National Separation Liability Accrual										0	0					

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<u>Research, Development, Test & Eval, DW</u>												Date: May 2021				
Defense Wide Summary (Defense Agencies/Field Activities) (FY 2020)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>
	<u>Begin</u>	<u>End</u>		<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>Total</u>	<u>Comp</u>	<u>Benefits</u>	<u>Comp</u>	<u>Basic</u>	<u>Total</u>	<u>Comp</u>	<u>% BC</u>	<u>% BC</u>
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pav</u>	<u>Pav</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	3,089	3,004	3,210	393,445	800	13,358	12,084	26,242	419,687	141,897	561,584	\$122,569	\$130,744	\$174,948	6.7%	36.1%
D1. US Direct Hire (USDH)	3,089	3,004	3,210	393,445	800	13,358	12,084	26,242	419,687	141,777	561,464	\$122,569	\$130,744	\$174,911	6.7%	36.0%
D1a. Senior Executive Schedule	31	30	30	4,824	0	173	551	724	5,548	1,584	7,132	\$160,800	\$184,933	\$237,733	15.0%	32.8%
D1b. General Schedule	2,962	2,878	3,085	371,263	800	13,185	10,944	24,929	396,192	132,213	528,405	\$120,345	\$128,425	\$171,282	6.7%	35.6%
D1c. Special Schedule	96	96	95	17,358	0	0	589	589	17,947	7,980	25,927	\$182,716	\$188,916	\$272,916	3.4%	46.0%
D1d. Wage System	0	0	0	0	0	0	0	-	-	0	-	-	-	-	-	-
D1e. Highly Qualified Experts	0	0	0	0	0	0	0	-	-	0	-	-	-	-	-	-
D1f. Other	0	0	0	0	0	0	0	-	-	0	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	-	-	0	-	-	-	-	-	-
D3. Total Direct Hire	3,089	3,004	3,210	393,445	800	13,358	12,084	26,242	419,687	141,777	561,464	\$122,569	\$130,744	\$174,911	6.7%	36.0%
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	-	-	0	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>3,089</i>	<i>3,004</i>	<i>3,210</i>	<i>393,445</i>	<i>800</i>	<i>13,358</i>	<i>12,084</i>	<i>26,242</i>	<i>419,687</i>	<i>141,777</i>	<i>561,464</i>	<i>\$122,569</i>	<i>\$130,744</i>	<i>\$174,911</i>	<i>6.7%</i>	<i>36.0%</i>
D5. Other Object Class 13 Benefits											120	120				
D5a. USDH - Benefits for Former Employees											0	-				
D5b. DHFN - Benefits for Former Employees											0	-				
D5c. Voluntary Separation Incentive Pay (VSIP)											120	120				
D5d. Foreign National Separation Liability Accrual											0	-				

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Reimbursable Funded Personnel (includes OC 13)	134	139	111	10,801	66	1	227	294	11,095	3,147	14,242	\$97,306	\$99,955	\$128,306	2.7%	29.1%
R1. US Direct Hire (USDH)	134	139	111	10,801	66	1	227	294	11,095	3,147	14,242	\$97,306	\$99,955	\$128,306	2.7%	29.1%
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	-	-	0	-	-	-	-	-	-
R1b. General Schedule	134	139	111	10,801	66	1	227	294	11,095	3,147	14,242	\$97,306	\$99,955	\$128,306	2.7%	29.1%
R1c. Special Schedule	0	0	0	0	0	0	0	-	-	0	-	-	-	-	-	-
R1d. Wage System	0	0	0	0	0	0	0	-	-	0	-	-	-	-	-	-
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	-	-	0	-	-	-	-	-	-
R1f. Other	0	0	0	0	0	0	0	-	-	0	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	-	-	0	-	-	-	-	-	-
R3. Total Direct Hire	134	139	111	10,801	66	1	227	294	11,095	3,147	14,242	\$97,306	\$99,955	\$128,306	2.7%	29.1%
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	-	-	0	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>134</i>	<i>139</i>	<i>111</i>	<i>10,801</i>	<i>66</i>	<i>1</i>	<i>227</i>	<i>294</i>	<i>11,095</i>	<i>3,147</i>	<i>14,242</i>	<i>\$97,306</i>	<i>\$99,955</i>	<i>\$128,306</i>	<i>2.7%</i>	<i>29.1%</i>
R5. Other Object Class 13 Benefits																
R5a. USDH - Benefits for Former Employees											0					
R5b. DHFN - Benefits for Former Employees											0					
R5c. Voluntary Separation Incentive Pay (VSIP)											0					
R5d. Foreign National Separation Liability Accrual											0					

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Total Personnel (includes OC 13)	3,223	3,143	3,321	404,246	866	13,359	12,311	26,536	430,782	145,044	575,826	\$121,724	\$129,715	\$173,389	6.6%	35.9%
T1. US Direct Hire (USDH)	3,223	3,143	3,321	404,246	866	13,359	12,311	26,536	430,782	144,924	575,706	\$121,724	\$129,715	\$173,353	6.6%	35.9%
T1a. Senior Executive Schedule	31	30	30	4,824	0	173	551	724	5,548	1,584	7,132	\$160,800	\$184,933	\$237,733	15.0%	32.8%
T1b. General Schedule	3,096	3,017	3,196	382,064	866	13,186	11,171	25,223	407,287	135,360	542,647	\$119,544	\$127,436	\$169,789	6.6%	35.4%
T1c. Special Schedule	96	96	95	17,358	0	0	589	589	17,947	7,980	25,927	\$182,716	\$188,916	\$272,916	3.4%	46.0%
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	3,223	3,143	3,321	404,246	866	13,359	12,311	26,536	430,782	144,924	575,706	\$121,724	\$129,715	\$173,353	6.6%	35.9%
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>	<i>3,223</i>	<i>3,143</i>	<i>3,321</i>	<i>404,246</i>	<i>866</i>	<i>13,359</i>	<i>12,311</i>	<i>26,536</i>	<i>430,782</i>	<i>144,924</i>	<i>575,706</i>	<i>\$121,724</i>	<i>\$129,715</i>	<i>\$173,353</i>	<i>6.6%</i>	<i>35.9%</i>
T5. Other Object Class 13 Benefits										120	120					
T5a. USDH - Benefits for Former Employees										0	0					
T5b. DHFN - Benefits for Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										120	120					
T5d. Foreign National Separation Liability Accrual										0	0					

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<u>Research, Development, Test & Eval, DW</u>												Date: May 2021				
Defense Wide Summary (Defense Agencies/Field Activities) (FY 2021)																
	(\$ in Thousands)											<u>Rates</u>				
	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
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pav</u>	<u>Pav</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	3,014	2,929	2,938	364,348	794	11,865	11,630	24,289	388,637	128,731	517,368	\$124,012	\$132,279	\$176,095	6.7%	35.3%
D1. US Direct Hire (USDH)	3,014	2,929	2,938	364,348	794	11,865	11,630	24,289	388,637	128,611	517,248	\$124,012	\$132,279	\$176,054	6.7%	35.3%
D1a. Senior Executive Schedule	34	32	32	5,281	0	176	451	627	5,908	1,770	7,678	\$165,031	\$184,625	\$239,938	11.9%	33.5%
D1b. General Schedule	2,878	2,794	2,803	340,053	794	11,689	10,314	22,797	362,850	118,699	481,549	\$121,318	\$129,451	\$171,798	6.7%	34.9%
D1c. 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%
D1d. Wage System	0	0	0	0	0	0	0	-	-	0	-	-	-	-	-	-
D1e. Highly Qualified Experts	0	0	0	0	0	0	0	-	-	0	-	-	-	-	-	-
D1f. Other	0	0	0	0	0	0	0	-	-	0	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	-	-	0	-	-	-	-	-	-
D3. Total Direct Hire	3,014	2,929	2,938	364,348	794	11,865	11,630	24,289	388,637	128,611	517,248	\$124,012	\$132,279	\$176,054	6.7%	35.3%
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	-	-	0	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>3,014</i>	<i>2,929</i>	<i>2,938</i>	<i>364,348</i>	<i>794</i>	<i>11,865</i>	<i>11,630</i>	<i>24,289</i>	<i>388,637</i>	<i>128,611</i>	<i>517,248</i>	<i>\$124,012</i>	<i>\$132,279</i>	<i>\$176,054</i>	<i>6.7%</i>	<i>35.3%</i>
D5. Other Object Class 13 Benefits										120	120					
D5a. USDH - Benefits for Former Employees										0	-					
D5b. DHFN - Benefits for Former Employees										0	-					
D5c. Voluntary Separation Incentive Pay (VSIP)										120	120					
D5d. Foreign National Separation Liability Accrual										0	-					

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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	0	0	0	0	0	0	0	-	-	0	-	-	-	-	-	-
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	0	0	0	0	0	0	0	-	-	0	-	-	-	-	-	-
R1d. Wage System	0	0	0	0	0	0	0	-	-	0	-	-	-	-	-	-
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	-	-	0	-	-	-	-	-	-
R1f. Other	0	0	0	0	0	0	0	-	-	0	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	-	-	0	-	-	-	-	-	-
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)	0	0	0	0	0	0	0	-	-	0	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>191</i>	<i>191</i>	<i>191</i>	<i>18,479</i>	<i>36</i>	<i>12</i>	<i>113</i>	<i>161</i>	<i>18,640</i>	<i>3,952</i>	<i>22,592</i>	<i>\$96,749</i>	<i>\$97,592</i>	<i>\$118,283</i>	<i>0.9%</i>	<i>21.4%</i>
R5. Other Object Class 13 Benefits																
R5a. USDH - Benefits for Former Employees										0	-					
R5b. DHFN - Benefits for Former Employees										0	-					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	-					
R5d. Foreign National Separation Liability Accrual										0	-					

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Total Personnel (includes OC 13)	3,205	3,120	3,129	382,827	830	11,877	11,743	24,450	407,277	132,683	539,960	\$122,348	\$130,162	\$172,566	6.4%	34.7%
T1. US Direct Hire (USDH)	3,205	3,120	3,129	382,827	830	11,877	11,743	24,450	407,277	132,563	539,840	\$122,348	\$130,162	\$172,528	6.4%	34.6%
T1a. Senior Executive Schedule	34	32	32	5,281	0	176	451	627	5,908	1,770	7,678	\$165,031	\$184,625	\$239,938	11.9%	33.5%
T1b. General Schedule	3,069	2,985	2,994	358,532	830	11,701	10,427	22,958	381,490	122,651	504,141	\$119,750	\$127,418	\$168,384	6.4%	34.2%
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)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	3,205	3,120	3,129	382,827	830	11,877	11,743	24,450	407,277	132,563	539,840	\$122,348	\$130,162	\$172,528	6.4%	34.6%
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>	<i>3,205</i>	<i>3,120</i>	<i>3,129</i>	<i>382,827</i>	<i>830</i>	<i>11,877</i>	<i>11,743</i>	<i>24,450</i>	<i>407,277</i>	<i>132,563</i>	<i>539,840</i>	<i>\$122,348</i>	<i>\$130,162</i>	<i>\$172,528</i>	<i>6.4%</i>	<i>34.6%</i>
T5. Other Object Class 13 Benefits											120	120				
T5a. USDH - Benefits for Former Employees											0	0				
T5b. DHFN - Benefits for Former Employees											0	0				
T5c. Voluntary Separation Incentive Pay (VSIP)											120	120				
T5d. Foreign National Separation Liability Accrual											0	0				

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<u>Research, Development, Test & Eval, DW</u>												Date: May 2021				
Defense Wide Summary (Defense Agencies/Field Activities) (FY 2022)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>
	<u>Begin</u>	<u>End</u>		<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>Total</u>	<u>Comp</u>	<u>Benefits</u>	<u>Comp</u>	<u>Basic</u>	<u>Total</u>	<u>Comp</u>	<u>% BC</u>	<u>% BC</u>
	<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pav</u>	<u>Pav</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>	<u>O.C.12/13</u>	<u>& Benefits</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	2,937	3,011	2,998	382,227	799	12,787	12,872	26,458	408,685	135,229	543,914	\$127,494	\$136,319	\$181,426	6.9%	35.4%
D1. US Direct Hire (USDH)	2,937	3,011	2,998	382,227	799	12,787	12,872	26,458	408,685	135,109	543,794	\$127,494	\$136,319	\$181,386	6.9%	35.3%
D1a. Senior Executive Schedule	31	31	31	4,973	0	165	572	737	5,710	1,637	7,347	\$160,419	\$184,194	\$237,000	14.8%	32.9%
D1b. General Schedule	2,803	2,877	2,864	357,921	799	12,622	11,517	24,938	382,859	124,253	507,112	\$124,972	\$133,680	\$177,064	7.0%	34.7%
D1c. Special Schedule	103	103	103	19,333	0	0	783	783	20,116	9,219	29,335	\$187,699	\$195,301	\$284,806	4.1%	47.7%
D1d. Wage System	0	0	0	0	0	0	0	-	-	0	-	-	-	-	-	-
D1e. Highly Qualified Experts	0	0	0	0	0	0	0	-	-	0	-	-	-	-	-	-
D1f. Other	0	0	0	0	0	0	0	-	-	0	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	-	-	0	-	-	-	-	-	-
D3. Total Direct Hire	2,937	3,011	2,998	382,227	799	12,787	12,872	26,458	408,685	135,109	543,794	\$127,494	\$136,319	\$181,386	6.9%	35.3%
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	-	-	0	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	2,937	3,011	2,998	382,227	799	12,787	12,872	26,458	408,685	135,109	543,794	\$127,494	\$136,319	\$181,386	6.9%	35.3%
D5. Other Object Class 13 Benefits											120	120				
D5a. USDH - Benefits for Former Employees											0	-				
D5b. DHFN - Benefits for Former Employees											0	-				
D5c. Voluntary Separation Incentive Pay (VSIP)											120	120				
D5d. Foreign National Separation Liability Accrual											0	-				

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Reimbursable Funded Personnel (includes OC 13)	191	191	191	17,850	35	13	307	355	18,205	4,109	22,314	\$93,455	\$95,314	\$116,827	2.0%	23.0%
R1. US Direct Hire (USDH)	191	191	191	17,850	35	13	307	355	18,205	4,109	22,314	\$93,455	\$95,314	\$116,827	2.0%	23.0%
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	-	-	0	-	-	-	-	-	-
R1b. General Schedule	191	191	191	17,850	35	13	307	355	18,205	4,109	22,314	\$93,455	\$95,314	\$116,827	2.0%	23.0%
R1c. Special Schedule	0	0	0	0	0	0	0	-	-	0	-	-	-	-	-	-
R1d. Wage System	0	0	0	0	0	0	0	-	-	0	-	-	-	-	-	-
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	-	-	0	-	-	-	-	-	-
R1f. Other	0	0	0	0	0	0	0	-	-	0	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	-	-	0	-	-	-	-	-	-
R3. Total Direct Hire	191	191	191	17,850	35	13	307	355	18,205	4,109	22,314	\$93,455	\$95,314	\$116,827	2.0%	23.0%
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	-	-	0	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>191</i>	<i>191</i>	<i>191</i>	<i>17,850</i>	<i>35</i>	<i>13</i>	<i>307</i>	<i>355</i>	<i>18,205</i>	<i>4,109</i>	<i>22,314</i>	<i>\$93,455</i>	<i>\$95,314</i>	<i>\$116,827</i>	<i>2.0%</i>	<i>23.0%</i>
R5. Other Object Class 13 Benefits																
R5a. USDH - Benefits for Former Employees										0	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees										0	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)										0	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual										0	-	-	-	-	-	-

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Total Personnel (includes OC 13)	3,128	3,202	3,189	400,077	834	12,800	13,179	26,813	426,890	139,338	566,228	\$125,455	\$133,863	\$177,557	6.7%	34.8%
T1. US Direct Hire (USDH)	3,128	3,202	3,189	400,077	834	12,800	13,179	26,813	426,890	139,218	566,108	\$125,455	\$133,863	\$177,519	6.7%	34.8%
T1a. Senior Executive Schedule	31	31	31	4,973	0	165	572	737	5,710	1,637	7,347	\$160,419	\$184,194	\$237,000	14.8%	32.9%
T1b. General Schedule	2,994	3,068	3,055	375,771	834	12,635	11,824	25,293	401,064	128,362	529,426	\$123,002	\$131,281	\$173,298	6.7%	34.2%
T1c. Special Schedule	103	103	103	19,333	0	0	783	783	20,116	9,219	29,335	\$187,699	\$195,301	\$284,806	4.1%	47.7%
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	3,128	3,202	3,189	400,077	834	12,800	13,179	26,813	426,890	139,218	566,108	\$125,455	\$133,863	\$177,519	6.7%	34.8%
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>	<i>3,128</i>	<i>3,202</i>	<i>3,189</i>	<i>400,077</i>	<i>834</i>	<i>12,800</i>	<i>13,179</i>	<i>26,813</i>	<i>426,890</i>	<i>139,218</i>	<i>566,108</i>	<i>\$125,455</i>	<i>\$133,863</i>	<i>\$177,519</i>	<i>6.7%</i>	<i>34.8%</i>
T5. Other Object Class 13 Benefits											120	120				
T5a. USDH - Benefits for Former Employees											0	0				
T5b. DHFN - Benefits for Former Employees											0	0				
T5c. Voluntary Separation Incentive Pay (VSIP)											120	120				
T5d. Foreign National Separation Liability Accrual											0	0				