

Defense-Wide Civilian Personnel Costs

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide												Date: April 2022				
Defense Media Activity																
(FY 2021)																
(\$ in Thousands)																
	a	b	c	d	e	f	g	e + f + g	d + h	j	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	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)	524	519	522	50,737	478	217	1,488	2,183	52,920	17,807	70,727	\$97,197	\$101,379	\$135,492	4.3%	35.1%
D1. US Direct Hire (USDH)	468	467	470	49,320	478	217	1,488	2,183	51,503	17,607	69,110	<i>\$104,936</i>	<i>\$109,581</i>	<i>\$147,043</i>	<i>4.4%</i>	<i>35.7%</i>
D1a. Senior Executive Schedule	-	1	1	122	-	-	-	-	122	41	163	<i>\$122,000</i>	<i>\$122,000</i>	<i>\$163,000</i>	<i>0.0%</i>	<i>33.6%</i>
D1b. General Schedule	463	461	466	49,018	476	217	1,481	2,174	51,192	17,491	68,683	<i>\$105,189</i>	<i>\$109,854</i>	<i>\$147,388</i>	<i>4.4%</i>	<i>35.7%</i>
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	5	5	3	180	2	-	7	9	189	75	264	<i>\$60,000</i>	<i>\$63,000</i>	<i>\$88,000</i>	<i>5.0%</i>	<i>41.7%</i>
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	25	23	23	129	-	-	-	-	129	-	129	<i>\$5,609</i>	<i>\$5,609</i>	<i>\$5,609</i>	<i>0.0%</i>	<i>0.0%</i>
D3. Total Direct Hire	493	490	493	49,449	478	217	1,488	2,183	51,632	17,607	69,239	<i>\$100,302</i>	<i>\$104,730</i>	<i>\$140,444</i>	<i>4.4%</i>	<i>35.6%</i>
D4. Indirect Hire Foreign Nationals (IHFN)	31	29	29	1,288	-	-	-	-	1,288	-	1,288	<i>\$44,414</i>	<i>\$44,414</i>	<i>\$44,414</i>	<i>0.0%</i>	<i>0.0%</i>
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>524</i>	<i>519</i>	<i>522</i>	<i>50,737</i>	<i>478</i>	<i>217</i>	<i>1,488</i>	<i>2,183</i>	<i>52,920</i>	<i>17,607</i>	<i>70,527</i>	<i>\$97,197</i>	<i>\$101,379</i>	<i>\$135,109</i>	<i>4.3%</i>	<i>34.7%</i>
D5. Other Object Class 13 Benefits											200					
D5a. USDH - Benefits for Former Employees											-					
D5b. DHFN - Benefits for Former Employees											-					
D5c. Voluntary Separation Incentive Pay (VSIP)											200					
D5d. Foreign National Separation Liability Accrual											-					

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	<u>524</u>	<u>519</u>	<u>522</u>	<u>50,737</u>	<u>478</u>	<u>217</u>	<u>1,488</u>	<u>2,183</u>	<u>52,920</u>	<u>17,807</u>	<u>70,727</u>	<u>\$97,197</u>	<u>\$101,379</u>	<u>\$135,492</u>	<u>4.3%</u>	<u>35.1%</u>	
T1. US Direct Hire (USDH)	<u>468</u>	<u>467</u>	<u>470</u>	<u>49,320</u>	<u>478</u>	<u>217</u>	<u>1,488</u>	<u>2,183</u>	<u>51,503</u>	<u>17,607</u>	<u>69,110</u>	<u>\$104,936</u>	<u>\$109,581</u>	<u>\$147,043</u>	<u>4.4%</u>	<u>35.7%</u>	
T1a. Senior Executive Schedule	0	1	1	122	0	0	0	0	122	41	163	<u>\$122,000</u>	<u>\$122,000</u>	<u>\$163,000</u>	<u>0.0%</u>	<u>33.6%</u>	
T1b. General Schedule	463	461	466	49,018	476	217	1,481	2,174	51,192	17,491	68,683	<u>\$105,189</u>	<u>\$109,854</u>	<u>\$147,388</u>	<u>4.4%</u>	<u>35.7%</u>	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	5	5	3	180	2	0	7	9	189	75	264	<u>\$60,000</u>	<u>\$63,000</u>	<u>\$88,000</u>	<u>5.0%</u>	<u>41.7%</u>	
T1e. Highly 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)	25	23	23	129	0	0	0	0	129	0	129	<u>\$5,609</u>	<u>\$5,609</u>	<u>\$5,609</u>	<u>0.0%</u>	<u>0.0%</u>	
T3. Total Direct Hire	<u>493</u>	<u>490</u>	<u>493</u>	<u>49,449</u>	<u>478</u>	<u>217</u>	<u>1,488</u>	<u>2,183</u>	<u>51,632</u>	<u>17,607</u>	<u>69,239</u>	<u>\$100,302</u>	<u>\$104,730</u>	<u>\$140,444</u>	<u>4.4%</u>	<u>35.6%</u>	
T4. Indirect Hire Foreign Nationals (IHFN)	31	29	29	1,288	0	0	0	0	1,288	0	1,288	<u>\$44,414</u>	<u>\$44,414</u>	<u>\$44,414</u>	<u>0.0%</u>	<u>0.0%</u>	
<i>Subtotal - Total Funded (excludes OC 13)</i>	<u>524</u>	<u>519</u>	<u>522</u>	<u>50,737</u>	<u>478</u>	<u>217</u>	<u>1,488</u>	<u>2,183</u>	<u>52,920</u>	<u>17,607</u>	<u>70,527</u>	<u>\$97,197</u>	<u>\$101,379</u>	<u>\$135,109</u>	<u>4.3%</u>	<u>34.7%</u>	
T5. Other Object Class 13 Benefits										<u>200</u>	<u>200</u>						
T5a. USDH - Benefits for Former Employees										0	0						
T5b. DHFN - Benefits for Former Employees										0	0						
T5c. Voluntary Separation Incentive Pay (VSIP)										200	200						
T5d. Foreign National Separation Liability Accrual										0	0						

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Operation and Maintenance, Defense-Wide											Date: April 2022					
Defense Media Activity																
-																
(FY 2022)																
(\$ in Thousands)																
	a	b	c	d	e	f	g	e + f + g	d + h	j	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)	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																

Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book

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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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>	560	575	575	53,410	410	125	1,507	2,042	55,452	17,199	72,651	\$92,887	\$96,438	\$126,350	3.8%	32.2%	
T5. Other Object Class 13 Benefits										400	400						
T5a. USDH - Benefits for Former Employees										0	0						
T5b. DHFN - Benefits for Former Employees										0	0						
T5c. Voluntary Separation Incentive Pay (VSIP)										400	400						
T5d. Foreign National Separation Liability Accrual										0	0						

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Volume II - Defense-Wide Data Book**

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Defense Media Activity																
-																
(FY 2023)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
Direct Funded Personnel (includes OC 13)	575	577	577	55,017	508	220	1,496	2,224	57,241	18,516	75,757	\$95,350	\$99,205	\$131,295	4.0%	33.7%
D1. US Direct Hire (USDH)	505	507	507	52,497	508	220	1,496	2,224	54,721	18,266	72,987	\$103,544	\$107,931	\$143,959	4.2%	34.8%
D1a. Senior Executive Schedule	1	1	1	191	-	-	-	-	191	70	261	\$191,000	\$191,000	\$261,000	0.0%	36.6%
D1b. General Schedule	499	501	501	52,017	500	220	1,487	2,207	54,224	18,075	72,299	\$103,826	\$108,232	\$144,309	4.2%	34.7%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	5	5	5	289	8	-	9	17	306	121	427	\$57,800	\$61,200	\$85,400	5.9%	41.9%
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	30	30	30	820	-	-	-	-	820	-	820	\$27,333	\$27,333	\$27,333	0.0%	0.0%
D3. Total Direct Hire	535	537	537	53,317	508	220	1,496	2,224	55,541	18,266	73,807	\$99,287	\$103,428	\$137,443	4.2%	34.3%
D4. Indirect Hire Foreign Nationals (IHFN)	40	40	40	1,700	-	-	-	-	1,700	-	1,700	\$42,500	\$42,500	\$42,500	0.0%	0.0%
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>575</i>	<i>577</i>	<i>577</i>	<i>55,017</i>	<i>508</i>	<i>220</i>	<i>1,496</i>	<i>2,224</i>	<i>57,241</i>	<i>18,266</i>	<i>75,507</i>	<i>\$95,350</i>	<i>\$99,205</i>	<i>\$130,861</i>	<i>4.0%</i>	<i>33.2%</i>
D5. Other Object Class 13 Benefits										250	250					
D5a. USDH - Benefits for Former Employees										-	-					
D5b. DHFN - Benefits for Former Employees										-	-					
D5c. Voluntary Separation Incentive Pay (VSIP)										250	250					
D5d. Foreign National Separation Liability Accrual										-	-					

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Volume II - Defense-Wide Data Book**

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																	
Total Personnel (includes OC 13)	575	577	577	55,017	508	220	1,496	2,224	57,241	18,516	75,757	\$95,350	\$99,205	\$131,295	4.0%	33.7%	
T1. US Direct Hire (USDH)	505	507	507	52,497	508	220	1,496	2,224	54,721	18,266	72,987	\$103,544	\$107,931	\$143,959	4.2%	34.8%	
T1a. Senior Executive Schedule	1	1	1	191	0	0	0	0	191	70	261	\$191,000	\$191,000	\$261,000	0.0%	36.6%	
T1b. General Schedule	499	501	501	52,017	500	220	1,487	2,207	54,224	18,075	72,299	\$103,826	\$108,232	\$144,309	4.2%	34.7%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	5	5	5	289	8	0	9	17	306	121	427	\$57,800	\$61,200	\$85,400	5.9%	41.9%	
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)	30	30	30	820	0	0	0	0	820	0	820	\$27,333	\$27,333	\$27,333	0.0%	0.0%	
T3. Total Direct Hire	535	537	537	53,317	508	220	1,496	2,224	55,541	18,266	73,807	\$99,287	\$103,428	\$137,443	4.2%	34.3%	
T4. Indirect Hire Foreign Nationals (IHFN)	40	40	40	1,700	0	0	0	0	1,700	0	1,700	\$42,500	\$42,500	\$42,500	0.0%	0.0%	
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>575</i>	<i>577</i>	<i>577</i>	<i>55,017</i>	<i>508</i>	<i>220</i>	<i>1,496</i>	<i>2,224</i>	<i>57,241</i>	<i>18,266</i>	<i>75,507</i>	<i>\$95,350</i>	<i>\$99,205</i>	<i>\$130,861</i>	<i>4.0%</i>	<i>33.2%</i>	
T5. Other Object Class 13 Benefits											250						
T5a. USDH - Benefits for Former Employees											0						
T5b. DHFN - Benefits for Former Employees											0						
T5c. Voluntary Separation Incentive Pay (VSIP)											250						
T5d. Foreign National Separation Liability Accrual											0						

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide												Date: April 2022				
Defense Acquisition University																
(FY 2021)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
Direct Funded Personnel (includes OC 13)	669	621	565	81,283	49	14	2,543	2,606	83,889	25,559	109,448	\$143,864	\$148,476	\$193,713	3.2%	31.4%
D1. US Direct Hire (USDH)	669	621	565	81,283	49	14	2,543	2,606	83,889	25,544	109,433	\$143,864	\$148,476	\$193,687	3.2%	31.4%
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	144	17,557	25	5	615	645	18,202	5,084	23,286	\$121,924	\$126,403	\$161,708	3.7%	29.0%
D1c. Special Schedule	510	474	420	63,528	24	9	1,908	1,941	65,469	20,396	85,865	\$151,257	\$155,879	\$204,440	3.1%	32.1%
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	669	621	565	81,283	49	14	2,543	2,606	83,889	25,544	109,433	\$143,864	\$148,476	\$193,687	3.2%	31.4%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	669	621	565	81,283	49	14	2,543	2,606	83,889	25,544	109,433	\$143,864	\$148,476	\$193,687	3.2%	31.4%
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees											15					
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)											15					
D5d. Foreign National Separation Liability Accrual																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	669	621	565	81,283	49	14	2,543	2,606	83,889	25,559	109,448	\$143,864	\$148,476	\$193,713	3.2%	31.4%	
T1. US Direct Hire (USDH)	669	621	565	81,283	49	14	2,543	2,606	83,889	25,544	109,433	\$143,864	\$148,476	\$193,687	3.2%	31.4%	
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	144	17,557	25	5	615	645	18,202	5,084	23,286	\$121,924	\$126,403	\$161,708	3.7%	29.0%	
T1c. Special Schedule	510	474	420	63,528	24	9	1,908	1,941	65,469	20,396	85,865	\$151,257	\$155,879	\$204,440	3.1%	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	669	621	565	81,283	49	14	2,543	2,606	83,889	25,544	109,433	\$143,864	\$148,476	\$193,687	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>669</i>	<i>621</i>	<i>565</i>	<i>81,283</i>	<i>49</i>	<i>14</i>	<i>2,543</i>	<i>2,606</i>	<i>83,889</i>	<i>25,544</i>	<i>109,433</i>	<i>\$143,864</i>	<i>\$148,476</i>	<i>\$193,687</i>	<i>3.2%</i>	<i>31.4%</i>	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	15	15	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	15	15	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-	

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide												Date: April 2022				
Defense Acquisition University																
-																
(FY 2022)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
Direct Funded Personnel (includes OC 13)	621	632	568	84,977	52	14	2,660	2,726	87,703	26,157	113,860	\$149,607	\$154,407	\$200,458	3.2%	30.8%
D1. US Direct Hire (USDH)	621	632	568	84,977	52	14	2,660	2,726	87,703	26,157	113,860	\$149,607	\$154,407	\$200,458	3.2%	30.8%
D1a. Senior Executive Schedule	1	1	1	206	-	-	21	21	227	67	294	\$206,000	\$227,000	\$294,000	10.2%	32.5%
D1b. General Schedule	146	154	147	18,652	27	5	653	685	19,337	5,294	24,631	\$126,884	\$131,544	\$167,558	3.7%	28.4%
D1c. Special Schedule	474	477	420	66,119	25	9	1,986	2,020	68,139	20,796	88,935	\$157,426	\$162,236	\$211,750	3.1%	31.5%
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	621	632	568	84,977	52	14	2,660	2,726	87,703	26,157	113,860	\$149,607	\$154,407	\$200,458	3.2%	30.8%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	621	632	568	84,977	52	14	2,660	2,726	87,703	26,157	113,860	\$149,607	\$154,407	\$200,458	3.2%	30.8%
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	<u>621</u>	<u>632</u>	<u>568</u>	<u>84,977</u>	<u>52</u>	<u>14</u>	<u>2,660</u>	<u>2,726</u>	<u>87,703</u>	<u>26,157</u>	<u>113,860</u>	<u>\$149,607</u>	<u>\$154,407</u>	<u>\$200,458</u>	<u>3.2%</u>	<u>30.8%</u>	
T1. US Direct Hire (USDH)	<u>621</u>	<u>632</u>	<u>568</u>	<u>84,977</u>	<u>52</u>	<u>14</u>	<u>2,660</u>	<u>2,726</u>	<u>87,703</u>	<u>26,157</u>	<u>113,860</u>	<u>\$149,607</u>	<u>\$154,407</u>	<u>\$200,458</u>	<u>3.2%</u>	<u>30.8%</u>	
T1a. Senior Executive Schedule	1	1	1	206	0	0	21	21	227	67	294	\$206,000	\$227,000	\$294,000	10.2%	32.5%	
T1b. General Schedule	146	154	147	18,652	27	5	653	685	19,337	5,294	24,631	\$126,884	\$131,544	\$167,558	3.7%	28.4%	
T1c. Special Schedule	474	477	420	66,119	25	9	1,986	2,020	68,139	20,796	88,935	\$157,426	\$162,236	\$211,750	3.1%	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	<u>621</u>	<u>632</u>	<u>568</u>	<u>84,977</u>	<u>52</u>	<u>14</u>	<u>2,660</u>	<u>2,726</u>	<u>87,703</u>	<u>26,157</u>	<u>113,860</u>	<u>\$149,607</u>	<u>\$154,407</u>	<u>\$200,458</u>	<u>3.2%</u>	<u>30.8%</u>	
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>	<u>621</u>	<u>632</u>	<u>568</u>	<u>84,977</u>	<u>52</u>	<u>14</u>	<u>2,660</u>	<u>2,726</u>	<u>87,703</u>	<u>26,157</u>	<u>113,860</u>	<u>\$149,607</u>	<u>\$154,407</u>	<u>\$200,458</u>	<u>3.2%</u>	<u>30.8%</u>	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-	

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide												Date: April 2022				
Defense Acquisition University																
(FY 2023)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
Direct Funded Personnel (includes OC 13)	632	632	570	88,476	52	14	2,769	2,835	91,311	27,246	118,557	\$155,221	\$160,195	\$207,995	3.2%	30.8%
D1. US Direct Hire (USDH)	632	632	570	88,476	52	14	2,769	2,835	91,311	27,246	118,557	\$155,221	\$160,195	\$207,995	3.2%	30.8%
D1a. Senior Executive Schedule	1	1	1	210	-	-	21	21	231	68	299	\$210,000	\$231,000	\$299,000	10.0%	32.4%
D1b. General Schedule	154	154	147	19,056	27	5	668	700	19,756	5,409	25,165	\$129,633	\$134,395	\$171,190	3.7%	28.4%
D1c. Special Schedule	477	477	422	69,210	25	9	2,080	2,114	71,324	21,769	93,093	\$164,005	\$169,014	\$220,600	3.1%	31.5%
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	632	632	570	88,476	52	14	2,769	2,835	91,311	27,246	118,557	\$155,221	\$160,195	\$207,995	3.2%	30.8%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	632	632	570	88,476	52	14	2,769	2,835	91,311	27,246	118,557	\$155,221	\$160,195	\$207,995	3.2%	30.8%
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book

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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	632	632	570	88,476	52	14	2,769	2,835	91,311	27,246	118,557	\$155,221	\$160,195	\$207,995	3.2%	30.8%	
T1. US Direct Hire (USDH)	632	632	570	88,476	52	14	2,769	2,835	91,311	27,246	118,557	\$155,221	\$160,195	\$207,995	3.2%	30.8%	
T1a. Senior Executive Schedule	1	1	1	210	0	0	21	21	231	68	299	\$210,000	\$231,000	\$299,000	10.0%	32.4%	
T1b. General Schedule	154	154	147	19,056	27	5	668	700	19,756	5,409	25,165	\$129,633	\$134,395	\$171,190	3.7%	28.4%	
T1c. Special Schedule	477	477	422	69,210	25	9	2,080	2,114	71,324	21,769	93,093	\$164,005	\$169,014	\$220,600	3.1%	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	632	632	570	88,476	52	14	2,769	2,835	91,311	27,246	118,557	\$155,221	\$160,195	\$207,995	3.2%	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>	632	632	570	88,476	52	14	2,769	2,835	91,311	27,246	118,557	\$155,221	\$160,195	\$207,995	3.2%	30.8%	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide												Date: April 2022				
Defense Contract Audit Agency																
(FY 2021)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
Direct Funded Personnel (includes OC 13)	3,971	3,701	3,735	370,547	551	26	6,098	6,675	377,222	143,437	520,659	\$99,209	\$100,997	\$139,400	1.8%	38.7%
D1. US Direct Hire (USDH)	3,971	3,701	3,735	370,547	551	26	6,098	6,675	377,222	143,437	520,659	\$99,209	\$100,997	\$139,400	1.8%	38.7%
D1a. Senior Executive Schedule	17	14	16	2,963	-	-	331	331	3,294	1,025	4,319	\$185,188	\$205,875	\$269,938	11.2%	34.6%
D1b. General Schedule	3,954	3,687	3,719	367,584	551	26	5,767	6,344	373,928	142,412	516,340	\$98,839	\$100,545	\$138,838	1.7%	38.7%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	3,971	3,701	3,735	370,547	551	26	6,098	6,675	377,222	143,437	520,659	\$99,209	\$100,997	\$139,400	1.8%	38.7%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	3,971	3,701	3,735	370,547	551	26	6,098	6,675	377,222	143,437	520,659	\$99,209	\$100,997	\$139,400	1.8%	38.7%
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	307	283	283	28,089	0	0	513	513	28,602	10,849	39,451	\$99,254	\$101,067	\$139,403	1.8%	38.6%
R1. US Direct Hire (USDH)	307	283	283	28,089	-	-	513	513	28,602	10,849	39,451	\$99,254	\$101,067	\$139,403	1.8%	38.6%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	307	283	283	28,089	-	-	513	513	28,602	10,849	39,451	\$99,254	\$101,067	\$139,403	1.8%	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	307	283	283	28,089	-	-	513	513	28,602	10,849	39,451	\$99,254	\$101,067	\$139,403	1.8%	38.6%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>307</i>	<i>283</i>	<i>283</i>	<i>28,089</i>	<i>-</i>	<i>-</i>	<i>513</i>	<i>513</i>	<i>28,602</i>	<i>10,849</i>	<i>39,451</i>	<i>\$99,254</i>	<i>\$101,067</i>	<i>\$139,403</i>	<i>1.8%</i>	<i>38.6%</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																
Total Personnel (includes OC 13)	4,278	3,984	4,018	398,636	551	26	6,611	7,188	405,824	154,286	560,110	\$99,213	\$101,001	\$139,400	1.8%	38.7%
T1. US Direct Hire (USDH)	4,278	3,984	4,018	398,636	551	26	6,611	7,188	405,824	154,286	560,110	\$99,213	\$101,001	\$139,400	1.8%	38.7%
T1a. Senior Executive Schedule	17	14	16	2,963	0	0	331	331	3,294	1,025	4,319	\$185,188	\$205,875	\$269,938	11.2%	34.6%
T1b. General Schedule	4,261	3,970	4,002	395,673	551	26	6,280	6,857	402,530	153,261	555,791	\$98,869	\$100,582	\$138,878	1.7%	38.7%
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	4,278	3,984	4,018	398,636	551	26	6,611	7,188	405,824	154,286	560,110	\$99,213	\$101,001	\$139,400	1.8%	38.7%
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>4,278</i>	<i>3,984</i>	<i>4,018</i>	<i>398,636</i>	<i>551</i>	<i>26</i>	<i>6,611</i>	<i>7,188</i>	<i>405,824</i>	<i>154,286</i>	<i>560,110</i>	<i>\$99,213</i>	<i>\$101,001</i>	<i>\$139,400</i>	<i>1.8%</i>	<i>38.7%</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																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide												Date: April 2022				
Defense Contract Audit Agency																
(FY 2022)																
	(\$ in Thousands)											Rates				
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	k/c n Comp & Benefits	h/d o % BC	j/d p % BC
Direct Funded Personnel (includes OC 13)	3,701	3,821	3,696	359,206	993	147	11,731	12,871	372,077	145,212	517,289	\$97,188	\$100,670	\$139,959	3.6%	40.4%
D1. US Direct Hire (USDH)	3,701	3,821	3,696	359,206	993	147	11,731	12,871	372,077	145,212	517,289	\$97,188	\$100,670	\$139,959	3.6%	40.4%
D1a. Senior Executive Schedule	14	17	17	3,264	-	-	213	213	3,477	1,269	4,746	\$192,000	\$204,529	\$279,176	6.5%	38.9%
D1b. General Schedule	3,687	3,804	3,679	355,942	993	147	11,518	12,658	368,600	143,943	512,543	\$96,750	\$100,190	\$139,316	3.6%	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	3,701	3,821	3,696	359,206	993	147	11,731	12,871	372,077	145,212	517,289	\$97,188	\$100,670	\$139,959	3.6%	40.4%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	3,701	3,821	3,696	359,206	993	147	11,731	12,871	372,077	145,212	517,289	\$97,188	\$100,670	\$139,959	3.6%	40.4%
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	283	272	272	29,221	0	0	0	0	29,221	11,365	40,586	\$107,430	\$107,430	\$149,213	0.0%	38.9%
R1. US Direct Hire (USDH)	283	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	283	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	283	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>283</i>	<i>272</i>	<i>272</i>	<i>29,221</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																
Total Personnel (includes OC 13)	3,984	4,093	3,968	388,427	993	147	11,731	12,871	401,298	156,577	557,875	\$97,890	\$101,134	\$140,593	3.3%	40.3%
T1. US Direct Hire (USDH)	3,984	4,093	3,968	388,427	993	147	11,731	12,871	401,298	156,577	557,875	\$97,890	\$101,134	\$140,593	3.3%	40.3%
T1a. Senior Executive Schedule	14	17	17	3,264	0	0	213	213	3,477	1,269	4,746	\$192,000	\$204,529	\$279,176	6.5%	38.9%
T1b. General Schedule	3,970	4,076	3,951	385,163	993	147	11,518	12,658	397,821	155,308	553,129	\$97,485	\$100,689	\$139,997	3.3%	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	3,984	4,093	3,968	388,427	993	147	11,731	12,871	401,298	156,577	557,875	\$97,890	\$101,134	\$140,593	3.3%	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>3,984</i>	<i>4,093</i>	<i>3,968</i>	<i>388,427</i>	<i>993</i>	<i>147</i>	<i>11,731</i>	<i>12,871</i>	<i>401,298</i>	<i>156,577</i>	<i>557,875</i>	<i>\$97,890</i>	<i>\$101,134</i>	<i>\$140,593</i>	<i>3.3%</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			

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide												Date: April 2022				
Defense Contract Audit Agency																
(FY 2023)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
Direct Funded Personnel (includes OC 13)	3,932	3,798	3,735	379,155	753	113	10,598	11,464	390,619	154,118	544,737	\$101,514	\$104,583	\$145,847	3.0%	40.6%
D1. US Direct Hire (USDH)	3,932	3,798	3,735	379,155	753	113	10,598	11,464	390,619	154,118	544,737	\$101,514	\$104,583	\$145,847	3.0%	40.6%
D1a. Senior Executive Schedule	18	17	17	3,171	-	-	257	257	3,428	1,238	4,666	\$186,529	\$201,647	\$274,471	8.1%	39.0%
D1b. General Schedule	3,914	3,781	3,718	375,984	753	113	10,341	11,207	387,191	152,880	540,071	\$101,125	\$104,140	\$145,258	3.0%	40.7%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	3,932	3,798	3,735	379,155	753	113	10,598	11,464	390,619	154,118	544,737	\$101,514	\$104,583	\$145,847	3.0%	40.6%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	3,932	3,798	3,735	379,155	753	113	10,598	11,464	390,619	154,118	544,737	\$101,514	\$104,583	\$145,847	3.0%	40.6%
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	272	281	281	28,532	0	0	0	0	28,532	11,141	39,673	\$101,537	\$101,537	\$141,185	0.0%	39.0%
R1. US Direct Hire (USDH)	272	281	281	28,532	-	-	-	-	28,532	11,141	39,673	\$101,537	\$101,537	\$141,185	0.0%	39.0%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	272	281	281	28,532	-	-	-	-	28,532	11,141	39,673	\$101,537	\$101,537	\$141,185	0.0%	39.0%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	272	281	281	28,532	-	-	-	-	28,532	11,141	39,673	\$101,537	\$101,537	\$141,185	0.0%	39.0%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>272</i>	<i>281</i>	<i>281</i>	<i>28,532</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>28,532</i>	<i>11,141</i>	<i>39,673</i>	<i>\$101,537</i>	<i>\$101,537</i>	<i>\$141,185</i>	<i>0.0%</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																
Total Personnel (includes OC 13)	4,204	4,079	4,016	407,687	753	113	10,598	11,464	419,151	165,259	584,410	\$101,516	\$104,370	\$145,520	2.8%	40.5%
T1. US Direct Hire (USDH)	4,204	4,079	4,016	407,687	753	113	10,598	11,464	419,151	165,259	584,410	\$101,516	\$104,370	\$145,520	2.8%	40.5%
T1a. Senior Executive Schedule	18	17	17	3,171	0	0	257	257	3,428	1,238	4,666	\$186,529	\$201,647	\$274,471	8.1%	39.0%
T1b. General Schedule	4,186	4,062	3,999	404,516	753	113	10,341	11,207	415,723	164,021	579,744	\$101,154	\$103,957	\$144,972	2.8%	40.5%
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	4,204	4,079	4,016	407,687	753	113	10,598	11,464	419,151	165,259	584,410	\$101,516	\$104,370	\$145,520	2.8%	40.5%
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>4,204</i>	<i>4,079</i>	<i>4,016</i>	<i>407,687</i>	<i>753</i>	<i>113</i>	<i>10,598</i>	<i>11,464</i>	<i>419,151</i>	<i>165,259</i>	<i>584,410</i>	<i>\$101,516</i>	<i>\$104,370</i>	<i>\$145,520</i>	<i>2.8%</i>	<i>40.5%</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																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide												Date: April 2022				
Defense Contract Management Agency																
(FY 2021)																
	(\$ in Thousands)											Rates				
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	k/c n Comp & Benefits	h/d o % BC	j/d p % BC
Direct Funded Personnel (includes OC 13)	10,095	9,296	9,396	823,616	6,168	545	25,273	31,986	855,602	393,926	1,249,528	\$87,656	\$91,060	\$132,985	3.9%	47.8%
D1. US Direct Hire (USDH)	10,036	9,239	9,339	819,241	6,168	545	25,251	31,964	851,205	393,650	1,244,855	\$87,723	\$91,145	\$133,296	3.9%	48.1%
D1a. Senior Executive Schedule	8	10	11	1,825	-	60	121	181	2,006	596	2,602	\$165,909	\$182,364	\$236,545	9.9%	32.7%
D1b. General Schedule	10,027	9,228	9,327	817,357	6,168	485	25,129	31,782	849,139	393,028	1,242,167	\$87,633	\$91,041	\$133,180	3.9%	48.1%
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	55	55	4,126	-	-	22	22	4,148	276	4,424	\$75,018	\$75,418	\$80,436	0.5%	6.7%
D3. Total Direct Hire	10,093	9,294	9,394	823,367	6,168	545	25,273	31,986	855,353	393,926	1,249,279	\$87,648	\$91,053	\$132,987	3.9%	47.8%
D4. Indirect Hire Foreign Nationals (IHFN)	2	2	2	249	-	-	-	-	249	-	249	\$124,500	\$124,500	\$124,500	0.0%	0.0%
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>10,095</i>	<i>9,296</i>	<i>9,396</i>	<i>823,616</i>	<i>6,168</i>	<i>545</i>	<i>25,273</i>	<i>31,986</i>	<i>855,602</i>	<i>393,926</i>	<i>1,249,528</i>	<i>\$87,656</i>	<i>\$91,060</i>	<i>\$132,985</i>	<i>3.9%</i>	<i>47.8%</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																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	1,380	1,380	1,380	162,029	161	18	4,120	4,299	166,328	51,063	217,391	\$117,412	\$120,528	\$157,530	2.7%	31.5%
R1. US Direct Hire (USDH)	1,380	1,380	1,380	162,029	161	18	4,120	4,299	166,328	51,063	217,391	\$117,412	\$120,528	\$157,530	2.7%	31.5%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	1,380	1,380	1,380	162,029	161	18	4,120	4,299	166,328	51,063	217,391	\$117,412	\$120,528	\$157,530	2.7%	31.5%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	1,380	1,380	1,380	162,029	161	18	4,120	4,299	166,328	51,063	217,391	\$117,412	\$120,528	\$157,530	2.7%	31.5%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	1,380	1,380	1,380	162,029	161	18	4,120	4,299	166,328	51,063	217,391	\$117,412	\$120,528	\$157,530	2.7%	31.5%
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	11,475	10,676	10,776	985,645	6,329	563	29,393	36,285	1,021,930	444,989	1,466,919	\$91,467	\$94,834	\$136,128	3.7%	45.1%
T1. US Direct Hire (USDH)	11,416	10,619	10,719	981,270	6,329	563	29,371	36,263	1,017,533	444,713	1,462,246	\$91,545	\$94,928	\$136,416	3.7%	45.3%
T1a. Senior Executive Schedule	8	10	11	1,825	0	60	121	181	2,006	596	2,602	\$165,909	\$182,364	\$236,545	9.9%	32.7%
T1b. General Schedule	11,407	10,608	10,707	979,386	6,329	503	29,249	36,081	1,015,467	444,091	1,459,558	\$91,472	\$94,841	\$136,318	3.7%	45.3%
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	55	55	4,126	0	0	22	22	4,148	276	4,424	\$75,018	\$75,418	\$80,436	0.5%	6.7%
T3. Total Direct Hire	11,473	10,674	10,774	985,396	6,329	563	29,393	36,285	1,021,681	444,989	1,466,670	\$91,461	\$94,828	\$136,130	3.7%	45.2%
T4. Indirect Hire Foreign Nationals (IHFN)	2	2	2	249	0	0	0	0	249	0	249	\$124,500	\$124,500	\$124,500	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	11,475	10,676	10,776	985,645	6,329	563	29,393	36,285	1,021,930	444,989	1,466,919	\$91,467	\$94,834	\$136,128	3.7%	45.1%
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	0	0	0	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	0	0	0	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	0	0	0	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	0	0	0	-	-

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide												Date: April 2022				
Defense Contract Management Agency																
(FY 2022)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
Direct Funded Personnel (includes OC 13)	9,862	9,110	8,650	876,931	3,818	561	15,110	19,489	896,420	343,335	1,239,755	\$101,379	\$103,632	\$143,324	2.2%	39.2%
D1. US Direct Hire (USDH)	9,802	9,050	8,590	872,511	3,818	561	15,086	19,465	891,976	343,053	1,235,029	\$101,573	\$103,839	\$143,775	2.2%	39.3%
D1a. Senior Executive Schedule	9	11	10	1,904	-	57	130	187	2,091	707	2,798	\$190,400	\$209,100	\$279,800	9.8%	37.1%
D1b. General Schedule	9,792	9,038	8,579	870,547	3,818	504	14,955	19,277	889,824	342,319	1,232,143	\$101,474	\$103,721	\$143,623	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	9,859	9,107	8,647	876,712	3,818	561	15,110	19,489	896,201	343,335	1,239,536	\$101,389	\$103,643	\$143,349	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>9,862</i>	<i>9,110</i>	<i>8,650</i>	<i>876,931</i>	<i>3,818</i>	<i>561</i>	<i>15,110</i>	<i>19,489</i>	<i>896,420</i>	<i>343,335</i>	<i>1,239,755</i>	<i>\$101,379</i>	<i>\$103,632</i>	<i>\$143,324</i>	<i>2.2%</i>	<i>39.2%</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																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	1,598	1,598	1,598	163,460	151	17	3,568	3,736	167,196	56,402	223,598	\$102,290	\$104,628	\$139,924	2.3%	34.5%
R1. US Direct Hire (USDH)	1,598	1,598	1,598	163,460	151	17	3,568	3,736	167,196	56,402	223,598	\$102,290	\$104,628	\$139,924	2.3%	34.5%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	1,598	1,598	1,598	163,460	151	17	3,568	3,736	167,196	56,402	223,598	\$102,290	\$104,628	\$139,924	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	1,598	1,598	1,598	163,460	151	17	3,568	3,736	167,196	56,402	223,598	\$102,290	\$104,628	\$139,924	2.3%	34.5%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>1,598</i>	<i>1,598</i>	<i>1,598</i>	<i>163,460</i>	<i>151</i>	<i>17</i>	<i>3,568</i>	<i>3,736</i>	<i>167,196</i>	<i>56,402</i>	<i>223,598</i>	<i>\$102,290</i>	<i>\$104,628</i>	<i>\$139,924</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																
Total Personnel (includes OC 13)	11,460	10,708	10,248	1,040,391	3,969	578	18,678	23,225	1,063,616	399,737	1,463,353	\$101,521	\$103,788	\$142,794	2.2%	38.4%
T1. US Direct Hire (USDH)	11,400	10,648	10,188	1,035,971	3,969	578	18,654	23,201	1,059,172	399,455	1,458,627	\$101,685	\$103,963	\$143,171	2.2%	38.6%
T1a. Senior Executive Schedule	9	11	10	1,904	0	57	130	187	2,091	707	2,798	\$190,400	\$209,100	\$279,800	9.8%	37.1%
T1b. General Schedule	11,390	10,636	10,177	1,034,007	3,969	521	18,523	23,013	1,057,020	398,721	1,455,741	\$101,602	\$103,864	\$143,042	2.2%	38.6%
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	11,457	10,705	10,245	1,040,172	3,969	578	18,678	23,225	1,063,397	399,737	1,463,134	\$101,530	\$103,797	\$142,814	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>11,460</i>	<i>10,708</i>	<i>10,248</i>	<i>1,040,391</i>	<i>3,969</i>	<i>578</i>	<i>18,678</i>	<i>23,225</i>	<i>1,063,616</i>	<i>399,737</i>	<i>1,463,353</i>	<i>\$101,521</i>	<i>\$103,788</i>	<i>\$142,794</i>	<i>2.2%</i>	<i>38.4%</i>
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide												Date: April 2022				
Defense Contract Management Agency																
(FY 2023)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
Direct Funded Personnel (includes OC 13)	9,824	9,070	8,700	918,341	4,139	568	15,703	20,410	938,751	359,319	1,298,070	\$105,556	\$107,902	\$149,203	2.2%	39.1%
D1. US Direct Hire (USDH)	9,764	9,010	8,640	913,817	4,139	568	15,678	20,385	934,202	359,031	1,293,233	\$105,766	\$108,125	\$149,680	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	9,752	8,998	8,628	911,712	4,139	507	15,535	20,181	931,893	358,266	1,290,159	\$105,669	\$108,008	\$149,532	2.2%	39.3%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	1	1	1	61	-	-	1	1	62	28	90	\$61,000	\$62,000	\$90,000	1.6%	45.9%
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	57	57	57	4,296	-	-	25	25	4,321	288	4,609	\$75,368	\$75,807	\$80,860	0.6%	6.7%
D3. Total Direct Hire	9,821	9,067	8,697	918,113	4,139	568	15,703	20,410	938,523	359,319	1,297,842	\$105,567	\$107,913	\$149,229	2.2%	39.1%
D4. Indirect Hire Foreign Nationals (IHFN)	3	3	3	228	-	-	-	-	228	-	228	\$76,000	\$76,000	\$76,000	0.0%	0.0%
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>9,824</i>	<i>9,070</i>	<i>8,700</i>	<i>918,341</i>	<i>4,139</i>	<i>568</i>	<i>15,703</i>	<i>20,410</i>	<i>938,751</i>	<i>359,319</i>	<i>1,298,070</i>	<i>\$105,556</i>	<i>\$107,902</i>	<i>\$149,203</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																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	1,571	1,571	1,571	164,863	126	31	3,611	3,768	168,631	55,375	224,006	\$104,941	\$107,340	\$142,588	2.3%	33.6%
R1. US Direct Hire (USDH)	1,571	1,571	1,571	164,863	126	31	3,611	3,768	168,631	55,375	224,006	\$104,941	\$107,340	\$142,588	2.3%	33.6%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	1,571	1,571	1,571	164,863	126	31	3,611	3,768	168,631	55,375	224,006	\$104,941	\$107,340	\$142,588	2.3%	33.6%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	1,571	1,571	1,571	164,863	126	31	3,611	3,768	168,631	55,375	224,006	\$104,941	\$107,340	\$142,588	2.3%	33.6%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	1,571	1,571	1,571	164,863	126	31	3,611	3,768	168,631	55,375	224,006	\$104,941	\$107,340	\$142,588	2.3%	33.6%
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	11,395	10,641	10,271	1,083,204	4,265	599	19,314	24,178	1,107,382	414,694	1,522,076	\$105,462	\$107,816	\$148,192	2.2%	38.3%
T1. US Direct Hire (USDH)	11,335	10,581	10,211	1,078,680	4,265	599	19,289	24,153	1,102,833	414,406	1,517,239	\$105,639	\$108,004	\$148,589	2.2%	38.4%
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	11,323	10,569	10,199	1,076,575	4,265	538	19,146	23,949	1,100,524	413,641	1,514,165	\$105,557	\$107,905	\$148,462	2.2%	38.4%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	1	1	1	61	0	0	1	1	62	28	90	\$61,000	\$62,000	\$90,000	1.6%	45.9%
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)	57	57	57	4,296	0	0	25	25	4,321	288	4,609	\$75,368	\$75,807	\$80,860	0.6%	6.7%
T3. Total Direct Hire	11,392	10,638	10,268	1,082,976	4,265	599	19,314	24,178	1,107,154	414,694	1,521,848	\$105,471	\$107,826	\$148,213	2.2%	38.3%
T4. Indirect Hire Foreign Nationals (IHFN)	3	3	3	228	0	0	0	0	228	0	228	\$76,000	\$76,000	\$76,000	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	11,395	10,641	10,271	1,083,204	4,265	599	19,314	24,178	1,107,382	414,694	1,522,076	\$105,462	\$107,816	\$148,192	2.2%	38.3%
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

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide												Date: April 2022				
Defense Human Resources Activity																
(FY 2021)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
Direct Funded Personnel (includes OC 13)	1,249	1,242	1,242	149,424	72	12	4,521	4,605	154,029	50,621	204,650	\$120,309	\$124,017	\$164,775	3.1%	33.9%
D1. US Direct Hire (USDH)	1,249	1,242	1,242	149,424	72	12	4,521	4,605	154,029	50,445	204,474	\$120,309	\$124,017	\$164,633	3.1%	33.8%
D1a. Senior Executive Schedule	13	11	11	2,001	-	-	188	188	2,189	671	2,860	\$181,909	\$199,000	\$260,000	9.4%	33.5%
D1b. General Schedule	1,232	1,228	1,228	146,893	72	12	4,286	4,370	151,263	49,590	200,853	\$119,620	\$123,178	\$163,561	3.0%	33.8%
D1c. Special Schedule	2	2	2	358	-	-	47	47	405	122	527	\$179,000	\$202,500	\$263,500	13.1%	34.1%
D1d. Wage System	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	1	1	1	172	-	-	-	-	172	62	234	\$172,000	\$172,000	\$234,000	0.0%	36.0%
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	1,249	1,242	1,242	149,424	72	12	4,521	4,605	154,029	50,445	204,474	\$120,309	\$124,017	\$164,633	3.1%	33.8%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>1,249</i>	<i>1,242</i>	<i>1,242</i>	<i>149,424</i>	<i>72</i>	<i>12</i>	<i>4,521</i>	<i>4,605</i>	<i>154,029</i>	<i>50,445</i>	<i>204,474</i>	<i>\$120,309</i>	<i>\$124,017</i>	<i>\$164,633</i>	<i>3.1%</i>	<i>33.8%</i>
D5. Other Object Class 13 Benefits										176	176					
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)										176	176					
D5d. Foreign National Separation Liability Accrual																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	24	18	18	1,966	76	1	6	83	2,049	498	2,547	\$109,222	\$113,833	\$141,500	4.2%	25.3%
R1. US Direct Hire (USDH)	24	18	18	1,966	76	1	6	83	2,049	498	2,547	\$109,222	\$113,833	\$141,500	4.2%	25.3%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	24	18	18	1,966	76	1	6	83	2,049	498	2,547	\$109,222	\$113,833	\$141,500	4.2%	25.3%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	24	18	18	1,966	76	1	6	83	2,049	498	2,547	\$109,222	\$113,833	\$141,500	4.2%	25.3%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>24</i>	<i>18</i>	<i>18</i>	<i>1,966</i>	<i>76</i>	<i>1</i>	<i>6</i>	<i>83</i>	<i>2,049</i>	<i>498</i>	<i>2,547</i>	<i>\$109,222</i>	<i>\$113,833</i>	<i>\$141,500</i>	<i>4.2%</i>	<i>25.3%</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																
Total Personnel (includes OC 13)	1,273	1,260	1,260	151,390	148	13	4,527	4,688	156,078	51,119	207,197	\$120,151	\$123,871	\$164,442	3.1%	33.8%
T1. US Direct Hire (USDH)	1,273	1,260	1,260	151,390	148	13	4,527	4,688	156,078	50,943	207,021	\$120,151	\$123,871	\$164,302	3.1%	33.7%
T1a. Senior Executive Schedule	13	11	11	2,001	0	0	188	188	2,189	671	2,860	\$181,909	\$199,000	\$260,000	9.4%	33.5%
T1b. General Schedule	1,256	1,246	1,246	148,859	148	13	4,292	4,453	153,312	50,088	203,400	\$119,470	\$123,043	\$163,242	3.0%	33.6%
T1c. Special Schedule	2	2	2	358	0	0	47	47	405	122	527	\$179,000	\$202,500	\$263,500	13.1%	34.1%
T1d. Wage System	1	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	1	1	1	172	0	0	0	0	172	62	234	\$172,000	\$172,000	\$234,000	0.0%	36.0%
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	1,273	1,260	1,260	151,390	148	13	4,527	4,688	156,078	50,943	207,021	\$120,151	\$123,871	\$164,302	3.1%	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>1,273</i>	<i>1,260</i>	<i>1,260</i>	<i>151,390</i>	<i>148</i>	<i>13</i>	<i>4,527</i>	<i>4,688</i>	<i>156,078</i>	<i>50,943</i>	<i>207,021</i>	<i>\$120,151</i>	<i>\$123,871</i>	<i>\$164,302</i>	<i>3.1%</i>	<i>33.7%</i>
T5. Other Object Class 13 Benefits										176	176					
T5a. USDH - Benefits for Former Employees										0	0					
T5b. DHFN - Benefits for Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										176	176					
T5d. Foreign National Separation Liability Accrual										0	0					

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide												Date: April 2022				
Defense Human Resources Activity																
(FY 2022)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
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	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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	31	31	31	3,122	0	0	78	78	3,200	1,095	4,295	\$100,710	\$103,226	\$138,548	2.5%	35.1%
R1. US Direct Hire (USDH)	31	31	31	3,122	-	-	78	78	3,200	1,095	4,295	\$100,710	\$103,226	\$138,548	2.5%	35.1%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	31	31	31	3,122	-	-	78	78	3,200	1,095	4,295	\$100,710	\$103,226	\$138,548	2.5%	35.1%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	31	31	31	3,122	-	-	78	78	3,200	1,095	4,295	\$100,710	\$103,226	\$138,548	2.5%	35.1%
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																
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																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide												Date: April 2022				
Defense Human Resources Activity																
(FY 2023)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
Direct Funded Personnel (includes OC 13)	1,251	1,299	1,295	164,764	113	6	4,931	5,050	169,814	55,369	225,183	\$127,231	\$131,131	\$173,886	3.1%	33.6%
D1. US Direct Hire (USDH)	1,251	1,299	1,295	164,764	113	6	4,931	5,050	169,814	55,369	225,183	\$127,231	\$131,131	\$173,886	3.1%	33.6%
D1a. Senior Executive Schedule	12	12	12	2,296	-	-	190	190	2,486	706	3,192	\$191,333	\$207,167	\$266,000	8.3%	30.7%
D1b. General Schedule	1,234	1,281	1,277	161,541	113	6	4,708	4,827	166,368	54,346	220,714	\$126,500	\$130,280	\$172,838	3.0%	33.6%
D1c. Special Schedule	1	2	2	299	-	-	10	10	309	105	414	\$149,500	\$154,500	\$207,000	3.3%	35.1%
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	4	4	4	628	-	-	23	23	651	212	863	\$157,000	\$162,750	\$215,750	3.7%	33.8%
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	1,251	1,299	1,295	164,764	113	6	4,931	5,050	169,814	55,369	225,183	\$127,231	\$131,131	\$173,886	3.1%	33.6%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>1,251</i>	<i>1,299</i>	<i>1,295</i>	<i>164,764</i>	<i>113</i>	<i>6</i>	<i>4,931</i>	<i>5,050</i>	<i>169,814</i>	<i>55,369</i>	<i>225,183</i>	<i>\$127,231</i>	<i>\$131,131</i>	<i>\$173,886</i>	<i>3.1%</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																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	31	33	33	3,352	0	0	85	85	3,437	1,175	4,612	\$101,576	\$104,152	\$139,758	2.5%	35.1%
R1. US Direct Hire (USDH)	31	33	33	3,352	-	-	85	85	3,437	1,175	4,612	\$101,576	\$104,152	\$139,758	2.5%	35.1%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	31	33	33	3,352	-	-	85	85	3,437	1,175	4,612	\$101,576	\$104,152	\$139,758	2.5%	35.1%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	31	33	33	3,352	-	-	85	85	3,437	1,175	4,612	\$101,576	\$104,152	\$139,758	2.5%	35.1%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>31</i>	<i>33</i>	<i>33</i>	<i>3,352</i>	-	-	<i>85</i>	<i>85</i>	<i>3,437</i>	<i>1,175</i>	<i>4,612</i>	<i>\$101,576</i>	<i>\$104,152</i>	<i>\$139,758</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																
Total Personnel (includes OC 13)	1,282	1,332	1,328	168,116	113	6	5,016	5,135	173,251	56,544	229,795	\$126,593	\$130,460	\$173,038	3.1%	33.6%
T1. US Direct Hire (USDH)	1,282	1,332	1,328	168,116	113	6	5,016	5,135	173,251	56,544	229,795	\$126,593	\$130,460	\$173,038	3.1%	33.6%
T1a. Senior Executive Schedule	12	12	12	2,296	0	0	190	190	2,486	706	3,192	\$191,333	\$207,167	\$266,000	8.3%	30.7%
T1b. General Schedule	1,265	1,314	1,310	164,893	113	6	4,793	4,912	169,805	55,521	225,326	\$125,873	\$129,622	\$172,005	3.0%	33.7%
T1c. Special Schedule	1	2	2	299	0	0	10	10	309	105	414	\$149,500	\$154,500	\$207,000	3.3%	35.1%
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	4	4	4	628	0	0	23	23	651	212	863	\$157,000	\$162,750	\$215,750	3.7%	33.8%
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	1,282	1,332	1,328	168,116	113	6	5,016	5,135	173,251	56,544	229,795	\$126,593	\$130,460	\$173,038	3.1%	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>1,282</i>	<i>1,332</i>	<i>1,328</i>	<i>168,116</i>	<i>113</i>	<i>6</i>	<i>5,016</i>	<i>5,135</i>	<i>173,251</i>	<i>56,544</i>	<i>229,795</i>	<i>\$126,593</i>	<i>\$130,460</i>	<i>\$173,038</i>	<i>3.1%</i>	<i>33.6%</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																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide												Date: April 2022				
Defense Information Systems Agency																
(FY 2021)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
Direct Funded Personnel (includes OC 13)	2,811	2,841	2,794	319,104	1,541	562	11,819	13,922	333,026	125,204	458,230	\$114,210	\$119,193	\$164,005	4.4%	39.2%
D1. US Direct Hire (USDH)	2,811	2,841	2,794	319,104	1,541	562	11,819	13,922	333,026	125,204	458,230	\$114,210	\$119,193	\$164,005	4.4%	39.2%
D1a. Senior Executive Schedule	19	16	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	2,817	2,770	314,556	1,541	562	11,613	13,716	328,272	123,805	452,077	\$113,558	\$118,510	\$163,205	4.4%	39.4%
D1c. Special Schedule	-	3	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	5	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	2,841	2,794	319,104	1,541	562	11,819	13,922	333,026	125,204	458,230	\$114,210	\$119,193	\$164,005	4.4%	39.2%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	2,811	2,841	2,794	319,104	1,541	562	11,819	13,922	333,026	125,204	458,230	\$114,210	\$119,193	\$164,005	4.4%	39.2%
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
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	143	133	133	19,021	46	14	485	545	19,566	5,755	25,321	\$143,015	\$147,113	\$190,383	2.9%	30.3%
R1. US Direct Hire (USDH)	138	128	128	19,021	46	14	485	545	19,566	5,755	25,321	\$148,602	\$152,859	\$197,820	2.9%	30.3%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	138	128	128	19,021	46	14	485	545	19,566	5,755	25,321	\$148,602	\$152,859	\$197,820	2.9%	30.3%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	138	128	128	19,021	46	14	485	545	19,566	5,755	25,321	\$148,602	\$152,859	\$197,820	2.9%	30.3%
R4. Indirect Hire Foreign Nationals (IHFN)	5	5	5	-	-	-	-	-	-	-	-	\$0	\$0	\$0	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>143</i>	<i>133</i>	<i>133</i>	<i>19,021</i>	<i>46</i>	<i>14</i>	<i>485</i>	<i>545</i>	<i>19,566</i>	<i>5,755</i>	<i>25,321</i>	<i>\$143,015</i>	<i>\$147,113</i>	<i>\$190,383</i>	<i>2.9%</i>	<i>30.3%</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																
Total Personnel (includes OC 13)	2,954	2,974	2,927	338,125	1,587	576	12,304	14,467	352,592	130,959	483,551	\$115,519	\$120,462	\$165,204	4.3%	38.7%
T1. US Direct Hire (USDH)	2,949	2,969	2,922	338,125	1,587	576	12,304	14,467	352,592	130,959	483,551	\$115,717	\$120,668	\$165,486	4.3%	38.7%
T1a. Senior Executive Schedule	19	16	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	2,926	2,945	2,898	333,577	1,587	576	12,098	14,261	347,838	129,560	477,398	\$115,106	\$120,027	\$164,734	4.3%	38.8%
T1c. Special Schedule	0	3	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	5	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	2,949	2,969	2,922	338,125	1,587	576	12,304	14,467	352,592	130,959	483,551	\$115,717	\$120,668	\$165,486	4.3%	38.7%
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>2,954</i>	<i>2,974</i>	<i>2,927</i>	<i>338,125</i>	<i>1,587</i>	<i>576</i>	<i>12,304</i>	<i>14,467</i>	<i>352,592</i>	<i>130,959</i>	<i>483,551</i>	<i>\$115,519</i>	<i>\$120,462</i>	<i>\$165,204</i>	<i>4.3%</i>	<i>38.7%</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																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide												Date: April 2022				
Defense Information Systems Agency																
(FY 2022)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
Direct Funded Personnel (includes OC 13)	2,841	2,884	2,844	355,088	1,147	438	11,234	12,819	367,907	121,111	489,018	\$124,855	\$129,363	\$171,947	3.6%	34.1%
D1. US Direct Hire (USDH)	2,841	2,884	2,844	355,088	1,147	438	11,234	12,819	367,907	121,111	489,018	\$124,855	\$129,363	\$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	351,275	1,144	437	11,046	12,627	363,902	110,622	474,524	\$124,566	\$129,043	\$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	355,088	1,147	438	11,234	12,819	367,907	121,111	489,018	\$124,855	\$129,363	\$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>355,088</i>	<i>1,147</i>	<i>438</i>	<i>11,234</i>	<i>12,819</i>	<i>367,907</i>	<i>121,111</i>	<i>489,018</i>	<i>\$124,855</i>	<i>\$129,363</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																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	133	133	133	15,912	47	16	320	383	16,295	5,382	21,677	\$119,639	\$122,519	\$162,985	2.4%	33.8%
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	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	133	133	133	15,912	47	16	320	383	16,295	5,382	21,677	\$119,639	\$122,519	\$162,985	2.4%	33.8%
R5. Other Object Class 13 Benefits																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
Total Personnel (includes OC 13)	2,974	3,017	2,977	371,000	1,194	454	11,554	13,202	384,202	126,493	510,695	\$124,622	\$129,057	\$171,547	3.6%	34.1%
T1. US Direct Hire (USDH)	2,969	3,012	2,972	371,000	1,194	454	11,554	13,202	384,202	126,493	510,695	\$124,832	\$129,274	\$171,835	3.6%	34.1%
T1a. Senior Executive Schedule	16	16	16	2,827	0	0	155	155	2,982	10,162	13,144	\$176,688	\$186,375	\$821,500	5.5%	359.5%
T1b. General Schedule	2,945	2,988	2,948	367,187	1,191	453	11,366	13,010	380,197	116,004	496,201	\$124,555	\$128,968	\$168,318	3.5%	31.6%
T1c. Special Schedule	3	3	3	387	1	0	13	14	401	121	522	\$129,000	\$133,667	\$174,000	3.6%	31.3%
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	\$119,800	\$124,400	\$165,600	3.8%	34.4%
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	2,969	3,012	2,972	371,000	1,194	454	11,554	13,202	384,202	126,493	510,695	\$124,832	\$129,274	\$171,835	3.6%	34.1%
T4. Indirect Hire Foreign Nationals (IHFN)	5	5	5	0	0	0	0	0	0	0	0	\$0	\$0	\$0	-	-
Subtotal - Total Funded (excludes OC 13)	2,974	3,017	2,977	371,000	1,194	454	11,554	13,202	384,202	126,493	510,695	\$124,622	\$129,057	\$171,547	3.6%	34.1%
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees												0	0	0	0	0
T5b. DHFN - Benefits for Former Employees												0	0	0	0	0
T5c. Voluntary Separation Incentive Pay (VSIP)												0	0	0	0	0
T5d. Foreign National Separation Liability Accrual												0	0	0	0	0

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide												Date: April 2022				
Defense Information Systems Agency																
(FY 2023)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC Variables	<u>j/d</u> <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	2,884	2,845	2,845	360,609	1,032	373	7,155	8,560	369,169	123,918	493,087	\$126,752	\$129,761	\$173,317	2.4%	34.4%
D1. US Direct Hire (USDH)	2,884	2,845	2,845	360,609	1,032	373	7,155	8,560	369,169	123,918	493,087	\$126,752	\$129,761	\$173,317	2.4%	34.4%
D1a. Senior Executive Schedule	16	16	16	2,725	-	-	137	137	2,862	10,390	13,252	\$170,313	\$178,875	\$828,250	5.0%	381.3%
D1b. General Schedule	2,860	2,824	2,824	356,882	1,029	372	6,997	8,398	365,280	113,193	478,473	\$126,375	\$129,348	\$169,431	2.4%	31.7%
D1c. Special Schedule	3	3	3	393	1	-	8	9	402	124	526	\$131,000	\$134,000	\$175,333	2.3%	31.6%
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	5	2	2	609	2	1	13	16	625	211	836	\$304,500	\$312,500	\$418,000	2.6%	34.6%
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	2,884	2,845	2,845	360,609	1,032	373	7,155	8,560	369,169	123,918	493,087	\$126,752	\$129,761	\$173,317	2.4%	34.4%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>2,884</i>	<i>2,845</i>	<i>2,845</i>	<i>360,609</i>	<i>1,032</i>	<i>373</i>	<i>7,155</i>	<i>8,560</i>	<i>369,169</i>	<i>123,918</i>	<i>493,087</i>	<i>\$126,752</i>	<i>\$129,761</i>	<i>\$173,317</i>	<i>2.4%</i>	<i>34.4%</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																

Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book

Reimbursable Funded Personnel (includes OC 13)	133	133	133	16,231	48	17	325	390	16,621	5,491	22,112	\$122,038	\$124,970	\$166,256	2.4%	33.8%
R1. US Direct Hire (USDH)	128	128	128	16,231	48	17	325	390	16,621	5,491	22,112	\$126,805	\$129,852	\$172,750	2.4%	33.8%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	128	128	128	16,231	48	17	325	390	16,621	5,491	22,112	\$126,805	\$129,852	\$172,750	2.4%	33.8%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	128	128	128	16,231	48	17	325	390	16,621	5,491	22,112	\$126,805	\$129,852	\$172,750	2.4%	33.8%
R4. Indirect Hire Foreign Nationals (IHFN)	5	5	5	-	-	-	-	-	-	-	-	\$0	\$0	\$0	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	133	133	133	16,231	48	17	325	390	16,621	5,491	22,112	\$122,038	\$124,970	\$166,256	2.4%	33.8%
R5. Other Object Class 13 Benefits																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
Total Personnel (includes OC 13)	3,017	2,978	2,978	376,840	1,080	390	7,480	8,950	385,790	129,409	515,199	\$126,541	\$129,547	\$173,002	2.4%	34.3%
T1. US Direct Hire (USDH)	3,012	2,973	2,973	376,840	1,080	390	7,480	8,950	385,790	129,409	515,199	\$126,754	\$129,765	\$173,293	2.4%	34.3%
T1a. Senior Executive Schedule	16	16	16	2,725	0	0	137	137	2,862	10,390	13,252	\$170,313	\$178,875	\$828,250	5.0%	381.3%
T1b. General Schedule	2,988	2,952	2,952	373,113	1,077	389	7,322	8,788	381,901	118,684	500,585	\$126,393	\$129,370	\$169,575	2.4%	31.8%
T1c. Special Schedule	3	3	3	393	1	0	8	9	402	124	526	\$131,000	\$134,000	\$175,333	2.3%	31.6%
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	5	2	2	609	2	1	13	16	625	211	836	\$304,500	\$312,500	\$418,000	2.6%	34.6%
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	3,012	2,973	2,973	376,840	1,080	390	7,480	8,950	385,790	129,409	515,199	\$126,754	\$129,765	\$173,293	2.4%	34.3%
T4. Indirect Hire Foreign Nationals (IHFN)	5	5	5	0	0	0	0	0	0	0	0	\$0	\$0	\$0	-	-
Subtotal - Total Funded (excludes OC 13)	3,017	2,978	2,978	376,840	1,080	390	7,480	8,950	385,790	129,409	515,199	\$126,541	\$129,547	\$173,002	2.4%	34.3%
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

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide												Date: April 2022				
Defense Logistics Agency																
(FY 2021)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC Variables	<u>j/d</u> <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	169	144	144	18,840	62	79	668	809	19,649	11,145	30,794	\$130,833	\$136,451	\$213,847	4.3%	59.2%
D1. US Direct Hire (USDH)	169	144	144	18,840	62	79	668	809	19,649	6,576	26,225	\$130,833	\$136,451	\$182,118	4.3%	34.9%
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	168	143	143	18,689	62	79	668	809	19,498	6,576	26,074	\$130,692	\$136,350	\$182,336	4.3%	35.2%
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	144	144	18,840	62	79	668	809	19,649	6,576	26,225	\$130,833	\$136,451	\$182,118	4.3%	34.9%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	169	144	144	18,840	62	79	668	809	19,649	6,576	26,225	\$130,833	\$136,451	\$182,118	4.3%	34.9%
D5. Other Object Class 13 Benefits										4,569	4,569					
D5a. USDH - Benefits for Former Employees										4,401	4,401					
D5b. DHFN - Benefits for Former Employees										-	-					
D5c. Voluntary Separation Incentive Pay (VSIP)										168	168					
D5d. Foreign National Separation Liability Accrual										-	-					

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	60	55	55	8,049	118	58	248	424	8,473	2,739	11,212	\$146,345	\$154,055	\$203,855	5.3%	34.0%
R1. US Direct Hire (USDH)	60	55	55	8,049	118	58	248	424	8,473	2,675	11,148	\$146,345	\$154,055	\$202,691	5.3%	33.2%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	60	55	55	8,049	118	58	248	424	8,473	2,675	11,148	\$146,345	\$154,055	\$202,691	5.3%	33.2%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	60	55	55	8,049	118	58	248	424	8,473	2,675	11,148	\$146,345	\$154,055	\$202,691	5.3%	33.2%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>60</i>	<i>55</i>	<i>55</i>	<i>8,049</i>	<i>118</i>	<i>58</i>	<i>248</i>	<i>424</i>	<i>8,473</i>	<i>2,675</i>	<i>11,148</i>	<i>\$146,345</i>	<i>\$154,055</i>	<i>\$202,691</i>	<i>5.3%</i>	<i>33.2%</i>
R5. Other Object Class 13 Benefits										64	64					
R5a. USDH - Benefits for Former Employees										-	-					
R5b. DHFN - Benefits for Former Employees										-	-					
R5c. Voluntary Separation Incentive Pay (VSIP)										64	64					
R5d. Foreign National Separation Liability Accrual										-	-					
Total Personnel (includes OC 13)	229	199	199	26,889	180	137	916	1,233	28,122	13,884	42,006	\$135,121	\$141,317	\$211,085	4.6%	51.6%
T1. US Direct Hire (USDH)	229	199	199	26,889	180	137	916	1,233	28,122	9,251	37,373	\$135,121	\$141,317	\$187,804	4.6%	34.4%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	228	198	198	26,738	180	137	916	1,233	27,971	9,251	37,222	\$135,040	\$141,268	\$187,990	4.6%	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	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	199	199	26,889	180	137	916	1,233	28,122	9,251	37,373	\$135,121	\$141,317	\$187,804	4.6%	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>229</i>	<i>199</i>	<i>199</i>	<i>26,889</i>	<i>180</i>	<i>137</i>	<i>916</i>	<i>1,233</i>	<i>28,122</i>	<i>9,251</i>	<i>37,373</i>	<i>\$135,121</i>	<i>\$141,317</i>	<i>\$187,804</i>	<i>4.6%</i>	<i>34.4%</i>
T5. Other Object Class 13 Benefits										4,633	4,633					
T5a. USDH - Benefits for Former Employees										4,401	4,401					
T5b. DHFN - Benefits for Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										232	232					
T5d. Foreign National Separation Liability Accrual										0	0					

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide												Date: April 2022				
Defense Logistics Agency																
(FY 2022)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC Variables	<u>j/d</u> <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	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										-	-					

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

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																
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																
T5a. USDH - Benefits for Former Employees											6,241					
T5b. DHFN - Benefits for Former Employees											6,241					
T5c. Voluntary Separation Incentive Pay (VSIP)											0					
T5d. Foreign National Separation Liability Accrual											0					

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide												Date: April 2022				
Defense Logistics Agency																
(FY 2023)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
Direct Funded Personnel (includes OC 13)	156	156	156	20,715	882	0	275	1,157	21,872	13,042	34,914	\$132,788	\$140,205	\$223,808	5.6%	63.0%
D1. US Direct Hire (USDH)	156	156	156	20,715	882	-	275	1,157	21,872	7,137	29,009	\$132,788	\$140,205	\$185,955	5.6%	34.5%
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	156	156	156	20,715	882	-	275	1,157	21,872	7,137	29,009	\$132,788	\$140,205	\$185,955	5.6%	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	156	156	156	20,715	882	-	275	1,157	21,872	7,137	29,009	\$132,788	\$140,205	\$185,955	5.6%	34.5%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	156	156	156	20,715	882	-	275	1,157	21,872	7,137	29,009	\$132,788	\$140,205	\$185,955	5.6%	34.5%
D5. Other Object Class 13 Benefits										5,905	5,905					
D5a. USDH - Benefits for Former Employees										5,905	5,905					
D5b. DHFN - Benefits for Former Employees										-	-					
D5c. Voluntary Separation Incentive Pay (VSIP)										-	-					
D5d. Foreign National Separation Liability Accrual										-	-					

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	97	97	97	14,986	413	0	197	610	15,596	4,264	19,860	\$154,495	\$160,784	\$204,742	4.1%	28.5%
R1. US Direct Hire (USDH)	97	97	97	14,986	413	-	197	610	15,596	4,264	19,860	\$154,495	\$160,784	\$204,742	4.1%	28.5%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	97	97	97	14,986	413	-	197	610	15,596	4,264	19,860	\$154,495	\$160,784	\$204,742	4.1%	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	97	97	97	14,986	413	-	197	610	15,596	4,264	19,860	\$154,495	\$160,784	\$204,742	4.1%	28.5%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>97</i>	<i>97</i>	<i>97</i>	<i>14,986</i>	<i>413</i>	<i>-</i>	<i>197</i>	<i>610</i>	<i>15,596</i>	<i>4,264</i>	<i>19,860</i>	<i>\$154,495</i>	<i>\$160,784</i>	<i>\$204,742</i>	<i>4.1%</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																
Total Personnel (includes OC 13)	253	253	253	35,701	1,295	0	472	1,767	37,468	17,306	54,774	\$141,111	\$148,095	\$193,158	4.9%	48.5%
T1. US Direct Hire (USDH)	253	253	253	35,701	1,295	-	472	1,767	37,468	11,401	48,869	\$141,111	\$148,095	\$193,158	4.9%	31.9%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	253	253	253	35,701	1,295	0	472	1,767	37,468	11,401	48,869	\$141,111	\$148,095	\$193,158	4.9%	31.9%
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	253	253	253	35,701	1,295	-	472	1,767	37,468	11,401	48,869	\$141,111	\$148,095	\$193,158	4.9%	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>253</i>	<i>253</i>	<i>253</i>	<i>35,701</i>	<i>1,295</i>	<i>-</i>	<i>472</i>	<i>1,767</i>	<i>37,468</i>	<i>11,401</i>	<i>48,869</i>	<i>\$141,111</i>	<i>\$148,095</i>	<i>\$193,158</i>	<i>4.9%</i>	<i>31.9%</i>
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees											5,905	5,905				
T5b. DHFN - Benefits for Former Employees											0	0				
T5c. Voluntary Separation Incentive Pay (VSIP)											0	0				
T5d. Foreign National Separation Liability Accrual											0	0				

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide												Date: April 2022				
Defense Legal Services Agency																
(FY 2021)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
Direct Funded Personnel (includes OC 13)	164	294	293	43,848	303	29	1,217	1,549	45,397	13,852	59,249	\$149,652	\$154,939	\$202,215	3.5%	31.6%
D1. US Direct Hire (USDH)	164	294	293	43,848	303	29	1,217	1,549	45,397	13,852	59,249	\$149,652	\$154,939	\$202,215	3.5%	31.6%
D1a. Senior Executive Schedule	5	5	5	835	-	-	68	68	903	281	1,184	\$167,000	\$180,600	\$236,800	8.1%	33.7%
D1b. General Schedule	155	281	283	42,309	303	29	1,056	1,388	43,697	13,338	57,035	\$149,502	\$154,406	\$201,537	3.3%	31.5%
D1c. Special Schedule	4	8	5	704	-	-	93	93	797	233	1,030	\$140,800	\$159,400	\$206,000	13.2%	33.1%
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	164	294	293	43,848	303	29	1,217	1,549	45,397	13,852	59,249	\$149,652	\$154,939	\$202,215	3.5%	31.6%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	164	294	293	43,848	303	29	1,217	1,549	45,397	13,852	59,249	\$149,652	\$154,939	\$202,215	3.5%	31.6%
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																

Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book

Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	164	294	293	43,848	303	29	1,217	1,549	45,397	13,852	59,249	\$149,652	\$154,939	\$202,215	3.5%	31.6%
T1. US Direct Hire (USDH)	164	294	293	43,848	303	29	1,217	1,549	45,397	13,852	59,249	\$149,652	\$154,939	\$202,215	3.5%	31.6%
T1a. Senior Executive Schedule	5	5	5	835	0	0	68	68	903	281	1,184	\$167,000	\$180,600	\$236,800	8.1%	33.7%
T1b. General Schedule	155	281	283	42,309	303	29	1,056	1,388	43,697	13,338	57,035	\$149,502	\$154,406	\$201,537	3.3%	31.5%
T1c. Special Schedule	4	8	5	704	0	0	93	93	797	233	1,030	\$140,800	\$159,400	\$206,000	13.2%	33.1%
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	164	294	293	43,848	303	29	1,217	1,549	45,397	13,852	59,249	\$149,652	\$154,939	\$202,215	3.5%	31.6%
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>164</i>	<i>294</i>	<i>293</i>	<i>43,848</i>	<i>303</i>	<i>29</i>	<i>1,217</i>	<i>1,549</i>	<i>45,397</i>	<i>13,852</i>	<i>59,249</i>	<i>\$149,652</i>	<i>\$154,939</i>	<i>\$202,215</i>	<i>3.5%</i>	<i>31.6%</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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide												Date: April 2022				
Defense Legal Services Agency																
(FY 2022)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	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%
D5. Other Object Class 13 Benefits																
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
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide												Date: April 2022				
Defense Legal Services Agency																
(FY 2023)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
Direct Funded Personnel (includes OC 13)	320	320	320	52,078	129	0	1,289	1,418	53,496	16,311	69,807	\$162,744	\$167,175	\$218,147	2.7%	31.3%
D1. US Direct Hire (USDH)	320	320	320	52,078	129	-	1,289	1,418	53,496	16,311	69,807	\$162,744	\$167,175	\$218,147	2.7%	31.3%
D1a. Senior Executive Schedule	5	5	5	964	-	-	24	24	988	305	1,293	\$192,800	\$197,600	\$258,600	2.5%	31.6%
D1b. General Schedule	309	309	309	49,987	127	-	1,237	1,364	51,351	15,655	67,006	\$161,770	\$166,184	\$216,848	2.7%	31.3%
D1c. Special Schedule	5	5	5	937	2	-	23	25	962	292	1,254	\$187,400	\$192,400	\$250,800	2.7%	31.2%
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	1	1	1	190	-	-	5	5	195	59	254	\$190,000	\$195,000	\$254,000	2.6%	31.1%
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	320	320	320	52,078	129	-	1,289	1,418	53,496	16,311	69,807	\$162,744	\$167,175	\$218,147	2.7%	31.3%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	320	320	320	52,078	129	-	1,289	1,418	53,496	16,311	69,807	\$162,744	\$167,175	\$218,147	2.7%	31.3%
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	320	320	320	52,078	129	0	1,289	1,418	53,496	16,311	69,807	\$162,744	\$167,175	\$218,147	2.7%	31.3%		
T1. US Direct Hire (USDH)	320	320	320	52,078	129	-	1,289	1,418	53,496	16,311	69,807	\$162,744	\$167,175	\$218,147	2.7%	31.3%		
T1a. Senior Executive Schedule	5	5	5	964	0	0	24	24	988	305	1,293	\$192,800	\$197,600	\$258,600	2.5%	31.6%		
T1b. General Schedule	309	309	309	49,987	127	0	1,237	1,364	51,351	15,655	67,006	\$161,770	\$166,184	\$216,848	2.7%	31.3%		
T1c. Special Schedule	5	5	5	937	2	0	23	25	962	292	1,254	\$187,400	\$192,400	\$250,800	2.7%	31.2%		
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-
T1e. Highly Qualified Experts	1	1	1	190	0	0	5	5	195	59	254	\$190,000	\$195,000	\$254,000	2.6%	31.1%		
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-
T3. Total Direct Hire	320	320	320	52,078	129	-	1,289	1,418	53,496	16,311	69,807	\$162,744	\$167,175	\$218,147	2.7%	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>	<i>320</i>	<i>320</i>	<i>320</i>	<i>52,078</i>	<i>129</i>	<i>-</i>	<i>1,289</i>	<i>1,418</i>	<i>53,496</i>	<i>16,311</i>	<i>69,807</i>	<i>\$162,744</i>	<i>\$167,175</i>	<i>\$218,147</i>	<i>2.7%</i>	<i>31.3%</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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide												Date: April 2022				
Department of Defense Education Agency																
(FY 2021)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
Direct Funded Personnel (includes OC 13)	12,209	12,299	11,317	764,555	926	819	120,608	122,353	886,908	499,097	1,386,005	\$67,558	\$78,370	\$122,471	16.0%	65.3%
D1. US Direct Hire (USDH)	11,969	12,059	11,077	756,891	926	819	120,608	122,353	879,244	498,587	1,377,831	\$68,330	\$79,376	\$124,387	16.2%	65.9%
D1a. Senior Executive Schedule	6	6	6	1,092	-	-	120	120	1,212	400	1,612	\$182,000	\$202,000	\$268,667	11.0%	36.6%
D1b. General Schedule	3,654	3,528	2,801	140,309	778	49	43,860	44,687	184,996	76,009	261,005	\$50,092	\$66,046	\$93,183	31.8%	54.2%
D1c. Special Schedule	8,018	8,240	7,985	605,952	16	770	73,566	74,352	680,304	417,484	1,097,788	\$75,886	\$85,198	\$137,481	12.3%	68.9%
D1d. Wage System	290	283	283	9,538	132	-	2,902	3,034	12,572	4,677	17,249	\$33,703	\$44,424	\$60,951	31.8%	49.0%
D1e. Highly Qualified Experts	1	2	2	-	-	-	160	160	160	17	177	\$0	\$80,000	\$88,500	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	65	65	65	1,681	-	-	-	-	1,681	510	2,191	\$25,862	\$25,862	\$33,708	0.0%	30.3%
D3. Total Direct Hire	12,034	12,124	11,142	758,572	926	819	120,608	122,353	880,925	499,097	1,380,022	\$68,082	\$79,063	\$123,858	16.1%	65.8%
D4. Indirect Hire Foreign Nationals (IHFN)	175	175	175	5,983	-	-	-	-	5,983	-	5,983	\$34,189	\$34,189	\$34,189	0.0%	0.0%
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>12,209</i>	<i>12,299</i>	<i>11,317</i>	<i>764,555</i>	<i>926</i>	<i>819</i>	<i>120,608</i>	<i>122,353</i>	<i>886,908</i>	<i>499,097</i>	<i>1,386,005</i>	<i>\$67,558</i>	<i>\$78,370</i>	<i>\$122,471</i>	<i>16.0%</i>	<i>65.3%</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																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	12,209	12,299	11,317	764,555	926	819	120,608	122,353	886,908	499,097	1,386,005	\$67,558	\$78,370	\$122,471	16.0%	65.3%				
T1. US Direct Hire (USDH)	11,969	12,059	11,077	756,891	926	819	120,608	122,353	879,244	498,587	1,377,831	\$68,330	\$79,376	\$124,387	16.2%	65.9%				
T1a. Senior Executive Schedule	6	6	6	1,092	0	0	120	120	1,212	400	1,612	\$182,000	\$202,000	\$268,667	11.0%	36.6%				
T1b. General Schedule	3,654	3,528	2,801	140,309	778	49	43,860	44,687	184,996	76,009	261,005	\$50,092	\$66,046	\$93,183	31.8%	54.2%				
T1c. Special Schedule	8,018	8,240	7,985	605,952	16	770	73,566	74,352	680,304	417,484	1,097,788	\$75,886	\$85,198	\$137,481	12.3%	68.9%				
T1d. Wage System	290	283	283	9,538	132	0	2,902	3,034	12,572	4,677	17,249	\$33,703	\$44,424	\$60,951	31.8%	49.0%				
T1e. Highly Qualified Experts	1	2	2	0	0	0	160	160	160	17	177	\$0	\$80,000	\$88,500	-	-				
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-				
T2. Direct Hire Program Foreign Nationals (DHFN)	65	65	65	1,681	0	0	0	0	1,681	510	2,191	\$25,862	\$25,862	\$33,708	0.0%	30.3%				
T3. Total Direct Hire	12,034	12,124	11,142	758,572	926	819	120,608	122,353	880,925	499,097	1,380,022	\$68,082	\$79,063	\$123,858	16.1%	65.8%				
T4. Indirect Hire Foreign Nationals (IHFN)	175	175	175	5,983	0	0	0	0	5,983	0	5,983	\$34,189	\$34,189	\$34,189	0.0%	0.0%				
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>12,209</i>	<i>12,299</i>	<i>11,317</i>	<i>764,555</i>	<i>926</i>	<i>819</i>	<i>120,608</i>	<i>122,353</i>	<i>886,908</i>	<i>499,097</i>	<i>1,386,005</i>	<i>\$67,558</i>	<i>\$78,370</i>	<i>\$122,471</i>	<i>16.0%</i>	<i>65.3%</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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Department of Defense Education Agency											Date: April 2022					
(FY 2022)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
Direct Funded Personnel (includes OC 13)	12,324	12,515	11,973	797,502	930	871	128,940	130,741	928,243	523,699	1,451,942	\$66,608	\$77,528	\$121,268	16.4%	65.7%
D1. US Direct Hire (USDH)	12,083	12,266	11,724	789,592	930	871	128,940	130,741	920,333	523,086	1,443,419	\$67,348	\$78,500	\$123,117	16.6%	66.2%
D1a. Senior Executive Schedule	6	6	6	1,117	-	-	142	142	1,259	409	1,668	\$186,167	\$209,833	\$278,000	12.7%	36.6%
D1b. General Schedule	3,528	3,461	3,095	141,507	778	48	45,353	46,179	187,686	76,157	263,843	\$45,721	\$60,642	\$85,248	32.6%	53.8%
D1c. Special Schedule	8,240	8,493	8,322	637,333	16	823	80,463	81,302	718,635	441,791	1,160,426	\$76,584	\$86,354	\$139,441	12.8%	69.3%
D1d. Wage System	308	305	300	9,635	136	-	2,982	3,118	12,753	4,729	17,482	\$32,117	\$42,510	\$58,273	32.4%	49.1%
D1e. Highly Qualified Experts	1	1	1	-	-	-	-	-	-	-	-	\$0	\$0	\$0	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	66	77	77	2,031	-	-	-	-	2,031	613	2,644	\$26,377	\$26,377	\$34,338	0.0%	30.2%
D3. Total Direct Hire	12,149	12,343	11,801	791,623	930	871	128,940	130,741	922,364	523,699	1,446,063	\$67,081	\$78,160	\$122,537	16.5%	66.2%
D4. Indirect Hire Foreign Nationals (IHFN)	175	172	172	5,879	-	-	-	-	5,879	-	5,879	\$34,180	\$34,180	\$34,180	0.0%	0.0%
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>12,324</i>	<i>12,515</i>	<i>11,973</i>	<i>797,502</i>	<i>930</i>	<i>871</i>	<i>128,940</i>	<i>130,741</i>	<i>928,243</i>	<i>523,699</i>	<i>1,451,942</i>	<i>\$66,608</i>	<i>\$77,528</i>	<i>\$121,268</i>	<i>16.4%</i>	<i>65.7%</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																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	12,324	12,515	11,973	797,502	930	871	128,940	130,741	928,243	523,699	1,451,942	\$66,608	\$77,528	\$121,268	16.4%	65.7%	
T1. US Direct Hire (USDH)	12,083	12,266	11,724	789,592	930	871	128,940	130,741	920,333	523,086	1,443,419	\$67,348	\$78,500	\$123,117	16.6%	66.2%	
T1a. Senior Executive Schedule	6	6	6	1,117	0	0	142	142	1,259	409	1,668	<i>\$186,167</i>	<i>\$209,833</i>	<i>\$278,000</i>	<i>12.7%</i>	<i>36.6%</i>	
T1b. General Schedule	3,528	3,461	3,095	141,507	778	48	45,353	46,179	187,686	76,157	263,843	<i>\$45,721</i>	<i>\$60,642</i>	<i>\$85,248</i>	<i>32.6%</i>	<i>53.8%</i>	
T1c. Special Schedule	8,240	8,493	8,322	637,333	16	823	80,463	81,302	718,635	441,791	1,160,426	<i>\$76,584</i>	<i>\$86,354</i>	<i>\$139,441</i>	<i>12.8%</i>	<i>69.3%</i>	
T1d. Wage System	308	305	300	9,635	136	0	2,982	3,118	12,753	4,729	17,482	<i>\$32,117</i>	<i>\$42,510</i>	<i>\$58,273</i>	<i>32.4%</i>	<i>49.1%</i>	
T1e. Highly Qualified Experts	1	1	1	0	0	0	0	0	0	0	0	<i>\$0</i>	<i>\$0</i>	<i>\$0</i>	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	66	77	77	2,031	0	0	0	0	2,031	613	2,644	<i>\$26,377</i>	<i>\$26,377</i>	<i>\$34,338</i>	<i>0.0%</i>	<i>30.2%</i>	
T3. Total Direct Hire	12,149	12,343	11,801	791,623	930	871	128,940	130,741	922,364	523,699	1,446,063	\$67,081	\$78,160	\$122,537	16.5%	66.2%	
T4. Indirect Hire Foreign Nationals (IHFN)	175	172	172	5,879	0	0	0	0	5,879	0	5,879	<i>\$34,180</i>	<i>\$34,180</i>	<i>\$34,180</i>	<i>0.0%</i>	<i>0.0%</i>	
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>12,324</i>	<i>12,515</i>	<i>11,973</i>	<i>797,502</i>	<i>930</i>	<i>871</i>	<i>128,940</i>	<i>130,741</i>	<i>928,243</i>	<i>523,699</i>	<i>1,451,942</i>	<i>\$66,608</i>	<i>\$77,528</i>	<i>\$121,268</i>	<i>16.4%</i>	<i>65.7%</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	-	-	-	-	-	-

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide												Date: April 2022				
Department of Defense Education Agency																
(FY 2023)																
	(\$ in Thousands)											Rates				
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	k/c n Comp & Benefits	h/d o % BC	j/d p % BC
Direct Funded Personnel (includes OC 13)	12,496	12,491	11,979	831,125	967	904	133,787	135,658	966,783	543,514	1,510,297	\$69,382	\$80,706	\$126,079	16.3%	65.4%
D1. US Direct Hire (USDH)	12,255	12,242	11,730	822,920	967	904	133,787	135,658	958,578	542,878	1,501,456	\$70,155	\$81,720	\$128,001	16.5%	66.0%
D1a. Senior Executive Schedule	6	6	6	1,158	-	-	147	147	1,305	425	1,730	\$193,000	\$217,500	\$288,333	12.7%	36.7%
D1b. General Schedule	3,554	3,437	3,101	150,617	809	50	47,067	47,926	198,543	79,289	277,832	\$48,570	\$64,025	\$89,594	31.8%	52.6%
D1c. Special Schedule	8,386	8,493	8,322	661,152	17	854	83,480	84,351	745,503	458,259	1,203,762	\$79,446	\$89,582	\$144,648	12.8%	69.3%
D1d. Wage System	308	305	300	9,993	141	-	3,093	3,234	13,227	4,905	18,132	\$33,310	\$44,090	\$60,440	32.4%	49.1%
D1e. Highly Qualified Experts	1	1	1	-	-	-	-	-	-	-	-	\$0	\$0	\$0	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	66	77	77	2,108	-	-	-	-	2,108	636	2,744	\$27,377	\$27,377	\$35,636	0.0%	30.2%
D3. Total Direct Hire	12,321	12,319	11,807	825,028	967	904	133,787	135,658	960,686	543,514	1,504,200	\$69,876	\$81,366	\$127,399	16.4%	65.9%
D4. Indirect Hire Foreign Nationals (IHFN)	175	172	172	6,097	-	-	-	-	6,097	-	6,097	\$35,448	\$35,448	\$35,448	0.0%	0.0%
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>12,496</i>	<i>12,491</i>	<i>11,979</i>	<i>831,125</i>	<i>967</i>	<i>904</i>	<i>133,787</i>	<i>135,658</i>	<i>966,783</i>	<i>543,514</i>	<i>1,510,297</i>	<i>\$69,382</i>	<i>\$80,706</i>	<i>\$126,079</i>	<i>16.3%</i>	<i>65.4%</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																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	12,496	12,491	11,979	831,125	967	904	133,787	135,658	966,783	543,514	1,510,297	\$69,382	\$80,706	\$126,079	16.3%	65.4%	
T1. US Direct Hire (USDH)	12,255	12,242	11,730	822,920	967	904	133,787	135,658	958,578	542,878	1,501,456	\$70,155	\$81,720	\$128,001	16.5%	66.0%	
T1a. Senior Executive Schedule	6	6	6	1,158	0	0	147	147	1,305	425	1,730	<i>\$193,000</i>	<i>\$217,500</i>	<i>\$288,333</i>	<i>12.7%</i>	<i>36.7%</i>	
T1b. General Schedule	3,554	3,437	3,101	150,617	809	50	47,067	47,926	198,543	79,289	277,832	<i>\$48,570</i>	<i>\$64,025</i>	<i>\$89,594</i>	<i>31.8%</i>	<i>52.6%</i>	
T1c. Special Schedule	8,386	8,493	8,322	661,152	17	854	83,480	84,351	745,503	458,259	1,203,762	<i>\$79,446</i>	<i>\$89,582</i>	<i>\$144,648</i>	<i>12.8%</i>	<i>69.3%</i>	
T1d. Wage System	308	305	300	9,993	141	0	3,093	3,234	13,227	4,905	18,132	<i>\$33,310</i>	<i>\$44,090</i>	<i>\$60,440</i>	<i>32.4%</i>	<i>49.1%</i>	
T1e. Highly Qualified Experts	1	1	1	0	0	0	0	0	0	0	0	<i>\$0</i>	<i>\$0</i>	<i>\$0</i>	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	66	77	77	2,108	0	0	0	0	2,108	636	2,744	<i>\$27,377</i>	<i>\$27,377</i>	<i>\$35,636</i>	<i>0.0%</i>	<i>30.2%</i>	
T3. Total Direct Hire	12,321	12,319	11,807	825,028	967	904	133,787	135,658	960,686	543,514	1,504,200	\$69,876	\$81,366	\$127,399	16.4%	65.9%	
T4. Indirect Hire Foreign Nationals (IHFN)	175	172	172	6,097	0	0	0	0	6,097	0	6,097	<i>\$35,448</i>	<i>\$35,448</i>	<i>\$35,448</i>	<i>0.0%</i>	<i>0.0%</i>	
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>12,496</i>	<i>12,491</i>	<i>11,979</i>	<i>831,125</i>	<i>967</i>	<i>904</i>	<i>133,787</i>	<i>135,658</i>	<i>966,783</i>	<i>543,514</i>	<i>1,510,297</i>	<i>\$69,382</i>	<i>\$80,706</i>	<i>\$126,079</i>	<i>16.3%</i>	<i>65.4%</i>	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Defense Personnel Accounting Agency												Date: April 2022				
(FY 2021)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
Direct Funded Personnel (includes OC 13)	327	322	325	33,555	27	0	1,119	1,146	34,701	13,698	48,399	\$103,246	\$106,772	\$148,920	3.4%	40.8%
D1. US Direct Hire (USDH)	297	292	295	32,793	27	-	1,119	1,146	33,939	13,698	47,637	\$111,163	\$115,047	\$161,481	3.5%	41.8%
D1a. Senior Executive Schedule	2	2	2	355	-	-	-	-	355	120	475	\$177,500	\$177,500	\$237,500	0.0%	33.8%
D1b. General Schedule	294	289	292	32,261	27	-	1,119	1,146	33,407	13,518	46,925	\$110,483	\$114,408	\$160,702	3.6%	41.9%
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	297	292	295	32,793	27	-	1,119	1,146	33,939	13,698	47,637	\$111,163	\$115,047	\$161,481	3.5%	41.8%
D4. Indirect Hire Foreign Nationals (IHFN)	30	30	30	762	-	-	-	-	762	-	762	\$25,400	\$25,400	\$25,400	0.0%	0.0%
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>327</i>	<i>322</i>	<i>325</i>	<i>33,555</i>	<i>27</i>	<i>-</i>	<i>1,119</i>	<i>1,146</i>	<i>34,701</i>	<i>13,698</i>	<i>48,399</i>	<i>\$103,246</i>	<i>\$106,772</i>	<i>\$148,920</i>	<i>3.4%</i>	<i>40.8%</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																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	327	322	325	33,555	27	0	1,119	1,146	34,701	13,698	48,399	\$103,246	\$106,772	\$148,920	3.4%	40.8%	
T1. US Direct Hire (USDH)	297	292	295	32,793	27	-	1,119	1,146	33,939	13,698	47,637	\$111,163	\$115,047	\$161,481	3.5%	41.8%	
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	294	289	292	32,261	27	0	1,119	1,146	33,407	13,518	46,925	\$110,483	\$114,408	\$160,702	3.6%	41.9%	
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	297	292	295	32,793	27	-	1,119	1,146	33,939	13,698	47,637	\$111,163	\$115,047	\$161,481	3.5%	41.8%	
T4. Indirect Hire Foreign Nationals (IHFN)	30	30	30	762	0	0	0	0	762	0	762	\$25,400	\$25,400	\$25,400	0.0%	0.0%	
<i>Subtotal - Total Funded (excludes OC 13)</i>	327	322	325	33,555	27	-	1,119	1,146	34,701	13,698	48,399	\$103,246	\$106,772	\$148,920	3.4%	40.8%	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide												Date: April 2022				
Defense Personnel Accounting Agency																
(FY 2022)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pav	<u>f</u> Holiday Pav	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
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>	<i>328</i>	<i>328</i>	<i>328</i>	<i>36,543</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>36,543</i>	<i>12,431</i>	<i>48,974</i>	<i>\$111,412</i>	<i>\$111,412</i>	<i>\$149,311</i>	<i>0.0%</i>	<i>34.0%</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																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

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>	-	-	-	150	-	-	-	-	150	100	250	-	-	-	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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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>	328	328	328	36,693	-	-	-	-	36,693	12,531	49,224	\$111,869	\$111,869	\$150,073	0.0%	34.2%
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Defense Personnel Accounting Agency												Date: April 2022				
(FY 2023)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
Direct Funded Personnel (includes OC 13)	312	334	324	39,742	0	0	0	0	39,742	14,522	54,264	\$122,660	\$122,660	\$167,481	0.0%	36.5%
D1. US Direct Hire (USDH)	290	312	302	39,742	-	-	-	-	39,742	14,522	54,264	\$131,596	\$131,596	\$179,682	0.0%	36.5%
D1a. Senior Executive Schedule	2	2	2	355	-	-	-	-	355	120	475	\$177,500	\$177,500	\$237,500	0.0%	33.8%
D1b. General Schedule	288	310	300	39,387	-	-	-	-	39,387	14,402	53,789	\$131,290	\$131,290	\$179,297	0.0%	36.6%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	290	312	302	39,742	-	-	-	-	39,742	14,522	54,264	\$131,596	\$131,596	\$179,682	0.0%	36.5%
D4. Indirect Hire Foreign Nationals (IHFN)	22	22	22	-	-	-	-	-	-	-	-	\$0	\$0	\$0	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>312</i>	<i>334</i>	<i>324</i>	<i>39,742</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>39,742</i>	<i>14,522</i>	<i>54,264</i>	<i>\$122,660</i>	<i>\$122,660</i>	<i>\$167,481</i>	<i>0.0%</i>	<i>36.5%</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
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

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>	-	-	-	150	-	-	-	-	150	100	250	-	-	-	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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	312	334	324	39,892	0	0	0	0	39,892	14,622	54,514	\$123,123	\$123,123	\$168,253	0.0%	36.7%
T1. US Direct Hire (USDH)	290	312	302	39,892	-	-	-	-	39,892	14,622	54,514	\$132,093	\$132,093	\$180,510	0.0%	36.7%
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	288	310	300	39,537	0	0	0	0	39,537	14,502	54,039	\$131,790	\$131,790	\$180,130	0.0%	36.7%
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	290	312	302	39,892	-	-	-	-	39,892	14,622	54,514	\$132,093	\$132,093	\$180,510	0.0%	36.7%
T4. Indirect Hire Foreign Nationals (IHFN)	22	22	22	0	0	0	0	0	0	0	0	\$0	\$0	\$0	-	-
<i>Subtotal - Total Funded (excludes OC 13)</i>	312	334	324	39,892	-	-	-	-	39,892	14,622	54,514	\$123,123	\$123,123	\$168,253	0.0%	36.7%
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide												Date: April 2022				
Defense Security Cooperative Agency																
(FY 2021)																
	(\$ in Thousands)											<u>Rates</u>				
	a	b	c	d	e	f	g	e + f + g	d + h	j	i + j	d/c	i/c	k/c	h/d	j/d
	<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>O.C.11</u>	<u>O.C.12/13</u>	<u>Basic</u>	<u>Total</u>	<u>Comp</u>	<u>% BC</u>	<u>% BC</u>
	<u>Strength</u>	<u>Strength</u>		<u>Comp</u>	<u>Pav</u>	<u>Pav</u>	<u>O.C.11</u>	<u>Variables</u>	<u>O.C.11</u>			<u>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>Benefits</u>
Direct Funded Personnel (includes OC 13)	443	459	457	53,402	131	72	1,307	1,510	54,912	22,048	76,960	\$116,853	\$120,158	\$168,403	2.8%	41.3%
D1. US Direct Hire (USDH)	428	444	442	51,442	131	72	1,307	1,510	52,952	22,048	75,000	\$116,385	\$119,801	\$169,683	2.9%	42.9%
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	283	287	276	31,362	82	45	816	943	32,305	13,758	46,063	\$113,630	\$117,047	\$166,895	3.0%	43.9%
D1c. Special Schedule	145	157	166	20,080	49	27	491	567	20,647	8,290	28,937	\$120,964	\$124,380	\$174,319	2.8%	41.3%
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	15	15	15	1,960	-	-	-	-	1,960	-	1,960	\$130,667	\$130,667	\$130,667	0.0%	0.0%
D3. Total Direct Hire	443	459	457	53,402	131	72	1,307	1,510	54,912	22,048	76,960	\$116,853	\$120,158	\$168,403	2.8%	41.3%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	443	459	457	53,402	131	72	1,307	1,510	54,912	22,048	76,960	\$116,853	\$120,158	\$168,403	2.8%	41.3%
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																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	25	10	10	1,287	5	3	48	56	1,343	249	1,592	\$128,700	\$134,300	\$159,200	4.4%	19.3%
R1. US Direct Hire (USDH)	25	10	10	1,287	5	3	48	56	1,343	249	1,592	\$128,700	\$134,300	\$159,200	4.4%	19.3%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	25	10	10	1,287	5	3	48	56	1,343	249	1,592	\$128,700	\$134,300	\$159,200	4.4%	19.3%
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	25	10	10	1,287	5	3	48	56	1,343	249	1,592	\$128,700	\$134,300	\$159,200	4.4%	19.3%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>25</i>	<i>10</i>	<i>10</i>	<i>1,287</i>	<i>5</i>	<i>3</i>	<i>48</i>	<i>56</i>	<i>1,343</i>	<i>249</i>	<i>1,592</i>	<i>\$128,700</i>	<i>\$134,300</i>	<i>\$159,200</i>	<i>4.4%</i>	<i>19.3%</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																
Total Personnel (includes OC 13)	468	469	467	54,689	136	75	1,355	1,566	56,255	22,297	78,552	\$117,107	\$120,460	\$168,206	2.9%	40.8%
T1. US Direct Hire (USDH)	453	454	452	52,729	136	75	1,355	1,566	54,295	22,297	76,592	\$116,657	\$120,122	\$169,451	3.0%	42.3%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	283	287	276	31,362	82	45	816	943	32,305	13,758	46,063	\$113,630	\$117,047	\$166,895	3.0%	43.9%
T1c. Special Schedule	170	167	176	21,367	54	30	539	623	21,990	8,539	30,529	\$121,403	\$124,943	\$173,460	2.9%	40.0%
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	15	15	15	1,960	0	0	0	0	1,960	0	1,960	\$130,667	\$130,667	\$130,667	0.0%	0.0%
T3. Total Direct Hire	468	469	467	54,689	136	75	1,355	1,566	56,255	22,297	78,552	\$117,107	\$120,460	\$168,206	2.9%	40.8%
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>468</i>	<i>469</i>	<i>467</i>	<i>54,689</i>	<i>136</i>	<i>75</i>	<i>1,355</i>	<i>1,566</i>	<i>56,255</i>	<i>22,297</i>	<i>78,552</i>	<i>\$117,107</i>	<i>\$120,460</i>	<i>\$168,206</i>	<i>2.9%</i>	<i>40.8%</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				

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide												Date: April 2022				
Defense Security Cooperative Agency																
(FY 2022)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
Direct Funded Personnel (includes OC 13)	443	444	484	53,398	147	88	1,940	2,175	55,573	19,133	74,706	\$110,326	\$114,820	\$154,351	4.1%	35.8%
D1. US Direct Hire (USDH)	428	429	469	51,452	147	88	1,940	2,175	53,627	19,133	72,760	\$109,706	\$114,343	\$155,139	4.2%	37.2%
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	283	287	282	27,731	125	69	1,782	1,976	29,707	11,229	40,936	\$98,337	\$105,344	\$145,163	7.1%	40.5%
D1c. Special Schedule	145	142	187	23,721	22	19	158	199	23,920	7,904	31,824	\$126,850	\$127,914	\$170,182	0.8%	33.3%
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	484	53,398	147	88	1,940	2,175	55,573	19,133	74,706	\$110,326	\$114,820	\$154,351	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>484</i>	<i>53,398</i>	<i>147</i>	<i>88</i>	<i>1,940</i>	<i>2,175</i>	<i>55,573</i>	<i>19,133</i>	<i>74,706</i>	<i>\$110,326</i>	<i>\$114,820</i>	<i>\$154,351</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																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	25	25	13	893	36	11	(7)	40	933	339	1,272	\$68,692	\$71,769	\$97,846	4.5%	38.0%
R1. US Direct Hire (USDH)	25	25	13	893	36	11	(7)	40	933	339	1,272	\$68,692	\$71,769	\$97,846	4.5%	38.0%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	25	25	13	893	36	11	(7)	40	933	339	1,272	\$68,692	\$71,769	\$97,846	4.5%	38.0%
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	25	25	13	893	36	11	(7)	40	933	339	1,272	\$68,692	\$71,769	\$97,846	4.5%	38.0%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>25</i>	<i>25</i>	<i>13</i>	<i>893</i>	<i>36</i>	<i>11</i>	<i>(7)</i>	<i>40</i>	<i>933</i>	<i>339</i>	<i>1,272</i>	<i>\$68,692</i>	<i>\$71,769</i>	<i>\$97,846</i>	<i>4.5%</i>	<i>38.0%</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																
Total Personnel (includes OC 13)	468	469	497	54,291	183	99	1,933	2,215	56,506	19,472	75,978	\$109,237	\$113,694	\$152,873	4.1%	35.9%
T1. US Direct Hire (USDH)	453	454	482	52,345	183	99	1,933	2,215	54,560	19,472	74,032	\$108,600	\$113,195	\$153,593	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	27,731	125	69	1,782	1,976	29,707	11,229	40,936	\$98,337	\$105,344	\$145,163	7.1%	40.5%
T1c. Special Schedule	170	167	200	24,614	58	30	151	239	24,853	8,243	33,096	\$123,070	\$124,265	\$165,480	1.0%	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	497	54,291	183	99	1,933	2,215	56,506	19,472	75,978	\$109,237	\$113,694	\$152,873	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>497</i>	<i>54,291</i>	<i>183</i>	<i>99</i>	<i>1,933</i>	<i>2,215</i>	<i>56,506</i>	<i>19,472</i>	<i>75,978</i>	<i>\$109,237</i>	<i>\$113,694</i>	<i>\$152,873</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				

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide												Date: April 2022				
Defense Security Cooperative Agency																
-																
-																
-																
(FY 2023)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
Direct Funded Personnel (includes OC 13)	459	484	484	60,675	174	94	2,130	2,398	63,073	21,168	84,241	\$125,362	\$130,316	\$174,052	4.0%	34.9%
D1. US Direct Hire (USDH)	444	469	469	58,760	174	94	2,130	2,398	61,158	21,168	82,326	\$125,288	\$130,401	\$175,535	4.1%	36.0%
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	271	283	283	35,712	106	57	1,294	1,457	37,169	12,866	50,035	\$126,191	\$131,339	\$176,802	4.1%	36.0%
D1c. Special Schedule	173	186	186	23,048	68	37	836	941	23,989	8,302	32,291	\$123,914	\$128,973	\$173,608	4.1%	36.0%
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	15	15	15	1,915	-	-	-	-	1,915	-	1,915	\$127,667	\$127,667	\$127,667	0.0%	0.0%
D3. Total Direct Hire	459	484	484	60,675	174	94	2,130	2,398	63,073	21,168	84,241	\$125,362	\$130,316	\$174,052	4.0%	34.9%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>459</i>	<i>484</i>	<i>484</i>	<i>60,675</i>	<i>174</i>	<i>94</i>	<i>2,130</i>	<i>2,398</i>	<i>63,073</i>	<i>21,168</i>	<i>84,241</i>	<i>\$125,362</i>	<i>\$130,316</i>	<i>\$174,052</i>	<i>4.0%</i>	<i>34.9%</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																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	13	13	13	911	16	5	21	42	953	344	1,297	\$70,077	\$73,308	\$99,769	4.6%	37.8%
R1. US Direct Hire (USDH)	13	13	13	911	16	5	21	42	953	344	1,297	\$70,077	\$73,308	\$99,769	4.6%	37.8%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	13	13	13	911	16	5	21	42	953	344	1,297	\$70,077	\$73,308	\$99,769	4.6%	37.8%
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	13	13	13	911	16	5	21	42	953	344	1,297	\$70,077	\$73,308	\$99,769	4.6%	37.8%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>13</i>	<i>13</i>	<i>13</i>	<i>911</i>	<i>16</i>	<i>5</i>	<i>21</i>	<i>42</i>	<i>953</i>	<i>344</i>	<i>1,297</i>	<i>\$70,077</i>	<i>\$73,308</i>	<i>\$99,769</i>	<i>4.6%</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																
Total Personnel (includes OC 13)	472	497	497	61,586	190	99	2,151	2,440	64,026	21,512	85,538	\$123,915	\$128,825	\$172,109	4.0%	34.9%
T1. US Direct Hire (USDH)	457	482	482	59,671	190	99	2,151	2,440	62,111	21,512	83,623	\$123,799	\$128,861	\$173,492	4.1%	36.1%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	271	283	283	35,712	106	57	1,294	1,457	37,169	12,866	50,035	\$126,191	\$131,339	\$176,802	4.1%	36.0%
T1c. Special Schedule	186	199	199	23,959	84	42	857	983	24,942	8,646	33,588	\$120,397	\$125,337	\$168,784	4.1%	36.1%
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)	15	15	15	1,915	0	0	0	0	1,915	0	1,915	\$127,667	\$127,667	\$127,667	0.0%	0.0%
T3. Total Direct Hire	472	497	497	61,586	190	99	2,151	2,440	64,026	21,512	85,538	\$123,915	\$128,825	\$172,109	4.0%	34.9%
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>472</i>	<i>497</i>	<i>497</i>	<i>61,586</i>	<i>190</i>	<i>99</i>	<i>2,151</i>	<i>2,440</i>	<i>64,026</i>	<i>21,512</i>	<i>85,538</i>	<i>\$123,915</i>	<i>\$128,825</i>	<i>\$172,109</i>	<i>4.0%</i>	<i>34.9%</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				

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide												Date: April 2022				
Defense Counterintelligence & Security Agency																
(FY 2021)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
Direct Funded Personnel (includes OC 13)	1,661	1,789	1,698	196,616	522	16	6,715	7,253	203,869	64,696	268,565	\$115,793	\$120,064	\$158,165	3.7%	32.9%
D1. US Direct Hire (USDH)	1,661	1,789	1,698	196,616	522	16	6,715	7,253	203,869	64,696	268,565	\$115,793	\$120,064	\$158,165	3.7%	32.9%
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	1,765	1,677	193,382	522	16	5,979	6,517	199,899	63,694	263,593	\$115,314	\$119,200	\$157,181	3.4%	32.9%
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	1,789	1,698	196,616	522	16	6,715	7,253	203,869	64,696	268,565	\$115,793	\$120,064	\$158,165	3.7%	32.9%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>1,661</i>	<i>1,789</i>	<i>1,698</i>	<i>196,616</i>	<i>522</i>	<i>16</i>	<i>6,715</i>	<i>7,253</i>	<i>203,869</i>	<i>64,696</i>	<i>268,565</i>	<i>\$115,793</i>	<i>\$120,064</i>	<i>\$158,165</i>	<i>3.7%</i>	<i>32.9%</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																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	<u>1,661</u>	<u>1,789</u>	<u>1,698</u>	<u>196,616</u>	<u>522</u>	<u>16</u>	<u>6,715</u>	<u>7,253</u>	<u>203,869</u>	<u>64,696</u>	<u>268,565</u>	<u>\$115,793</u>	<u>\$120,064</u>	<u>\$158,165</u>	<u>3.7%</u>	<u>32.9%</u>	
T1. US Direct Hire (USDH)	<u>1,661</u>	<u>1,789</u>	<u>1,698</u>	<u>196,616</u>	<u>522</u>	<u>16</u>	<u>6,715</u>	<u>7,253</u>	<u>203,869</u>	<u>64,696</u>	<u>268,565</u>	<u>\$115,793</u>	<u>\$120,064</u>	<u>\$158,165</u>	<u>3.7%</u>	<u>32.9%</u>	
T1a. Senior Executive Schedule	5	12	10	1,540	0	0	368	368	1,908	477	2,385	\$154,000	\$190,800	\$238,500	23.9%	31.0%	
T1b. General Schedule	1,648	1,765	1,677	193,382	522	16	5,979	6,517	199,899	63,694	263,593	\$115,314	\$119,200	\$157,181	3.4%	32.9%	
T1c. Special Schedule	8	12	11	1,694	0	0	368	368	2,062	525	2,587	\$154,000	\$187,455	\$235,182	21.7%	31.0%	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T3. Total Direct Hire	<u>1,661</u>	<u>1,789</u>	<u>1,698</u>	<u>196,616</u>	<u>522</u>	<u>16</u>	<u>6,715</u>	<u>7,253</u>	<u>203,869</u>	<u>64,696</u>	<u>268,565</u>	<u>\$115,793</u>	<u>\$120,064</u>	<u>\$158,165</u>	<u>3.7%</u>	<u>32.9%</u>	
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>	<u>1,661</u>	<u>1,789</u>	<u>1,698</u>	<u>196,616</u>	<u>522</u>	<u>16</u>	<u>6,715</u>	<u>7,253</u>	<u>203,869</u>	<u>64,696</u>	<u>268,565</u>	<u>\$115,793</u>	<u>\$120,064</u>	<u>\$158,165</u>	<u>3.7%</u>	<u>32.9%</u>	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide												Date: April 2022				
Defense Counterintelligence & Security Agency																
(FY 2022)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
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																

Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book

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

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide												Date: April 2022				
Defense Counterintelligence & Security Agency																
(FY 2023)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
Direct Funded Personnel (includes OC 13)	2,140	2,130	2,006	233,400	535	6	6,726	7,267	240,667	69,974	310,641	\$116,351	\$119,974	\$154,856	3.1%	30.0%
D1. US Direct Hire (USDH)	2,140	2,130	2,006	233,400	535	6	6,726	7,267	240,667	69,974	310,641	\$116,351	\$119,974	\$154,856	3.1%	30.0%
D1a. Senior Executive Schedule	10	10	10	1,625	-	-	368	368	1,993	490	2,483	\$162,500	\$199,300	\$248,300	22.6%	30.2%
D1b. General Schedule	2,119	2,109	1,985	229,987	535	6	5,991	6,532	236,519	68,885	305,404	\$115,862	\$119,153	\$153,856	2.8%	30.0%
D1c. Special Schedule	11	11	11	1,788	-	-	367	367	2,155	599	2,754	\$162,545	\$195,909	\$250,364	20.5%	33.5%
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	2,140	2,130	2,006	233,400	535	6	6,726	7,267	240,667	69,974	310,641	\$116,351	\$119,974	\$154,856	3.1%	30.0%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>2,140</i>	<i>2,130</i>	<i>2,006</i>	<i>233,400</i>	<i>535</i>	<i>6</i>	<i>6,726</i>	<i>7,267</i>	<i>240,667</i>	<i>69,974</i>	<i>310,641</i>	<i>\$116,351</i>	<i>\$119,974</i>	<i>\$154,856</i>	<i>3.1%</i>	<i>30.0%</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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Personnel (includes OC 13)	2,140	2,130	2,006	233,400	535	6	6,726	7,267	240,667	69,974	310,641	\$116,351	\$119,974	\$154,856	3.1%	30.0%
T1. US Direct Hire (USDH)	2,140	2,130	2,006	233,400	535	6	6,726	7,267	240,667	69,974	310,641	\$116,351	\$119,974	\$154,856	3.1%	30.0%
T1a. Senior Executive Schedule	10	10	10	1,625	0	0	368	368	1,993	490	2,483	\$162,500	\$199,300	\$248,300	22.6%	30.2%
T1b. General Schedule	2,119	2,109	1,985	229,987	535	6	5,991	6,532	236,519	68,885	305,404	\$115,862	\$119,153	\$153,856	2.8%	30.0%
T1c. Special Schedule	11	11	11	1,788	0	0	367	367	2,155	599	2,754	\$162,545	\$195,909	\$250,364	20.5%	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	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	2,140	2,130	2,006	233,400	535	6	6,726	7,267	240,667	69,974	310,641	\$116,351	\$119,974	\$154,856	3.1%	30.0%
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>2,140</i>	<i>2,130</i>	<i>2,006</i>	<i>233,400</i>	<i>535</i>	<i>6</i>	<i>6,726</i>	<i>7,267</i>	<i>240,667</i>	<i>69,974</i>	<i>310,641</i>	<i>\$116,351</i>	<i>\$119,974</i>	<i>\$154,856</i>	<i>3.1%</i>	<i>30.0%</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

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide												Date: April 2022				
Defense Threat Reduction Agency																
(FY 2021)																
(\$ in Thousands)																
	a	b	c	d	e	f	g	e + f + g	d + h	j	i + j	d/c	i/c	k/c	h/d	j/d
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pav	Holiday Pav	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC
Direct Funded Personnel (includes OC 13)	<u>1,272</u>	<u>1,252</u>	<u>1,246</u>	<u>159,312</u>	<u>181</u>	<u>257</u>	<u>4,686</u>	<u>5,124</u>	<u>164,436</u>	<u>56,337</u>	<u>220,773</u>	<u>\$127,859</u>	<u>\$131,971</u>	<u>\$177,185</u>	<u>3.2%</u>	<u>35.4%</u>
D1. US Direct Hire (USDH)	<u>1,272</u>	<u>1,252</u>	<u>1,246</u>	<u>159,312</u>	<u>181</u>	<u>257</u>	<u>4,686</u>	<u>5,124</u>	<u>164,436</u>	<u>56,336</u>	<u>220,772</u>	<u>\$127,859</u>	<u>\$131,971</u>	<u>\$177,185</u>	<u>3.2%</u>	<u>35.4%</u>
D1a. Senior Executive Schedule	15	12	13	2,545	-	-	239	239	2,784	774	3,558	\$195,769	\$214,154	\$273,692	9.4%	30.4%
D1b. General Schedule	1,257	1,240	1,233	156,767	181	257	4,447	4,885	161,652	55,562	217,214	\$127,143	\$131,105	\$176,167	3.1%	35.4%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	<u>1,272</u>	<u>1,252</u>	<u>1,246</u>	<u>159,312</u>	<u>181</u>	<u>257</u>	<u>4,686</u>	<u>5,124</u>	<u>164,436</u>	<u>56,336</u>	<u>220,772</u>	<u>\$127,859</u>	<u>\$131,971</u>	<u>\$177,185</u>	<u>3.2%</u>	<u>35.4%</u>
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	<u>1,272</u>	<u>1,252</u>	<u>1,246</u>	<u>159,312</u>	<u>181</u>	<u>257</u>	<u>4,686</u>	<u>5,124</u>	<u>164,436</u>	<u>56,336</u>	<u>220,772</u>	<u>\$127,859</u>	<u>\$131,971</u>	<u>\$177,185</u>	<u>3.2%</u>	<u>35.4%</u>
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees										1	1					
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)										1	1					
D5d. Foreign National Separation Liability Accrual																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	102	118	109	14,749	1	11	358	370	15,119	5,054	20,173	\$135,312	\$138,706	\$185,073	2.5%	34.3%
R1. US Direct Hire (USDH)	102	118	109	14,749	1	11	358	370	15,119	5,054	20,173	\$135,312	\$138,706	\$185,073	2.5%	34.3%
R1a. Senior Executive Schedule	1	1	1	192	-	-	12	12	204	66	270	\$192,000	\$204,000	\$270,000	6.3%	34.4%
R1b. General Schedule	101	117	108	14,557	1	11	346	358	14,915	4,988	19,903	\$134,787	\$138,102	\$184,287	2.5%	34.3%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	102	118	109	14,749	1	11	358	370	15,119	5,054	20,173	\$135,312	\$138,706	\$185,073	2.5%	34.3%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>102</i>	<i>118</i>	<i>109</i>	<i>14,749</i>	<i>1</i>	<i>11</i>	<i>358</i>	<i>370</i>	<i>15,119</i>	<i>5,054</i>	<i>20,173</i>	<i>\$135,312</i>	<i>\$138,706</i>	<i>\$185,073</i>	<i>2.5%</i>	<i>34.3%</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																
Total Personnel (includes OC 13)	1,374	1,370	1,355	174,061	182	268	5,044	5,494	179,555	61,391	240,946	\$128,458	\$132,513	\$177,820	3.2%	35.3%
T1. US Direct Hire (USDH)	1,374	1,370	1,355	174,061	182	268	5,044	5,494	179,555	61,390	240,945	\$128,458	\$132,513	\$177,819	3.2%	35.3%
T1a. Senior Executive Schedule	16	13	14	2,737	0	0	251	251	2,988	840	3,828	\$195,500	\$213,429	\$273,429	9.2%	30.7%
T1b. General Schedule	1,358	1,357	1,341	171,324	182	268	4,793	5,243	176,567	60,550	237,117	\$127,758	\$131,668	\$176,821	3.1%	35.3%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	1,374	1,370	1,355	174,061	182	268	5,044	5,494	179,555	61,390	240,945	\$128,458	\$132,513	\$177,819	3.2%	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>1,374</i>	<i>1,370</i>	<i>1,355</i>	<i>174,061</i>	<i>182</i>	<i>268</i>	<i>5,044</i>	<i>5,494</i>	<i>179,555</i>	<i>61,390</i>	<i>240,945</i>	<i>\$128,458</i>	<i>\$132,513</i>	<i>\$177,819</i>	<i>3.2%</i>	<i>35.3%</i>
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees										1	1					
T5b. DHFN - Benefits for Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability Accrual										1	1					
										0	0					

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide												Date: April 2022				
Defense Threat Reduction Agency																
(FY 2022)																
(\$ in Thousands)																
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>j</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>
	<u>Begin Strength</u>	<u>End Strength</u>	<u>FTEs</u>	<u>Basic Comp</u>	<u>Overtime Pav</u>	<u>Holiday Pav</u>	<u>Other O.C.11</u>	<u>h Total Variables</u>	<u>i Comp O.C.11</u>	<u>Benefits O.C.12/13</u>	<u>k Comp & Benefits</u>	<u>l Basic Comp</u>	<u>m Total Comp</u>	<u>n & Benefits</u>	<u>o % BC</u>	<u>p % BC</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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>1,263</i>	<i>1,275</i>	<i>1,250</i>	<i>162,615</i>	<i>673</i>	<i>338</i>	<i>5,067</i>	<i>6,078</i>	<i>168,693</i>	<i>58,873</i>	<i>227,566</i>	<i>\$130,092</i>	<i>\$134,954</i>	<i>\$182,053</i>	<i>3.7%</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																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

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																
Total Personnel (includes OC 13)	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%
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																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide												Date: April 2022				
Defense Threat Reduction Agency																
(FY 2023)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pav	<u>f</u> Holiday Pav	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
Direct Funded Personnel (includes OC 13)	1,305	1,305	1,280	173,071	202	272	4,869	5,343	178,414	63,870	242,284	\$135,212	\$139,386	\$189,284	3.1%	36.9%
D1. US Direct Hire (USDH)	1,305	1,305	1,280	173,071	202	272	4,869	5,343	178,414	63,870	242,284	\$135,212	\$139,386	\$189,284	3.1%	36.9%
D1a. Senior Executive Schedule	16	16	16	3,278	-	-	246	246	3,524	1,033	4,557	\$204,875	\$220,250	\$284,813	7.5%	31.5%
D1b. General Schedule	1,289	1,289	1,264	169,793	202	272	4,623	5,097	174,890	62,837	237,727	\$134,330	\$138,362	\$188,075	3.0%	37.0%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	1,305	1,305	1,280	173,071	202	272	4,869	5,343	178,414	63,870	242,284	\$135,212	\$139,386	\$189,284	3.1%	36.9%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>1,305</i>	<i>1,305</i>	<i>1,280</i>	<i>173,071</i>	<i>202</i>	<i>272</i>	<i>4,869</i>	<i>5,343</i>	<i>178,414</i>	<i>63,870</i>	<i>242,284</i>	<i>\$135,212</i>	<i>\$139,386</i>	<i>\$189,284</i>	<i>3.1%</i>	<i>36.9%</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																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	138	138	131	19,251	57	15	511	583	19,834	6,846	26,680	\$146,954	\$151,405	\$203,664	3.0%	35.6%
R1. US Direct Hire (USDH)	138	138	131	19,251	57	15	511	583	19,834	6,846	26,680	\$146,954	\$151,405	\$203,664	3.0%	35.6%
R1a. Senior Executive Schedule	1	1	1	204	-	-	15	15	219	72	291	\$204,000	\$219,000	\$291,000	7.4%	35.3%
R1b. General Schedule	137	137	130	19,047	57	15	496	568	19,615	6,774	26,389	\$146,515	\$150,885	\$202,992	3.0%	35.6%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	138	138	131	19,251	57	15	511	583	19,834	6,846	26,680	\$146,954	\$151,405	\$203,664	3.0%	35.6%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	138	138	131	19,251	57	15	511	583	19,834	6,846	26,680	\$146,954	\$151,405	\$203,664	3.0%	35.6%
R5. Other Object Class 13 Benefits																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
Total Personnel (includes OC 13)	1,443	1,443	1,411	192,322	259	287	5,380	5,926	198,248	70,716	268,964	\$136,302	\$140,502	\$190,619	3.1%	36.8%
T1. US Direct Hire (USDH)	1,443	1,443	1,411	192,322	259	287	5,380	5,926	198,248	70,716	268,964	\$136,302	\$140,502	\$190,619	3.1%	36.8%
T1a. Senior Executive Schedule	17	17	17	3,482	0	0	261	261	3,743	1,105	4,848	\$204,824	\$220,176	\$285,176	7.5%	31.7%
T1b. General Schedule	1,426	1,426	1,394	188,840	259	287	5,119	5,665	194,505	69,611	264,116	\$135,466	\$139,530	\$189,466	3.0%	36.9%
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	1,443	1,443	1,411	192,322	259	287	5,380	5,926	198,248	70,716	268,964	\$136,302	\$140,502	\$190,619	3.1%	36.8%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	1,443	1,443	1,411	192,322	259	287	5,380	5,926	198,248	70,716	268,964	\$136,302	\$140,502	\$190,619	3.1%	36.8%
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide												Date: April 2022				
Defense Technology Security Administration																
(FY 2021)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
Direct Funded Personnel (includes OC 13)	129	128	131	20,103	0	3	488	491	20,594	6,628	27,222	\$153,458	\$157,206	\$207,802	2.4%	33.0%
D1. US Direct Hire (USDH)	129	128	131	20,103	-	3	488	491	20,594	6,628	27,222	\$153,458	\$157,206	\$207,802	2.4%	33.0%
D1a. Senior Executive Schedule	3	2	2	373	-	-	34	34	407	122	529	\$186,500	\$203,500	\$264,500	9.1%	32.7%
D1b. General Schedule	126	126	129	19,730	-	3	454	457	20,187	6,506	26,693	\$152,946	\$156,488	\$206,922	2.3%	33.0%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	129	128	131	20,103	-	3	488	491	20,594	6,628	27,222	\$153,458	\$157,206	\$207,802	2.4%	33.0%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	129	128	131	20,103	-	3	488	491	20,594	6,628	27,222	\$153,458	\$157,206	\$207,802	2.4%	33.0%
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																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	<u>3</u>	<u>3</u>	<u>1</u>	<u>91</u>	<u>0</u>	<u>0</u>	<u>2</u>	<u>2</u>	<u>93</u>	<u>31</u>	<u>124</u>	<u>\$91,000</u>	<u>\$93,000</u>	<u>\$124,000</u>	<u>2.2%</u>	<u>34.1%</u>
R1. US Direct Hire (USDH)	3	3	1	91	-	-	2	2	93	31	124	\$91,000	\$93,000	\$124,000	2.2%	34.1%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	3	3	1	91	-	-	2	2	93	31	124	\$91,000	\$93,000	\$124,000	2.2%	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	3	1	91	-	-	2	2	93	31	124	\$91,000	\$93,000	\$124,000	2.2%	34.1%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>3</i>	<i>3</i>	<i>1</i>	<i>91</i>	<i>-</i>	<i>-</i>	<i>2</i>	<i>2</i>	<i>93</i>	<i>31</i>	<i>124</i>	<i>\$91,000</i>	<i>\$93,000</i>	<i>\$124,000</i>	<i>2.2%</i>	<i>34.1%</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																
Total Personnel (includes OC 13)	132	131	132	20,194	0	3	490	493	20,687	6,659	27,346	\$152,985	\$156,720	\$207,167	2.4%	33.0%
T1. US Direct Hire (USDH)	132	131	132	20,194	-	3	490	493	20,687	6,659	27,346	\$152,985	\$156,720	\$207,167	2.4%	33.0%
T1a. Senior Executive Schedule	3	2	2	373	0	0	34	34	407	122	529	\$186,500	\$203,500	\$264,500	9.1%	32.7%
T1b. General Schedule	129	129	130	19,821	0	3	456	459	20,280	6,537	26,817	\$152,469	\$156,000	\$206,285	2.3%	33.0%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	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	131	132	20,194	-	3	490	493	20,687	6,659	27,346	\$152,985	\$156,720	\$207,167	2.4%	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>132</i>	<i>131</i>	<i>132</i>	<i>20,194</i>	<i>-</i>	<i>3</i>	<i>490</i>	<i>493</i>	<i>20,687</i>	<i>6,659</i>	<i>27,346</i>	<i>\$152,985</i>	<i>\$156,720</i>	<i>\$207,167</i>	<i>2.4%</i>	<i>33.0%</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																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide												Date: April 2022				
Defense Technology Security Administration																
(FY 2022)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	136	138	138	22,452	-	-	625	625	23,077	6,414	29,491	\$162,696	\$167,225	\$213,703	2.8%	28.6%
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

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

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide												Date: April 2022				
Defense Technology Security Administration																
(FY 2023)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
Direct Funded Personnel (includes OC 13)	138	138	138	22,681	0	0	621	621	23,302	6,487	29,789	\$164,355	\$168,855	\$215,862	2.7%	28.6%
D1. US Direct Hire (USDH)	138	138	138	22,681	-	-	621	621	23,302	6,487	29,789	\$164,355	\$168,855	\$215,862	2.7%	28.6%
D1a. Senior Executive Schedule	3	2	2	456	-	-	34	34	490	114	604	\$228,000	\$245,000	\$302,000	7.5%	25.0%
D1b. General Schedule	135	136	136	22,225	-	-	587	587	22,812	6,373	29,185	\$163,419	\$167,735	\$214,596	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	138	138	138	22,681	-	-	621	621	23,302	6,487	29,789	\$164,355	\$168,855	\$215,862	2.7%	28.6%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	138	138	138	22,681	-	-	621	621	23,302	6,487	29,789	\$164,355	\$168,855	\$215,862	2.7%	28.6%
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	3	3	3	567	0	0	19	19	586	161	747	\$189,000	\$195,333	\$249,000	3.4%	28.4%
R1. US Direct Hire (USDH)	3	3	3	567	-	-	19	19	586	161	747	\$189,000	\$195,333	\$249,000	3.4%	28.4%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	3	3	3	567	-	-	19	19	586	161	747	\$189,000	\$195,333	\$249,000	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	567	-	-	19	19	586	161	747	\$189,000	\$195,333	\$249,000	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>567</i>	<i>-</i>	<i>-</i>	<i>19</i>	<i>19</i>	<i>586</i>	<i>161</i>	<i>747</i>	<i>\$189,000</i>	<i>\$195,333</i>	<i>\$249,000</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																
Total Personnel (includes OC 13)	141	141	141	23,248	0	0	640	640	23,888	6,648	30,536	\$164,879	\$169,418	\$216,567	2.8%	28.6%
T1. US Direct Hire (USDH)	141	141	141	23,248	-	-	640	640	23,888	6,648	30,536	\$164,879	\$169,418	\$216,567	2.8%	28.6%
T1a. Senior Executive Schedule	3	2	2	456	0	0	34	34	490	114	604	\$228,000	\$245,000	\$302,000	7.5%	25.0%
T1b. General Schedule	138	139	139	22,792	0	0	606	606	23,398	6,534	29,932	\$163,971	\$168,331	\$215,338	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	141	141	141	23,248	-	-	640	640	23,888	6,648	30,536	\$164,879	\$169,418	\$216,567	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>141</i>	<i>141</i>	<i>141</i>	<i>23,248</i>	<i>-</i>	<i>-</i>	<i>640</i>	<i>640</i>	<i>23,888</i>	<i>6,648</i>	<i>30,536</i>	<i>\$164,879</i>	<i>\$169,418</i>	<i>\$216,567</i>	<i>2.8%</i>	<i>28.6%</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																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide												Date: April 2022				
Office of the Local Defense Community Cooperation																
(FY 2021)																
	(\$ in Thousands)											Rates				
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	k/c n Comp & Benefits	h/d o % BC	j/d p % BC
Direct Funded Personnel (includes OC 13)	39	38	39	4,954	0	0	124	124	5,078	1,804	6,882	\$127,026	\$130,205	\$176,462	2.5%	36.4%
D1. US Direct Hire (USDH)	39	38	39	4,954	-	-	124	124	5,078	1,804	6,882	\$127,026	\$130,205	\$176,462	2.5%	36.4%
D1a. Senior Executive Schedule	1	-	1	192	-	-	12	12	204	64	268	\$192,000	\$204,000	\$268,000	6.3%	33.3%
D1b. General Schedule	38	38	38	4,762	-	-	112	112	4,874	1,740	6,614	\$125,316	\$128,263	\$174,053	2.4%	36.5%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	39	38	39	4,954	-	-	124	124	5,078	1,804	6,882	\$127,026	\$130,205	\$176,462	2.5%	36.4%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>39</i>	<i>38</i>	<i>39</i>	<i>4,954</i>	<i>-</i>	<i>-</i>	<i>124</i>	<i>124</i>	<i>5,078</i>	<i>1,804</i>	<i>6,882</i>	<i>\$127,026</i>	<i>\$130,205</i>	<i>\$176,462</i>	<i>2.5%</i>	<i>36.4%</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																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	39	38	39	4,954	0	0	124	124	5,078	1,804	6,882	\$127,026	\$130,205	\$176,462	2.5%	36.4%	
T1. US Direct Hire (USDH)	39	38	39	4,954	-	-	124	124	5,078	1,804	6,882	\$127,026	\$130,205	\$176,462	2.5%	36.4%	
T1a. Senior Executive Schedule	1	0	1	192	0	0	12	12	204	64	268	\$192,000	\$204,000	\$268,000	6.3%	33.3%	
T1b. General Schedule	38	38	38	4,762	0	0	112	112	4,874	1,740	6,614	\$125,316	\$128,263	\$174,053	2.4%	36.5%	
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	38	39	4,954	-	-	124	124	5,078	1,804	6,882	\$127,026	\$130,205	\$176,462	2.5%	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>	39	38	39	4,954	-	-	124	124	5,078	1,804	6,882	\$127,026	\$130,205	\$176,462	2.5%	36.4%	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide												Date: April 2022				
Office of the Local Defense Community Cooperation																
(FY 2022)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC Variables	<u>j/d</u> <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	56	56	56	7,604	0	0	142	142	7,746	2,699	10,445	\$135,786	\$138,321	\$186,518	1.9%	35.5%
D1. US Direct Hire (USDH)	56	56	56	7,604	-	-	142	142	7,746	2,699	10,445	\$135,786	\$138,321	\$186,518	1.9%	35.5%
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	55	55	55	7,442	-	-	120	120	7,562	2,632	10,194	\$135,309	\$137,491	\$185,345	1.6%	35.4%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	56	56	56	7,604	-	-	142	142	7,746	2,699	10,445	\$135,786	\$138,321	\$186,518	1.9%	35.5%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	56	56	56	7,604	-	-	142	142	7,746	2,699	10,445	\$135,786	\$138,321	\$186,518	1.9%	35.5%
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	<u>56</u>	<u>56</u>	<u>56</u>	<u>7,604</u>	<u>0</u>	<u>0</u>	<u>142</u>	<u>142</u>	<u>7,746</u>	<u>2,699</u>	<u>10,445</u>	<u>\$135,786</u>	<u>\$138,321</u>	<u>\$186,518</u>	<u>1.9%</u>	<u>35.5%</u>
T1. US Direct Hire (USDH)	<u>56</u>	<u>56</u>	<u>56</u>	<u>7,604</u>	-	-	<u>142</u>	<u>142</u>	<u>7,746</u>	<u>2,699</u>	<u>10,445</u>	<u>\$135,786</u>	<u>\$138,321</u>	<u>\$186,518</u>	<u>1.9%</u>	<u>35.5%</u>
T1a. Senior Executive Schedule	1	1	1	162	0	0	22	22	184	67	251	<u>\$162,000</u>	<u>\$184,000</u>	<u>\$251,000</u>	<u>13.6%</u>	<u>41.4%</u>
T1b. General Schedule	55	55	55	7,442	0	0	120	120	7,562	2,632	10,194	<u>\$135,309</u>	<u>\$137,491</u>	<u>\$185,345</u>	<u>1.6%</u>	<u>35.4%</u>
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	<u>56</u>	<u>56</u>	<u>56</u>	<u>7,604</u>	-	-	<u>142</u>	<u>142</u>	<u>7,746</u>	<u>2,699</u>	<u>10,445</u>	<u>\$135,786</u>	<u>\$138,321</u>	<u>\$186,518</u>	<u>1.9%</u>	<u>35.5%</u>
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>	<u>56</u>	<u>56</u>	<u>56</u>	<u>7,604</u>	-	-	<u>142</u>	<u>142</u>	<u>7,746</u>	<u>2,699</u>	<u>10,445</u>	<u>\$135,786</u>	<u>\$138,321</u>	<u>\$186,518</u>	<u>1.9%</u>	<u>35.5%</u>
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide												Date: April 2022				
Office of the Local Defense Community Cooperation																
(FY 2023)																
	(\$ in Thousands)											Rates				
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	k/c n Comp & Benefits	h/d o % BC	j/d p % BC
Direct Funded Personnel (includes OC 13)	41	56	56	7,788	0	0	146	146	7,934	2,764	10,698	\$139,071	\$141,679	\$191,036	1.9%	35.5%
D1. US Direct Hire (USDH)	41	56	56	7,788	-	-	146	146	7,934	2,764	10,698	\$139,071	\$141,679	\$191,036	1.9%	35.5%
D1a. Senior Executive Schedule	1	1	1	165	-	-	23	23	188	68	256	\$165,000	\$188,000	\$256,000	13.9%	41.2%
D1b. General Schedule	40	55	55	7,623	-	-	123	123	7,746	2,696	10,442	\$138,600	\$140,836	\$189,855	1.6%	35.4%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	41	56	56	7,788	-	-	146	146	7,934	2,764	10,698	\$139,071	\$141,679	\$191,036	1.9%	35.5%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	41	56	56	7,788	-	-	146	146	7,934	2,764	10,698	\$139,071	\$141,679	\$191,036	1.9%	35.5%
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	<u>41</u>	<u>56</u>	<u>56</u>	<u>7,788</u>	<u>0</u>	<u>0</u>	<u>146</u>	<u>146</u>	<u>7,934</u>	<u>2,764</u>	<u>10,698</u>	<u>\$139,071</u>	<u>\$141,679</u>	<u>\$191,036</u>	<u>1.9%</u>	<u>35.5%</u>	
T1. US Direct Hire (USDH)	41	56	56	7,788	-	-	146	146	7,934	2,764	10,698	\$139,071	\$141,679	\$191,036	1.9%	35.5%	
T1a. Senior Executive Schedule	1	1	1	165	0	0	23	23	188	68	256	\$165,000	\$188,000	\$256,000	13.9%	41.2%	
T1b. General Schedule	40	55	55	7,623	0	0	123	123	7,746	2,696	10,442	\$138,600	\$140,836	\$189,855	1.6%	35.4%	
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	41	56	56	7,788	-	-	146	146	7,934	2,764	10,698	\$139,071	\$141,679	\$191,036	1.9%	35.5%	
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>41</i>	<i>56</i>	<i>56</i>	<i>7,788</i>	<i>-</i>	<i>-</i>	<i>146</i>	<i>146</i>	<i>7,934</i>	<i>2,764</i>	<i>10,698</i>	<i>\$139,071</i>	<i>\$141,679</i>	<i>\$191,036</i>	<i>1.9%</i>	<i>35.5%</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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide												Date: April 2022				
Office of Secretary of Defense																
(FY 2021)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
Direct Funded Personnel (includes OC 13)	1,705	1,747	1,736	283,198	902	55	9,785	10,742	293,940	94,917	388,857	\$163,132	\$169,320	\$223,996	3.8%	33.5%
D1. US Direct Hire (USDH)	1,705	1,747	1,736	283,198	902	55	9,785	10,742	293,940	94,469	388,409	\$163,132	\$169,320	\$223,738	3.8%	33.4%
D1a. Senior Executive Schedule	247	214	238	42,914	-	-	2,802	2,802	45,716	13,307	59,023	\$180,311	\$192,084	\$247,996	6.5%	31.0%
D1b. General Schedule	1,108	1,103	1,101	170,819	891	51	4,720	5,662	176,481	55,795	232,276	\$155,149	\$160,292	\$210,968	3.3%	32.7%
D1c. Special Schedule	312	396	361	62,824	7	4	2,263	2,274	65,098	20,239	85,337	\$174,028	\$180,327	\$236,391	3.6%	32.2%
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	38	34	36	6,641	4	-	-	4	6,645	2,045	8,690	\$184,472	\$184,583	\$241,389	0.1%	30.8%
D1f. Other	-	-	-	-	-	-	-	-	-	3,083	3,083	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	1,705	1,747	1,736	283,198	902	55	9,785	10,742	293,940	94,469	388,409	\$163,132	\$169,320	\$223,738	3.8%	33.4%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>1,705</i>	<i>1,747</i>	<i>1,736</i>	<i>283,198</i>	<i>902</i>	<i>55</i>	<i>9,785</i>	<i>10,742</i>	<i>293,940</i>	<i>94,469</i>	<i>388,409</i>	<i>\$163,132</i>	<i>\$169,320</i>	<i>\$223,738</i>	<i>3.8%</i>	<i>33.4%</i>
D5. Other Object Class 13 Benefits										448	448					
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)										448	448					
D5d. Foreign National Separation Liability Accrual																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	0	0	16	2,656	128	8	178	314	2,970	739	3,709	\$166,000	\$185,625	\$231,813	11.8%	27.8%
R1. US Direct Hire (USDH)	-	-	16	2,656	128	8	178	314	2,970	739	3,709	\$166,000	\$185,625	\$231,813	11.8%	27.8%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	16	2,656	128	8	178	314	2,970	739	3,709	\$166,000	\$185,625	\$231,813	11.8%	27.8%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	16	2,656	128	8	178	314	2,970	739	3,709	\$166,000	\$185,625	\$231,813	11.8%	27.8%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	-	-	16	2,656	128	8	178	314	2,970	739	3,709	\$166,000	\$185,625	\$231,813	11.8%	27.8%
R5. Other Object Class 13 Benefits																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
Total Personnel (includes OC 13)	1,705	1,747	1,752	285,854	1,030	63	9,963	11,056	296,910	95,656	392,566	\$163,159	\$169,469	\$224,067	3.9%	33.5%
T1. US Direct Hire (USDH)	1,705	1,747	1,752	285,854	1,030	63	9,963	11,056	296,910	95,208	392,118	\$163,159	\$169,469	\$223,812	3.9%	33.3%
T1a. Senior Executive Schedule	247	214	238	42,914	0	0	2,802	2,802	45,716	13,307	59,023	\$180,311	\$192,084	\$247,996	6.5%	31.0%
T1b. General Schedule	1,108	1,103	1,117	173,475	1,019	59	4,898	5,976	179,451	56,534	235,985	\$155,304	\$160,654	\$211,267	3.4%	32.6%
T1c. Special Schedule	312	396	361	62,824	7	4	2,263	2,274	65,098	20,239	85,337	\$174,028	\$180,327	\$236,391	3.6%	32.2%
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	38	34	36	6,641	4	0	0	4	6,645	2,045	8,690	\$184,472	\$184,583	\$241,389	0.1%	30.8%
T1f. Other	0	0	0	0	0	0	0	0	0	3,083	3,083	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	1,705	1,747	1,752	285,854	1,030	63	9,963	11,056	296,910	95,208	392,118	\$163,159	\$169,469	\$223,812	3.9%	33.3%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	1,705	1,747	1,752	285,854	1,030	63	9,963	11,056	296,910	95,208	392,118	\$163,159	\$169,469	\$223,812	3.9%	33.3%
T5. Other Object Class 13 Benefits										448	448					
T5a. USDH - Benefits for Former Employees										0	0					
T5b. DHFN - Benefits for Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										448	448					
T5d. Foreign National Separation Liability Accrual										0	0					

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide												Date: April 2022				
Office of Secretary of Defense																
(FY 2022)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
Direct Funded Personnel (includes OC 13)	1,747	1,955	1,955	334,818	708	0	12,019	12,727	347,545	108,014	455,559	\$171,262	\$177,772	\$233,023	3.8%	32.3%
D1. US Direct Hire (USDH)	1,747	1,955	1,955	334,818	708	-	12,019	12,727	347,545	107,014	454,559	\$171,262	\$177,772	\$232,511	3.8%	32.0%
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	1,103	1,425	1,425	238,024	570	-	8,614	9,184	247,208	74,907	322,115	\$167,034	\$173,479	\$226,046	3.9%	31.5%
D1c. Special Schedule	396	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	34	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	-	-	-	-	-	-	-	-	-	1,861	1,861	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	1,747	1,955	1,955	334,818	708	-	12,019	12,727	347,545	107,014	454,559	\$171,262	\$177,772	\$232,511	3.8%	32.0%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>1,747</i>	<i>1,955</i>	<i>1,955</i>	<i>334,818</i>	<i>708</i>	<i>-</i>	<i>12,019</i>	<i>12,727</i>	<i>347,545</i>	<i>107,014</i>	<i>454,559</i>	<i>\$171,262</i>	<i>\$177,772</i>	<i>\$232,511</i>	<i>3.8%</i>	<i>32.0%</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																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	1,747	1,955	2,001	338,054	716	0	12,099	12,815	350,869	109,026	459,895	\$168,943	\$175,347	\$229,833	3.8%	32.3%
T1. US Direct Hire (USDH)	1,747	1,955	2,001	338,054	716	-	12,099	12,815	350,869	108,026	458,895	\$168,943	\$175,347	\$229,833	3.8%	32.0%
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	1,103	1,425	1,471	241,260	578	0	8,694	9,272	250,532	75,919	326,451	\$164,011	\$170,314	\$221,925	3.8%	31.5%
T1c. Special Schedule	396	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	34	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	1,861	1,861	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	1,747	1,955	2,001	338,054	716	-	12,099	12,815	350,869	108,026	458,895	\$168,943	\$175,347	\$229,833	3.8%	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>	1,747	1,955	2,001	338,054	716	-	12,099	12,815	350,869	108,026	458,895	\$168,943	\$175,347	\$229,833	3.8%	32.0%
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	-	-	-	-	-

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide												Date: April 2022				
Office of Secretary of Defense																
(FY 2023)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
Direct Funded Personnel (includes OC 13)	1,955	2,416	2,416	417,706	913	0	10,429	11,342	429,048	136,333	565,381	\$172,892	\$177,586	\$233,015	2.7%	32.6%
D1. US Direct Hire (USDH)	1,955	2,416	2,416	417,706	913	-	10,429	11,342	429,048	135,333	564,381	\$172,892	\$177,586	\$233,601	2.7%	32.4%
D1a. Senior Executive Schedule	217	217	217	41,748	-	-	1,045	1,045	42,793	13,137	55,930	\$192,387	\$197,203	\$257,742	2.5%	31.5%
D1b. General Schedule	1,425	1,886	1,886	317,017	768	-	7,917	8,685	325,702	102,106	427,808	\$168,090	\$172,695	\$226,834	2.7%	32.2%
D1c. Special Schedule	284	284	284	53,620	133	-	1,337	1,470	55,090	16,683	71,773	\$188,803	\$193,979	\$252,722	2.7%	31.1%
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	29	29	29	5,321	12	-	130	142	5,463	1,660	7,123	\$183,483	\$188,379	\$245,621	2.7%	31.2%
D1f. Other	-	-	-	-	-	-	-	-	-	1,747	1,747	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	1,955	2,416	2,416	417,706	913	-	10,429	11,342	429,048	135,333	564,381	\$172,892	\$177,586	\$233,601	2.7%	32.4%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>1,955</i>	<i>2,416</i>	<i>2,416</i>	<i>417,706</i>	<i>913</i>	<i>-</i>	<i>10,429</i>	<i>11,342</i>	<i>429,048</i>	<i>135,333</i>	<i>564,381</i>	<i>\$172,892</i>	<i>\$177,586</i>	<i>\$233,601</i>	<i>2.7%</i>	<i>32.4%</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)										1,000	1,000					
D5d. Foreign National Separation Liability Accrual																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	0	0	21	3,697	10	0	92	102	3,799	1,297	5,096	\$176,048	\$180,905	\$242,667	2.8%	35.1%
R1. US Direct Hire (USDH)	-	-	21	3,697	10	-	92	102	3,799	1,297	5,096	\$176,048	\$180,905	\$242,667	2.8%	35.1%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	21	3,697	10	-	92	102	3,799	1,297	5,096	\$176,048	\$180,905	\$242,667	2.8%	35.1%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	21	3,697	10	-	92	102	3,799	1,297	5,096	\$176,048	\$180,905	\$242,667	2.8%	35.1%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	21	3,697	10	-	92	102	3,799	1,297	5,096	\$176,048	\$180,905	\$242,667	2.8%	35.1%
R5. Other Object Class 13 Benefits																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
Total Personnel (includes OC 13)	1,955	2,416	2,437	421,403	923	0	10,521	11,444	432,847	137,630	570,477	\$172,919	\$177,615	\$234,090	2.7%	32.7%
T1. US Direct Hire (USDH)	1,955	2,416	2,437	421,403	923	-	10,521	11,444	432,847	136,630	569,477	\$172,919	\$177,615	\$233,680	2.7%	32.4%
T1a. Senior Executive Schedule	217	217	217	41,748	0	0	1,045	1,045	42,793	13,137	55,930	\$192,387	\$197,203	\$257,742	2.5%	31.5%
T1b. General Schedule	1,425	1,886	1,907	320,714	778	0	8,009	8,787	329,501	103,403	432,904	\$168,177	\$172,785	\$227,008	2.7%	32.2%
T1c. Special Schedule	284	284	284	53,620	133	0	1,337	1,470	55,090	16,683	71,773	\$188,803	\$193,979	\$252,722	2.7%	31.1%
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	29	29	29	5,321	12	0	130	142	5,463	1,660	7,123	\$183,483	\$188,379	\$245,621	2.7%	31.2%
T1f. Other	0	0	0	0	0	0	0	0	0	1,747	1,747	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	1,955	2,416	2,437	421,403	923	-	10,521	11,444	432,847	136,630	569,477	\$172,919	\$177,615	\$233,680	2.7%	32.4%
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>1,955</i>	<i>2,416</i>	<i>2,437</i>	<i>421,403</i>	<i>923</i>	<i>-</i>	<i>10,521</i>	<i>11,444</i>	<i>432,847</i>	<i>136,630</i>	<i>569,477</i>	<i>\$172,919</i>	<i>\$177,615</i>	<i>\$233,680</i>	<i>2.7%</i>	<i>32.4%</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					

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

U.S., Special Operations Command											Date: April 2022					
(FY 2021)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
Direct Funded Personnel (includes OC 13)	6,836	6,728	6,875	643,780	11,169	3,902	15,819	30,890	674,670	235,470	910,140	\$93,641	\$98,134	\$132,338	4.8%	36.6%
D1. US Direct Hire (USDH)	6,836	6,728	6,875	643,780	11,169	3,902	15,819	30,890	674,670	235,151	909,821	\$93,641	\$98,134	\$132,338	4.8%	36.5%
D1a. Senior Executive Schedule	13	2	5	985	-	8	112	120	1,105	357	1,462	\$197,000	\$221,000	\$292,400	12.2%	36.2%
D1b. General Schedule	6,527	6,169	6,319	594,332	6,683	3,404	14,830	24,917	619,249	214,646	833,895	\$94,055	\$97,998	\$131,966	4.2%	36.1%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	296	557	551	48,463	4,486	490	877	5,853	54,316	20,148	74,464	\$87,955	\$98,577	\$135,143	12.1%	41.6%
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	6,836	6,728	6,875	643,780	11,169	3,902	15,819	30,890	674,670	235,151	909,821	\$93,641	\$98,134	\$132,338	4.8%	36.5%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>6,836</i>	<i>6,728</i>	<i>6,875</i>	<i>643,780</i>	<i>11,169</i>	<i>3,902</i>	<i>15,819</i>	<i>30,890</i>	<i>674,670</i>	<i>235,151</i>	<i>909,821</i>	<i>\$93,641</i>	<i>\$98,134</i>	<i>\$132,338</i>	<i>4.8%</i>	<i>36.5%</i>
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees											319					
D5b. DHFN - Benefits for Former Employees											319					
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	6,836	6,728	6,875	643,780	11,169	3,902	15,819	30,890	674,670	235,470	910,140	\$93,641	\$98,134	\$132,384	4.8%	36.6%	
T1. US Direct Hire (USDH)	6,836	6,728	6,875	643,780	11,169	3,902	15,819	30,890	674,670	235,151	909,821	\$93,641	\$98,134	\$132,338	4.8%	36.5%	
T1a. Senior Executive Schedule	13	2	5	985	0	8	112	120	1,105	357	1,462	\$197,000	\$221,000	\$292,400	12.2%	36.2%	
T1b. General Schedule	6,527	6,169	6,319	594,332	6,683	3,404	14,830	24,917	619,249	214,646	833,895	\$94,055	\$97,998	\$131,966	4.2%	36.1%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	296	557	551	48,463	4,486	490	877	5,853	54,316	20,148	74,464	\$87,955	\$98,577	\$135,143	12.1%	41.6%	
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	6,836	6,728	6,875	643,780	11,169	3,902	15,819	30,890	674,670	235,151	909,821	\$93,641	\$98,134	\$132,338	4.8%	36.5%	
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>6,836</i>	<i>6,728</i>	<i>6,875</i>	<i>643,780</i>	<i>11,169</i>	<i>3,902</i>	<i>15,819</i>	<i>30,890</i>	<i>674,670</i>	<i>235,151</i>	<i>909,821</i>	<i>\$93,641</i>	<i>\$98,134</i>	<i>\$132,338</i>	<i>4.8%</i>	<i>36.5%</i>	
T5. Other Object Class 13 Benefits										319	319						
T5a. USDH - Benefits for Former Employees										319	319						
T5b. DHFN - Benefits for Former Employees										0	0						
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0						
T5d. Foreign National Separation Liability Accrual										0	0						

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide												Date: April 2022				
U.S., Special Operations Command																
(FY 2022)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variable	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC Variables	<u>j/d</u> <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	6,831	6,917	6,917	678,044	28,778	1,387	4,001	34,166	712,210	223,542	935,752	\$98,026	\$102,965	\$135,283	5.0%	33.0%
D1. US Direct Hire (USDH)	6,831	6,917	6,917	678,044	28,778	1,387	4,001	34,166	712,210	221,862	934,072	\$98,026	\$102,965	\$135,040	5.0%	32.7%
D1a. 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%
D1b. General Schedule	6,522	6,542	6,559	650,033	28,610	1,373	2,226	32,209	682,242	218,360	900,602	\$99,106	\$104,016	\$137,308	5.0%	33.6%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	296	368	351	21,556	158	11	1,360	1,529	23,085	1,948	25,033	\$61,413	\$65,769	\$71,319	7.1%	9.0%
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	6,831	6,917	6,917	678,044	28,778	1,387	4,001	34,166	712,210	221,862	934,072	\$98,026	\$102,965	\$135,040	5.0%	32.7%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>6,831</i>	<i>6,917</i>	<i>6,917</i>	<i>678,044</i>	<i>28,778</i>	<i>1,387</i>	<i>4,001</i>	<i>34,166</i>	<i>712,210</i>	<i>221,862</i>	<i>934,072</i>	<i>\$98,026</i>	<i>\$102,965</i>	<i>\$135,040</i>	<i>5.0%</i>	<i>32.7%</i>
D5. Other Object Class 13 Benefits										1,680	1,680					
D5a. USDH - Benefits for Former Employees										1,680	1,680					
D5b. DHFN - Benefits for Former Employees										-	-					
D5c. Voluntary Separation Incentive Pay (VSIP)										-	-					
D5d. Foreign National Separation Liability Accrual										-	-					

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	6,831	6,917	6,917	678,044	28,778	1,387	4,001	34,166	712,210	223,542	935,752	\$98,026	\$102,965	\$135,283	5.0%	33.0%
T1. US Direct Hire (USDH)	6,831	6,917	6,917	678,044	28,778	1,387	4,001	34,166	712,210	221,862	934,072	\$98,026	\$102,965	\$135,040	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	\$1,205,28	6.6%	24.1%
T1b. General Schedule	6,522	6,542	6,559	650,033	28,610	1,373	2,226	32,209	682,242	218,360	900,602	\$99,106	\$104,016	\$137,308	5.0%	33.6%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	296	368	351	21,556	158	11	1,360	1,529	23,085	1,948	25,033	\$61,413	\$65,769	\$71,319	7.1%	9.0%
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	6,831	6,917	6,917	678,044	28,778	1,387	4,001	34,166	712,210	221,862	934,072	\$98,026	\$102,965	\$135,040	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>678,044</i>	<i>28,778</i>	<i>1,387</i>	<i>4,001</i>	<i>34,166</i>	<i>712,210</i>	<i>221,862</i>	<i>934,072</i>	<i>\$98,026</i>	<i>\$102,965</i>	<i>\$135,040</i>	<i>5.0%</i>	<i>32.7%</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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

U.S., Special Operations Command											Date: April 2022					
(FY 2023)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
Direct Funded Personnel (includes OC 13)	6,917	6,903	6,903	695,550	11,784	4,117	19,093	34,994	730,544	229,664	960,208	\$100,761	\$105,830	\$139,100	5.0%	33.0%
D1. US Direct Hire (USDH)	6,917	6,903	6,903	695,550	11,784	4,117	19,093	34,994	730,544	227,947	958,491	\$100,761	\$105,830	\$138,851	5.0%	32.8%
D1a. Senior Executive Schedule	7	7	7	1,039	-	8	118	126	1,165	376	1,541	\$148,429	\$166,429	\$220,143	12.1%	36.2%
D1b. General Schedule	6,542	6,282	6,282	643,382	7,051	3,592	18,050	28,693	672,075	206,315	878,390	\$102,417	\$106,984	\$139,826	4.5%	32.1%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	368	614	614	51,129	4,733	517	925	6,175	57,304	21,256	78,560	\$83,272	\$93,329	\$127,948	12.1%	41.6%
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	6,917	6,903	6,903	695,550	11,784	4,117	19,093	34,994	730,544	227,947	958,491	\$100,761	\$105,830	\$138,851	5.0%	32.8%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>6,917</i>	<i>6,903</i>	<i>6,903</i>	<i>695,550</i>	<i>11,784</i>	<i>4,117</i>	<i>19,093</i>	<i>34,994</i>	<i>730,544</i>	<i>227,947</i>	<i>958,491</i>	<i>\$100,761</i>	<i>\$105,830</i>	<i>\$138,851</i>	<i>5.0%</i>	<i>32.8%</i>
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees										1,717	1,717					
D5b. DHFN - Benefits for Former Employees										1,717	1,717					
D5c. Voluntary Separation Incentive Pay (VSIP)										-	-					
D5d. Foreign National Separation Liability Accrual										-	-					

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	6,917	6,903	6,903	695,550	11,784	4,117	19,093	34,994	730,544	229,664	960,208	\$100,761	\$105,830	\$139,100	5.0%	33.0%	
T1. US Direct Hire (USDH)	6,917	6,903	6,903	695,550	11,784	4,117	19,093	34,994	730,544	227,947	958,491	\$100,761	\$105,830	\$138,851	5.0%	32.8%	
T1a. Senior Executive Schedule	7	7	7	1,039	0	8	118	126	1,165	376	1,541	\$148,429	\$166,429	\$220,143	12.1%	36.2%	
T1b. General Schedule	6,542	6,282	6,282	643,382	7,051	3,592	18,050	28,693	672,075	206,315	878,390	\$102,417	\$106,984	\$139,826	4.5%	32.1%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	368	614	614	51,129	4,733	517	925	6,175	57,304	21,256	78,560	\$83,272	\$93,329	\$127,948	12.1%	41.6%	
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	6,917	6,903	6,903	695,550	11,784	4,117	19,093	34,994	730,544	227,947	958,491	\$100,761	\$105,830	\$138,851	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>6,917</i>	<i>6,903</i>	<i>6,903</i>	<i>695,550</i>	<i>11,784</i>	<i>4,117</i>	<i>19,093</i>	<i>34,994</i>	<i>730,544</i>	<i>227,947</i>	<i>958,491</i>	<i>\$100,761</i>	<i>\$105,830</i>	<i>\$138,851</i>	<i>5.0%</i>	<i>32.8%</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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide												Date: April 2022				
Space Development Agency																
(FY 2021)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
Direct Funded Personnel (includes OC 13)	16	32	26	4,296	1	0	62	63	4,359	1,531	5,890	\$165,231	\$167,654	\$226,538	1.5%	35.6%
D1. US Direct Hire (USDH)	16	32	26	4,296	1	-	62	63	4,359	1,531	5,890	\$165,231	\$167,654	\$226,538	1.5%	35.6%
D1a. Senior Executive Schedule	3	3	3	519	-	-	2	2	521	182	703	\$173,000	\$173,667	\$234,333	0.4%	35.1%
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	13	29	23	3,777	1	-	60	61	3,838	1,349	5,187	\$164,217	\$166,870	\$225,522	1.6%	35.7%
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	16	32	26	4,296	1	-	62	63	4,359	1,531	5,890	\$165,231	\$167,654	\$226,538	1.5%	35.6%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	16	32	26	4,296	1	-	62	63	4,359	1,531	5,890	\$165,231	\$167,654	\$226,538	1.5%	35.6%
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																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	<u>16</u>	<u>32</u>	<u>26</u>	<u>4,296</u>	<u>1</u>	<u>0</u>	<u>62</u>	<u>63</u>	<u>4,359</u>	<u>1,531</u>	<u>5,890</u>	<u>\$165,231</u>	<u>\$167,654</u>	<u>\$226,538</u>	<u>1.5%</u>	<u>35.6%</u>	
T1. US Direct Hire (USDH)	<u>16</u>	<u>32</u>	<u>26</u>	<u>4,296</u>	<u>1</u>	<u>-</u>	<u>62</u>	<u>63</u>	<u>4,359</u>	<u>1,531</u>	<u>5,890</u>	<u>\$165,231</u>	<u>\$167,654</u>	<u>\$226,538</u>	<u>1.5%</u>	<u>35.6%</u>	
T1a. Senior Executive Schedule	3	3	3	519	0	0	2	2	521	182	703	\$173,000	\$173,667	\$234,333	0.4%	35.1%	
T1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1c. Special Schedule	13	29	23	3,777	1	0	60	61	3,838	1,349	5,187	\$164,217	\$166,870	\$225,522	1.6%	35.7%	
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	<u>16</u>	<u>32</u>	<u>26</u>	<u>4,296</u>	<u>1</u>	<u>-</u>	<u>62</u>	<u>63</u>	<u>4,359</u>	<u>1,531</u>	<u>5,890</u>	<u>\$165,231</u>	<u>\$167,654</u>	<u>\$226,538</u>	<u>1.5%</u>	<u>35.6%</u>	
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>	<u>16</u>	<u>32</u>	<u>26</u>	<u>4,296</u>	<u>1</u>	<u>-</u>	<u>62</u>	<u>63</u>	<u>4,359</u>	<u>1,531</u>	<u>5,890</u>	<u>\$165,231</u>	<u>\$167,654</u>	<u>\$226,538</u>	<u>1.5%</u>	<u>35.6%</u>	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0	

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide												Date: April 2022				
Space Development Agency																
(FY 2022)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	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																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	<u>45</u>	<u>45</u>	<u>60</u>	<u>10,287</u>	<u>24</u>	<u>0</u>	<u>349</u>	<u>373</u>	<u>10,660</u>	<u>3,209</u>	<u>13,869</u>	<u>\$171,450</u>	<u>\$177,667</u>	<u>\$231,150</u>	<u>3.6%</u>	<u>31.2%</u>	
T1. US Direct Hire (USDH)	<u>45</u>	<u>45</u>	<u>60</u>	<u>10,287</u>	<u>24</u>	<u>-</u>	<u>349</u>	<u>373</u>	<u>10,660</u>	<u>3,209</u>	<u>13,869</u>	<u>\$171,450</u>	<u>\$177,667</u>	<u>\$231,150</u>	<u>3.6%</u>	<u>31.2%</u>	
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	<u>45</u>	<u>45</u>	<u>60</u>	<u>10,287</u>	<u>24</u>	<u>-</u>	<u>349</u>	<u>373</u>	<u>10,660</u>	<u>3,209</u>	<u>13,869</u>	<u>\$171,450</u>	<u>\$177,667</u>	<u>\$231,150</u>	<u>3.6%</u>	<u>31.2%</u>	
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>	<u>45</u>	<u>45</u>	<u>60</u>	<u>10,287</u>	<u>24</u>	<u>-</u>	<u>349</u>	<u>373</u>	<u>10,660</u>	<u>3,209</u>	<u>13,869</u>	<u>\$171,450</u>	<u>\$177,667</u>	<u>\$231,150</u>	<u>3.6%</u>	<u>31.2%</u>	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide												Date: April 2022				
Space Development Agency																
(FY 2023)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % 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																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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	-	-	-

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide												Date: April 2022					
The Joint Staff																	
(FY 2021)																	
(\$ in Thousands)																	
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i</u>	<u>j</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>O.C.11</u>	<u>O.C.12/13</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>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>1,275</u>	<u>1,284</u>	<u>1,262</u>	<u>157,589</u>	<u>207</u>	<u>130</u>	<u>2,053</u>	<u>2,390</u>	<u>159,979</u>	<u>37,288</u>	<u>197,267</u>	<u>\$124,872</u>	<u>\$126,766</u>	<u>\$156,313</u>	<u>1.5%</u>	<u>23.7%</u>	
D1. US Direct Hire (USDH)	<u>1,275</u>	<u>1,284</u>	<u>1,262</u>	<u>157,589</u>	<u>207</u>	<u>130</u>	<u>2,053</u>	<u>2,390</u>	<u>159,979</u>	<u>37,288</u>	<u>197,267</u>	<u>\$124,872</u>	<u>\$126,766</u>	<u>\$156,313</u>	<u>1.5%</u>	<u>23.7%</u>	
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	1,077	1,086	1,064	131,523	207	130	1,774	2,111	133,634	28,749	162,383	\$123,612	\$125,596	\$152,616	1.6%	21.9%	
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	<u>1,275</u>	<u>1,284</u>	<u>1,262</u>	<u>157,589</u>	<u>207</u>	<u>130</u>	<u>2,053</u>	<u>2,390</u>	<u>159,979</u>	<u>37,288</u>	<u>197,267</u>	<u>\$124,872</u>	<u>\$126,766</u>	<u>\$156,313</u>	<u>1.5%</u>	<u>23.7%</u>	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<u>1,275</u>	<u>1,284</u>	<u>1,262</u>	<u>157,589</u>	<u>207</u>	<u>130</u>	<u>2,053</u>	<u>2,390</u>	<u>159,979</u>	<u>37,288</u>	<u>197,267</u>	<u>\$124,872</u>	<u>\$126,766</u>	<u>\$156,313</u>	<u>1.5%</u>	<u>23.7%</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																	

Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book

Reimbursable Funded Personnel (includes OC 13)	87	67	67	5,917	90	3	173	266	6,183	3,617	9,800	\$88,313	\$92,284	\$146,269	4.5%	61.1%
R1. US Direct Hire (USDH)	87	67	67	5,917	90	3	173	266	6,183	3,617	9,800	\$88,313	\$92,284	\$146,269	4.5%	61.1%
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	37	37	3,725	20	-	68	88	3,813	3,003	6,816	\$100,676	\$103,054	\$184,216	2.4%	80.6%
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	87	67	67	5,917	90	3	173	266	6,183	3,617	9,800	\$88,313	\$92,284	\$146,269	4.5%	61.1%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>87</i>	<i>67</i>	<i>67</i>	<i>5,917</i>	<i>90</i>	<i>3</i>	<i>173</i>	<i>266</i>	<i>6,183</i>	<i>3,617</i>	<i>9,800</i>	<i>\$88,313</i>	<i>\$92,284</i>	<i>\$146,269</i>	<i>4.5%</i>	<i>61.1%</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																
Total Personnel (includes OC 13)	1,362	1,351	1,329	163,506	297	133	2,226	2,656	166,162	40,905	207,067	\$123,029	\$125,028	\$155,807	1.6%	25.0%
T1. US Direct Hire (USDH)	1,362	1,351	1,329	163,506	297	133	2,226	2,656	166,162	40,905	207,067	\$123,029	\$125,028	\$155,807	1.6%	25.0%
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	1,106	1,115	1,093	133,560	277	133	1,879	2,289	135,849	29,363	165,212	\$122,196	\$124,290	\$151,155	1.7%	22.0%
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	209	209	25,625	20	0	68	88	25,713	10,473	36,186	\$122,608	\$123,029	\$173,139	0.3%	40.9%
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	1,362	1,351	1,329	163,506	297	133	2,226	2,656	166,162	40,905	207,067	\$123,029	\$125,028	\$155,807	1.6%	25.0%
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>1,362</i>	<i>1,351</i>	<i>1,329</i>	<i>163,506</i>	<i>297</i>	<i>133</i>	<i>2,226</i>	<i>2,656</i>	<i>166,162</i>	<i>40,905</i>	<i>207,067</i>	<i>\$123,029</i>	<i>\$125,028</i>	<i>\$155,807</i>	<i>1.6%</i>	<i>25.0%</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																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide												Date: April 2022				
The Joint Staff																
-																
(FY 2022)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
Direct Funded Personnel (includes OC 13)	1,261	1,248	1,301	166,312	207	130	2,053	2,390	168,702	38,470	207,172	\$127,834	\$129,671	\$159,241	1.4%	23.1%
D1. US Direct Hire (USDH)	1,261	1,248	1,301	166,312	207	130	2,053	2,390	168,702	38,470	207,172	\$127,834	\$129,671	\$159,241	1.4%	23.1%
D1a. Senior Executive Schedule	14	14	14	3,442	-	-	279	279	3,721	797	4,518	\$245,857	\$265,786	\$322,714	8.1%	23.2%
D1b. General Schedule	1,063	1,050	1,103	140,246	207	130	1,774	2,111	142,357	29,931	172,288	\$127,150	\$129,063	\$156,199	1.5%	21.3%
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	1,261	1,248	1,301	166,312	207	130	2,053	2,390	168,702	38,470	207,172	\$127,834	\$129,671	\$159,241	1.4%	23.1%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	1,261	1,248	1,301	166,312	207	130	2,053	2,390	168,702	38,470	207,172	\$127,834	\$129,671	\$159,241	1.4%	23.1%
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																

Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book

Reimbursable Funded Personnel (includes OC 13)	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%
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																
Total Personnel (includes OC 13)	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%
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																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide												Date: April 2022				
The Joint Staff																
(FY 2023)																
	(\$ in Thousands)											Rates				
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	k/c n Comp & Benefits	h/d o % BC	j/d p % BC
Direct Funded Personnel (includes OC 13)	1,261	1,248	1,310	175,368	207	130	2,053	2,390	177,758	40,681	218,439	\$133,869	\$135,693	\$166,747	1.4%	23.2%
D1. US Direct Hire (USDH)	1,261	1,248	1,310	175,368	207	130	2,053	2,390	177,758	40,681	218,439	\$133,869	\$135,693	\$166,747	1.4%	23.2%
D1a. Senior Executive Schedule	14	14	14	3,442	-	-	279	279	3,721	797	4,518	\$245,857	\$265,786	\$322,714	8.1%	23.2%
D1b. General Schedule	1,063	1,050	1,112	149,302	207	130	1,774	2,111	151,413	33,567	184,980	\$134,264	\$136,163	\$166,349	1.4%	22.5%
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	6,045	27,945	\$127,326	\$127,326	\$162,471	0.0%	27.6%
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	1,261	1,248	1,310	175,368	207	130	2,053	2,390	177,758	40,681	218,439	\$133,869	\$135,693	\$166,747	1.4%	23.2%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	1,261	1,248	1,310	175,368	207	130	2,053	2,390	177,758	40,681	218,439	\$133,869	\$135,693	\$166,747	1.4%	23.2%
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
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	92	92	87	13,495	90	2	185	277	13,772	3,771	17,543	\$155,115	\$158,299	\$201,644	2.1%	27.9%
R1. US Direct Hire (USDH)	92	92	87	13,495	90	2	185	277	13,772	3,771	17,543	\$155,115	\$158,299	\$201,644	2.1%	27.9%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	29	29	29	2,320	70	2	110	182	2,502	692	3,194	\$80,000	\$86,276	\$110,138	7.8%	29.8%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	1	1	1	155	-	-	-	-	155	-	155	\$155,000	\$155,000	\$155,000	0.0%	0.0%
R1f. Other	62	62	57	11,020	20	-	75	95	11,115	3,079	14,194	\$193,333	\$195,000	\$249,018	0.9%	27.9%
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	92	92	87	13,495	90	2	185	277	13,772	3,771	17,543	\$155,115	\$158,299	\$201,644	2.1%	27.9%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	92	92	87	13,495	90	2	185	277	13,772	3,771	17,543	\$155,115	\$158,299	\$201,644	2.1%	27.9%
R5. Other Object Class 13 Benefits																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
Total Personnel (includes OC 13)	1,353	1,340	1,397	188,863	297	132	2,238	2,667	191,530	44,452	235,982	\$135,192	\$137,101	\$168,921	1.4%	23.5%
T1. US Direct Hire (USDH)	1,353	1,340	1,397	188,863	297	132	2,238	2,667	191,530	44,452	235,982	\$135,192	\$137,101	\$168,921	1.4%	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	1,141	151,622	277	132	1,884	2,293	153,915	34,259	188,174	\$132,885	\$134,895	\$164,920	1.5%	22.6%
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	75	95	33,015	9,124	42,139	\$143,755	\$144,170	\$184,013	0.3%	27.7%
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	1,353	1,340	1,397	188,863	297	132	2,238	2,667	191,530	44,452	235,982	\$135,192	\$137,101	\$168,921	1.4%	23.5%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	1,353	1,340	1,397	188,863	297	132	2,238	2,667	191,530	44,452	235,982	\$135,192	\$137,101	\$168,921	1.4%	23.5%
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees												0	0			
T5b. DHFN - Benefits for Former Employees												0	0			
T5c. Voluntary Separation Incentive Pay (VSIP)												0	0			
T5d. Foreign National Separation Liability Accrual												0	0			

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide												Date: April 2022				
Washington Headquarters Services																
(FY 2021)																
(\$ in Thousands)																
	a	b	c	d	e	f	g	e + f + g	d + h	j	i + j	d/c	i/c	k/c	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	Comp	% BC	% BC
	Strength	Strength		Comp	Pav	Pav	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits	Comp	Comp	& Benefits	Variables	Benefits
Direct Funded Personnel (includes OC 13)	618	674	593	69,250	543	80	1,879	2,502	71,752	23,448	95,200	\$116,779	\$120,998	\$160,540	3.6%	33.9%
D1. US Direct Hire (USDH)	618	674	593	69,250	543	80	1,879	2,502	71,752	23,405	95,157	\$116,779	\$120,998	\$160,467	3.6%	33.8%
D1a. Senior Executive Schedule	12	8	9	1,660	-	-	118	118	1,778	434	2,212	\$184,444	\$197,556	\$245,778	7.1%	26.1%
D1b. General Schedule	515	562	499	56,964	459	71	1,440	1,970	58,934	19,438	78,372	\$114,156	\$118,104	\$157,058	3.5%	34.1%
D1c. Special Schedule	89	102	83	10,323	84	9	321	414	10,737	3,453	14,190	\$124,373	\$129,361	\$170,964	4.0%	33.4%
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	2	2	2	303	-	-	-	-	303	80	383	\$151,500	\$151,500	\$191,500	0.0%	26.4%
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	618	674	593	69,250	543	80	1,879	2,502	71,752	23,405	95,157	\$116,779	\$120,998	\$160,467	3.6%	33.8%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>618</i>	<i>674</i>	<i>593</i>	<i>69,250</i>	<i>543</i>	<i>80</i>	<i>1,879</i>	<i>2,502</i>	<i>71,752</i>	<i>23,405</i>	<i>95,157</i>	<i>\$116,779</i>	<i>\$120,998</i>	<i>\$160,467</i>	<i>3.6%</i>	<i>33.8%</i>
D5. Other Object Class 13 Benefits										43	43					
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)										43	43					
D5d. Foreign National Separation Liability Accrual																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	90	90	233	31,381	392	32	672	1,096	32,477	9,870	42,347	\$134,682	\$139,386	\$181,747	3.5%	31.5%
R1. US Direct Hire (USDH)	90	90	233	31,381	392	32	672	1,096	32,477	9,870	42,347	\$134,682	\$139,386	\$181,747	3.5%	31.5%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	90	90	233	31,381	392	32	672	1,096	32,477	9,830	42,307	\$134,682	\$139,386	\$181,575	3.5%	31.3%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	40	40	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	90	90	233	31,381	392	32	672	1,096	32,477	9,870	42,347	\$134,682	\$139,386	\$181,747	3.5%	31.5%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	90	90	233	31,381	392	32	672	1,096	32,477	9,870	42,347	\$134,682	\$139,386	\$181,747	3.5%	31.5%
R5. Other Object Class 13 Benefits																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
Total Personnel (includes OC 13)	708	764	826	100,631	935	112	2,551	3,598	104,229	33,318	137,547	\$121,829	\$126,185	\$166,522	3.6%	33.1%
T1. US Direct Hire (USDH)	708	764	826	100,631	935	112	2,551	3,598	104,229	33,275	137,504	\$121,829	\$126,185	\$166,470	3.6%	33.1%
T1a. Senior Executive Schedule	12	8	9	1,660	0	0	118	118	1,778	434	2,212	\$184,444	\$197,556	\$245,778	7.1%	26.1%
T1b. General Schedule	605	652	732	88,345	851	103	2,112	3,066	91,411	29,268	120,679	\$120,690	\$124,878	\$164,862	3.5%	33.1%
T1c. Special Schedule	89	102	83	10,323	84	9	321	414	10,737	3,453	14,190	\$124,373	\$129,361	\$170,964	4.0%	33.4%
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	2	2	2	303	0	0	0	0	303	80	383	\$151,500	\$151,500	\$191,500	0.0%	26.4%
T1f. Other	0	0	0	0	0	0	0	0	0	40	40	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	708	764	826	100,631	935	112	2,551	3,598	104,229	33,275	137,504	\$121,829	\$126,185	\$166,470	3.6%	33.1%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	708	764	826	100,631	935	112	2,551	3,598	104,229	33,275	137,504	\$121,829	\$126,185	\$166,470	3.6%	33.1%
T5. Other Object Class 13 Benefits										43	43					
T5a. USDH - Benefits for Former Employees										0	0					
T5b. DHFN - Benefits for Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										43	43					
T5d. Foreign National Separation Liability Accrual										0	0					

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

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

Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book

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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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>	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%
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	-	-	-	-	-

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide											Date: April 2022					
Washington Headquarters Services																
(FY 2023)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
Direct Funded Personnel (includes OC 13)	675	681	632	84,226	209	0	2,069	2,278	86,504	26,761	113,265	\$133,269	\$136,873	\$179,217	2.7%	31.8%
D1. US Direct Hire (USDH)	675	681	632	84,226	209	-	2,069	2,278	86,504	26,361	112,865	\$133,269	\$136,873	\$178,584	2.7%	31.3%
D1a. Senior Executive Schedule	13	13	13	2,395	-	-	57	57	2,452	742	3,194	\$184,231	\$188,615	\$245,692	2.4%	31.0%
D1b. General Schedule	567	573	524	68,836	176	-	1,691	1,867	70,703	21,314	92,017	\$131,366	\$134,929	\$175,605	2.7%	31.0%
D1c. Special Schedule	95	95	95	12,995	33	-	321	354	13,349	4,050	17,399	\$136,789	\$140,516	\$183,147	2.7%	31.2%
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	255	255	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	675	681	632	84,226	209	-	2,069	2,278	86,504	26,361	112,865	\$133,269	\$136,873	\$178,584	2.7%	31.3%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>675</i>	<i>681</i>	<i>632</i>	<i>84,226</i>	<i>209</i>	<i>-</i>	<i>2,069</i>	<i>2,278</i>	<i>86,504</i>	<i>26,361</i>	<i>112,865</i>	<i>\$133,269</i>	<i>\$136,873</i>	<i>\$178,584</i>	<i>2.7%</i>	<i>31.3%</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																

Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book

Reimbursable Funded Personnel (includes OC 13)	0	0	271	37,478	98	0	935	1,033	38,511	11,818	50,329	\$138,295	\$142,107	\$185,716	2.8%	31.5%
R1. US Direct Hire (USDH)	-	-	271	37,478	98	-	935	1,033	38,511	11,818	50,329	\$138,295	\$142,107	\$185,716	2.8%	31.5%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	271	37,478	98	-	935	1,033	38,511	11,818	50,329	\$138,295	\$142,107	\$185,716	2.8%	31.5%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	271	37,478	98	-	935	1,033	38,511	11,818	50,329	\$138,295	\$142,107	\$185,716	2.8%	31.5%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	271	37,478	98	-	935	1,033	38,511	11,818	50,329	\$138,295	\$142,107	\$185,716	2.8%	31.5%
R5. Other Object Class 13 Benefits																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
Total Personnel (includes OC 13)	675	681	903	121,704	307	0	3,004	3,311	125,015	38,579	163,594	\$134,777	\$138,444	\$181,167	2.7%	31.7%
T1. US Direct Hire (USDH)	675	681	903	121,704	307	-	3,004	3,311	125,015	38,179	163,194	\$134,777	\$138,444	\$180,724	2.7%	31.4%
T1a. Senior Executive Schedule	13	13	13	2,395	0	0	57	57	2,452	742	3,194	\$184,231	\$188,615	\$245,692	2.4%	31.0%
T1b. General Schedule	567	573	795	106,314	274	0	2,626	2,900	109,214	33,132	142,346	\$133,728	\$137,376	\$179,052	2.7%	31.2%
T1c. Special Schedule	95	95	95	12,995	33	0	321	354	13,349	4,050	17,399	\$136,789	\$140,516	\$183,147	2.7%	31.2%
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	255	255	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	675	681	903	121,704	307	-	3,004	3,311	125,015	38,179	163,194	\$134,777	\$138,444	\$180,724	2.7%	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>675</i>	<i>681</i>	<i>903</i>	<i>121,704</i>	<i>307</i>	<i>-</i>	<i>3,004</i>	<i>3,311</i>	<i>125,015</i>	<i>38,179</i>	<i>163,194</i>	<i>\$134,777</i>	<i>\$138,444</i>	<i>\$180,724</i>	<i>2.7%</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					

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

DoD Acquisition Workforce Development Fund												Date: April 2022				
Defense Acquisition University																
(FY 2021)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
Direct Funded Personnel (includes OC 13)	158	158	158	12,755	0	5	904	909	13,664	4,167	17,831	\$80,728	\$86,481	\$112,854	7.1%	32.7%
D1. US Direct Hire (USDH)	158	158	158	12,755	-	5	904	909	13,664	4,167	17,831	\$80,728	\$86,481	\$112,854	7.1%	32.7%
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	158	158	158	12,755	-	5	904	909	13,664	4,167	17,831	\$80,728	\$86,481	\$112,854	7.1%	32.7%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	158	158	158	12,755	-	5	904	909	13,664	4,167	17,831	\$80,728	\$86,481	\$112,854	7.1%	32.7%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	158	158	158	12,755	-	5	904	909	13,664	4,167	17,831	\$80,728	\$86,481	\$112,854	7.1%	32.7%
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																

Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book

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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	158	158	158	12,755	0	5	904	909	13,664	4,167	17,831	\$80,728	\$86,481	\$112,854	7.1%	32.7%	
T1. US Direct Hire (USDH)	158	158	158	12,755	-	5	904	909	13,664	4,167	17,831	\$80,728	\$86,481	\$112,854	7.1%	32.7%	
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1b. General Schedule	158	158	158	12,755	0	5	904	909	13,664	4,167	17,831	\$80,728	\$86,481	\$112,854	7.1%	32.7%	
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	158	158	158	12,755	-	5	904	909	13,664	4,167	17,831	\$80,728	\$86,481	\$112,854	7.1%	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>158</i>	<i>158</i>	<i>158</i>	<i>12,755</i>	<i>-</i>	<i>5</i>	<i>904</i>	<i>909</i>	<i>13,664</i>	<i>4,167</i>	<i>17,831</i>	<i>\$80,728</i>	<i>\$86,481</i>	<i>\$112,854</i>	<i>7.1%</i>	<i>32.7%</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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

DoD Acquisition Workforce Development Fund												Date: April 2022				
Defense Acquisition University																
(FY 2022)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC Variables	<u>j/d</u> <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	158	0	0	0	0	0	1,299	1,299	1,299	0	1,299	-	-	-	-	-
D1. US Direct Hire (USDH)	158	-	-	-	-	-	1,299	1,299	1,299	-	1,299	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	158	-	-	-	-	-	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	158	-	-	-	-	-	1,299	1,299	1,299	-	1,299	-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	158	-	-	-	-	-	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																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	<u>158</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)	<u>158</u>	-	-	-	-	-	<u>1,299</u>	<u>1,299</u>	<u>1,299</u>	-	<u>1,299</u>	-	-	-	-	-
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	158	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	<u>158</u>	-	-	-	-	-	<u>1,299</u>	<u>1,299</u>	<u>1,299</u>	-	<u>1,299</u>	-	-	-	-	-
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>	<u>158</u>	-	-	-	-	-	<u>1,299</u>	<u>1,299</u>	<u>1,299</u>	-	<u>1,299</u>	-	-	-	-	-
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

DoD Acquisition Workforce Development Fund												Date: April 2022				
Defense Acquisition University																
(FY 2023)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC Variables	<u>j/d</u> <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	1,325	1,325	1,325	0	1,325	-	-	-	-	-
D1. US Direct Hire (USDH)	-	-	-	-	-	-	1,325	1,325	1,325	-	1,325	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	1,325	1,325	1,325	-	1,325	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	1,325	1,325	1,325	-	1,325	-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	-	-	-	-	-	-	1,325	1,325	1,325	-	1,325	-	-	-	-	-
D5. Other Object Class 13 Benefits																
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
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book

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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>1,325</u>	<u>1,325</u>	<u>1,325</u>	<u>0</u>	<u>1,325</u>	-	-	-	-	-
T1. US Direct Hire (USDH)	-	-	-	-	-	-	1,325	1,325	1,325	-	1,325	-	-	-	-	-
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	0	0	0	0	0	0	1,325	1,325	1,325	0	1,325	-	-	-	-	-
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	-	-	-	-	-	-	1,325	1,325	1,325	-	1,325	-	-	-	-	-
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>	-	-	-	-	-	-	1,325	1,325	1,325	-	1,325	-	-	-	-	-
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

US Court of Appeals for Armed Forces, Def											Date: April 2022					
United States Court of Appeals for the Armed Services																
(FY 2021)																
	(\$ in Thousands)										<u>Rates</u>					
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
Direct Funded Personnel (includes OC 13)	55	45	48	6,364	0	0	196	196	6,560	1,965	8,525	\$132,583	\$136,667	\$177,604	3.1%	30.9%
D1. US Direct Hire (USDH)	55	45	48	6,364	-	-	196	196	6,560	1,965	8,525	\$132,583	\$136,667	\$177,604	3.1%	30.9%
D1a. Senior Executive Schedule	2	1	2	348	-	-	38	38	386	90	476	\$174,000	\$193,000	\$238,000	10.9%	25.9%
D1b. General Schedule	45	36	40	4,984	-	-	140	140	5,124	1,597	6,721	\$124,600	\$128,100	\$168,025	2.8%	32.0%
D1c. Special Schedule	8	8	6	1,032	-	-	18	18	1,050	278	1,328	\$172,000	\$175,000	\$221,333	1.7%	26.9%
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	55	45	48	6,364	-	-	196	196	6,560	1,965	8,525	\$132,583	\$136,667	\$177,604	3.1%	30.9%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>55</i>	<i>45</i>	<i>48</i>	<i>6,364</i>	<i>-</i>	<i>-</i>	<i>196</i>	<i>196</i>	<i>6,560</i>	<i>1,965</i>	<i>8,525</i>	<i>\$132,583</i>	<i>\$136,667</i>	<i>\$177,604</i>	<i>3.1%</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																

Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book

Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	<u>55</u>	<u>45</u>	<u>48</u>	<u>6,364</u>	<u>0</u>	<u>0</u>	<u>196</u>	<u>196</u>	<u>6,560</u>	<u>1,965</u>	<u>8,525</u>	<u>\$132,583</u>	<u>\$136,667</u>	<u>\$177,604</u>	<u>3.1%</u>	<u>30.9%</u>	
T1. US Direct Hire (USDH)	55	45	48	6,364	-	-	196	196	6,560	1,965	8,525	\$132,583	\$136,667	\$177,604	3.1%	30.9%	
T1a. Senior Executive Schedule	2	1	2	348	0	0	38	38	386	90	476	\$174,000	\$193,000	\$238,000	10.9%	25.9%	
T1b. General Schedule	45	36	40	4,984	0	0	140	140	5,124	1,597	6,721	\$124,600	\$128,100	\$168,025	2.8%	32.0%	
T1c. Special Schedule	8	8	6	1,032	0	0	18	18	1,050	278	1,328	\$172,000	\$175,000	\$221,333	1.7%	26.9%	
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	55	45	48	6,364	-	-	196	196	6,560	1,965	8,525	\$132,583	\$136,667	\$177,604	3.1%	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>	55	45	48	6,364	-	-	196	196	6,560	1,965	8,525	\$132,583	\$136,667	\$177,604	3.1%	30.9%	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

US Court of Appeals for Armed Forces, Def												Date: April 2022				
United States Court of Appeals for the Armed Services																
(FY 2022)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
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																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Personnel (includes OC 13)	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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

US Court of Appeals for Armed Forces, Def											Date: April 2022					
United States Court of Appeals for the Armed Services																
(FY 2023)																
	(\$ in Thousands)										<u>Rates</u>					
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
Direct Funded Personnel (includes OC 13)	59	59	59	7,614	18	0	188	206	7,820	2,379	10,199	\$129,051	\$132,542	\$172,864	2.7%	31.2%
D1. US Direct Hire (USDH)	59	59	59	7,614	18	-	188	206	7,820	2,379	10,199	\$129,051	\$132,542	\$172,864	2.7%	31.2%
D1a. Senior Executive Schedule	2	2	2	379	-	-	9	9	388	118	506	\$189,500	\$194,000	\$253,000	2.4%	31.1%
D1b. General Schedule	52	52	52	6,605	16	-	164	180	6,785	2,064	8,849	\$127,019	\$130,481	\$170,173	2.7%	31.2%
D1c. Special Schedule	5	5	5	630	2	-	15	17	647	197	844	\$126,000	\$129,400	\$168,800	2.7%	31.3%
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	59	59	59	7,614	18	-	188	206	7,820	2,379	10,199	\$129,051	\$132,542	\$172,864	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>7,614</i>	<i>18</i>	<i>-</i>	<i>188</i>	<i>206</i>	<i>7,820</i>	<i>2,379</i>	<i>10,199</i>	<i>\$129,051</i>	<i>\$132,542</i>	<i>\$172,864</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																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	<u>59</u>	<u>59</u>	<u>59</u>	<u>7,614</u>	<u>18</u>	<u>0</u>	<u>188</u>	<u>206</u>	<u>7,820</u>	<u>2,379</u>	<u>10,199</u>	<u>\$129,051</u>	<u>\$132,542</u>	<u>\$172,864</u>	<u>2.7%</u>	<u>31.2%</u>	
T1. US Direct Hire (USDH)	<u>59</u>	<u>59</u>	<u>59</u>	<u>7,614</u>	<u>18</u>	<u>-</u>	<u>188</u>	<u>206</u>	<u>7,820</u>	<u>2,379</u>	<u>10,199</u>	<u>\$129,051</u>	<u>\$132,542</u>	<u>\$172,864</u>	<u>2.7%</u>	<u>31.2%</u>	
T1a. Senior Executive Schedule	2	2	2	379	0	0	9	9	388	118	506	\$189,500	\$194,000	\$253,000	2.4%	31.1%	
T1b. General Schedule	52	52	52	6,605	16	0	164	180	6,785	2,064	8,849	\$127,019	\$130,481	\$170,173	2.7%	31.2%	
T1c. Special Schedule	5	5	5	630	2	0	15	17	647	197	844	\$126,000	\$129,400	\$168,800	2.7%	31.3%	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T3. Total Direct Hire	<u>59</u>	<u>59</u>	<u>59</u>	<u>7,614</u>	<u>18</u>	<u>-</u>	<u>188</u>	<u>206</u>	<u>7,820</u>	<u>2,379</u>	<u>10,199</u>	<u>\$129,051</u>	<u>\$132,542</u>	<u>\$172,864</u>	<u>2.7%</u>	<u>31.2%</u>	
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>	<u>59</u>	<u>59</u>	<u>59</u>	<u>7,614</u>	<u>18</u>	<u>-</u>	<u>188</u>	<u>206</u>	<u>7,820</u>	<u>2,379</u>	<u>10,199</u>	<u>\$129,051</u>	<u>\$132,542</u>	<u>\$172,864</u>	<u>2.7%</u>	<u>31.2%</u>	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0	

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Office of the Inspector General											Date: April 2022					
Inspector General																
(FY 2021)																
	(\$ in Thousands)										<u>Rates</u>					
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
Direct Funded Personnel (includes OC 13)	1,736	1,736	1,736	208,713	1,609	204	16,619	18,432	227,145	88,899	316,044	\$120,226	\$130,844	\$182,053	8.8%	42.6%
D1. US Direct Hire (USDH)	1,734	1,734	1,734	208,502	1,609	204	16,619	18,432	226,934	88,899	315,833	\$120,243	\$130,873	\$182,141	8.8%	42.6%
D1a. Senior Executive Schedule	18	18	18	3,278	-	-	237	237	3,515	1,116	4,631	\$182,111	\$195,278	\$257,278	7.2%	34.0%
D1b. General Schedule	1,624	1,624	1,624	193,190	637	42	15,798	16,477	209,667	83,914	293,581	\$118,959	\$129,105	\$180,776	8.5%	43.4%
D1c. Special Schedule	92	92	92	12,034	972	162	584	1,718	13,752	3,869	17,621	\$130,804	\$149,478	\$191,533	14.3%	32.2%
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	1,734	1,734	1,734	208,502	1,609	204	16,619	18,432	226,934	88,899	315,833	\$120,243	\$130,873	\$182,141	8.8%	42.6%
D4. Indirect Hire Foreign Nationals (IHFN)	2	2	2	211	-	-	-	-	211	-	211	\$105,500	\$105,500	\$105,500	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	1,736	1,736	1,736	208,713	1,609	204	16,619	18,432	227,145	88,899	316,044	\$120,226	\$130,844	\$182,053	8.8%	42.6%
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																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	6	6	6	0	6	-	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	6	6	6	-	6	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	6	6	6	-	6	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	6	6	6	-	6	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	6	6	6	-	6	-	-	-	-	-
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	1,736	1,736	1,736	208,713	1,609	204	16,625	18,438	227,151	88,899	316,050	\$120,226	\$130,847	\$182,056	8.8%	42.6%
T1. US Direct Hire (USDH)	1,734	1,734	1,734	208,502	1,609	204	16,625	18,438	226,940	88,899	315,839	\$120,243	\$130,877	\$182,145	8.8%	42.6%
T1a. Senior Executive Schedule	18	18	18	3,278	0	0	237	237	3,515	1,116	4,631	\$182,111	\$195,278	\$257,278	7.2%	34.0%
T1b. General Schedule	1,624	1,624	1,624	193,190	637	42	15,804	16,483	209,673	83,914	293,587	\$118,959	\$129,109	\$180,780	8.5%	43.4%
T1c. Special Schedule	92	92	92	12,034	972	162	584	1,718	13,752	3,869	17,621	\$130,804	\$149,478	\$191,533	14.3%	32.2%
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	1,734	1,734	1,734	208,502	1,609	204	16,625	18,438	226,940	88,899	315,839	\$120,243	\$130,877	\$182,145	8.8%	42.6%
T4. Indirect Hire Foreign Nationals (IHFN)	2	2	2	211	0	0	0	0	211	0	211	\$105,500	\$105,500	\$105,500	0.0%	0.0%
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>1,736</i>	<i>1,736</i>	<i>1,736</i>	<i>208,713</i>	<i>1,609</i>	<i>204</i>	<i>16,625</i>	<i>18,438</i>	<i>227,151</i>	<i>88,899</i>	<i>316,050</i>	<i>\$120,226</i>	<i>\$130,847</i>	<i>\$182,056</i>	<i>8.8%</i>	<i>42.6%</i>
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Office of the Inspector General	Inspector General											Date: April 2022				
	-															
	(FY 2022)															
	(\$ in Thousands)															
	a	b	c	d	e	f	g	e + f + g	d + h	j	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)	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	1,822	216,204	4,294	687	12,226	17,207	233,411	94,335	327,746	\$118,663	\$128,107	\$179,883	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	1,700	204,120	816	151	9,104	10,071	214,191	84,303	298,494	\$120,071	\$125,995	\$175,585	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	1,822	216,204	4,294	687	12,226	17,207	233,411	94,335	327,746	\$118,663	\$128,107	\$179,883	8.0%	43.6%
D4. Indirect Hire Foreign Nationals (IHFN)	2	2	2	199	-	-	-	-	199	-	199	\$99,500	\$99,500	\$99,500	0.0%	0.0%
Subtotal - Direct Funded (excludes 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%
D5. Other Object Class 13 Benefits																
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
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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	1,826	216,645	4,301	688	12,241	17,230	233,875	94,529	328,404	\$118,645	\$128,081	\$179,849	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	1,704	204,561	823	152	9,119	10,094	214,655	84,497	299,152	\$120,048	\$125,971	\$175,559	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	1,826	216,645	4,301	688	12,241	17,230	233,875	94,529	328,404	\$118,645	\$128,081	\$179,849	8.0%	43.6%
T4. Indirect Hire Foreign Nationals (IHFN)	2	2	2	199	0	0	0	0	199	0	199	\$99,500	\$99,500	\$99,500	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	-	-	-	-	-

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Office of the Inspector General												Date: April 2022				
Inspector General																
(FY 2023)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
Direct Funded Personnel (includes OC 13)	1,918	1,918	1,847	229,756	1,758	214	19,550	21,522	251,278	98,383	349,661	\$124,394	\$136,047	\$189,313	9.4%	42.8%
D1. US Direct Hire (USDH)	1,916	1,916	1,845	229,553	1,758	214	19,550	21,522	251,075	98,383	349,458	\$124,419	\$136,084	\$189,408	9.4%	42.9%
D1a. Senior Executive Schedule	27	27	27	5,098	-	-	463	463	5,561	2,163	7,724	\$188,815	\$205,963	\$286,074	9.1%	42.4%
D1b. General Schedule	1,799	1,799	1,730	212,273	758	50	18,490	19,298	231,571	92,304	323,875	\$122,701	\$133,856	\$187,211	9.1%	43.5%
D1c. Special Schedule	90	90	88	12,182	1,000	164	597	1,761	13,943	3,916	17,859	\$138,432	\$158,443	\$202,943	14.5%	32.1%
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	1,916	1,916	1,845	229,553	1,758	214	19,550	21,522	251,075	98,383	349,458	\$124,419	\$136,084	\$189,408	9.4%	42.9%
D4. Indirect Hire Foreign Nationals (IHFN)	2	2	2	203	-	-	-	-	203	-	203	\$101,500	\$101,500	\$101,500	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	1,918	1,918	1,847	229,756	1,758	214	19,550	21,522	251,278	98,383	349,661	\$124,394	\$136,047	\$189,313	9.4%	42.8%
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	4	4	4	450	7	1	15	23	473	198	671	\$112,500	\$118,250	\$167,750	5.1%	44.0%
R1. US Direct Hire (USDH)	4	4	4	450	7	1	15	23	473	198	671	\$112,500	\$118,250	\$167,750	5.1%	44.0%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	4	4	4	450	7	1	15	23	473	198	671	\$112,500	\$118,250	\$167,750	5.1%	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	4	4	450	7	1	15	23	473	198	671	\$112,500	\$118,250	\$167,750	5.1%	44.0%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>4</i>	<i>4</i>	<i>4</i>	<i>450</i>	<i>7</i>	<i>1</i>	<i>15</i>	<i>23</i>	<i>473</i>	<i>198</i>	<i>671</i>	<i>\$112,500</i>	<i>\$118,250</i>	<i>\$167,750</i>	<i>5.1%</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																
Total Personnel (includes OC 13)	1,922	1,922	1,851	230,206	1,765	215	19,565	21,545	251,751	98,581	350,332	\$124,368	\$136,008	\$189,266	9.4%	42.8%
T1. US Direct Hire (USDH)	1,920	1,920	1,849	230,003	1,765	215	19,565	21,545	251,548	98,581	350,129	\$124,393	\$136,045	\$189,361	9.4%	42.9%
T1a. Senior Executive Schedule	27	27	27	5,098	0	0	463	463	5,561	2,163	7,724	\$188,815	\$205,963	\$286,074	9.1%	42.4%
T1b. General Schedule	1,803	1,803	1,734	212,723	765	51	18,505	19,321	232,044	92,502	324,546	\$122,678	\$133,820	\$187,166	9.1%	43.5%
T1c. Special Schedule	90	90	88	12,182	1,000	164	597	1,761	13,943	3,916	17,859	\$138,432	\$158,443	\$202,943	14.5%	32.1%
T1d. Wage System	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	1,920	1,849	230,003	1,765	215	19,565	21,545	251,548	98,581	350,129	\$124,393	\$136,045	\$189,361	9.4%	42.9%
T4. Indirect Hire Foreign Nationals (IHFN)	2	2	2	203	0	0	0	0	203	0	203	\$101,500	\$101,500	\$101,500	0.0%	0.0%
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>1,922</i>	<i>1,922</i>	<i>1,851</i>	<i>230,206</i>	<i>1,765</i>	<i>215</i>	<i>19,565</i>	<i>21,545</i>	<i>251,751</i>	<i>98,581</i>	<i>350,332</i>	<i>\$124,368</i>	<i>\$136,008</i>	<i>\$189,266</i>	<i>9.4%</i>	<i>42.8%</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				

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Defense Health Program												Defense Health Agency					Date: April 2022				
-																					
(FY 2021)																					
(\$ in Thousands)																					
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i</u>	<u>j</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 Strength</u>	<u>End Strength</u>	<u>FTEs</u>	<u>Basic Comp</u>	<u>Overtime Pay</u>	<u>Holiday Pay</u>	<u>Other O.C.11</u>	<u>Total Variables</u>	<u>Comp O.C.11</u>	<u>Benefits O.C.12/13</u>	<u>Comp & Benefits</u>	<u>Basic Comp</u>	<u>Basic Comp</u>	<u>Total Comp</u>	<u>& Benefits</u>	<u>Variables</u>	<u>% BC</u>	<u>% BC</u>			
Direct Funded Personnel (includes OC 13)	66,118	57,808	55,850	4,116,542	35,250	5,738	405,822	446,810	4,563,352	1,446,735	6,010,087	\$73,707	\$81,707	\$107,611	10.9%	35.1%					
D1. US Direct Hire (USDH)	63,809	55,520	53,713	4,047,462	34,873	5,559	403,114	443,546	4,491,008	1,437,631	5,928,639	\$75,353	\$83,611	\$110,376	11.0%	35.5%					
D1a. Senior Executive Schedule	10	8	14	1,134	-	6	128	134	1,268	247	1,515	\$81,000	\$90,571	\$108,214	11.8%	21.8%					
D1b. General Schedule	61,510	53,640	51,942	3,918,624	31,772	4,665	395,790	432,227	4,350,851	1,398,414	5,749,265	\$75,442	\$83,764	\$110,686	11.0%	35.7%					
D1c. Special Schedule	-	2	2	330	-	5	34	39	369	91	460	\$165,000	\$184,500	\$230,000	11.8%	27.6%					
D1d. Wage System	1,935	1,578	1,496	81,338	3,101	874	4,924	8,899	90,237	28,430	118,667	\$54,370	\$60,319	\$79,323	10.9%	35.0%					
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
D1f. Other	354	292	259	46,036	-	9	2,238	2,247	48,283	10,449	58,732	\$177,745	\$186,421	\$226,764	4.9%	22.7%					
D2. Direct Hire Program Foreign Nationals (DHFN)	1,027	1,063	1,086	36,092	271	179	2,708	3,158	39,250	8,042	47,292	\$33,234	\$36,142	\$43,547	8.7%	22.3%					
D3. Total Direct Hire	64,836	56,583	54,799	4,083,554	35,144	5,738	405,822	446,704	4,530,258	1,445,673	5,975,931	\$74,519	\$82,670	\$109,032	10.9%	35.4%					
D4. Indirect Hire Foreign Nationals (IHFN)	1,282	1,225	1,051	32,988	106	-	-	106	33,094	-	33,094	\$31,387	\$31,488	\$31,488	0.3%	0.0%					
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>66,118</i>	<i>57,808</i>	<i>55,850</i>	<i>4,116,542</i>	<i>35,250</i>	<i>5,738</i>	<i>405,822</i>	<i>446,810</i>	<i>4,563,352</i>	<i>1,445,673</i>	<i>6,009,025</i>	<i>\$73,707</i>	<i>\$81,707</i>	<i>\$107,592</i>	<i>10.9%</i>	<i>35.1%</i>					
D5. Other Object Class 13 Benefits												1,062	1,062								
D5a. USDH - Benefits for Former Employees												282	282								
D5b. DHFN - Benefits for Former Employees												71	71								
D5c. Voluntary Separation Incentive Pay (VSIP)												709	709								
D5d. Foreign National Separation Liability Accrual												-	-								

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	600	41	46	7,333	0	0	0	0	7,333	2,019	9,352	\$159,413	\$159,413	\$203,304	0.0%	27.5%
R1. US Direct Hire (USDH)	420	41	46	7,333	-	-	-	-	7,333	2,019	9,352	\$159,413	\$159,413	\$203,304	0.0%	27.5%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	420	41	46	7,333	-	-	-	-	7,333	2,019	9,352	\$159,413	\$159,413	\$203,304	0.0%	27.5%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	35	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	455	41	46	7,333	-	-	-	-	7,333	2,019	9,352	\$159,413	\$159,413	\$203,304	0.0%	27.5%
R4. Indirect Hire Foreign Nationals (IHFN)	145	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>600</i>	<i>41</i>	<i>46</i>	<i>7,333</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>7,333</i>	<i>2,019</i>	<i>9,352</i>	<i>\$159,413</i>	<i>\$159,413</i>	<i>\$203,304</i>	<i>0.0%</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																
Total Personnel (includes OC 13)	66,718	57,849	55,896	4,123,875	35,250	5,738	405,822	446,810	4,570,685	1,448,754	6,019,439	\$73,778	\$81,771	\$107,690	10.8%	35.1%
T1. US Direct Hire (USDH)	64,229	55,561	53,759	4,054,795	34,873	5,559	403,114	443,546	4,498,341	1,439,650	5,937,991	\$75,425	\$83,676	\$110,456	10.9%	35.5%
T1a. Senior Executive Schedule	10	8	14	1,134	0	6	128	134	1,268	247	1,515	\$81,000	\$90,571	\$108,214	11.8%	21.8%
T1b. General Schedule	61,930	53,681	51,988	3,925,957	31,772	4,665	395,790	432,227	4,358,184	1,400,433	5,758,617	\$75,517	\$83,831	\$110,768	11.0%	35.7%
T1c. Special Schedule	0	2	2	330	0	5	34	39	369	91	460	\$165,000	\$184,500	\$230,000	11.8%	27.6%
T1d. Wage System	1,935	1,578	1,496	81,338	3,101	874	4,924	8,899	90,237	28,430	118,667	\$54,370	\$60,319	\$79,323	10.9%	35.0%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	354	292	259	46,036	0	9	2,238	2,247	48,283	10,449	58,732	\$177,745	\$186,421	\$226,764	4.9%	22.7%
T2. Direct Hire Program Foreign Nationals (DHFN)	1,062	1,063	1,086	36,092	271	179	2,708	3,158	39,250	8,042	47,292	\$33,234	\$36,142	\$43,547	8.7%	22.3%
T3. Total Direct Hire	65,291	56,624	54,845	4,090,887	35,144	5,738	405,822	446,704	4,537,591	1,447,692	5,985,283	\$74,590	\$82,735	\$109,131	10.9%	35.4%
T4. Indirect Hire Foreign Nationals (IHFN)	1,427	1,225	1,051	32,988	106	0	0	106	33,094	0	33,094	\$31,387	\$31,488	\$31,488	0.3%	0.0%
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>66,718</i>	<i>57,849</i>	<i>55,896</i>	<i>4,123,875</i>	<i>35,250</i>	<i>5,738</i>	<i>405,822</i>	<i>446,810</i>	<i>4,570,685</i>	<i>1,447,692</i>	<i>6,018,377</i>	<i>\$73,778</i>	<i>\$81,771</i>	<i>\$107,671</i>	<i>10.8%</i>	<i>35.1%</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																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

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

Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book

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%
Subtotal - Reimbursable Funded (excludes 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%
R5. Other Object Class 13 Benefits																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
Total Personnel (includes OC 13)	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%
Subtotal - Total Funded (excludes OC 13)	58,381	59,424	57,106	4,380,917	59,654	28,064	466,651	554,369	4,935,286	1,455,943	6,391,229	\$76,716	\$86,423	\$111,919	12.7%	33.2%
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Defense Health Program												Date: April 2022				
Defense Health Agency																
-																
(FY 2023)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC Variables	<u>j/d</u> <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	59,181	59,715	56,993	4,383,823	51,129	49,881	606,890	707,900	5,091,723	1,530,429	6,622,152	\$76,919	\$89,339	\$116,192	16.1%	34.9%
D1. US Direct Hire (USDH)	57,157	57,327	54,698	4,286,337	50,701	49,660	593,850	694,211	4,980,548	1,508,731	6,489,279	\$78,364	\$91,055	\$118,638	16.2%	35.2%
D1a. Senior Executive Schedule	18	18	18	2,546	-	5	233	238	2,784	561	3,345	\$141,444	\$154,667	\$185,833	9.3%	22.0%
D1b. General Schedule	54,908	55,107	52,490	4,141,536	45,036	47,284	586,859	679,179	4,820,715	1,454,199	6,274,914	\$78,901	\$91,841	\$119,545	16.4%	35.1%
D1c. Special Schedule	2	2	2	190	-	4	29	33	223	79	302	\$95,000	\$111,500	\$151,000	17.4%	41.6%
D1d. Wage System	1,917	1,902	1,890	95,879	5,465	2,357	6,010	13,832	109,711	39,343	149,054	\$50,730	\$58,048	\$78,865	14.4%	41.0%
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	312	298	298	46,186	200	10	719	929	47,115	14,549	61,664	\$154,987	\$158,104	\$206,926	2.0%	31.5%
D2. Direct Hire Program Foreign Nationals (DHFN)	1,001	1,294	1,219	55,819	261	135	7,450	7,846	63,665	13,451	77,116	\$45,791	\$52,227	\$63,262	14.1%	24.1%
D3. Total Direct Hire	58,158	58,621	55,917	4,342,156	50,962	49,795	601,300	702,057	5,044,213	1,522,182	6,566,395	\$77,654	\$90,209	\$117,431	16.2%	35.1%
D4. Indirect Hire Foreign Nationals (IHFN)	1,023	1,094	1,076	41,667	167	86	5,590	5,843	47,510	7,522	55,032	\$38,724	\$44,154	\$51,145	14.0%	18.1%
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>59,181</i>	<i>59,715</i>	<i>56,993</i>	<i>4,383,823</i>	<i>51,129</i>	<i>49,881</i>	<i>606,890</i>	<i>707,900</i>	<i>5,091,723</i>	<i>1,529,704</i>	<i>6,621,427</i>	<i>\$76,919</i>	<i>\$89,339</i>	<i>\$116,180</i>	<i>16.1%</i>	<i>34.9%</i>
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees											725		725			
D5b. DHFN - Benefits for Former Employees											295		295			
D5c. Voluntary Separation Incentive Pay (VSIP)											-		-			
D5d. Foreign National Separation Liability Accrual											430		430			
											-		-			

Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book

Reimbursable Funded Personnel (includes OC 13)	243	405	402	9,818	14	10	167	191	10,009	585	10,594	\$24,423	\$24,898	\$26,353	1.9%	6.0%
R1. US Direct Hire (USDH)	62	405	402	9,818	14	10	167	191	10,009	585	10,594	\$24,423	\$24,898	\$26,353	1.9%	6.0%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	22	365	362	1,988	14	10	167	191	2,179	585	2,764	\$5,492	\$6,019	\$7,635	9.6%	29.4%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	40	40	40	7,830	-	-	-	-	7,830	-	7,830	\$195,750	\$195,750	\$195,750	0.0%	0.0%
R2. Direct Hire Program Foreign Nationals (DHFN)	35	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	97	405	402	9,818	14	10	167	191	10,009	585	10,594	\$24,423	\$24,898	\$26,353	1.9%	6.0%
R4. Indirect Hire Foreign Nationals (IHFN)	146	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	243	405	402	9,818	14	10	167	191	10,009	585	10,594	\$24,423	\$24,898	\$26,353	1.9%	6.0%
R5. Other Object Class 13 Benefits																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
Total Personnel (includes OC 13)	59,424	60,120	57,395	4,393,641	51,143	49,891	607,057	708,091	5,101,732	1,531,014	6,632,746	\$76,551	\$88,888	\$115,563	16.1%	34.8%
T1. US Direct Hire (USDH)	57,219	57,732	55,100	4,296,155	50,715	49,670	594,017	694,402	4,990,557	1,509,316	6,499,873	\$77,970	\$90,573	\$117,965	16.2%	35.1%
T1a. Senior Executive Schedule	18	18	18	2,546	0	5	233	238	2,784	561	3,345	\$141,444	\$154,667	\$185,833	9.3%	22.0%
T1b. General Schedule	54,930	55,472	52,852	4,143,524	45,050	47,294	587,026	679,370	4,822,894	1,454,784	6,277,678	\$78,399	\$91,253	\$118,778	16.4%	35.1%
T1c. Special Schedule	2	2	2	190	0	4	29	33	223	79	302	\$95,000	\$111,500	\$151,000	17.4%	41.6%
T1d. Wage System	1,917	1,902	1,890	95,879	5,465	2,357	6,010	13,832	109,711	39,343	149,054	\$50,730	\$58,048	\$78,865	14.4%	41.0%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	352	338	338	54,016	200	10	719	929	54,945	14,549	69,494	\$159,811	\$162,559	\$205,604	1.7%	26.9%
T2. Direct Hire Program Foreign Nationals (DHFN)	1,036	1,294	1,219	55,819	261	135	7,450	7,846	63,665	13,451	77,116	\$45,791	\$52,227	\$63,262	14.1%	24.1%
T3. Total Direct Hire	58,255	59,026	56,319	4,351,974	50,976	49,805	601,467	702,248	5,054,222	1,522,767	6,576,989	\$77,274	\$89,743	\$116,781	16.1%	35.0%
T4. Indirect Hire Foreign Nationals (IHFN)	1,169	1,094	1,076	41,667	167	86	5,590	5,843	47,510	7,522	55,032	\$38,724	\$44,154	\$51,145	14.0%	18.1%
Subtotal - Total Funded (excludes OC 13)	59,424	60,120	57,395	4,393,641	51,143	49,891	607,057	708,091	5,101,732	1,530,289	6,632,021	\$76,551	\$88,888	\$115,551	16.1%	34.8%
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Research, Development, Test & Eval, DW												Date: April 2022				
Defense Advanced Research Projects Agency																
(FY 2021)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
Direct Funded Personnel (includes OC 13)	173	185	187	32,229	0	0	1,093	1,093	33,322	14,516	47,838	\$172,348	\$178,193	\$255,818	3.4%	45.0%
D1. US Direct Hire (USDH)	173	185	187	32,229	-	-	1,093	1,093	33,322	14,436	47,758	\$172,348	\$178,193	\$255,390	3.4%	44.8%
D1a. Senior Executive Schedule	5	5	5	935	-	-	73	73	1,008	459	1,467	\$187,000	\$201,600	\$293,400	7.8%	49.1%
D1b. General Schedule	72	84	81	12,532	-	-	415	415	12,947	4,659	17,606	\$154,716	\$159,840	\$217,358	3.3%	37.2%
D1c. Special Schedule	96	96	101	18,762	-	-	605	605	19,367	9,318	28,685	\$185,762	\$191,752	\$284,010	3.2%	49.7%
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	173	185	187	32,229	-	-	1,093	1,093	33,322	14,436	47,758	\$172,348	\$178,193	\$255,390	3.4%	44.8%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	173	185	187	32,229	-	-	1,093	1,093	33,322	14,436	47,758	\$172,348	\$178,193	\$255,390	3.4%	44.8%
D5. Other Object Class 13 Benefits										80	80					
D5a. USDH - Benefits for Former Employees										-	-					
D5b. DHFN - Benefits for Former Employees										-	-					
D5c. Voluntary Separation Incentive Pay (VSIP)										80	80					
D5d. Foreign National Separation Liability Accrual										-	-					

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	173	185	187	32,229	0	0	1,093	1,093	33,322	14,516	47,838	\$172,348	\$178,193	\$255,818	3.4%	45.0%	
T1. US Direct Hire (USDH)	173	185	187	32,229	-	-	1,093	1,093	33,322	14,436	47,758	\$172,348	\$178,193	\$255,390	3.4%	44.8%	
T1a. Senior Executive Schedule	5	5	5	935	0	0	73	73	1,008	459	1,467	\$187,000	\$201,600	\$293,400	7.8%	49.1%	
T1b. General Schedule	72	84	81	12,532	0	0	415	415	12,947	4,659	17,606	\$154,716	\$159,840	\$217,358	3.3%	37.2%	
T1c. Special Schedule	96	96	101	18,762	0	0	605	605	19,367	9,318	28,685	\$185,762	\$191,752	\$284,010	3.2%	49.7%	
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	173	185	187	32,229	-	-	1,093	1,093	33,322	14,436	47,758	\$172,348	\$178,193	\$255,390	3.4%	44.8%	
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>	173	185	187	32,229	-	-	1,093	1,093	33,322	14,436	47,758	\$172,348	\$178,193	\$255,390	3.4%	44.8%	
T5. Other Object Class 13 Benefits										80	80						
T5a. USDH - Benefits for Former Employees										0	0						
T5b. DHFN - Benefits for Former Employees										0	0						
T5c. Voluntary Separation Incentive Pay (VSIP)										80	80						
T5d. Foreign National Separation Liability Accrual										0	0						

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

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

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>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																	
Total Personnel (includes OC 13)	<u>191</u>	<u>191</u>	<u>191</u>	<u>33,159</u>	<u>0</u>	<u>0</u>	<u>1,237</u>	<u>1,237</u>	<u>34,396</u>	<u>14,488</u>	<u>48,884</u>	<u>\$173,607</u>	<u>\$180,084</u>	<u>\$255,937</u>	<u>3.7%</u>	<u>43.7%</u>	
T1. US Direct Hire (USDH)	<u>191</u>	<u>191</u>	<u>191</u>	<u>33,159</u>	-	-	<u>1,237</u>	<u>1,237</u>	<u>34,396</u>	<u>14,368</u>	<u>48,764</u>	<u>\$173,607</u>	<u>\$180,084</u>	<u>\$255,309</u>	<u>3.7%</u>	<u>43.3%</u>	
T1a. Senior Executive Schedule	5	5	5	952	0	0	131	131	1,083	391	1,474	<u>\$190,400</u>	<u>\$216,600</u>	<u>\$294,800</u>	<u>13.8%</u>	<u>41.1%</u>	
T1b. General Schedule	84	84	84	12,988	0	0	325	325	13,313	4,797	18,110	<u>\$154,619</u>	<u>\$158,488</u>	<u>\$215,595</u>	<u>2.5%</u>	<u>36.9%</u>	
T1c. Special Schedule	102	102	102	19,219	0	0	781	781	20,000	9,180	29,180	<u>\$188,422</u>	<u>\$196,078</u>	<u>\$286,078</u>	<u>4.1%</u>	<u>47.8%</u>	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T3. Total Direct Hire	<u>191</u>	<u>191</u>	<u>191</u>	<u>33,159</u>	-	-	<u>1,237</u>	<u>1,237</u>	<u>34,396</u>	<u>14,368</u>	<u>48,764</u>	<u>\$173,607</u>	<u>\$180,084</u>	<u>\$255,309</u>	<u>3.7%</u>	<u>43.3%</u>	
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>	<u>191</u>	<u>191</u>	<u>191</u>	<u>33,159</u>	-	-	<u>1,237</u>	<u>1,237</u>	<u>34,396</u>	<u>14,368</u>	<u>48,764</u>	<u>\$173,607</u>	<u>\$180,084</u>	<u>\$255,309</u>	<u>3.7%</u>	<u>43.3%</u>	
T5. Other Object Class 13 Benefits																	
T5a. USDH - Benefits for Former Employees																	
T5b. DHFN - Benefits for Former Employees																	
T5c. Voluntary Separation Incentive Pay (VSIP)																	
T5d. Foreign National Separation Liability Accrual																	

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Research, Development, Test & Eval, DW												Date: April 2022				
Defense Advanced Research Projects Agency																
(FY 2023)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
Direct Funded Personnel (includes OC 13)	191	196	199	36,457	0	0	1,387	1,387	37,844	16,810	54,654	\$183,201	\$190,171	\$274,643	3.8%	46.1%
D1. US Direct Hire (USDH)	191	196	199	36,457	-	-	1,387	1,387	37,844	16,690	54,534	\$183,201	\$190,171	\$274,040	3.8%	45.8%
D1a. Senior Executive Schedule	5	5	5	1,005	-	-	149	149	1,154	504	1,658	\$201,000	\$230,800	\$331,600	14.8%	50.1%
D1b. General Schedule	84	88	88	14,298	-	-	357	357	14,655	5,462	20,117	\$162,477	\$166,534	\$228,602	2.5%	38.2%
D1c. Special Schedule	102	103	106	21,154	-	-	881	881	22,035	10,724	32,759	\$199,566	\$207,877	\$309,047	4.2%	50.7%
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	191	196	199	36,457	-	-	1,387	1,387	37,844	16,690	54,534	\$183,201	\$190,171	\$274,040	3.8%	45.8%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>191</i>	<i>196</i>	<i>199</i>	<i>36,457</i>	<i>-</i>	<i>-</i>	<i>1,387</i>	<i>1,387</i>	<i>37,844</i>	<i>16,690</i>	<i>54,534</i>	<i>\$183,201</i>	<i>\$190,171</i>	<i>\$274,040</i>	<i>3.8%</i>	<i>45.8%</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										-	-					

Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book

Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	<u>191</u>	<u>196</u>	<u>199</u>	<u>36,457</u>	<u>0</u>	<u>0</u>	<u>1,387</u>	<u>1,387</u>	<u>37,844</u>	<u>16,810</u>	<u>54,654</u>	<u>\$183,201</u>	<u>\$190,171</u>	<u>\$274,643</u>	<u>3.8%</u>	<u>46.1%</u>	
T1. US Direct Hire (USDH)	<u>191</u>	<u>196</u>	<u>199</u>	<u>36,457</u>	-	-	<u>1,387</u>	<u>1,387</u>	<u>37,844</u>	<u>16,690</u>	<u>54,534</u>	<u>\$183,201</u>	<u>\$190,171</u>	<u>\$274,040</u>	<u>3.8%</u>	<u>45.8%</u>	
T1a. Senior Executive Schedule	5	5	5	1,005	0	0	149	149	1,154	504	1,658	<u>\$201,000</u>	<u>\$230,800</u>	<u>\$331,600</u>	<u>14.8%</u>	<u>50.1%</u>	
T1b. General Schedule	84	88	88	14,298	0	0	357	357	14,655	5,462	20,117	<u>\$162,477</u>	<u>\$166,534</u>	<u>\$228,602</u>	<u>2.5%</u>	<u>38.2%</u>	
T1c. Special Schedule	102	103	106	21,154	0	0	881	881	22,035	10,724	32,759	<u>\$199,566</u>	<u>\$207,877</u>	<u>\$309,047</u>	<u>4.2%</u>	<u>50.7%</u>	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T3. Total Direct Hire	<u>191</u>	<u>196</u>	<u>199</u>	<u>36,457</u>	-	-	<u>1,387</u>	<u>1,387</u>	<u>37,844</u>	<u>16,690</u>	<u>54,534</u>	<u>\$183,201</u>	<u>\$190,171</u>	<u>\$274,040</u>	<u>3.8%</u>	<u>45.8%</u>	
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>	<u>191</u>	<u>196</u>	<u>199</u>	<u>36,457</u>	-	-	<u>1,387</u>	<u>1,387</u>	<u>37,844</u>	<u>16,690</u>	<u>54,534</u>	<u>\$183,201</u>	<u>\$190,171</u>	<u>\$274,040</u>	<u>3.8%</u>	<u>45.8%</u>	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	<u>120</u>	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	120	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Research, Development, Test & Eval, DW												Date: April 2022				
Defense Information Systems Agency																
(FY 2021)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
Direct Funded Personnel (includes OC 13)	237	213	214	33,583	64	21	804	889	34,472	12,065	46,537	\$156,930	\$161,084	\$217,463	2.6%	35.9%
D1. US Direct Hire (USDH)	237	213	214	33,583	64	21	804	889	34,472	11,877	46,349	\$156,930	\$161,084	\$216,584	2.6%	35.4%
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	33,312	64	21	790	875	34,187	11,790	45,977	\$157,132	\$161,259	\$216,873	2.6%	35.4%
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	33,583	64	21	804	889	34,472	11,877	46,349	\$156,930	\$161,084	\$216,584	2.6%	35.4%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	237	213	214	33,583	64	21	804	889	34,472	11,877	46,349	\$156,930	\$161,084	\$216,584	2.6%	35.4%
D5. Other Object Class 13 Benefits										188	188					
D5a. USDH - Benefits for Former Employees										188	188					
D5b. DHFN - Benefits for Former Employees										-	-					
D5c. Voluntary Separation Incentive Pay (VSIP)										-	-					
D5d. Foreign National Separation Liability Accrual										-	-					

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	131	131	131	0	0	0	0	0	0	0	0	\$0	\$0	\$0	-	-
R1. US Direct Hire (USDH)	131	131	131	-	-	-	-	-	-	-	-	\$0	\$0	\$0	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	\$0	\$0	\$0	-	-
R1b. General Schedule	131	131	131	-	-	-	-	-	-	-	-	\$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	131	131	131	-	-	-	-	-	-	-	-	\$0	\$0	\$0	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>131</i>	<i>131</i>	<i>131</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>\$0</i>	<i>\$0</i>	<i>\$0</i>	<i>-</i>	<i>-</i>
R5. Other Object Class 13 Benefits																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
Total Personnel (includes OC 13)	368	344	345	33,583	64	21	804	889	34,472	12,065	46,537	\$97,342	\$99,919	\$134,890	2.6%	35.9%
T1. US Direct Hire (USDH)	368	344	345	33,583	64	21	804	889	34,472	11,877	46,349	\$97,342	\$99,919	\$134,345	2.6%	35.4%
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	33,312	64	21	790	875	34,187	11,790	45,977	\$97,120	\$99,671	\$134,044	2.6%	35.4%
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	33,583	64	21	804	889	34,472	11,877	46,349	\$97,342	\$99,919	\$134,345	2.6%	35.4%
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>368</i>	<i>344</i>	<i>345</i>	<i>33,583</i>	<i>64</i>	<i>21</i>	<i>804</i>	<i>889</i>	<i>34,472</i>	<i>11,877</i>	<i>46,349</i>	<i>\$97,342</i>	<i>\$99,919</i>	<i>\$134,345</i>	<i>2.6%</i>	<i>35.4%</i>
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

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

Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book

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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Reimbursable Funded (excludes 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%
R5. Other Object Class 13 Benefits																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
Total Personnel (includes OC 13)	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	-	-	-	-	-
Subtotal - Total Funded (excludes 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%
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Research, Development, Test & Eval, DW												Date: April 2022				
Defense Information Systems Agency																
(FY 2023)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
Direct Funded Personnel (includes OC 13)	214	214	214	25,345	70	97	630	797	26,142	9,114	35,256	\$118,435	\$122,159	\$164,748	3.1%	36.0%
D1. US Direct Hire (USDH)	214	214	214	25,345	70	97	630	797	26,142	9,114	35,256	\$118,435	\$122,159	\$164,748	3.1%	36.0%
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	213	213	213	25,213	70	97	629	796	26,009	9,067	35,076	\$118,371	\$122,108	\$164,676	3.2%	36.0%
D1c. Special Schedule	1	1	1	132	-	-	1	1	133	47	180	\$132,000	\$133,000	\$180,000	0.8%	35.6%
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	214	214	214	25,345	70	97	630	797	26,142	9,114	35,256	\$118,435	\$122,159	\$164,748	3.1%	36.0%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>214</i>	<i>214</i>	<i>214</i>	<i>25,345</i>	<i>70</i>	<i>97</i>	<i>630</i>	<i>797</i>	<i>26,142</i>	<i>9,114</i>	<i>35,256</i>	<i>\$118,435</i>	<i>\$122,159</i>	<i>\$164,748</i>	<i>3.1%</i>	<i>36.0%</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																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	131	131	131	12,162	36	13	244	293	12,455	4,114	16,569	\$92,840	\$95,076	\$126,481	2.4%	33.8%
R1. US Direct Hire (USDH)	131	131	131	12,162	36	13	244	293	12,455	4,114	16,569	\$92,840	\$95,076	\$126,481	2.4%	33.8%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	131	131	131	12,162	36	13	244	293	12,455	4,114	16,569	\$92,840	\$95,076	\$126,481	2.4%	33.8%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	131	131	131	12,162	36	13	244	293	12,455	4,114	16,569	\$92,840	\$95,076	\$126,481	2.4%	33.8%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	131	131	131	12,162	36	13	244	293	12,455	4,114	16,569	\$92,840	\$95,076	\$126,481	2.4%	33.8%
R5. Other Object Class 13 Benefits																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
Total Personnel (includes OC 13)	345	345	345	37,507	106	110	874	1,090	38,597	13,228	51,825	\$108,716	\$111,875	\$150,217	2.9%	35.3%
T1. US Direct Hire (USDH)	345	345	345	37,507	106	110	874	1,090	38,597	13,228	51,825	\$108,716	\$111,875	\$150,217	2.9%	35.3%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	344	344	344	37,375	106	110	873	1,089	38,464	13,181	51,645	\$108,648	\$111,814	\$150,131	2.9%	35.3%
T1c. Special Schedule	1	1	1	132	0	0	1	1	133	47	180	\$132,000	\$133,000	\$180,000	0.8%	35.6%
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	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	345	345	345	37,507	106	110	874	1,090	38,597	13,228	51,825	\$108,716	\$111,875	\$150,217	2.9%	35.3%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	345	345	345	37,507	106	110	874	1,090	38,597	13,228	51,825	\$108,716	\$111,875	\$150,217	2.9%	35.3%
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Defense Logistics Agency												Date: April 2022				
(FY 2021)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
Direct Funded Personnel (includes OC 13)	165	165	165	22,249	0	0	676	676	22,925	7,913	30,838	\$134,842	\$138,939	\$186,897	3.0%	35.6%
D1. US Direct Hire (USDH)	165	165	165	22,249	-	-	676	676	22,925	7,901	30,826	\$134,842	\$138,939	\$186,824	3.0%	35.5%
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	165	165	165	22,249	-	-	676	676	22,925	7,901	30,826	\$134,842	\$138,939	\$186,824	3.0%	35.5%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	165	165	165	22,249	-	-	676	676	22,925	7,901	30,826	\$134,842	\$138,939	\$186,824	3.0%	35.5%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	165	165	165	22,249	-	-	676	676	22,925	7,901	30,826	\$134,842	\$138,939	\$186,824	3.0%	35.5%
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees										12	12					
D5b. DHFN - Benefits for Former Employees										12	12					
D5c. Voluntary Separation Incentive Pay (VSIP)										-	-					
D5d. Foreign National Separation Liability Accrual										-	-					

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	40	40	40	4,656	0	0	144	144	4,800	1,558	6,358	\$116,400	\$120,000	\$158,950	3.1%	33.5%
R1. US Direct Hire (USDH)	40	40	40	4,656	-	-	144	144	4,800	1,558	6,358	\$116,400	\$120,000	\$158,950	3.1%	33.5%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	40	40	40	4,656	-	-	144	144	4,800	1,558	6,358	\$116,400	\$120,000	\$158,950	3.1%	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	40	40	40	4,656	-	-	144	144	4,800	1,558	6,358	\$116,400	\$120,000	\$158,950	3.1%	33.5%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>40</i>	<i>40</i>	<i>40</i>	<i>4,656</i>	-	-	<i>144</i>	<i>144</i>	<i>4,800</i>	<i>1,558</i>	<i>6,358</i>	<i>\$116,400</i>	<i>\$120,000</i>	<i>\$158,950</i>	<i>3.1%</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																
Total Personnel (includes OC 13)	205	205	205	26,905	0	0	820	820	27,725	9,471	37,196	\$131,244	\$135,244	\$181,444	3.0%	35.2%
T1. US Direct Hire (USDH)	205	205	205	26,905	-	-	820	820	27,725	9,459	37,184	\$131,244	\$135,244	\$181,385	3.0%	35.2%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	205	205	205	26,905	0	0	820	820	27,725	9,459	37,184	\$131,244	\$135,244	\$181,385	3.0%	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	205	205	205	26,905	-	-	820	820	27,725	9,459	37,184	\$131,244	\$135,244	\$181,385	3.0%	35.2%
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>205</i>	<i>205</i>	<i>205</i>	<i>26,905</i>	-	-	<i>820</i>	<i>820</i>	<i>27,725</i>	<i>9,459</i>	<i>37,184</i>	<i>\$131,244</i>	<i>\$135,244</i>	<i>\$181,385</i>	<i>3.0%</i>	<i>35.2%</i>
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees										12	12					
T5b. DHFN - Benefits for Former Employees										12	12					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability Accrual										0	0					

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Defense Logistics Agency												Date: April 2022				
(FY 2022)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
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																

Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book

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>-</i>	<i>-</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																
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																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Research, Development, Test & Eval, DW												Date: April 2022				
Defense Logistics Agency																
(FY 2023)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
Direct Funded Personnel (includes OC 13)	201	201	201	28,433	0	0	523	523	28,956	11,523	40,479	\$141,458	\$144,060	\$201,388	1.8%	40.5%
D1. US Direct Hire (USDH)	201	201	201	28,433	-	-	523	523	28,956	11,523	40,479	\$141,458	\$144,060	\$201,388	1.8%	40.5%
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	201	201	201	28,433	-	-	523	523	28,956	11,523	40,479	\$141,458	\$144,060	\$201,388	1.8%	40.5%
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	28,433	-	-	523	523	28,956	11,523	40,479	\$141,458	\$144,060	\$201,388	1.8%	40.5%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>201</i>	<i>201</i>	<i>201</i>	<i>28,433</i>	<i>-</i>	<i>-</i>	<i>523</i>	<i>523</i>	<i>28,956</i>	<i>11,523</i>	<i>40,479</i>	<i>\$141,458</i>	<i>\$144,060</i>	<i>\$201,388</i>	<i>1.8%</i>	<i>40.5%</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
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book

Reimbursable Funded Personnel (includes OC 13)	60	60	60	6,052	0	0	0	0	6,052	76	6,128	\$100,867	\$100,867	\$102,133	0.0%	1.3%
R1. US Direct Hire (USDH)	60	60	60	6,052	-	-	-	-	6,052	76	6,128	\$100,867	\$100,867	\$102,133	0.0%	1.3%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	60	60	60	6,052	-	-	-	-	6,052	76	6,128	\$100,867	\$100,867	\$102,133	0.0%	1.3%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	60	60	60	6,052	-	-	-	-	6,052	76	6,128	\$100,867	\$100,867	\$102,133	0.0%	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>6,052</i>	-	-	-	-	<i>6,052</i>	<i>76</i>	<i>6,128</i>	<i>\$100,867</i>	<i>\$100,867</i>	<i>\$102,133</i>	<i>0.0%</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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	261	261	261	34,485	0	0	523	523	35,008	11,599	46,607	\$132,126	\$134,130	\$178,571	1.5%	33.6%
T1. US Direct Hire (USDH)	261	261	261	34,485	-	-	523	523	35,008	11,599	46,607	\$132,126	\$134,130	\$178,571	1.5%	33.6%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	261	261	261	34,485	0	0	523	523	35,008	11,599	46,607	\$132,126	\$134,130	\$178,571	1.5%	33.6%
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	261	261	261	34,485	-	-	523	523	35,008	11,599	46,607	\$132,126	\$134,130	\$178,571	1.5%	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>261</i>	<i>261</i>	<i>261</i>	<i>34,485</i>	-	-	<i>523</i>	<i>523</i>	<i>35,008</i>	<i>11,599</i>	<i>46,607</i>	<i>\$132,126</i>	<i>\$134,130</i>	<i>\$178,571</i>	<i>1.5%</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	-	-	-	-	-

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Research, Development, Test & Eval, DW											Date: April 2022				
Defense Threat Reduction Agency															
(FY 2021)															
(\$ in Thousands)															
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i + 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>h</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>Comp</u>	<u>Comp</u>	<u>& Benefits</u>	<u>% BC</u>	<u>% BC</u>
Direct Funded Personnel (includes OC 13)	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
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5. Other Object Class 13 Benefits												-	-			
R5a. USDH - Benefits for Former Employees												-	-			
R5b. DHFN - Benefits for Former Employees												-	-			
R5c. Voluntary Separation Incentive Pay (VSIP)												-	-			
R5d. Foreign National Separation Liability Accrual												-	-			
Total Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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			

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Research, Development, Test & Eval, DW												Date: April 2022				
Defense Threat Reduction Agency																
(FY 2022)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC Variables	<u>j/d</u> <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<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
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5. Other Object Class 13 Benefits												-	-			
R5a. USDH - Benefits for Former Employees												-	-			
R5b. DHFN - Benefits for Former Employees												-	-			
R5c. Voluntary Separation Incentive Pay (VSIP)												-	-			
R5d. Foreign National Separation Liability Accrual												-	-			
Total Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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			

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Research, Development, Test & Eval, DW												Date: April 2022				
Defense Threat Reduction Agency																
(FY 2023)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC Variables	<u>j/d</u> <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<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
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book

Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5. Other Object Class 13 Benefits												-	-			
R5a. USDH - Benefits for Former Employees												-	-			
R5b. DHFN - Benefits for Former Employees												-	-			
R5c. Voluntary Separation Incentive Pay (VSIP)												-	-			
R5d. Foreign National Separation Liability Accrual												-	-			
Total Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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			

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Research, Development, Test & Eval, DW												Date: April 2022				
Defense Technical Information Center																
(FY 2021)																
(\$ in Thousands)																
	a	b	c	d	e	f	g	e + f + g	d + h	j	i + j	d/c	i/c	k/c	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	Comp	% BC	% BC
	Strength	Strength		Comp	Pav	Pav	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits	Comp	Comp	& Benefits	Variables	Benefits
Direct Funded Personnel (includes OC 13)	200	185	193	22,110	122	0	501	623	22,733	7,633	30,366	\$114,560	\$117,788	\$157,337	2.8%	34.5%
D1. US Direct Hire (USDH)	200	185	193	22,110	122	-	501	623	22,733	7,633	30,366	\$114,560	\$117,788	\$157,337	2.8%	34.5%
D1a. Senior Executive Schedule	1	1	1	176	-	-	9	9	185	51	236	\$176,000	\$185,000	\$236,000	5.1%	29.0%
D1b. General Schedule	199	184	192	21,934	122	-	492	614	22,548	7,582	30,130	\$114,240	\$117,438	\$156,927	2.8%	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	200	185	193	22,110	122	-	501	623	22,733	7,633	30,366	\$114,560	\$117,788	\$157,337	2.8%	34.5%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	200	185	193	22,110	122	-	501	623	22,733	7,633	30,366	\$114,560	\$117,788	\$157,337	2.8%	34.5%
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	<u>200</u>	<u>185</u>	<u>193</u>	<u>22,110</u>	<u>122</u>	<u>0</u>	<u>501</u>	<u>623</u>	<u>22,733</u>	<u>7,633</u>	<u>30,366</u>	<u>\$114,560</u>	<u>\$117,788</u>	<u>\$157,337</u>	<u>2.8%</u>	<u>34.5%</u>	
T1. US Direct Hire (USDH)	<u>200</u>	<u>185</u>	<u>193</u>	<u>22,110</u>	<u>122</u>	-	<u>501</u>	<u>623</u>	<u>22,733</u>	<u>7,633</u>	<u>30,366</u>	<u>\$114,560</u>	<u>\$117,788</u>	<u>\$157,337</u>	<u>2.8%</u>	<u>34.5%</u>	
T1a. Senior Executive Schedule	1	1	1	176	0	0	9	9	185	51	236	<u>\$176,000</u>	<u>\$185,000</u>	<u>\$236,000</u>	<u>5.1%</u>	<u>29.0%</u>	
T1b. General Schedule	199	184	192	21,934	122	0	492	614	22,548	7,582	30,130	<u>\$114,240</u>	<u>\$117,438</u>	<u>\$156,927</u>	<u>2.8%</u>	<u>34.6%</u>	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T3. Total Direct Hire	<u>200</u>	<u>185</u>	<u>193</u>	<u>22,110</u>	<u>122</u>	-	<u>501</u>	<u>623</u>	<u>22,733</u>	<u>7,633</u>	<u>30,366</u>	<u>\$114,560</u>	<u>\$117,788</u>	<u>\$157,337</u>	<u>2.8%</u>	<u>34.5%</u>	
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>	<u>200</u>	<u>185</u>	<u>193</u>	<u>22,110</u>	<u>122</u>	-	<u>501</u>	<u>623</u>	<u>22,733</u>	<u>7,633</u>	<u>30,366</u>	<u>\$114,560</u>	<u>\$117,788</u>	<u>\$157,337</u>	<u>2.8%</u>	<u>34.5%</u>	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0	0
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0	0
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0	0
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0	0

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Research, Development, Test & Eval, DW												Date: April 2022				
Defense Technical Information Center																
(FY 2022)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	216	216	216	25,389	125	-	724	849	26,238	8,036	34,274	\$117,542	\$121,472	\$158,676	3.3%	31.7%
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																

Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book

Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	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>	216	216	216	25,389	125	-	724	849	26,238	8,036	34,274	\$117,542	\$121,472	\$158,676	3.3%	31.7%			
T5. Other Object Class 13 Benefits																			
T5a. USDH - Benefits for Former Employees																			
T5b. DHFN - Benefits for Former Employees																			
T5c. Voluntary Separation Incentive Pay (VSIP)																			
T5d. Foreign National Separation Liability Accrual																			

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Research, Development, Test & Eval, DW												Date: April 2022				
Defense Technical Information Center																
(FY 2023)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
Direct Funded Personnel (includes OC 13)	215	215	215	26,147	97	0	665	762	26,909	8,576	35,485	\$121,614	\$125,158	\$165,047	2.9%	32.8%
D1. US Direct Hire (USDH)	215	215	215	26,147	97	-	665	762	26,909	8,576	35,485	\$121,614	\$125,158	\$165,047	2.9%	32.8%
D1a. Senior Executive Schedule	1	1	1	203	-	-	16	16	219	66	285	\$203,000	\$219,000	\$285,000	7.9%	32.5%
D1b. General Schedule	214	214	214	25,944	97	-	649	746	26,690	8,510	35,200	\$121,234	\$124,720	\$164,486	2.9%	32.8%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	215	215	215	26,147	97	-	665	762	26,909	8,576	35,485	\$121,614	\$125,158	\$165,047	2.9%	32.8%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	215	215	215	26,147	97	-	665	762	26,909	8,576	35,485	\$121,614	\$125,158	\$165,047	2.9%	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																

Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book

Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	<u>215</u>	<u>215</u>	<u>215</u>	<u>26,147</u>	<u>97</u>	<u>0</u>	<u>665</u>	<u>762</u>	<u>26,909</u>	<u>8,576</u>	<u>35,485</u>	<u>\$121,614</u>	<u>\$125,158</u>	<u>\$165,047</u>	<u>2.9%</u>	<u>32.8%</u>	
T1. US Direct Hire (USDH)	<u>215</u>	<u>215</u>	<u>215</u>	<u>26,147</u>	<u>97</u>	-	<u>665</u>	<u>762</u>	<u>26,909</u>	<u>8,576</u>	<u>35,485</u>	<u>\$121,614</u>	<u>\$125,158</u>	<u>\$165,047</u>	<u>2.9%</u>	<u>32.8%</u>	
T1a. Senior Executive Schedule	1	1	1	203	0	0	16	16	219	66	285	\$203,000	\$219,000	\$285,000	7.9%	32.5%	
T1b. General Schedule	214	214	214	25,944	97	0	649	746	26,690	8,510	35,200	\$121,234	\$124,720	\$164,486	2.9%	32.8%	
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	<u>215</u>	<u>215</u>	<u>215</u>	<u>26,147</u>	<u>97</u>	-	<u>665</u>	<u>762</u>	<u>26,909</u>	<u>8,576</u>	<u>35,485</u>	<u>\$121,614</u>	<u>\$125,158</u>	<u>\$165,047</u>	<u>2.9%</u>	<u>32.8%</u>	
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>	<u>215</u>	<u>215</u>	<u>215</u>	<u>26,147</u>	<u>97</u>	-	<u>665</u>	<u>762</u>	<u>26,909</u>	<u>8,576</u>	<u>35,485</u>	<u>\$121,614</u>	<u>\$125,158</u>	<u>\$165,047</u>	<u>2.9%</u>	<u>32.8%</u>	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-	

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Research, Development, Test & Eval, DW												Date: April 2022				
Missile Defense Agency																
(FY 2021)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
Direct Funded Personnel (includes OC 13)	2,183	2,114	2,440	295,832	795	15,159	12,406	28,360	324,192	110,976	435,168	\$121,243	\$132,866	\$178,348	9.6%	37.5%
D1. US Direct Hire (USDH)	2,183	2,114	2,440	295,832	795	15,159	12,406	28,360	324,192	110,976	435,168	\$121,243	\$132,866	\$178,348	9.6%	37.5%
D1a. Senior Executive Schedule	25	25	25	3,908	-	190	486	676	4,584	1,277	5,861	\$156,320	\$183,360	\$234,440	17.3%	32.7%
D1b. General Schedule	2,158	2,089	2,415	291,924	795	14,969	11,920	27,684	319,608	109,699	429,307	\$120,880	\$132,343	\$177,767	9.5%	37.6%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	2,183	2,114	2,440	295,832	795	15,159	12,406	28,360	324,192	110,976	435,168	\$121,243	\$132,866	\$178,348	9.6%	37.5%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	2,183	2,114	2,440	295,832	795	15,159	12,406	28,360	324,192	110,976	435,168	\$121,243	\$132,866	\$178,348	9.6%	37.5%
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	2,183	2,114	2,440	295,832	795	15,159	12,406	28,360	324,192	110,976	435,168	\$121,243	\$132,866	\$178,348	9.6%	37.5%			
T1. US Direct Hire (USDH)	2,183	2,114	2,440	295,832	795	15,159	12,406	28,360	324,192	110,976	435,168	\$121,243	\$132,866	\$178,348	9.6%	37.5%			
T1a. Senior Executive Schedule	25	25	25	3,908	0	190	486	676	4,584	1,277	5,861	\$156,320	\$183,360	\$234,440	17.3%	32.7%			
T1b. General Schedule	2,158	2,089	2,415	291,924	795	14,969	11,920	27,684	319,608	109,699	429,307	\$120,880	\$132,343	\$177,767	9.5%	37.6%			
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	2,183	2,114	2,440	295,832	795	15,159	12,406	28,360	324,192	110,976	435,168	\$121,243	\$132,866	\$178,348	9.6%	37.5%			
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>2,183</i>	<i>2,114</i>	<i>2,440</i>	<i>295,832</i>	<i>795</i>	<i>15,159</i>	<i>12,406</i>	<i>28,360</i>	<i>324,192</i>	<i>110,976</i>	<i>435,168</i>	<i>\$121,243</i>	<i>\$132,866</i>	<i>\$178,348</i>	<i>9.6%</i>	<i>37.5%</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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

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

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	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%			
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Research, Development, Test & Eval, DW												Date: April 2022				
Missile Defense Agency																
(FY 2023)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
Direct Funded Personnel (includes OC 13)	2,188	2,185	2,143	276,153	734	14,145	11,452	26,331	302,484	102,344	404,828	\$128,863	\$141,150	\$188,907	9.5%	37.1%
D1. US Direct Hire (USDH)	2,188	2,185	2,143	276,153	734	14,145	11,452	26,331	302,484	102,344	404,828	\$128,863	\$141,150	\$188,907	9.5%	37.1%
D1a. Senior Executive Schedule	25	25	25	3,796	-	183	468	651	4,447	1,230	5,677	\$151,840	\$177,880	\$227,080	17.1%	32.4%
D1b. General Schedule	2,163	2,160	2,118	272,357	734	13,962	10,984	25,680	298,037	101,114	399,151	\$128,592	\$140,716	\$188,457	9.4%	37.1%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	2,188	2,185	2,143	276,153	734	14,145	11,452	26,331	302,484	102,344	404,828	\$128,863	\$141,150	\$188,907	9.5%	37.1%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>2,188</i>	<i>2,185</i>	<i>2,143</i>	<i>276,153</i>	<i>734</i>	<i>14,145</i>	<i>11,452</i>	<i>26,331</i>	<i>302,484</i>	<i>102,344</i>	<i>404,828</i>	<i>\$128,863</i>	<i>\$141,150</i>	<i>\$188,907</i>	<i>9.5%</i>	<i>37.1%</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																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	2,188	2,185	2,143	276,153	734	14,145	11,452	26,331	302,484	102,344	404,828	\$128,863	\$141,150	\$188,907	9.5%	37.1%		
T1. US Direct Hire (USDH)	2,188	2,185	2,143	276,153	734	14,145	11,452	26,331	302,484	102,344	404,828	\$128,863	\$141,150	\$188,907	9.5%	37.1%		
T1a. Senior Executive Schedule	25	25	25	3,796	0	183	468	651	4,447	1,230	5,677	\$151,840	\$177,880	\$227,080	17.1%	32.4%		
T1b. General Schedule	2,163	2,160	2,118	272,357	734	13,962	10,984	25,680	298,037	101,114	399,151	\$128,592	\$140,716	\$188,457	9.4%	37.1%		
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	2,188	2,185	2,143	276,153	734	14,145	11,452	26,331	302,484	102,344	404,828	\$128,863	\$141,150	\$188,907	9.5%	37.1%		
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>2,188</i>	<i>2,185</i>	<i>2,143</i>	<i>276,153</i>	<i>734</i>	<i>14,145</i>	<i>11,452</i>	<i>26,331</i>	<i>302,484</i>	<i>102,344</i>	<i>404,828</i>	<i>\$128,863</i>	<i>\$141,150</i>	<i>\$188,907</i>	<i>9.5%</i>	<i>37.1%</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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

National Defense Stockpile Transaction Fund											Date: April 2022					
Defense Logistics Agency																
(FY 2021)																
	(\$ in Thousands)										<u>Rates</u>					
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC Variables	<u>j/d</u> <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<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
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	64	58	57	5,550	39	340	300	679	6,229	2,225	8,454	\$97,368	\$109,281	\$148,316	12.2%	40.1%
R1. US Direct Hire (USDH)	64	58	57	5,550	39	340	300	679	6,229	2,161	8,390	\$97,368	\$109,281	\$147,193	12.2%	38.9%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	64	58	57	5,550	39	340	300	679	6,229	2,161	8,390	\$97,368	\$109,281	\$147,193	12.2%	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	64	58	57	5,550	39	340	300	679	6,229	2,161	8,390	\$97,368	\$109,281	\$147,193	12.2%	38.9%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>64</i>	<i>58</i>	<i>57</i>	<i>5,550</i>	<i>39</i>	<i>340</i>	<i>300</i>	<i>679</i>	<i>6,229</i>	<i>2,161</i>	<i>8,390</i>	<i>\$97,368</i>	<i>\$109,281</i>	<i>\$147,193</i>	<i>12.2%</i>	<i>38.9%</i>
R5. Other Object Class 13 Benefits										64	64					
R5a. USDH - Benefits for Former Employees										64	64					
R5b. DHFN - Benefits for Former Employees										-	-					
R5c. Voluntary Separation Incentive Pay (VSIP)										-	-					
R5d. Foreign National Separation Liability Accrual										-	-					
Total Personnel (includes OC 13)	64	58	57	5,550	39	340	300	679	6,229	2,225	8,454	\$97,368	\$109,281	\$148,316	12.2%	40.1%
T1. US Direct Hire (USDH)	64	58	57	5,550	39	340	300	679	6,229	2,161	8,390	\$97,368	\$109,281	\$147,193	12.2%	38.9%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	64	58	57	5,550	39	340	300	679	6,229	2,161	8,390	\$97,368	\$109,281	\$147,193	12.2%	38.9%
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	64	58	57	5,550	39	340	300	679	6,229	2,161	8,390	\$97,368	\$109,281	\$147,193	12.2%	38.9%
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>64</i>	<i>58</i>	<i>57</i>	<i>5,550</i>	<i>39</i>	<i>340</i>	<i>300</i>	<i>679</i>	<i>6,229</i>	<i>2,161</i>	<i>8,390</i>	<i>\$97,368</i>	<i>\$109,281</i>	<i>\$147,193</i>	<i>12.2%</i>	<i>38.9%</i>
T5. Other Object Class 13 Benefits										64	64					
T5a. USDH - Benefits for Former Employees										64	64					
T5b. DHFN - Benefits for Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability Accrual										0	0					

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

<u>National Defense Stockpile Transaction Fund</u>											Date: April 2022					
Defense Logistics Agency																
(FY 2022)																
	(\$ in Thousands)										<u>Rates</u>					
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC Variables	<u>j/d</u> <u>p</u> % BC Benefits
<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																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	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%
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>	<i>75</i>	<i>72</i>	<i>72</i>	<i>6,412</i>	<i>32</i>	<i>496</i>	<i>518</i>	<i>1,046</i>	<i>7,458</i>	<i>2,219</i>	<i>9,677</i>	<i>\$89,056</i>	<i>\$103,583</i>	<i>\$134,403</i>	<i>16.3%</i>	<i>34.6%</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																
Total Personnel (includes OC 13)	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%
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>	<i>75</i>	<i>72</i>	<i>72</i>	<i>6,412</i>	<i>32</i>	<i>496</i>	<i>518</i>	<i>1,046</i>	<i>7,458</i>	<i>2,219</i>	<i>9,677</i>	<i>\$89,056</i>	<i>\$103,583</i>	<i>\$134,403</i>	<i>16.3%</i>	<i>34.6%</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			

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

National Defense Stockpile Transaction Fund											Date: April 2022					
Defense Logistics Agency																
(FY 2023)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pav	<u>f</u> Holiday Pav	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC Variables	<u>j/d</u> <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<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
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book

Reimbursable Funded Personnel (includes OC 13)	62	62	62	6,863	34	531	555	1,120	7,983	2,524	10,507	\$110,694	\$128,758	\$169,468	16.3%	36.8%
R1. US Direct Hire (USDH)	62	62	62	6,863	34	531	555	1,120	7,983	2,524	10,507	\$110,694	\$128,758	\$169,468	16.3%	36.8%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	62	62	62	6,863	34	531	555	1,120	7,983	2,524	10,507	\$110,694	\$128,758	\$169,468	16.3%	36.8%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	62	62	62	6,863	34	531	555	1,120	7,983	2,524	10,507	\$110,694	\$128,758	\$169,468	16.3%	36.8%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>62</i>	<i>62</i>	<i>62</i>	<i>6,863</i>	<i>34</i>	<i>531</i>	<i>555</i>	<i>1,120</i>	<i>7,983</i>	<i>2,524</i>	<i>10,507</i>	<i>\$110,694</i>	<i>\$128,758</i>	<i>\$169,468</i>	<i>16.3%</i>	<i>36.8%</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																
Total Personnel (includes OC 13)	62	62	62	6,863	34	531	555	1,120	7,983	2,524	10,507	\$110,694	\$128,758	\$169,468	16.3%	36.8%
T1. US Direct Hire (USDH)	62	62	62	6,863	34	531	555	1,120	7,983	2,524	10,507	\$110,694	\$128,758	\$169,468	16.3%	36.8%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	62	62	62	6,863	34	531	555	1,120	7,983	2,524	10,507	\$110,694	\$128,758	\$169,468	16.3%	36.8%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	62	62	62	6,863	34	531	555	1,120	7,983	2,524	10,507	\$110,694	\$128,758	\$169,468	16.3%	36.8%
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>62</i>	<i>62</i>	<i>62</i>	<i>6,863</i>	<i>34</i>	<i>531</i>	<i>555</i>	<i>1,120</i>	<i>7,983</i>	<i>2,524</i>	<i>10,507</i>	<i>\$110,694</i>	<i>\$128,758</i>	<i>\$169,468</i>	<i>16.3%</i>	<i>36.8%</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

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Washington Headquarters Services											Date: April 2022					
(FY 2021)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC Variables	<u>j/d</u> <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<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
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book

Reimbursable Funded Personnel (includes OC 13)	150	143	116	14,026	185	166	879	1,230	15,256	5,503	20,759	\$120,914	\$131,517	\$178,957	8.8%	39.2%
R1. US Direct Hire (USDH)	150	143	116	14,026	185	166	879	1,230	15,256	5,503	20,759	\$120,914	\$131,517	\$178,957	8.8%	39.2%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	109	96	92	10,432	38	39	476	553	10,985	4,017	15,002	\$113,391	\$119,402	\$163,065	5.3%	38.5%
R1c. Special Schedule	41	47	24	3,594	147	127	403	677	4,271	1,470	5,741	\$149,750	\$177,958	\$239,208	18.8%	40.9%
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	16	16	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	150	143	116	14,026	185	166	879	1,230	15,256	5,503	20,759	\$120,914	\$131,517	\$178,957	8.8%	39.2%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	150	143	116	14,026	185	166	879	1,230	15,256	5,503	20,759	\$120,914	\$131,517	\$178,957	8.8%	39.2%
R5. Other Object Class 13 Benefits																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
Total Personnel (includes OC 13)	150	143	116	14,026	185	166	879	1,230	15,256	5,503	20,759	\$120,914	\$131,517	\$178,957	8.8%	39.2%
T1. US Direct Hire (USDH)	150	143	116	14,026	185	166	879	1,230	15,256	5,503	20,759	\$120,914	\$131,517	\$178,957	8.8%	39.2%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	109	96	92	10,432	38	39	476	553	10,985	4,017	15,002	\$113,391	\$119,402	\$163,065	5.3%	38.5%
T1c. Special Schedule	41	47	24	3,594	147	127	403	677	4,271	1,470	5,741	\$149,750	\$177,958	\$239,208	18.8%	40.9%
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	16	16	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	150	143	116	14,026	185	166	879	1,230	15,256	5,503	20,759	\$120,914	\$131,517	\$178,957	8.8%	39.2%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	150	143	116	14,026	185	166	879	1,230	15,256	5,503	20,759	\$120,914	\$131,517	\$178,957	8.8%	39.2%
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees												0	0			
T5b. DHFN - Benefits for Former Employees												0	0			
T5c. Voluntary Separation Incentive Pay (VSIP)												0	0			
T5d. Foreign National Separation Liability Accrual												0	0			

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Washington Headquarters Services											Date: April 2022					
(FY 2022)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC Variables	<u>j/d</u> <u>p</u> % BC Benefits
Buildings Maintenance Fund																
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<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
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

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										-	-					
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					

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Washington Headquarters Services											Date: April 2022					
(FY 2023)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC Variables	<u>j/d</u> <u>p</u> % BC Benefits
Buildings Maintenance Fund																
Direct Funded Personnel (includes OC 13)	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
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book

Reimbursable Funded Personnel (includes OC 13)	136	136	136	13,999	526	309	383	1,218	15,217	5,185	20,402	\$102,934	\$111,890	\$150,015	8.7%	37.0%
R1. US Direct Hire (USDH)	136	136	136	13,999	526	309	383	1,218	15,217	5,085	20,302	\$102,934	\$111,890	\$149,279	8.7%	36.3%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	136	136	136	13,999	526	309	383	1,218	15,217	5,085	20,302	\$102,934	\$111,890	\$149,279	8.7%	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	136	136	136	13,999	526	309	383	1,218	15,217	5,085	20,302	\$102,934	\$111,890	\$149,279	8.7%	36.3%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>136</i>	<i>136</i>	<i>136</i>	<i>13,999</i>	<i>526</i>	<i>309</i>	<i>383</i>	<i>1,218</i>	<i>15,217</i>	<i>5,085</i>	<i>20,302</i>	<i>\$102,934</i>	<i>\$111,890</i>	<i>\$149,279</i>	<i>8.7%</i>	<i>36.3%</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										-	-					
Total Personnel (includes OC 13)	136	136	136	13,999	526	309	383	1,218	15,217	5,185	20,402	\$102,934	\$111,890	\$150,015	8.7%	37.0%
T1. US Direct Hire (USDH)	136	136	136	13,999	526	309	383	1,218	15,217	5,085	20,302	\$102,934	\$111,890	\$149,279	8.7%	36.3%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	136	136	136	13,999	526	309	383	1,218	15,217	5,085	20,302	\$102,934	\$111,890	\$149,279	8.7%	36.3%
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	136	136	136	13,999	526	309	383	1,218	15,217	5,085	20,302	\$102,934	\$111,890	\$149,279	8.7%	36.3%
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>136</i>	<i>136</i>	<i>136</i>	<i>13,999</i>	<i>526</i>	<i>309</i>	<i>383</i>	<i>1,218</i>	<i>15,217</i>	<i>5,085</i>	<i>20,302</i>	<i>\$102,934</i>	<i>\$111,890</i>	<i>\$149,279</i>	<i>8.7%</i>	<i>36.3%</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					

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

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

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	1,615	1,617	1,624	166,526	6,851	2,301	11,602	20,754	187,280	66,302	253,582	\$102,541	\$115,320	\$156,147	12.5%	39.8%
R1. US Direct Hire (USDH)	1,615	1,617	1,624	166,526	6,851	2,301	11,602	20,754	187,280	66,265	253,545	\$102,541	\$115,320	\$156,124	12.5%	39.8%
R1a. Senior Executive Schedule	4	3	5	818	-	-	79	79	897	265	1,162	\$163,600	\$179,400	\$232,400	9.7%	32.4%
R1b. General Schedule	640	726	765	84,321	917	287	4,051	5,255	89,576	31,694	121,270	\$110,224	\$117,093	\$158,523	6.2%	37.6%
R1c. Special Schedule	750	673	654	63,514	4,176	1,857	6,423	12,456	75,970	25,950	101,920	\$97,116	\$116,162	\$155,841	19.6%	40.9%
R1d. Wage System	221	215	200	15,121	1,758	157	1,049	2,964	18,085	6,737	24,822	\$75,605	\$90,425	\$124,110	19.6%	44.6%
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	2,752	-	-	-	-	2,752	1,619	4,371	-	-	-	0.0%	58.8%
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	1,615	1,617	1,624	166,526	6,851	2,301	11,602	20,754	187,280	66,265	253,545	\$102,541	\$115,320	\$156,124	12.5%	39.8%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>1,615</i>	<i>1,617</i>	<i>1,624</i>	<i>166,526</i>	<i>6,851</i>	<i>2,301</i>	<i>11,602</i>	<i>20,754</i>	<i>187,280</i>	<i>66,265</i>	<i>253,545</i>	<i>\$102,541</i>	<i>\$115,320</i>	<i>\$156,124</i>	<i>12.5%</i>	<i>39.8%</i>
R5. Other Object Class 13 Benefits										37	37					
R5a. USDH - Benefits for Former Employees										-	-					
R5b. DHFN - Benefits for Former Employees										-	-					
R5c. Voluntary Separation Incentive Pay (VSIP)										37	37					
R5d. Foreign National Separation Liability Accrual										-	-					
Total Personnel (includes OC 13)	1,615	1,617	1,624	166,526	6,851	2,301	11,602	20,754	187,280	66,302	253,582	\$102,541	\$115,320	\$156,147	12.5%	39.8%
T1. US Direct Hire (USDH)	1,615	1,617	1,624	166,526	6,851	2,301	11,602	20,754	187,280	66,265	253,545	\$102,541	\$115,320	\$156,124	12.5%	39.8%
T1a. Senior Executive Schedule	4	3	5	818	0	0	79	79	897	265	1,162	\$163,600	\$179,400	\$232,400	9.7%	32.4%
T1b. General Schedule	640	726	765	84,321	917	287	4,051	5,255	89,576	31,694	121,270	\$110,224	\$117,093	\$158,523	6.2%	37.6%
T1c. Special Schedule	750	673	654	63,514	4,176	1,857	6,423	12,456	75,970	25,950	101,920	\$97,116	\$116,162	\$155,841	19.6%	40.9%
T1d. Wage System	221	215	200	15,121	1,758	157	1,049	2,964	18,085	6,737	24,822	\$75,605	\$90,425	\$124,110	19.6%	44.6%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	2,752	0	0	0	0	2,752	1,619	4,371	-	-	-	0.0%	58.8%
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	1,615	1,617	1,624	166,526	6,851	2,301	11,602	20,754	187,280	66,265	253,545	\$102,541	\$115,320	\$156,124	12.5%	39.8%
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>1,615</i>	<i>1,617</i>	<i>1,624</i>	<i>166,526</i>	<i>6,851</i>	<i>2,301</i>	<i>11,602</i>	<i>20,754</i>	<i>187,280</i>	<i>66,265</i>	<i>253,545</i>	<i>\$102,541</i>	<i>\$115,320</i>	<i>\$156,124</i>	<i>12.5%</i>	<i>39.8%</i>
T5. Other Object Class 13 Benefits										37	37					
T5a. USDH - Benefits for Former Employees										0	0					
T5b. DHFN - Benefits for Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										37	37					
T5d. Foreign National Separation Liability Accrual										0	0					

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

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

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	1,754	1,786	1,786	203,816	257	0	2,969	3,226	207,042	62,659	269,701	\$114,119	\$115,925	\$151,008	1.6%	30.7%
R1. US Direct Hire (USDH)	1,754	1,786	1,786	203,816	257	-	2,969	3,226	207,042	62,659	269,701	\$114,119	\$115,925	\$151,008	1.6%	30.7%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	1,529	1,541	1,541	176,928	187	-	2,076	2,263	179,191	51,342	230,533	\$114,814	\$116,282	\$149,600	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	203,816	257	-	2,969	3,226	207,042	62,659	269,701	\$114,119	\$115,925	\$151,008	1.6%	30.7%
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>203,816</i>	<i>257</i>	<i>-</i>	<i>2,969</i>	<i>3,226</i>	<i>207,042</i>	<i>62,659</i>	<i>269,701</i>	<i>\$114,119</i>	<i>\$115,925</i>	<i>\$151,008</i>	<i>1.6%</i>	<i>30.7%</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																
Total Personnel (includes OC 13)	1,754	1,786	1,786	203,816	257	0	2,969	3,226	207,042	62,659	269,701	\$114,119	\$115,925	\$151,008	1.6%	30.7%
T1. US Direct Hire (USDH)	1,754	1,786	1,786	203,816	257	-	2,969	3,226	207,042	62,659	269,701	\$114,119	\$115,925	\$151,008	1.6%	30.7%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	1,529	1,541	1,541	176,928	187	0	2,076	2,263	179,191	51,342	230,533	\$114,814	\$116,282	\$149,600	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	203,816	257	-	2,969	3,226	207,042	62,659	269,701	\$114,119	\$115,925	\$151,008	1.6%	30.7%
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>1,754</i>	<i>1,786</i>	<i>1,786</i>	<i>203,816</i>	<i>257</i>	<i>-</i>	<i>2,969</i>	<i>3,226</i>	<i>207,042</i>	<i>62,659</i>	<i>269,701</i>	<i>\$114,119</i>	<i>\$115,925</i>	<i>\$151,008</i>	<i>1.6%</i>	<i>30.7%</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																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Pentagon Reservation Maintenance Rev Fund											Date: April 2022						
Washington Headquarters Services																	
(FY 2023)																	
(\$ in Thousands)																	
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>Rates</u> <u>k/c</u> Comp		<u>h/d</u> <u>a</u> % BC	<u>j/d</u> <u>p</u> % 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																	

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	1,786	1,786	1,786	191,250	6,944	4,037	5,240	16,221	207,471	69,696	277,167	\$107,083	\$116,165	\$155,189	8.5%	36.4%
R1. US Direct Hire (USDH)	1,786	1,786	1,786	191,250	6,944	4,037	5,240	16,221	207,471	69,696	277,167	\$107,083	\$116,165	\$155,189	8.5%	36.4%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	1,541	1,541	1,541	163,235	6,873	4,037	4,539	15,449	178,684	59,909	238,593	\$105,928	\$115,953	\$154,830	9.5%	36.7%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	245	245	245	28,015	71	-	701	772	28,787	8,845	37,632	\$114,347	\$117,498	\$153,600	2.8%	31.6%
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	942	942	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	1,786	1,786	1,786	191,250	6,944	4,037	5,240	16,221	207,471	69,696	277,167	\$107,083	\$116,165	\$155,189	8.5%	36.4%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>1,786</i>	<i>1,786</i>	<i>1,786</i>	<i>191,250</i>	<i>6,944</i>	<i>4,037</i>	<i>5,240</i>	<i>16,221</i>	<i>207,471</i>	<i>69,696</i>	<i>277,167</i>	<i>\$107,083</i>	<i>\$116,165</i>	<i>\$155,189</i>	<i>8.5%</i>	<i>36.4%</i>
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	1,786	1,786	1,786	191,250	6,944	4,037	5,240	16,221	207,471	69,696	277,167	\$107,083	\$116,165	\$155,189	8.5%	36.4%
T1. US Direct Hire (USDH)	1,786	1,786	1,786	191,250	6,944	4,037	5,240	16,221	207,471	69,696	277,167	\$107,083	\$116,165	\$155,189	8.5%	36.4%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	1,541	1,541	1,541	163,235	6,873	4,037	4,539	15,449	178,684	59,909	238,593	\$105,928	\$115,953	\$154,830	9.5%	36.7%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	245	245	245	28,015	71	0	701	772	28,787	8,845	37,632	\$114,347	\$117,498	\$153,600	2.8%	31.6%
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	942	942	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	1,786	1,786	1,786	191,250	6,944	4,037	5,240	16,221	207,471	69,696	277,167	\$107,083	\$116,165	\$155,189	8.5%	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>	<i>1,786</i>	<i>1,786</i>	<i>1,786</i>	<i>191,250</i>	<i>6,944</i>	<i>4,037</i>	<i>5,240</i>	<i>16,221</i>	<i>207,471</i>	<i>69,696</i>	<i>277,167</i>	<i>\$107,083</i>	<i>\$116,165</i>	<i>\$155,189</i>	<i>8.5%</i>	<i>36.4%</i>
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Working Capital Fund, Defense-Wide												Date: April 2022						
Defense Logistics Agency																		
-																		
-																		
-																		
(FY 2021)																		
(S in Thousands)																		
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i</u>	<u>j</u>	<u>i + j</u>	<u>Rates</u>					
	<u>Begin</u>	<u>End</u>	<u>FTEs</u>	<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>h</u>	<u>Total</u>	<u>Comp</u>	<u>O.C.11</u>	<u>O.C.12/13</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>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>Basic</u>	<u>Total</u>	<u>& Benefits</u>	<u>Variables</u>	<u>% BC</u>	<u>% BC</u>
<u>Direct Funded Personnel (includes OC 13)</u>	0	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<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
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	24,558	24,763	24,662	1,941,545	33,853	2,040	93,824	129,717	2,071,262	776,072	2,847,334	\$78,726	\$83,986	\$115,454	6.7%	40.0%
R1. US Direct Hire (USDH)	24,383	24,049	23,928	1,938,081	33,853	2,040	93,824	129,717	2,067,798	748,901	2,816,699	\$80,996	\$86,418	\$117,716	6.7%	38.6%
R1a. Senior Executive Schedule	25	25	25	4,273	5	39	443	487	4,760	1,299	6,059	\$170,920	\$190,400	\$242,360	11.4%	30.4%
R1b. General Schedule	19,016	19,024	18,945	1,668,364	25,894	1,955	86,267	114,116	1,782,480	625,804	2,408,284	\$88,064	\$94,087	\$127,120	6.8%	37.5%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	5,342	5,000	4,958	265,444	7,954	46	7,114	15,114	280,558	109,752	390,310	\$53,539	\$56,587	\$78,723	5.7%	41.3%
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	12,046	12,046	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	42	40	42	993	-	-	-	-	993	2,561	3,554	\$23,643	\$23,643	\$84,619	0.0%	257.9%
R3. Total Direct Hire	24,425	24,089	23,970	1,939,074	33,853	2,040	93,824	129,717	2,068,791	751,462	2,820,253	\$80,896	\$86,308	\$117,658	6.7%	38.8%
R4. Indirect Hire Foreign Nationals (IHFN)	133	674	692	2,471	-	-	-	-	2,471	14,233	16,704	\$3,571	\$3,571	\$24,139	0.0%	576.0%
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>24,558</i>	<i>24,763</i>	<i>24,662</i>	<i>1,941,545</i>	<i>33,853</i>	<i>2,040</i>	<i>93,824</i>	<i>129,717</i>	<i>2,071,262</i>	<i>765,695</i>	<i>2,836,957</i>	<i>\$78,726</i>	<i>\$83,986</i>	<i>\$115,034</i>	<i>6.7%</i>	<i>39.4%</i>
R5. Other Object Class 13 Benefits										10,377	10,377					
R5a. USDH - Benefits for Former Employees										8,654	8,654					
R5b. DHFN - Benefits for Former Employees										-	-					
R5c. Voluntary Separation Incentive Pay (VSIP)										1,723	1,723					
R5d. Foreign National Separation Liability Accrual										-	-					
Total Personnel (includes OC 13)	24,558	24,763	24,662	1,941,545	33,853	2,040	93,824	129,717	2,071,262	776,072	2,847,334	\$78,726	\$83,986	\$115,454	6.7%	40.0%
T1. US Direct Hire (USDH)	24,383	24,049	23,928	1,938,081	33,853	2,040	93,824	129,717	2,067,798	748,901	2,816,699	\$80,996	\$86,418	\$117,716	6.7%	38.6%
T1a. Senior Executive Schedule	25	25	25	4,273	5	39	443	487	4,760	1,299	6,059	\$170,920	\$190,400	\$242,360	11.4%	30.4%
T1b. General Schedule	19,016	19,024	18,945	1,668,364	25,894	1,955	86,267	114,116	1,782,480	625,804	2,408,284	\$88,064	\$94,087	\$127,120	6.8%	37.5%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	5,342	5,000	4,958	265,444	7,954	46	7,114	15,114	280,558	109,752	390,310	\$53,539	\$56,587	\$78,723	5.7%	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	12,046	12,046	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	42	40	42	993	0	0	0	0	993	2,561	3,554	\$23,643	\$23,643	\$84,619	0.0%	257.9%
T3. Total Direct Hire	24,425	24,089	23,970	1,939,074	33,853	2,040	93,824	129,717	2,068,791	751,462	2,820,253	\$80,896	\$86,308	\$117,658	6.7%	38.8%
T4. Indirect Hire Foreign Nationals (IHFN)	133	674	692	2,471	0	0	0	0	2,471	14,233	16,704	\$3,571	\$3,571	\$24,139	0.0%	576.0%
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>24,558</i>	<i>24,763</i>	<i>24,662</i>	<i>1,941,545</i>	<i>33,853</i>	<i>2,040</i>	<i>93,824</i>	<i>129,717</i>	<i>2,071,262</i>	<i>765,695</i>	<i>2,836,957</i>	<i>\$78,726</i>	<i>\$83,986</i>	<i>\$115,034</i>	<i>6.7%</i>	<i>39.4%</i>
T5. Other Object Class 13 Benefits										10,377	10,377					
T5a. USDH - Benefits for Former Employees										8,654	8,654					
T5b. DHFN - Benefits for Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										1,723	1,723					
T5d. Foreign National Separation Liability Accrual										0	0					

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Working Capital Fund, Defense-Wide											Date: April 2022					
Defense Logistics Agency																
-																
-																
(FY 2022)																
	(\$ in Thousands)										<u>Rates</u>					
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC Variables	<u>j/d</u> <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<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
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

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										-	-					
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					

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Working Capital Fund, Defense-Wide											Date: April 2022				
Defense Logistics Agency															
(FY 2023)															
	(\$ in Thousands)										<u>Rates</u>				
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	k/c n Comp & Benefits	h/d o % BC Variables
Direct Funded Personnel (includes OC 13)	0	0	7	0	0	0	0	0	0	0	\$0	\$0	\$0	-	-
D1. US Direct Hire (USDH)	-	-	7	-	-	-	-	-	-	-	\$0	\$0	\$0	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	7	-	-	-	-	-	-	-	\$0	\$0	\$0	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	-	7	-	-	-	-	-	-	-	\$0	\$0	\$0	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	-	-	7	-	-	-	-	-	-	-	\$0	\$0	\$0	-	-
D5. Other Object Class 13 Benefits															
D5a. USDH - Benefits for Former Employees															
D5b. DHFN - Benefits for Former Employees															
D5c. Voluntary Separation Incentive Pay (VSIP)															
D5d. Foreign National Separation Liability Accrual															

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	25,933	26,077	25,636	2,184,033	41,355	2,282	105,244	148,881	2,332,914	845,891	3,178,805	\$85,194	\$91,001	\$123,998	6.8%	38.7%
R1. US Direct Hire (USDH)	25,174	25,318	24,877	2,180,470	41,355	2,282	105,240	148,877	2,329,347	809,410	3,138,757	\$87,650	\$93,635	\$126,171	6.8%	37.1%
R1a. Senior Executive Schedule	25	25	25	4,486	6	-	392	398	4,884	1,357	6,241	\$179,440	\$195,360	\$249,640	8.9%	30.2%
R1b. General Schedule	19,838	20,020	19,677	1,892,027	31,065	2,214	97,562	130,841	2,022,868	681,474	2,704,342	\$96,154	\$102,804	\$137,437	6.9%	36.0%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	5,311	5,273	5,175	283,957	10,284	68	7,286	17,638	301,595	109,306	410,901	\$54,871	\$58,279	\$79,401	6.2%	38.5%
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	17,273	17,273	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	45	45	45	818	-	-	4	4	822	2,095	2,917	\$18,178	\$18,267	\$64,822	0.5%	256.1%
R3. Total Direct Hire	25,219	25,363	24,922	2,181,288	41,355	2,282	105,244	148,881	2,330,169	811,505	3,141,674	\$87,525	\$93,498	\$126,060	6.8%	37.2%
R4. Indirect Hire Foreign Nationals (IHFN)	714	714	714	2,745	-	-	-	-	2,745	20,756	23,501	\$3,845	\$3,845	\$32,915	0.0%	756.1%
Subtotal - Reimbursable Funded (excludes OC 13)	25,933	26,077	25,636	2,184,033	41,355	2,282	105,244	148,881	2,332,914	832,261	3,165,175	\$85,194	\$91,001	\$123,466	6.8%	38.1%
R5. Other Object Class 13 Benefits										13,630	13,630					
R5a. USDH - Benefits for Former Employees										8,562	8,562					
R5b. DHFN - Benefits for Former Employees										-	-					
R5c. Voluntary Separation Incentive Pay (VSIP)										5,068	5,068					
R5d. Foreign National Separation Liability Accrual										-	-					
Total Personnel (includes OC 13)	25,933	26,077	25,643	2,184,033	41,355	2,282	105,244	148,881	2,332,914	845,891	3,178,805	\$85,171	\$90,977	\$123,964	6.8%	38.7%
T1. US Direct Hire (USDH)	25,174	25,318	24,884	2,180,470	41,355	2,282	105,240	148,877	2,329,347	809,410	3,138,757	\$87,625	\$93,608	\$126,136	6.8%	37.1%
T1a. Senior Executive Schedule	25	25	25	4,486	6	0	392	398	4,884	1,357	6,241	\$179,440	\$195,360	\$249,640	8.9%	30.2%
T1b. General Schedule	19,838	20,020	19,684	1,892,027	31,065	2,214	97,562	130,841	2,022,868	681,474	2,704,342	\$96,120	\$102,767	\$137,388	6.9%	36.0%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	5,311	5,273	5,175	283,957	10,284	68	7,286	17,638	301,595	109,306	410,901	\$54,871	\$58,279	\$79,401	6.2%	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	17,273	17,273	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	45	45	45	818	0	0	4	4	822	2,095	2,917	\$18,178	\$18,267	\$64,822	0.5%	256.1%
T3. Total Direct Hire	25,219	25,363	24,929	2,181,288	41,355	2,282	105,244	148,881	2,330,169	811,505	3,141,674	\$87,500	\$93,472	\$126,025	6.8%	37.2%
T4. Indirect Hire Foreign Nationals (IHFN)	714	714	714	2,745	0	0	0	0	2,745	20,756	23,501	\$3,845	\$3,845	\$32,915	0.0%	756.1%
Subtotal - Total Funded (excludes OC 13)	25,933	26,077	25,643	2,184,033	41,355	2,282	105,244	148,881	2,332,914	832,261	3,165,175	\$85,171	\$90,977	\$123,432	6.8%	38.1%
T5. Other Object Class 13 Benefits										13,630	13,630					
T5a. USDH - Benefits for Former Employees										8,562	8,562					
T5b. DHFN - Benefits for Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										5,068	5,068					
T5d. Foreign National Separation Liability Accrual										0	0					

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

<u>Working Capital Fund, DECA</u>												Date: April 2022				
Defense Commissary Agency																
(FY 2021)																
(\$ in Thousands)																
	a	b	c	d	e	f	g	e + f + g	d + h	j	i + j	d/c	i/c	k/c	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	Comp	% BC	% BC
	Strength	Strength		Comp	Pav	Pav	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits	Comp	Comp	& Benefits	Variables	Benefits
Direct Funded Personnel (includes OC 13)	14,249	13,166	12,659	585,148	4,013	7,345	33,524	44,882	630,030	191,491	821,521	\$46,224	\$49,769	\$64,896	7.7%	32.7%
D1. US Direct Hire (USDH)	12,538	11,472	11,036	527,334	3,502	7,345	33,415	44,262	571,596	191,354	762,950	\$47,783	\$51,794	\$69,133	8.4%	36.3%
D1a. Senior Executive Schedule	4	5	5	787	-	-	32	32	819	274	1,093	\$157,400	\$163,800	\$218,600	4.1%	34.8%
D1b. General Schedule	8,589	7,730	7,391	368,164	2,382	4,633	23,800	30,815	398,979	133,652	532,631	\$49,812	\$53,982	\$72,065	8.4%	36.3%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	3,945	3,737	3,640	158,383	1,120	2,712	9,583	13,415	171,798	57,428	229,226	\$43,512	\$47,197	\$62,974	8.5%	36.3%
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	598	588	562	25,554	511	-	109	620	26,174	-	26,174	\$45,470	\$46,573	\$46,573	2.4%	0.0%
D3. Total Direct Hire	13,136	12,060	11,598	552,888	4,013	7,345	33,524	44,882	597,770	191,354	789,124	\$47,671	\$51,541	\$68,040	8.1%	34.6%
D4. Indirect Hire Foreign Nationals (IHFN)	1,113	1,106	1,061	32,260	-	-	-	-	32,260	-	32,260	\$30,405	\$30,405	\$30,405	0.0%	0.0%
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>14,249</i>	<i>13,166</i>	<i>12,659</i>	<i>585,148</i>	<i>4,013</i>	<i>7,345</i>	<i>33,524</i>	<i>44,882</i>	<i>630,030</i>	<i>191,354</i>	<i>821,384</i>	<i>\$46,224</i>	<i>\$49,769</i>	<i>\$64,885</i>	<i>7.7%</i>	<i>32.7%</i>
D5. Other Object Class 13 Benefits											137					
D5a. USDH - Benefits for Former Employees											-					
D5b. DHFN - Benefits for Former Employees											-					
D5c. Voluntary Separation Incentive Pay (VSIP)											137					
D5d. Foreign National Separation Liability Accrual											-					

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	14,249	13,166	12,659	585,148	4,013	7,345	33,524	44,882	630,030	191,491	821,521	\$46,224	\$49,769	\$64,896	7.7%	32.7%		
T1. US Direct Hire (USDH)	12,538	11,472	11,036	527,334	3,502	7,345	33,415	44,262	571,596	191,354	762,950	\$47,783	\$51,794	\$69,133	8.4%	36.3%		
T1a. Senior Executive Schedule	4	5	5	787	0	0	32	32	819	274	1,093	\$157,400	\$163,800	\$218,600	4.1%	34.8%		
T1b. General Schedule	8,589	7,730	7,391	368,164	2,382	4,633	23,800	30,815	398,979	133,652	532,631	\$49,812	\$53,982	\$72,065	8.4%	36.3%		
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-
T1d. Wage System	3,945	3,737	3,640	158,383	1,120	2,712	9,583	13,415	171,798	57,428	229,226	\$43,512	\$47,197	\$62,974	8.5%	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)	598	588	562	25,554	511	0	109	620	26,174	0	26,174	\$45,470	\$46,573	\$46,573	2.4%	0.0%		
T3. Total Direct Hire	13,136	12,060	11,598	552,888	4,013	7,345	33,524	44,882	597,770	191,354	789,124	\$47,671	\$51,541	\$68,040	8.1%	34.6%		
T4. Indirect Hire Foreign Nationals (IHFN)	1,113	1,106	1,061	32,260	0	0	0	0	32,260	0	32,260	\$30,405	\$30,405	\$30,405	0.0%	0.0%		
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>14,249</i>	<i>13,166</i>	<i>12,659</i>	<i>585,148</i>	<i>4,013</i>	<i>7,345</i>	<i>33,524</i>	<i>44,882</i>	<i>630,030</i>	<i>191,354</i>	<i>821,384</i>	<i>\$46,224</i>	<i>\$49,769</i>	<i>\$64,885</i>	<i>7.7%</i>	<i>32.7%</i>		
T5. Other Object Class 13 Benefits										137	137							
T5a. USDH - Benefits for Former Employees										0	0							
T5b. DHFN - Benefits for Former Employees										0	0							
T5c. Voluntary Separation Incentive Pay (VSIP)										137	137							
T5d. Foreign National Separation Liability Accrual										0	0							

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

<u>Working Capital Fund, DECA</u>												Date: April 2022				
Defense Commissary Agency																
-																
(FY 2022)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC Variables	<u>j/d</u> <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	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%
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>\$50,662</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											-	-				

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

<u>Working Capital Fund, DECA</u>												Date: April 2022				
Defense Commissary Agency																
(FY 2023)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
Direct Funded Personnel (includes OC 13)	13,516	13,516	12,612	605,501	5,880	8,820	44,103	58,803	664,304	190,041	854,345	\$48,010	\$52,672	\$67,741	9.7%	31.4%
D1. US Direct Hire (USDH)	11,661	11,661	10,941	529,224	5,880	8,820	44,103	58,803	588,027	188,555	776,582	\$48,371	\$53,745	\$70,979	11.1%	35.6%
D1a. Senior Executive Schedule	5	5	5	794	-	-	-	-	794	204	998	\$158,800	\$158,800	\$199,600	0.0%	25.7%
D1b. General Schedule	7,907	7,907	7,476	370,457	4,116	5,733	30,873	40,722	411,179	131,990	543,169	\$49,553	\$55,000	\$72,655	11.0%	35.6%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	3,749	3,749	3,460	157,973	1,764	3,087	13,230	18,081	176,054	56,361	232,415	\$45,657	\$50,883	\$67,172	11.4%	35.7%
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	616	616	547	37,004	-	-	-	-	37,004	-	37,004	\$67,649	\$67,649	\$67,649	0.0%	0.0%
D3. Total Direct Hire	12,277	12,277	11,488	566,228	5,880	8,820	44,103	58,803	625,031	188,555	813,586	\$49,289	\$54,407	\$70,821	10.4%	33.3%
D4. Indirect Hire Foreign Nationals (IHFN)	1,239	1,239	1,124	39,273	-	-	-	-	39,273	-	39,273	\$34,940	\$34,940	\$34,940	0.0%	0.0%
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>13,516</i>	<i>13,516</i>	<i>12,612</i>	<i>605,501</i>	<i>5,880</i>	<i>8,820</i>	<i>44,103</i>	<i>58,803</i>	<i>664,304</i>	<i>188,555</i>	<i>852,859</i>	<i>\$48,010</i>	<i>\$52,672</i>	<i>\$67,623</i>	<i>9.7%</i>	<i>31.1%</i>
D5. Other Object Class 13 Benefits										1,486	1,486					
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)										1,486	1,486					
D5d. Foreign National Separation Liability Accrual																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	<u>13,516</u>	<u>13,516</u>	<u>12,612</u>	<u>605,501</u>	<u>5,880</u>	<u>8,820</u>	<u>44,103</u>	<u>58,803</u>	<u>664,304</u>	<u>190,041</u>	<u>854,345</u>	<u>\$48,010</u>	<u>\$52,672</u>	<u>\$67,741</u>	<u>9.7%</u>	<u>31.4%</u>	
T1. US Direct Hire (USDH)	<u>11,661</u>	<u>11,661</u>	<u>10,941</u>	<u>529,224</u>	<u>5,880</u>	<u>8,820</u>	<u>44,103</u>	<u>58,803</u>	<u>588,027</u>	<u>188,555</u>	<u>776,582</u>	<u>\$48,371</u>	<u>\$53,745</u>	<u>\$70,979</u>	<u>11.1%</u>	<u>35.6%</u>	
T1a. Senior Executive Schedule	5	5	5	794	0	0	0	0	794	204	998	<i>\$158,800</i>	<i>\$158,800</i>	<i>\$199,600</i>	<i>0.0%</i>	<i>25.7%</i>	
T1b. General Schedule	7,907	7,907	7,476	370,457	4,116	5,733	30,873	40,722	411,179	131,990	543,169	<i>\$49,553</i>	<i>\$55,000</i>	<i>\$72,655</i>	<i>11.0%</i>	<i>35.6%</i>	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	3,749	3,749	3,460	157,973	1,764	3,087	13,230	18,081	176,054	56,361	232,415	<i>\$45,657</i>	<i>\$50,883</i>	<i>\$67,172</i>	<i>11.4%</i>	<i>35.7%</i>	
T1e. Highly 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)	616	616	547	37,004	0	0	0	0	37,004	0	37,004	<i>\$67,649</i>	<i>\$67,649</i>	<i>\$67,649</i>	<i>0.0%</i>	<i>0.0%</i>	
T3. Total Direct Hire	<u>12,277</u>	<u>12,277</u>	<u>11,488</u>	<u>566,228</u>	<u>5,880</u>	<u>8,820</u>	<u>44,103</u>	<u>58,803</u>	<u>625,031</u>	<u>188,555</u>	<u>813,586</u>	<u>\$49,289</u>	<u>\$54,407</u>	<u>\$70,821</u>	<u>10.4%</u>	<u>33.3%</u>	
T4. Indirect Hire Foreign Nationals (IHFN)	1,239	1,239	1,124	39,273	0	0	0	0	39,273	0	39,273	<i>\$34,940</i>	<i>\$34,940</i>	<i>\$34,940</i>	<i>0.0%</i>	<i>0.0%</i>	
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>13,516</i>	<i>13,516</i>	<i>12,612</i>	<i>605,501</i>	<i>5,880</i>	<i>8,820</i>	<i>44,103</i>	<i>58,803</i>	<i>664,304</i>	<i>188,555</i>	<i>852,859</i>	<i>\$48,010</i>	<i>\$52,672</i>	<i>\$67,623</i>	<i>9.7%</i>	<i>31.1%</i>	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	<u>1,486</u>	<u>1,486</u>	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	1,486	1,486	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-	

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Working Capital Fund, Defense-Wide											Date: April 2022					
Defense Information Systems Agency																
-																
-																
(FY 2021)																
(\$ in Thousands)																
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i + j</u>						
	<u>Begin</u>	<u>End</u>	<u>FTEs</u>	<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>h</u>	<u>i</u>	<u>k</u>	<u>l</u>	<u>m</u>	<u>n</u>	<u>o</u>	<u>p</u>	
	<u>Strength</u>	<u>Strength</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																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	3,162	3,375	3,268	345,003	3,433	1,325	11,807	16,565	361,568	123,730	485,298	\$105,570	\$110,639	\$148,500	4.8%	35.9%
R1. US Direct Hire (USDH)	3,156	3,369	3,261	345,003	3,433	1,325	11,290	16,048	361,051	121,970	483,021	\$105,797	\$110,718	\$148,121	4.7%	35.4%
R1a. Senior Executive Schedule	3	3	3	481	1	2	32	35	516	168	684	\$160,333	\$172,000	\$228,000	7.3%	34.9%
R1b. General Schedule	2,677	1,648	1,960	205,950	2,033	626	6,301	8,960	214,910	72,485	287,395	\$105,077	\$109,648	\$146,630	4.4%	35.2%
R1c. Special Schedule	475	1,717	1,297	138,500	1,399	697	4,957	7,053	145,553	49,292	194,845	\$106,785	\$112,223	\$150,227	5.1%	35.6%
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	1	1	1	72	-	-	-	-	72	25	97	\$72,000	\$72,000	\$97,000	0.0%	34.7%
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	3,156	3,369	3,261	345,003	3,433	1,325	11,290	16,048	361,051	121,970	483,021	\$105,797	\$110,718	\$148,121	4.7%	35.4%
R4. Indirect Hire Foreign Nationals (IHFN)	6	6	7	-	-	-	517	517	517	-	517	\$0	\$73,857	\$73,857	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	3,162	3,375	3,268	345,003	3,433	1,325	11,807	16,565	361,568	121,970	483,538	\$105,570	\$110,639	\$147,961	4.8%	35.4%
R5. Other Object Class 13 Benefits										1,760	1,760					
R5a. USDH - Benefits for Former Employees										-	-					
R5b. DHFN - Benefits for Former Employees										-	-					
R5c. Voluntary Separation Incentive Pay (VSIP)										1,760	1,760					
R5d. Foreign National Separation Liability Accrual										-	-					
Total Personnel (includes OC 13)	3,162	3,375	3,268	345,003	3,433	1,325	11,807	16,565	361,568	123,730	485,298	\$105,570	\$110,639	\$148,500	4.8%	35.9%
T1. US Direct Hire (USDH)	3,156	3,369	3,261	345,003	3,433	1,325	11,290	16,048	361,051	121,970	483,021	\$105,797	\$110,718	\$148,121	4.7%	35.4%
T1a. Senior Executive Schedule	3	3	3	481	1	2	32	35	516	168	684	\$160,333	\$172,000	\$228,000	7.3%	34.9%
T1b. General Schedule	2,677	1,648	1,960	205,950	2,033	626	6,301	8,960	214,910	72,485	287,395	\$105,077	\$109,648	\$146,630	4.4%	35.2%
T1c. Special Schedule	475	1,717	1,297	138,500	1,399	697	4,957	7,053	145,553	49,292	194,845	\$106,785	\$112,223	\$150,227	5.1%	35.6%
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	1	1	1	72	0	0	0	0	72	25	97	\$72,000	\$72,000	\$97,000	0.0%	34.7%
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	3,156	3,369	3,261	345,003	3,433	1,325	11,290	16,048	361,051	121,970	483,021	\$105,797	\$110,718	\$148,121	4.7%	35.4%
T4. Indirect Hire Foreign Nationals (IHFN)	6	6	7	0	0	0	517	517	517	0	517	\$0	\$73,857	\$73,857	-	-
Subtotal - Total Funded (excludes OC 13)	3,162	3,375	3,268	345,003	3,433	1,325	11,807	16,565	361,568	121,970	483,538	\$105,570	\$110,639	\$147,961	4.8%	35.4%
T5. Other Object Class 13 Benefits										1,760	1,760					
T5a. USDH - Benefits for Former Employees										0	0					
T5b. DHFN - Benefits for Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										1,760	1,760					
T5d. Foreign National Separation Liability Accrual										0	0					

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Working Capital Fund, Defense-Wide											Date: April 2022					
Defense Information Systems Agency																
(FY 2022)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC Variables	<u>j/d</u> <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<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
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book

Reimbursable Funded Personnel (includes OC 13)	3,373	3,675	3,477	373,313	2,211	8,623	14,218	25,052	398,365	126,675	525,040	\$107,366	\$114,571	\$151,004	6.7%	33.9%
R1. US Direct Hire (USDH)	3,367	3,669	3,470	372,973	2,211	8,606	14,204	25,021	397,994	126,557	524,551	\$107,485	\$114,696	\$151,167	6.7%	33.9%
R1a. Senior Executive Schedule	3	3	3	549	-	18	19	37	586	188	774	\$183,000	\$195,333	\$258,000	6.7%	34.2%
R1b. General Schedule	1,647	1,669	1,578	166,374	969	3,592	4,233	8,794	175,168	56,483	231,651	\$105,433	\$111,006	\$146,800	5.3%	33.9%
R1c. Special Schedule	1,716	1,995	1,887	205,684	1,242	4,978	9,937	16,157	221,841	69,758	291,599	\$109,001	\$117,563	\$154,530	7.9%	33.9%
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	1	2	2	366	-	18	15	33	399	128	527	\$183,000	\$199,500	\$263,500	9.0%	35.0%
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	3,367	3,669	3,470	372,973	2,211	8,606	14,204	25,021	397,994	126,557	524,551	\$107,485	\$114,696	\$151,167	6.7%	33.9%
R4. Indirect Hire Foreign Nationals (IHFN)	6	6	7	340	-	17	14	31	371	118	489	\$48,571	\$53,000	\$69,857	9.1%	34.7%
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>3,373</i>	<i>3,675</i>	<i>3,477</i>	<i>373,313</i>	<i>2,211</i>	<i>8,623</i>	<i>14,218</i>	<i>25,052</i>	<i>398,365</i>	<i>126,675</i>	<i>525,040</i>	<i>\$107,366</i>	<i>\$114,571</i>	<i>\$151,004</i>	<i>6.7%</i>	<i>33.9%</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																
Total Personnel (includes OC 13)	3,373	3,675	3,477	373,313	2,211	8,623	14,218	25,052	398,365	126,675	525,040	\$107,366	\$114,571	\$151,004	6.7%	33.9%
T1. US Direct Hire (USDH)	3,367	3,669	3,470	372,973	2,211	8,606	14,204	25,021	397,994	126,557	524,551	\$107,485	\$114,696	\$151,167	6.7%	33.9%
T1a. Senior Executive Schedule	3	3	3	549	0	18	19	37	586	188	774	\$183,000	\$195,333	\$258,000	6.7%	34.2%
T1b. General Schedule	1,647	1,669	1,578	166,374	969	3,592	4,233	8,794	175,168	56,483	231,651	\$105,433	\$111,006	\$146,800	5.3%	33.9%
T1c. Special Schedule	1,716	1,995	1,887	205,684	1,242	4,978	9,937	16,157	221,841	69,758	291,599	\$109,001	\$117,563	\$154,530	7.9%	33.9%
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	1	2	2	366	0	18	15	33	399	128	527	\$183,000	\$199,500	\$263,500	9.0%	35.0%
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	3,367	3,669	3,470	372,973	2,211	8,606	14,204	25,021	397,994	126,557	524,551	\$107,485	\$114,696	\$151,167	6.7%	33.9%
T4. Indirect Hire Foreign Nationals (IHFN)	6	6	7	340	0	17	14	31	371	118	489	\$48,571	\$53,000	\$69,857	9.1%	34.7%
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>3,373</i>	<i>3,675</i>	<i>3,477</i>	<i>373,313</i>	<i>2,211</i>	<i>8,623</i>	<i>14,218</i>	<i>25,052</i>	<i>398,365</i>	<i>126,675</i>	<i>525,040</i>	<i>\$107,366</i>	<i>\$114,571</i>	<i>\$151,004</i>	<i>6.7%</i>	<i>33.9%</i>
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Working Capital Fund, Defense-Wide											Date: April 2022					
Defense Information Systems Agency																
-																
-																
-																
(FY 2023)																
	(\$ 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>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>	
<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											-	-	-	-	-	

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	3,675	3,791	3,589	400,507	2,642	9,496	15,077	27,215	427,722	136,786	564,508	\$111,593	\$119,176	\$157,288	6.8%	34.2%
R1. US Direct Hire (USDH)	3,669	3,785	3,583	400,153	2,642	9,479	15,063	27,184	427,337	136,662	563,999	\$111,681	\$119,268	\$157,410	6.8%	34.2%
R1a. Senior Executive Schedule	3	4	4	751	-	27	27	54	805	258	1,063	\$187,750	\$201,250	\$265,750	7.2%	34.4%
R1b. General Schedule	1,669	1,723	1,600	178,861	1,158	3,989	4,497	9,644	188,505	61,100	249,605	\$111,788	\$117,816	\$156,003	5.4%	34.2%
R1c. Special Schedule	1,995	2,056	1,977	220,160	1,484	5,445	10,524	17,453	237,613	75,171	312,784	\$111,361	\$120,189	\$158,211	7.9%	34.1%
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	2	2	2	381	-	18	15	33	414	133	547	\$190,500	\$207,000	\$273,500	8.7%	34.9%
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	3,669	3,785	3,583	400,153	2,642	9,479	15,063	27,184	427,337	136,662	563,999	\$111,681	\$119,268	\$157,410	6.8%	34.2%
R4. Indirect Hire Foreign Nationals (IHFN)	6	6	6	354	-	17	14	31	385	124	509	\$59,000	\$64,167	\$84,833	8.8%	35.0%
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>3,675</i>	<i>3,791</i>	<i>3,589</i>	<i>400,507</i>	<i>2,642</i>	<i>9,496</i>	<i>15,077</i>	<i>27,215</i>	<i>427,722</i>	<i>136,786</i>	<i>564,508</i>	<i>\$111,593</i>	<i>\$119,176</i>	<i>\$157,288</i>	<i>6.8%</i>	<i>34.2%</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																
Total Personnel (includes OC 13)	3,675	3,791	3,589	400,507	2,642	9,496	15,077	27,215	427,722	136,786	564,508	\$111,593	\$119,176	\$157,288	6.8%	34.2%
T1. US Direct Hire (USDH)	3,669	3,785	3,583	400,153	2,642	9,479	15,063	27,184	427,337	136,662	563,999	\$111,681	\$119,268	\$157,410	6.8%	34.2%
T1a. Senior Executive Schedule	3	4	4	751	0	27	27	54	805	258	1,063	\$187,750	\$201,250	\$265,750	7.2%	34.4%
T1b. General Schedule	1,669	1,723	1,600	178,861	1,158	3,989	4,497	9,644	188,505	61,100	249,605	\$111,788	\$117,816	\$156,003	5.4%	34.2%
T1c. Special Schedule	1,995	2,056	1,977	220,160	1,484	5,445	10,524	17,453	237,613	75,171	312,784	\$111,361	\$120,189	\$158,211	7.9%	34.1%
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	2	2	2	381	0	18	15	33	414	133	547	\$190,500	\$207,000	\$273,500	8.7%	34.9%
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	3,669	3,785	3,583	400,153	2,642	9,479	15,063	27,184	427,337	136,662	563,999	\$111,681	\$119,268	\$157,410	6.8%	34.2%
T4. Indirect Hire Foreign Nationals (IHFN)	6	6	6	354	0	17	14	31	385	124	509	\$59,000	\$64,167	\$84,833	8.8%	35.0%
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>3,675</i>	<i>3,791</i>	<i>3,589</i>	<i>400,507</i>	<i>2,642</i>	<i>9,496</i>	<i>15,077</i>	<i>27,215</i>	<i>427,722</i>	<i>136,786</i>	<i>564,508</i>	<i>\$111,593</i>	<i>\$119,176</i>	<i>\$157,288</i>	<i>6.8%</i>	<i>34.2%</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																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Working Capital Fund, Defense-Wide											Date: April 2022																			
Defense Finance and Accounting Service																														
(FY 2021)																														
(\$ in Thousands)																														
<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>i + j</u>	<u>Rates</u>	<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>															
Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Comp	Comp	Basic	Total	Comp	% BC	% BC															
Strength	Strength	Strength	Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits	Comp	Comp	& Benefits	Variables	Benefits															
Direct Funded Personnel (includes OC 13)											-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
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
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	11,925	11,032	10,787	752,412	15,747	134	22,708	38,589	791,001	302,854	1,093,855	\$69,752	\$73,329	\$101,405	5.1%	40.3%
R1. US Direct Hire (USDH)	11,729	10,848	10,596	751,317	15,747	134	22,708	38,589	789,906	302,854	1,092,760	\$70,906	\$74,548	\$103,129	5.1%	40.3%
R1a. Senior Executive Schedule	22	21	21	4,029	-	-	379	379	4,408	1,433	5,841	\$191,857	\$209,905	\$278,143	9.4%	35.6%
R1b. General Schedule	11,680	10,801	10,549	745,933	15,743	134	22,279	38,156	784,089	300,905	1,084,994	\$70,711	\$74,328	\$102,853	5.1%	40.3%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	27	26	26	1,355	4	-	50	54	1,409	516	1,925	\$52,115	\$54,192	\$74,038	4.0%	38.1%
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	11,729	10,848	10,596	751,317	15,747	134	22,708	38,589	789,906	302,854	1,092,760	\$70,906	\$74,548	\$103,129	5.1%	40.3%
R4. Indirect Hire Foreign Nationals (IHFN)	196	184	191	1,095	-	-	-	-	1,095	-	1,095	\$5,733	\$5,733	\$5,733	0.0%	0.0%
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>11,925</i>	<i>11,032</i>	<i>10,787</i>	<i>752,412</i>	<i>15,747</i>	<i>134</i>	<i>22,708</i>	<i>38,589</i>	<i>791,001</i>	<i>302,854</i>	<i>1,093,855</i>	<i>\$69,752</i>	<i>\$73,329</i>	<i>\$101,405</i>	<i>5.1%</i>	<i>40.3%</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																
Total Personnel (includes OC 13)	11,925	11,032	10,787	752,412	15,747	134	22,708	38,589	791,001	302,854	1,093,855	\$69,752	\$73,329	\$101,405	5.1%	40.3%
T1. US Direct Hire (USDH)	11,729	10,848	10,596	751,317	15,747	134	22,708	38,589	789,906	302,854	1,092,760	\$70,906	\$74,548	\$103,129	5.1%	40.3%
T1a. Senior Executive Schedule	22	21	21	4,029	0	0	379	379	4,408	1,433	5,841	\$191,857	\$209,905	\$278,143	9.4%	35.6%
T1b. General Schedule	11,680	10,801	10,549	745,933	15,743	134	22,279	38,156	784,089	300,905	1,084,994	\$70,711	\$74,328	\$102,853	5.1%	40.3%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	27	26	26	1,355	4	0	50	54	1,409	516	1,925	\$52,115	\$54,192	\$74,038	4.0%	38.1%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	11,729	10,848	10,596	751,317	15,747	134	22,708	38,589	789,906	302,854	1,092,760	\$70,906	\$74,548	\$103,129	5.1%	40.3%
T4. Indirect Hire Foreign Nationals (IHFN)	196	184	191	1,095	0	0	0	0	1,095	0	1,095	\$5,733	\$5,733	\$5,733	0.0%	0.0%
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>11,925</i>	<i>11,032</i>	<i>10,787</i>	<i>752,412</i>	<i>15,747</i>	<i>134</i>	<i>22,708</i>	<i>38,589</i>	<i>791,001</i>	<i>302,854</i>	<i>1,093,855</i>	<i>\$69,752</i>	<i>\$73,329</i>	<i>\$101,405</i>	<i>5.1%</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			

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Working Capital Fund, Defense-Wide											Date: April 2022					
Defense Finance and Accounting Service																
(FY 2022)																
	(\$ in Thousands)										<u>Rates</u>					
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC Variables	<u>j/d</u> <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<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
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	11,032	11,129	10,860	787,172	13,917	140	19,868	33,925	821,097	316,824	1,137,921	\$72,484	\$75,607	\$104,781	4.3%	40.2%
R1. US Direct Hire (USDH)	10,848	10,931	10,674	785,973	13,917	140	19,868	33,925	819,898	316,824	1,136,722	\$73,634	\$76,813	\$106,494	4.3%	40.3%
R1a. Senior Executive Schedule	21	21	21	4,215	-	-	342	342	4,557	1,500	6,057	\$200,714	\$217,000	\$288,429	8.1%	35.6%
R1b. General Schedule	10,801	10,880	10,625	780,341	13,913	140	19,483	33,536	813,877	314,784	1,128,661	\$73,444	\$76,600	\$106,227	4.3%	40.3%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	26	30	28	1,417	4	-	43	47	1,464	540	2,004	\$50,607	\$52,286	\$71,571	3.3%	38.1%
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	10,848	10,931	10,674	785,973	13,917	140	19,868	33,925	819,898	316,824	1,136,722	\$73,634	\$76,813	\$106,494	4.3%	40.3%
R4. Indirect Hire Foreign Nationals (IHFN)	184	198	186	1,199	-	-	-	-	1,199	-	1,199	\$6,446	\$6,446	\$6,446	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	11,032	11,129	10,860	787,172	13,917	140	19,868	33,925	821,097	316,824	1,137,921	\$72,484	\$75,607	\$104,781	4.3%	40.2%
R5. Other Object Class 13 Benefits																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
Total Personnel (includes OC 13)	11,032	11,129	10,860	787,172	13,917	140	19,868	33,925	821,097	316,824	1,137,921	\$72,484	\$75,607	\$104,781	4.3%	40.2%
T1. US Direct Hire (USDH)	10,848	10,931	10,674	785,973	13,917	140	19,868	33,925	819,898	316,824	1,136,722	\$73,634	\$76,813	\$106,494	4.3%	40.3%
T1a. Senior Executive Schedule	21	21	21	4,215	0	0	342	342	4,557	1,500	6,057	\$200,714	\$217,000	\$288,429	8.1%	35.6%
T1b. General Schedule	10,801	10,880	10,625	780,341	13,913	140	19,483	33,536	813,877	314,784	1,128,661	\$73,444	\$76,600	\$106,227	4.3%	40.3%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	26	30	28	1,417	4	0	43	47	1,464	540	2,004	\$50,607	\$52,286	\$71,571	3.3%	38.1%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	10,848	10,931	10,674	785,973	13,917	140	19,868	33,925	819,898	316,824	1,136,722	\$73,634	\$76,813	\$106,494	4.3%	40.3%
T4. Indirect Hire Foreign Nationals (IHFN)	184	198	186	1,199	0	0	0	0	1,199	0	1,199	\$6,446	\$6,446	\$6,446	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	11,032	11,129	10,860	787,172	13,917	140	19,868	33,925	821,097	316,824	1,137,921	\$72,484	\$75,607	\$104,781	4.3%	40.2%
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Working Capital Fund, Defense-Wide	Defense Finance and Accounting Service											Date: April 2022				
(FY 2023)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC Variables	<u>j/d</u> <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<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
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book

Reimbursable Funded Personnel (includes OC 13)	11,129	11,273	11,020	839,548	16,817	171	22,325	39,313	878,861	321,327	1,200,188	\$76,184	\$79,751	\$108,910	4.7%	38.3%
R1. US Direct Hire (USDH)	10,931	11,075	10,822	837,716	16,817	171	22,325	39,313	877,029	321,220	1,198,249	\$77,409	\$81,041	\$110,723	4.7%	38.3%
R1a. Senior Executive Schedule	21	21	21	4,193	-	-	349	349	4,542	1,331	5,873	\$199,667	\$216,286	\$279,667	8.3%	31.7%
R1b. General Schedule	10,880	11,024	10,771	831,853	16,809	171	21,928	38,908	870,761	319,292	1,190,053	\$77,231	\$80,843	\$110,487	4.7%	38.4%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	30	30	30	1,670	8	-	48	56	1,726	597	2,323	\$55,667	\$57,533	\$77,433	3.4%	35.7%
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	10,931	11,075	10,822	837,716	16,817	171	22,325	39,313	877,029	321,220	1,198,249	\$77,409	\$81,041	\$110,723	4.7%	38.3%
R4. Indirect Hire Foreign Nationals (IHFN)	198	198	198	1,832	-	-	-	-	1,832	-	1,832	\$9,253	\$9,253	\$9,253	0.0%	0.0%
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	<i>11,129</i>	<i>11,273</i>	<i>11,020</i>	<i>839,548</i>	<i>16,817</i>	<i>171</i>	<i>22,325</i>	<i>39,313</i>	<i>878,861</i>	<i>321,220</i>	<i>1,200,081</i>	<i>\$76,184</i>	<i>\$79,751</i>	<i>\$108,900</i>	<i>4.7%</i>	<i>38.3%</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										-	-					
Total Personnel (includes OC 13)	11,129	11,273	11,020	839,548	16,817	171	22,325	39,313	878,861	321,327	1,200,188	\$76,184	\$79,751	\$108,910	4.7%	38.3%
T1. US Direct Hire (USDH)	10,931	11,075	10,822	837,716	16,817	171	22,325	39,313	877,029	321,220	1,198,249	\$77,409	\$81,041	\$110,723	4.7%	38.3%
T1a. Senior Executive Schedule	21	21	21	4,193	0	0	349	349	4,542	1,331	5,873	\$199,667	\$216,286	\$279,667	8.3%	31.7%
T1b. General Schedule	10,880	11,024	10,771	831,853	16,809	171	21,928	38,908	870,761	319,292	1,190,053	\$77,231	\$80,843	\$110,487	4.7%	38.4%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	30	30	30	1,670	8	0	48	56	1,726	597	2,323	\$55,667	\$57,533	\$77,433	3.4%	35.7%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	10,931	11,075	10,822	837,716	16,817	171	22,325	39,313	877,029	321,220	1,198,249	\$77,409	\$81,041	\$110,723	4.7%	38.3%
T4. Indirect Hire Foreign Nationals (IHFN)	198	198	198	1,832	0	0	0	0	1,832	0	1,832	\$9,253	\$9,253	\$9,253	0.0%	0.0%
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>11,129</i>	<i>11,273</i>	<i>11,020</i>	<i>839,548</i>	<i>16,817</i>	<i>171</i>	<i>22,325</i>	<i>39,313</i>	<i>878,861</i>	<i>321,220</i>	<i>1,200,081</i>	<i>\$76,184</i>	<i>\$79,751</i>	<i>\$108,900</i>	<i>4.7%</i>	<i>38.3%</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					

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

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

Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book

Reimbursable Funded Personnel (includes OC 13)	2,835	2,851	3,315	264,939	0	0	8,273	8,273	273,212	87,739	360,951	\$79,921	\$82,417	\$108,884	3.1%	33.1%
R1. US Direct Hire (USDH)	2,835	2,851	3,315	264,939	-	-	8,273	8,273	273,212	87,739	360,951	\$79,921	\$82,417	\$108,884	3.1%	33.1%
R1a. Senior Executive Schedule	12	12	12	2,200	-	-	110	110	2,310	381	2,691	\$183,333	\$192,500	\$224,250	5.0%	17.3%
R1b. General Schedule	2,823	2,839	3,303	262,739	-	-	8,163	8,163	270,902	87,358	358,260	\$79,546	\$82,017	\$108,465	3.1%	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	2,835	2,851	3,315	264,939	-	-	8,273	8,273	273,212	87,739	360,951	\$79,921	\$82,417	\$108,884	3.1%	33.1%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	2,835	2,851	3,315	264,939	-	-	8,273	8,273	273,212	87,739	360,951	\$79,921	\$82,417	\$108,884	3.1%	33.1%
R5. Other Object Class 13 Benefits																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
Total Personnel (includes OC 13)	2,835	2,851	3,315	264,939	0	0	8,273	8,273	273,212	87,739	360,951	\$79,921	\$82,417	\$108,884	3.1%	33.1%
T1. US Direct Hire (USDH)	2,835	2,851	3,315	264,939	-	-	8,273	8,273	273,212	87,739	360,951	\$79,921	\$82,417	\$108,884	3.1%	33.1%
T1a. Senior Executive Schedule	12	12	12	2,200	0	0	110	110	2,310	381	2,691	\$183,333	\$192,500	\$224,250	5.0%	17.3%
T1b. General Schedule	2,823	2,839	3,303	262,739	0	0	8,163	8,163	270,902	87,358	358,260	\$79,546	\$82,017	\$108,465	3.1%	33.2%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	2,835	2,851	3,315	264,939	-	-	8,273	8,273	273,212	87,739	360,951	\$79,921	\$82,417	\$108,884	3.1%	33.1%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	2,835	2,851	3,315	264,939	-	-	8,273	8,273	273,212	87,739	360,951	\$79,921	\$82,417	\$108,884	3.1%	33.1%
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

WCF, Def Counterintelligence & Security Agency											Date: April 2022					
Defense Counterintelligence & Security Agency																
(FY 2022)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC Variables	<u>j/d</u> <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<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
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded 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%
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>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											-	-	-	-	-	-
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>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	0	0	0	0
T5b. DHFN - Benefits for Former Employees											0	0	0	0	0	0
T5c. Voluntary Separation Incentive Pay (VSIP)											0	0	0	0	0	0
T5d. Foreign National Separation Liability Accrual											0	0	0	0	0	0

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

WCF, Def Counterintelligence & Security Agency											Date: April 2022					
Defense Counterintelligence & Security Agency																
(FY 2023)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC Variables	<u>j/d</u> <u>p</u> % BC Benefits
<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																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	3,315	3,315	3,315	450,200	0	0	1,900	1,900	452,100	1,375	453,475	\$135,807	\$136,380	\$136,795	0.4%	0.3%
R1. US Direct Hire (USDH)	3,315	3,315	3,315	450,200	-	-	1,900	1,900	452,100	1,375	453,475	\$135,807	\$136,380	\$136,795	0.4%	0.3%
R1a. Senior Executive Schedule	2	2	2	2,259	-	-	153	153	2,412	716	3,128	\$1,129,50	\$1,206,00	\$1,564,00	6.8%	31.7%
R1b. General Schedule	3,313	3,313	3,313	447,941	-	-	1,747	1,747	449,688	659	450,347	\$135,207	\$135,734	\$135,933	0.4%	0.1%
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	3,315	3,315	450,200	-	-	1,900	1,900	452,100	1,375	453,475	\$135,807	\$136,380	\$136,795	0.4%	0.3%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	3,315	3,315	3,315	450,200	-	-	1,900	1,900	452,100	1,375	453,475	\$135,807	\$136,380	\$136,795	0.4%	0.3%
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	3,315	3,315	3,315	450,200	0	0	1,900	1,900	452,100	1,375	453,475	\$135,807	\$136,380	\$136,795	0.4%	0.3%
T1. US Direct Hire (USDH)	3,315	3,315	3,315	450,200	-	-	1,900	1,900	452,100	1,375	453,475	\$135,807	\$136,380	\$136,795	0.4%	0.3%
T1a. Senior Executive Schedule	2	2	2	2,259	0	0	153	153	2,412	716	3,128	\$1,129,50	\$1,206,00	\$1,564,00	6.8%	31.7%
T1b. General Schedule	3,313	3,313	3,313	447,941	0	0	1,747	1,747	449,688	659	450,347	\$135,207	\$135,734	\$135,933	0.4%	0.1%
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	3,315	3,315	450,200	-	-	1,900	1,900	452,100	1,375	453,475	\$135,807	\$136,380	\$136,795	0.4%	0.3%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	3,315	3,315	3,315	450,200	-	-	1,900	1,900	452,100	1,375	453,475	\$135,807	\$136,380	\$136,795	0.4%	0.3%
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide												Date: April 2022				
Defense Wide Summary (Defense Agencies/Field Activities)																
(FY 2021)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
Direct Funded Personnel (includes OC 13)	81,497	80,796	79,680	8,718,656	90,500	11,089	397,638	499,227	9,217,883	3,535,907	12,753,790	\$109,421	\$115,686	\$160,063	5.7%	40.6%
D1. US Direct Hire (USDH)	80,808	80,117	78,998	8,692,697	90,027	11,061	397,483	498,571	9,191,268	3,522,061	12,713,329	\$110,037	\$116,348	\$160,932	5.7%	40.5%
D1a. Senior Executive Schedule	1,224	1,149	1,164	214,593	0	166	12,398	12,564	227,157	75,562	302,719	\$184,358	\$195,152	\$260,068	5.9%	35.2%
D1b. General Schedule	69,841	68,913	68,147	7,649,485	89,708	10,076	301,551	401,335	8,050,820	2,950,077	11,000,897	\$112,250	\$118,132	\$161,429	5.2%	38.6%
D1c. Special Schedule	9,102	9,424	9,058	769,571	181	819	79,125	80,125	849,696	472,199	1,321,895	\$84,960	\$93,809	\$145,937	10.4%	61.4%
D1d. Wage System	309	301	299	10,501	134	0	2,910	3,044	13,545	5,050	18,595	\$35,120	\$45,306	\$62,191	29.0%	48.1%
D1e. Highly Qualified Experts	47	45	46	7,945	4	0	191	195	8,140	2,407	10,547	\$172,717	\$176,951	\$229,283	2.5%	30.3%
D1f. Other	285	285	284	40,602	0	0	1,308	1,308	41,910	16,766	58,676	\$142,965	\$147,570	\$206,606	3.2%	41.3%
D2. Direct Hire Program Foreign Nationals (DHFN)	441	434	437	17,397	473	28	155	656	18,053	4,440	22,493	\$39,810	\$41,311	\$51,471	3.8%	25.5%
D3. Total Direct Hire	81,249	80,551	79,435	8,710,094	90,500	11,089	397,638	499,227	9,209,321	3,526,501	12,735,822	\$109,651	\$115,935	\$160,330	5.7%	40.5%
D4. Indirect Hire Foreign Nationals (IHFN)	248	245	245	8,562	0	0	0	-	8,562	0	8,562	\$34,947	\$34,947	\$34,947	0.0%	0.0%
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>81,497</i>	<i>80,796</i>	<i>79,680</i>	<i>8,718,656</i>	<i>90,500</i>	<i>11,089</i>	<i>397,638</i>	<i>499,227</i>	<i>9,217,883</i>	<i>3,526,501</i>	<i>12,744,384</i>	<i>\$109,421</i>	<i>\$115,686</i>	<i>\$159,945</i>	<i>5.7%</i>	<i>40.4%</i>
D5. Other Object Class 13 Benefits										9,406	9,406					
D5a. USDH - Benefits for Former Employees										4,401	4,401					
D5b. DHFN - Benefits for Former Employees										15	15					
D5c. Voluntary Separation Incentive Pay (VSIP)										4,990	4,990					
D5d. Foreign National Separation Liability Accrual										0	-					

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	2,401	2,538	2,646	317,760	1,100	154	8,108	9,362	327,122	105,456	432,578	\$120,091	\$123,629	\$163,484	2.9%	33.2%
R1. US Direct Hire (USDH)	2,396	2,533	2,641	317,760	1,100	154	8,108	9,362	327,122	105,392	432,514	\$120,318	\$123,863	\$163,769	2.9%	33.2%
R1a. Senior Executive Schedule	4	11	11	2,001	0	0	154	154	2,155	658	2,813	\$181,909	\$195,909	\$255,727	7.7%	32.9%
R1b. General Schedule	2,309	2,474	2,582	310,592	1,075	151	7,838	9,064	319,656	101,442	421,098	\$120,291	\$123,802	\$163,090	2.9%	32.7%
R1c. Special Schedule	25	10	10	1,287	5	3	48	56	1,343	249	1,592	\$128,700	\$134,300	\$159,200	4.4%	19.3%
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	37	37	3,725	20	0	68	88	3,813	3,043	6,856	\$100,676	\$103,054	\$185,297	2.4%	81.7%
R2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	-	-	0	-	-	-	-	-	-
R3. Total Direct Hire	2,396	2,533	2,641	317,760	1,100	154	8,108	9,362	327,122	105,392	432,514	\$120,318	\$123,863	\$163,769	2.9%	33.2%
R4. Indirect Hire Foreign Nationals (IHFN)	5	5	5	0	0	0	0	-	-	0	-	\$0	\$0	\$0	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	2,401	2,538	2,646	317,760	1,100	154	8,108	9,362	327,122	105,392	432,514	\$120,091	\$123,629	\$163,460	2.9%	33.2%
R5. Other Object Class 13 Benefits										64	64					
R5a. USDH - Benefits for Former Employees										0	-					
R5b. DHFN - Benefits for Former Employees										0	-					
R5c. Voluntary Separation Incentive Pay (VSIP)										64	64					
R5d. Foreign National Separation Liability Accrual										0	-					
Total Personnel (includes OC 13)	83,898	83,334	82,326	9,036,416	91,600	11,243	405,746	508,589	9,545,005	3,641,363	13,186,368	\$109,764	\$115,942	\$160,173	5.6%	40.3%
T1. US Direct Hire (USDH)	83,204	82,650	81,639	9,010,457	91,127	11,215	405,591	507,933	9,518,390	3,627,453	13,145,843	\$110,370	\$116,591	\$161,024	5.6%	40.3%
T1a. Senior Executive Schedule	1,228	1,160	1,175	216,594	0	166	12,552	12,718	229,312	76,220	305,532	\$184,335	\$195,151	\$260,027	5.9%	35.2%
T1b. General Schedule	72,150	71,387	70,729	7,960,077	90,783	10,227	309,389	410,399	8,370,476	3,051,519	11,421,995	\$112,543	\$118,349	\$161,490	5.2%	38.3%
T1c. Special Schedule	9,127	9,434	9,068	770,858	186	822	79,173	80,181	851,039	472,448	1,323,487	\$85,009	\$93,851	\$145,951	10.4%	61.3%
T1d. Wage System	309	301	299	10,501	134	0	2,910	3,044	13,545	5,050	18,595	\$35,120	\$45,301	\$62,191	29.0%	48.1%
T1e. Highly Qualified Experts	48	46	47	8,100	4	0	191	195	8,295	2,407	10,702	\$172,340	\$176,489	\$227,702	2.4%	29.7%
T1f. Other	342	322	321	44,327	20	0	1,376	1,396	45,723	19,809	65,532	\$138,090	\$142,439	\$204,150	3.1%	44.7%
T2. Direct Hire Program Foreign Nationals (DHFN)	441	434	437	17,397	473	28	155	656	18,053	4,440	22,493	\$39,810	\$41,311	\$51,471	3.8%	25.5%
T3. Total Direct Hire	83,645	83,084	82,076	9,027,854	91,600	11,243	405,746	508,589	9,536,443	3,631,893	13,168,336	\$109,994	\$116,190	\$160,441	5.6%	40.2%
T4. Indirect Hire Foreign Nationals (IHFN)	253	250	250	8,562	0	0	0	0	8,562	0	8,562	\$34,248	\$34,248	\$34,248	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	83,898	83,334	82,326	9,036,416	91,600	11,243	405,746	508,589	9,545,005	3,631,893	13,176,898	\$109,764	\$115,942	\$160,058	5.6%	40.2%
T5. Other Object Class 13 Benefits										9,470	9,470					
T5a. USDH - Benefits for Former Employees										4,401	4,401					
T5b. DHFN - Benefits for Former Employees										15	15					
T5c. Voluntary Separation Incentive Pay (VSIP)										5,054	5,054					
T5d. Foreign National Separation Liability Accrual										0	0					

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide												Date: April 2022				
Defense Wide Summary (Defense Agencies/Field Activities)																
(FY 2022)																
	(\$ in Thousands)											Rates				
	a	b	c	d	e	f	g	e + f + g	d + h	i + j	d/c	i/c	k/c	h/d	j/d	
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pav	Holiday Pav	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total Comp & Benefits	% BC	% BC	
Direct Funded Personnel (includes OC 13)	82,940	83,357	81,632	9,177,498	102,681	9,117	376,774	488,572	9,666,070	3,651,355	13,317,425	\$112,425	\$118,410	\$163,140	5.3%	39.8%
D1. US Direct Hire (USDH)	82,244	82,653	80,928	9,150,824	102,676	9,116	375,632	487,424	9,638,248	3,638,082	13,276,330	\$113,074	\$119,097	\$164,051	5.3%	39.8%
D1a. Senior Executive Schedule	1,170	1,232	1,224	224,210	0	171	8,935	9,106	233,316	87,321	320,637	\$183,178	\$190,618	\$261,958	4.1%	38.9%
D1b. General Schedule	71,105	71,220	69,676	8,064,222	102,269	8,093	277,131	387,493	8,451,715	3,033,347	11,485,062	\$115,739	\$121,308	\$164,835	4.8%	37.6%
D1c. Special Schedule	9,314	9,552	9,384	803,655	247	851	85,641	86,739	890,394	494,300	1,384,694	\$85,641	\$94,884	\$147,539	10.8%	61.5%
D1d. Wage System	326	323	318	10,689	146	0	2,990	3,136	13,825	5,121	18,946	\$33,613	\$43,474	\$59,579	29.3%	47.9%
D1e. Highly Qualified Experts	44	41	41	6,657	14	1	243	258	6,915	2,073	8,988	\$162,366	\$168,635	\$219,220	3.9%	31.1%
D1f. Other	285	285	285	41,391	0	0	692	692	42,083	15,920	58,003	\$145,232	\$147,669	\$203,519	1.7%	38.5%
D2. Direct Hire Program Foreign Nationals (DHFN)	447	458	458	17,757	5	1	1,142	1,148	18,905	4,584	23,489	\$38,771	\$41,277	\$51,286	6.5%	25.8%
D3. Total Direct Hire	82,691	83,111	81,386	9,168,581	102,681	9,117	376,774	488,572	9,657,153	3,642,666	13,299,819	\$112,656	\$118,659	\$163,417	5.3%	39.7%
D4. Indirect Hire Foreign Nationals (IHFN)	249	246	246	8,917	0	0	0	-	8,917	0	8,917	\$36,248	\$36,248	\$36,248	0.0%	0.0%
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>82,940</i>	<i>83,357</i>	<i>81,632</i>	<i>9,177,498</i>	<i>102,681</i>	<i>9,117</i>	<i>376,774</i>	<i>488,572</i>	<i>9,666,070</i>	<i>3,642,666</i>	<i>13,308,736</i>	<i>\$112,425</i>	<i>\$118,410</i>	<i>\$163,033</i>	<i>5.3%</i>	<i>39.7%</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	-					

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	2,518	2,535	2,820	347,130	810	52	6,823	7,685	354,815	117,351	472,166	\$123,096	\$125,821	\$167,435	2.2%	33.8%
R1. US Direct Hire (USDH)	2,513	2,530	2,815	347,130	810	52	6,823	7,685	354,815	117,351	472,166	\$123,314	\$126,044	\$167,732	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	2,419	2,441	2,743	334,866	754	41	6,747	7,542	342,408	113,864	456,272	\$122,080	\$124,830	\$166,341	2.3%	34.0%
R1c. Special Schedule	25	25	13	893	36	11	(7)	40	933	339	1,272	\$68,692	\$71,769	\$97,846	4.5%	38.0%
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	2,513	2,530	2,815	347,130	810	52	6,823	7,685	354,815	117,351	472,166	\$123,314	\$126,044	\$167,732	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>2,518</i>	<i>2,535</i>	<i>2,820</i>	<i>347,130</i>	<i>810</i>	<i>52</i>	<i>6,823</i>	<i>7,685</i>	<i>354,815</i>	<i>117,351</i>	<i>472,166</i>	<i>\$123,096</i>	<i>\$125,821</i>	<i>\$167,435</i>	<i>2.2%</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																
Total Personnel (includes OC 13)	85,458	85,892	84,452	9,524,628	103,491	9,169	383,597	496,257	10,020,885	3,768,706	13,789,591	\$112,782	\$118,658	\$163,283	5.2%	39.6%
T1. US Direct Hire (USDH)	84,757	85,183	83,743	9,497,954	103,486	9,168	382,455	495,109	9,993,063	3,755,433	13,748,496	\$113,418	\$119,330	\$164,175	5.2%	39.5%
T1a. Senior Executive Schedule	1,176	1,233	1,225	224,406	0	171	8,950	9,121	233,527	87,390	320,917	\$183,189	\$190,634	\$261,973	4.1%	38.9%
T1b. General Schedule	73,524	73,661	72,419	8,399,088	103,023	8,134	283,878	395,035	8,794,123	3,147,211	11,941,334	\$115,979	\$121,434	\$164,892	4.7%	37.5%
T1c. Special Schedule	9,339	9,577	9,397	804,548	283	862	85,634	86,779	891,327	494,639	1,385,966	\$85,618	\$94,852	\$147,490	10.8%	61.5%
T1d. Wage System	326	323	318	10,689	146	0	2,990	3,136	13,825	5,121	18,946	\$33,613	\$43,472	\$59,579	29.3%	47.9%
T1e. Highly Qualified Experts	45	42	42	6,812	14	1	243	258	7,070	2,073	9,143	\$162,190	\$168,335	\$217,690	3.8%	30.4%
T1f. Other	347	347	342	52,411	20	0	760	780	53,191	18,999	72,190	\$153,249	\$155,529	\$211,082	1.5%	36.3%
T2. Direct Hire Program Foreign Nationals (DHFN)	447	458	458	17,757	5	1	1,142	1,148	18,905	4,584	23,489	\$38,771	\$41,277	\$51,286	6.5%	25.8%
T3. Total Direct Hire	85,204	85,641	84,201	9,515,711	103,491	9,169	383,597	496,257	10,011,968	3,760,017	13,771,985	\$113,012	\$118,906	\$163,561	5.2%	39.5%
T4. Indirect Hire Foreign Nationals (IHFN)	254	251	251	8,917	0	0	0	0	8,917	0	8,917	\$35,526	\$35,526	\$35,526	0.0%	0.0%
<i>Subtotal - Total Funded (excludes OC 13)</i>	<i>85,458</i>	<i>85,892</i>	<i>84,452</i>	<i>9,524,628</i>	<i>103,491</i>	<i>9,169</i>	<i>383,597</i>	<i>496,257</i>	<i>10,020,885</i>	<i>3,760,017</i>	<i>13,780,902</i>	<i>\$112,782</i>	<i>\$118,658</i>	<i>\$163,180</i>	<i>5.2%</i>	<i>39.5%</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					

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Operation and Maintenance, Defense-Wide													Date: April 2022				
Defense Wide Summary (Defense Agencies/Field Activities)																	
(FY 2023)																	
	(\$ in Thousands)												Rates				
	a	b	c	d	e	f	g	e + f + g	d + h	i	j	k	d/e	i/e	k/e	h/d	j/d
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC Variables	% BC Benefits	
Direct Funded Personnel (includes OC 13)	84,147	83,572	82,686	11,081,970	44,306	7,582	300,838	352,726	11,434,696	2,652,918	14,087,614	\$134,025	\$138,291	\$170,375	3.2%	23.9%	
D1. US Direct Hire (USDH)	83,451	82,866	81,972	11,055,280	44,300	7,580	299,690	351,570	11,406,850	2,640,017	14,046,867	<i>\$134,867</i>	<i>\$139,155</i>	<i>\$171,362</i>	3.2%	23.9%	
D1a. Senior Executive Schedule	1,229	1,219	1,213	227,839	0	61	8,219	8,280	236,119	57,626	293,745	<i>\$187,831</i>	<i>\$194,657</i>	<i>\$242,164</i>	3.6%	25.3%	
D1b. General Schedule	72,132	71,442	70,785	9,944,921	43,858	6,618	197,764	248,240	10,193,161	2,050,226	12,243,387	<i>\$140,495</i>	<i>\$144,002</i>	<i>\$172,966</i>	2.5%	20.6%	
D1c. Special Schedule	9,435	9,556	9,330	823,442	279	900	88,462	89,641	913,083	510,183	1,423,266	<i>\$88,257</i>	<i>\$97,865</i>	<i>\$152,547</i>	10.9%	62.0%	
D1d. Wage System	326	323	318	11,067	149	0	3,103	3,252	14,319	5,326	19,645	<i>\$34,802</i>	<i>\$45,028</i>	<i>\$61,777</i>	29.4%	48.1%	
D1e. Highly Qualified Experts	40	37	37	6,748	14	1	171	186	6,934	2,142	9,076	<i>\$182,378</i>	<i>\$187,405</i>	<i>\$245,297</i>	2.8%	31.7%	
D1f. Other	289	289	289	41,263	0	0	1,971	1,971	43,234	14,514	57,748	<i>\$142,779</i>	<i>\$149,599</i>	<i>\$199,820</i>	4.8%	35.2%	
D2. Direct Hire Program Foreign Nationals (DHFN)	447	458	466	18,005	6	2	1,148	1,156	19,161	4,664	23,825	<i>\$38,637</i>	<i>\$41,118</i>	<i>\$51,127</i>	6.4%	25.9%	
D3. Total Direct Hire	83,898	83,324	82,438	11,073,285	44,306	7,582	300,838	352,726	11,426,011	2,644,681	14,070,692	<i>\$134,323</i>	<i>\$138,601</i>	<i>\$170,682</i>	3.2%	23.9%	
D4. Indirect Hire Foreign Nationals (IHFN)	249	248	248	8,685	0	0	0	-	8,685	0	8,685	<i>\$35,020</i>	<i>\$35,020</i>	<i>\$35,020</i>	0.0%	0.0%	
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>84,147</i>	<i>83,572</i>	<i>82,686</i>	<i>11,081,970</i>	<i>44,306</i>	<i>7,582</i>	<i>300,838</i>	<i>352,726</i>	<i>11,434,696</i>	<i>2,644,681</i>	<i>14,079,377</i>	<i>\$134,025</i>	<i>\$138,291</i>	<i>\$170,275</i>	3.2%	23.9%	
D5. Other Object Class 13 Benefits										8,237	8,237						
D5a. USDH - Benefits for Former Employees										5,905	5,905						
D5b. DHFN - Benefits for Former Employees										0	-						
D5c. Voluntary Separation Incentive Pay (VSIP)										2,332	2,332						
D5d. Foreign National Separation Liability Accrual										0	-						

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	2,505	2,516	2,868	334,670	858	70	6,331	7,259	341,929	111,726	453,655	\$116,691	\$119,222	\$158,178	2.2%	33.4%
R1. US Direct Hire (USDH)	2,500	2,511	2,863	334,670	858	70	6,331	7,259	341,929	111,726	453,655	\$116,895	\$119,430	\$158,454	2.2%	33.4%
R1a. Senior Executive Schedule	1	1	1	204	0	0	15	15	219	72	291	\$204,000	\$219,000	\$291,000	7.4%	35.3%
R1b. General Schedule	2,423	2,434	2,791	322,380	822	65	6,220	7,107	329,487	108,231	437,718	\$115,507	\$118,053	\$156,832	2.2%	33.6%
R1c. Special Schedule	13	13	13	911	16	5	21	42	953	344	1,297	\$70,077	\$73,308	\$99,769	4.6%	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	75	95	11,115	3,079	14,194	\$193,333	\$195,000	\$249,018	0.9%	27.9%
R2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	-	-	0	-	-	-	-	-	-
R3. Total Direct Hire	2,500	2,511	2,863	334,670	858	70	6,331	7,259	341,929	111,726	453,655	\$116,895	\$119,430	\$158,454	2.2%	33.4%
R4. Indirect Hire Foreign Nationals (IHFN)	5	5	5	0	0	0	0	-	-	0	-	\$0	\$0	\$0	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	2,505	2,516	2,868	334,670	858	70	6,331	7,259	341,929	111,726	453,655	\$116,691	\$119,222	\$158,178	2.2%	33.4%
R5. Other Object Class 13 Benefits																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
Total Personnel (includes OC 13)	86,652	86,088	85,554	11,416,640	45,164	7,652	307,169	359,985	11,776,625	2,764,644	14,541,269	\$133,444	\$137,651	\$169,966	3.2%	24.2%
T1. US Direct Hire (USDH)	85,951	85,377	84,835	11,389,950	45,158	7,650	306,021	358,829	11,748,779	2,751,743	14,500,522	\$134,260	\$138,490	\$170,926	3.2%	24.2%
T1a. Senior Executive Schedule	1,230	1,220	1,214	228,043	0	61	8,234	8,295	236,338	57,698	294,036	\$187,844	\$194,677	\$242,204	3.6%	25.3%
T1b. General Schedule	74,555	73,876	73,576	10,267,301	44,680	6,683	203,984	255,347	10,522,648	2,158,457	12,681,105	\$139,547	\$143,017	\$172,354	2.5%	21.0%
T1c. Special Schedule	9,448	9,569	9,343	824,353	295	905	88,483	89,683	914,036	510,527	1,424,563	\$88,232	\$97,831	\$152,474	10.9%	61.9%
T1d. Wage System	326	323	318	11,067	149	0	3,103	3,252	14,319	5,326	19,645	\$34,802	\$45,028	\$61,777	29.4%	48.1%
T1e. Highly Qualified Experts	41	38	38	6,903	14	1	171	186	7,089	2,142	9,231	\$181,658	\$186,553	\$242,921	2.7%	31.0%
T1f. Other	351	351	346	52,283	20	0	2,046	2,066	54,349	17,593	71,942	\$151,107	\$157,078	\$207,925	4.0%	33.6%
T2. Direct Hire Program Foreign Nationals (DHFN)	447	458	466	18,005	6	2	1,148	1,156	19,161	4,664	23,825	\$38,637	\$41,118	\$51,127	6.4%	25.9%
T3. Total Direct Hire	86,398	85,835	85,301	11,407,955	45,164	7,652	307,169	359,985	11,767,940	2,756,407	14,524,347	\$133,738	\$137,958	\$170,272	3.2%	24.2%
T4. Indirect Hire Foreign Nationals (IHFN)	254	253	253	8,685	0	0	0	0	8,685	0	8,685	\$34,328	\$34,328	\$34,328	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	86,652	86,088	85,554	11,416,640	45,164	7,652	307,169	359,985	11,776,625	2,756,407	14,533,032	\$133,444	\$137,651	\$169,870	3.2%	24.1%
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

<u>Research, Development, Test & Eval, DW</u>												Date: April 2022				
Defense Wide Summary (Defense Agencies/Field Activities)																
(FY 2021)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
<u>Direct Funded Personnel (includes OC 13)</u>	2,958	2,862	3,199	406,003	981	15,180	15,480	31,641	437,644	153,103	590,747	\$126,916	\$136,807	\$184,666	7.8%	37.7%
D1. US Direct Hire (USDH)	2,958	2,862	3,199	406,003	981	15,180	15,480	31,641	437,644	152,823	590,467	\$126,916	\$136,807	\$184,579	7.8%	37.6%
D1a. Senior Executive Schedule	33	32	32	5,189	0	190	574	764	5,953	1,840	7,793	\$162,156	\$186,031	\$243,531	14.7%	35.5%
D1b. General Schedule	2,829	2,733	3,065	381,951	981	14,990	14,293	30,264	412,215	141,631	553,846	\$124,617	\$134,491	\$180,700	7.9%	37.1%
D1c. Special Schedule	96	97	102	18,863	0	0	613	613	19,476	9,352	28,828	\$184,931	\$190,941	\$282,627	3.2%	49.6%
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	2,958	2,862	3,199	406,003	981	15,180	15,480	31,641	437,644	152,823	590,467	\$126,916	\$136,807	\$184,579	7.8%	37.6%
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	-	-	0	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	<i>2,958</i>	<i>2,862</i>	<i>3,199</i>	<i>406,003</i>	<i>981</i>	<i>15,180</i>	<i>15,480</i>	<i>31,641</i>	<i>437,644</i>	<i>152,823</i>	<i>590,467</i>	<i>\$126,916</i>	<i>\$136,807</i>	<i>\$184,579</i>	<i>7.8%</i>	<i>37.6%</i>
D5. Other Object Class 13 Benefits										280	280					
D5a. USDH - Benefits for Former Employees										200	200					
D5b. DHFN - Benefits for Former Employees										0	-					
D5c. Voluntary Separation Incentive Pay (VSIP)										80	80					
D5d. Foreign National Separation Liability Accrual										0	-					

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	171	171	171	4,656	0	0	144	144	4,800	1,558	6,358	\$27,228	\$28,070	\$37,181	3.1%	33.5%
R1. US Direct Hire (USDH)	171	171	171	4,656	-	-	144	144	4,800	1,558	6,358	\$27,228	\$28,070	\$37,181	3.1%	33.5%
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	-	0	-	-	-	-	-	-
R1b. General Schedule	171	171	171	4,656	0	0	144	144	4,800	1,558	6,358	\$27,228	\$28,070	\$37,181	3.1%	33.5%
R1c. Special Schedule	0	0	0	0	0	0	0	0	-	0	-	-	-	-	-	-
R1d. Wage System	0	0	0	0	0	0	0	0	-	0	-	-	-	-	-	-
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	-	0	-	-	-	-	-	-
R1f. Other	0	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	171	171	171	4,656	-	-	144	144	4,800	1,558	6,358	\$27,228	\$28,070	\$37,181	3.1%	33.5%
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	-	-	0	-	-	-	-	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	171	171	171	4,656	-	-	144	144	4,800	1,558	6,358	\$27,228	\$28,070	\$37,181	3.1%	33.5%
R5. Other Object Class 13 Benefits																
R5a. USDH - Benefits for Former Employees											-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees											0	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)											0	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual											0	-	-	-	-	-
Total Personnel (includes OC 13)	3,129	3,033	3,370	410,659	981	15,180	15,624	31,785	442,444	154,661	597,105	\$121,857	\$131,289	\$177,182	7.7%	37.7%
T1. US Direct Hire (USDH)	3,129	3,033	3,370	410,659	981	15,180	15,624	31,785	442,444	154,381	596,825	\$121,857	\$131,289	\$177,099	7.7%	37.6%
T1a. Senior Executive Schedule	33	32	32	5,189	0	190	574	764	5,953	1,840	7,793	\$162,156	\$186,031	\$243,531	14.7%	35.5%
T1b. General Schedule	3,000	2,904	3,236	386,607	981	14,990	14,437	30,408	417,015	143,189	560,204	\$119,471	\$128,867	\$173,116	7.9%	37.0%
T1c. Special Schedule	96	97	102	18,863	0	0	613	613	19,476	9,352	28,828	\$184,931	\$190,941	\$282,627	3.2%	49.6%
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	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	3,129	3,033	3,370	410,659	981	15,180	15,624	31,785	442,444	154,381	596,825	\$121,857	\$131,289	\$177,099	7.7%	37.6%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	3,129	3,033	3,370	410,659	981	15,180	15,624	31,785	442,444	154,381	596,825	\$121,857	\$131,289	\$177,099	7.7%	37.6%
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees											280	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees											200	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)											80	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual											0	-	-	-	-	-

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Research, Development, Test & Eval, DW												Date: April 2022				
Defense Wide Summary (Defense Agencies/Field Activities)																
(FY 2022)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
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	0	0	0	-	-	-	-	-
D1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	-	-	0	-	-	-	-	-	-
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	-	-	-	-	-	-
<i>Subtotal - Direct Funded (excludes OC 13)</i>	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	-					

Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book

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	-	-	-	-	-	-
Subtotal - Reimbursable Funded (excludes 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%
R5. Other Object Class 13 Benefits																
R5a. USDH - Benefits for Former Employees											-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees											0	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)											0	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual											0	-	-	-	-	-
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	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	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%
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees											120	0	0	0	0	0
T5b. DHFN - Benefits for Former Employees											0	0	0	0	0	0
T5c. Voluntary Separation Incentive Pay (VSIP)											120	120	120	120	120	120
T5d. Foreign National Separation Liability Accrual											0	0	0	0	0	0

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

<u>Research, Development, Test & Eval, DW</u>												Date: April 2022				
Defense Wide Summary (Defense Agencies/Field Activities)																
(FY 2023)																
	(\$ in Thousands)											<u>Rates</u>				
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>j</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC	<u>j/d</u> <u>p</u> % BC
<u>Direct Funded Personnel (includes OC 13)</u>	3,009	3,011	2,972	392,535	901	14,242	14,657	29,800	422,335	148,367	570,702	\$132,078	\$142,105	\$192,026	7.6%	37.8%
D1. US Direct Hire (USDH)	3,009	3,011	2,972	392,535	901	14,242	14,657	29,800	422,335	148,247	570,582	\$132,078	\$142,105	\$191,986	7.6%	37.8%
D1a. Senior Executive Schedule	31	31	31	5,004	0	183	633	816	5,820	1,800	7,620	\$161,419	\$187,742	\$245,806	16.3%	36.0%
D1b. General Schedule	2,875	2,876	2,834	366,245	901	14,059	13,142	28,102	394,347	135,676	530,023	\$129,233	\$139,149	\$187,023	7.7%	37.0%
D1c. Special Schedule	103	104	107	21,286	0	0	882	882	22,168	10,771	32,939	\$198,935	\$207,178	\$307,841	4.1%	50.6%
D1d. Wage System	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	3,009	3,011	2,972	392,535	901	14,242	14,657	29,800	422,335	148,247	570,582	\$132,078	\$142,105	\$191,986	7.6%	37.8%
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	-	-	0	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	3,009	3,011	2,972	392,535	901	14,242	14,657	29,800	422,335	148,247	570,582	\$132,078	\$142,105	\$191,986	7.6%	37.8%
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	-					

**Department of Defense
Fiscal Year (FY) 2023 Budget Estimates
Volume II - Defense-Wide Data Book**

Reimbursable Funded Personnel (includes OC 13)	191	191	191	18,214	36	13	244	293	18,507	4,190	22,697	\$95,361	\$96,895	\$118,832	1.6%	23.0%
R1. US Direct Hire (USDH)	191	191	191	18,214	36	13	244	293	18,507	4,190	22,697	\$95,361	\$96,895	\$118,832	1.6%	23.0%
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	-	-	0	-	-	-	-	-	-
R1b. General Schedule	191	191	191	18,214	36	13	244	293	18,507	4,190	22,697	\$95,361	\$96,895	\$118,832	1.6%	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	18,214	36	13	244	293	18,507	4,190	22,697	\$95,361	\$96,895	\$118,832	1.6%	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>18,214</i>	<i>36</i>	<i>13</i>	<i>244</i>	<i>293</i>	<i>18,507</i>	<i>4,190</i>	<i>22,697</i>	<i>\$95,361</i>	<i>\$96,895</i>	<i>\$118,832</i>	<i>1.6%</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	-					
Total Personnel (includes OC 13)	3,200	3,202	3,163	410,749	937	14,255	14,901	30,093	440,842	152,557	593,399	\$129,861	\$139,375	\$187,606	7.3%	37.1%
T1. US Direct Hire (USDH)	3,200	3,202	3,163	410,749	937	14,255	14,901	30,093	440,842	152,437	593,279	\$129,861	\$139,375	\$187,568	7.3%	37.1%
T1a. Senior Executive Schedule	31	31	31	5,004	0	183	633	816	5,820	1,800	7,620	\$161,419	\$187,742	\$245,806	16.3%	36.0%
T1b. General Schedule	3,066	3,067	3,025	384,459	937	14,072	13,386	28,395	412,854	139,866	552,720	\$127,094	\$136,481	\$182,717	7.4%	36.4%
T1c. Special Schedule	103	104	107	21,286	0	882	882	882	22,168	10,771	32,939	\$198,935	\$207,178	\$307,841	4.1%	50.6%
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	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	3,200	3,202	3,163	410,749	937	14,255	14,901	30,093	440,842	152,437	593,279	\$129,861	\$139,375	\$187,568	7.3%	37.1%
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>3,200</i>	<i>3,202</i>	<i>3,163</i>	<i>410,749</i>	<i>937</i>	<i>14,255</i>	<i>14,901</i>	<i>30,093</i>	<i>440,842</i>	<i>152,437</i>	<i>593,279</i>	<i>\$129,861</i>	<i>\$139,375</i>	<i>\$187,568</i>	<i>7.3%</i>	<i>37.1%</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					