

## Defense-Wide Civilian Personnel Costs

**Department of Defense  
Fiscal Year (FY) 2024 Budget Estimates  
Volume II - Defense-Wide Data Book  
Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

United States Cyber Command

FY 2022

(\$ in Thousands)

a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	Rates	h/d	j/d
Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	k/c	% BC	% BC
Strength	Strength		Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits	Comp	Comp	& Benefits	Variables	Benefits

**Direct Funded Personnel (includes OC 13)**

**D1. US Direct Hire (USDH)**

- D1a. Senior Executive Schedule
- D1b. General Schedule
- D1c. Special Schedule
- D1d. Wage System
- D1e. Highly Qualified Experts
- D1f. Other

D2. Direct Hire Program Foreign Nationals (DHFN)

**D3. Total Direct Hire**

D4. Indirect Hire Foreign Nationals (IHFN)

**Subtotal - Direct Funded (excludes OC 13)**

**D5. Other Object Class 13 Benefits**

- D5a. USDH - Benefits for Former Employees
- D5b. DHFN - Benefits for Former Employees
- D5c. Voluntary Separation Incentive Pay (VSIP)
- D5d. Foreign National Separation Liability Accrual

**Reimbursable Funded Personnel (includes OC 13)**

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**R1. US Direct Hire (USDH)**

- R1a. Senior Executive Schedule
- R1b. General Schedule
- R1c. Special Schedule
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	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	2,539	2,539	2,539	332,535	1,395	1,395	9,307	12,097	344,632	121,087	465,719	130,971	135,735	183,426	3.6%	36.4%
<b>D1. US Direct Hire (USDH)</b>	2,539	2,539	2,539	332,535	1,395	1,395	9,307	12,097	344,632	121,087	465,719	130,971	135,735	183,426	3.6%	36.4%
D1a. Senior Executive Schedule	4	4	4	536			7	7	543	191	734	134,000	135,750	183,500	1.3%	35.6%
D1b. General Schedule	2,535	2,535	2,535	331,999	1,395	1,395	9,300	12,090	344,089	120,896	464,985	130,966	135,735	183,426	3.6%	36.4%
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D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	2,539	2,539	2,539	332,535	1,395	1,395	9,307	12,097	344,632	121,087	465,719	130,971	135,735	183,426	3.6%	36.4%
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(\$ in Thousands)

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	Begin	End	FTEs	Basic	Overtime	Holiday	Other	h	i	Benefits	k	Basic	m	k/c	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Total	Comp	O.C.12/13	Comp	Comp	Comp	n	Variables	Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>621</b>	<b>646</b>	<b>558</b>	<b>82,864</b>	<b>52</b>	<b>14</b>	<b>2,536</b>	<b>2,602</b>	<b>85,466</b>	<b>26,220</b>	<b>111,686</b>	<b>148,502</b>	<b>153,165</b>	<b>200,154</b>	<b>3.1%</b>	<b>31.6%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>621</b>	<b>646</b>	<b>558</b>	<b>82,864</b>	<b>52</b>	<b>14</b>	<b>2,536</b>	<b>2,602</b>	<b>85,466</b>	<b>26,220</b>	<b>111,686</b>	<b>148,502</b>	<b>153,165</b>	<b>200,154</b>	<b>3.1%</b>	<b>31.6%</b>
D1a. Senior Executive Schedule	1	1	1	206	0	0	21	21	227	67	294	206,000	227,000	294,000	10.2%	32.5%
D1b. General Schedule	146	153	151	18,230	27	5	540	572	18,802	5,768	24,570	120,728	124,517	162,715	3.1%	31.6%
D1c. Special Schedule	474	492	406	64,428	25	9	1,975	2,009	66,437	20,385	86,822	158,690	163,638	213,847	3.1%	31.6%
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<b>Direct Funded Personnel (includes OC 13)</b>	<b>646</b>	<b>646</b>	<b>570</b>	<b>87,927</b>	<b>52</b>	<b>14</b>	<b>2,694</b>	<b>2,760</b>	<b>90,687</b>	<b>27,812</b>	<b>118,499</b>	<b>154,258</b>	<b>159,100</b>	<b>207,893</b>	<b>3.1%</b>	<b>31.6%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>646</b>	<b>646</b>	<b>570</b>	<b>87,927</b>	<b>52</b>	<b>14</b>	<b>2,694</b>	<b>2,760</b>	<b>90,687</b>	<b>27,812</b>	<b>118,499</b>	<b>154,258</b>	<b>159,100</b>	<b>207,893</b>	<b>3.1%</b>	<b>31.6%</b>
D1a. Senior Executive Schedule	1	1	1	214			22	22	236	70	306	214,000	236,000	306,000	10.3%	32.7%
D1b. General Schedule	153	153	143	18,650	27	5	699	731	19,381	5,402	24,783	130,420	135,531	173,308	3.9%	29.0%
D1c. Special Schedule	492	492	426	69,063	25	9	1,973	2,007	71,070	22,340	93,410	162,120	166,831	219,272	2.9%	32.3%
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<b>T3. Total Direct Hire</b>	<b>646</b>	<b>646</b>	<b>570</b>	<b>87,927</b>	<b>52</b>	<b>14</b>	<b>2,694</b>	<b>2,760</b>	<b>90,687</b>	<b>27,812</b>	<b>118,499</b>	<b>154,258</b>	<b>159,100</b>	<b>207,893</b>	<b>3.1%</b>	<b>31.6%</b>
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>646</b>	<b>646</b>	<b>570</b>	<b>87,927</b>	<b>52</b>	<b>14</b>	<b>2,694</b>	<b>2,760</b>	<b>90,687</b>	<b>27,812</b>	<b>118,499</b>	<b>154,258</b>	<b>159,100</b>	<b>207,893</b>	<b>3.1%</b>	<b>31.6%</b>
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
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T5d. Foreign National Separation Liability Accrual																

**Department of Defense**  
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**Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

Defense Acquisition University  
FY 2024

(\$ in Thousands)

	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>646</b>	<b>646</b>	<b>572</b>	<b>92,884</b>	<b>52</b>	<b>14</b>	<b>2,850</b>	<b>2,916</b>	<b>95,800</b>	<b>29,606</b>	<b>125,406</b>	<b>162,385</b>	<b>167,483</b>	<b>219,241</b>	<b>3.1%</b>	<b>31.9%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>646</b>	<b>646</b>	<b>572</b>	<b>92,884</b>	<b>52</b>	<b>14</b>	<b>2,850</b>	<b>2,916</b>	<b>95,800</b>	<b>29,606</b>	<b>125,406</b>	<b>162,385</b>	<b>167,483</b>	<b>219,241</b>	<b>3.1%</b>	<b>31.9%</b>
D1a. Senior Executive Schedule	1	1	1	226			23	23	249	74	323	226,000	249,000	323,000	10.2%	32.7%
D1b. General Schedule	153	153	155	20,464	27		610	642	21,106	6,523	27,629	132,026	136,168	178,252	3.1%	31.9%
D1c. Special Schedule	492	492	416	72,194	25		2,217	2,251	74,445	23,009	97,454	173,543	178,954	234,264	3.1%	31.9%
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	<b>646</b>	<b>646</b>	<b>572</b>	<b>92,884</b>	<b>52</b>	<b>14</b>	<b>2,850</b>	<b>2,916</b>	<b>95,800</b>	<b>29,606</b>	<b>125,406</b>	<b>162,385</b>	<b>167,483</b>	<b>219,241</b>	<b>3.1%</b>	<b>31.9%</b>
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>646</b>	<b>646</b>	<b>572</b>	<b>92,884</b>	<b>52</b>	<b>14</b>	<b>2,850</b>	<b>2,916</b>	<b>95,800</b>	<b>29,606</b>	<b>125,406</b>	<b>162,385</b>	<b>167,483</b>	<b>219,241</b>	<b>3.1%</b>	<b>31.9%</b>
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>																
<b>R1. US Direct Hire (USDH)</b>																
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)																
<b>R3. Total Direct Hire</b>																
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>																
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
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<b>Total Funded Personnel (includes OC 13)</b>	<b>646</b>	<b>646</b>	<b>572</b>	<b>92,884</b>	<b>52</b>	<b>14</b>	<b>2,850</b>	<b>2,916</b>	<b>95,800</b>	<b>29,606</b>	<b>125,406</b>	<b>162,385</b>	<b>167,483</b>	<b>219,241</b>	<b>3.1%</b>	<b>31.9%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>646</b>	<b>646</b>	<b>572</b>	<b>92,884</b>	<b>52</b>	<b>14</b>	<b>2,850</b>	<b>2,916</b>	<b>95,800</b>	<b>29,606</b>	<b>125,406</b>	<b>162,385</b>	<b>167,483</b>	<b>219,241</b>	<b>3.1%</b>	<b>31.9%</b>
T1a. Senior Executive Schedule	1	1	1	226			23	23	249	74	323	226,000	249,000	323,000	10.2%	32.7%
T1b. General Schedule	153	153	155	20,464	27		610	642	21,106	6,523	27,629	132,026	136,168	178,252	3.1%	31.9%
T1c. Special Schedule	492	492	416	72,194	25		2,217	2,251	74,445	23,009	97,454	173,543	178,954	234,264	3.1%	31.9%
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	<b>646</b>	<b>646</b>	<b>572</b>	<b>92,884</b>	<b>52</b>	<b>14</b>	<b>2,850</b>	<b>2,916</b>	<b>95,800</b>	<b>29,606</b>	<b>125,406</b>	<b>162,385</b>	<b>167,483</b>	<b>219,241</b>	<b>3.1%</b>	<b>31.9%</b>
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>646</b>	<b>646</b>	<b>572</b>	<b>92,884</b>	<b>52</b>	<b>14</b>	<b>2,850</b>	<b>2,916</b>	<b>95,800</b>	<b>29,606</b>	<b>125,406</b>	<b>162,385</b>	<b>167,483</b>	<b>219,241</b>	<b>3.1%</b>	<b>31.9%</b>
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
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**Department of Defense**  
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**Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

Defense Contract Audit Agency  
FY 2022  
(\$ in Thousands)

	(\$ in Thousands)													Rates			
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits	
Direct Funded Personnel (includes OC 13)	3,701	3,698	3,633	364,978	492		8	8,074	8,574	373,552	145,025	518,577	100,462	102,822	142,741	2.3%	39.7%
D1. US Direct Hire (USDH)	3,701	3,698	3,633	364,978	492		8	8,074	8,574	373,552	145,025	518,577	100,462	102,822	142,741	2.3%	39.7%
D1a. Senior Executive Schedule	14	15	14	2,784				348	348	3,132	962	4,094	198,857	223,714	292,429	12.5%	34.6%
D1b. General Schedule	3,687	3,683	3,619	362,194	492		8	7,726	8,226	370,420	144,063	514,483	100,081	102,354	142,162	2.3%	39.8%
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	3,698	3,633	364,978	492		8	8,074	8,574	373,552	145,025	518,577	100,462	102,822	142,741	2.3%	39.7%
D4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Direct Funded (excludes OC 13)	3,701	3,698	3,633	364,978	492		8	8,074	8,574	373,552	145,025	518,577	100,462	102,822	142,741	2.3%	39.7%
D5. Other Object Class 13 Benefits																	
D5a. USDH - Benefits for Former Employees																	
D5b. DHFN - Benefits for Former Employees																	
D5c. Voluntary Separation Incentive Pay (VSIP)																	
D5d. Foreign National Separation Liability Accrual																	
Reimbursable Funded Personnel (includes OC 13)	283	271	271	27,659				11	11	27,670	10,758	38,428	102,063	102,103	141,801	-0.7%	38.9%
R1. US Direct Hire (USDH)	283	271	271	27,659				11	11	27,670	10,758	38,428	102,063	102,103	141,801	-0.7%	38.9%
R1a. Senior Executive Schedule																	
R1b. General Schedule	283	271	271	27,659				11	11	27,670	10,758	38,428	102,063	102,103	141,801	-0.7%	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	271	271	27,659				11	11	27,670	10,758	38,428	102,063	102,103	141,801	-0.7%	38.9%
R4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Reimbursable Funded (excludes OC 13)	283	271	271	27,659				11	11	27,670	10,758	38,428	102,063	102,103	141,801	-0.7%	38.9%
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 Funded Personnel (includes OC 13)	3,984	3,969	3,904	392,637	492		8	8,085	8,585	401,222	155,783	557,005	100,573	102,772	142,675	2.4%	39.7%
T1. US Direct Hire (USDH)	3,984	3,969	3,904	392,637	492		8	8,085	8,585	401,222	155,783	557,005	100,573	102,772	142,675	2.4%	39.7%
T1a. Senior Executive Schedule	14	15	14	2,784				348	348	3,132	962	4,094	198,857	223,714	292,429	12.5%	34.6%
T1b. General Schedule	3,970	3,954	3,890	389,853	492		8	7,737	8,237	398,090	154,821	552,911	100,219	102,337	142,137	2.3%	39.7%
T1c. Special Schedule																	
T1d. Wage System																	
T1e. Highly Qualified Experts																	
T1f. Other																	
T2. Direct Hire Program Foreign Nationals (DHFN)																	
T3. Total Direct Hire	3,984	3,969	3,904	392,637	492		8	8,085	8,585	401,222	155,783	557,005	100,573	102,772	142,675	2.4%	39.7%
T4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Total Funded (excludes OC 13)	3,984	3,969	3,904	392,637	492		8	8,085	8,585	401,222	155,783	557,005	100,573	102,772	142,675	2.4%	39.7%
T5. Other Object Class 13 Benefits																	
T5a. USDH - Benefits for Former Employees																	
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Defense Contract Audit Agency

FY 2023

(\$ in Thousands)

	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	Rates k/c	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	Comp	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits	Comp	Comp	& Benefits	Variables	Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	3,633	3,767	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%
<b>D1. US Direct Hire (USDH)</b>	3,633	3,767	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	15	17	17	3,171	0	0	257	257	3,428	1,238	4,666	186,529	201,647	274,471	8.1%	39.0%
D1b. General Schedule	3,618	3,750	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)																
<b>D3. Total Direct Hire</b>	3,633	3,767	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)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	3,633	3,767	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%
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	165	206	206	20,810	0	0	0	0	20,810	8,126	28,936	101,019	101,019	140,466		39.0%
<b>R1. US Direct Hire (USDH)</b>	165	206	206	20,810	0	0	0	0	20,810	8,126	28,936	101,019	101,019	140,466		39.0%
R1a. Senior Executive Schedule																
R1b. General Schedule	165	206	206	20,810	0	0	0	0	20,810	8,126	28,936	101,019	101,019	140,466		39.0%
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	165	206	206	20,810	0	0	0	0	20,810	8,126	28,936	101,019	101,019	140,466		39.0%
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	165	206	206	20,810	0	0	0	0	20,810	8,126	28,936	101,019	101,019	140,466		39.0%
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	3,798	3,973	3,941	399,965	753	113	10,598	11,464	411,429	162,244	573,673	101,488	104,397	145,565	3.1%	40.6%
<b>T1. US Direct Hire (USDH)</b>	3,798	3,973	3,941	399,965	753	113	10,598	11,464	411,429	162,244	573,673	101,488	104,397	145,565	3.1%	40.6%
T1a. Senior Executive Schedule	15	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	3,783	3,956	3,924	396,794	753	113	10,341	11,207	408,001	161,006	569,007	101,120	103,976	145,007	3.0%	40.6%
T1c. Special Schedule																
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	3,798	3,973	3,941	399,965	753	113	10,598	11,464	411,429	162,244	573,673	101,488	104,397	145,565	3.1%	40.6%
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	3,798	3,973	3,941	399,965	753	113	10,598	11,464	411,429	162,244	573,673	101,488	104,397	145,565	3.1%	40.6%
<b>T5. Other Object Class 13 Benefits</b>																
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(\$ in Thousands)

	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	3,767	3,773	3,735	391,396	741	72	11,394	12,207	403,603	159,607	563,210	104,791	108,060	150,793	3.1%	40.8%
<b>D1. US Direct Hire (USDH)</b>	3,767	3,773	3,735	391,396	741	72	11,394	12,207	403,603	159,607	563,210	104,791	108,060	150,793	3.1%	40.8%
D1a. Senior Executive Schedule	17	17	17	3,324	0	0	299	299	3,623	1,301	4,924	195,529	213,118	289,647	9.0%	39.1%
D1b. General Schedule	3,750	3,756	3,718	388,072	741	72	11,095	11,908	399,980	158,306	558,286	104,377	107,579	150,158	3.1%	40.8%
D1c. Special Schedule																
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	3,767	3,773	3,735	391,396	741	72	11,394	12,207	403,603	159,607	563,210	104,791	108,060	150,793	3.1%	40.8%
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	3,767	3,773	3,735	391,396	741	72	11,394	12,207	403,603	159,607	563,210	104,791	108,060	150,793	3.1%	40.8%
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	206	205	205	21,040	0	0	0	0	21,040	8,232	29,272	102,634	102,634	142,790		39.1%
<b>R1. US Direct Hire (USDH)</b>	206	205	205	21,040	0	0	0	0	21,040	8,232	29,272	102,634	102,634	142,790		39.1%
R1a. Senior Executive Schedule																
R1b. General Schedule	206	205	205	21,040	0	0	0	0	21,040	8,232	29,272	102,634	102,634	142,790		39.1%
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	206	205	205	21,040	0	0	0	0	21,040	8,232	29,272	102,634	102,634	142,790		39.1%
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	206	205	205	21,040	0	0	0	0	21,040	8,232	29,272	102,634	102,634	142,790		39.1%
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
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R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	3,973	3,978	3,940	412,436	741	72	11,394	12,207	424,643	167,839	592,482	104,679	107,777	150,376	3.2%	40.7%
<b>T1. US Direct Hire (USDH)</b>	3,973	3,978	3,940	412,436	741	72	11,394	12,207	424,643	167,839	592,482	104,679	107,777	150,376	3.2%	40.7%
T1a. Senior Executive Schedule	17	17	17	3,324	0	0	299	299	3,623	1,301	4,924	195,529	213,118	289,647	9.0%	39.1%
T1b. General Schedule	3,956	3,961	3,923	409,112	741	72	11,095	11,908	421,020	166,538	587,558	104,285	107,321	149,773	3.1%	40.7%
T1c. Special Schedule																
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	3,973	3,978	3,940	412,436	741	72	11,394	12,207	424,643	167,839	592,482	104,679	107,777	150,376	3.2%	40.7%
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	3,973	3,978	3,940	412,436	741	72	11,394	12,207	424,643	167,839	592,482	104,679	107,777	150,376	3.2%	40.7%
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
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T5d. Foreign National Separation Liability Accrual																

**Department of Defense**  
**Fiscal Year (FY) 2024 Budget Estimates**  
**Volume II - Defense-Wide Data Book**  
**Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

Defense Contract Management Agency  
FY 2022

(\$ in Thousands)

	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	Rates	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	k/c	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits	Comp	Comp	n	Variables	p
														& Benefits		Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>9,857</b>	<b>8,700</b>	<b>8,623</b>	<b>844,823</b>	<b>5,330</b>	<b>570</b>	<b>24,392</b>	<b>30,292</b>	<b>875,115</b>	<b>360,800</b>	<b>1,235,915</b>	<b>97,973</b>	<b>101,486</b>	<b>143,328</b>	<b>3.6%</b>	<b>42.7%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>9,803</b>	<b>8,646</b>	<b>8,569</b>	<b>842,073</b>	<b>5,330</b>	<b>570</b>	<b>24,392</b>	<b>30,292</b>	<b>872,365</b>	<b>360,800</b>	<b>1,233,165</b>	<b>98,270</b>	<b>101,805</b>	<b>143,910</b>	<b>3.6%</b>	<b>42.8%</b>
D1a. Senior Executive Schedule	11	7	9	1,484		64	153	217	1,701	479	2,180	164,889	189,000	242,222	14.6%	32.3%
D1b. General Schedule	9,792	8,639	8,560	840,589	5,330	506	24,239	30,075	870,664	360,321	1,230,985	98,200	101,713	143,807	3.6%	42.9%
D1c. Special Schedule																
D1d. Wage System	0	0	0	0				0	0	0	0					
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)	52	52	52	2,612			0	0	2,612	0	2,612	50,231	50,231	50,231		
<b>D3. Total Direct Hire</b>	<b>9,855</b>	<b>8,698</b>	<b>8,621</b>	<b>844,685</b>	<b>5,330</b>	<b>570</b>	<b>24,392</b>	<b>30,292</b>	<b>874,977</b>	<b>360,800</b>	<b>1,235,777</b>	<b>97,980</b>	<b>101,494</b>	<b>143,345</b>	<b>3.6%</b>	<b>42.7%</b>
D4. Indirect Hire Foreign Nationals (IHFN)	2	2	2	138					138		138	69,000	69,000	69,000		
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>9,857</b>	<b>8,700</b>	<b>8,623</b>	<b>844,823</b>	<b>5,330</b>	<b>570</b>	<b>24,392</b>	<b>30,292</b>	<b>875,115</b>	<b>360,800</b>	<b>1,235,915</b>	<b>97,973</b>	<b>101,486</b>	<b>143,328</b>	<b>3.6%</b>	<b>42.7%</b>
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>1,614</b>	<b>1,588</b>	<b>1,588</b>	<b>162,660</b>	<b>161</b>	<b>18</b>	<b>3,557</b>	<b>3,736</b>	<b>166,396</b>	<b>55,959</b>	<b>222,355</b>	<b>102,431</b>	<b>104,783</b>	<b>140,022</b>	<b>2.3%</b>	<b>34.4%</b>
<b>R1. US Direct Hire (USDH)</b>	<b>1,614</b>	<b>1,588</b>	<b>1,588</b>	<b>162,660</b>	<b>161</b>	<b>18</b>	<b>3,557</b>	<b>3,736</b>	<b>166,396</b>	<b>55,959</b>	<b>222,355</b>	<b>102,431</b>	<b>104,783</b>	<b>140,022</b>	<b>2.3%</b>	<b>34.4%</b>
R1a. Senior Executive Schedule																
R1b. General Schedule	1,614	1,588	1,588	162,660	161	18	3,557	3,736	166,396	55,959	222,355	102,431	104,783	140,022	2.3%	34.4%
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	<b>1,614</b>	<b>1,588</b>	<b>1,588</b>	<b>162,660</b>	<b>161</b>	<b>18</b>	<b>3,557</b>	<b>3,736</b>	<b>166,396</b>	<b>55,959</b>	<b>222,355</b>	<b>102,431</b>	<b>104,783</b>	<b>140,022</b>	<b>2.3%</b>	<b>34.4%</b>
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	<b>1,614</b>	<b>1,588</b>	<b>1,588</b>	<b>162,660</b>	<b>161</b>	<b>18</b>	<b>3,557</b>	<b>3,736</b>	<b>166,396</b>	<b>55,959</b>	<b>222,355</b>	<b>102,431</b>	<b>104,783</b>	<b>140,022</b>	<b>2.3%</b>	<b>34.4%</b>
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>11,471</b>	<b>10,288</b>	<b>10,211</b>	<b>1,007,483</b>	<b>5,491</b>	<b>588</b>	<b>27,949</b>	<b>34,028</b>	<b>1,041,511</b>	<b>416,759</b>	<b>1,458,270</b>	<b>98,666</b>	<b>101,999</b>	<b>142,814</b>	<b>3.4%</b>	<b>41.4%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>11,417</b>	<b>10,234</b>	<b>10,157</b>	<b>1,004,733</b>	<b>5,491</b>	<b>588</b>	<b>27,949</b>	<b>34,028</b>	<b>1,038,761</b>	<b>416,759</b>	<b>1,455,520</b>	<b>98,920</b>	<b>102,270</b>	<b>143,302</b>	<b>3.4%</b>	<b>41.5%</b>
T1a. Senior Executive Schedule	11	7	9	1,484		64	153	217	1,701	479	2,180	164,889	189,000	242,222	14.6%	32.3%
T1b. General Schedule	11,406	10,227	10,148	1,003,249	5,491	524	27,796	33,811	1,037,060	416,280	1,453,340	98,862	102,194	143,214	3.4%	41.5%
T1c. Special Schedule																
T1d. Wage System	0	0	0	0				0	0	0	0					
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)	52	52	52	2,612			0	0	2,612	0	2,612	50,231	50,231	50,231		
<b>T3. Total Direct Hire</b>	<b>11,469</b>	<b>10,286</b>	<b>10,209</b>	<b>1,007,345</b>	<b>5,491</b>	<b>588</b>	<b>27,949</b>	<b>34,028</b>	<b>1,041,373</b>	<b>416,759</b>	<b>1,458,132</b>	<b>98,672</b>	<b>102,005</b>	<b>142,828</b>	<b>3.4%</b>	<b>41.4%</b>
T4. Indirect Hire Foreign Nationals (IHFN)	2	2	2	138					138		138	69,000	69,000	69,000		
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>11,471</b>	<b>10,288</b>	<b>10,211</b>	<b>1,007,483</b>	<b>5,491</b>	<b>588</b>	<b>27,949</b>	<b>34,028</b>	<b>1,041,511</b>	<b>416,759</b>	<b>1,458,270</b>	<b>98,666</b>	<b>101,999</b>	<b>142,814</b>	<b>3.4%</b>	<b>41.4%</b>
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
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T5d. Foreign National Separation Liability Accrual																

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**Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

Defense Contract Management Agency

FY 2023

(\$ in Thousands)

	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>8,702</b>	<b>9,009</b>	<b>8,610</b>	<b>912,062</b>	<b>4,012</b>	<b>574</b>	<b>15,581</b>	<b>20,167</b>	<b>932,229</b>	<b>356,762</b>	<b>1,288,991</b>	<b>105,931</b>	<b>108,273</b>	<b>149,709</b>	<b>2.2%</b>	<b>39.1%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>8,647</b>	<b>8,949</b>	<b>8,550</b>	<b>907,538</b>	<b>4,012</b>	<b>574</b>	<b>15,557</b>	<b>20,143</b>	<b>927,681</b>	<b>356,474</b>	<b>1,284,155</b>	<b>106,145</b>	<b>108,501</b>	<b>150,194</b>	<b>2.2%</b>	<b>39.3%</b>
D1a. Senior Executive Schedule	7	11	11	1,900		66	165	231	2,131	630	2,761	172,727	193,727	251,000	12.2%	33.2%
D1b. General Schedule	8,639	8,937	8,538	905,577	4,012	508	15,391	19,911	925,488	355,816	1,281,304	106,064	108,396	150,071	2.2%	39.3%
D1c. Special Schedule																
D1d. Wage System	1	1	1	61				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)	52	57	57	4,296			24	24	4,320	288	4,608	75,368	75,789	80,842	0.6%	6.7%
<b>D3. Total Direct Hire</b>	<b>8,699</b>	<b>9,006</b>	<b>8,607</b>	<b>911,834</b>	<b>4,012</b>	<b>574</b>	<b>15,581</b>	<b>20,167</b>	<b>932,001</b>	<b>356,762</b>	<b>1,288,763</b>	<b>105,941</b>	<b>108,284</b>	<b>149,734</b>	<b>2.2%</b>	<b>39.1%</b>
D4. Indirect Hire Foreign Nationals (IHFN)	3	3	3	228					228		228	76,000	76,000	76,000		
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>8,702</b>	<b>9,009</b>	<b>8,610</b>	<b>912,062</b>	<b>4,012</b>	<b>574</b>	<b>15,581</b>	<b>20,167</b>	<b>932,229</b>	<b>356,762</b>	<b>1,288,991</b>	<b>105,931</b>	<b>108,273</b>	<b>149,709</b>	<b>2.2%</b>	<b>39.1%</b>
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>1,588</b>	<b>1,571</b>	<b>1,545</b>	<b>166,845</b>	<b>3,019</b>	<b>144</b>	<b>605</b>	<b>3,768</b>	<b>170,613</b>	<b>55,375</b>	<b>225,988</b>	<b>107,990</b>	<b>110,429</b>	<b>146,271</b>	<b>2.3%</b>	<b>33.2%</b>
<b>R1. US Direct Hire (USDH)</b>	<b>1,588</b>	<b>1,571</b>	<b>1,545</b>	<b>166,845</b>	<b>3,019</b>	<b>144</b>	<b>605</b>	<b>3,768</b>	<b>170,613</b>	<b>55,375</b>	<b>225,988</b>	<b>107,990</b>	<b>110,429</b>	<b>146,271</b>	<b>2.3%</b>	<b>33.2%</b>
R1a. Senior Executive Schedule																
R1b. General Schedule	1,588	1,571	1,545	166,845	3,019	144	605	3,768	170,613	55,375	225,988	107,990	110,429	146,271	2.3%	33.2%
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	<b>1,588</b>	<b>1,571</b>	<b>1,545</b>	<b>166,845</b>	<b>3,019</b>	<b>144</b>	<b>605</b>	<b>3,768</b>	<b>170,613</b>	<b>55,375</b>	<b>225,988</b>	<b>107,990</b>	<b>110,429</b>	<b>146,271</b>	<b>2.3%</b>	<b>33.2%</b>
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	<b>1,588</b>	<b>1,571</b>	<b>1,545</b>	<b>166,845</b>	<b>3,019</b>	<b>144</b>	<b>605</b>	<b>3,768</b>	<b>170,613</b>	<b>55,375</b>	<b>225,988</b>	<b>107,990</b>	<b>110,429</b>	<b>146,271</b>	<b>2.3%</b>	<b>33.2%</b>
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>10,290</b>	<b>10,580</b>	<b>10,155</b>	<b>1,078,907</b>	<b>7,031</b>	<b>718</b>	<b>16,186</b>	<b>23,935</b>	<b>1,102,842</b>	<b>412,137</b>	<b>1,514,979</b>	<b>106,244</b>	<b>108,601</b>	<b>149,186</b>	<b>2.2%</b>	<b>38.2%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>10,235</b>	<b>10,520</b>	<b>10,095</b>	<b>1,074,383</b>	<b>7,031</b>	<b>718</b>	<b>16,162</b>	<b>23,911</b>	<b>1,098,294</b>	<b>411,849</b>	<b>1,510,143</b>	<b>106,427</b>	<b>108,796</b>	<b>149,593</b>	<b>2.2%</b>	<b>38.3%</b>
T1a. Senior Executive Schedule	7	11	11	1,900		66	165	231	2,131	630	2,761	172,727	193,727	251,000	12.2%	33.2%
T1b. General Schedule	10,227	10,508	10,083	1,072,422	7,031	652	15,996	23,679	1,096,101	411,191	1,507,292	106,359	108,708	149,488	2.2%	38.3%
T1c. Special Schedule																
T1d. Wage System	1	1	1	61				1	62	28	90	61,000	62,000	90,000	1.6%	45.9%
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)	52	57	57	4,296			24	24	4,320	288	4,608	75,368	75,789	80,842	0.6%	6.7%
<b>T3. Total Direct Hire</b>	<b>10,287</b>	<b>10,577</b>	<b>10,152</b>	<b>1,078,679</b>	<b>7,031</b>	<b>718</b>	<b>16,186</b>	<b>23,935</b>	<b>1,102,614</b>	<b>412,137</b>	<b>1,514,751</b>	<b>106,253</b>	<b>108,611</b>	<b>149,207</b>	<b>2.2%</b>	<b>38.2%</b>
T4. Indirect Hire Foreign Nationals (IHFN)	3	3	3	228					228		228	76,000	76,000	76,000		
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>10,290</b>	<b>10,580</b>	<b>10,155</b>	<b>1,078,907</b>	<b>7,031</b>	<b>718</b>	<b>16,186</b>	<b>23,935</b>	<b>1,102,842</b>	<b>412,137</b>	<b>1,514,979</b>	<b>106,244</b>	<b>108,601</b>	<b>149,186</b>	<b>2.2%</b>	<b>38.2%</b>
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
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FY 2024  
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	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	9,066	9,012	8,632	968,878	4,639	627	15,959	21,225	990,103	368,780	1,358,883	112,243	114,701	157,424	2.2%	38.1%
<b>D1. US Direct Hire (USDH)</b>	9,006	8,952	8,572	964,169	4,639	627	15,933	21,199	985,368	368,484	1,353,852	112,479	114,952	157,939	2.2%	38.2%
D1a. Senior Executive Schedule	7	11	11	2,004		61	138	199	2,203	770	2,973	182,182	200,273	270,273	9.9%	38.4%
D1b. General Schedule	8,998	8,940	8,560	962,102	4,639	566	15,794	20,999	983,101	367,685	1,350,786	112,395	114,848	157,802	2.2	38.2%
D1c. Special Schedule																
D1d. Wage System	1	1	1	63			1	1	64	29	93	63,000	64,000	93,000	1.6%	46.0%
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)	57	57	57	4,413			26	26	4,439	296	4,735	77,421	77,877	83,070	0.6%	6.7%
<b>D3. Total Direct Hire</b>	9,063	9,009	8,629	968,582	4,639	627	15,959	21,225	989,807	368,780	1,358,587	112,247	114,707	157,444	2.2%	38.2%
D4. Indirect Hire Foreign Nationals (IHFN)	3	3	3	296					296		296	98,667	98,667	98,667		
<b>Subtotal - Direct Funded (excludes OC 13)</b>	9,066	9,012	8,632	968,878	4,639	627	15,959	21,225	990,103	368,780	1,358,883	112,243	114,701	157,424	2.2%	38.1%
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	1,571	1,571	1,571	173,280	140	32	4,200	4,372	177,652	57,884	235,536	110,299	113,082	149,927	2.5%	33.4%
<b>R1. US Direct Hire (USDH)</b>	1,571	1,571	1,571	173,280	140	32	4,200	4,372	177,652	57,884	235,536	110,299	113,082	149,927	2.5%	33.4%
R1a. Senior Executive Schedule																
R1b. General Schedule	1,571	1,571	1,571	173,280	140	32	4,200	4,372	177,652	57,884	235,536	110,299	113,082	149,927	2.5%	33.4%
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	1,571	1,571	1,571	173,280	140	32	4,200	4,372	177,652	57,884	235,536	110,299	113,082	149,927	2.5%	33.4%
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	1,571	1,571	1,571	173,280	140	32	4,200	4,372	177,652	57,884	235,536	110,299	113,082	149,927	2.5%	33.4%
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	10,637	10,583	10,203	1,142,158	4,779	659	20,159	25,597	1,167,755	426,664	1,594,419	111,943	114,452	156,270	2.2%	37.4%
<b>T1. US Direct Hire (USDH)</b>	10,577	10,523	10,143	1,137,449	4,779	659	20,133	25,571	1,163,020	426,368	1,589,388	112,141	114,662	156,698	2.2%	37.5%
T1a. Senior Executive Schedule	7	11	11	2,004		61	138	199	2,203	770	2,973	182,182	200,273	270,273	9.9%	38.4%
T1b. General Schedule	10,569	10,511	10,131	1,135,382	4,779	598	19,994	25,371	1,160,753	425,569	1,586,322	112,070	114,574	156,581	2.2%	37.5%
T1c. Special Schedule																
T1d. Wage System	1	1	1	63			1	1	64	29	93	63,000	64,000	93,000	1.6%	46.0%
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)	57	57	57	4,413			26	26	4,439	296	4,735	77,421	77,877	83,070	0.6%	6.7%
<b>T3. Total Direct Hire</b>	10,634	10,580	10,200	1,141,862	4,779	659	20,159	25,597	1,167,459	426,664	1,594,123	111,947	114,457	156,287	2.2%	37.4%
T4. Indirect Hire Foreign Nationals (IHFN)	3	3	3	296					296		296	98,667	98,667	98,667		
<b>Subtotal - Total Funded (excludes OC 13)</b>	10,637	10,583	10,203	1,142,158	4,779	659	20,159	25,597	1,167,755	426,664	1,594,419	111,943	114,452	156,270	2.2%	37.4%
<b>T5. Other Object Class 13 Benefits</b>																
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) 2024 Budget Estimates  
Volume II - Defense-Wide Data Book  
Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

Defense Counterintelligence Security Agency  
FY 2022

(\$ in Thousands)

	(\$ in Thousands)										Rates						
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits	
Direct Funded Personnel (includes OC 13)	2,143	1,651	1,839	207,423	778		6	12,943	13,727	221,150	76,160	297,310	35,566	120,913	162,553	6.6%	36.7%
D1. US Direct Hire (USDH)	2,143	1,651	1,839	207,423	778		6	12,943	13,727	221,150	76,160	297,310	35,566	120,913	162,553	6.6%	36.7%
D1a. Senior Executive Schedule	12	12	12	1,920	0		0	345	345	2,265	192	2,457	160,000	1,132,500	1,228,500	18.0%	10.0%
D1b. General Schedule	2,119	1,628	1,816	203,765	778		6	12,398	13,182	216,947	75,562	292,509	35,077	119,464	161,073	6.5%	37.1%
D1c. Special Schedule	12	11	11	1,738				200	200	1,938	406	2,344	158,000	176,182	213,091	11.5%	23.4%
D1d. Wage System																	
D1e. Highly Qualified Experts																	
D1f. Other																	
D2. Direct Hire Program Foreign Nationals (DHFN)																	
D3. Total Direct Hire	2,143	1,651	1,839	207,423	778		6	12,943	13,727	221,150	76,160	297,310	35,566	120,913	162,553	6.6%	36.7%
D4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Direct Funded (excludes OC 13)	2,143	1,651	1,839	207,423	778		6	12,943	13,727	221,150	76,160	297,310	35,566	120,913	162,553	6.6%	36.7%
D5. Other Object Class 13 Benefits																	
D5a. USDH - Benefits for Former Employees																	
D5b. DHFN - Benefits for Former Employees																	
D5c. Voluntary Separation Incentive Pay (VSIP)																	
D5d. Foreign National Separation Liability Accrual																	
Reimbursable Funded Personnel (includes OC 13)																	
R1. US Direct Hire (USDH)																	
R1a. Senior Executive Schedule																	
R1b. General Schedule																	
R1c. Special Schedule																	
R1d. Wage System																	
R1e. Highly Qualified Experts																	
R1f. Other																	
R2. Direct Hire Program Foreign Nationals (DHFN)																	
R3. Total Direct Hire																	
R4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Reimbursable Funded (excludes OC 13)																	
R5. Other Object Class 13 Benefits																	
R5a. USDH - Benefits for Former Employees																	
R5b. DHFN - Benefits for Former Employees																	
R5c. Voluntary Separation Incentive Pay (VSIP)																	
R5d. Foreign National Separation Liability Accrual																	
Total Funded Personnel (includes OC 13)	2,143	1,651	1,839	207,423	778		6	12,943	13,727	221,150	76,160	297,310	35,566	120,913	162,553	6.6%	36.7%
T1. US Direct Hire (USDH)	2,143	1,651	1,839	207,423	778		6	12,943	13,727	221,150	76,160	297,310	35,566	120,913	162,553	6.6%	36.7%
T1a. Senior Executive Schedule	12	12	12	1,920	0		0	345	345	2,265	192	2,457	160,000	1,132,500	1,228,500	18.0%	10.0%
T1b. General Schedule	2,119	1,628	1,816	203,765	778		6	12,398	13,182	216,947	75,562	292,509	35,077	119,464	161,073	6.5%	37.1%
T1c. Special Schedule	12	11	11	1,738				200	200	1,938	406	2,344	158,000	176,182	213,091	11.5%	23.4%
T1d. Wage System																	
T1e. Highly Qualified Experts																	
T1f. Other																	
T2. Direct Hire Program Foreign Nationals (DHFN)																	
T3. Total Direct Hire	2,143	1,651	1,839	207,423	778		6	12,943	13,727	221,150	76,160	297,310	35,566	120,913	162,553	6.6%	36.7%
T4. Indirect Hire Foreign Nationals (IHFN)																	
Subtotal - Total Funded (excludes OC 13)	2,143	1,651	1,839	207,423	778		6	12,943	13,727	221,150	76,160	297,310	35,566	120,913	162,553	6.6%	36.7%
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) 2024 Budget Estimates  
Volume II - Defense-Wide Data Book  
Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

Defense Counterintelligence Security Agency  
FY 2023

(\$ in Thousands)

	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	1,652	2,174	2,023	226,097	535	6	6,727	7,268	233,365	68,033	301,398	111,763	115,356	148,986	3.2%	30.1%
<b>D1. US Direct Hire (USDH)</b>	1,652	2,174	2,023	226,097	535	6	6,727	7,268	233,365	68,033	301,398	111,763	115,356	148,986	3.2%	30.1%
D1a. Senior Executive Schedule	12	10	10	2,006			368	368	2,374	490	2,864	200,600	237,400	286,400	18.3%	24.4%
D1b. General Schedule	1,628	2,153	2,002	222,275	535	6	5,991	6,532	228,807	66,993	295,800	111,026	114,289	147,752	2.9%	30.1%
D1c. Special Schedule	12	11	11	1,816			368	368	2,184	550	2,734	165,091	198,545	248,545	20.3%	30.3%
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	1,652	2,174	2,023	226,097	535	6	6,727	7,268	233,365	68,033	301,398	111,763	115,356	148,986	3.2%	30.1%
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	1,652	2,174	2,023	226,097	535	6	6,727	7,268	233,365	68,033	301,398	111,763	115,356	148,986	3.2%	30.1%
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
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D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>																
<b>R1. US Direct Hire (USDH)</b>																
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)																
<b>R3. Total Direct Hire</b>																
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>																
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	1,652	2,174	2,023	226,097	535	6	6,727	7,268	233,365	68,033	301,398	111,763	115,356	148,986	3.2%	30.1%
<b>T1. US Direct Hire (USDH)</b>	1,652	2,174	2,023	226,097	535	6	6,727	7,268	233,365	68,033	301,398	111,763	115,356	148,986	3.2%	30.1%
T1a. Senior Executive Schedule	12	10	10	2,006			368	368	2,374	490	2,864	200,600	237,400	286,400	18.3%	24.4%
T1b. General Schedule	1,628	2,153	2,002	222,275	535	6	5,991	6,532	228,807	66,993	295,800	111,026	114,289	147,752	2.9%	30.1%
T1c. Special Schedule	12	11	11	1,816			368	368	2,184	550	2,734	165,091	198,545	248,545	20.3%	30.3%
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	1,652	2,174	2,023	226,097	535	6	6,727	7,268	233,365	68,033	301,398	111,763	115,356	148,986	3.2%	30.1%
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	1,652	2,174	2,023	226,097	535	6	6,727	7,268	233,365	68,033	301,398	111,763	115,356	148,986	3.2%	30.1%
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

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**Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

Defense Counterintelligence Security Agency

FY 2024

(\$ in Thousands)

	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	Rates	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	h	i	Benefits	k	l	m	k/c	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Total	Comp	O.C.12/13	& Benefits	Basic	Total	n	Variables	Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>2,174</b>	<b>2,121</b>	<b>1,966</b>	<b>268,410</b>	<b>678</b>	<b>6</b>	<b>6,852</b>	<b>7,536</b>	<b>275,946</b>	<b>67,571</b>	<b>343,517</b>	<b>136,526</b>	<b>140,359</b>	<b>174,729</b>	<b>2.8%</b>	<b>25.2%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>2,174</b>	<b>2,121</b>	<b>1,966</b>	<b>268,410</b>	<b>678</b>	<b>6</b>	<b>6,852</b>	<b>7,536</b>	<b>275,946</b>	<b>67,571</b>	<b>343,517</b>	<b>136,526</b>	<b>140,349</b>	<b>174,729</b>	<b>2.8%</b>	<b>25.2%</b>
D1a. Senior Executive Schedule	10	10	10	661			374	374	1,035	192	1,227	66,100	103,500	122,700	56.6%	29.0%
D1b. General Schedule	2,153	2,100	1,945	266,268	678	6	6,093	6,777	273,045	66,925	339,970	136,899	140,383	174,792	2.5%	25.1%
D1c. Special Schedule	11	11	11	1,481			385	385	1,866	454	2,320	134,636	169,636	210,909	26.0%	30.7%
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	<b>2,174</b>	<b>2,121</b>	<b>1,966</b>	<b>268,410</b>	<b>678</b>	<b>6</b>	<b>6,852</b>	<b>7,536</b>	<b>275,946</b>	<b>67,571</b>	<b>343,517</b>	<b>136,526</b>	<b>140,359</b>	<b>174,729</b>	<b>2.8%</b>	<b>25.2%</b>
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>2,174</b>	<b>2,121</b>	<b>1,966</b>	<b>268,410</b>	<b>678</b>	<b>6</b>	<b>6,852</b>	<b>7,536</b>	<b>275,946</b>	<b>67,571</b>	<b>343,517</b>	<b>136,526</b>	<b>140,359</b>	<b>174,729</b>	<b>2.8%</b>	<b>25.2%</b>
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>																
<b>R1. US Direct Hire (USDH)</b>																
R1a. Senior Executive Schedule																
R1b. General Schedule																
R1c. Special Schedule																
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R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>																
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<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>																
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
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R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>2,174</b>	<b>2,121</b>	<b>1,966</b>	<b>268,410</b>	<b>678</b>	<b>6</b>	<b>6,852</b>	<b>7,536</b>	<b>275,946</b>	<b>67,571</b>	<b>343,517</b>	<b>136,526</b>	<b>140,359</b>	<b>174,729</b>	<b>2.8%</b>	<b>25.2%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>2,174</b>	<b>2,121</b>	<b>1,966</b>	<b>268,410</b>	<b>678</b>	<b>6</b>	<b>6,852</b>	<b>7,536</b>	<b>275,946</b>	<b>67,571</b>	<b>343,517</b>	<b>136,526</b>	<b>140,359</b>	<b>174,729</b>	<b>2.8%</b>	<b>25.2%</b>
T1a. Senior Executive Schedule	10	10	10	661			374	374	1,035	192	1,227	66,100	103,500	122,700	56.6%	29.0%
T1b. General Schedule	2,153	2,100	1,945	266,268	678	6	6,093	6,777	273,045	66,925	339,970	136,899	140,383	174,792	2.5%	25.1%
T1c. Special Schedule	11	11	11	1,481			385	385	1,866	454	2,320	134,636	169,636	210,909	26.0%	30.7%
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	<b>2,174</b>	<b>2,121</b>	<b>1,966</b>	<b>268,410</b>	<b>678</b>	<b>6</b>	<b>6,852</b>	<b>7,536</b>	<b>275,946</b>	<b>67,571</b>	<b>343,517</b>	<b>136,526</b>	<b>140,359</b>	<b>174,729</b>	<b>2.8%</b>	<b>25.2%</b>
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>2,174</b>	<b>2,121</b>	<b>1,966</b>	<b>268,410</b>	<b>678</b>	<b>6</b>	<b>6,852</b>	<b>7,536</b>	<b>275,946</b>	<b>67,571</b>	<b>343,517</b>	<b>136,526</b>	<b>140,359</b>	<b>174,729</b>	<b>2.8%</b>	<b>25.2%</b>
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
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**Department of Defense**  
**Fiscal Year (FY) 2024 Budget Estimates**  
**Volume II - Defense-Wide Data Book**  
**Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

Defense Human Resources Activity  
FY 2022  
(\$ in Thousands)

	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	1,235	1,231	1,237	153,237	82	7	4,700	4,789	158,026	53,059	211,085	123,878	127,749	170,643	3.1%	34.6%
<b>D1. US Direct Hire (USDH)</b>	1,235	1,231	1,237	153,237	82	7	4,700	4,789	158,026	53,009	211,035	123,878	127,749	170,602	3.1%	34.6%
D1a. Senior Executive Schedule	12	11	12	1,984			188	188	2,172	672	2,844	165,333	181,000	237,000	9.5%	33.9%
D1b. General Schedule	1,221	1,216	1,221	150,497	82	7	4,464	4,553	155,050	52,067	207,117	123,257	126,986	169,629	3.0%	34.6%
D1c. Special Schedule	1	3	3	575			47	47	622	203	825	191,667	207,333	275,000	8.2%	35.3%
D1d. Wage System																
D1e. Highly Qualified Experts	1	1	1	181			1	1	182	67	249	181,000	182,000	249,000	0.6%	37.0%
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	1,235	1,231	1,237	153,237	82	7	4,700	4,789	158,026	53,009	211,035	123,878	127,749	170,602	3.1%	34.6%
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	1,235	1,231	1,237	153,237	82	7	4,700	4,789	158,026	53,009	211,035	123,878	127,749	170,602	3.1%	34.6%
<b>D5. Other Object Class 13 Benefits</b>										50	50					
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)										50	50					
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	31	19	19	2,056			56	56	2,112	486	2,598	108,211	111,158	136,737	2.7%	23.6%
<b>R1. US Direct Hire (USDH)</b>	31	19	19	2,056			56	56	2,112	486	2,598	108,211	111,158	136,737	2.7%	23.6%
R1a. Senior Executive Schedule																
R1b. General Schedule	31	19	19	2,056			56	56	2,112	486	2,598	108,211	111,158	136,737	2.7%	23.6%
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	31	19	19	2,056			56	56	2,112	486	2,598	108,211	111,158	136,737	2.7%	23.6%
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	31	19	19	2,056			56	56	2,112	486	2,598	108,211	111,158	136,737	2.7%	23.6%
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	1,266	1,250	1,256	155,293	82	7	4,756	4,845	160,138	53,545	213,683	123,641	127,498	170,130	3.1%	34.5%
<b>T1. US Direct Hire (USDH)</b>	1,266	1,250	1,256	155,293	82	7	4,756	4,845	160,138	53,495	213,633	123,641	127,498	170,090	3.1%	34.4%
T1a. Senior Executive Schedule	12	11	12	1,984			188	188	2,172	672	2,844	165,333	181,000	237,000	9.5%	33.9%
T1b. General Schedule	1,252	1,235	1,240	152,553	82	7	4,520	4,609	157,162	52,553	209,715	123,027	126,744	169,125	3.0%	34.4%
T1c. Special Schedule	1	3	3	575			47	47	622	203	825	191,667	207,333	275,000	8.2%	35.3%
T1d. Wage System																
T1e. Highly Qualified Experts	1	1	1	181			1	1	182	67	249	181,000	182,000	249,000	0.6%	37.0%
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	1,266	1,250	1,256	155,293	82	7	4,756	4,845	160,138	53,495	213,633	123,641	127,498	170,090	3.1%	34.4%
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	1,266	1,250	1,256	155,293	82	7	4,756	4,845	160,138	53,495	213,633	123,641	127,498	170,090	3.1%	34.4%
<b>T5. Other Object Class 13 Benefits</b>										50	50					
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)										50	50					
T5d. Foreign National Separation Liability Accrual																

**Department of Defense**  
**Fiscal Year (FY) 2024 Budget Estimates**  
**Volume II - Defense-Wide Data Book**  
**Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

Defense Human Resources Activity  
FY 2023

(\$ in Thousands)

	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>1,251</b>	<b>1,299</b>	<b>1,295</b>	<b>164,764</b>	<b>113</b>	<b>6</b>	<b>4,931</b>	<b>5,050</b>	<b>169,814</b>	<b>55,369</b>	<b>225,183</b>	<b>127,231</b>	<b>131,131</b>	<b>173,886</b>	<b>3.1%</b>	<b>33.6%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>1,251</b>	<b>1,299</b>	<b>1,295</b>	<b>164,764</b>	<b>113</b>	<b>6</b>	<b>4,931</b>	<b>5,050</b>	<b>169,814</b>	<b>55,369</b>	<b>225,183</b>	<b>127,231</b>	<b>131,131</b>	<b>173,886</b>	<b>3.1%</b>	<b>33.6%</b>
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)																
<b>D3. Total Direct Hire</b>	<b>1,251</b>	<b>1,299</b>	<b>1,295</b>	<b>164,764</b>	<b>113</b>	<b>6</b>	<b>4,931</b>	<b>5,050</b>	<b>169,814</b>	<b>55,369</b>	<b>225,183</b>	<b>127,231</b>	<b>131,131</b>	<b>173,886</b>	<b>3.1%</b>	<b>33.6%</b>
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>1,251</b>	<b>1,299</b>	<b>1,295</b>	<b>164,764</b>	<b>113</b>	<b>6</b>	<b>4,931</b>	<b>5,050</b>	<b>169,814</b>	<b>55,369</b>	<b>225,183</b>	<b>127,231</b>	<b>131,131</b>	<b>173,886</b>	<b>3.1%</b>	<b>33.6%</b>
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>31</b>	<b>33</b>	<b>33</b>	<b>3,352</b>			<b>85</b>	<b>85</b>	<b>3,437</b>	<b>1,175</b>	<b>4,612</b>	<b>101,576</b>	<b>104,152</b>	<b>139,758</b>	<b>2.5%</b>	<b>35.1%</b>
<b>R1. US Direct Hire (USDH)</b>	<b>31</b>	<b>33</b>	<b>33</b>	<b>3,352</b>			<b>85</b>	<b>85</b>	<b>3,437</b>	<b>1,175</b>	<b>4,612</b>	<b>101,576</b>	<b>104,152</b>	<b>139,758</b>	<b>2.5%</b>	<b>35.1%</b>
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)																
<b>R3. Total Direct Hire</b>	<b>31</b>	<b>33</b>	<b>33</b>	<b>3,352</b>			<b>85</b>	<b>85</b>	<b>3,437</b>	<b>1,175</b>	<b>4,612</b>	<b>101,576</b>	<b>104,152</b>	<b>139,758</b>	<b>2.5%</b>	<b>35.1%</b>
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	<b>31</b>	<b>33</b>	<b>33</b>	<b>3,352</b>			<b>85</b>	<b>85</b>	<b>3,437</b>	<b>1,175</b>	<b>4,612</b>	<b>101,576</b>	<b>104,152</b>	<b>139,758</b>	<b>2.5%</b>	<b>35.1%</b>
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
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R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>1,282</b>	<b>1,332</b>	<b>1,328</b>	<b>168,116</b>	<b>113</b>	<b>6</b>	<b>5,016</b>	<b>5,135</b>	<b>173,251</b>	<b>56,544</b>	<b>229,795</b>	<b>126,593</b>	<b>130,460</b>	<b>173,038</b>	<b>3.1%</b>	<b>33.6%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>1,282</b>	<b>1,332</b>	<b>1,328</b>	<b>168,116</b>	<b>113</b>	<b>6</b>	<b>5,016</b>	<b>5,135</b>	<b>173,251</b>	<b>56,544</b>	<b>229,795</b>	<b>126,593</b>	<b>130,460</b>	<b>173,038</b>	<b>3.1%</b>	<b>33.6%</b>
T1a. 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%
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			10	10	309	105	414	149,500	154,500	207,000	3.3%	35.1%
T1d. Wage System																
T1e. Highly Qualified Experts	4	4	4	628			23	23	651	212	863	157,000	162,750	215,750	3.7%	33.8%
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	<b>1,282</b>	<b>1,332</b>	<b>1,328</b>	<b>168,116</b>	<b>113</b>	<b>6</b>	<b>5,016</b>	<b>5,135</b>	<b>173,251</b>	<b>56,544</b>	<b>229,795</b>	<b>126,593</b>	<b>130,460</b>	<b>173,038</b>	<b>3.1%</b>	<b>33.6%</b>
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>1,282</b>	<b>1,332</b>	<b>1,328</b>	<b>168,116</b>	<b>113</b>	<b>6</b>	<b>5,016</b>	<b>5,135</b>	<b>173,251</b>	<b>56,544</b>	<b>229,795</b>	<b>126,593</b>	<b>130,460</b>	<b>173,038</b>	<b>3.1%</b>	<b>33.6%</b>
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
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**Department of Defense**  
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**Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

Defense Human Resources Activity  
FY 2024

(\$ in Thousands)

	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>1,299</b>	<b>1,305</b>	<b>1,296</b>	<b>172,991</b>	<b>119</b>	<b>6</b>	<b>5,177</b>	<b>5,302</b>	<b>178,293</b>	<b>58,133</b>	<b>236,426</b>	<b>133,481</b>	<b>137,572</b>	<b>182,427</b>	<b>3.1%</b>	<b>33.6%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>1,299</b>	<b>1,305</b>	<b>1,296</b>	<b>172,991</b>	<b>119</b>	<b>6</b>	<b>5,177</b>	<b>5,302</b>	<b>178,293</b>	<b>58,133</b>	<b>236,426</b>	<b>133,481</b>	<b>137,572</b>	<b>182,427</b>	<b>3.1%</b>	<b>33.6%</b>
D1a. Senior Executive Schedule	12	11	11	2,209			182	182	2,391	678	3,069	200,818	217,364	279,000	8.2%	30.7%
D1b. General Schedule	1,281	1,285	1,276	169,316	119	6	4,948	5,073	174,389	56,978	231,367	132,693	136,668	181,322	3.0%	33.7%
D1c. Special Schedule	2	4	4	629			20	20	649	221	870	157,250	162,250	217,500	3.2%	35.1%
D1d. Wage System																
D1e. Highly Qualified Experts	4	5	5	837					864	256	1,120	167,400	172,800	224,000	3.2%	30.6%
D1f. Other							27	27								
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	<b>1,299</b>	<b>1,305</b>	<b>1,296</b>	<b>172,991</b>	<b>119</b>	<b>6</b>	<b>5,177</b>	<b>5,302</b>	<b>178,293</b>	<b>58,133</b>	<b>236,426</b>	<b>133,481</b>	<b>137,572</b>	<b>182,427</b>	<b>3.1%</b>	<b>33.6%</b>
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>1,299</b>	<b>1,305</b>	<b>1,296</b>	<b>172,991</b>	<b>119</b>	<b>6</b>	<b>5,177</b>	<b>5,302</b>	<b>178,293</b>	<b>58,133</b>	<b>236,426</b>	<b>133,481</b>	<b>137,572</b>	<b>182,427</b>	<b>3.1%</b>	<b>33.6%</b>
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D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>33</b>	<b>33</b>	<b>33</b>	<b>3,791</b>			<b>96</b>	<b>96</b>	<b>3,887</b>	<b>1,328</b>	<b>5,215</b>	<b>114,879</b>	<b>117,788</b>	<b>158,030</b>	<b>2.5%</b>	<b>35.0%</b>
<b>R1. US Direct Hire (USDH)</b>	<b>33</b>	<b>33</b>	<b>33</b>	<b>3,791</b>			<b>96</b>	<b>96</b>	<b>3,887</b>	<b>1,328</b>	<b>5,215</b>	<b>114,879</b>	<b>117,788</b>	<b>158,030</b>	<b>2.5%</b>	<b>35.0%</b>
R1a. Senior Executive Schedule																
R1b. General Schedule	33	33	33	3,791			96	96	3,887	1,328	5,215	114,879	117,788	158,030	2.5%	35.0%
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	<b>33</b>	<b>33</b>	<b>33</b>	<b>3,791</b>			<b>96</b>	<b>96</b>	<b>3,887</b>	<b>1,328</b>	<b>5,215</b>	<b>114,879</b>	<b>117,788</b>	<b>158,030</b>	<b>2.5%</b>	<b>35.0%</b>
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	<b>33</b>	<b>33</b>	<b>33</b>	<b>3,791</b>			<b>96</b>	<b>96</b>	<b>3,887</b>	<b>1,328</b>	<b>5,215</b>	<b>114,879</b>	<b>117,788</b>	<b>158,030</b>	<b>2.5%</b>	<b>35.0%</b>
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
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R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>1,332</b>	<b>1,338</b>	<b>1,329</b>	<b>176,782</b>	<b>119</b>	<b>6</b>	<b>5,273</b>	<b>5,398</b>	<b>182,180</b>	<b>59,461</b>	<b>241,641</b>	<b>133,019</b>	<b>137,081</b>	<b>181,822</b>	<b>3.1%</b>	<b>33.6%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>1,332</b>	<b>1,338</b>	<b>1,329</b>	<b>176,782</b>	<b>119</b>	<b>6</b>	<b>5,273</b>	<b>5,398</b>	<b>182,180</b>	<b>59,461</b>	<b>241,641</b>	<b>133,019</b>	<b>137,081</b>	<b>181,822</b>	<b>3.1%</b>	<b>33.6%</b>
T1a. Senior Executive Schedule	12	11	11	2,209			182	182	2,391	678	3,069	200,818	217,364	279,000	8.2%	30.7%
T1b. General Schedule	1,314	1,318	1,309	173,107	119	6	5,044	5,169	178,276	58,306	236,582	132,244	136,193	180,735	3.0%	33.7%
T1c. Special Schedule	2	4	4	629			20	20	649	221	870	157,250	162,250	217,500	3.2%	35.1%
T1d. Wage System																
T1e. Highly Qualified Experts	4	5	5	837					864	256	1,120	167,400	172,800	224,000	3.2%	30.6%
T1f. Other							27	27								
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	<b>1,332</b>	<b>1,338</b>	<b>1,329</b>	<b>176,782</b>	<b>119</b>	<b>6</b>	<b>5,273</b>	<b>5,398</b>	<b>182,180</b>	<b>59,461</b>	<b>241,641</b>	<b>133,019</b>	<b>137,081</b>	<b>181,822</b>	<b>3.1%</b>	<b>33.6%</b>
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>1,332</b>	<b>1,338</b>	<b>1,329</b>	<b>176,782</b>	<b>119</b>	<b>6</b>	<b>5,273</b>	<b>5,398</b>	<b>182,180</b>	<b>59,461</b>	<b>241,641</b>	<b>133,019</b>	<b>137,081</b>	<b>181,822</b>	<b>3.1%</b>	<b>33.6%</b>
<b>T5. Other Object Class 13 Benefits</b>																
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) 2024 Budget Estimates**  
**Volume II - Defense-Wide Data Book**  
**Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

Defense Information Systems Agency

FY 2022

(\$ in Thousands)

	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	2,844	2,844	2,844	326,506	1,529	17,177	8,986	27,692	354,198	126,305	480,503	114,805	124,542	168,953	8.5%	38.7%
<b>D1. US Direct Hire (USDH)</b>	2,844	2,844	2,844	326,506	1,529	17,177	8,986	27,692	354,198	126,305	480,503	114,805	124,542	168,953	8.5%	38.7%
D1a. Senior Executive Schedule	16	16	16	2,600	0	0	281	281	2,881	10,591	13,472	162,500	180,063	842,000	10.8%	407.3%
D1b. General Schedule	2,820	2,820	2,820	322,999	1,529	17,177	8,705	27,411	350,410	115,373	465,783	114,539	124,259	165,171	8.5%	35.7%
D1c. Special Schedule	3	3	3	356	0	0	0	0	356	126	482	118,667	118,667	160,667		35.4%
D1d. Wage System																
D1e. Highly Qualified Experts	5	5	5	551	0	0	0	0	551	215	766	110,200	110,200	153,200		39.0%
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	2,844	2,844	2,844	326,506	1,529	17,177	8,986	27,692	354,198	126,305	480,503	114,805	124,542	168,953	8.5%	38.7%
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	2,844	2,844	2,844	326,506	1,529	17,177	8,986	27,692	354,198	126,305	480,503	114,805	124,542	168,953	8.5%	38.7%
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	133	133	133	20,676	83	890	402	1,375	22,051	7,009	29,060	161,531	172,273	227,031	6.7%	33.9%
<b>R1. US Direct Hire (USDH)</b>	128	128	128	20,676	83	890	402	1,375	22,051	7,009	29,060	161,531	172,273	227,031	6.7%	33.9%
R1a. Senior Executive Schedule																
R1b. General Schedule	128	128	128	20,676	83	890	402	1,375	22,051	7,009	29,060	161,531	172,273	227,031	6.7%	33.9%
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	128	128	128	20,676	83	890	402	1,375	22,051	7,009	29,060	161,531	172,273	227,031	6.7%	33.9%
R4. Indirect Hire Foreign Nationals (IHFN)	5	5	5	0	0	0	0	0	0	0	0					
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	133	133	133	20,676	83	890	402	1,375	22,051	7,009	29,060	161,531	172,273	227,031	6.7%	33.9%
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	2,977	2,977	2,977	347,182	1,612	18,067	9,388	29,067	376,249	133,314	509,563	116,818	126,598	171,455	8.4%	38.4%
<b>T1. US Direct Hire (USDH)</b>	2,972	2,972	2,972	347,182	1,612	18,067	9,388	29,067	376,249	133,314	509,563	116,818	126,598	171,455	8.4%	38.4%
T1a. Senior Executive Schedule	16	16	16	2,600	0	0	281	281	2,881	10,591	13,472	162,500	180,063	842,000	10.8%	407.3%
T1b. General Schedule	2,948	2,948	2,948	343,675	1,612	18,067	9,107	28,786	372,461	122,382	494,843	116,579	126,344	167,857	8.4%	35.6%
T1c. Special Schedule	3	3	3	356	0	0	0	0	356	126	482	118,667	118,667	160,667		35.4%
T1d. Wage System																
T1e. Highly Qualified Experts	5	5	5	551	0	0	0	0	551	215	766	110,200	110,200	153,200		39.0%
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	2,972	2,972	2,972	347,182	1,612	18,067	9,388	29,067	376,249	133,314	509,563	116,818	126,598	171,455	8.4%	38.4%
T4. Indirect Hire Foreign Nationals (IHFN)	5	5	5	0	0	0	0	0	0	0	0					
<b>Subtotal - Total Funded (excludes OC 13)</b>	2,977	2,977	2,977	347,182	1,612	18,067	9,388	29,067	376,249	133,314	509,563	116,818	126,598	171,455	8.4%	38.4%
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
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**Department of Defense**  
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**Volume II - Defense-Wide Data Book**  
**Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

Defense Information Systems Agency  
FY 2023

(\$ in Thousands)

	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	Rates k/c	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	h Total	i Comp	Benefits	k Comp	Basic	Total	n Comp	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits	Comp	Comp	& Benefits	Variables	Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>2,884</b>	<b>2,845</b>	<b>2,845</b>	<b>360,609</b>	<b>1,032</b>	<b>373</b>	<b>7,155</b>	<b>8,560</b>	<b>369,169</b>	<b>123,918</b>	<b>493,087</b>	<b>126,752</b>	<b>129,761</b>	<b>173,317</b>	<b>2.4%</b>	<b>34.4%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>2,884</b>	<b>2,845</b>	<b>2,845</b>	<b>360,609</b>	<b>1,032</b>	<b>373</b>	<b>7,155</b>	<b>8,560</b>	<b>369,169</b>	<b>123,918</b>	<b>493,087</b>	<b>126,752</b>	<b>129,761</b>	<b>173,317</b>	<b>2.4%</b>	<b>34.4%</b>
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)																
<b>D3. Total Direct Hire</b>	<b>2,884</b>	<b>2,845</b>	<b>2,845</b>	<b>360,609</b>	<b>1,032</b>	<b>373</b>	<b>7,155</b>	<b>8,560</b>	<b>369,169</b>	<b>123,918</b>	<b>493,087</b>	<b>126,752</b>	<b>129,761</b>	<b>173,317</b>	<b>2.4%</b>	<b>34.4%</b>
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>2,884</b>	<b>2,845</b>	<b>2,845</b>	<b>360,609</b>	<b>1,032</b>	<b>373</b>	<b>7,155</b>	<b>8,560</b>	<b>369,169</b>	<b>123,918</b>	<b>493,087</b>	<b>126,752</b>	<b>129,761</b>	<b>173,317</b>	<b>2.4%</b>	<b>34.4%</b>
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>133</b>	<b>133</b>	<b>133</b>	<b>16,231</b>	<b>48</b>	<b>17</b>	<b>325</b>	<b>390</b>	<b>16,621</b>	<b>5,491</b>	<b>22,112</b>	<b>126,805</b>	<b>129,852</b>	<b>172,750</b>	<b>2.4%</b>	<b>33.8%</b>
<b>R1. US Direct Hire (USDH)</b>	<b>128</b>	<b>128</b>	<b>128</b>	<b>16,231</b>	<b>48</b>	<b>17</b>	<b>325</b>	<b>390</b>	<b>16,621</b>	<b>5,491</b>	<b>22,112</b>	<b>126,805</b>	<b>129,852</b>	<b>172,750</b>	<b>2.4%</b>	<b>33.8%</b>
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)																
<b>R3. Total Direct Hire</b>	<b>128</b>	<b>128</b>	<b>128</b>	<b>16,231</b>	<b>48</b>	<b>17</b>	<b>325</b>	<b>390</b>	<b>16,621</b>	<b>5,491</b>	<b>22,112</b>	<b>126,805</b>	<b>129,852</b>	<b>172,750</b>	<b>2.4%</b>	<b>33.8%</b>
R4. Indirect Hire Foreign Nationals (IHFN)	5	5	5													
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	<b>133</b>	<b>133</b>	<b>133</b>	<b>16,231</b>	<b>48</b>	<b>17</b>	<b>325</b>	<b>390</b>	<b>16,621</b>	<b>5,491</b>	<b>22,112</b>	<b>126,805</b>	<b>129,852</b>	<b>172,750</b>	<b>2.4%</b>	<b>33.8%</b>
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>3,017</b>	<b>2,978</b>	<b>2,978</b>	<b>376,840</b>	<b>1,080</b>	<b>390</b>	<b>7,480</b>	<b>8,950</b>	<b>385,790</b>	<b>129,409</b>	<b>515,199</b>	<b>126,754</b>	<b>129,765</b>	<b>173,293</b>	<b>2.4%</b>	<b>34.3%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>3,012</b>	<b>2,973</b>	<b>2,973</b>	<b>376,840</b>	<b>1,080</b>	<b>390</b>	<b>7,480</b>	<b>8,950</b>	<b>385,790</b>	<b>129,409</b>	<b>515,199</b>	<b>126,754</b>	<b>129,765</b>	<b>173,293</b>	<b>2.4%</b>	<b>34.3%</b>
T1a. 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%
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		8	9	402	124	526	131,000	134,000	175,333	2.3%	31.6%
T1d. Wage System																
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																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	<b>3,012</b>	<b>2,973</b>	<b>2,973</b>	<b>376,840</b>	<b>1,080</b>	<b>390</b>	<b>7,480</b>	<b>8,950</b>	<b>385,790</b>	<b>129,409</b>	<b>515,199</b>	<b>126,754</b>	<b>129,765</b>	<b>173,293</b>	<b>2.4%</b>	<b>34.3%</b>
T4. Indirect Hire Foreign Nationals (IHFN)	5	5	5													
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>3,017</b>	<b>2,978</b>	<b>2,978</b>	<b>376,840</b>	<b>1,080</b>	<b>390</b>	<b>7,480</b>	<b>8,950</b>	<b>385,790</b>	<b>129,409</b>	<b>515,199</b>	<b>126,754</b>	<b>129,765</b>	<b>173,293</b>	<b>2.4%</b>	<b>34.3%</b>
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
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Defense Information Systems Agency

**FY 2024**

(\$ in Thousands)

	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b><u>Direct Funded Personnel (includes OC 13)</u></b>	2,845	2,831	2,829	367,280	1,045	374	7,232	8,651	375,931	127,063	502,994	129,827	132,885	177,799	2.4%	34.6%
<b>D1. US Direct Hire (USDH)</b>	2,845	2,831	2,829	367,280	1,045	374	7,232	8,651	375,931	127,063	502,994	129,827	132,885	177,799	2.4%	34.6%
D1a. Senior Executive Schedule	16	15	15	2,670			133	133	2,803	10,272	13,075	178,000	186,867	871,667	5.0%	384.7%
D1b. General Schedule	2,824	2,811	2,809	363,626	1,042	373	7,079	8,494	372,120	116,461	488,581	129,450	132,474	173,934	2.3%	32.0%
D1c. Special Schedule	3	3	3	386	1		8	9	395	122	517	128,667	131,667	172,333	2.3%	31.6%
D1d. Wage System																
D1e. Highly Qualified Experts	2	2	2	598	2	1	12	15	613	208	821	299,000	306,500	410,500	2.5%	34.8%
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	2,845	2,831	2,829	367,280	1,045	374	7,232	8,651	375,931	127,063	502,994	129,827	132,885	177,799	2.4%	34.6%
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	2,845	2,831	2,829	367,280	1,045	374	7,232	8,651	375,931	127,063	502,994	129,827	132,885	177,799	2.4%	34.6%
<b>D5. Other Object Class 13 Benefits</b>																
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D5d. Foreign National Separation Liability Accrual																
<b><u>Reimbursable Funded Personnel (includes OC 13)</u></b>	133	133	133	16,231	48	17	325	390	16,621	5,491	22,112	126,805	129,852	172,750	2.4%	33.8%
<b>R1. US Direct Hire (USDH)</b>	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)																
<b>R3. Total Direct Hire</b>	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													
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	133	133	133	16,231	48	17	325	390	16,621	5,491	22,112	126,805	129,852	172,750	2.4%	33.8%
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b><u>Total Funded Personnel (includes OC 13)</u></b>	2,978	2,964	2,962	383,511	1,093	391	7,557	9,041	392,552	132,554	525,106	129,477	132,529	177,281	2.4%	34.6%
<b>T1. US Direct Hire (USDH)</b>	2,973	2,959	2,957	383,511	1,093	391	7,557	9,041	392,552	132,554	525,106	129,696	132,753	177,581	2.4%	34.6%
T1a. Senior Executive Schedule	16	15	15	2,670			133	133	2,803	10,272	13,075	178,000	186,867	871,667	5.0%	384.7%
T1b. General Schedule	2,952	2,939	2,937	379,857	1,090	390	7,404	8,884	388,741	121,952	510,693	129,335	132,360	173,883	2.3%	32.1%
T1c. Special Schedule	3	3	3	386	1		8	9	395	122	517	128,667	131,667	172,333	2.3%	31.6%
T1d. Wage System																
T1e. Highly Qualified Experts	2	2	2	598	2	1	12	15	613	208	821	299,000	306,500	410,500	2.5%	34.8%
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	2,973	2,959	2,957	383,511	1,093	391	7,557	9,041	392,552	132,554	525,106	129,696	132,753	177,581	2.4%	34.6%
T4. Indirect Hire Foreign Nationals (IHFN)	5	5	5													
<b>Subtotal - Total Funded (excludes OC 13)</b>	2,978	2,964	2,962	383,511	1,093	391	7,557	9,041	392,552	132,554	525,106	129,477	132,529	177,281	2.4%	34.6%
<b>T5. Other Object Class 13 Benefits</b>																
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) 2024 Budget Estimates**  
**Volume II - Defense-Wide Data Book**  
**Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

Defense Logistics Agency  
FY 2022  
(\$ in Thousands)

	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	139	139	139	18,522	60	44	654	758	19,280	10,867	30,147	133,252	138,705	216,885	4.1%	59.2%
<b>D1. US Direct Hire (USDH)</b>	139	139	139	18,522	60	44	654	758	19,280	6,627	25,907	133,252	138,705	186,381	4.1%	36.1%
D1a. Senior Executive Schedule																
D1b. General Schedule	138	138	138	18,369	60	44	654	758	19,127	6,627	25,754	133,109	138,601	186,623	4.1%	36.1%
D1c. Special Schedule																
D1d. Wage System																
D1e. Highly Qualified Experts	1	1	1	153					153		153	153,000	153,000	153,000		
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	139	139	139	18,522	60	44	654	758	19,280	6,627	25,907	133,252	138,705	186,381	4.1%	36.1%
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	139	139	139	18,522	60	44	654	758	19,280	6,627	25,907	133,252	138,705	186,381	4.1%	36.1%
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees										4,240	4,240					
D5b. DHFN - Benefits for Former Employees										4,126	4,126					
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual										114	114					
<b>Reimbursable Funded Personnel (includes OC 13)</b>	56	56	56	8,466	95	8	226	329	8,795	2,972	11,767	151,179	157,054	210,125	3.9%	35.1%
<b>R1. US Direct Hire (USDH)</b>	56	56	56	8,466	95	8	226	329	8,795	2,917	11,712	151,179	157,054	209,143	3.9%	34.5%
R1a. Senior Executive Schedule																
R1b. General Schedule	56	56	56	8,466	95	8	226	329	8,795	2,917	11,712	151,179	157,054	209,143	3.9%	34.5%
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	56	56	56	8,466	95	8	226	329	8,795	2,917	11,712	151,179	157,054	209,143	3.9%	34.5%
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	56	56	56	8,466	95	8	226	329	8,795	2,917	11,712	151,179	157,054	209,143	3.9%	34.5%
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees										55	55					
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)										55	55					
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	195	195	195	26,988	155	52	880	1,087	28,075	13,839	41,914	138,400	143,974	214,944	4.1%	51.6%
<b>T1. US Direct Hire (USDH)</b>	195	195	195	26,988	155	52	880	1,087	28,075	9,544	37,619	138,400	143,974	192,918	4.1%	35.6%
T1a. Senior Executive Schedule																
T1b. General Schedule	194	194	194	26,835	155	52	880	1,087	27,922	9,544	37,466	138,325	143,928	193,124	4.1%	35.6%
T1c. Special Schedule																
T1d. Wage System																
T1e. Highly Qualified Experts	1	1	1	153					153		153	153,000	153,000	153,000		
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	195	195	195	26,988	155	52	880	1,087	28,075	9,544	37,619	138,400	143,974	192,918	4.1%	35.6%
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	195	195	195	26,988	155	52	880	1,087	28,075	9,544	37,619	138,400	143,974	192,918	4.1%	35.6%
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees										4,295	4,295					
T5b. DHFN - Benefits for Former Employees										4,126	4,126					
T5c. Voluntary Separation Incentive Pay (VSIP)										169	169					
T5d. Foreign National Separation Liability Accrual																

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Operation and Maintenance, Defense-Wide

Defense Logistics Agency  
FY 2023  
(\$ in Thousands)

	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	156	156	156	20,715	882		4,299	5,181	25,896	13,042	38,938	132,788	166,000	249,603	25.0%	63.0%
<b>D1. US Direct Hire (USDH)</b>	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)																
<b>D3. Total Direct Hire</b>	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)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	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%
<b>D5. Other Object Class 13 Benefits</b>							4,024	4,024	4,024	5,905	9,929					
D5a. USDH - Benefits for Former Employees							4,024	4,024	4,024	5,905	9,929					
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	97	97	97	14,986	413		197	610	15,596	4,264	19,860	154,495	160,784	204,742	4.1%	28.5%
<b>R1. US Direct Hire (USDH)</b>	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)																
<b>R3. Total Direct Hire</b>	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)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	97	97	97	14,986	413		197	610	15,596	4,264	19,860	154,495	160,784	204,742	4.1%	28.5%
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	253	253	253	35,701	1,295		4,496	5,791	41,492	17,306	58,798	141,111	164,000	232,403	16.2%	48.5%
<b>T1. US Direct Hire (USDH)</b>	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																
T1b. General Schedule	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%
T1c. Special Schedule																
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	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)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	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%
<b>T5. Other Object Class 13 Benefits</b>							4,024	4,024	4,024	5,905	9,929					
T5a. USDH - Benefits for Former Employees							4,024	4,024	4,024	5,905	9,929					
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																



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Operation and Maintenance, Defense-Wide

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FY 2024  
(\$ in Thousands)

	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	150	150	150	21,821	898		5,999	6,897	28,718	12,986	41,704	145,473	191,453	278,027	31.6%	59.5%
<b>D1. US Direct Hire (USDH)</b>	150	150	150	21,821	898		280	1,178	22,999	7,267	30,266	145,473	153,327	201,773	5.4%	33.3%
D1a. Senior Executive Schedule																
D1b. General Schedule	150	150	150	21,821	898		280	1,178	22,999	7,267	30,266	145,473	153,327	201,773	5.4%	33.3%
D1c. Special Schedule																
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	150	150	150	21,821	898		280	1,178	22,999	7,267	30,266	145,473	153,327	201,773	5.4%	33.3%
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	150	150	150	21,821	898		280	1,178	22,999	7,267	30,266	145,473	153,327	201,773	5.4%	33.3%
<b>D5. Other Object Class 13 Benefits</b>							5,719	5,719	5,719	5,719	11,438					
D5a. USDH - Benefits for Former Employees							5,719	5,719	5,719	5,719	11,438					
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	97	97	97	15,212	421		202	623	15,835	4,346	20,181	156,825	163,247	208,052	4.1%	28.6%
<b>R1. US Direct Hire (USDH)</b>	97	97	97	15,212	421		202	623	15,835	4,346	20,181	156,825	163,247	208,052	4.1%	28.6%
R1a. Senior Executive Schedule																
R1b. General Schedule	97	97	97	15,212	421		202	623	15,835	4,346	20,181	156,825	163,247	208,052	4.1%	28.6%
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	97	97	97	15,212	421		202	623	15,835	4,346	20,181	156,825	163,247	208,052	4.1%	28.6%
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	97	97	97	15,212	421		202	623	15,835	4,346	20,181	156,825	163,247	208,052	4.1%	28.6%
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	247	247	247	37,033	1,319		6,201	7,520	44,553	17,332	61,885	149,931	180,377	250,547	20.3%	46.8%
<b>T1. US Direct Hire (USDH)</b>	247	247	247	37,033	1,319		482	1,801	38,834	11,613	50,447	149,931	157,223	204,239	4.9%	31.4%
T1a. Senior Executive Schedule																
T1b. General Schedule	247	247	247	37,033	1,319		482	1,801	38,834	11,613	50,447	149,931	157,223	204,239	4.9%	31.4%
T1c. Special Schedule																
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	247	247	247	37,033	1,319		482	1,801	38,834	11,613	50,447	149,931	157,223	204,239	4.9%	31.4%
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	247	247	247	37,033	1,319		482	1,801	38,834	11,613	50,447	149,931	157,223	204,239	4.9%	31.4%
<b>T5. Other Object Class 13 Benefits</b>							5,719	5,719	5,719	5,719	11,438					
T5a. USDH - Benefits for Former Employees							5,719	5,719	5,719	5,719	11,438					
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

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Defense Legal Services Agency

FY 2022

(\$ in Thousands)

	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	Rates	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	k/c	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits	Comp	Comp	n	Variables	p
														& Benefits		Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>370</b>	<b>135</b>	<b>135</b>	<b>22,539</b>	<b>1</b>	<b>0</b>	<b>660</b>	<b>661</b>	<b>23,200</b>	<b>7,327</b>	<b>30,527</b>	<b>166,956</b>	<b>171,852</b>	<b>226,126</b>	<b>2.9%</b>	<b>32.5%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>370</b>	<b>135</b>	<b>135</b>	<b>22,539</b>	<b>1</b>	<b>0</b>	<b>660</b>	<b>661</b>	<b>23,200</b>	<b>7,327</b>	<b>30,527</b>	<b>166,956</b>	<b>171,852</b>	<b>226,126</b>	<b>2.9%</b>	<b>32.5%</b>
D1a. Senior Executive Schedule		5	5	940			60	60	1,000	322	1,322	188,000	200,000	264,400	6.4%	34.3%
D1b. General Schedule	370	123	123	20,295	1	0	527	528	20,823	6,587	27,410	165,000	169,293	222,846	2.6%	32.5%
D1c. Special Schedule		7	7	1,304	0		73	73	1,377	418	1,795	186,286	196,714	256,429	5.6%	32.1%
D1d. Wage System																
D1e. Highly Qualified Experts		0	0	0			0	0	0	0	0					
D1f. Other				0	0			0	0	0	0					
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	<b>370</b>	<b>135</b>	<b>135</b>	<b>22,539</b>	<b>1</b>	<b>0</b>	<b>660</b>	<b>661</b>	<b>23,200</b>	<b>7,327</b>	<b>30,527</b>	<b>166,956</b>	<b>171,852</b>	<b>226,126</b>	<b>2.9%</b>	<b>32.5%</b>
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>370</b>	<b>135</b>	<b>135</b>	<b>22,539</b>	<b>1</b>	<b>0</b>	<b>660</b>	<b>661</b>	<b>23,200</b>	<b>7,327</b>	<b>30,527</b>	<b>166,956</b>	<b>171,852</b>	<b>226,126</b>	<b>2.9%</b>	<b>32.5%</b>
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>																
<b>R1. US Direct Hire (USDH)</b>																
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)																
<b>R3. Total Direct Hire</b>																
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>																
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>370</b>	<b>135</b>	<b>135</b>	<b>22,539</b>	<b>1</b>	<b>0</b>	<b>660</b>	<b>661</b>	<b>23,200</b>	<b>7,327</b>	<b>30,527</b>	<b>166,956</b>	<b>171,852</b>	<b>226,126</b>	<b>2.9%</b>	<b>32.5%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>370</b>	<b>135</b>	<b>135</b>	<b>22,539</b>	<b>1</b>	<b>0</b>	<b>660</b>	<b>661</b>	<b>23,200</b>	<b>7,327</b>	<b>30,527</b>	<b>166,956</b>	<b>171,852</b>	<b>226,126</b>	<b>2.9%</b>	<b>32.5%</b>
T1a. Senior Executive Schedule		5	5	940			60	60	1,000	322	1,322	188,000	200,000	264,400	6.4%	34.3%
T1b. General Schedule	370	123	123	20,295	1	0	527	528	20,823	6,587	27,410	165,000	169,293	222,846	2.6%	32.5%
T1c. Special Schedule		7	7	1,304	0		73	73	1,377	418	1,795	186,286	196,714	256,429	5.6%	32.1%
T1d. Wage System																
T1e. Highly Qualified Experts		0	0	0			0	0	0	0	0					
T1f. Other				0	0			0	0	0	0					
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	<b>370</b>	<b>135</b>	<b>135</b>	<b>22,539</b>	<b>1</b>	<b>0</b>	<b>660</b>	<b>661</b>	<b>23,200</b>	<b>7,327</b>	<b>30,527</b>	<b>166,956</b>	<b>171,852</b>	<b>226,126</b>	<b>2.9%</b>	<b>32.5%</b>
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>370</b>	<b>135</b>	<b>135</b>	<b>22,539</b>	<b>1</b>	<b>0</b>	<b>660</b>	<b>661</b>	<b>23,200</b>	<b>7,327</b>	<b>30,527</b>	<b>166,956</b>	<b>171,852</b>	<b>226,126</b>	<b>2.9%</b>	<b>32.5%</b>
<b>T5. Other Object Class 13 Benefits</b>																
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) 2024 Budget Estimates**  
**Volume II - Defense-Wide Data Book**  
**Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

Defense Legal Services Agency  
FY 2023

(\$ in Thousands)

	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	135	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%
<b>D1. US Direct Hire (USDH)</b>	135	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	123	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	7	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	0	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)																
<b>D3. Total Direct Hire</b>	135	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)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	135	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%
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
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D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>																
<b>R1. US Direct Hire (USDH)</b>																
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)																
<b>R3. Total Direct Hire</b>																
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>																
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
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R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	135	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%
<b>T1. US Direct Hire (USDH)</b>	135	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			24	24	988	305	1,293	192,800	197,600	258,600	2.5%	31.6%
T1b. General Schedule	123	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%
T1c. Special Schedule	7	5	5	937	2		23	25	962	292	1,254	187,400	192,400	250,800	2.7%	31.2%
T1d. Wage System																
T1e. Highly Qualified Experts	0	1	1	190			5	5	195	59	254	190,000	195,000	254,000	2.6%	31.1%
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	135	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)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	135	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%
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
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T5d. Foreign National Separation Liability Accrual																

**Department of Defense  
Fiscal Year (FY) 2024 Budget Estimates  
Volume II - Defense-Wide Data Book  
Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

Defense Legal Services Agency  
FY 2024

(\$ in Thousands)

	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>320</b>	<b>320</b>	<b>320</b>	<b>54,605</b>	<b>136</b>		<b>1,352</b>	<b>1,488</b>	<b>56,093</b>	<b>17,094</b>	<b>73,187</b>	<b>170,641</b>	<b>175,291</b>	<b>228,709</b>	<b>2.7%</b>	<b>31.3%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>320</b>	<b>320</b>	<b>320</b>	<b>54,605</b>	<b>136</b>		<b>1,352</b>	<b>1,488</b>	<b>56,093</b>	<b>17,094</b>	<b>73,187</b>	<b>170,641</b>	<b>175,291</b>	<b>228,709</b>	<b>2.7%</b>	<b>31.3%</b>
D1a. Senior Executive Schedule	5	5	5	1,006			25	25	1,031	316	1,347	201,200	206,200	269,400	2.5%	31.4%
D1b. General Schedule	309	309	309	52,422	134		1,299	1,433	53,855	16,414	70,269	169,650	174,288	227,408	2.7%	31.3%
D1c. Special Schedule	5	5	5	979	2		23	25	1,004	302	1,306	195,800	200,800	261,200	2.6%	30.8%
D1d. Wage System																
D1e. Highly Qualified Experts	1	1	1	198			5	5	203	62	265	198,000	203,000	265,000	2.6%	31.8%
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	<b>320</b>	<b>320</b>	<b>320</b>	<b>54,605</b>	<b>136</b>		<b>1,352</b>	<b>1,488</b>	<b>56,093</b>	<b>17,094</b>	<b>73,187</b>	<b>170,641</b>	<b>175,291</b>	<b>228,709</b>	<b>2.7%</b>	<b>31.3%</b>
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>320</b>	<b>320</b>	<b>320</b>	<b>54,605</b>	<b>136</b>		<b>1,352</b>	<b>1,488</b>	<b>56,093</b>	<b>17,094</b>	<b>73,187</b>	<b>170,641</b>	<b>175,291</b>	<b>228,709</b>	<b>2.7%</b>	<b>31.3%</b>
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>																
<b>R1. US Direct Hire (USDH)</b>																
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)																
<b>R3. Total Direct Hire</b>																
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>																
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
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R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>320</b>	<b>320</b>	<b>320</b>	<b>54,605</b>	<b>136</b>		<b>1,352</b>	<b>1,488</b>	<b>56,093</b>	<b>17,094</b>	<b>73,187</b>	<b>170,641</b>	<b>175,291</b>	<b>228,709</b>	<b>2.7%</b>	<b>31.3%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>320</b>	<b>320</b>	<b>320</b>	<b>54,605</b>	<b>136</b>		<b>1,352</b>	<b>1,488</b>	<b>56,093</b>	<b>17,094</b>	<b>73,187</b>	<b>170,641</b>	<b>175,291</b>	<b>228,709</b>	<b>2.7%</b>	<b>31.3%</b>
T1a. Senior Executive Schedule	5	5	5	1,006			25	25	1,031	316	1,347	201,200	206,200	269,400	2.5%	31.4%
T1b. General Schedule	309	309	309	52,422	134		1,299	1,433	53,855	16,414	70,269	169,650	174,288	227,408	2.7%	31.3%
T1c. Special Schedule	5	5	5	979	2		23	25	1,004	302	1,306	195,800	200,800	261,200	2.6%	30.8%
T1d. Wage System																
T1e. Highly Qualified Experts	1	1	1	198			5	5	203	62	265	198,000	203,000	265,000	2.6%	31.8%
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	<b>320</b>	<b>320</b>	<b>320</b>	<b>54,605</b>	<b>136</b>		<b>1,352</b>	<b>1,488</b>	<b>56,093</b>	<b>17,094</b>	<b>73,187</b>	<b>170,641</b>	<b>175,291</b>	<b>228,709</b>	<b>2.7%</b>	<b>31.3%</b>
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>320</b>	<b>320</b>	<b>320</b>	<b>54,605</b>	<b>136</b>		<b>1,352</b>	<b>1,488</b>	<b>56,093</b>	<b>17,094</b>	<b>73,187</b>	<b>170,641</b>	<b>175,291</b>	<b>228,709</b>	<b>2.7%</b>	<b>31.3%</b>
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
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**Department of Defense**  
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**Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

	Defense Media Activity															
	FY 2022															
	(\$ in Thousands)															
	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	Rates	h/d	j/d
Begin	End	FTEs	Basic	Overtime	Holiday	Other	h	i	Comp	Benefits	k	l	m	k/c	% BC	% BC
Strength	Strength		Comp	Pay	Pay	O.C.11	Total	O.C.11	O.C.12/13	& Benefits	Basic	Total	& Benefits	Comp	Variables	Benefits
Direct Funded Personnel (includes OC 13)																
	560	500	514	51,162	535	774	1,029	2,338	53,500	18,119	71,619	99,537	104,086	139,337	4.8%	37.0%
D1. US Direct Hire (USDH)	490	446	460	48,993	535	774	1,029	2,338	51,331	17,901	69,232	106,507	111,589	150,504	4.8%	36.5%
D1a. Senior Executive Schedule	1	1	1	191					191	69	260	191,000	191,000	260,000		36.1%
D1b. General Schedule	484	442	457	48,682	529	774	1,026	2,329	51,011	17,777	68,788	106,525	111,621	150,521	4.8%	36.5%
D1c. Special Schedule																
D1d. Wage System	5	3	2	120	6		3	9	129	55	184	60,000	64,500	92,000	7.5%	45.8%
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)	30	23	23	1,794					1,794		1,794	78,000	78,000	78,000		
D3. Total Direct Hire	520	469	483	50,787	535	774	1,029	2,338	53,125	17,901	71,026	105,149	109,990	147,052	4.8%	36.5%
D4. Indirect Hire Foreign Nationals (IHFN)	40	31	31	375					375		375	12,097	12,097	12,097		
Subtotal - Direct Funded (excludes OC 13)	560	500	514	51,162	535	774	1,029	2,338	53,500	17,901	71,401	99,537	104,086	138,912	4.8%	36.5%
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)										218	218					
D5d. Foreign National Separation Liability Accrual																
Reimbursable Funded Personnel (includes OC 13)																
R1. US Direct Hire (USDH)																
R1a. Senior Executive Schedule																
R1b. General Schedule																
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
R3. Total Direct Hire																
R4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Reimbursable Funded (excludes OC 13)																
R5. Other Object Class 13 Benefits																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
Total Funded Personnel (includes OC 13)	560	500	514	51,162	535	774	1,029	2,338	53,500	18,119	71,619	99,537	104,086	139,337	4.8%	37.0%
T1. US Direct Hire (USDH)	490	446	460	48,993	535	774	1,029	2,338	51,331	17,901	69,232	106,507	111,589	150,504	4.8%	36.5%
T1a. Senior Executive Schedule	1	1	1	191					191	69	260	191,000	191,000	260,000		36.1%
T1b. General Schedule	484	442	457	48,682	529	774	1,026	2,329	51,011	17,777	68,788	106,525	111,621	150,521	4.8%	36.5%
T1c. Special Schedule																
T1d. Wage System	5	3	2	120	6		3	9	129	55	184	60,000	64,500	92,000	7.5%	45.8%
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)	30	23	23	1,794					1,794		1,794	78,000	78,000	78,000		
T3. Total Direct Hire	520	469	483	50,787	535	774	1,029	2,338	53,125	17,901	71,026	105,149	109,990	147,052	4.8%	36.5%
T4. Indirect Hire Foreign Nationals (IHFN)	40	31	31	375					375		375	12,097	12,097	12,097		
Subtotal - Total Funded (excludes OC 13)	560	500	514	51,162	535	774	1,029	2,338	53,500	17,901	71,401	99,537	104,086	138,912	4.8%	36.5%
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)										218	218					
T5d. Foreign National Separation Liability Accrual																

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Operation and Maintenance, Defense-Wide

Defense Media Activity  
FY 2023

(\$ in Thousands)

	<sup>a</sup> Begin Strength	<sup>b</sup> End Strength	FTEs	<sup>d</sup> Basic Comp	<sup>e</sup> Overtime Pay	<sup>f</sup> Holiday Pay	<sup>g</sup> Other O.C.11	<sup>e + f + g</sup> <sup>h</sup> Total Variables	<sup>d + h</sup> <sup>i</sup> Comp O.C.11	<sup>j</sup> Benefits O.C.12/13	<sup>i + j</sup> <sup>k</sup> Comp & Benefits	<sup>d/c</sup> <sup>l</sup> Basic Comp	<sup>i/c</sup> <sup>m</sup> Total Comp	<sup>Rates</sup> <sup>k/c</sup> <sup>n</sup> Comp & Benefits	<sup>h/d</sup> <sup>o</sup> % BC Variables	<sup>j/d</sup> <sup>p</sup> % BC Benefits
<b><u>Direct Funded Personnel (includes OC 13)</u></b>	<b>575</b>	<b>577</b>	<b>577</b>	<b>55,017</b>	<b>508</b>	<b>220</b>	<b>1,496</b>	<b>2,224</b>	<b>57,241</b>	<b>18,516</b>	<b>75,757</b>	<b>95,350</b>	<b>99,205</b>	<b>131,295</b>	<b>4.3%</b>	<b>35.3%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>505</b>	<b>507</b>	<b>507</b>	<b>52,497</b>	<b>508</b>	<b>220</b>	<b>1,496</b>	<b>2,224</b>	<b>54,721</b>	<b>18,266</b>	<b>72,987</b>	<b>103,544</b>	<b>107,931</b>	<b>143,959</b>	<b>4.3%</b>	<b>34.8%</b>
D1a. Senior Executive Schedule	1	1	1	191					191	70	261	191,000	191,000	261,000		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		
<b>D3. Total Direct Hire</b>	<b>535</b>	<b>537</b>	<b>537</b>	<b>53,317</b>	<b>508</b>	<b>220</b>	<b>1,496</b>	<b>2,224</b>	<b>55,541</b>	<b>18,266</b>	<b>73,807</b>	<b>99,287</b>	<b>103,428</b>	<b>137,443</b>	<b>4.3%</b>	<b>34.8%</b>
D4. Indirect Hire Foreign Nationals (IHFN)	40	40	40	1,700					1,700		1,700	42,500	42,500	42,500		
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>575</b>	<b>577</b>	<b>577</b>	<b>55,017</b>	<b>508</b>	<b>220</b>	<b>1,496</b>	<b>2,224</b>	<b>57,241</b>	<b>18,266</b>	<b>75,507</b>	<b>95,350</b>	<b>99,205</b>	<b>130,861</b>	<b>4.3%</b>	<b>34.8%</b>
<b>D5. Other Object Class 13 Benefits</b>																
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																
<b><u>Reimbursable Funded Personnel (includes OC 13)</u></b>																
<b>R1. US Direct Hire (USDH)</b>																
R1a. Senior Executive Schedule																
R1b. General Schedule																
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R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>																
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>																
<b>R5. Other Object Class 13 Benefits</b>																
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R5d. Foreign National Separation Liability Accrual																
<b><u>Total Funded Personnel (includes OC 13)</u></b>	<b>575</b>	<b>577</b>	<b>577</b>	<b>55,017</b>	<b>508</b>	<b>220</b>	<b>1,496</b>	<b>2,224</b>	<b>57,241</b>	<b>18,516</b>	<b>75,757</b>	<b>95,350</b>	<b>99,205</b>	<b>131,295</b>	<b>4.3%</b>	<b>35.3%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>505</b>	<b>507</b>	<b>507</b>	<b>52,497</b>	<b>508</b>	<b>220</b>	<b>1,496</b>	<b>2,224</b>	<b>54,721</b>	<b>18,266</b>	<b>72,987</b>	<b>103,544</b>	<b>107,931</b>	<b>143,959</b>	<b>4.3%</b>	<b>34.8%</b>
T1a. Senior Executive Schedule	1	1	1	191					191	70	261	191,000	191,000	261,000		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																
T1d. Wage System	5	5	5	289	8		9	17	306	121	427	57,800	61,200	85,400	5.9%	41.9%
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)	30	30	30	820					820		820	27,333	27,333	27,333		
<b>T3. Total Direct Hire</b>	<b>535</b>	<b>537</b>	<b>537</b>	<b>53,317</b>	<b>508</b>	<b>220</b>	<b>1,496</b>	<b>2,224</b>	<b>55,541</b>	<b>18,266</b>	<b>73,807</b>	<b>99,287</b>	<b>103,428</b>	<b>137,443</b>	<b>4.3%</b>	<b>34.8%</b>
T4. Indirect Hire Foreign Nationals (IHFN)	40	40	40	1,700					1,700		1,700	42,500	42,500	42,500		
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>575</b>	<b>577</b>	<b>577</b>	<b>55,017</b>	<b>508</b>	<b>220</b>	<b>1,496</b>	<b>2,224</b>	<b>57,241</b>	<b>18,266</b>	<b>75,507</b>	<b>95,350</b>	<b>99,205</b>	<b>130,861</b>	<b>4.3%</b>	<b>34.8%</b>
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)										250	250					
T5d. Foreign National Separation Liability Accrual																

**Department of Defense**  
**Fiscal Year (FY) 2024 Budget Estimates**  
**Volume II - Defense-Wide Data Book**  
**Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

Defense Media Activity  
FY 2024  
(\$ in Thousands)

	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>577</b>	<b>575</b>	<b>575</b>	<b>57,456</b>	<b>526</b>	<b>231</b>	<b>1,583</b>	<b>2,340</b>	<b>59,796</b>	<b>19,479</b>	<b>79,275</b>	<b>99,923</b>	<b>103,993</b>	<b>137,870</b>	<b>4.3%</b>	<b>35.5%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>507</b>	<b>505</b>	<b>505</b>	<b>54,810</b>	<b>526</b>	<b>231</b>	<b>1,583</b>	<b>2,340</b>	<b>57,150</b>	<b>19,216</b>	<b>76,366</b>	<b>108,535</b>	<b>113,168</b>	<b>151,220</b>	<b>4.3%</b>	<b>35.1%</b>
D1a. Senior Executive Schedule	1	1	1	201					201	74	275	201,000	201,000	275,000		36.8%
D1b. General Schedule	501	500	500	54,304	526	231	1,564	2,321	56,625	19,015	75,640	108,608	113,250	151,280	4.3%	35.0%
D1c. Special Schedule																
D1d. Wage System																
D1e. Highly Qualified Experts	5	4	4	305			19	19	324	127	451	76,250	81,000	112,750	6.2%	41.6%
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)	30	30	30	861					861		861	28,700	28,700	28,700		
<b>D3. Total Direct Hire</b>	<b>537</b>	<b>535</b>	<b>535</b>	<b>55,671</b>	<b>526</b>	<b>231</b>	<b>1,583</b>	<b>2,340</b>	<b>58,011</b>	<b>19,216</b>	<b>77,227</b>	<b>104,058</b>	<b>108,432</b>	<b>144,350</b>	<b>4.3%</b>	<b>35.1%</b>
D4. Indirect Hire Foreign Nationals (IHFN)	40	40	40	1,785					1,785		1,785	44,625	44,625	44,625		
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>577</b>	<b>575</b>	<b>575</b>	<b>57,456</b>	<b>526</b>	<b>231</b>	<b>1,583</b>	<b>2,340</b>	<b>59,796</b>	<b>19,216</b>	<b>79,012</b>	<b>99,923</b>	<b>103,993</b>	<b>137,412</b>	<b>4.3%</b>	<b>35.1%</b>
<b>D5. Other Object Class 13 Benefits</b>										<b>263</b>	<b>263</b>					
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)										263	263					
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>																
<b>R1. US Direct Hire (USDH)</b>																
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)																
<b>R3. Total Direct Hire</b>																
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>																
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>577</b>	<b>575</b>	<b>575</b>	<b>57,456</b>	<b>526</b>	<b>231</b>	<b>1,583</b>	<b>2,340</b>	<b>59,796</b>	<b>19,479</b>	<b>79,275</b>	<b>99,923</b>	<b>103,993</b>	<b>137,870</b>	<b>4.3%</b>	<b>35.5%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>507</b>	<b>505</b>	<b>505</b>	<b>54,810</b>	<b>526</b>	<b>231</b>	<b>1,583</b>	<b>2,340</b>	<b>57,150</b>	<b>19,216</b>	<b>76,366</b>	<b>108,535</b>	<b>113,168</b>	<b>151,220</b>	<b>4.3%</b>	<b>35.1%</b>
T1a. Senior Executive Schedule	1	1	1	201					201	74	275	201,000	201,000	275,000		36.8%
T1b. General Schedule	501	500	500	54,304	526	231	1,564	2,321	56,625	19,015	75,640	108,608	113,250	151,280	4.3%	35.0%
T1c. Special Schedule																
T1d. Wage System	5	4	4	305			19	19	324	127	451	76,250	81,000	112,750	6.2%	41.6%
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)	30	30	30	861					861		861	28,700	28,700	28,700		
<b>T3. Total Direct Hire</b>	<b>537</b>	<b>535</b>	<b>535</b>	<b>55,671</b>	<b>526</b>	<b>231</b>	<b>1,583</b>	<b>2,340</b>	<b>58,011</b>	<b>19,216</b>	<b>77,227</b>	<b>104,058</b>	<b>108,432</b>	<b>144,350</b>	<b>4.3%</b>	<b>35.1%</b>
T4. Indirect Hire Foreign Nationals (IHFN)	40	40	40	1,785					1,785		1,785	44,625	44,625	44,625		
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>577</b>	<b>575</b>	<b>575</b>	<b>57,456</b>	<b>526</b>	<b>231</b>	<b>1,583</b>	<b>2,340</b>	<b>59,796</b>	<b>19,216</b>	<b>79,012</b>	<b>99,923</b>	<b>103,993</b>	<b>137,412</b>	<b>4.3%</b>	<b>35.1%</b>
<b>T5. Other Object Class 13 Benefits</b>										<b>263</b>	<b>263</b>					
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)										263	263					
T5d. Foreign National Separation Liability Accrual																

**Department of Defense**  
**Fiscal Year (FY) 2024 Budget Estimates**  
**Volume II - Defense-Wide Data Book**  
**Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

DoD Dependents Education

FY 2022

(\$ in Thousands)

	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	Rates	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	h	i	Benefits	k	l	m	k/c	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Total	Comp	O.C.12/13	& Benefits	Comp	Comp	& Benefits	Variables	Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>12,314</b>	<b>12,492</b>	<b>11,242</b>	<b>780,678</b>	<b>935</b>	<b>746</b>	<b>130,598</b>	<b>132,279</b>	<b>912,957</b>	<b>506,641</b>	<b>1,419,598</b>	<b>69,449</b>	<b>81,217</b>	<b>126,288</b>	<b>17.1%</b>	<b>65.4%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>12,073</b>	<b>12,243</b>	<b>10,993</b>	<b>773,674</b>	<b>935</b>	<b>746</b>	<b>130,598</b>	<b>132,279</b>	<b>905,953</b>	<b>506,174</b>	<b>1,412,127</b>	<b>70,385</b>	<b>82,419</b>	<b>128,469</b>	<b>17.1%</b>	<b>65.4%</b>
D1a. Senior Executive Schedule	6	6	6	1,091			102	102	1,193	441	1,634	181,833	198,833	272,333	9.3%	40.4%
D1b. General Schedule	3,517	3,437	2,742	146,547	602	46	45,369	46,017	192,564	78,532	271,096	53,445	70,228	98,868	31.4%	53.6%
D1c. Special Schedule	8,240	8,493	7,969	615,829	28	700	82,008	82,736	698,565	422,524	1,121,089	77,278	87,660	140,681	13.4%	68.6%
D1d. Wage System	308	305	275	10,071	305		3,119	3,424	13,495	4,668	18,163	36,622	49,073	66,047	34.0%	46.4%
D1e. Highly Qualified Experts	2	2	1	136					136	9	145					6.6%
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)	66	77	77	1,535					1,535	467	2,002	19,935	19,935	26,000		30.4%
<b>D3. Total Direct Hire</b>	<b>12,139</b>	<b>12,320</b>	<b>11,070</b>	<b>775,209</b>	<b>935</b>	<b>746</b>	<b>130,598</b>	<b>132,279</b>	<b>907,488</b>	<b>506,641</b>	<b>1,414,129</b>	<b>70,034</b>	<b>81,985</b>	<b>127,756</b>	<b>17.1%</b>	<b>65.4%</b>
D4. Indirect Hire Foreign Nationals (IHFN)	175	172	172	5,469					5,469		5,469	31,797	31,797	31,797		
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>12,314</b>	<b>12,492</b>	<b>11,242</b>	<b>780,678</b>	<b>935</b>	<b>746</b>	<b>130,598</b>	<b>132,279</b>	<b>912,957</b>	<b>506,641</b>	<b>1,419,598</b>	<b>69,449</b>	<b>81,217</b>	<b>126,288</b>	<b>17.1%</b>	<b>65.4%</b>
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>																
<b>R1. US Direct Hire (USDH)</b>																
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)																
<b>R3. Total Direct Hire</b>																
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>																
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
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R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>12,314</b>	<b>12,492</b>	<b>11,242</b>	<b>780,678</b>	<b>935</b>	<b>746</b>	<b>130,598</b>	<b>132,279</b>	<b>912,957</b>	<b>506,641</b>	<b>1,419,598</b>	<b>69,449</b>	<b>81,217</b>	<b>126,288</b>	<b>17.1%</b>	<b>65.4%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>12,073</b>	<b>12,243</b>	<b>10,993</b>	<b>773,674</b>	<b>935</b>	<b>746</b>	<b>130,598</b>	<b>132,279</b>	<b>905,953</b>	<b>506,174</b>	<b>1,412,127</b>	<b>70,385</b>	<b>82,419</b>	<b>128,469</b>	<b>17.1%</b>	<b>65.4%</b>
T1a. Senior Executive Schedule	6	6	6	1,091			102	102	1,193	441	1,634	181,833	198,833	272,333	9.3%	40.4%
T1b. General Schedule	3,517	3,437	2,742	146,547	602	46	45,369	46,017	192,564	78,532	271,096	53,445	70,228	98,868	31.4%	53.6%
T1c. Special Schedule	8,240	8,493	7,969	615,829	28	700	82,008	82,736	698,565	422,524	1,121,089	77,278	87,660	140,681	13.4%	68.6%
T1d. Wage System	308	305	275	10,071	305		3,119	3,424	13,495	4,668	18,163	36,622	49,073	66,047	34.0%	46.4%
T1e. Highly Qualified Experts	2	2	1	136					136	9	145					6.6%
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)	66	77	77	1,535					1,535	467	2,002	19,935	19,935	26,000		30.4%
<b>T3. Total Direct Hire</b>	<b>12,139</b>	<b>12,320</b>	<b>11,070</b>	<b>775,209</b>	<b>935</b>	<b>746</b>	<b>130,598</b>	<b>132,279</b>	<b>907,488</b>	<b>506,641</b>	<b>1,414,129</b>	<b>70,034</b>	<b>81,985</b>	<b>127,756</b>	<b>17.1%</b>	<b>65.4%</b>
T4. Indirect Hire Foreign Nationals (IHFN)	175	172	172	5,469					5,469		5,469	31,797	31,797	31,797		
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>12,314</b>	<b>12,492</b>	<b>11,242</b>	<b>780,678</b>	<b>935</b>	<b>746</b>	<b>130,598</b>	<b>132,279</b>	<b>912,957</b>	<b>506,641</b>	<b>1,419,598</b>	<b>69,449</b>	<b>81,217</b>	<b>126,288</b>	<b>17.1%</b>	<b>65.4%</b>
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
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T5d. Foreign National Separation Liability Accrual																



**Department of Defense  
Fiscal Year (FY) 2024 Budget Estimates  
Volume II - Defense-Wide Data Book  
Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

DoD Dependents Education

FY 2023

(\$ in Thousands)

	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	Rates k/c	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	Comp	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits	Comp	Comp	& Benefits	Variables	Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>12,492</b>	<b>12,632</b>	<b>11,979</b>	<b>820,566</b>	<b>1,044</b>	<b>924</b>	<b>141,069</b>	<b>143,037</b>	<b>963,603</b>	<b>530,848</b>	<b>1,494,451</b>	<b>68,518</b>	<b>80,461</b>	<b>124,787</b>	<b>17.6%</b>	<b>65.1%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>12,243</b>	<b>12,386</b>	<b>11,733</b>	<b>813,388</b>	<b>1,044</b>	<b>924</b>	<b>141,069</b>	<b>143,037</b>	<b>956,425</b>	<b>530,390</b>	<b>1,486,815</b>	<b>69,343</b>	<b>81,537</b>	<b>126,753</b>	<b>17.6%</b>	<b>65.2%</b>
D1a. Senior Executive Schedule	6	6	6	1,131				107	1,238	440	1,678	188,500	206,333	279,667	9.5%	38.9%
D1b. General Schedule	3,437	3,508	3,156	174,954	698	57	52,029	52,784	227,738	89,613	317,351	55,453	72,183	100,587	30.2%	51.2%
D1c. Special Schedule	8,493	8,566	8,269	625,478	18	867	85,827	86,712	712,190	435,126	1,147,316	75,641	86,128	138,749	13.9%	69.6%
D1d. Wage System	305	306	301	11,684	328		3,106	3,434	15,118	5,202	20,320	38,817	50,226	67,508	29.4%	44.5%
D1e. Highly Qualified Experts	2	0	1	141			0	0	141	9	150	-141,000	-141,000	-150,000		6.3%
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)	77	73	73	1,500		0		0	1,500	458	1,958	20,548	20,548	26,822		30.5%
<b>D3. Total Direct Hire</b>	<b>12,320</b>	<b>12,459</b>	<b>11,806</b>	<b>814,888</b>	<b>1,044</b>	<b>924</b>	<b>141,069</b>	<b>143,037</b>	<b>957,925</b>	<b>530,848</b>	<b>1,488,773</b>	<b>69,041</b>	<b>81,159</b>	<b>126,135</b>	<b>17.6%</b>	<b>65.1%</b>
D4. Indirect Hire Foreign Nationals (IHFN)	172	173	173	5,678					5,678		5,678	32,821	32,821	32,821		
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>12,492</b>	<b>12,632</b>	<b>11,979</b>	<b>820,566</b>	<b>1,044</b>	<b>924</b>	<b>141,069</b>	<b>143,037</b>	<b>963,603</b>	<b>530,848</b>	<b>1,494,451</b>	<b>68,518</b>	<b>80,461</b>	<b>124,787</b>	<b>17.6%</b>	<b>65.1%</b>
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
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R1a. Senior Executive Schedule																
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R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>																
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>																
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>12,492</b>	<b>12,632</b>	<b>11,979</b>	<b>820,566</b>	<b>1,044</b>	<b>924</b>	<b>141,069</b>	<b>143,037</b>	<b>963,603</b>	<b>530,848</b>	<b>1,494,451</b>	<b>68,518</b>	<b>80,461</b>	<b>124,787</b>	<b>17.6%</b>	<b>65.1%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>12,243</b>	<b>12,386</b>	<b>11,733</b>	<b>813,388</b>	<b>1,044</b>	<b>924</b>	<b>141,069</b>	<b>143,037</b>	<b>956,425</b>	<b>530,390</b>	<b>1,486,815</b>	<b>69,343</b>	<b>81,537</b>	<b>126,753</b>	<b>17.6%</b>	<b>65.2%</b>
T1a. Senior Executive Schedule	6	6	6	1,131				107	1,238	440	1,678	188,500	206,333	279,667	9.5%	38.9%
T1b. General Schedule	3,437	3,508	3,156	174,954	698	57	52,029	52,784	227,738	89,613	317,351	55,453	72,183	100,587	30.2%	51.2%
T1c. Special Schedule	8,493	8,566	8,269	625,478	18	867	85,827	86,712	712,190	435,126	1,147,316	75,641	86,128	138,749	13.9%	69.6%
T1d. Wage System	305	306	301	11,684	328		3,106	3,434	15,118	5,202	20,320	38,817	50,226	67,508	29.4%	44.5%
T1e. Highly Qualified Experts	2	0	1	141			0	0	141	9	150	-141,000	-141,000	-150,000		6.3%
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)	77	73	73	1,500		0		0	1,500	458	1,958	20,548	20,548	26,822		30.5%
<b>T3. Total Direct Hire</b>	<b>12,320</b>	<b>12,459</b>	<b>11,806</b>	<b>814,888</b>	<b>1,044</b>	<b>924</b>	<b>141,069</b>	<b>143,037</b>	<b>957,925</b>	<b>530,848</b>	<b>1,488,773</b>	<b>69,041</b>	<b>81,159</b>	<b>126,135</b>	<b>17.6%</b>	<b>65.1%</b>
T4. Indirect Hire Foreign Nationals (IHFN)	172	173	173	5,678					5,678		5,678	32,821	32,821	32,821		
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>12,492</b>	<b>12,632</b>	<b>11,979</b>	<b>820,566</b>	<b>1,044</b>	<b>924</b>	<b>141,069</b>	<b>143,037</b>	<b>963,603</b>	<b>530,848</b>	<b>1,494,451</b>	<b>68,518</b>	<b>80,461</b>	<b>124,787</b>	<b>17.6%</b>	<b>65.1%</b>
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
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**Department of Defense**  
**Fiscal Year (FY) 2024 Budget Estimates**  
**Volume II - Defense-Wide Data Book**  
**Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

DoD Dependents Education  
FY 2024

(\$ in Thousands)

	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	Rates k/c	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	h	i	Benefits	k	Basic	Total	n	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Total	Comp	O.C.12/13	& Benefits	Comp	Comp	& Benefits	Variables	Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>12,632</b>	<b>12,504</b>	<b>11,980</b>	<b>869,216</b>	<b>1,099</b>	<b>973</b>	<b>148,738</b>	<b>150,810</b>	<b>1,020,026</b>	<b>561,414</b>	<b>1,581,440</b>	<b>72,556</b>	<b>85,144</b>	<b>132,007</b>	<b>17.5%</b>	<b>65.0%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>12,386</b>	<b>12,258</b>	<b>11,734</b>	<b>861,647</b>	<b>1,099</b>	<b>973</b>	<b>148,738</b>	<b>150,810</b>	<b>1,012,457</b>	<b>560,931</b>	<b>1,573,388</b>	<b>73,432</b>	<b>86,284</b>	<b>134,088</b>	<b>17.5%</b>	<b>65.1%</b>
D1a. Senior Executive Schedule	6	6	6	1,193			112	112	1,305	463	1,768	198,833	217,500	294,667	9.4%	38.8%
D1b. General Schedule	3,508	3,508	3,157	184,628	734	60	54,863	55,657	240,285	94,552	334,837	58,482	76,112	106,062	30.1%	51.2%
D1c. Special Schedule	8,566	8,438	8,269	663,364	19	913	90,488	91,420	754,784	460,424	1,215,208	80,223	91,279	146,959	13.8%	69.4%
D1d. Wage System	306	306	301	12,313	346		3,275	3,621	15,934	5,483	21,417	40,907	52,937	71,153	29.4%	44.5%
D1e. Highly Qualified Experts	0		1	149			0	0	149	9	158	149,000	149,000	158,000		6.0%
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)	73	73	73	1,582					1,582	483	2,065	21,671	21,671	28,288		30.5%
<b>D3. Total Direct Hire</b>	<b>12,459</b>	<b>12,331</b>	<b>11,807</b>	<b>863,229</b>	<b>1,099</b>	<b>973</b>	<b>148,738</b>	<b>150,810</b>	<b>1,014,039</b>	<b>561,414</b>	<b>1,575,453</b>	<b>73,112</b>	<b>85,885</b>	<b>133,434</b>	<b>17.5%</b>	<b>65.0%</b>
D4. Indirect Hire Foreign Nationals (IHFN)	173	173	173	5,987					5,987		5,987	34,607	34,607	34,607		
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>12,632</b>	<b>12,504</b>	<b>11,980</b>	<b>869,216</b>	<b>1,099</b>	<b>973</b>	<b>148,738</b>	<b>150,810</b>	<b>1,020,026</b>	<b>561,414</b>	<b>1,581,440</b>	<b>72,556</b>	<b>85,144</b>	<b>132,007</b>	<b>17.5%</b>	<b>65.0%</b>
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
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<b>Reimbursable Funded Personnel (includes OC 13)</b>																
<b>R1. US Direct Hire (USDH)</b>																
R1a. Senior Executive Schedule																
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<b>R3. Total Direct Hire</b>																
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<b>Total Funded Personnel (includes OC 13)</b>	<b>12,632</b>	<b>12,504</b>	<b>11,980</b>	<b>869,216</b>	<b>1,099</b>	<b>973</b>	<b>148,738</b>	<b>150,810</b>	<b>1,020,026</b>	<b>561,414</b>	<b>1,581,440</b>	<b>72,556</b>	<b>85,144</b>	<b>132,007</b>	<b>17.5%</b>	<b>65.0%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>12,386</b>	<b>12,258</b>	<b>11,734</b>	<b>861,647</b>	<b>1,099</b>	<b>973</b>	<b>148,738</b>	<b>150,810</b>	<b>1,012,457</b>	<b>560,931</b>	<b>1,573,388</b>	<b>73,432</b>	<b>86,284</b>	<b>134,088</b>	<b>17.5%</b>	<b>65.1%</b>
T1a. Senior Executive Schedule	6	6	6	1,193			112	112	1,305	463	1,768	198,833	217,500	294,667	9.4%	38.8%
T1b. General Schedule	3,508	3,508	3,157	184,628	734	60	54,863	55,657	240,285	94,552	334,837	58,482	76,112	106,062	30.1%	51.2%
T1c. Special Schedule	8,566	8,438	8,269	663,364	19	913	90,488	91,420	754,784	460,424	1,215,208	80,223	91,279	146,959	13.8%	69.4%
T1d. Wage System	306	306	301	12,313	346		3,275	3,621	15,934	5,483	21,417	40,907	52,937	71,153	29.4%	44.5%
T1e. Highly Qualified Experts	0		1	149			0	0	149	9	158	149,000	149,000	158,000		6.0%
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)	73	73	73	1,582					1,582	483	2,065	21,671	21,671	28,288		30.5%
<b>T3. Total Direct Hire</b>	<b>12,459</b>	<b>12,331</b>	<b>11,807</b>	<b>863,229</b>	<b>1,099</b>	<b>973</b>	<b>148,738</b>	<b>150,810</b>	<b>1,014,039</b>	<b>561,414</b>	<b>1,575,453</b>	<b>73,112</b>	<b>85,885</b>	<b>133,434</b>	<b>17.5%</b>	<b>65.0%</b>
T4. Indirect Hire Foreign Nationals (IHFN)	173	173	173	5,987					5,987		5,987	34,607	34,607	34,607		
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>12,632</b>	<b>12,504</b>	<b>11,980</b>	<b>869,216</b>	<b>1,099</b>	<b>973</b>	<b>148,738</b>	<b>150,810</b>	<b>1,020,026</b>	<b>561,414</b>	<b>1,581,440</b>	<b>72,556</b>	<b>85,144</b>	<b>132,007</b>	<b>17.5%</b>	<b>65.0%</b>
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**Department of Defense**  
**Fiscal Year (FY) 2024 Budget Estimates**  
**Volume II - Defense-Wide Data Book**  
**Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

Defense POW/MIA Accounting Agency

FY 2022

(\$ in Thousands)

	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	Rates	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	h	i	Benefits	k	l	m	k/c	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Total	Comp	O.C.12/13	& Benefits	Basic	Total	n	Variables	Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>314</b>	<b>305</b>	<b>303</b>	<b>33,030</b>			<b>1,417</b>	<b>1,417</b>	<b>34,447</b>	<b>13,509</b>	<b>47,956</b>	<b>110,839</b>	<b>115,594</b>	<b>160,926</b>	<b>-39.4%</b>	<b>42.3%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>292</b>	<b>283</b>	<b>281</b>	<b>31,917</b>			<b>1,417</b>	<b>1,417</b>	<b>33,334</b>	<b>13,509</b>	<b>46,843</b>	<b>115,641</b>	<b>120,775</b>	<b>169,721</b>	<b>-39.4%</b>	<b>42.3%</b>
D1a. Senior Executive Schedule	2	2	2	355					355	120	475	177,500	177,500	237,500		33.8%
D1b. General Schedule	289	281	279	31,518			1,417	1,417	32,935	13,374	46,309	115,029	120,201	169,011	-39.4%	42.4%
D1c. Special Schedule	1	0	0	44					44	15	59					34.1%
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	<b>292</b>	<b>283</b>	<b>281</b>	<b>31,917</b>			<b>1,417</b>	<b>1,417</b>	<b>33,334</b>	<b>13,509</b>	<b>46,843</b>	<b>115,641</b>	<b>120,775</b>	<b>169,721</b>	<b>-39.4%</b>	<b>42.3%</b>
D4. Indirect Hire Foreign Nationals (IHFN)	22	22	22	1,113					1,113		1,113	50,591	50,591	50,591		
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>314</b>	<b>305</b>	<b>303</b>	<b>33,030</b>			<b>1,417</b>	<b>1,417</b>	<b>34,447</b>	<b>13,509</b>	<b>47,956</b>	<b>110,839</b>	<b>115,594</b>	<b>160,926</b>	<b>-39.4%</b>	<b>42.3%</b>
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
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D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>				<b>0</b>				<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>				
<b>R1. US Direct Hire (USDH)</b>				<b>0</b>				<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>				
R1a. Senior Executive Schedule																
R1b. General Schedule				0				0	0	0	0					
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>				<b>0</b>				<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>				
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>				<b>0</b>				<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>				
<b>R5. Other Object Class 13 Benefits</b>																
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<b>Total Funded Personnel (includes OC 13)</b>	<b>314</b>	<b>305</b>	<b>303</b>	<b>33,030</b>			<b>1,417</b>	<b>1,417</b>	<b>34,447</b>	<b>13,509</b>	<b>47,956</b>	<b>110,839</b>	<b>115,594</b>	<b>160,926</b>	<b>-37.9%</b>	<b>42.3%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>292</b>	<b>283</b>	<b>281</b>	<b>31,917</b>			<b>1,417</b>	<b>1,417</b>	<b>33,334</b>	<b>13,509</b>	<b>46,843</b>	<b>115,641</b>	<b>120,775</b>	<b>169,721</b>	<b>-37.9%</b>	<b>42.3%</b>
T1a. Senior Executive Schedule	2	2	2	355					355	120	475	177,500	177,500	237,500		33.8%
T1b. General Schedule	289	281	279	31,518			1,417	1,417	32,935	13,374	46,309	115,029	120,201	169,011	-37.9%	42.4%
T1c. Special Schedule	1	0	0	44					44	15	59					34.1%
T1d. Wage System																
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<b>T3. Total Direct Hire</b>	<b>292</b>	<b>283</b>	<b>281</b>	<b>31,917</b>			<b>1,417</b>	<b>1,417</b>	<b>33,334</b>	<b>13,509</b>	<b>46,843</b>	<b>115,641</b>	<b>120,775</b>	<b>169,721</b>	<b>-37.9%</b>	<b>42.3%</b>
T4. Indirect Hire Foreign Nationals (IHFN)	22	22	22	1,113					1,113		1,113	50,591	50,591	50,591		
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>314</b>	<b>305</b>	<b>303</b>	<b>33,030</b>			<b>1,417</b>	<b>1,417</b>	<b>34,447</b>	<b>13,509</b>	<b>47,956</b>	<b>110,839</b>	<b>115,594</b>	<b>160,926</b>	<b>-37.9%</b>	<b>42.3%</b>
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Operation and Maintenance, Defense-Wide

Defense POW/MIA Accounting Agency

FY 2023

(\$ in Thousands)

	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	Rates k/c	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	h	i	Benefits	k	Basic	Total	n	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Total	Comp	O.C.12/13	& Benefits	Comp	Comp	& Benefits	Variables	Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>305</b>	<b>334</b>	<b>324</b>	<b>39,742</b>					<b>39,742</b>	<b>14,522</b>	<b>54,264</b>	<b>131,596</b>	<b>131,596</b>	<b>179,682</b>		<b>36.5%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>283</b>	<b>312</b>	<b>302</b>	<b>39,742</b>					<b>39,742</b>	<b>14,522</b>	<b>54,264</b>	<b>131,596</b>	<b>131,596</b>	<b>179,682</b>		<b>36.5%</b>
D1a. Senior Executive Schedule	2	2	2	355					355	120	475	177,500	177,500	237,500		33.8%
D1b. General Schedule	281	310	300	39,387					39,387	14,402	53,789	131,290	131,290	179,297		36.6%
D1c. Special Schedule																
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	<b>283</b>	<b>312</b>	<b>302</b>	<b>39,742</b>					<b>39,742</b>	<b>14,522</b>	<b>54,264</b>	<b>131,596</b>	<b>131,596</b>	<b>179,682</b>		<b>36.5%</b>
D4. Indirect Hire Foreign Nationals (IHFN)	22	22	22													
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>305</b>	<b>334</b>	<b>324</b>	<b>39,742</b>					<b>39,742</b>	<b>14,522</b>	<b>54,264</b>	<b>131,596</b>	<b>131,596</b>	<b>179,682</b>		<b>36.5%</b>
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D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>				<b>150</b>					<b>150</b>	<b>100</b>	<b>250</b>					<b>66.7%</b>
<b>R1. US Direct Hire (USDH)</b>				<b>150</b>					<b>150</b>	<b>100</b>	<b>250</b>					<b>66.7%</b>
R1a. Senior Executive Schedule																
R1b. General Schedule				150					150	100	250					66.7%
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>				<b>150</b>					<b>150</b>	<b>100</b>	<b>250</b>					<b>66.7%</b>
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>				<b>150</b>					<b>150</b>	<b>100</b>	<b>250</b>					<b>66.7%</b>
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>305</b>	<b>334</b>	<b>324</b>	<b>39,892</b>					<b>39,892</b>	<b>14,622</b>	<b>54,514</b>	<b>132,093</b>	<b>132,093</b>	<b>180,510</b>		<b>36.7%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>283</b>	<b>312</b>	<b>302</b>	<b>39,892</b>					<b>39,892</b>	<b>14,622</b>	<b>54,514</b>	<b>132,093</b>	<b>132,093</b>	<b>180,510</b>		<b>36.7%</b>
T1a. Senior Executive Schedule	2	2	2	355					355	120	475	177,500	177,500	237,500		33.8%
T1b. General Schedule	281	310	300	39,537					39,537	14,502	54,039	131,790	131,790	180,130		36.7%
T1c. Special Schedule																
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	<b>283</b>	<b>312</b>	<b>302</b>	<b>39,892</b>					<b>39,892</b>	<b>14,622</b>	<b>54,514</b>	<b>132,093</b>	<b>132,093</b>	<b>180,510</b>		<b>36.7%</b>
T4. Indirect Hire Foreign Nationals (IHFN)	22	22	22													
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>305</b>	<b>334</b>	<b>324</b>	<b>39,892</b>					<b>39,892</b>	<b>14,622</b>	<b>54,514</b>	<b>132,093</b>	<b>132,093</b>	<b>180,510</b>		<b>36.7%</b>
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
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**Department of Defense**  
**Fiscal Year (FY) 2024 Budget Estimates**  
**Volume II - Defense-Wide Data Book**  
**Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

Defense POW/MIA Accounting Agency  
FY 2024

(\$ in Thousands)

	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>322</b>	<b>334</b>	<b>329</b>	<b>42,343</b>			<b>0</b>	<b>0</b>	<b>42,343</b>	<b>15,226</b>	<b>57,569</b>	<b>128,702</b>	<b>128,702</b>	<b>174,982</b>		<b>37.3%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>300</b>	<b>312</b>	<b>307</b>	<b>41,043</b>			<b>0</b>	<b>0</b>	<b>41,043</b>	<b>15,226</b>	<b>56,269</b>	<b>133,691</b>	<b>133,691</b>	<b>183,287</b>		<b>37.3%</b>
D1a. Senior Executive Schedule	3	3	3	600			0	0	600	150	750	200,000	200,000	250,000		37.5%
D1b. General Schedule	297	309	304	40,443			0	0	40,443	15,076	55,519	133,036	133,036	182,628		37.3%
D1c. Special Schedule																
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	<b>300</b>	<b>312</b>	<b>307</b>	<b>41,043</b>			<b>0</b>	<b>0</b>	<b>41,043</b>	<b>15,226</b>	<b>56,269</b>	<b>133,691</b>	<b>133,691</b>	<b>183,287</b>		<b>37.3%</b>
D4. Indirect Hire Foreign Nationals (IHFN)	22	22	22	1,300					1,300		1,300	59,091	59,091	59,091		
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>322</b>	<b>334</b>	<b>329</b>	<b>42,343</b>			<b>0</b>	<b>0</b>	<b>42,343</b>	<b>15,226</b>	<b>57,569</b>	<b>128,702</b>	<b>128,702</b>	<b>174,982</b>		<b>37.3%</b>
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>				<b>150</b>					<b>150</b>	<b>100</b>	<b>250</b>					<b>66.7%</b>
<b>R1. US Direct Hire (USDH)</b>				<b>150</b>					<b>150</b>	<b>100</b>	<b>250</b>					<b>66.7%</b>
R1a. Senior Executive Schedule																
R1b. General Schedule				150					150	100	250					66.7%
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>				<b>150</b>					<b>150</b>	<b>100</b>	<b>250</b>					<b>66.7%</b>
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>				<b>150</b>					<b>150</b>	<b>100</b>	<b>250</b>					<b>66.7%</b>
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>322</b>	<b>334</b>	<b>329</b>	<b>42,493</b>			<b>0</b>	<b>0</b>	<b>42,493</b>	<b>15,326</b>	<b>57,819</b>	<b>129,158</b>	<b>129,158</b>	<b>175,742</b>		<b>37.4%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>300</b>	<b>312</b>	<b>307</b>	<b>41,193</b>			<b>0</b>	<b>0</b>	<b>41,193</b>	<b>15,326</b>	<b>56,519</b>	<b>134,179</b>	<b>134,179</b>	<b>184,101</b>		<b>37.4%</b>
T1a. Senior Executive Schedule	3	3	3	600			0	0	600	150	750	200,000	200,000	250,000		37.5%
T1b. General Schedule	297	309	304	40,593			0	0	40,593	15,176	55,769	133,530	133,530	183,451		37.4%
T1c. Special Schedule																
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	<b>300</b>	<b>312</b>	<b>307</b>	<b>41,193</b>			<b>0</b>	<b>0</b>	<b>41,193</b>	<b>15,326</b>	<b>56,519</b>	<b>134,179</b>	<b>134,179</b>	<b>184,101</b>		<b>37.4%</b>
T4. Indirect Hire Foreign Nationals (IHFN)	22	22	22	1,300					1,300		1,300	59,091	59,091	59,091		
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>322</b>	<b>334</b>	<b>329</b>	<b>42,493</b>			<b>0</b>	<b>0</b>	<b>42,493</b>	<b>15,326</b>	<b>57,819</b>	<b>129,158</b>	<b>129,158</b>	<b>175,742</b>		<b>37.4%</b>
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
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Volume II - Defense-Wide Data Book  
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Operation and Maintenance, Defense-Wide

Defense Security Cooperation Agency

FY 2022

(\$ in Thousands)

	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>900</b>	<b>897</b>	<b>937</b>	<b>106,173</b>	<b>275</b>	<b>158</b>	<b>3,214</b>	<b>3,647</b>	<b>109,820</b>	<b>41,406</b>	<b>151,226</b>	<b>113,312</b>	<b>117,204</b>	<b>161,394</b>	<b>3.6%</b>	<b>40.4%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>870</b>	<b>867</b>	<b>907</b>	<b>102,487</b>	<b>275</b>	<b>158</b>	<b>3,214</b>	<b>3,647</b>	<b>106,134</b>	<b>41,406</b>	<b>147,540</b>	<b>112,996</b>	<b>117,017</b>	<b>162,668</b>	<b>3.6%</b>	<b>40.4%</b>
D1a. Senior Executive Schedule																
D1b. General Schedule	559	542	537	57,499	201	111	2,543	2,855	60,354	24,527	84,881	107,074	112,391	158,065	5.0%	42.7%
D1c. Special Schedule	311	325	370	44,988	74	47	671	792	45,780	16,879	62,659	121,589	123,730	169,349	1.8%	37.5%
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)	30	30	30	3,686					3,686		3,686	122,867	122,867	122,867		
<b>D3. Total Direct Hire</b>	<b>900</b>	<b>897</b>	<b>937</b>	<b>106,173</b>	<b>275</b>	<b>158</b>	<b>3,214</b>	<b>3,647</b>	<b>109,820</b>	<b>41,406</b>	<b>151,226</b>	<b>113,312</b>	<b>117,204</b>	<b>161,394</b>	<b>3.6%</b>	<b>40.4%</b>
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>900</b>	<b>897</b>	<b>937</b>	<b>106,173</b>	<b>275</b>	<b>158</b>	<b>3,214</b>	<b>3,647</b>	<b>109,820</b>	<b>41,406</b>	<b>151,226</b>	<b>113,312</b>	<b>117,204</b>	<b>161,394</b>	<b>3.6%</b>	<b>40.4%</b>
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>35</b>	<b>40</b>	<b>28</b>	<b>3,003</b>	<b>41</b>	<b>14</b>	<b>73</b>	<b>128</b>	<b>3,131</b>	<b>981</b>	<b>4,112</b>	<b>107,250</b>	<b>111,821</b>	<b>146,857</b>	<b>4.3%</b>	<b>32.7%</b>
<b>R1. US Direct Hire (USDH)</b>	<b>35</b>	<b>40</b>	<b>28</b>	<b>3,003</b>	<b>41</b>	<b>14</b>	<b>73</b>	<b>128</b>	<b>3,131</b>	<b>981</b>	<b>4,112</b>	<b>107,250</b>	<b>111,821</b>	<b>146,857</b>	<b>4.3%</b>	<b>32.7%</b>
R1a. Senior Executive Schedule																
R1b. General Schedule																
R1c. Special Schedule	35	40	28	3,003	41	14	73	128	3,131	981	4,112	107,250	111,821	146,857	4.3%	32.7%
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	<b>35</b>	<b>40</b>	<b>28</b>	<b>3,003</b>	<b>41</b>	<b>14</b>	<b>73</b>	<b>128</b>	<b>3,131</b>	<b>981</b>	<b>4,112</b>	<b>107,250</b>	<b>111,821</b>	<b>146,857</b>	<b>4.3%</b>	<b>32.7%</b>
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	<b>35</b>	<b>40</b>	<b>28</b>	<b>3,003</b>	<b>41</b>	<b>14</b>	<b>73</b>	<b>128</b>	<b>3,131</b>	<b>981</b>	<b>4,112</b>	<b>107,250</b>	<b>111,821</b>	<b>146,857</b>	<b>4.3%</b>	<b>32.7%</b>
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>935</b>	<b>937</b>	<b>965</b>	<b>109,176</b>	<b>316</b>	<b>172</b>	<b>3,287</b>	<b>3,775</b>	<b>112,951</b>	<b>42,387</b>	<b>155,338</b>	<b>113,136</b>	<b>117,048</b>	<b>160,972</b>	<b>3.6%</b>	<b>40.2%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>905</b>	<b>907</b>	<b>935</b>	<b>105,490</b>	<b>316</b>	<b>172</b>	<b>3,287</b>	<b>3,775</b>	<b>109,265</b>	<b>42,387</b>	<b>151,652</b>	<b>112,824</b>	<b>116,861</b>	<b>162,195</b>	<b>3.6%</b>	<b>40.2%</b>
T1a. Senior Executive Schedule																
T1b. General Schedule	559	542	537	57,499	201	111	2,543	2,855	60,354	24,527	84,881	107,074	112,391	158,065	5.0%	42.7%
T1c. Special Schedule	346	365	398	47,991	115	61	744	920	48,911	17,860	66,771	120,580	122,892	167,766	1.9%	37.2%
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)	30	30	30	3,686					3,686		3,686	122,867	122,867	122,867		
<b>T3. Total Direct Hire</b>	<b>935</b>	<b>937</b>	<b>965</b>	<b>109,176</b>	<b>316</b>	<b>172</b>	<b>3,287</b>	<b>3,775</b>	<b>112,951</b>	<b>42,387</b>	<b>155,338</b>	<b>113,136</b>	<b>117,048</b>	<b>160,972</b>	<b>3.6%</b>	<b>40.2%</b>
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>935</b>	<b>937</b>	<b>965</b>	<b>109,176</b>	<b>316</b>	<b>172</b>	<b>3,287</b>	<b>3,775</b>	<b>112,951</b>	<b>42,387</b>	<b>155,338</b>	<b>113,136</b>	<b>117,048</b>	<b>160,972</b>	<b>3.6%</b>	<b>40.2%</b>
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
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FY 2023

(\$ in Thousands)

	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>459</b>	<b>484</b>	<b>484</b>	<b>60,675</b>	<b>174</b>	<b>94</b>	<b>2,130</b>	<b>2,398</b>	<b>63,073</b>	<b>21,168</b>	<b>84,241</b>	<b>125,362</b>	<b>130,316</b>	<b>174,052</b>	<b>4.1%</b>	<b>36.0%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>444</b>	<b>469</b>	<b>469</b>	<b>58,760</b>	<b>174</b>	<b>94</b>	<b>2,130</b>	<b>2,398</b>	<b>61,158</b>	<b>21,168</b>	<b>82,326</b>	<b>125,288</b>	<b>130,401</b>	<b>175,535</b>	<b>4.1%</b>	<b>36.0%</b>
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		
<b>D3. Total Direct Hire</b>	<b>459</b>	<b>484</b>	<b>484</b>	<b>60,675</b>	<b>174</b>	<b>94</b>	<b>2,130</b>	<b>2,398</b>	<b>63,073</b>	<b>21,168</b>	<b>84,241</b>	<b>125,362</b>	<b>130,316</b>	<b>174,052</b>	<b>4.1%</b>	<b>36.0%</b>
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>459</b>	<b>484</b>	<b>484</b>	<b>60,675</b>	<b>174</b>	<b>94</b>	<b>2,130</b>	<b>2,398</b>	<b>63,073</b>	<b>21,168</b>	<b>84,241</b>	<b>125,362</b>	<b>130,316</b>	<b>174,052</b>	<b>4.1%</b>	<b>36.0%</b>
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D5a. USDH - Benefits for Former Employees																
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D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>13</b>	<b>13</b>	<b>13</b>	<b>911</b>	<b>16</b>	<b>5</b>	<b>21</b>	<b>42</b>	<b>953</b>	<b>344</b>	<b>1,297</b>	<b>70,077</b>	<b>73,308</b>	<b>99,769</b>	<b>4.6%</b>	<b>37.8%</b>
<b>R1. US Direct Hire (USDH)</b>	<b>13</b>	<b>13</b>	<b>13</b>	<b>911</b>	<b>16</b>	<b>5</b>	<b>21</b>	<b>42</b>	<b>953</b>	<b>344</b>	<b>1,297</b>	<b>70,077</b>	<b>73,308</b>	<b>99,769</b>	<b>4.6%</b>	<b>37.8%</b>
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)																
<b>R3. Total Direct Hire</b>	<b>13</b>	<b>13</b>	<b>13</b>	<b>911</b>	<b>16</b>	<b>5</b>	<b>21</b>	<b>42</b>	<b>953</b>	<b>344</b>	<b>1,297</b>	<b>70,077</b>	<b>73,308</b>	<b>99,769</b>	<b>4.6%</b>	<b>37.8%</b>
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	<b>13</b>	<b>13</b>	<b>13</b>	<b>911</b>	<b>16</b>	<b>5</b>	<b>21</b>	<b>42</b>	<b>953</b>	<b>344</b>	<b>1,297</b>	<b>70,077</b>	<b>73,308</b>	<b>99,769</b>	<b>4.6%</b>	<b>37.8%</b>
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>472</b>	<b>497</b>	<b>497</b>	<b>61,586</b>	<b>190</b>	<b>99</b>	<b>2,151</b>	<b>2,440</b>	<b>64,026</b>	<b>21,512</b>	<b>85,538</b>	<b>123,915</b>	<b>128,825</b>	<b>172,109</b>	<b>4.1%</b>	<b>36.1%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>457</b>	<b>482</b>	<b>482</b>	<b>59,671</b>	<b>190</b>	<b>99</b>	<b>2,151</b>	<b>2,440</b>	<b>62,111</b>	<b>21,512</b>	<b>83,623</b>	<b>123,799</b>	<b>128,861</b>	<b>173,492</b>	<b>4.1%</b>	<b>36.1%</b>
T1a. Senior Executive Schedule																
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																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)	15	15	15	1,915					1,915		1,915	127,667	127,667	127,667		
<b>T3. Total Direct Hire</b>	<b>472</b>	<b>497</b>	<b>497</b>	<b>61,586</b>	<b>190</b>	<b>99</b>	<b>2,151</b>	<b>2,440</b>	<b>64,026</b>	<b>21,512</b>	<b>85,538</b>	<b>123,915</b>	<b>128,825</b>	<b>172,109</b>	<b>4.1%</b>	<b>36.1%</b>
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>472</b>	<b>497</b>	<b>497</b>	<b>61,586</b>	<b>190</b>	<b>99</b>	<b>2,151</b>	<b>2,440</b>	<b>64,026</b>	<b>21,512</b>	<b>85,538</b>	<b>123,915</b>	<b>128,825</b>	<b>172,109</b>	<b>4.1%</b>	<b>36.1%</b>
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
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**Department of Defense  
Fiscal Year (FY) 2024 Budget Estimates  
Volume II - Defense-Wide Data Book  
Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

Defense Security Cooperation Agency  
FY 2024

(\$ in Thousands)

	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>469</b>	<b>530</b>	<b>519</b>	<b>68,134</b>	<b>195</b>	<b>101</b>	<b>2,356</b>	<b>2,652</b>	<b>70,786</b>	<b>23,445</b>	<b>94,231</b>	<b>131,279</b>	<b>136,389</b>	<b>181,563</b>	<b>3.9%</b>	<b>34.4%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>469</b>	<b>530</b>	<b>519</b>	<b>68,134</b>	<b>195</b>	<b>101</b>	<b>2,356</b>	<b>2,652</b>	<b>70,786</b>	<b>23,445</b>	<b>94,231</b>	<b>131,279</b>	<b>136,389</b>	<b>181,563</b>	<b>3.9%</b>	<b>34.4%</b>
D1a. Senior Executive Schedule																
D1b. General Schedule	283	307	296	42,112	113	59	1,366	1,538	43,650	13,733	57,383	142,270	147,466	193,861	3.7%	32.6%
D1c. Special Schedule	186	223	223	26,022	82	42	990	1,114	27,136	9,712	36,848	116,691	121,686	165,238	4.3%	37.3%
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	<b>469</b>	<b>530</b>	<b>519</b>	<b>68,134</b>	<b>195</b>	<b>101</b>	<b>2,356</b>	<b>2,652</b>	<b>70,786</b>	<b>23,445</b>	<b>94,231</b>	<b>131,279</b>	<b>136,389</b>	<b>181,563</b>	<b>3.9%</b>	<b>34.4%</b>
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>469</b>	<b>530</b>	<b>519</b>	<b>68,134</b>	<b>195</b>	<b>101</b>	<b>2,356</b>	<b>2,652</b>	<b>70,786</b>	<b>23,445</b>	<b>94,231</b>	<b>131,279</b>	<b>136,389</b>	<b>181,563</b>	<b>3.9%</b>	<b>34.4%</b>
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
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D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>																
<b>R1. US Direct Hire (USDH)</b>																
R1a. Senior Executive Schedule																
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<b>R3. Total Direct Hire</b>																
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>																
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<b>Total Funded Personnel (includes OC 13)</b>	<b>469</b>	<b>530</b>	<b>519</b>	<b>68,134</b>	<b>195</b>	<b>101</b>	<b>2,356</b>	<b>2,652</b>	<b>70,786</b>	<b>23,445</b>	<b>94,231</b>	<b>131,279</b>	<b>136,389</b>	<b>181,563</b>	<b>3.9%</b>	<b>34.4%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>469</b>	<b>530</b>	<b>519</b>	<b>68,134</b>	<b>195</b>	<b>101</b>	<b>2,356</b>	<b>2,652</b>	<b>70,786</b>	<b>23,445</b>	<b>94,231</b>	<b>131,279</b>	<b>136,389</b>	<b>181,563</b>	<b>3.9%</b>	<b>34.4%</b>
T1a. Senior Executive Schedule																
T1b. General Schedule	283	307	296	42,112	113	59	1,366	1,538	43,650	13,733	57,383	142,270	147,466	193,861	3.7%	32.6%
T1c. Special Schedule	186	223	223	26,022	82	42	990	1,114	27,136	9,712	36,848	116,691	121,686	165,238	4.3%	37.3%
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	<b>469</b>	<b>530</b>	<b>519</b>	<b>68,134</b>	<b>195</b>	<b>101</b>	<b>2,356</b>	<b>2,652</b>	<b>70,786</b>	<b>23,445</b>	<b>94,231</b>	<b>131,279</b>	<b>136,389</b>	<b>181,563</b>	<b>3.9%</b>	<b>34.4%</b>
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>469</b>	<b>530</b>	<b>519</b>	<b>68,134</b>	<b>195</b>	<b>101</b>	<b>2,356</b>	<b>2,652</b>	<b>70,786</b>	<b>23,445</b>	<b>94,231</b>	<b>131,279</b>	<b>136,389</b>	<b>181,563</b>	<b>3.9%</b>	<b>34.4%</b>
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
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**Department of Defense**  
**Fiscal Year (FY) 2024 Budget Estimates**  
**Volume II - Defense-Wide Data Book**  
**Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

Defense Threat Reduction Agency

FY 2022

(\$ in Thousands)

	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	Rates	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	k/c	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits	Comp	Comp	n	Variables	Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>1,252</b>	<b>1,234</b>	<b>1,218</b>	<b>160,155</b>	<b>336</b>	<b>282</b>	<b>5,102</b>	<b>5,720</b>	<b>165,875</b>	<b>58,505</b>	<b>224,380</b>	<b>131,490</b>	<b>136,186</b>	<b>184,220</b>	<b>3.6%</b>	<b>36.5%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>1,252</b>	<b>1,234</b>	<b>1,218</b>	<b>160,155</b>	<b>336</b>	<b>282</b>	<b>5,102</b>	<b>5,720</b>	<b>165,875</b>	<b>58,442</b>	<b>224,317</b>	<b>131,490</b>	<b>136,186</b>	<b>184,168</b>	<b>3.6%</b>	<b>36.5%</b>
D1a. Senior Executive Schedule	12	13	13	2,362			216	216	2,578	772	3,350	181,692	198,308	257,692	9.1%	32.7%
D1b. General Schedule	1,240	1,221	1,205	157,793	336	282	4,886	5,504	163,297	57,670	220,967	130,949	135,516	183,375	3.5%	36.5%
D1c. Special Schedule																
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	<b>1,252</b>	<b>1,234</b>	<b>1,218</b>	<b>160,155</b>	<b>336</b>	<b>282</b>	<b>5,102</b>	<b>5,720</b>	<b>165,875</b>	<b>58,442</b>	<b>224,317</b>	<b>131,490</b>	<b>136,186</b>	<b>184,168</b>	<b>3.6%</b>	<b>36.5%</b>
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>1,252</b>	<b>1,234</b>	<b>1,218</b>	<b>160,155</b>	<b>336</b>	<b>282</b>	<b>5,102</b>	<b>5,720</b>	<b>165,875</b>	<b>58,442</b>	<b>224,317</b>	<b>131,490</b>	<b>136,186</b>	<b>184,168</b>	<b>3.6%</b>	<b>36.5%</b>
<b>D5. Other Object Class 13 Benefits</b>										<b>63</b>	<b>63</b>					
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)										63	63					
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>118</b>	<b>116</b>	<b>123</b>	<b>17,176</b>	<b>2</b>	<b>4</b>	<b>466</b>	<b>472</b>	<b>17,648</b>	<b>5,932</b>	<b>23,580</b>	<b>139,642</b>	<b>143,480</b>	<b>191,707</b>	<b>2.7%</b>	<b>34.5%</b>
<b>R1. US Direct Hire (USDH)</b>	<b>118</b>	<b>116</b>	<b>123</b>	<b>17,176</b>	<b>2</b>	<b>4</b>	<b>466</b>	<b>472</b>	<b>17,648</b>	<b>5,932</b>	<b>23,580</b>	<b>139,642</b>	<b>143,480</b>	<b>191,707</b>	<b>2.7%</b>	<b>34.5%</b>
R1a. Senior Executive Schedule	1	1	1	195			23	23	218	70	288	195,000	218,000	288,000	11.8%	35.9%
R1b. General Schedule	117	115	122	16,981	2	4	443	449	17,430	5,862	23,292	139,189	142,869	190,918	2.6%	34.5%
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	<b>118</b>	<b>116</b>	<b>123</b>	<b>17,176</b>	<b>2</b>	<b>4</b>	<b>466</b>	<b>472</b>	<b>17,648</b>	<b>5,932</b>	<b>23,580</b>	<b>139,642</b>	<b>143,480</b>	<b>191,707</b>	<b>2.7%</b>	<b>34.5%</b>
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	<b>118</b>	<b>116</b>	<b>123</b>	<b>17,176</b>	<b>2</b>	<b>4</b>	<b>466</b>	<b>472</b>	<b>17,648</b>	<b>5,932</b>	<b>23,580</b>	<b>139,642</b>	<b>143,480</b>	<b>191,707</b>	<b>2.7%</b>	<b>34.5%</b>
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>1,370</b>	<b>1,350</b>	<b>1,341</b>	<b>177,331</b>	<b>338</b>	<b>286</b>	<b>5,568</b>	<b>6,192</b>	<b>183,523</b>	<b>64,437</b>	<b>247,960</b>	<b>132,238</b>	<b>136,855</b>	<b>184,907</b>	<b>3.5%</b>	<b>36.3%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>1,370</b>	<b>1,350</b>	<b>1,341</b>	<b>177,331</b>	<b>338</b>	<b>286</b>	<b>5,568</b>	<b>6,192</b>	<b>183,523</b>	<b>64,374</b>	<b>247,897</b>	<b>132,238</b>	<b>136,855</b>	<b>184,860</b>	<b>3.5%</b>	<b>36.3%</b>
T1a. Senior Executive Schedule	13	14	14	2,557			239	239	2,796	842	3,638	182,643	199,714	259,857	9.3%	32.9%
T1b. General Schedule	1,357	1,336	1,327	174,774	338	286	5,329	5,953	180,727	63,532	244,259	131,706	136,192	184,069	3.4%	36.4%
T1c. Special Schedule																
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	<b>1,370</b>	<b>1,350</b>	<b>1,341</b>	<b>177,331</b>	<b>338</b>	<b>286</b>	<b>5,568</b>	<b>6,192</b>	<b>183,523</b>	<b>64,374</b>	<b>247,897</b>	<b>132,238</b>	<b>136,855</b>	<b>184,860</b>	<b>3.5%</b>	<b>36.3%</b>
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>1,370</b>	<b>1,350</b>	<b>1,341</b>	<b>177,331</b>	<b>338</b>	<b>286</b>	<b>5,568</b>	<b>6,192</b>	<b>183,523</b>	<b>64,374</b>	<b>247,897</b>	<b>132,238</b>	<b>136,855</b>	<b>184,860</b>	<b>3.5%</b>	<b>36.3%</b>
<b>T5. Other Object Class 13 Benefits</b>										<b>63</b>	<b>63</b>					
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)										63	63					
T5d. Foreign National Separation Liability Accrual																

**Department of Defense**  
**Fiscal Year (FY) 2024 Budget Estimates**  
**Volume II - Defense-Wide Data Book**  
**Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

Defense Threat Reduction Agency

FY 2023

(\$ in Thousands)

	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	Rates	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	k/c	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits	Comp	Comp	n	Variables	Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>1,234</b>	<b>1,320</b>	<b>1,280</b>	<b>173,071</b>	<b>202</b>	<b>272</b>	<b>4,869</b>	<b>5,343</b>	<b>178,414</b>	<b>63,870</b>	<b>242,284</b>	<b>135,212</b>	<b>139,386</b>	<b>189,284</b>	<b>3.1%</b>	<b>36.9%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>1,234</b>	<b>1,320</b>	<b>1,280</b>	<b>173,071</b>	<b>202</b>	<b>272</b>	<b>4,869</b>	<b>5,343</b>	<b>178,414</b>	<b>63,870</b>	<b>242,284</b>	<b>135,212</b>	<b>139,386</b>	<b>189,284</b>	<b>3.1%</b>	<b>36.9%</b>
D1a. Senior Executive Schedule	13	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	1,221	1,304	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)																
<b>D3. Total Direct Hire</b>	<b>1,234</b>	<b>1,320</b>	<b>1,280</b>	<b>173,071</b>	<b>202</b>	<b>272</b>	<b>4,869</b>	<b>5,343</b>	<b>178,414</b>	<b>63,870</b>	<b>242,284</b>	<b>135,212</b>	<b>139,386</b>	<b>189,284</b>	<b>3.1%</b>	<b>36.9%</b>
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>1,234</b>	<b>1,320</b>	<b>1,280</b>	<b>173,071</b>	<b>202</b>	<b>272</b>	<b>4,869</b>	<b>5,343</b>	<b>178,414</b>	<b>63,870</b>	<b>242,284</b>	<b>135,212</b>	<b>139,386</b>	<b>189,284</b>	<b>3.1%</b>	<b>36.9%</b>
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
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D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>116</b>	<b>138</b>	<b>131</b>	<b>19,251</b>	<b>57</b>	<b>15</b>	<b>511</b>	<b>583</b>	<b>19,834</b>	<b>6,846</b>	<b>26,680</b>	<b>146,954</b>	<b>151,405</b>	<b>203,664</b>	<b>3.0%</b>	<b>35.6%</b>
<b>R1. US Direct Hire (USDH)</b>	<b>116</b>	<b>138</b>	<b>131</b>	<b>19,251</b>	<b>57</b>	<b>15</b>	<b>511</b>	<b>583</b>	<b>19,834</b>	<b>6,846</b>	<b>26,680</b>	<b>146,954</b>	<b>151,405</b>	<b>203,664</b>	<b>3.0%</b>	<b>35.6%</b>
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	115	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)																
<b>R3. Total Direct Hire</b>	<b>116</b>	<b>138</b>	<b>131</b>	<b>19,251</b>	<b>57</b>	<b>15</b>	<b>511</b>	<b>583</b>	<b>19,834</b>	<b>6,846</b>	<b>26,680</b>	<b>146,954</b>	<b>151,405</b>	<b>203,664</b>	<b>3.0%</b>	<b>35.6%</b>
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	<b>116</b>	<b>138</b>	<b>131</b>	<b>19,251</b>	<b>57</b>	<b>15</b>	<b>511</b>	<b>583</b>	<b>19,834</b>	<b>6,846</b>	<b>26,680</b>	<b>146,954</b>	<b>151,405</b>	<b>203,664</b>	<b>3.0%</b>	<b>35.6%</b>
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
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R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>1,350</b>	<b>1,458</b>	<b>1,411</b>	<b>192,322</b>	<b>259</b>	<b>287</b>	<b>5,380</b>	<b>5,926</b>	<b>198,248</b>	<b>70,716</b>	<b>268,964</b>	<b>136,302</b>	<b>140,502</b>	<b>190,619</b>	<b>3.1%</b>	<b>36.8%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>1,350</b>	<b>1,458</b>	<b>1,411</b>	<b>192,322</b>	<b>259</b>	<b>287</b>	<b>5,380</b>	<b>5,926</b>	<b>198,248</b>	<b>70,716</b>	<b>268,964</b>	<b>136,302</b>	<b>140,502</b>	<b>190,619</b>	<b>3.1%</b>	<b>36.8%</b>
T1a. Senior Executive Schedule	14	17	17	3,482			261	261	3,743	1,105	4,848	204,824	220,176	285,176	7.5%	31.7%
T1b. General Schedule	1,336	1,441	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																
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	<b>1,350</b>	<b>1,458</b>	<b>1,411</b>	<b>192,322</b>	<b>259</b>	<b>287</b>	<b>5,380</b>	<b>5,926</b>	<b>198,248</b>	<b>70,716</b>	<b>268,964</b>	<b>136,302</b>	<b>140,502</b>	<b>190,619</b>	<b>3.1%</b>	<b>36.8%</b>
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>1,350</b>	<b>1,458</b>	<b>1,411</b>	<b>192,322</b>	<b>259</b>	<b>287</b>	<b>5,380</b>	<b>5,926</b>	<b>198,248</b>	<b>70,716</b>	<b>268,964</b>	<b>136,302</b>	<b>140,502</b>	<b>190,619</b>	<b>3.1%</b>	<b>36.8%</b>
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**Department of Defense  
Fiscal Year (FY) 2024 Budget Estimates  
Volume II - Defense-Wide Data Book  
Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

Defense Threat Reduction Agency

FY 2024

(\$ in Thousands)

	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	Rates	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	k/c	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits	Comp	Comp	n	Variables	p
														& Benefits		Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>1,320</b>	<b>1,320</b>	<b>1,295</b>	<b>186,904</b>	<b>365</b>	<b>303</b>	<b>5,024</b>	<b>5,692</b>	<b>192,596</b>	<b>68,476</b>	<b>261,072</b>	<b>144,327</b>	<b>148,723</b>	<b>201,600</b>	<b>3.0%</b>	<b>36.6%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>1,320</b>	<b>1,320</b>	<b>1,295</b>	<b>186,904</b>	<b>365</b>	<b>303</b>	<b>5,024</b>	<b>5,692</b>	<b>192,596</b>	<b>68,476</b>	<b>261,072</b>	<b>144,327</b>	<b>148,723</b>	<b>201,600</b>	<b>3.0%</b>	<b>36.6%</b>
D1a. Senior Executive Schedule	16	16	16	3,324			266	266	3,590	1,086	4,676	207,750	224,375	292,250	8.0%	32.7%
D1b. General Schedule	1,304	1,304	1,279	183,580	365	303	4,758	5,426	189,006	67,390	256,396	143,534	147,776	200,466	3.0%	36.7%
D1c. Special Schedule																
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	<b>1,320</b>	<b>1,320</b>	<b>1,295</b>	<b>186,904</b>	<b>365</b>	<b>303</b>	<b>5,024</b>	<b>5,692</b>	<b>192,596</b>	<b>68,476</b>	<b>261,072</b>	<b>144,327</b>	<b>148,723</b>	<b>201,600</b>	<b>3.0%</b>	<b>36.6%</b>
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>1,320</b>	<b>1,320</b>	<b>1,295</b>	<b>186,904</b>	<b>365</b>	<b>303</b>	<b>5,024</b>	<b>5,692</b>	<b>192,596</b>	<b>68,476</b>	<b>261,072</b>	<b>144,327</b>	<b>148,723</b>	<b>201,600</b>	<b>3.0%</b>	<b>36.6%</b>
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
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D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>138</b>	<b>138</b>	<b>131</b>	<b>19,920</b>	<b>2</b>	<b>4</b>	<b>529</b>	<b>535</b>	<b>20,455</b>	<b>7,138</b>	<b>27,593</b>	<b>152,061</b>	<b>156,145</b>	<b>210,634</b>	<b>2.7%</b>	<b>35.8%</b>
<b>R1. US Direct Hire (USDH)</b>	<b>138</b>	<b>138</b>	<b>131</b>	<b>19,920</b>	<b>2</b>	<b>4</b>	<b>529</b>	<b>535</b>	<b>20,455</b>	<b>7,138</b>	<b>27,593</b>	<b>152,061</b>	<b>156,145</b>	<b>210,634</b>	<b>2.7%</b>	<b>35.8%</b>
R1a. Senior Executive Schedule	1	1	1	214			16	16	230	79	309	214,000	230,000	309,000	7.5%	36.9%
R1b. General Schedule	137	137	130	19,706	2	4	513	519	20,225	7,059	27,284	151,585	155,577	209,877	2.6%	35.8%
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	<b>138</b>	<b>138</b>	<b>131</b>	<b>19,920</b>	<b>2</b>	<b>4</b>	<b>529</b>	<b>535</b>	<b>20,455</b>	<b>7,138</b>	<b>27,593</b>	<b>152,061</b>	<b>156,145</b>	<b>210,634</b>	<b>2.7%</b>	<b>35.8%</b>
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	<b>138</b>	<b>138</b>	<b>131</b>	<b>19,920</b>	<b>2</b>	<b>4</b>	<b>529</b>	<b>535</b>	<b>20,455</b>	<b>7,138</b>	<b>27,593</b>	<b>152,061</b>	<b>156,145</b>	<b>210,634</b>	<b>2.7%</b>	<b>35.8%</b>
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R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>1,458</b>	<b>1,458</b>	<b>1,426</b>	<b>206,824</b>	<b>367</b>	<b>307</b>	<b>5,553</b>	<b>6,227</b>	<b>213,051</b>	<b>75,614</b>	<b>288,665</b>	<b>145,038</b>	<b>149,405</b>	<b>202,430</b>	<b>3.0%</b>	<b>36.6%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>1,458</b>	<b>1,458</b>	<b>1,426</b>	<b>206,824</b>	<b>367</b>	<b>307</b>	<b>5,553</b>	<b>6,227</b>	<b>213,051</b>	<b>75,614</b>	<b>288,665</b>	<b>145,038</b>	<b>149,405</b>	<b>202,430</b>	<b>3.0%</b>	<b>36.6%</b>
T1a. Senior Executive Schedule	17	17	17	3,538			282	282	3,820	1,165	4,985	208,118	224,706	293,235	8.0%	32.9%
T1b. General Schedule	1,441	1,441	1,409	203,286	367	307	5,271	5,945	209,231	74,449	283,680	144,277	148,496	201,334	2.9%	36.6%
T1c. Special Schedule																
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	<b>1,458</b>	<b>1,458</b>	<b>1,426</b>	<b>206,824</b>	<b>367</b>	<b>307</b>	<b>5,553</b>	<b>6,227</b>	<b>213,051</b>	<b>75,614</b>	<b>288,665</b>	<b>145,038</b>	<b>149,405</b>	<b>202,430</b>	<b>3.0%</b>	<b>36.6%</b>
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>1,458</b>	<b>1,458</b>	<b>1,426</b>	<b>206,824</b>	<b>367</b>	<b>307</b>	<b>5,553</b>	<b>6,227</b>	<b>213,051</b>	<b>75,614</b>	<b>288,665</b>	<b>145,038</b>	<b>149,405</b>	<b>202,430</b>	<b>3.0%</b>	<b>36.6%</b>
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**Department of Defense**  
**Fiscal Year (FY) 2024 Budget Estimates**  
**Volume II - Defense-Wide Data Book**  
**Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

Defense Technology Security Administration

FY 2022

(\$ in Thousands)

	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>640</b>	<b>635</b>	<b>642</b>	<b>102,594</b>	<b>38</b>		<b>2,771</b>	<b>2,809</b>	<b>105,403</b>	<b>32,905</b>	<b>138,308</b>	<b>159,804</b>	<b>164,179</b>	<b>215,433</b>	<b>2.7%</b>	<b>32.1%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>640</b>	<b>635</b>	<b>642</b>	<b>102,594</b>	<b>38</b>		<b>2,771</b>	<b>2,809</b>	<b>105,403</b>	<b>32,905</b>	<b>138,308</b>	<b>159,804</b>	<b>164,179</b>	<b>215,433</b>	<b>2.7%</b>	<b>32.1%</b>
D1a. Senior Executive Schedule	11	14	14	2,925			195	195	3,120	886	4,006	208,929	222,857	286,143	6.7%	30.3%
D1b. General Schedule	629	621	628	99,669	38		2,576	2,614	102,283	32,019	134,302	158,709	162,871	213,857	2.6%	32.1%
D1c. Special Schedule																
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	<b>640</b>	<b>635</b>	<b>642</b>	<b>102,594</b>	<b>38</b>		<b>2,771</b>	<b>2,809</b>	<b>105,403</b>	<b>32,905</b>	<b>138,308</b>	<b>159,804</b>	<b>164,179</b>	<b>215,433</b>	<b>2.7%</b>	<b>32.1%</b>
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>640</b>	<b>635</b>	<b>642</b>	<b>102,594</b>	<b>38</b>		<b>2,771</b>	<b>2,809</b>	<b>105,403</b>	<b>32,905</b>	<b>138,308</b>	<b>159,804</b>	<b>164,179</b>	<b>215,433</b>	<b>2.7%</b>	<b>32.1%</b>
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<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>6</b>	<b>6</b>	<b>6</b>	<b>1,118</b>			<b>38</b>	<b>38</b>	<b>1,156</b>	<b>318</b>	<b>1,474</b>	<b>186,333</b>	<b>192,667</b>	<b>245,667</b>	<b>3.4%</b>	<b>28.4%</b>
<b>R1. US Direct Hire (USDH)</b>	<b>6</b>	<b>6</b>	<b>6</b>	<b>1,118</b>			<b>38</b>	<b>38</b>	<b>1,156</b>	<b>318</b>	<b>1,474</b>	<b>186,333</b>	<b>192,667</b>	<b>245,667</b>	<b>3.4%</b>	<b>28.4%</b>
R1a. Senior Executive Schedule																
R1b. General Schedule	6	6	6	1,118			38	38	1,156	318	1,474	186,333	192,667	245,667	3.4%	28.4%
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	<b>6</b>	<b>6</b>	<b>6</b>	<b>1,118</b>			<b>38</b>	<b>38</b>	<b>1,156</b>	<b>318</b>	<b>1,474</b>	<b>186,333</b>	<b>192,667</b>	<b>245,667</b>	<b>3.4%</b>	<b>28.4%</b>
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	<b>6</b>	<b>6</b>	<b>6</b>	<b>1,118</b>			<b>38</b>	<b>38</b>	<b>1,156</b>	<b>318</b>	<b>1,474</b>	<b>186,333</b>	<b>192,667</b>	<b>245,667</b>	<b>3.4%</b>	<b>28.4%</b>
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R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>646</b>	<b>641</b>	<b>648</b>	<b>103,712</b>	<b>38</b>		<b>2,809</b>	<b>2,847</b>	<b>106,559</b>	<b>33,223</b>	<b>139,782</b>	<b>160,049</b>	<b>164,443</b>	<b>215,713</b>	<b>2.7%</b>	<b>32.0%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>646</b>	<b>641</b>	<b>648</b>	<b>103,712</b>	<b>38</b>		<b>2,809</b>	<b>2,847</b>	<b>106,559</b>	<b>33,223</b>	<b>139,782</b>	<b>160,049</b>	<b>164,443</b>	<b>215,713</b>	<b>2.7%</b>	<b>32.0%</b>
T1a. Senior Executive Schedule	11	14	14	2,925			195	195	3,120	886	4,006	208,929	222,857	286,143	6.7%	30.3%
T1b. General Schedule	635	627	634	100,787	38		2,614	2,652	103,439	32,337	135,776	158,970	163,153	214,158	2.6%	32.1%
T1c. Special Schedule																
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T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	<b>646</b>	<b>641</b>	<b>648</b>	<b>103,712</b>	<b>38</b>		<b>2,809</b>	<b>2,847</b>	<b>106,559</b>	<b>33,223</b>	<b>139,782</b>	<b>160,049</b>	<b>164,443</b>	<b>215,713</b>	<b>2.7%</b>	<b>32.0%</b>
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>646</b>	<b>641</b>	<b>648</b>	<b>103,712</b>	<b>38</b>		<b>2,809</b>	<b>2,847</b>	<b>106,559</b>	<b>33,223</b>	<b>139,782</b>	<b>160,049</b>	<b>164,443</b>	<b>215,713</b>	<b>2.7%</b>	<b>32.0%</b>
<b>T5. Other Object Class 13 Benefits</b>																
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) 2024 Budget Estimates**  
**Volume II - Defense-Wide Data Book**  
**Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

Defense Technology Security Administration

FY 2023

(\$ in Thousands)

	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	397	552	552	96,596	62		2,489	2,551	99,147	23,286	122,433	174,993	179,614	221,799	2.6%	24.1%
<b>D1. US Direct Hire (USDH)</b>	397	552	552	96,596	62		2,489	2,551	99,147	23,286	122,433	174,993	179,614	221,799	2.6%	24.1%
D1a. Senior Executive Schedule	9	8	8	1,862			139	139	2,001	466	2,467	232,750	250,125	308,375	7.5%	25.0%
D1b. General Schedule	388	544	544	94,734	62		2,350	2,412	97,146	22,820	119,966	174,143	178,577	220,526	2.5%	24.1%
D1c. Special Schedule																
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	397	552	552	96,596	62		2,489	2,551	99,147	23,286	122,433	174,993	179,614	221,799	2.6%	24.1%
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	397	552	552	96,596	62		2,489	2,551	99,147	23,286	122,433	174,993	179,614	221,799	2.6%	24.1%
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	6	6	6	1,151			39	39	1,190	765	1,955	191,833	198,333	325,833	3.4%	66.5%
<b>R1. US Direct Hire (USDH)</b>	6	6	6	1,151			39	39	1,190	765	1,955	191,833	198,333	325,833	3.4%	66.5%
R1a. Senior Executive Schedule																
R1b. General Schedule	6	6	6	1,151			39	39	1,190	765	1,955	191,833	198,333	325,833	3.4%	66.5%
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	6	6	6	1,151			39	39	1,190	765	1,955	191,833	198,333	325,833	3.4%	66.5%
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	6	6	6	1,151			39	39	1,190	765	1,955	191,833	198,333	325,833	3.4%	66.5%
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	403	558	558	97,747	62		2,528	2,590	100,337	24,051	124,388	175,174	179,815	222,918	2.6%	24.6%
<b>T1. US Direct Hire (USDH)</b>	403	558	558	97,747	62		2,528	2,590	100,337	24,051	124,388	175,174	179,815	222,918	2.6%	24.6%
T1a. Senior Executive Schedule	9	8	8	1,862			139	139	2,001	466	2,467	232,750	250,125	308,375	7.5%	25.0%
T1b. General Schedule	394	550	550	95,885	62		2,389	2,451	98,336	23,585	121,921	174,336	178,793	221,675	2.6%	24.6%
T1c. Special Schedule																
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	403	558	558	97,747	62		2,528	2,590	100,337	24,051	124,388	175,174	179,815	222,918	2.6%	24.6%
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	403	558	558	97,747	62		2,528	2,590	100,337	24,051	124,388	175,174	179,815	222,918	2.6%	24.6%
<b>T5. Other Object Class 13 Benefits</b>																
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) 2024 Budget Estimates**  
**Volume II - Defense-Wide Data Book**  
**Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

Defense Technology Security Administration  
FY 2024

(\$ in Thousands)

	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	276	276	276	47,098	32		1,251	1,283	48,381	13,469	61,850	170,645	175,293	224,094	2.7%	28.6%
<b>D1. US Direct Hire (USDH)</b>	276	276	276	47,098	32		1,251	1,283	48,381	13,469	61,850	170,645	175,293	224,094	2.7%	28.6%
D1a. Senior Executive Schedule	4	4	4	926			68	68	994	238	1,232	231,500	248,500	308,000	7.3%	25.7%
D1b. General Schedule	272	272	272	46,172	32		1,183	1,215	47,387	13,231	60,618	169,750	174,217	222,860	2.6%	28.7%
D1c. Special Schedule																
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	276	276	276	47,098	32		1,251	1,283	48,381	13,469	61,850	170,645	175,293	224,094	2.7%	28.6%
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	276	276	276	47,098	32		1,251	1,283	48,381	13,469	61,850	170,645	175,293	224,094	2.7%	28.6%
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	3	3	3	596			20	20	616	170	786	198,667	205,333	262,000	3.4%	28.5%
<b>R1. US Direct Hire (USDH)</b>	3	3	3	596			20	20	616	170	786	198,667	205,333	262,000	3.4%	28.5%
R1a. Senior Executive Schedule																
R1b. General Schedule	3	3	3	596			20	20	616	170	786	198,667	205,333	262,000	3.4%	28.5%
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	3	3	3	596			20	20	616	170	786	198,667	205,333	262,000	3.4%	28.5%
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	3	3	3	596			20	20	616	170	786	198,667	205,333	262,000	3.4%	28.5%
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	279	279	279	47,694	32		1,271	1,303	48,997	13,639	62,636	170,946	175,616	224,502	2.7%	28.6%
<b>T1. US Direct Hire (USDH)</b>	279	279	279	47,694	32		1,271	1,303	48,997	13,639	62,636	170,946	175,616	224,502	2.7%	28.6%
T1a. Senior Executive Schedule	4	4	4	926			68	68	994	238	1,232	231,500	248,500	308,000	7.3%	25.7%
T1b. General Schedule	275	275	275	46,768	32		1,203	1,235	48,003	13,401	61,404	170,065	174,556	223,287	2.6%	28.7%
T1c. Special Schedule																
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	279	279	279	47,694	32		1,271	1,303	48,997	13,639	62,636	170,946	175,616	224,502	2.7%	28.6%
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	279	279	279	47,694	32		1,271	1,303	48,997	13,639	62,636	170,946	175,616	224,502	2.7%	28.6%
<b>T5. Other Object Class 13 Benefits</b>																
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) 2024 Budget Estimates  
Volume II - Defense-Wide Data Book  
Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

Office of Economic Adjustment

FY 2022

(\$ in Thousands)

	a	b	c	d	e	f	g	e + f + g	d + h	i	i	i + j	d/c	i/c	Rates	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Comp	Basic	Total	k/c	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits	& Benefits	Comp	Comp	& Benefits	Variables	Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>39</b>	<b>39</b>															
<b>D1. US Direct Hire (USDH)</b>	<b>39</b>	<b>39</b>															
D1a. Senior Executive Schedule	1	1															
D1b. General Schedule	38	38															
D1c. Special Schedule																	
D1d. Wage System																	
D1e. Highly Qualified Experts																	
D1f. Other																	
D2. Direct Hire Program Foreign Nationals (DHFN)																	
<b>D3. Total Direct Hire</b>	<b>39</b>	<b>39</b>															
D4. Indirect Hire Foreign Nationals (IHFN)																	
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>39</b>	<b>39</b>															
<b>D5. Other Object Class 13 Benefits</b>																	
D5a. USDH - Benefits for Former Employees																	
D5b. DHFN - Benefits for Former Employees																	
D5c. Voluntary Separation Incentive Pay (VSIP)																	
D5d. Foreign National Separation Liability Accrual																	
<b>Reimbursable Funded Personnel (includes OC 13)</b>																	
<b>R1. US Direct Hire (USDH)</b>																	
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)																	
<b>R3. Total Direct Hire</b>																	
R4. Indirect Hire Foreign Nationals (IHFN)																	
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>																	
<b>R5. Other Object Class 13 Benefits</b>																	
R5a. USDH - Benefits for Former Employees																	
R5b. DHFN - Benefits for Former Employees																	
R5c. Voluntary Separation Incentive Pay (VSIP)																	
R5d. Foreign National Separation Liability Accrual																	
<b>Total Funded Personnel (includes OC 13)</b>	<b>39</b>	<b>39</b>															
<b>T1. US Direct Hire (USDH)</b>	<b>39</b>	<b>39</b>															
T1a. Senior Executive Schedule	1	1															
T1b. General Schedule	38	38															
T1c. Special Schedule																	
T1d. Wage System																	
T1e. Highly Qualified Experts																	
T1f. Other																	
T2. Direct Hire Program Foreign Nationals (DHFN)																	
<b>T3. Total Direct Hire</b>	<b>39</b>	<b>39</b>															
T4. Indirect Hire Foreign Nationals (IHFN)																	
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>39</b>	<b>39</b>															
<b>T5. Other Object Class 13 Benefits</b>																	
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) 2024 Budget Estimates  
Volume II - Defense-Wide Data Book  
Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

Office of Economic Adjustment

FY 2023

(\$ in Thousands)

a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	Rates	h/d	j/d
Begin	End		Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	k/c	% 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)**

**D1. US Direct Hire (USDH)**

- D1a. Senior Executive Schedule
- D1b. General Schedule
- D1c. Special Schedule
- D1d. Wage System
- D1e. Highly Qualified Experts
- D1f. Other

D2. Direct Hire Program Foreign Nationals (DHFN)

**D3. Total Direct Hire**

D4. Indirect Hire Foreign Nationals (IHFN)

***Subtotal - Direct Funded (excludes OC 13)***

**D5. Other Object Class 13 Benefits**

- D5a. USDH - Benefits for Former Employees
- D5b. DHFN - Benefits for Former Employees
- D5c. Voluntary Separation Incentive Pay (VSIP)
- D5d. Foreign National Separation Liability Accrual

**Reimbursable Funded Personnel (includes OC 13)**

**R1. US Direct Hire (USDH)**

- R1a. Senior Executive Schedule
- R1b. General Schedule
- R1c. Special Schedule
- R1d. Wage System
- R1e. Highly Qualified Experts
- R1f. Other

R2. Direct Hire Program Foreign Nationals (DHFN)

**R3. Total Direct Hire**

R4. Indirect Hire Foreign Nationals (IHFN)

***Subtotal - Reimbursable Funded (excludes OC 13)***

**R5. Other Object Class 13 Benefits**

- R5a. USDH - Benefits for Former Employees
- R5b. DHFN - Benefits for Former Employees
- R5c. Voluntary Separation Incentive Pay (VSIP)
- R5d. Foreign National Separation Liability Accrual

**Total Funded Personnel (includes OC 13)**

**T1. US Direct Hire (USDH)**

- T1a. Senior Executive Schedule
- T1b. General Schedule
- T1c. Special Schedule
- T1d. Wage System
- T1e. Highly Qualified Experts
- T1f. Other

T2. Direct Hire Program Foreign Nationals (DHFN)

**T3. Total Direct Hire**

T4. Indirect Hire Foreign Nationals (IHFN)

***Subtotal - Total Funded (excludes OC 13)***

**T5. Other Object Class 13 Benefits**

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

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**Department of Defense  
Fiscal Year (FY) 2024 Budget Estimates  
Volume II - Defense-Wide Data Book  
Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

Office of Economic Adjustment

FY 2024

(\$ 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>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>Rates</u>	<u>h/d</u>	<u>j/d</u>
Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	k/c	% BC	% BC
Strength	Strength		Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits	Comp	Comp	& Benefits	Variables	Benefits

**Direct Funded Personnel (includes OC 13)**

**D1. US Direct Hire (USDH)**

D1a. Senior Executive Schedule  
D1b. General Schedule  
D1c. Special Schedule  
D1d. Wage System  
D1e. Highly Qualified Experts  
D1f. Other

D2. Direct Hire Program Foreign Nationals (DHFN)

**D3. Total Direct Hire**

D4. Indirect Hire Foreign Nationals (IHFN)

***Subtotal - Direct Funded (excludes OC 13)***

**D5. Other Object Class 13 Benefits**

D5a. USDH - Benefits for Former Employees  
D5b. DHFN - Benefits for Former Employees  
D5c. Voluntary Separation Incentive Pay (VSIP)  
D5d. Foreign National Separation Liability Accrual

**Reimbursable Funded Personnel (includes OC 13)**

**R1. US Direct Hire (USDH)**

R1a. Senior Executive Schedule  
R1b. General Schedule  
R1c. Special Schedule  
R1d. Wage System  
R1e. Highly Qualified Experts  
R1f. Other

R2. Direct Hire Program Foreign Nationals (DHFN)

**R3. Total Direct Hire**

R4. Indirect Hire Foreign Nationals (IHFN)

***Subtotal - Reimbursable Funded (excludes OC 13)***

**R5. Other Object Class 13 Benefits**

R5a. USDH - Benefits for Former Employees  
R5b. DHFN - Benefits for Former Employees  
R5c. Voluntary Separation Incentive Pay (VSIP)  
R5d. Foreign National Separation Liability Accrual

**Total Funded Personnel (includes OC 13)**

**T1. US Direct Hire (USDH)**

T1a. Senior Executive Schedule  
T1b. General Schedule  
T1c. Special Schedule  
T1d. Wage System  
T1e. Highly Qualified Experts  
T1f. Other

T2. Direct Hire Program Foreign Nationals (DHFN)

**T3. Total Direct Hire**

T4. Indirect Hire Foreign Nationals (IHFN)

***Subtotal - Total Funded (excludes OC 13)***

**T5. Other Object Class 13 Benefits**

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

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**Department of Defense**  
**Fiscal Year (FY) 2024 Budget Estimates**  
**Volume II - Defense-Wide Data Book**  
**Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

Office of Local Defense Community Cooperation

	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	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	206	206	56	7,604			142	142	7,746	2,699	10,445	138,255	138,321	186,518	1.9%	35.5%
<b>D1. US Direct Hire (USDH)</b>	206	206	56	7,604			142	142	7,746	2,699	10,445	138,255	138,321	186,518	1.9%	35.5%
D1a. Senior Executive Schedule	4	4	1	162			22	22	184	67	251		184,000	251,000	13.6%	41.4%
D1b. General Schedule	202	202	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)																
<b>D3. Total Direct Hire</b>	206	206	56	7,604			142	142	7,746	2,699	10,445	138,255	138,321	186,518	1.9%	35.5%
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	206	206	56	7,604			142	142	7,746	2,699	10,445	138,255	138,321	186,518	1.9%	35.5%
<b>D5. Other Object Class 13 Benefits</b>																
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D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>																
<b>R1. US Direct Hire (USDH)</b>																
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)																
<b>R3. Total Direct Hire</b>																
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>																
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	206	206	56	7,604			142	142	7,746	2,699	10,445	138,255	138,321	186,518	1.9%	35.5%
<b>T1. US Direct Hire (USDH)</b>	206	206	56	7,604			142	142	7,746	2,699	10,445	138,255	138,321	186,518	1.9%	35.5%
T1a. Senior Executive Schedule	4	4	1	162			22	22	184	67	251		184,000	251,000	13.6%	41.4%
T1b. General Schedule	202	202	55	7,442			120	120	7,562	2,632	10,194	135,309	137,491	185,345	1.6%	35.4%
T1c. Special Schedule																
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	206	206	56	7,604			142	142	7,746	2,699	10,445	138,255	138,321	186,518	1.9%	35.5%
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	206	206	56	7,604			142	142	7,746	2,699	10,445	138,255	138,321	186,518	1.9%	35.5%
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**Department of Defense  
Fiscal Year (FY) 2024 Budget Estimates  
Volume II - Defense-Wide Data Book  
Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

Office of Local Defense Community Cooperation

FY 2023

(\$ in Thousands)

	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	Rates k/c	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	h	i	Benefits	k	Basic	Total	n	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Total	Comp	O.C.12/13	& Benefits	Comp	Comp	& Benefits	Variables	Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>137</b>	<b>167</b>	<b>167</b>	<b>7,788</b>			<b>146</b>	<b>146</b>	<b>7,934</b>	<b>2,764</b>	<b>10,698</b>	<b>46,635</b>	<b>47,509</b>	<b>64,060</b>	<b>1.9%</b>	<b>35.5%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>137</b>	<b>167</b>	<b>167</b>	<b>7,788</b>			<b>146</b>	<b>146</b>	<b>7,934</b>	<b>2,764</b>	<b>10,698</b>	<b>46,635</b>	<b>47,509</b>	<b>64,060</b>	<b>1.9%</b>	<b>35.5%</b>
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	136	166	166	7,623			123	123	7,746	2,696	10,442	45,922	46,663	62,904	1.6%	35.4%
D1c. Special Schedule																
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	<b>137</b>	<b>167</b>	<b>167</b>	<b>7,788</b>			<b>146</b>	<b>146</b>	<b>7,934</b>	<b>2,764</b>	<b>10,698</b>	<b>46,635</b>	<b>47,509</b>	<b>64,060</b>	<b>1.9%</b>	<b>35.5%</b>
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>137</b>	<b>167</b>	<b>167</b>	<b>7,788</b>			<b>146</b>	<b>146</b>	<b>7,934</b>	<b>2,764</b>	<b>10,698</b>	<b>46,635</b>	<b>47,509</b>	<b>64,060</b>	<b>1.9%</b>	<b>35.5%</b>
<b>D5. Other Object Class 13 Benefits</b>																
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<b>Reimbursable Funded Personnel (includes OC 13)</b>																
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R1a. Senior Executive Schedule																
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<b>Total Funded Personnel (includes OC 13)</b>	<b>137</b>	<b>167</b>	<b>167</b>	<b>7,788</b>			<b>146</b>	<b>146</b>	<b>7,934</b>	<b>2,764</b>	<b>10,698</b>	<b>46,635</b>	<b>47,509</b>	<b>64,060</b>	<b>1.9%</b>	<b>35.5%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>137</b>	<b>167</b>	<b>167</b>	<b>7,788</b>			<b>146</b>	<b>146</b>	<b>7,934</b>	<b>2,764</b>	<b>10,698</b>	<b>46,635</b>	<b>47,509</b>	<b>64,060</b>	<b>1.9%</b>	<b>35.5%</b>
T1a. Senior Executive Schedule	1	1	1	165			23	23	188	68	256	165,000	188,000	256,000	13.9%	41.2%
T1b. General Schedule	136	166	166	7,623			123	123	7,746	2,696	10,442	45,922	46,663	62,904	1.6%	35.4%
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T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	<b>137</b>	<b>167</b>	<b>167</b>	<b>7,788</b>			<b>146</b>	<b>146</b>	<b>7,934</b>	<b>2,764</b>	<b>10,698</b>	<b>46,635</b>	<b>47,509</b>	<b>64,060</b>	<b>1.9%</b>	<b>35.5%</b>
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<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>137</b>	<b>167</b>	<b>167</b>	<b>7,788</b>			<b>146</b>	<b>146</b>	<b>7,934</b>	<b>2,764</b>	<b>10,698</b>	<b>46,635</b>	<b>47,509</b>	<b>64,060</b>	<b>1.9%</b>	<b>35.5%</b>
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**Department of Defense**  
**Fiscal Year (FY) 2024 Budget Estimates**  
**Volume II - Defense-Wide Data Book**  
**Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

Office of Local Defense Community Cooperation

FY 2024

(\$ in Thousands)

	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	Rates	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	h	i	Benefits	k	l	m	k/c	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Total	Comp	O.C.12/13	& Benefits	Basic	Total	n	Variables	Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>169</b>	<b>169</b>	<b>168</b>	<b>25,401</b>			<b>489</b>	<b>489</b>	<b>25,890</b>	<b>8,955</b>	<b>34,845</b>	<b>151,196</b>	<b>154,107</b>	<b>207,411</b>	<b>1.9%</b>	<b>35.3%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>169</b>	<b>169</b>	<b>168</b>	<b>25,401</b>			<b>489</b>	<b>489</b>	<b>25,890</b>	<b>8,955</b>	<b>34,845</b>	<b>151,196</b>	<b>154,107</b>	<b>207,411</b>	<b>1.9%</b>	<b>35.3%</b>
D1a. Senior Executive Schedule	3	3	3	594			51	51	645	162	807	198,000	215,000	269,000	8.6%	27.3%
D1b. General Schedule	166	166	165	24,807			438	438	25,245	8,793	34,038	150,345	153,000	206,291	1.8%	35.4%
D1c. Special Schedule																
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	<b>169</b>	<b>169</b>	<b>168</b>	<b>25,401</b>			<b>489</b>	<b>489</b>	<b>25,890</b>	<b>8,955</b>	<b>34,845</b>	<b>151,196</b>	<b>154,107</b>	<b>207,411</b>	<b>1.9%</b>	<b>35.3%</b>
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>169</b>	<b>169</b>	<b>168</b>	<b>25,401</b>			<b>489</b>	<b>489</b>	<b>25,890</b>	<b>8,955</b>	<b>34,845</b>	<b>151,196</b>	<b>154,107</b>	<b>207,411</b>	<b>1.9%</b>	<b>35.3%</b>
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R1a. Senior Executive Schedule																
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<b>Total Funded Personnel (includes OC 13)</b>	<b>169</b>	<b>169</b>	<b>168</b>	<b>25,401</b>			<b>489</b>	<b>489</b>	<b>25,890</b>	<b>8,955</b>	<b>34,845</b>	<b>151,196</b>	<b>154,107</b>	<b>207,411</b>	<b>1.9%</b>	<b>35.3%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>169</b>	<b>169</b>	<b>168</b>	<b>25,401</b>			<b>489</b>	<b>489</b>	<b>25,890</b>	<b>8,955</b>	<b>34,845</b>	<b>151,196</b>	<b>154,107</b>	<b>207,411</b>	<b>1.9%</b>	<b>35.3%</b>
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T1b. General Schedule	166	166	165	24,807			438	438	25,245	8,793	34,038	150,345	153,000	206,291	1.8%	35.4%
T1c. Special Schedule																
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T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	<b>169</b>	<b>169</b>	<b>168</b>	<b>25,401</b>			<b>489</b>	<b>489</b>	<b>25,890</b>	<b>8,955</b>	<b>34,845</b>	<b>151,196</b>	<b>154,107</b>	<b>207,411</b>	<b>1.9%</b>	<b>35.3%</b>
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>169</b>	<b>169</b>	<b>168</b>	<b>25,401</b>			<b>489</b>	<b>489</b>	<b>25,890</b>	<b>8,955</b>	<b>34,845</b>	<b>151,196</b>	<b>154,107</b>	<b>207,411</b>	<b>1.9%</b>	<b>35.3%</b>
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**Department of Defense**  
**Fiscal Year (FY) 2024 Budget Estimates**  
**Volume II - Defense-Wide Data Book**  
**Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

Office of the Secretary of Defense

FY 2022

(\$ in Thousands)

	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	Rates	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	h	i	Benefits	k	l	m	k/c	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Total	Comp	O.C.12/13	& Benefits	Basic	Total	n	Variables	Benefits
								Variables	O.C.11			Comp	Comp	& Benefits		
<b>Direct Funded Personnel (includes OC 13)</b>	<b>1,747</b>	<b>1,895</b>	<b>1,782</b>	<b>295,706</b>	<b>916</b>	<b>36</b>	<b>10,446</b>	<b>11,398</b>	<b>307,104</b>	<b>102,263</b>	<b>409,367</b>	<b>165,941</b>	<b>172,337</b>	<b>229,723</b>	<b>3.9%</b>	<b>34.6%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>1,747</b>	<b>1,895</b>	<b>1,782</b>	<b>295,706</b>	<b>916</b>	<b>36</b>	<b>10,446</b>	<b>11,398</b>	<b>307,104</b>	<b>102,173</b>	<b>409,277</b>	<b>165,941</b>	<b>172,337</b>	<b>229,673</b>	<b>3.9%</b>	<b>34.6%</b>
D1a. Senior Executive Schedule	214	258	243	47,449			3,428	3,428	50,877	15,644	66,521	195,263	209,370	273,749	7.2%	33.0%
D1b. General Schedule	1,103	1,179	1,108	172,109	909	29	4,399	5,337	177,446	61,125	238,571	155,333	160,150	215,317	3.1%	35.5%
D1c. Special Schedule	396	420	395	69,688	0	7	2,619	2,626	72,314	23,264	95,578	176,425	183,073	241,970	3.8%	33.4%
D1d. Wage System																
D1e. Highly Qualified Experts	34	38	36	6,460	7		0	7	6,467	2,140	8,607	179,444	179,639	239,083	0.1%	33.1%
D1f. Other										0	0					
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	<b>1,747</b>	<b>1,895</b>	<b>1,782</b>	<b>295,706</b>	<b>916</b>	<b>36</b>	<b>10,446</b>	<b>11,398</b>	<b>307,104</b>	<b>102,173</b>	<b>409,277</b>	<b>165,941</b>	<b>172,337</b>	<b>229,673</b>	<b>3.9%</b>	<b>34.6%</b>
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>1,747</b>	<b>1,895</b>	<b>1,782</b>	<b>295,706</b>	<b>916</b>	<b>36</b>	<b>10,446</b>	<b>11,398</b>	<b>307,104</b>	<b>102,173</b>	<b>409,277</b>	<b>165,941</b>	<b>172,337</b>	<b>229,673</b>	<b>3.9%</b>	<b>34.6%</b>
<b>D5. Other Object Class 13 Benefits</b>										<b>90</b>	<b>90</b>					
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)										90	90					
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>			<b>46</b>	<b>2,616</b>	<b>17</b>	<b>3</b>	<b>81</b>	<b>101</b>	<b>2,717</b>	<b>764</b>	<b>3,481</b>	<b>56,870</b>	<b>59,065</b>	<b>75,674</b>	<b>3.9%</b>	<b>29.2%</b>
<b>R1. US Direct Hire (USDH)</b>			<b>46</b>	<b>2,616</b>	<b>17</b>	<b>3</b>	<b>81</b>	<b>101</b>	<b>2,717</b>	<b>764</b>	<b>3,481</b>	<b>56,870</b>	<b>59,065</b>	<b>75,674</b>	<b>3.9%</b>	<b>29.2%</b>
R1a. Senior Executive Schedule																
R1b. General Schedule			46	2,616	17	3	81	101	2,717	764	3,481	56,870	59,065	75,674	3.9%	29.2%
R1c. Special Schedule																
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R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>			<b>46</b>	<b>2,616</b>	<b>17</b>	<b>3</b>	<b>81</b>	<b>101</b>	<b>2,717</b>	<b>764</b>	<b>3,481</b>	<b>56,870</b>	<b>59,065</b>	<b>75,674</b>	<b>3.9%</b>	<b>29.2%</b>
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<b>Total Funded Personnel (includes OC 13)</b>	<b>1,747</b>	<b>1,895</b>	<b>1,828</b>	<b>298,322</b>	<b>933</b>	<b>39</b>	<b>10,527</b>	<b>11,499</b>	<b>309,821</b>	<b>103,027</b>	<b>412,848</b>	<b>163,196</b>	<b>169,486</b>	<b>225,847</b>	<b>3.9%</b>	<b>34.5%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>1,747</b>	<b>1,895</b>	<b>1,828</b>	<b>298,322</b>	<b>933</b>	<b>39</b>	<b>10,527</b>	<b>11,499</b>	<b>309,821</b>	<b>102,937</b>	<b>412,758</b>	<b>163,196</b>	<b>169,486</b>	<b>225,798</b>	<b>3.9%</b>	<b>34.5%</b>
T1a. Senior Executive Schedule	214	258	243	47,449			3,428	3,428	50,877	15,644	66,521	195,263	209,370	273,749	7.2%	33.0%
T1b. General Schedule	1,103	1,179	1,154	174,725	926	32	4,480	5,438	180,163	61,889	242,052	151,408	156,120	209,750	3.1%	35.4%
T1c. Special Schedule	396	420	395	69,688	0	7	2,619	2,626	72,314	23,264	95,578	176,425	183,073	241,970	3.8%	33.4%
T1d. Wage System																
T1e. Highly Qualified Experts	34	38	36	6,460	7		0	7	6,467	2,140	8,607	179,444	179,639	239,083	0.1%	33.1%
T1f. Other										0	0					
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	<b>1,747</b>	<b>1,895</b>	<b>1,828</b>	<b>298,322</b>	<b>933</b>	<b>39</b>	<b>10,527</b>	<b>11,499</b>	<b>309,821</b>	<b>102,937</b>	<b>412,758</b>	<b>163,196</b>	<b>169,486</b>	<b>225,798</b>	<b>3.9%</b>	<b>34.5%</b>
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>1,747</b>	<b>1,895</b>	<b>1,828</b>	<b>298,322</b>	<b>933</b>	<b>39</b>	<b>10,527</b>	<b>11,499</b>	<b>309,821</b>	<b>102,937</b>	<b>412,758</b>	<b>163,196</b>	<b>169,486</b>	<b>225,798</b>	<b>3.9%</b>	<b>34.5%</b>
<b>T5. Other Object Class 13 Benefits</b>										<b>90</b>	<b>90</b>					
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)										90	90					
T5d. Foreign National Separation Liability Accrual																

**Department of Defense**  
**Fiscal Year (FY) 2024 Budget Estimates**  
**Volume II - Defense-Wide Data Book**  
**Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

Office of the Secretary of Defense

FY 2023

(\$ in Thousands)

	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	1,895	2,416	2,347	406,500	884		10,149	11,033	417,533	132,848	550,381	173,200	177,901	234,504	2.7%	32.7%
<b>D1. US Direct Hire (USDH)</b>	1,895	2,416	2,347	406,500	884		10,149	11,033	417,533	131,848	549,381	173,200	177,901	234,078	2.7%	32.4%
D1a. Senior Executive Schedule	258	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	1,179	1,886	1,817	305,811	739		7,637	8,376	314,187	98,453	412,640	168,305	172,915	227,100	2.7%	32.2%
D1c. Special Schedule	420	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	38	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										1,915	1,915					
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	1,895	2,416	2,347	406,500	884		10,149	11,033	417,533	131,848	549,381	173,200	177,901	234,078	2.7%	32.4%
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	1,895	2,416	2,347	406,500	884		10,149	11,033	417,533	131,848	549,381	173,200	177,901	234,078	2.7%	32.4%
<b>D5. Other Object Class 13 Benefits</b>										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																
<b>Reimbursable Funded Personnel (includes OC 13)</b>		51	21	3,697	10		92	102	3,799	1,297	5,096	176,048	180,905	242,667	2.8%	35.1%
<b>R1. US Direct Hire (USDH)</b>		51	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		51	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)																
<b>R3. Total Direct Hire</b>		51	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)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>		51	21	3,697	10		92	102	3,799	1,297	5,096	176,048	180,905	242,667	2.8%	35.1%
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	1,895	2,467	2,368	410,197	894		10,241	11,135	421,332	134,145	555,477	173,225	177,927	234,576	2.7%	32.7%
<b>T1. US Direct Hire (USDH)</b>	1,895	2,467	2,368	410,197	894		10,241	11,135	421,332	133,145	554,477	173,225	177,927	234,154	2.7%	32.5%
T1a. Senior Executive Schedule	258	217	217	41,748			1,045	1,045	42,793	13,137	55,930	192,387	197,203	257,742	2.5%	31.5%
T1b. General Schedule	1,179	1,937	1,838	309,508	749		7,729	8,478	317,986	99,750	417,736	168,394	173,007	227,277	2.7%	32.2%
T1c. Special Schedule	420	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%
T1d. Wage System																
T1e. Highly Qualified Experts	38	29	29	5,321	12		130	142	5,463	1,660	7,123	183,483	188,379	245,621	2.7%	31.2%
T1f. Other										1,915	1,915					
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	1,895	2,467	2,368	410,197	894		10,241	11,135	421,332	133,145	554,477	173,225	177,927	234,154	2.7%	32.5%
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	1,895	2,467	2,368	410,197	894		10,241	11,135	421,332	133,145	554,477	173,225	177,927	234,154	2.7%	32.5%
<b>T5. Other Object Class 13 Benefits</b>										1,000	1,000					
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)										1,000	1,000					
T5d. Foreign National Separation Liability Accrual																

**Department of Defense**  
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Operation and Maintenance, Defense-Wide

Office of the Secretary of Defense  
FY 2024

(\$ in Thousands)

	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>2,416</b>	<b>2,836</b>	<b>2,785</b>	<b>499,613</b>	<b>1,115</b>		<b>12,472</b>	<b>13,587</b>	<b>513,200</b>	<b>163,996</b>	<b>677,196</b>	<b>179,394</b>	<b>184,273</b>	<b>242,799</b>	<b>2.7%</b>	<b>32.8%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>2,416</b>	<b>2,836</b>	<b>2,785</b>	<b>499,613</b>	<b>1,115</b>		<b>12,472</b>	<b>13,587</b>	<b>513,200</b>	<b>162,996</b>	<b>676,196</b>	<b>179,394</b>	<b>184,273</b>	<b>242,799</b>	<b>2.7%</b>	<b>32.6%</b>
D1a. Senior Executive Schedule	217	219	219	44,066	1		1,095	1,096	45,162	13,884	59,046	201,215	206,219	269,616	2.5%	31.5%
D1b. General Schedule	1,886	2,304	2,253	393,841	966		9,845	10,811	404,652	128,603	533,255	174,807	179,606	236,687	2.7%	32.7%
D1c. Special Schedule	284	284	284	56,142	136		1,398	1,534	57,676	17,470	75,146	197,683	203,085	264,599	2.7%	31.1%
D1d. Wage System																
D1e. Highly Qualified Experts	29	29	29	5,564	12		134	146	5,710	1,736	7,446	191,862	196,897	256,759	2.7%	31.2%
D1f. Other										1,303	1,303					
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	<b>2,416</b>	<b>2,836</b>	<b>2,785</b>	<b>499,613</b>	<b>1,115</b>		<b>12,472</b>	<b>13,587</b>	<b>513,200</b>	<b>162,996</b>	<b>676,196</b>	<b>179,394</b>	<b>184,273</b>	<b>242,799</b>	<b>2.7%</b>	<b>32.6%</b>
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>2,416</b>	<b>2,836</b>	<b>2,785</b>	<b>499,613</b>	<b>1,115</b>		<b>12,472</b>	<b>13,587</b>	<b>513,200</b>	<b>162,996</b>	<b>676,196</b>	<b>179,394</b>	<b>184,273</b>	<b>242,799</b>	<b>2.7%</b>	<b>32.6%</b>
<b>D5. Other Object Class 13 Benefits</b>										<b>1,000</b>	<b>1,000</b>					
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																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>51</b>	<b>51</b>	<b>51</b>	<b>9,150</b>	<b>24</b>		<b>228</b>	<b>252</b>	<b>9,402</b>	<b>3,210</b>	<b>12,612</b>	<b>179,412</b>	<b>184,353</b>	<b>247,294</b>	<b>2.8%</b>	<b>35.1%</b>
<b>R1. US Direct Hire (USDH)</b>	<b>51</b>	<b>51</b>	<b>51</b>	<b>9,150</b>	<b>24</b>		<b>228</b>	<b>252</b>	<b>9,402</b>	<b>3,210</b>	<b>12,612</b>	<b>179,412</b>	<b>184,353</b>	<b>247,294</b>	<b>2.8%</b>	<b>35.1%</b>
R1a. Senior Executive Schedule																
R1b. General Schedule	51	51	51	9,150	24		228	252	9,402	3,210	12,612	179,412	184,353	247,294	2.8%	35.1%
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	<b>51</b>	<b>51</b>	<b>51</b>	<b>9,150</b>	<b>24</b>		<b>228</b>	<b>252</b>	<b>9,402</b>	<b>3,210</b>	<b>12,612</b>	<b>179,412</b>	<b>184,353</b>	<b>247,294</b>	<b>2.8%</b>	<b>35.1%</b>
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	<b>51</b>	<b>51</b>	<b>51</b>	<b>9,150</b>	<b>24</b>		<b>228</b>	<b>252</b>	<b>9,402</b>	<b>3,210</b>	<b>12,612</b>	<b>179,412</b>	<b>184,353</b>	<b>247,294</b>	<b>2.8%</b>	<b>35.1%</b>
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
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R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>2,467</b>	<b>2,887</b>	<b>2,836</b>	<b>508,763</b>	<b>1,139</b>		<b>12,700</b>	<b>13,839</b>	<b>522,602</b>	<b>167,206</b>	<b>689,808</b>	<b>179,395</b>	<b>184,274</b>	<b>242,880</b>	<b>2.7%</b>	<b>32.9%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>2,467</b>	<b>2,887</b>	<b>2,836</b>	<b>508,763</b>	<b>1,139</b>		<b>12,700</b>	<b>13,839</b>	<b>522,602</b>	<b>166,206</b>	<b>688,808</b>	<b>179,395</b>	<b>184,274</b>	<b>242,880</b>	<b>2.7%</b>	<b>32.7%</b>
T1a. Senior Executive Schedule	217	219	219	44,066	1		1,095	1,096	45,162	13,884	59,046	201,215	206,219	269,616	2.5%	31.5%
T1b. General Schedule	1,937	2,355	2,304	402,991	990		10,073	11,063	414,054	131,813	545,867	174,909	179,711	236,921	2.7%	32.7%
T1c. Special Schedule	284	284	284	56,142	136		1,398	1,534	57,676	17,470	75,146	197,683	203,085	264,599	2.7%	31.1%
T1d. Wage System																
T1e. Highly Qualified Experts	29	29	29	5,564	12		134	146	5,710	1,736	7,446	191,862	196,897	256,759	2.7%	31.2%
T1f. Other										1,303	1,303					
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	<b>2,467</b>	<b>2,887</b>	<b>2,836</b>	<b>508,763</b>	<b>1,139</b>		<b>12,700</b>	<b>13,839</b>	<b>522,602</b>	<b>166,206</b>	<b>688,808</b>	<b>179,395</b>	<b>184,274</b>	<b>242,880</b>	<b>2.7%</b>	<b>32.7%</b>
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>2,467</b>	<b>2,887</b>	<b>2,836</b>	<b>508,763</b>	<b>1,139</b>		<b>12,700</b>	<b>13,839</b>	<b>522,602</b>	<b>166,206</b>	<b>688,808</b>	<b>179,395</b>	<b>184,274</b>	<b>242,880</b>	<b>2.7%</b>	<b>32.7%</b>
<b>T5. Other Object Class 13 Benefits</b>										<b>1,000</b>	<b>1,000</b>					
T5a. USDH - Benefits for Former Employees																
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T5c. Voluntary Separation Incentive Pay (VSIP)										1,000	1,000					
T5d. Foreign National Separation Liability Accrual																

**Department of Defense  
Fiscal Year (FY) 2024 Budget Estimates  
Volume II - Defense-Wide Data Book  
Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

Space Development Agency

FY 2022

(\$ in Thousands)

	a	b	c	d	e	f	g	e + f + g	d + h	i	j	d/c	i/c	Rates	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	k/c	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits	Comp	Comp	n	Variables	Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>45</b>	<b>44</b>	<b>44</b>	<b>7,301</b>	<b>0</b>		<b>184</b>	<b>184</b>	<b>7,485</b>	<b>3,086</b>	<b>10,571</b>	<b>165,932</b>	<b>170,114</b>	<b>240,250</b>	<b>2.5%</b>	<b>42.3%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>45</b>	<b>44</b>	<b>44</b>	<b>7,301</b>	<b>0</b>		<b>184</b>	<b>184</b>	<b>7,485</b>	<b>3,086</b>	<b>10,571</b>	<b>165,932</b>	<b>170,114</b>	<b>240,250</b>	<b>2.5%</b>	<b>42.3%</b>
D1a. Senior Executive Schedule	5	3	3	585			0	0	585	218	803	195,000	195,000	267,667		37.3%
D1b. General Schedule																
D1c. Special Schedule	40	41	41	6,716	0		184	184	6,900	2,868	9,768	163,805	168,293	238,244	2.7%	42.7%
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
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<b>D3. Total Direct Hire</b>	<b>45</b>	<b>44</b>	<b>44</b>	<b>7,301</b>	<b>0</b>		<b>184</b>	<b>184</b>	<b>7,485</b>	<b>3,086</b>	<b>10,571</b>	<b>165,932</b>	<b>170,114</b>	<b>240,250</b>	<b>2.5%</b>	<b>42.3%</b>
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>45</b>	<b>44</b>	<b>44</b>	<b>7,301</b>	<b>0</b>		<b>184</b>	<b>184</b>	<b>7,485</b>	<b>3,086</b>	<b>10,571</b>	<b>165,932</b>	<b>170,114</b>	<b>240,250</b>	<b>2.5%</b>	<b>42.3%</b>
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<b>Total Funded Personnel (includes OC 13)</b>	<b>45</b>	<b>44</b>	<b>44</b>	<b>7,301</b>	<b>0</b>		<b>184</b>	<b>184</b>	<b>7,485</b>	<b>3,086</b>	<b>10,571</b>	<b>165,932</b>	<b>170,114</b>	<b>240,250</b>	<b>2.5%</b>	<b>42.3%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>45</b>	<b>44</b>	<b>44</b>	<b>7,301</b>	<b>0</b>		<b>184</b>	<b>184</b>	<b>7,485</b>	<b>3,086</b>	<b>10,571</b>	<b>165,932</b>	<b>170,114</b>	<b>240,250</b>	<b>2.5%</b>	<b>42.3%</b>
T1a. Senior Executive Schedule	5	3	3	585			0	0	585	218	803	195,000	195,000	267,667		37.3%
T1b. General Schedule																
T1c. Special Schedule	40	41	41	6,716	0		184	184	6,900	2,868	9,768	163,805	168,293	238,244	2.7%	42.7%
T1d. Wage System																
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T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	<b>45</b>	<b>44</b>	<b>44</b>	<b>7,301</b>	<b>0</b>		<b>184</b>	<b>184</b>	<b>7,485</b>	<b>3,086</b>	<b>10,571</b>	<b>165,932</b>	<b>170,114</b>	<b>240,250</b>	<b>2.5%</b>	<b>42.3%</b>
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>45</b>	<b>44</b>	<b>44</b>	<b>7,301</b>	<b>0</b>		<b>184</b>	<b>184</b>	<b>7,485</b>	<b>3,086</b>	<b>10,571</b>	<b>165,932</b>	<b>170,114</b>	<b>240,250</b>	<b>2.5%</b>	<b>42.3%</b>
<b>T5. Other Object Class 13 Benefits</b>																
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) 2024 Budget Estimates  
Volume II - Defense-Wide Data Book  
Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

Space Development Agency  
FY 2023  
(\$ in Thousands)

	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	Rates	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	h	i	Benefits	k	l	m	k/c	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Total	Comp	O.C.12/13	& Benefits	Basic	Total	& Benefits	Variables	Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>44</b>															
<b>D1. US Direct Hire (USDH)</b>	<b>44</b>															
D1a. Senior Executive Schedule	3															
D1b. General Schedule																
D1c. Special Schedule	41															
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	<b>44</b>															
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>44</b>															
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>																
<b>R1. US Direct Hire (USDH)</b>																
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)																
<b>R3. Total Direct Hire</b>																
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>																
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
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R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>44</b>															
<b>T1. US Direct Hire (USDH)</b>	<b>44</b>															
T1a. Senior Executive Schedule	3															
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T1c. Special Schedule	41															
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	<b>44</b>															
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>44</b>															
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T5a. USDH - Benefits for Former Employees																
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**Department of Defense  
Fiscal Year (FY) 2024 Budget Estimates  
Volume II - Defense-Wide Data Book  
Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

Space Development Agency

FY 2024

(\$ 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>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>Rates</u>	<u>h/d</u>	<u>j/d</u>
Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	k/c	% BC	% BC
Strength	Strength		Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits	Comp	Comp	& Benefits	Variables	Benefits

**Direct Funded Personnel (includes OC 13)**

**D1. US Direct Hire (USDH)**

- D1a. Senior Executive Schedule
- D1b. General Schedule
- D1c. Special Schedule
- D1d. Wage System
- D1e. Highly Qualified Experts
- D1f. Other

D2. Direct Hire Program Foreign Nationals (DHFN)

**D3. Total Direct Hire**

D4. Indirect Hire Foreign Nationals (IHFN)

***Subtotal - Direct Funded (excludes OC 13)***

**D5. Other Object Class 13 Benefits**

- D5a. USDH - Benefits for Former Employees
- D5b. DHFN - Benefits for Former Employees
- D5c. Voluntary Separation Incentive Pay (VSIP)
- D5d. Foreign National Separation Liability Accrual

**Reimbursable Funded Personnel (includes OC 13)**

**R1. US Direct Hire (USDH)**

- R1a. Senior Executive Schedule
- R1b. General Schedule
- R1c. Special Schedule
- R1d. Wage System
- R1e. Highly Qualified Experts
- R1f. Other

R2. Direct Hire Program Foreign Nationals (DHFN)

**R3. Total Direct Hire**

R4. Indirect Hire Foreign Nationals (IHFN)

***Subtotal - Reimbursable Funded (excludes OC 13)***

**R5. Other Object Class 13 Benefits**

- R5a. USDH - Benefits for Former Employees
- R5b. DHFN - Benefits for Former Employees
- R5c. Voluntary Separation Incentive Pay (VSIP)
- R5d. Foreign National Separation Liability Accrual

**Total Funded Personnel (includes OC 13)**

**T1. US Direct Hire (USDH)**

- T1a. Senior Executive Schedule
- T1b. General Schedule
- T1c. Special Schedule
- T1d. Wage System
- T1e. Highly Qualified Experts
- T1f. Other

T2. Direct Hire Program Foreign Nationals (DHFN)

**T3. Total Direct Hire**

T4. Indirect Hire Foreign Nationals (IHFN)

***Subtotal - Total Funded (excludes OC 13)***

**T5. Other Object Class 13 Benefits**

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

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**Department of Defense  
Fiscal Year (FY) 2024 Budget Estimates  
Volume II - Defense-Wide Data Book  
Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

United States Special Operations Command  
FY 2022

(\$ in Thousands)

	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>6,831</b>	<b>6,637</b>	<b>6,619</b>	<b>646,998</b>	<b>9,380</b>	<b>5,033</b>	<b>17,604</b>	<b>32,017</b>	<b>679,015</b>	<b>240,740</b>	<b>919,755</b>	<b>97,749</b>	<b>102,586</b>	<b>138,957</b>	<b>4.9%</b>	<b>37.2%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>6,831</b>	<b>6,637</b>	<b>6,619</b>	<b>646,998</b>	<b>9,380</b>	<b>5,033</b>	<b>17,604</b>	<b>32,017</b>	<b>679,015</b>	<b>239,060</b>	<b>918,075</b>	<b>97,749</b>	<b>102,586</b>	<b>138,703</b>	<b>4.9%</b>	<b>36.9%</b>
D1a. Senior Executive Schedule	13	15	17	3,699	194	78	240	512	4,211	1,845	6,056	217,588	247,706	356,235	13.8%	49.9%
D1b. General Schedule	6,522	6,022	5,898	577,854	8,782	4,350	15,589	28,721	606,575	210,291	816,866	97,975	102,844	138,499	5.0%	36.4%
D1c. Special Schedule																
D1d. Wage System	296	600	704	65,445	404	605	1,775	2,784	68,229	26,924	95,153	92,962	96,916	135,161	4.3%	41.1%
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	<b>6,831</b>	<b>6,637</b>	<b>6,619</b>	<b>646,998</b>	<b>9,380</b>	<b>5,033</b>	<b>17,604</b>	<b>32,017</b>	<b>679,015</b>	<b>239,060</b>	<b>918,075</b>	<b>97,749</b>	<b>102,586</b>	<b>138,703</b>	<b>4.9%</b>	<b>36.9%</b>
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>6,831</b>	<b>6,637</b>	<b>6,619</b>	<b>646,998</b>	<b>9,380</b>	<b>5,033</b>	<b>17,604</b>	<b>32,017</b>	<b>679,015</b>	<b>239,060</b>	<b>918,075</b>	<b>97,749</b>	<b>102,586</b>	<b>138,703</b>	<b>4.9%</b>	<b>36.9%</b>
<b>D5. Other Object Class 13 Benefits</b>										<b>1,680</b>	<b>1,680</b>					
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																
<b>Reimbursable Funded Personnel (includes OC 13)</b>																
<b>R1. US Direct Hire (USDH)</b>																
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)																
<b>R3. Total Direct Hire</b>																
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>																
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
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R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>6,831</b>	<b>6,637</b>	<b>6,619</b>	<b>646,998</b>	<b>9,380</b>	<b>5,033</b>	<b>17,604</b>	<b>32,017</b>	<b>679,015</b>	<b>240,740</b>	<b>919,755</b>	<b>97,749</b>	<b>102,586</b>	<b>138,957</b>	<b>4.9%</b>	<b>37.2%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>6,831</b>	<b>6,637</b>	<b>6,619</b>	<b>646,998</b>	<b>9,380</b>	<b>5,033</b>	<b>17,604</b>	<b>32,017</b>	<b>679,015</b>	<b>239,060</b>	<b>918,075</b>	<b>97,749</b>	<b>102,586</b>	<b>138,703</b>	<b>4.9%</b>	<b>36.9%</b>
T1a. Senior Executive Schedule	13	15	17	3,699	194	78	240	512	4,211	1,845	6,056	217,588	247,706	356,235	13.8%	49.9%
T1b. General Schedule	6,522	6,022	5,898	577,854	8,782	4,350	15,589	28,721	606,575	210,291	816,866	97,975	102,844	138,499	5.0%	36.4%
T1c. Special Schedule																
T1d. Wage System	296	600	704	65,445	404	605	1,775	2,784	68,229	26,924	95,153	92,962	96,916	135,161	4.3%	41.1%
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	<b>6,831</b>	<b>6,637</b>	<b>6,619</b>	<b>646,998</b>	<b>9,380</b>	<b>5,033</b>	<b>17,604</b>	<b>32,017</b>	<b>679,015</b>	<b>239,060</b>	<b>918,075</b>	<b>97,749</b>	<b>102,586</b>	<b>138,703</b>	<b>4.9%</b>	<b>36.9%</b>
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>6,831</b>	<b>6,637</b>	<b>6,619</b>	<b>646,998</b>	<b>9,380</b>	<b>5,033</b>	<b>17,604</b>	<b>32,017</b>	<b>679,015</b>	<b>239,060</b>	<b>918,075</b>	<b>97,749</b>	<b>102,586</b>	<b>138,703</b>	<b>4.9%</b>	<b>36.9%</b>
<b>T5. Other Object Class 13 Benefits</b>										<b>1,680</b>	<b>1,680</b>					
T5a. USDH - Benefits for Former Employees										1,680	1,680					
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

**Department of Defense**  
**Fiscal Year (FY) 2024 Budget Estimates**  
**Volume II - Defense-Wide Data Book**  
**Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

United States Special Operations Command  
FY 2023

(\$ in Thousands)

	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	Rates	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	k/c	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits	Comp	Comp	n	Variables	p
														& Benefits		Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>6,637</b>	<b>6,903</b>	<b>6,826</b>	<b>668,110</b>	<b>9,768</b>	<b>5,235</b>	<b>18,338</b>	<b>33,341</b>	<b>701,451</b>	<b>246,174</b>	<b>947,625</b>	<b>97,877</b>	<b>102,762</b>	<b>138,826</b>	<b>5.0%</b>	<b>36.8%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>6,637</b>	<b>6,903</b>	<b>6,826</b>	<b>668,110</b>	<b>9,768</b>	<b>5,235</b>	<b>18,338</b>	<b>33,341</b>	<b>701,451</b>	<b>245,084</b>	<b>946,535</b>	<b>97,877</b>	<b>102,762</b>	<b>138,666</b>	<b>5.0%</b>	<b>36.7%</b>
D1a. Senior Executive Schedule	15	16	18	3,596	205	84	257	546	4,142	1,961	6,103	199,778	230,111	339,056	15.2%	54.5%
D1b. General Schedule	6,022	6,263	6,083	595,684	9,143	4,523	16,247	29,913	625,597	215,674	841,271	97,926	102,843	138,299	5.0%	36.2%
D1c. Special Schedule																
D1d. Wage System	600	624	725	68,830	420	628	1,834	2,882	71,712	27,449	99,161	94,938	98,913	136,774	4.2%	39.9%
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	<b>6,637</b>	<b>6,903</b>	<b>6,826</b>	<b>668,110</b>	<b>9,768</b>	<b>5,235</b>	<b>18,338</b>	<b>33,341</b>	<b>701,451</b>	<b>245,084</b>	<b>946,535</b>	<b>97,877</b>	<b>102,762</b>	<b>138,666</b>	<b>5.0%</b>	<b>36.7%</b>
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>6,637</b>	<b>6,903</b>	<b>6,826</b>	<b>668,110</b>	<b>9,768</b>	<b>5,235</b>	<b>18,338</b>	<b>33,341</b>	<b>701,451</b>	<b>245,084</b>	<b>946,535</b>	<b>97,877</b>	<b>102,762</b>	<b>138,666</b>	<b>5.0%</b>	<b>36.7%</b>
<b>D5. Other Object Class 13 Benefits</b>										<b>1,090</b>	<b>1,090</b>					
D5a. USDH - Benefits for Former Employees										1,090	1,090					
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
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R1a. Senior Executive Schedule																
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<b>T5. Other Object Class 13 Benefits</b>										<b>1,090</b>	<b>1,090</b>					
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T5b. DHFN - Benefits for Former Employees																
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**Department of Defense**  
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Operation and Maintenance, Defense-Wide

United States Special Operations Command  
FY 2024

(\$ in Thousands)

	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	Rates	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	k/c	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits	Comp	Comp	n	Variables	Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>6,903</b>	<b>6,875</b>	<b>6,875</b>	<b>710,985</b>	<b>10,229</b>	<b>5,483</b>	<b>19,205</b>	<b>34,917</b>	<b>745,902</b>	<b>260,644</b>	<b>1,006,546</b>	<b>103,416</b>	<b>108,495</b>	<b>146,407</b>	<b>4.9%</b>	<b>36.7%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>6,903</b>	<b>6,875</b>	<b>6,875</b>	<b>710,985</b>	<b>10,229</b>	<b>5,483</b>	<b>19,205</b>	<b>34,917</b>	<b>745,902</b>	<b>259,484</b>	<b>1,005,386</b>	<b>103,416</b>	<b>108,495</b>	<b>146,238</b>	<b>4.9%</b>	<b>36.5%</b>
D1a. Senior Executive Schedule	16	16	16	3,813	215	88	269	572	4,385	2,086	6,471	238,313	274,063	404,438	15.0%	54.7%
D1b. General Schedule	6,263	6,182	6,182	634,191	9,575	4,737	17,015	31,327	665,518	228,336	893,854	102,587	107,654	144,590	4.9%	36.0%
D1c. Special Schedule																
D1d. Wage System	624	677	677	72,981	439	658	1,921	3,018	75,999	29,062	105,061	107,801	112,258	155,186	4.1%	39.8%
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	<b>6,903</b>	<b>6,875</b>	<b>6,875</b>	<b>710,985</b>	<b>10,229</b>	<b>5,483</b>	<b>19,205</b>	<b>34,917</b>	<b>745,902</b>	<b>259,484</b>	<b>1,005,386</b>	<b>103,416</b>	<b>108,495</b>	<b>146,238</b>	<b>4.9%</b>	<b>36.5%</b>
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>6,903</b>	<b>6,875</b>	<b>6,875</b>	<b>710,985</b>	<b>10,229</b>	<b>5,483</b>	<b>19,205</b>	<b>34,917</b>	<b>745,902</b>	<b>259,484</b>	<b>1,005,386</b>	<b>103,416</b>	<b>108,495</b>	<b>146,238</b>	<b>4.9%</b>	<b>36.5%</b>
<b>D5. Other Object Class 13 Benefits</b>										<b>1,160</b>	<b>1,160</b>					
D5a. USDH - Benefits for Former Employees										1,160	1,160					
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>																
<b>R1. US Direct Hire (USDH)</b>																
R1a. Senior Executive Schedule																
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<b>T1. US Direct Hire (USDH)</b>	<b>6,903</b>	<b>6,875</b>	<b>6,875</b>	<b>710,985</b>	<b>10,229</b>	<b>5,483</b>	<b>19,205</b>	<b>34,917</b>	<b>745,902</b>	<b>259,484</b>	<b>1,005,386</b>	<b>103,416</b>	<b>108,495</b>	<b>146,238</b>	<b>4.9%</b>	<b>36.5%</b>
T1a. Senior Executive Schedule	16	16	16	3,813	215	88	269	572	4,385	2,086	6,471	238,313	274,063	404,438	15.0%	54.7%
T1b. General Schedule	6,263	6,182	6,182	634,191	9,575	4,737	17,015	31,327	665,518	228,336	893,854	102,587	107,654	144,590	4.9%	36.0%
T1c. Special Schedule																
T1d. Wage System	624	677	677	72,981	439	658	1,921	3,018	75,999	29,062	105,061	107,801	112,258	155,186	4.1%	39.8%
T1e. Highly Qualified Experts																
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T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	<b>6,903</b>	<b>6,875</b>	<b>6,875</b>	<b>710,985</b>	<b>10,229</b>	<b>5,483</b>	<b>19,205</b>	<b>34,917</b>	<b>745,902</b>	<b>259,484</b>	<b>1,005,386</b>	<b>103,416</b>	<b>108,495</b>	<b>146,238</b>	<b>4.9%</b>	<b>36.5%</b>
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>6,903</b>	<b>6,875</b>	<b>6,875</b>	<b>710,985</b>	<b>10,229</b>	<b>5,483</b>	<b>19,205</b>	<b>34,917</b>	<b>745,902</b>	<b>259,484</b>	<b>1,005,386</b>	<b>103,416</b>	<b>108,495</b>	<b>146,238</b>	<b>4.9%</b>	<b>36.5%</b>
<b>T5. Other Object Class 13 Benefits</b>										<b>1,160</b>	<b>1,160</b>					
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**Department of Defense**  
**Fiscal Year (FY) 2024 Budget Estimates**  
**Volume II - Defense-Wide Data Book**  
**Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

The Joint Staff  
FY 2022  
(\$ in Thousands)

	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>1,261</b>	<b>1,248</b>	<b>1,226</b>	<b>154,312</b>	<b>207</b>	<b>130</b>	<b>2,053</b>	<b>2,390</b>	<b>156,702</b>	<b>38,470</b>	<b>195,172</b>	<b>118,610</b>	<b>120,447</b>	<b>150,017</b>	<b>1.7%</b>	<b>23.1%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>1,261</b>	<b>1,248</b>	<b>1,226</b>	<b>154,312</b>	<b>207</b>	<b>130</b>	<b>2,053</b>	<b>2,390</b>	<b>156,702</b>	<b>38,470</b>	<b>195,172</b>	<b>118,610</b>	<b>120,447</b>	<b>150,017</b>	<b>1.7%</b>	<b>23.1%</b>
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	1,028	128,246	207	130	1,774	2,111	130,357	29,931	160,288	116,270	118,184	145,320	1.5%	21.3%
D1c. Special Schedule																
D1d. Wage System	12	12	12	724					724	272	996	60,333	60,333	83,000		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		34.1%
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	<b>1,261</b>	<b>1,248</b>	<b>1,226</b>	<b>154,312</b>	<b>207</b>	<b>130</b>	<b>2,053</b>	<b>2,390</b>	<b>156,702</b>	<b>38,470</b>	<b>195,172</b>	<b>118,610</b>	<b>120,447</b>	<b>150,017</b>	<b>1.7%</b>	<b>23.1%</b>
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>1,261</b>	<b>1,248</b>	<b>1,226</b>	<b>154,312</b>	<b>207</b>	<b>130</b>	<b>2,053</b>	<b>2,390</b>	<b>156,702</b>	<b>38,470</b>	<b>195,172</b>	<b>118,610</b>	<b>120,447</b>	<b>150,017</b>	<b>1.7%</b>	<b>23.1%</b>
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D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>92</b>	<b>92</b>	<b>87</b>	<b>13,217</b>	<b>90</b>	<b>3</b>	<b>178</b>	<b>271</b>	<b>13,488</b>	<b>3,693</b>	<b>17,181</b>	<b>151,920</b>	<b>155,034</b>	<b>197,483</b>	<b>2.1%</b>	<b>28.3%</b>
<b>R1. US Direct Hire (USDH)</b>	<b>92</b>	<b>92</b>	<b>87</b>	<b>13,217</b>	<b>90</b>	<b>3</b>	<b>178</b>	<b>271</b>	<b>13,488</b>	<b>3,693</b>	<b>17,181</b>	<b>151,920</b>	<b>155,034</b>	<b>197,483</b>	<b>2.1%</b>	<b>28.3%</b>
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		
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)																
<b>R3. Total Direct Hire</b>	<b>92</b>	<b>92</b>	<b>87</b>	<b>13,217</b>	<b>90</b>	<b>3</b>	<b>178</b>	<b>271</b>	<b>13,488</b>	<b>3,693</b>	<b>17,181</b>	<b>151,920</b>	<b>155,034</b>	<b>197,483</b>	<b>2.1%</b>	<b>28.3%</b>
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	<b>92</b>	<b>92</b>	<b>87</b>	<b>13,217</b>	<b>90</b>	<b>3</b>	<b>178</b>	<b>271</b>	<b>13,488</b>	<b>3,693</b>	<b>17,181</b>	<b>151,920</b>	<b>155,034</b>	<b>197,483</b>	<b>2.1%</b>	<b>28.3%</b>
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R5a. USDH - Benefits for Former Employees																
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R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>1,353</b>	<b>1,340</b>	<b>1,313</b>	<b>167,529</b>	<b>297</b>	<b>133</b>	<b>2,231</b>	<b>2,661</b>	<b>170,190</b>	<b>42,163</b>	<b>212,353</b>	<b>120,698</b>	<b>122,615</b>	<b>152,992</b>	<b>1.7%</b>	<b>23.5%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>1,353</b>	<b>1,340</b>	<b>1,313</b>	<b>167,529</b>	<b>297</b>	<b>133</b>	<b>2,231</b>	<b>2,661</b>	<b>170,190</b>	<b>42,163</b>	<b>212,353</b>	<b>120,698</b>	<b>122,615</b>	<b>152,992</b>	<b>1.7%</b>	<b>23.5%</b>
T1a. 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%
T1b. General Schedule	1,092	1,079	1,057	130,288	277	133	1,884	2,294	132,582	30,545	163,127	115,095	117,122	144,105	1.6%	21.5%
T1c. Special Schedule																
T1d. Wage System	12	12	12	724					724	272	996	60,333	60,333	83,000		37.6%
T1e. Highly Qualified Experts	1	1	1	155					155		155	155,000	155,000	155,000		
T1f. Other	234	234	229	32,920	20		68	88	33,008	10,549	43,557	143,755	144,140	190,205	0.8%	32.0%
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	<b>1,353</b>	<b>1,340</b>	<b>1,313</b>	<b>167,529</b>	<b>297</b>	<b>133</b>	<b>2,231</b>	<b>2,661</b>	<b>170,190</b>	<b>42,163</b>	<b>212,353</b>	<b>120,698</b>	<b>122,615</b>	<b>152,992</b>	<b>1.7%</b>	<b>23.5%</b>
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>1,353</b>	<b>1,340</b>	<b>1,313</b>	<b>167,529</b>	<b>297</b>	<b>133</b>	<b>2,231</b>	<b>2,661</b>	<b>170,190</b>	<b>42,163</b>	<b>212,353</b>	<b>120,698</b>	<b>122,615</b>	<b>152,992</b>	<b>1.7%</b>	<b>23.5%</b>
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
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Fiscal Year (FY) 2024 Budget Estimates  
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Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

The Joint Staff  
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(\$ in Thousands)

	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>1,261</b>	<b>1,248</b>	<b>1,310</b>	<b>165,368</b>	<b>207</b>	<b>130</b>	<b>2,053</b>	<b>2,390</b>	<b>167,758</b>	<b>40,681</b>	<b>208,439</b>	<b>126,235</b>	<b>128,060</b>	<b>159,114</b>	<b>1.6%</b>	<b>23.2%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>1,261</b>	<b>1,248</b>	<b>1,310</b>	<b>165,368</b>	<b>207</b>	<b>130</b>	<b>2,053</b>	<b>2,390</b>	<b>167,758</b>	<b>40,681</b>	<b>208,439</b>	<b>126,235</b>	<b>128,060</b>	<b>159,114</b>	<b>1.6%</b>	<b>23.2%</b>
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	139,302	207	130	1,774	2,111	141,413	33,567	174,980	125,272	127,170	157,356	1.4%	22.5%
D1c. Special Schedule																
D1d. Wage System	12	12	12	724					724	272	996	60,333	60,333	83,000		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		27.6%
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	<b>1,261</b>	<b>1,248</b>	<b>1,310</b>	<b>165,368</b>	<b>207</b>	<b>130</b>	<b>2,053</b>	<b>2,390</b>	<b>167,758</b>	<b>40,681</b>	<b>208,439</b>	<b>126,235</b>	<b>128,060</b>	<b>159,114</b>	<b>1.6%</b>	<b>23.2%</b>
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<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>92</b>	<b>92</b>	<b>87</b>	<b>13,495</b>	<b>90</b>	<b>2</b>	<b>185</b>	<b>277</b>	<b>13,772</b>	<b>3,771</b>	<b>17,543</b>	<b>155,115</b>	<b>158,299</b>	<b>201,644</b>	<b>2.1%</b>	<b>28.3%</b>
<b>R1. US Direct Hire (USDH)</b>	<b>92</b>	<b>92</b>	<b>87</b>	<b>13,495</b>	<b>90</b>	<b>2</b>	<b>185</b>	<b>277</b>	<b>13,772</b>	<b>3,771</b>	<b>17,543</b>	<b>155,115</b>	<b>158,299</b>	<b>201,644</b>	<b>2.1%</b>	<b>28.3%</b>
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		
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)																
<b>R3. Total Direct Hire</b>	<b>92</b>	<b>92</b>	<b>87</b>	<b>13,495</b>	<b>90</b>	<b>2</b>	<b>185</b>	<b>277</b>	<b>13,772</b>	<b>3,771</b>	<b>17,543</b>	<b>155,115</b>	<b>158,299</b>	<b>201,644</b>	<b>2.1%</b>	<b>28.3%</b>
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	<b>92</b>	<b>92</b>	<b>87</b>	<b>13,495</b>	<b>90</b>	<b>2</b>	<b>185</b>	<b>277</b>	<b>13,772</b>	<b>3,771</b>	<b>17,543</b>	<b>155,115</b>	<b>158,299</b>	<b>201,644</b>	<b>2.1%</b>	<b>28.3%</b>
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R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>1,353</b>	<b>1,340</b>	<b>1,397</b>	<b>178,863</b>	<b>297</b>	<b>132</b>	<b>2,238</b>	<b>2,667</b>	<b>181,530</b>	<b>44,452</b>	<b>225,982</b>	<b>128,034</b>	<b>129,943</b>	<b>161,762</b>	<b>1.6%</b>	<b>23.6%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>1,353</b>	<b>1,340</b>	<b>1,397</b>	<b>178,863</b>	<b>297</b>	<b>132</b>	<b>2,238</b>	<b>2,667</b>	<b>181,530</b>	<b>44,452</b>	<b>225,982</b>	<b>128,034</b>	<b>129,943</b>	<b>161,762</b>	<b>1.6%</b>	<b>23.6%</b>
T1a. 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%
T1b. General Schedule	1,092	1,079	1,141	141,622	277	132	1,884	2,293	143,915	34,259	178,174	124,121	126,131	156,156	1.5%	22.6%
T1c. Special Schedule																
T1d. Wage System	12	12	12	724					724	272	996	60,333	60,333	83,000		37.6%
T1e. Highly Qualified Experts	1	1	1	155					155		155	155,000	155,000	155,000		
T1f. Other	234	234	229	32,920	20		75	95	33,015	9,124	42,139	143,755	144,170	184,013	0.9%	27.7%
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	<b>1,353</b>	<b>1,340</b>	<b>1,397</b>	<b>178,863</b>	<b>297</b>	<b>132</b>	<b>2,238</b>	<b>2,667</b>	<b>181,530</b>	<b>44,452</b>	<b>225,982</b>	<b>128,034</b>	<b>129,943</b>	<b>161,762</b>	<b>1.6%</b>	<b>23.6%</b>
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>1,353</b>	<b>1,340</b>	<b>1,397</b>	<b>178,863</b>	<b>297</b>	<b>132</b>	<b>2,238</b>	<b>2,667</b>	<b>181,530</b>	<b>44,452</b>	<b>225,982</b>	<b>128,034</b>	<b>129,943</b>	<b>161,762</b>	<b>1.6%</b>	<b>23.6%</b>
<b>T5. Other Object Class 13 Benefits</b>																
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) 2024 Budget Estimates  
Volume II - Defense-Wide Data Book  
Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

The Joint Staff  
FY 2024  
(\$ in Thousands)

	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	1,261	1,248	1,320	191,406	207	130	2,053	2,390	193,796	40,681	234,477	145,556	147,373	178,310	1.5%	21.9%
<b>D1. US Direct Hire (USDH)</b>	1,261	1,248	1,320	191,406	207	130	2,053	2,390	193,796	40,681	234,477	145,556	147,373	178,310	1.5%	21.9%
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	1,122	165,340	207	130	1,774	2,111	167,451	33,567	201,018	148,021	149,911	179,962	1.3%	21.0%
D1c. Special Schedule																
D1d. Wage System	12	12	12	724					724	272	996	60,333	60,333	83,000		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		27.6%
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	1,261	1,248	1,320	191,406	207	130	2,053	2,390	193,796	40,681	234,477	145,556	147,373	178,310	1.5%	21.9%
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	1,261	1,248	1,320	191,406	207	130	2,053	2,390	193,796	40,681	234,477	145,556	147,373	178,310	1.5%	21.9%
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	92	92	87	13,495	90	2	185	277	13,772	3,771	17,543	155,115	158,299	201,644	2.1%	28.3%
<b>R1. US Direct Hire (USDH)</b>	92	92	87	13,495	90	2	185	277	13,772	3,771	17,543	155,115	158,299	201,644	2.1%	28.3%
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		
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)																
<b>R3. Total Direct Hire</b>	92	92	87	13,495	90	2	185	277	13,772	3,771	17,543	155,115	158,299	201,644	2.1%	28.3%
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	92	92	87	13,495	90	2	185	277	13,772	3,771	17,543	155,115	158,299	201,644	2.1%	28.3%
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	1,353	1,340	1,407	204,901	297	132	2,238	2,667	207,568	44,452	252,020	146,149	148,051	179,757	1.5%	22.3%
<b>T1. US Direct Hire (USDH)</b>	1,353	1,340	1,407	204,901	297	132	2,238	2,667	207,568	44,452	252,020	146,149	148,051	179,757	1.5%	22.3%
T1a. 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%
T1b. General Schedule	1,092	1,079	1,151	167,660	277	132	1,884	2,293	169,953	34,259	204,212	146,300	148,301	178,195	1.4%	21.2%
T1c. Special Schedule																
T1d. Wage System	12	12	12	724					724	272	996	60,333	60,333	83,000		37.6%
T1e. Highly Qualified Experts	1	1	1	155					155		155	155,000	155,000	155,000		
T1f. Other	234	234	229	32,920	20		75	95	33,015	9,124	42,139	143,755	144,170	184,013	0.9%	27.7%
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	1,353	1,340	1,407	204,901	297	132	2,238	2,667	207,568	44,452	252,020	146,149	148,051	179,757	1.5%	22.3%
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	1,353	1,340	1,407	204,901	297	132	2,238	2,667	207,568	44,452	252,020	146,149	148,051	179,757	1.5%	22.3%
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
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**Department of Defense  
Fiscal Year (FY) 2024 Budget Estimates  
Volume II - Defense-Wide Data Book  
Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

Washington Headquarters Services

FY 2022

(\$ in Thousands)

	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>561</b>	<b>631</b>	<b>602</b>	<b>70,140</b>	<b>400</b>	<b>14</b>	<b>1,808</b>	<b>2,222</b>	<b>72,362</b>	<b>15,011</b>	<b>87,373</b>	<b>116,512</b>	<b>120,203</b>	<b>145,138</b>	<b>3.2%</b>	<b>21.4%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>561</b>	<b>631</b>	<b>602</b>	<b>70,140</b>	<b>400</b>	<b>14</b>	<b>1,808</b>	<b>2,222</b>	<b>72,362</b>	<b>15,011</b>	<b>87,373</b>	<b>116,512</b>	<b>120,203</b>	<b>145,138</b>	<b>3.2%</b>	<b>21.4%</b>
D1a. Senior Executive Schedule	13	12	9	1,572			105	105	1,677	484	2,161	174,667	186,333	240,111	6.7%	30.8%
D1b. General Schedule	544	528	509	60,159	346	14	1,406	1,766	61,925	11,478	73,403	118,191	121,660	144,210	2.9%	19.1%
D1c. Special Schedule	2	89	82	8,042	54		297	351	8,393	2,939	11,332	98,073	102,354	138,195	4.4%	36.5%
D1d. Wage System																
D1e. Highly Qualified Experts	2	2	2	367					367	110	477	183,500	183,500	238,500		30.0%
D1f. Other										0	0					
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	<b>561</b>	<b>631</b>	<b>602</b>	<b>70,140</b>	<b>400</b>	<b>14</b>	<b>1,808</b>	<b>2,222</b>	<b>72,362</b>	<b>15,011</b>	<b>87,373</b>	<b>116,512</b>	<b>120,203</b>	<b>145,138</b>	<b>3.2%</b>	<b>21.4%</b>
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>561</b>	<b>631</b>	<b>602</b>	<b>70,140</b>	<b>400</b>	<b>14</b>	<b>1,808</b>	<b>2,222</b>	<b>72,362</b>	<b>15,011</b>	<b>87,373</b>	<b>116,512</b>	<b>120,203</b>	<b>145,138</b>	<b>3.2%</b>	<b>21.4%</b>
<b>D5. Other Object Class 13 Benefits</b>										<b>0</b>	<b>0</b>					
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>			<b>176</b>	<b>28,519</b>	<b>529</b>	<b>15</b>	<b>541</b>	<b>1,085</b>	<b>29,604</b>	<b>9,954</b>	<b>39,558</b>	<b>162,040</b>	<b>168,205</b>	<b>224,761</b>	<b>3.8%</b>	<b>34.9%</b>
<b>R1. US Direct Hire (USDH)</b>			<b>176</b>	<b>28,519</b>	<b>529</b>	<b>15</b>	<b>541</b>	<b>1,085</b>	<b>29,604</b>	<b>9,954</b>	<b>39,558</b>	<b>162,040</b>	<b>168,205</b>	<b>224,761</b>	<b>3.8%</b>	<b>34.9%</b>
R1a. Senior Executive Schedule																
R1b. General Schedule			176	28,519	529	15	541	1,085	29,604	9,954	39,558	162,040	168,205	224,761	3.8%	34.9%
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>			<b>176</b>	<b>28,519</b>	<b>529</b>	<b>15</b>	<b>541</b>	<b>1,085</b>	<b>29,604</b>	<b>9,954</b>	<b>39,558</b>	<b>162,040</b>	<b>168,205</b>	<b>224,761</b>	<b>3.8%</b>	<b>34.9%</b>
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>			<b>176</b>	<b>28,519</b>	<b>529</b>	<b>15</b>	<b>541</b>	<b>1,085</b>	<b>29,604</b>	<b>9,954</b>	<b>39,558</b>	<b>162,040</b>	<b>168,205</b>	<b>224,761</b>	<b>3.8%</b>	<b>34.9%</b>
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>561</b>	<b>631</b>	<b>778</b>	<b>98,659</b>	<b>929</b>	<b>29</b>	<b>2,349</b>	<b>3,307</b>	<b>101,966</b>	<b>24,965</b>	<b>126,931</b>	<b>126,811</b>	<b>131,062</b>	<b>163,150</b>	<b>3.4%</b>	<b>25.3%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>561</b>	<b>631</b>	<b>778</b>	<b>98,659</b>	<b>929</b>	<b>29</b>	<b>2,349</b>	<b>3,307</b>	<b>101,966</b>	<b>24,965</b>	<b>126,931</b>	<b>126,811</b>	<b>131,062</b>	<b>163,150</b>	<b>3.4%</b>	<b>25.3%</b>
T1a. Senior Executive Schedule	13	12	9	1,572			105	105	1,677	484	2,161	174,667	186,333	240,111	6.7%	30.8%
T1b. General Schedule	544	528	685	88,678	875	29	1,947	2,851	91,529	21,432	112,961	129,457	133,619	164,907	3.2%	24.2%
T1c. Special Schedule	2	89	82	8,042	54		297	351	8,393	2,939	11,332	98,073	102,354	138,195	4.4%	36.5%
T1d. Wage System																
T1e. Highly Qualified Experts	2	2	2	367					367	110	477	183,500	183,500	238,500		30.0%
T1f. Other										0	0					
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	<b>561</b>	<b>631</b>	<b>778</b>	<b>98,659</b>	<b>929</b>	<b>29</b>	<b>2,349</b>	<b>3,307</b>	<b>101,966</b>	<b>24,965</b>	<b>126,931</b>	<b>126,811</b>	<b>131,062</b>	<b>163,150</b>	<b>3.4%</b>	<b>25.3%</b>
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>561</b>	<b>631</b>	<b>778</b>	<b>98,659</b>	<b>929</b>	<b>29</b>	<b>2,349</b>	<b>3,307</b>	<b>101,966</b>	<b>24,965</b>	<b>126,931</b>	<b>126,811</b>	<b>131,062</b>	<b>163,150</b>	<b>3.4%</b>	<b>25.3%</b>
<b>T5. Other Object Class 13 Benefits</b>										<b>0</b>	<b>0</b>					
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability Accrual																

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**Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

Washington Headquarters Services

FY 2023

(\$ in Thousands)

	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>631</b>	<b>681</b>	<b>632</b>	<b>84,226</b>	<b>209</b>		<b>2,069</b>	<b>2,278</b>	<b>86,504</b>	<b>26,761</b>	<b>113,265</b>	<b>133,269</b>	<b>136,873</b>	<b>179,217</b>	<b>2.7%</b>	<b>31.8%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>631</b>	<b>681</b>	<b>632</b>	<b>84,226</b>	<b>209</b>		<b>2,069</b>	<b>2,278</b>	<b>86,504</b>	<b>26,361</b>	<b>112,865</b>	<b>133,269</b>	<b>136,873</b>	<b>178,584</b>	<b>2.7%</b>	<b>31.3%</b>
D1a. Senior Executive Schedule	12	13	13	2,395			57	57	2,452	742	3,194	184,231	188,615	245,692	2.4%	31.0%
D1b. General Schedule	528	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	89	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	2															
D1f. Other										255	255					
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	<b>631</b>	<b>681</b>	<b>632</b>	<b>84,226</b>	<b>209</b>		<b>2,069</b>	<b>2,278</b>	<b>86,504</b>	<b>26,361</b>	<b>112,865</b>	<b>133,269</b>	<b>136,873</b>	<b>178,584</b>	<b>2.7%</b>	<b>31.3%</b>
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>631</b>	<b>681</b>	<b>632</b>	<b>84,226</b>	<b>209</b>		<b>2,069</b>	<b>2,278</b>	<b>86,504</b>	<b>26,361</b>	<b>112,865</b>	<b>133,269</b>	<b>136,873</b>	<b>178,584</b>	<b>2.7%</b>	<b>31.3%</b>
<b>D5. Other Object Class 13 Benefits</b>										<b>400</b>	<b>400</b>					
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																
<b>Reimbursable Funded Personnel (includes OC 13)</b>			<b>271</b>	<b>37,478</b>	<b>98</b>		<b>935</b>	<b>1,033</b>	<b>38,511</b>	<b>11,818</b>	<b>50,329</b>	<b>138,295</b>	<b>142,107</b>	<b>185,716</b>	<b>2.8%</b>	<b>31.5%</b>
<b>R1. US Direct Hire (USDH)</b>			<b>271</b>	<b>37,478</b>	<b>98</b>		<b>935</b>	<b>1,033</b>	<b>38,511</b>	<b>11,818</b>	<b>50,329</b>	<b>138,295</b>	<b>142,107</b>	<b>185,716</b>	<b>2.8%</b>	<b>31.5%</b>
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)																
<b>R3. Total Direct Hire</b>			<b>271</b>	<b>37,478</b>	<b>98</b>		<b>935</b>	<b>1,033</b>	<b>38,511</b>	<b>11,818</b>	<b>50,329</b>	<b>138,295</b>	<b>142,107</b>	<b>185,716</b>	<b>2.8%</b>	<b>31.5%</b>
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>			<b>271</b>	<b>37,478</b>	<b>98</b>		<b>935</b>	<b>1,033</b>	<b>38,511</b>	<b>11,818</b>	<b>50,329</b>	<b>138,295</b>	<b>142,107</b>	<b>185,716</b>	<b>2.8%</b>	<b>31.5%</b>
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>631</b>	<b>681</b>	<b>903</b>	<b>121,704</b>	<b>307</b>		<b>3,004</b>	<b>3,311</b>	<b>125,015</b>	<b>38,579</b>	<b>163,594</b>	<b>134,777</b>	<b>138,444</b>	<b>181,167</b>	<b>2.7%</b>	<b>31.7%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>631</b>	<b>681</b>	<b>903</b>	<b>121,704</b>	<b>307</b>		<b>3,004</b>	<b>3,311</b>	<b>125,015</b>	<b>38,179</b>	<b>163,194</b>	<b>134,777</b>	<b>138,444</b>	<b>180,724</b>	<b>2.7%</b>	<b>31.4%</b>
T1a. Senior Executive Schedule	12	13	13	2,395			57	57	2,452	742	3,194	184,231	188,615	245,692	2.4%	31.0%
T1b. General Schedule	528	573	795	106,314	274		2,626	2,900	109,214	33,132	142,346	133,728	137,376	179,052	2.7%	31.2%
T1c. Special Schedule	89	95	95	12,995	33		321	354	13,349	4,050	17,399	136,789	140,516	183,147	2.7%	31.2%
T1d. Wage System																
T1e. Highly Qualified Experts	2															
T1f. Other										255	255					
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	<b>631</b>	<b>681</b>	<b>903</b>	<b>121,704</b>	<b>307</b>		<b>3,004</b>	<b>3,311</b>	<b>125,015</b>	<b>38,179</b>	<b>163,194</b>	<b>134,777</b>	<b>138,444</b>	<b>180,724</b>	<b>2.7%</b>	<b>31.4%</b>
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>631</b>	<b>681</b>	<b>903</b>	<b>121,704</b>	<b>307</b>		<b>3,004</b>	<b>3,311</b>	<b>125,015</b>	<b>38,179</b>	<b>163,194</b>	<b>134,777</b>	<b>138,444</b>	<b>180,724</b>	<b>2.7%</b>	<b>31.4%</b>
<b>T5. Other Object Class 13 Benefits</b>										<b>400</b>	<b>400</b>					
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)										400	400					
T5d. Foreign National Separation Liability Accrual																

**Department of Defense  
Fiscal Year (FY) 2024 Budget Estimates  
Volume II - Defense-Wide Data Book  
Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

Washington Headquarters Services

FY 2024

(\$ in Thousands)

	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	681	613	601	80,871	198		1,983	2,181	83,052	25,637	108,689	131,927	135,485	177,307	2.7%	31.7%
<b>D1. US Direct Hire (USDH)</b>	681	613	601	80,871	198		1,983	2,181	83,052	25,237	108,289	131,927	135,485	176,654	2.7%	31.2%
D1a. Senior Executive Schedule	13	13	13	2,498			60	60	2,558	779	3,337	192,154	196,769	256,692	2.4%	31.2%
D1b. General Schedule	573	521	509	67,292	171		1,651	1,822	69,114	20,750	89,864	129,159	132,656	172,484	2.7%	30.8%
D1c. Special Schedule	95	79	79	11,081	27		272	299	11,380	3,459	14,839	140,266	144,051	187,835	2.7%	31.2%
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other										249	249					
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	681	613	601	80,871	198		1,983	2,181	83,052	25,237	108,289	131,927	135,485	176,654	2.7%	31.2%
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	681	613	601	80,871	198		1,983	2,181	83,052	25,237	108,289	131,927	135,485	176,654	2.7%	31.2%
<b>D5. Other Object Class 13 Benefits</b>										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																
<b>Reimbursable Funded Personnel (includes OC 13)</b>		271	271	39,246	101		982	1,083	40,329	12,380	52,709	144,819	148,815	194,498	2.8%	31.5%
<b>R1. US Direct Hire (USDH)</b>		271	271	39,246	101		982	1,083	40,329	12,380	52,709	144,819	148,815	194,498	2.8%	31.5%
R1a. Senior Executive Schedule																
R1b. General Schedule		271	271	39,246	101		982	1,083	40,329	12,380	52,709	144,819	148,815	194,498	2.8%	31.5%
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>		271	271	39,246	101		982	1,083	40,329	12,380	52,709	144,819	148,815	194,498	2.8%	31.5%
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>		271	271	39,246	101		982	1,083	40,329	12,380	52,709	144,819	148,815	194,498	2.8%	31.5%
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	681	884	872	120,117	299		2,965	3,264	123,381	38,017	161,398	135,879	139,571	182,577	2.7%	31.6%
<b>T1. US Direct Hire (USDH)</b>	681	884	872	120,117	299		2,965	3,264	123,381	37,617	160,998	135,879	139,571	182,124	2.7%	31.3%
T1a. Senior Executive Schedule	13	13	13	2,498			60	60	2,558	779	3,337	192,154	196,769	256,692	2.4%	31.2%
T1b. General Schedule	573	792	780	106,538	272		2,633	2,905	109,443	33,130	142,573	134,518	138,186	180,016	2.7%	31.1%
T1c. Special Schedule	95	79	79	11,081	27		272	299	11,380	3,459	14,839	140,266	144,051	187,835	2.7%	31.2%
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other										249	249					
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	681	884	872	120,117	299		2,965	3,264	123,381	37,617	160,998	135,879	139,571	182,124	2.7%	31.3%
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	681	884	872	120,117	299		2,965	3,264	123,381	37,617	160,998	135,879	139,571	182,124	2.7%	31.3%
<b>T5. Other Object Class 13 Benefits</b>										400	400					
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)										400	400					
T5d. Foreign National Separation Liability Accrual																

**Department of Defense**  
**Fiscal Year (FY) 2024 Budget Estimates**  
**Volume II - Defense-Wide Data Book**  
**Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

	Summary FY 2022 (\$ in Thousands)														Rates			
	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 Pay	Holiday Pay	Other O.C.11	h Total Variables	h Comp O.C.11	Benefits O.C.12/13	k Comp & Benefits	l Basic Comp	m Total Comp	n Comp & Benefits	o % BC Variables	p % BC Benefits		
Direct Funded Personnel (includes OC 13)	89,951	87,986	86,050	9,600,772	95,493	32,118	418,323	545,934	10,146,706	3,961,984	14,108,690	106,565	117,860	163,881	5.7%	41.3%		
D1. US Direct Hire (USDH)	89,246	87,295	85,359	9,574,510	94,837	32,086	418,199	545,122	10,119,632	3,951,749	14,071,381	107,073	118,472	164,736	5.7%	41.2%		
D1a. Senior Executive Schedule	1,178	1,265	1,237	234,252	194	259	11,727	12,180	246,432	96,552	342,984	189,524	200,841	279,531	5.2%	41.2%		
D1b. General Schedule	77,637	74,892	73,511	8,400,951	93,740	30,459	312,808	437,007	8,837,958	3,316,903	12,154,861	108,296	120,112	165,190	5.2%	39.4%		
D1c. Special Schedule	9,480	9,884	9,287	813,708	181	763	88,074	89,018	902,726	490,027	1,392,753	87,618	97,203	149,968	10.9%	60.2%		
D1d. Wage System	621	920	993	76,360	715	605	4,897	6,217	82,577	31,919	114,496	76,898	83,159	115,303	8.2%	41.8%		
D1e. Highly Qualified Experts	45	49	46	7,848	7	0	1	8	7,856	2,541	10,397	174,400	174,578	231,044	0.1%	33.0%		
D1f. Other	285	285	285	41,391	0		692	692	42,083	13,807	55,890	145,232	147,660	196,105	3.6%	33.4%		
D2. Direct Hire Program Foreign Nationals (DHFN)	457	456	456	18,667	656	32	124	812	19,479	3,887	23,366	42,619	44,473	53,347	7.0%	29.5%		
D3. Total Direct Hire	89,703	87,751	85,815	9,593,177	95,493	32,118	418,323	545,934	10,139,111	3,955,636	14,094,747	106,759	118,094	164,167	5.7%	41.2%		
D4. Indirect Hire Foreign Nationals (IHFN)	248	235	235	7,595				7,595			7,595	32,319	32,319	32,319				
Subtotal - Direct Funded (excludes OC 13)	89,951	87,986	86,050	9,600,772	95,493	32,118	418,323	545,934	10,146,706	3,955,636	14,102,342	106,565	117,860	163,807	5.7%	41.2%		
D5. Other Object Class 13 Benefits										6,348	6,348							
D5a. USDH - Benefits for Former Employees										5,806	5,806							
D5b. DHFN - Benefits for Former Employees																		
D5c. Voluntary Separation Incentive Pay (VSIP)										535	535							
D5d. Foreign National Separation Liability Accrual										7	7							
Reimbursable Funded Personnel (includes OC 13)	2,523	2,440	2,645	332,310	1,128	967	6,430	8,525	340,835	114,299	455,134	125,875	129,104	172,399	2.8%	34.4%		
R1. US Direct Hire (USDH)	2,518	2,435	2,640	332,310	1,128	967	6,430	8,525	340,835	114,244	455,079	125,875	129,104	172,378	2.8%	34.4%		
R1a. Senior Executive Schedule	6	9	9	1,736			23	23	1,759	589	2,348	192,889	195,444	260,889	11.8%	33.9%		
R1b. General Schedule	2,414	2,323	2,545	316,396	1,067	953	6,266	8,286	324,682	109,595	434,277	124,321	127,576	170,639	2.9%	34.6%		
R1c. Special Schedule	35	40	28	3,003	41	14	73	128	3,131	981	4,112	107,250	111,821	146,857	4.3%	32.7%		
R1d. Wage System																		
R1e. Highly Qualified Experts	1	1	1	155					155		155	155,000	155,000	155,000				
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	2,518	2,435	2,640	332,310	1,128	967	6,430	8,525	340,835	114,244	455,079	125,875	129,104	172,378	2.8%	34.4%		
R4. Indirect Hire Foreign Nationals (IHFN)	5	5	5	0	0	0	0	0	0	0	0							
Subtotal - Reimbursable Funded (excludes OC 13)	2,523	2,440	2,645	332,310	1,128	967	6,430	8,525	340,835	114,244	455,079	125,875	129,104	172,378	2.8%	34.4%		
R5. Other Object Class 13 Benefits										55	55							
R5a. USDH - Benefits for Former Employees																		
R5b. DHFN - Benefits for Former Employees																		
R5c. Voluntary Separation Incentive Pay (VSIP)										55	55							
R5d. Foreign National Separation Liability Accrual																		
Total Funded Personnel (includes OC 13)	92,474	90,426	88,695	9,933,082	96,621	33,085	424,753	554,459	10,487,541	4,076,283	14,563,824	107,115	118,195	164,135	5.6%	41.0%		
T1. US Direct Hire (USDH)	91,764	89,730	87,999	9,906,820	95,965	33,053	424,629	553,647	10,460,467	4,065,993	14,526,460	107,613	118,791	164,965	5.6%	41.0%		
T1a. Senior Executive Schedule	1,184	1,274	1,246	235,988	194	259	11,750	12,203	248,191	97,141	345,332	189,549	200,802	279,395	5.2%	41.2%		
T1b. General Schedule	80,051	77,215	76,056	8,717,347	94,807	31,412	319,074	445,293	9,162,640	3,426,498	12,589,138	108,805	120,362	165,372	5.1%	39.3%		
T1c. Special Schedule	9,515	9,924	9,315	816,711	222	777	88,147	89,146	905,857	491,008	1,396,865	87,677	97,247	149,959	10.9%	60.1%		
T1d. Wage System	621	920	993	76,360	715	605	4,897	6,217	82,577	31,919	114,496	76,898	83,159	115,303	8.2%	41.8%		
T1e. Highly Qualified Experts	46	50	47	8,003	7	0	1	8	8,011	2,541	10,552	173,978	174,152	229,391	0.1%	33.0%		
T1f. Other	347	347	342	52,411	20		760	780	53,191	16,886	70,077	153,249	155,529	204,904	2.6%	32.2%		
T2. Direct Hire Program Foreign Nationals (DHFN)	457	456	456	18,667	656	32	124	812	19,479	3,887	23,366	42,619	44,473	53,347	7.0%	29.5%		
T3. Total Direct Hire	92,221	90,186	88,455	9,925,487	96,621	33,085	424,753	554,459	10,479,946	4,069,880	14,549,826	107,305	118,423	164,412	5.6%	41.0%		
T4. Indirect Hire Foreign Nationals (IHFN)	253	240	240	7,595	0	0	0	0	7,595	0	7,595	32,319	32,319	32,319				
Subtotal - Total Funded (excludes OC 13)	92,474	90,426	88,695	9,933,082	96,621	33,085	424,753	554,459	10,487,541	4,069,880	14,557,421	107,115	118,195	164,062	5.6%	41.0%		
T5. Other Object Class 13 Benefits										6,403	6,403							
T5a. USDH - Benefits for Former Employees										5,806	5,806							
T5b. DHFN - Benefits for Former Employees																		
T5c. Voluntary Separation Incentive Pay (VSIP)										590	590							
T5d. Foreign National Separation Liability Accrual										7	7							

**Department of Defense**  
**Fiscal Year (FY) 2024 Budget Estimates**  
**Volume II - Defense-Wide Data Book**  
**Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

Operation and Maintenance, Defense-Wide	Summary 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	d + h	i Benefits O.C.12/13	i + j	d/c	i/c	k/c	h/d	j/d		
								h Total Variables	h Comp O.C.11		j Comp & Benefits	l Basic Comp	m Total Comp	n Comp & Benefits	o % BC Variables	p % BC Benefits		
Direct Funded Personnel (includes OC 13)	88,129	91,292	89,857	11,773,257	54,057	12,843	331,670	398,570	12,171,827	2,900,051	15,071,878	131,110	135,548	167,844	5.5%	39.2%		
D1. US Direct Hire (USDH)	87,436	90,589	89,146	11,747,594	54,051	12,841	326,499	393,391	12,140,985	2,886,238	15,027,223	131,797	136,210	168,591	5.5%	39.1%		
D1a. Senior Executive Schedule	1,292	1,255	1,246	233,055	205	150	8,565	8,920	241,975	59,849	301,824	188,403	195,614	243,997	6.9%	25.7%		
D1b. General Schedule	75,150	78,417	77,249	10,597,150	52,796	11,149	220,139	284,084	10,881,234	2,288,912	13,170,146	137,183	140,861	170,492	4.6%	36.7%		
D1c. Special Schedule	9,731	9,644	9,281	787,649	280	913	90,703	91,896	879,545	487,572	1,367,117	84,867	94,768	147,303	11.7%	61.9%		
D1d. Wage System	923	948	1,044	81,588	756	628	4,950	6,334	87,922	33,072	120,994	78,149	84,216	115,895	7.8%	40.5%		
D1e. Highly Qualified Experts	51	36	37	6,889	14	1	171	186	7,075	2,151	9,226	196,829	202,143	263,600	2.7%	31.2%		
D1f. Other	289	289	289	41,263			1,971	1,971	43,234	14,682	57,916	142,779	149,599	200,401	10.2%	35.6%		
D2. Direct Hire Program Foreign Nationals (DHFN)	448	454	462	17,397	6	2	1,147	1,155	18,552	4,486	23,038	39,901	42,550	52,839	9.2%	30.6%		
D3. Total Direct Hire	87,884	91,043	89,608	11,764,991	54,057	12,843	327,646	394,546	12,159,537	2,890,724	15,050,261	131,350	135,755	168,028	5.5%	39.1%		
D4. Indirect Hire Foreign Nationals (IHFN)	245	249	249	8,266					8,266		8,266	36,414	36,414	36,414				
Subtotal - Direct Funded (excludes OC 13)	88,129	91,292	89,857	11,773,257	54,057	12,843	327,646	394,546	12,167,803	2,890,724	15,058,527	131,110	135,503	167,695	5.5%	39.1%		
D5. Other Object Class 13 Benefits							4,024	4,024	4,024	9,327	13,351							
D5a. USDH - Benefits for Former Employees							4,024	4,024	4,024	6,995	11,019							
D5b. DHFN - Benefits for Former Employees																		
D5c. Voluntary Separation Incentive Pay (VSIP)																		
D5d. Foreign National Separation Liability Accrual										2,332	2,332							
Reimbursable Funded Personnel (includes OC 13)	2,360	2,495	2,770	329,514	3,751	183	3,345	7,279	336,793	109,315	446,108	119,173	121,806	161,341	2.5%	33.2%		
R1. US Direct Hire (USDH)	2,355	2,490	2,765	329,514	3,751	183	3,345	7,279	336,793	109,315	446,108	119,173	121,806	161,341	2.5%	33.2%		
R1a. Senior Executive Schedule	9	1	1	204			15	15	219	72	291	204,000	219,000	291,000	7.4%	35.3%		
R1b. General Schedule	2,270	2,413	2,693	317,224	3,715	178	3,234	7,127	324,351	105,820	430,171	117,796	120,442	159,737	2.5%	33.4%		
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	1	1	1	155					155		155	155,000	155,000	155,000				
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	2,355	2,490	2,765	329,514	3,751	183	3,345	7,279	336,793	109,315	446,108	119,173	121,806	161,341	2.5%	33.2%		
R4. Indirect Hire Foreign Nationals (IHFN)	5	5	5															
Subtotal - Reimbursable Funded (excludes OC 13)	2,360	2,495	2,770	329,514	3,751	183	3,345	7,279	336,793	109,315	446,108	119,173	121,806	161,341	2.5%	33.2%		
R5. Other Object Class 13 Benefits																		
R5a. USDH - Benefits for Former Employees																		
R5b. DHFN - Benefits for Former Employees																		
R5c. Voluntary Separation Incentive Pay (VSIP)																		
R5d. Foreign National Separation Liability Accrual																		
Total Funded Personnel (includes OC 13)	90,489	93,787	92,627	12,102,771	57,808	13,026	335,015	405,849	12,508,620	3,009,366	15,517,986	130,753	135,138	167,650	5.4%	38.9%		
T1. US Direct Hire (USDH)	89,791	93,079	91,911	12,077,108	57,802	13,024	329,844	400,670	12,477,778	2,995,553	15,473,331	131,417	135,777	168,373	5.3%	38.8%		
T1a. Senior Executive Schedule	1,301	1,256	1,247	233,259	205	150	8,580	8,935	242,194	59,921	302,115	188,416	195,633	244,035	6.9%	25.7%		
T1b. General Schedule	77,420	80,830	79,942	10,914,374	56,511	11,327	223,373	291,211	11,205,585	2,394,732	13,600,317	136,530	140,173	170,129	4.5%	36.6%		
T1c. Special Schedule	9,744	9,657	9,294	788,560	296	918	90,724	91,938	880,498	487,916	1,368,414	84,846	94,738	147,236	11.7%	61.9%		
T1d. Wage System	923	948	1,044	81,588	756	628	4,950	6,334	87,922	33,072	120,994	78,149	84,216	115,895	7.8%	40.5%		
T1e. Highly Qualified Experts	52	37	38	7,044	14	1	171	186	7,230	2,151	9,381	195,667	200,833	260,583	2.7%	31.2%		
T1f. Other	351	351	346	52,283	20		2,046	2,066	54,349	17,761	72,110	151,107	157,078	208,410	6.8%	34.0%		
T2. Direct Hire Program Foreign Nationals (DHFN)	448	454	462	17,397	6	2	1,147	1,155	18,552	4,486	23,038	39,901	42,550	52,839	9.2%	30.6%		
T3. Total Direct Hire	90,239	93,533	92,373	12,094,505	57,808	13,026	330,991	401,825	12,496,330	3,000,039	15,496,369	130,985	135,337	167,828	5.3%	38.8%		
T4. Indirect Hire Foreign Nationals (IHFN)	250	254	254	8,266					8,266		8,266	36,414	36,414	36,414				
Subtotal - Total Funded (excludes OC 13)	90,489	93,787	92,627	12,102,771	57,808	13,026	330,991	401,825	12,504,596	3,000,039	15,504,635	130,753	135,094	167,505	5.3%	38.8%		
T5. Other Object Class 13 Benefits							4,024	4,024	4,024	9,327	13,351							
T5a. USDH - Benefits for Former Employees							4,024	4,024	4,024	6,995	11,019							
T5b. DHFN - Benefits for Former Employees																		
T5c. Voluntary Separation Incentive Pay (VSIP)																		
T5d. Foreign National Separation Liability Accrual										2,332	2,332							

**Department of Defense  
Fiscal Year (FY) 2024 Budget Estimates  
Volume II - Defense-Wide Data Book  
Total Civilian Personnel Costs**

Operation and Maintenance, Defense-Wide

Operation and Maintenance, Defense-Wide																
Summary FY 2024 (\$ in Thousands)																
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
Direct Funded Personnel (includes OC 13)	93,827	95,332	93,931	12,193,292	79,124	14,855	402,333	496,312	12,689,604	3,810,989	16,500,593	129,842	135,127	175,708	3.8%	29.1%
D1. US Direct Hire (USDH)	93,131	94,636	93,235	12,167,515	79,118	14,853	395,467	489,438	12,656,953	3,797,224	16,454,177	130,498	135,747	176,473	3.8%	29.1%
D1a. Senior Executive Schedule	1,250	1,271	1,264	729,217	3,792	438	13,913	18,143	747,360	151,412	898,772	576,912	591,266	711,054	2.5%	20.8%
D1b. General Schedule	80,964	82,500	81,355	10,469,205	74,235	12,792	278,574	365,601	10,834,806	3,078,536	13,913,342	128,679	133,173	171,012	3.2%	27.1%
D1c. Special Schedule	9,644	9,539	9,294	832,278	292	964	95,801	97,057	929,335	515,173	1,444,508	89,550	99,993	155,424	11.7%	61.9%
D1d. Wage System	948	1,000	995	86,386	785	658	5,216	6,659	93,045	34,973	128,018	86,820	93,513	128,661	7.8%	40.5%
D1e. Highly Qualified Experts	36	37	38	7,346	14	1	178	193	7,539	2,271	9,810	193,316	198,395	258,158	2.7%	30.9%
D1f. Other	289	289	289	43,083			1,785	1,785	44,868	14,859	59,727	149,076	155,253	206,668	8.4%	34.5%
D2. Direct Hire Program Foreign Nationals (DHFN)	447	447	447	15,749	6	2	1,147	1,155	16,904	4,527	21,431	37,409	40,152	50,905	8.7%	30.4%
D3. Total Direct Hire	93,578	95,083	93,682	12,183,264	79,124	14,855	396,614	490,593	12,673,857	3,801,751	16,475,608	130,080	135,318	175,909	3.8%	29.1%
D4. Indirect Hire Foreign Nationals (IHFN)	249	249	249	10,028					10,028		10,028	40,273	40,273	40,273		
Subtotal - Direct Funded (excludes OC 13)	93,827	95,332	93,931	12,193,292	79,124	14,855	396,614	490,593	12,683,885	3,801,751	16,485,636	129,842	135,066	175,549	3.8%	29.1%
D5. Other Object Class 13 Benefits							5,719	5,719	5,719	9,238	14,957					
D5a. USDH - Benefits for Former Employees							5,719	5,719	5,719	6,879	12,598					
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)										2,359	2,359					
D5d. Foreign National Separation Liability Accrual																
Reimbursable Funded Personnel (includes OC 13)	2,479	2,749	2,809	339,128	826	55	7,119	8,000	347,128	112,762	459,890	120,944	123,797	164,012	2.6%	33.3%
R1. US Direct Hire (USDH)	2,474	2,744	2,804	339,128	826	55	7,119	8,000	347,128	112,762	459,890	120,944	123,797	164,012	2.6%	33.3%
R1a. Senior Executive Schedule	1	1	1	214			16	16	230	79	309	214,000	230,000	309,000	7.5%	36.9%
R1b. General Schedule	2,410	2,680	2,745	327,739	806	55	7,028	7,889	335,628	109,604	445,232	119,395	122,269	162,197	2.6%	33.4%
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts	1	1	1	155					155		155	155,000	155,000	155,000		
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	2,474	2,744	2,804	339,128	826	55	7,119	8,000	347,128	112,762	459,890	120,944	123,797	164,012	2.6%	33.3%
R4. Indirect Hire Foreign Nationals (IHFN)	5	5	5													
Subtotal - Reimbursable Funded (excludes OC 13)	2,479	2,749	2,809	339,128	826	55	7,119	8,000	347,128	112,762	459,890	120,944	123,797	164,012	2.6%	33.3%
R5. Other Object Class 13 Benefits																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
Total Funded Personnel (includes OC 13)	96,306	98,081	96,740	12,532,420	79,950	14,910	409,452	504,312	13,036,732	3,923,751	16,960,484	129,584	134,798	175,369	3.8%	29.2%
T1. US Direct Hire (USDH)	95,605	97,380	96,039	12,506,643	79,944	14,908	402,586	497,438	13,004,081	3,909,986	16,914,068	130,219	135,399	176,109	3.7%	29.2%
T1a. Senior Executive Schedule	1,251	1,272	1,265	729,431	3,792	438	13,929	18,159	747,590	151,491	899,081	576,625	590,980	710,736	2.5%	20.8%
T1b. General Schedule	83,374	85,180	84,100	10,796,944	75,041	12,847	285,602	373,490	11,170,434	3,188,140	14,358,574	128,376	132,817	170,724	3.2%	27.3%
T1c. Special Schedule	9,644	9,539	9,294	832,278	292	964	95,801	97,057	929,335	515,173	1,444,508	89,550	99,993	155,424	11.7%	61.9%
T1d. Wage System	948	1,000	995	86,386	785	658	5,216	6,659	93,045	34,973	128,018	86,820	93,513	128,661	7.8%	40.5%
T1e. Highly Qualified Experts	37	38	39	7,501	14	1	178	193	7,694	2,271	9,965	192,333	197,282	255,513	2.7%	30.9%
T1f. Other	351	351	346	54,103	20		1,860	1,880	55,983	17,938	73,921	156,367	161,801	213,645	5.8%	33.2%
T2. Direct Hire Program Foreign Nationals (DHFN)	447	447	447	15,749	6	2	1,147	1,155	16,904	4,527	21,431	37,409	40,152	50,905	8.7%	30.4%
T3. Total Direct Hire	96,052	97,827	96,486	12,522,392	79,950	14,910	403,733	498,593	13,020,985	3,914,513	16,935,498	129,814	134,983	175,563	3.7%	29.2%
T4. Indirect Hire Foreign Nationals (IHFN)	254	254	254	10,028					10,028		10,028	40,273	40,273	40,273		
Subtotal - Total Funded (excludes OC 13)	96,306	98,081	96,740	12,532,420	79,950	14,910	403,733	498,593	13,031,013	3,914,513	16,945,526	129,584	134,739	175,215	3.7%	29.2%
T5. Other Object Class 13 Benefits							5,719	5,719	5,719	9,238	14,957					
T5a. USDH - Benefits for Former Employees							5,719	5,719	5,719	6,879	12,598					
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)										2,359	2,359					
T5d. Foreign National Separation Liability Accrual																

**Department of Defense  
Fiscal Year (FY) 2024 Budget Estimates  
Volume II - Defense-Wide Data Book  
Total Civilian Personnel Costs**

Research, Development, Test & Eval, DW

CYBER  
FY 2022  
(\$ in Thousands)

<b>a</b>	<b>b</b>	<b>c</b>	<b>d</b>	<b>e</b>	<b>f</b>	<b>g</b>	<b>e + f + g</b>	<b>d + h</b>	<b>i</b>	<b>i</b>	<b>i + j</b>	<b>d/c</b>	<b>i/c</b>	<b>Rates</b>	<b>h/d</b>	<b>j/d</b>
<b>Begin</b>	<b>End</b>		<b>Basic</b>	<b>Overtime</b>	<b>Holiday</b>	<b>Other</b>	<b>Total</b>	<b>Comp</b>	<b>Benefits</b>	<b>Comp</b>	<b>&amp; Benefits</b>	<b>Basic</b>	<b>Total</b>	<b>k/c</b>	<b>% BC</b>	<b>% BC</b>
<b>Strength</b>	<b>Strength</b>	<b>FTEs</b>	<b>Comp</b>	<b>Pay</b>	<b>Pay</b>	<b>O.C.11</b>	<b>Variables</b>	<b>O.C.11</b>	<b>O.C.12/13</b>	<b>O.C.12/13</b>	<b>O.C.12/13</b>	<b>Comp</b>	<b>Comp</b>	<b>&amp; Benefits</b>	<b>Variables</b>	<b>Benefits</b>

**Direct Funded Personnel (includes OC 13)**

**D1. US Direct Hire (USDH)**

- D1a. Senior Executive Schedule
- D1b. General Schedule
- D1c. Special Schedule
- D1d. Wage System
- D1e. Highly Qualified Experts
- D1f. Other

D2. Direct Hire Program Foreign Nationals (DHFN)

**D3. Total Direct Hire**

D4. Indirect Hire Foreign Nationals (IHFN)

**Subtotal - Direct Funded (excludes OC 13)**

**D5. Other Object Class 13 Benefits**

- D5a. USDH - Benefits for Former Employees
- D5b. DHFN - Benefits for Former Employees
- D5c. Voluntary Separation Incentive Pay (VSIP)
- D5d. Foreign National Separation Liability Accrual

**Reimbursable Funded Personnel (includes OC 13)**

**R1. US Direct Hire (USDH)**

- R1a. Senior Executive Schedule
- R1b. General Schedule
- R1c. Special Schedule
- R1d. Wage System
- R1e. Highly Qualified Experts

R2. Direct Hire Program Foreign Nationals (DHFN)

**R3. Total Direct Hire**

R4. Indirect Hire Foreign Nationals (IHFN)

**Subtotal - Reimbursable Funded (excludes OC 13)**

**R5. Other Object Class 13 Benefits**

- R5a. USDH - Benefits for Former Employees
- R5b. DHFN - Benefits for Former Employees
- R5c. Voluntary Separation Incentive Pay (VSIP)
- R5d. Foreign National Separation Liability Accrual

**Total Funded Personnel (includes OC 13)**

**T1. US Direct Hire (USDH)**

- T1a. Senior Executive Schedule
- T1b. General Schedule
- T1c. Special Schedule
- T1d. Wage System
- T1e. Highly Qualified Experts
- T1f. Other

T2. Direct Hire Program Foreign Nationals (DHFN)

**T3. Total Direct Hire**

T4. Indirect Hire Foreign Nationals (IHFN)

**Subtotal - Total Funded (excludes OC 13)**

**T5. Other Object Class 13 Benefits**

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

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**Department of Defense  
Fiscal Year (FY) 2024 Budget Estimates  
Volume II - Defense-Wide Data Book  
Total Civilian Personnel Costs**

Research, Development, Test & Eval, DW

Research, Development, Test & Eval, DW

CYBER  
FY 2023  
(\$ in Thousands)

a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	Rates	h/d	j/d
Begin	End	FTEs	Basic	Overtime	Holiday	Other	h	i	Benefits	k	Basic	m	k/c	o	p
Strength	Strength		Comp	Pay	Pay	O.C.11	Total	Comp	O.C.12/13	Comp	Comp	Total	Comp	% BC	% BC

Direct Funded Personnel (includes OC 13)

D1. US Direct Hire (USDH)

D1a. Senior Executive Schedule

D1b. General Schedule

D1c. Special Schedule

D1d. Wage System

D1e. Highly Qualified Experts

D1f. Other

D2. Direct Hire Program Foreign Nationals (DHFN)

D3. Total Direct Hire

D4. Indirect Hire Foreign Nationals (IHFN)

Subtotal - Direct Funded (excludes OC 13)

D5. Other Object Class 13 Benefits

D5a. USDH - Benefits for Former Employees

D5b. DHFN - Benefits for Former Employees

D5c. Voluntary Separation Incentive Pay (VSIP)

D5d. Foreign National Separation Liability Accrual

Reimbursable Funded Personnel (includes OC 13)

R1. US Direct Hire (USDH)

R1a. Senior Executive Schedule

R1b. General Schedule

R1c. Special Schedule

R1d. Wage System

R1e. Highly Qualified Experts

R1f. Other

R2. Direct Hire Program Foreign Nationals (DHFN)

R3. Total Direct Hire

R4. Indirect Hire Foreign Nationals (IHFN)

Subtotal - Reimbursable Funded (excludes OC 13)

R5. Other Object Class 13 Benefits

R5a. USDH - Benefits for Former Employees

R5b. DHFN - Benefits for Former Employees

R5c. Voluntary Separation Incentive Pay (VSIP)

R5d. Foreign National Separation Liability Accrual

Total Funded Personnel (includes OC 13)

T1. US Direct Hire (USDH)

T1a. Senior Executive Schedule

T1b. General Schedule

T1c. Special Schedule

T1d. Wage System

T1e. Highly Qualified Experts

T1f. Other

T2. Direct Hire Program Foreign Nationals (DHFN)

T3. Total Direct Hire

T4. Indirect Hire Foreign Nationals (IHFN)

Subtotal - Total Funded (excludes OC 13)

T5. Other Object Class 13 Benefits

T5a. USDH - Benefits for Former Employees

T5b. DHFN - Benefits for Former Employees

T5c. Voluntary Separation Incentive Pay (VSIP)

T5d. Foreign National Separation Liability Accrual

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**Department of Defense**  
**Fiscal Year (FY) 2024 Budget Estimates**  
**Volume II - Defense-Wide Data Book**  
**Total Civilian Personnel Costs**

Research, Development, Test & Eval, DW

	CYBER FY 2024 (\$ in Thousands)															
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>i</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>Rates</u> <u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC Variables	<u>j/d</u> <u>p</u> % BC Benefits
<b><u>Direct Funded Personnel (includes OC 13)</u></b>	21	21	21	2,774	12	12	78	102	2,876	1,011	3,887	132,095	136,952	185,095	3.7%	36.4%
<b>D1. US Direct Hire (USDH)</b>	21	21	21	2,774	12	12	78	102	2,876	1,011	3,887	132,095	136,952	185,095	3.7%	36.4%
D1a. Senior Executive Schedule																
D1b. General Schedule	21	21	21	2,774	12	12	78	102	2,876	1,011	3,887	132,095	136,952	185,095	3.7%	36.4%
D1c. Special Schedule																
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	21	21	21	2,774	12	12	78	102	2,876	1,011	3,887	132,095	136,952	185,095	3.7%	36.4%
D4. Indirect Hire Foreign Nationals (IHFN)																
<b><u>Subtotal - Direct Funded (excludes OC 13)</u></b>	21	21	21	2,774	12	12	78	102	2,876	1,011	3,887	132,095	136,952	185,095	3.7%	36.4%
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b><u>Reimbursable Funded Personnel (includes OC 13)</u></b>																
<b>R1. US Direct Hire (USDH)</b>																
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)																
<b>R3. Total Direct Hire</b>																
R4. Indirect Hire Foreign Nationals (IHFN)																
<b><u>Subtotal - Reimbursable Funded (excludes OC 13)</u></b>																
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b><u>Total Funded Personnel (includes OC 13)</u></b>	21	21	21	2,774	12	12	78	102	2,876	1,011	3,887	132,095	136,952	185,095	3.7%	36.4%
<b><u>T1. US Direct Hire (USDH)</u></b>	21	21	21	2,774	12	12	78	102	2,876	1,011	3,887	132,095	136,952	185,095	3.7%	36.4%
T1a. Senior Executive Schedule																
T1b. General Schedule	21	21	21	2,774	12	12	78	102	2,876	1,011	3,887	132,095	136,952	185,095	3.7%	36.4%
T1c. Special Schedule																
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	21	21	21	2,774	12	12	78	102	2,876	1,011	3,887	132,095	136,952	185,095	3.7%	36.4%
T4. Indirect Hire Foreign Nationals (IHFN)																
<b><u>Subtotal - Total Funded (excludes OC 13)</u></b>	21	21	21	2,774	12	12	78	102	2,876	1,011	3,887	132,095	136,952	185,095	3.7%	36.4%
<b>T5. Other Object Class 13 Benefits</b>																
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  
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Volume II - Defense-Wide Data Book  
Total Civilian Personnel Costs**

Research, Development, Test & Eval, DW

Defense Advanced Research Projects Agency  
FY 2022

(\$ in Thousands)

	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	185	199	189	35,493			1,047	1,047	36,540	13,342	49,882	187,794	193,333	263,926	2.9%	37.6%
<b>D1. US Direct Hire (USDH)</b>	185	199	189	35,493			1,047	1,047	36,540	13,292	49,832	187,794	193,333	263,661	2.9%	37.4%
D1a. Senior Executive Schedule	5	4	4	754			120	120	874	368	1,242	188,500	218,500	310,500	15.9%	48.8%
D1b. General Schedule	84	92	85	13,127			400	400	13,527	5,039	18,566	154,435	159,141	218,424	3.0%	38.4%
D1c. Special Schedule	96	103	100	21,612			527	527	22,139	7,885	30,024	216,120	221,390	300,240	2.4%	36.5%
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	185	199	189	35,493			1,047	1,047	36,540	13,292	49,832	187,794	193,333	263,661	2.9%	37.4%
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	185	199	189	35,493			1,047	1,047	36,540	13,292	49,832	187,794	193,333	263,661	2.9%	37.4%
<b>D5. Other Object Class 13 Benefits</b>										50	50					
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)										50	50					
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>																
<b>R1. US Direct Hire (USDH)</b>																
R1a. Senior Executive Schedule																
R1b. General Schedule																
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R1d. Wage System																
R1e. Highly Qualified Experts																
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R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>																
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>																
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
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T1a. Senior Executive Schedule	5	4	4	754			120	120	874	368	1,242	188,500	218,500	310,500	15.9%	48.8%
T1b. General Schedule	84	92	85	13,127			400	400	13,527	5,039	18,566	154,435	159,141	218,424	3.0%	38.4%
T1c. Special Schedule	96	103	100	21,612			527	527	22,139	7,885	30,024	216,120	221,390	300,240	2.4%	36.5%
T1d. Wage System																
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T1f. Other																
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T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	185	199	189	35,493			1,047	1,047	36,540	13,292	49,832	187,794	193,333	263,661	2.9%	37.4%
<b>T5. Other Object Class 13 Benefits</b>										50	50					
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)										50	50					
T5d. Foreign National Separation Liability Accrual																

**Department of Defense  
Fiscal Year (FY) 2024 Budget Estimates  
Volume II - Defense-Wide Data Book  
Total Civilian Personnel Costs**

Research, Development, Test & Eval, DW

Defense Advanced Research Projects Agency  
FY 2023

(\$ in Thousands)

	<b>a</b> Begin Strength	<b>b</b> End Strength	<b>c</b> FTEs	<b>d</b> Basic Comp	<b>e</b> Overtime Pay	<b>f</b> Holiday Pay	<b>g</b> Other O.C.11	<b>e + f + g</b> <b>h</b> Total Variables	<b>d + h</b> <b>i</b> Comp O.C.11	<b>i</b> Benefits O.C.12/13	<b>i + j</b> <b>k</b> Comp & Benefits	<b>d/c</b> <b>l</b> Basic Comp	<b>i/c</b> <b>m</b> Total Comp	<b>Rates</b> <b>k/c</b> <b>n</b> Comp & Benefits	<b>h/d</b> <b>o</b> % BC Variables	<b>j/d</b> <b>p</b> % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>199</b>	<b>196</b>	<b>199</b>	<b>36,457</b>			<b>1,387</b>	<b>1,387</b>	<b>37,844</b>	<b>16,810</b>	<b>54,654</b>	<b>183,201</b>	<b>190,171</b>	<b>274,643</b>	<b>3.8%</b>	<b>46.1%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>199</b>	<b>196</b>	<b>199</b>	<b>36,457</b>			<b>1,387</b>	<b>1,387</b>	<b>37,844</b>	<b>16,690</b>	<b>54,534</b>	<b>183,201</b>	<b>190,171</b>	<b>274,040</b>	<b>3.8%</b>	<b>45.8%</b>
D1a. Senior Executive Schedule	4	5	5	1,005			149	149	1,154	504	1,658	201,000	230,800	331,600	14.8%	50.1%
D1b. General Schedule	92	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	103	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)																
<b>D3. Total Direct Hire</b>	<b>199</b>	<b>196</b>	<b>199</b>	<b>36,457</b>			<b>1,387</b>	<b>1,387</b>	<b>37,844</b>	<b>16,690</b>	<b>54,534</b>	<b>183,201</b>	<b>190,171</b>	<b>274,040</b>	<b>3.8%</b>	<b>45.8%</b>
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>199</b>	<b>196</b>	<b>199</b>	<b>36,457</b>			<b>1,387</b>	<b>1,387</b>	<b>37,844</b>	<b>16,690</b>	<b>54,534</b>	<b>183,201</b>	<b>190,171</b>	<b>274,040</b>	<b>3.8%</b>	<b>45.8%</b>
<b>D5. Other Object Class 13 Benefits</b>										<b>120</b>	<b>120</b>					
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																
<b>Reimbursable Funded Personnel (includes OC 13)</b>																
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R1a. Senior Executive Schedule																
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<b>T1. US Direct Hire (USDH)</b>	<b>199</b>	<b>196</b>	<b>199</b>	<b>36,457</b>			<b>1,387</b>	<b>1,387</b>	<b>37,844</b>	<b>16,690</b>	<b>54,534</b>	<b>183,201</b>	<b>190,171</b>	<b>274,040</b>	<b>3.8%</b>	<b>45.8%</b>
T1a. Senior Executive Schedule	4	5	5	1,005			149	149	1,154	504	1,658	201,000	230,800	331,600	14.8%	50.1%
T1b. General Schedule	92	88	88	14,298			357	357	14,655	5,462	20,117	162,477	166,534	228,602	2.5%	38.2%
T1c. Special Schedule	103	103	106	21,154			881	881	22,035	10,724	32,759	199,566	207,877	309,047	4.2%	50.7%
T1d. Wage System																
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T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	<b>199</b>	<b>196</b>	<b>199</b>	<b>36,457</b>			<b>1,387</b>	<b>1,387</b>	<b>37,844</b>	<b>16,690</b>	<b>54,534</b>	<b>183,201</b>	<b>190,171</b>	<b>274,040</b>	<b>3.8%</b>	<b>45.8%</b>
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<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>199</b>	<b>196</b>	<b>199</b>	<b>36,457</b>			<b>1,387</b>	<b>1,387</b>	<b>37,844</b>	<b>16,690</b>	<b>54,534</b>	<b>183,201</b>	<b>190,171</b>	<b>274,040</b>	<b>3.8%</b>	<b>45.8%</b>
<b>T5. Other Object Class 13 Benefits</b>										<b>120</b>	<b>120</b>					
T5a. USDH - Benefits for Former Employees																
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(\$ in Thousands)

	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>196</b>	<b>246</b>	<b>238</b>	<b>46,108</b>			<b>1,751</b>	<b>1,751</b>	<b>47,859</b>	<b>18,450</b>	<b>66,309</b>	<b>193,731</b>	<b>201,088</b>	<b>278,609</b>	<b>3.8%</b>	<b>40.0%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>196</b>	<b>246</b>	<b>238</b>	<b>46,108</b>			<b>1,751</b>	<b>1,751</b>	<b>47,859</b>	<b>18,350</b>	<b>66,209</b>	<b>193,731</b>	<b>201,088</b>	<b>278,189</b>	<b>3.8%</b>	<b>39.8%</b>
D1a. Senior Executive Schedule	5	5	5	1,020			154	154	1,174	530	1,704	204,000	234,800	340,800	15.1%	52.0%
D1b. General Schedule	88	103	103	17,206			573	573	17,779	7,038	24,817	167,049	172,612	240,942	3.3%	40.9%
D1c. Special Schedule	103	138	130	27,882			1,024	1,024	28,906	10,782	39,688	214,477	222,354	305,292	3.7%	38.7%
D1d. Wage System																
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D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	<b>196</b>	<b>246</b>	<b>238</b>	<b>46,108</b>			<b>1,751</b>	<b>1,751</b>	<b>47,859</b>	<b>18,350</b>	<b>66,209</b>	<b>193,731</b>	<b>201,088</b>	<b>278,189</b>	<b>3.8%</b>	<b>39.8%</b>
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>196</b>	<b>246</b>	<b>238</b>	<b>46,108</b>			<b>1,751</b>	<b>1,751</b>	<b>47,859</b>	<b>18,350</b>	<b>66,209</b>	<b>193,731</b>	<b>201,088</b>	<b>278,189</b>	<b>3.8%</b>	<b>39.8%</b>
<b>D5. Other Object Class 13 Benefits</b>										<b>100</b>	<b>100</b>					
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)										100	100					
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>																
<b>R1. US Direct Hire (USDH)</b>																
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<b>Total Funded Personnel (includes OC 13)</b>	<b>196</b>	<b>246</b>	<b>238</b>	<b>46,108</b>			<b>1,751</b>	<b>1,751</b>	<b>47,859</b>	<b>18,450</b>	<b>66,309</b>	<b>193,731</b>	<b>201,088</b>	<b>278,609</b>	<b>3.8%</b>	<b>40.0%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>196</b>	<b>246</b>	<b>238</b>	<b>46,108</b>			<b>1,751</b>	<b>1,751</b>	<b>47,859</b>	<b>18,350</b>	<b>66,209</b>	<b>193,731</b>	<b>201,088</b>	<b>278,189</b>	<b>3.8%</b>	<b>39.8%</b>
T1a. Senior Executive Schedule	5	5	5	1,020			154	154	1,174	530	1,704	204,000	234,800	340,800	15.1%	52.0%
T1b. General Schedule	88	103	103	17,206			573	573	17,779	7,038	24,817	167,049	172,612	240,942	3.3%	40.9%
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T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>196</b>	<b>246</b>	<b>238</b>	<b>46,108</b>			<b>1,751</b>	<b>1,751</b>	<b>47,859</b>	<b>18,350</b>	<b>66,209</b>	<b>193,731</b>	<b>201,088</b>	<b>278,189</b>	<b>3.8%</b>	<b>39.8%</b>
<b>T5. Other Object Class 13 Benefits</b>										<b>100</b>	<b>100</b>					
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)										100	100					
T5d. Foreign National Separation Liability Accrual																

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Defense Information Systems Agency  
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>i</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>Rates</u> <u>k/c</u> <u>n</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC Variables	<u>j/d</u> <u>p</u> % BC Benefits
<b><u>Direct Funded Personnel (includes OC 13)</u></b>	430	430	430	25,684	66	1,886	1,979	3,931	29,615	16,418	46,033	59,730	68,872	107,053	15.3%	63.9%
<b>D1. US Direct Hire (USDH)</b>	430	430	430	25,684	66	1,886	1,979	3,931	29,615	16,418	46,033	59,730	68,872	107,053	15.3%	63.9%
D1a. Senior Executive Schedule																
D1b. General Schedule	428	428	428	25,449	66	1,886	1,976	3,928	29,377	16,334	45,711	59,460	68,638	106,801	15.4%	64.2%
D1c. Special Schedule	2	2	2	235			3	3	238	84	322	117,500	119,000	161,000	1.3%	35.7%
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	430	430	430	25,684	66	1,886	1,979	3,931	29,615	16,418	46,033	59,730	68,872	107,053	15.3%	63.9%
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	430	430	430	25,684	66	1,886	1,979	3,931	29,615	16,418	46,033	59,730	68,872	107,053	15.3%	63.9%
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D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b><u>Reimbursable Funded Personnel (includes OC 13)</u></b>	262	262	262	0	-14	-87	101	0	0	5,167	5,167			19,721		
<b>R1. US Direct Hire (USDH)</b>	262	262	262	0	-14	-87	101	0	0	5,167	5,167			19,721		
R1a. Senior Executive Schedule																
R1b. General Schedule	262	262	262	0	-14	-87	101	0	0	5,167	5,167			19,721		
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	262	262	262	0	-14	-87	101	0	0	5,167	5,167			19,721		
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	262	262	262	0	-14	-87	101	0	0	5,167	5,167			19,721		
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b><u>Total Funded Personnel (includes OC 13)</u></b>	692	692	692	25,684	52	1,799	2,080	3,931	29,615	21,585	51,200	37,116	42,796	73,988	15.3%	84.0%
<b>T1. US Direct Hire (USDH)</b>	692	692	692	25,684	52	1,799	2,080	3,931	29,615	21,585	51,200	37,116	42,796	73,988	15.3%	84.0%
T1a. Senior Executive Schedule																
T1b. General Schedule	690	690	690	25,449	52	1,799	2,077	3,928	29,377	21,501	50,878	36,883	42,575	73,736	15.4%	84.5%
T1c. Special Schedule	2	2	2	235			3	3	238	84	322	117,500	119,000	161,000	1.3%	35.7%
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	692	692	692	25,684	52	1,799	2,080	3,931	29,615	21,585	51,200	37,116	42,796	73,988	15.3%	84.0%
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	692	692	692	25,684	52	1,799	2,080	3,931	29,615	21,585	51,200	37,116	42,796	73,988	15.3%	84.0%
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

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Total Civilian Personnel Costs**

Research, Development, Test & Eval, DW

Defense Information Systems Agency

FY 2023

(\$ in Thousands)

	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	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%
<b>D1. US Direct Hire (USDH)</b>	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)																
<b>D3. Total Direct Hire</b>	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)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	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%
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	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%
<b>R1. US Direct Hire (USDH)</b>	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)																
<b>R3. Total Direct Hire</b>	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)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	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%
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	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%
<b>T1. US Direct Hire (USDH)</b>	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																
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			1	1	133	47	180	132,000	133,000	180,000	0.8%	35.6%
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	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)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	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%
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

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FY 2024

(\$ in Thousands)

	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	Rates	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	k/c	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits	Comp	Comp	n	Variables	Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>215</b>	<b>215</b>	<b>215</b>	<b>25,514</b>	<b>59</b>	<b>91</b>	<b>651</b>	<b>801</b>	<b>26,315</b>	<b>8,902</b>	<b>35,217</b>	<b>118,670</b>	<b>122,395</b>	<b>163,800</b>	<b>1.6%</b>	<b>17.5%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>215</b>	<b>215</b>	<b>215</b>	<b>25,514</b>	<b>59</b>	<b>91</b>	<b>651</b>	<b>801</b>	<b>26,315</b>	<b>8,902</b>	<b>35,217</b>	<b>118,670</b>	<b>122,395</b>	<b>163,800</b>	<b>1.6%</b>	<b>17.5%</b>
D1a. Senior Executive Schedule																
D1b. General Schedule	214	214	214	25,381	59	91	650	800	26,181	8,855	35,036	118,603	122,341	163,720	1.6%	17.5%
D1c. Special Schedule	1	1	1	133			1	1	134	47	181	133,000	134,000	181,000	0.8%	35.3%
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	<b>215</b>	<b>215</b>	<b>215</b>	<b>25,514</b>	<b>59</b>	<b>91</b>	<b>651</b>	<b>801</b>	<b>26,315</b>	<b>8,902</b>	<b>35,217</b>	<b>118,670</b>	<b>122,395</b>	<b>163,800</b>	<b>1.6%</b>	<b>17.5%</b>
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>215</b>	<b>215</b>	<b>215</b>	<b>25,514</b>	<b>59</b>	<b>91</b>	<b>651</b>	<b>801</b>	<b>26,315</b>	<b>8,902</b>	<b>35,217</b>	<b>118,670</b>	<b>122,395</b>	<b>163,800</b>	<b>1.6%</b>	<b>17.5%</b>
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>131</b>	<b>131</b>	<b>131</b>	<b>12,162</b>	<b>36</b>	<b>13</b>	<b>244</b>	<b>293</b>	<b>12,455</b>	<b>4,114</b>	<b>16,569</b>	<b>92,840</b>	<b>95,076</b>	<b>126,481</b>	<b>2.4%</b>	<b>33.8%</b>
<b>R1. US Direct Hire (USDH)</b>	<b>131</b>	<b>131</b>	<b>131</b>	<b>12,162</b>	<b>36</b>	<b>13</b>	<b>244</b>	<b>293</b>	<b>12,455</b>	<b>4,114</b>	<b>16,569</b>	<b>92,840</b>	<b>95,076</b>	<b>126,481</b>	<b>2.4%</b>	<b>33.8%</b>
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)																
<b>R3. Total Direct Hire</b>	<b>131</b>	<b>131</b>	<b>131</b>	<b>12,162</b>	<b>36</b>	<b>13</b>	<b>244</b>	<b>293</b>	<b>12,455</b>	<b>4,114</b>	<b>16,569</b>	<b>92,840</b>	<b>95,076</b>	<b>126,481</b>	<b>2.4%</b>	<b>33.8%</b>
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	<b>131</b>	<b>131</b>	<b>131</b>	<b>12,162</b>	<b>36</b>	<b>13</b>	<b>244</b>	<b>293</b>	<b>12,455</b>	<b>4,114</b>	<b>16,569</b>	<b>92,840</b>	<b>95,076</b>	<b>126,481</b>	<b>2.4%</b>	<b>33.8%</b>
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>346</b>	<b>346</b>	<b>346</b>	<b>37,676</b>	<b>95</b>	<b>104</b>	<b>895</b>	<b>1,094</b>	<b>38,770</b>	<b>13,016</b>	<b>51,786</b>	<b>108,890</b>	<b>112,052</b>	<b>149,671</b>	<b>1.7%</b>	<b>20.7%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>346</b>	<b>346</b>	<b>346</b>	<b>37,676</b>	<b>95</b>	<b>104</b>	<b>895</b>	<b>1,094</b>	<b>38,770</b>	<b>13,016</b>	<b>51,786</b>	<b>108,890</b>	<b>112,052</b>	<b>149,671</b>	<b>1.7%</b>	<b>20.7%</b>
T1a. Senior Executive Schedule																
T1b. General Schedule	345	345	345	37,543	95	104	894	1,093	38,636	12,969	51,605	108,820	111,988	149,580	1.7%	20.6%
T1c. Special Schedule	1	1	1	133			1	1	134	47	181	133,000	134,000	181,000	0.8%	35.3%
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	<b>346</b>	<b>346</b>	<b>346</b>	<b>37,676</b>	<b>95</b>	<b>104</b>	<b>895</b>	<b>1,094</b>	<b>38,770</b>	<b>13,016</b>	<b>51,786</b>	<b>108,890</b>	<b>112,052</b>	<b>149,671</b>	<b>1.7%</b>	<b>20.7%</b>
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>346</b>	<b>346</b>	<b>346</b>	<b>37,676</b>	<b>95</b>	<b>104</b>	<b>895</b>	<b>1,094</b>	<b>38,770</b>	<b>13,016</b>	<b>51,786</b>	<b>108,890</b>	<b>112,052</b>	<b>149,671</b>	<b>1.7%</b>	<b>20.7%</b>
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

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FY 2022  
(\$ in Thousands)

	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	192	192	192	24,639			831	831	25,470	9,318	34,788	128,328	132,656	181,188	3.4%	37.8%
<b>D1. US Direct Hire (USDH)</b>	192	192	192	24,639			831	831	25,470	9,318	34,788	128,328	132,656	181,188	3.4%	37.8%
D1a. Senior Executive Schedule																
D1b. General Schedule	192	192	192	24,639			831	831	25,470	9,318	34,788	128,328	132,656	181,188	3.4%	37.8%
D1c. Special Schedule																
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	192	192	192	24,639			831	831	25,470	9,318	34,788	128,328	132,656	181,188	3.4%	37.8%
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	192	192	192	24,639			831	831	25,470	9,318	34,788	128,328	132,656	181,188	3.4%	37.8%
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	25	25	25	4,680			216	216	4,896	1,231	6,127	187,200	195,840	245,080	4.6%	26.3%
<b>R1. US Direct Hire (USDH)</b>	25	25	25	4,680			216	216	4,896	1,231	6,127	187,200	195,840	245,080	4.6%	26.3%
R1a. Senior Executive Schedule																
R1b. General Schedule	25	25	25	4,680			216	216	4,896	1,231	6,127	187,200	195,840	245,080	4.6%	26.3%
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	25	25	25	4,680			216	216	4,896	1,231	6,127	187,200	195,840	245,080	4.6%	26.3%
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	25	25	25	4,680			216	216	4,896	1,231	6,127	187,200	195,840	245,080	4.6%	26.3%
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	217	217	217	29,319			1,047	1,047	30,366	10,549	40,915	135,111	139,935	188,548	3.6%	36.0%
<b>T1. US Direct Hire (USDH)</b>	217	217	217	29,319			1,047	1,047	30,366	10,549	40,915	135,111	139,935	188,548	3.6%	36.0%
T1a. Senior Executive Schedule																
T1b. General Schedule	217	217	217	29,319			1,047	1,047	30,366	10,549	40,915	135,111	139,935	188,548	3.6%	36.0%
T1c. Special Schedule																
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	217	217	217	29,319			1,047	1,047	30,366	10,549	40,915	135,111	139,935	188,548	3.6%	36.0%
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	217	217	217	29,319			1,047	1,047	30,366	10,549	40,915	135,111	139,935	188,548	3.6%	36.0%
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																



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	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	201	201	201	53,625			986	986	54,611	19,279	73,890	266,791	271,697	367,612	1.8%	36.0%
<b>D1. US Direct Hire (USDH)</b>	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)																
<b>D3. Total Direct Hire</b>	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)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	201	201	201	28,433			523	523	28,956	11,523	40,479	141,458	144,060	201,388	1.8%	40.5%
<b>D5. Other Object Class 13 Benefits</b>				25,192			463	463	25,655	7,756	33,411				1.8%	30.8%
D5a. USDH - Benefits for Former Employees				25,192			463	463	25,655	7,756	33,411				1.8%	30.8%
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	60	60	60	6,052					6,052	76	6,128	100,867	100,867	102,133		1.3%
<b>R1. US Direct Hire (USDH)</b>	60	60	60	6,052					6,052	76	6,128	100,867	100,867	102,133		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		1.3%
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	60	60	60	6,052					6,052	76	6,128	100,867	100,867	102,133		1.3%
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	60	60	60	6,052					6,052	76	6,128	100,867	100,867	102,133		1.3%
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	261	261	261	59,677			986	986	60,663	19,355	80,018	228,648	232,425	306,582	1.8%	32.4%
<b>T1. US Direct Hire (USDH)</b>	261	261	261	34,485			523	523	35,008	11,599	46,607	132,126	134,130	178,571	1.8%	33.6%
T1a. Senior Executive Schedule																
T1b. General Schedule	261	261	261	34,485			523	523	35,008	11,599	46,607	132,126	134,130	178,571	1.8%	33.6%
T1c. Special Schedule																
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	261	261	261	34,485			523	523	35,008	11,599	46,607	132,126	134,130	178,571	1.8%	33.6%
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	261	261	261	34,485			523	523	35,008	11,599	46,607	132,126	134,130	178,571	1.8%	33.6%
<b>T5. Other Object Class 13 Benefits</b>				25,192			463	463	25,655	7,756	33,411				1.8%	30.8%
T5a. USDH - Benefits for Former Employees				25,192			463	463	25,655	7,756	33,411				1.8%	30.8%
T5b. DHFN - Benefits for Former Employees																
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**Department of Defense**  
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Research, Development, Test & Eval, DW

Defense Logistics Agency

FY 2024

(\$ in Thousands)

	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	198	198	198	26,538			473	473	27,011	7,951	34,962	134,030	136,419	176,576	1.8%	30.0%
<b>D1. US Direct Hire (USDH)</b>	198	198	198	26,538			473	473	27,011	7,951	34,962	134,030	136,419	176,576	1.8%	30.0%
D1a. Senior Executive Schedule																
D1b. General Schedule	198	198	198	26,538			473	473	27,011	7,951	34,962	134,030	136,419	176,576	1.8%	30.0%
D1c. Special Schedule																
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	198	198	198	26,538			473	473	27,011	7,951	34,962	134,030	136,419	176,576	1.8%	30.0%
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	198	198	198	26,538			473	473	27,011	7,951	34,962	134,030	136,419	176,576	1.8%	30.0%
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	60	60	60	6,173					6,173	78	6,251	102,883	102,883	104,183		1.3%
<b>R1. US Direct Hire (USDH)</b>	60	60	60	6,173					6,173	78	6,251	102,883	102,883	104,183		1.3%
R1a. Senior Executive Schedule																
R1b. General Schedule	60	60	60	6,173					6,173	78	6,251	102,883	102,883	104,183		1.3%
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	60	60	60	6,173					6,173	78	6,251	102,883	102,883	104,183		1.3%
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	60	60	60	6,173					6,173	78	6,251	102,883	102,883	104,183		1.3%
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	258	258	258	32,711			473	473	33,184	8,029	41,213	126,787	128,620	159,740	1.8%	24.5%
<b>T1. US Direct Hire (USDH)</b>	258	258	258	32,711			473	473	33,184	8,029	41,213	126,787	128,620	159,740	1.8%	24.5%
T1a. Senior Executive Schedule																
T1b. General Schedule	258	258	258	32,711			473	473	33,184	8,029	41,213	126,787	128,620	159,740	1.8%	24.5%
T1c. Special Schedule																
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	258	258	258	32,711			473	473	33,184	8,029	41,213	126,787	128,620	159,740	1.8%	24.5%
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	258	258	258	32,711			473	473	33,184	8,029	41,213	126,787	128,620	159,740	1.8%	24.5%
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
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Defense Technical Information Center

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(\$ in Thousands)

	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>165</b>	<b>165</b>	<b>165</b>	<b>20,734</b>	<b>98</b>		<b>465</b>	<b>563</b>	<b>21,297</b>	<b>7,427</b>	<b>28,724</b>	<b>125,661</b>	<b>129,073</b>	<b>174,085</b>	<b>2.7%</b>	<b>35.8%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>165</b>	<b>165</b>	<b>165</b>	<b>20,734</b>	<b>98</b>		<b>465</b>	<b>563</b>	<b>21,297</b>	<b>7,427</b>	<b>28,724</b>	<b>125,661</b>	<b>129,073</b>	<b>174,085</b>	<b>2.7%</b>	<b>35.8%</b>
D1a. Senior Executive Schedule	1	1	1	191			9	9	200	56	256	191,000	200,000	256,000	4.7%	29.3%
D1b. General Schedule	164	164	164	20,543	98		456	554	21,097	7,371	28,468	125,262	128,640	173,585	2.7%	35.9%
D1c. Special Schedule																
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	<b>165</b>	<b>165</b>	<b>165</b>	<b>20,734</b>	<b>98</b>		<b>465</b>	<b>563</b>	<b>21,297</b>	<b>7,427</b>	<b>28,724</b>	<b>125,661</b>	<b>129,073</b>	<b>174,085</b>	<b>2.7%</b>	<b>35.8%</b>
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>165</b>	<b>165</b>	<b>165</b>	<b>20,734</b>	<b>98</b>		<b>465</b>	<b>563</b>	<b>21,297</b>	<b>7,427</b>	<b>28,724</b>	<b>125,661</b>	<b>129,073</b>	<b>174,085</b>	<b>2.7%</b>	<b>35.8%</b>
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<b>Total Funded Personnel (includes OC 13)</b>	<b>165</b>	<b>165</b>	<b>165</b>	<b>20,734</b>	<b>98</b>		<b>465</b>	<b>563</b>	<b>21,297</b>	<b>7,427</b>	<b>28,724</b>	<b>125,661</b>	<b>129,073</b>	<b>174,085</b>	<b>2.7%</b>	<b>35.8%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>165</b>	<b>165</b>	<b>165</b>	<b>20,734</b>	<b>98</b>		<b>465</b>	<b>563</b>	<b>21,297</b>	<b>7,427</b>	<b>28,724</b>	<b>125,661</b>	<b>129,073</b>	<b>174,085</b>	<b>2.7%</b>	<b>35.8%</b>
T1a. Senior Executive Schedule	1	1	1	191			9	9	200	56	256	191,000	200,000	256,000	4.7%	29.3%
T1b. General Schedule	164	164	164	20,543	98		456	554	21,097	7,371	28,468	125,262	128,640	173,585	2.7%	35.9%
T1c. Special Schedule																
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T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	<b>165</b>	<b>165</b>	<b>165</b>	<b>20,734</b>	<b>98</b>		<b>465</b>	<b>563</b>	<b>21,297</b>	<b>7,427</b>	<b>28,724</b>	<b>125,661</b>	<b>129,073</b>	<b>174,085</b>	<b>2.7%</b>	<b>35.8%</b>
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<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>165</b>	<b>165</b>	<b>165</b>	<b>20,734</b>	<b>98</b>		<b>465</b>	<b>563</b>	<b>21,297</b>	<b>7,427</b>	<b>28,724</b>	<b>125,661</b>	<b>129,073</b>	<b>174,085</b>	<b>2.7%</b>	<b>35.8%</b>
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	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	Rates	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	h	i	Benefits	k	l	m	k/c	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Total	Comp	O.C.12/13	& Benefits	Basic	Total	n	Variables	Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>165</b>	<b>215</b>	<b>215</b>	<b>26,147</b>	<b>97</b>		<b>665</b>	<b>762</b>	<b>26,909</b>	<b>8,576</b>	<b>35,485</b>	<b>121,614</b>	<b>125,158</b>	<b>165,047</b>	<b>2.9%</b>	<b>32.8%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>165</b>	<b>215</b>	<b>215</b>	<b>26,147</b>	<b>97</b>		<b>665</b>	<b>762</b>	<b>26,909</b>	<b>8,576</b>	<b>35,485</b>	<b>121,614</b>	<b>125,158</b>	<b>165,047</b>	<b>2.9%</b>	<b>32.8%</b>
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	164	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																
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<b>D3. Total Direct Hire</b>	<b>165</b>	<b>215</b>	<b>215</b>	<b>26,147</b>	<b>97</b>		<b>665</b>	<b>762</b>	<b>26,909</b>	<b>8,576</b>	<b>35,485</b>	<b>121,614</b>	<b>125,158</b>	<b>165,047</b>	<b>2.9%</b>	<b>32.8%</b>
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>165</b>	<b>215</b>	<b>215</b>	<b>26,147</b>	<b>97</b>		<b>665</b>	<b>762</b>	<b>26,909</b>	<b>8,576</b>	<b>35,485</b>	<b>121,614</b>	<b>125,158</b>	<b>165,047</b>	<b>2.9%</b>	<b>32.8%</b>
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<b>R3. Total Direct Hire</b>																
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<b>Total Funded Personnel (includes OC 13)</b>	<b>165</b>	<b>215</b>	<b>215</b>	<b>26,147</b>	<b>97</b>		<b>665</b>	<b>762</b>	<b>26,909</b>	<b>8,576</b>	<b>35,485</b>	<b>121,614</b>	<b>125,158</b>	<b>165,047</b>	<b>2.9%</b>	<b>32.8%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>165</b>	<b>215</b>	<b>215</b>	<b>26,147</b>	<b>97</b>		<b>665</b>	<b>762</b>	<b>26,909</b>	<b>8,576</b>	<b>35,485</b>	<b>121,614</b>	<b>125,158</b>	<b>165,047</b>	<b>2.9%</b>	<b>32.8%</b>
T1a. Senior Executive Schedule	1	1	1	203			16	16	219	66	285	203,000	219,000	285,000	7.9%	32.5%
T1b. General Schedule	164	214	214	25,944	97		649	746	26,690	8,510	35,200	121,234	124,720	164,486	2.9%	32.8%
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T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>165</b>	<b>215</b>	<b>215</b>	<b>26,147</b>	<b>97</b>		<b>665</b>	<b>762</b>	<b>26,909</b>	<b>8,576</b>	<b>35,485</b>	<b>121,614</b>	<b>125,158</b>	<b>165,047</b>	<b>2.9%</b>	<b>32.8%</b>
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	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	Rates k/c	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	h	i	Benefits	k	Basic	Total	n	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Total	Comp	O.C.12/13	& Benefits	Comp	Comp	& Benefits	Variables	Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>215</b>	<b>215</b>	<b>215</b>	<b>26,948</b>	<b>214</b>		<b>669</b>	<b>883</b>	<b>27,831</b>	<b>8,839</b>	<b>36,670</b>	<b>125,340</b>	<b>129,447</b>	<b>170,558</b>	<b>3.3%</b>	<b>32.8%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>215</b>	<b>215</b>	<b>215</b>	<b>26,948</b>	<b>214</b>		<b>669</b>	<b>883</b>	<b>27,831</b>	<b>8,839</b>	<b>36,670</b>	<b>125,340</b>	<b>129,447</b>	<b>170,558</b>	<b>3.3%</b>	<b>32.8%</b>
D1a. Senior Executive Schedule	1	1	1	201			16	16	217	66	283	201,000	217,000	283,000	8.0%	32.8%
D1b. General Schedule	214	214	214	26,747	214		653	867	27,614	8,773	36,387	124,986	129,037	170,033	3.2%	32.8%
D1c. Special Schedule																
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	<b>215</b>	<b>215</b>	<b>215</b>	<b>26,948</b>	<b>214</b>		<b>669</b>	<b>883</b>	<b>27,831</b>	<b>8,839</b>	<b>36,670</b>	<b>125,340</b>	<b>129,447</b>	<b>170,558</b>	<b>3.3%</b>	<b>32.8%</b>
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>215</b>	<b>215</b>	<b>215</b>	<b>26,948</b>	<b>214</b>		<b>669</b>	<b>883</b>	<b>27,831</b>	<b>8,839</b>	<b>36,670</b>	<b>125,340</b>	<b>129,447</b>	<b>170,558</b>	<b>3.3%</b>	<b>32.8%</b>
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<b>Reimbursable Funded Personnel (includes OC 13)</b>																
<b>R1. US Direct Hire (USDH)</b>																
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)																
<b>R3. Total Direct Hire</b>																
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<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>																
<b>R5. Other Object Class 13 Benefits</b>																
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R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>215</b>	<b>215</b>	<b>215</b>	<b>26,948</b>	<b>214</b>		<b>669</b>	<b>883</b>	<b>27,831</b>	<b>8,839</b>	<b>36,670</b>	<b>125,340</b>	<b>129,447</b>	<b>170,558</b>	<b>3.3%</b>	<b>32.8%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>215</b>	<b>215</b>	<b>215</b>	<b>26,948</b>	<b>214</b>		<b>669</b>	<b>883</b>	<b>27,831</b>	<b>8,839</b>	<b>36,670</b>	<b>125,340</b>	<b>129,447</b>	<b>170,558</b>	<b>3.3%</b>	<b>32.8%</b>
T1a. Senior Executive Schedule	1	1	1	201			16	16	217	66	283	201,000	217,000	283,000	8.0%	32.8%
T1b. General Schedule	214	214	214	26,747	214		653	867	27,614	8,773	36,387	124,986	129,037	170,033	3.2%	32.8%
T1c. Special Schedule																
T1d. Wage System																
T1e. Highly Qualified Experts																
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<b>T3. Total Direct Hire</b>	<b>215</b>	<b>215</b>	<b>215</b>	<b>26,948</b>	<b>214</b>		<b>669</b>	<b>883</b>	<b>27,831</b>	<b>8,839</b>	<b>36,670</b>	<b>125,340</b>	<b>129,447</b>	<b>170,558</b>	<b>3.3%</b>	<b>32.8%</b>
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>215</b>	<b>215</b>	<b>215</b>	<b>26,948</b>	<b>214</b>		<b>669</b>	<b>883</b>	<b>27,831</b>	<b>8,839</b>	<b>36,670</b>	<b>125,340</b>	<b>129,447</b>	<b>170,558</b>	<b>3.3%</b>	<b>32.8%</b>
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**Department of Defense  
Fiscal Year (FY) 2024 Budget Estimates  
Volume II - Defense-Wide Data Book  
Total Civilian Personnel Costs**

Research, Development, Test & Eval, DW

Missile Defense Agency

FY 2022

(\$ in Thousands)

	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	Rates	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	h	i	Benefits	k	l	m	k/c	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Total	Comp	O.C.12/13	Comp	Basic	Total	n	Variables	Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>2,175</b>	<b>2,472</b>	<b>2,430</b>	<b>305,452</b>	<b>910</b>	<b>14,095</b>	<b>13,291</b>	<b>28,296</b>	<b>333,748</b>	<b>117,892</b>	<b>451,640</b>	<b>125,700</b>	<b>137,345</b>	<b>185,860</b>	<b>9.3%</b>	<b>38.6%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>2,175</b>	<b>2,472</b>	<b>2,430</b>	<b>305,452</b>	<b>910</b>	<b>14,095</b>	<b>13,291</b>	<b>28,296</b>	<b>333,748</b>	<b>117,892</b>	<b>451,640</b>	<b>125,700</b>	<b>137,345</b>	<b>185,860</b>	<b>9.3%</b>	<b>38.6%</b>
D1a. Senior Executive Schedule	25	25	25	3,828		160	746	906	4,734	1,301	6,035	153,120	189,360	241,400	23.7%	34.0%
D1b. General Schedule	2,150	2,447	2,405	301,624	910	13,935	12,545	27,390	329,014	116,591	445,605	125,415	136,804	185,283	9.1%	38.7%
D1c. Special Schedule																
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	<b>2,175</b>	<b>2,472</b>	<b>2,430</b>	<b>305,452</b>	<b>910</b>	<b>14,095</b>	<b>13,291</b>	<b>28,296</b>	<b>333,748</b>	<b>117,892</b>	<b>451,640</b>	<b>125,700</b>	<b>137,345</b>	<b>185,860</b>	<b>9.3%</b>	<b>38.6%</b>
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>2,175</b>	<b>2,472</b>	<b>2,430</b>	<b>305,452</b>	<b>910</b>	<b>14,095</b>	<b>13,291</b>	<b>28,296</b>	<b>333,748</b>	<b>117,892</b>	<b>451,640</b>	<b>125,700</b>	<b>137,345</b>	<b>185,860</b>	<b>9.3%</b>	<b>38.6%</b>
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<b>T1. US Direct Hire (USDH)</b>	<b>2,175</b>	<b>2,472</b>	<b>2,430</b>	<b>305,452</b>	<b>910</b>	<b>14,095</b>	<b>13,291</b>	<b>28,296</b>	<b>333,748</b>	<b>117,892</b>	<b>451,640</b>	<b>125,700</b>	<b>137,345</b>	<b>185,860</b>	<b>9.3%</b>	<b>38.6%</b>
T1a. Senior Executive Schedule	25	25	25	3,828		160	746	906	4,734	1,301	6,035	153,120	189,360	241,400	23.7%	34.0%
T1b. General Schedule	2,150	2,447	2,405	301,624	910	13,935	12,545	27,390	329,014	116,591	445,605	125,415	136,804	185,283	9.1%	38.7%
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<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>2,175</b>	<b>2,472</b>	<b>2,430</b>	<b>305,452</b>	<b>910</b>	<b>14,095</b>	<b>13,291</b>	<b>28,296</b>	<b>333,748</b>	<b>117,892</b>	<b>451,640</b>	<b>125,700</b>	<b>137,345</b>	<b>185,860</b>	<b>9.3%</b>	<b>38.6%</b>
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**Department of Defense**  
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**Total Civilian Personnel Costs**

Research, Development, Test & Eval, DW

Missile Defense Agency  
FY 2023  
(\$ in Thousands)

	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	2,472	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%
<b>D1. US Direct Hire (USDH)</b>	2,472	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	2,447	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)																
<b>D3. Total Direct Hire</b>	2,472	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)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	2,472	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%
<b>D5. Other Object Class 13 Benefits</b>																
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<b>T1. US Direct Hire (USDH)</b>	2,472	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		183	468	651	4,447	1,230	5,677	151,840	177,880	227,080	17.1%	32.4%
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T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	2,472	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%
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Research, Development, Test & Eval, DW

Missile Defense Agency  
FY 2024  
(\$ in Thousands)

	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	2,185	2,128	2,128	290,693	866	13,414	12,649	26,929	317,622	112,196	429,818	136,604	149,258	201,982	9.3%	38.6%
<b>D1. US Direct Hire (USDH)</b>	2,185	2,128	2,128	290,693	866	13,414	12,649	26,929	317,622	112,196	429,818	136,604	149,258	201,982	9.3%	38.6%
D1a. Senior Executive Schedule	25	25	25	3,822		160	745	905	4,727	1,299	6,026	152,880	189,080	241,040	23.7%	34.0%
D1b. General Schedule	2,160	2,103	2,103	286,871	866	13,254	11,904	26,024	312,895	110,897	423,792	136,410	148,785	201,518	9.1%	38.7%
D1c. Special Schedule																
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D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	2,185	2,128	2,128	290,693	866	13,414	12,649	26,929	317,622	112,196	429,818	136,604	149,258	201,982	9.3%	38.6%
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	2,185	2,128	2,128	290,693	866	13,414	12,649	26,929	317,622	112,196	429,818	136,604	149,258	201,982	9.3%	38.6%
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<b>Total Funded Personnel (includes OC 13)</b>	2,185	2,128	2,128	290,693	866	13,414	12,649	26,929	317,622	112,196	429,818	136,604	149,258	201,982	9.3%	38.6%
<b>T1. US Direct Hire (USDH)</b>	2,185	2,128	2,128	290,693	866	13,414	12,649	26,929	317,622	112,196	429,818	136,604	149,258	201,982	9.3%	38.6%
T1a. Senior Executive Schedule	25	25	25	3,822		160	745	905	4,727	1,299	6,026	152,880	189,080	241,040	23.7%	34.0%
T1b. General Schedule	2,160	2,103	2,103	286,871	866	13,254	11,904	26,024	312,895	110,897	423,792	136,410	148,785	201,518	9.1%	38.7%
T1c. Special Schedule																
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T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	2,185	2,128	2,128	290,693	866	13,414	12,649	26,929	317,622	112,196	429,818	136,604	149,258	201,982	9.3%	38.6%
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Research, Development, Test and Evaluation, Defense-Wide

Research, Development, Test and Evaluation, Defense-Only																
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	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	3,147	3,458	3,406	412,002	1,074	15,981	17,613	34,668	446,670	164,397	611,067	120,964	131,142	179,409	8.4%	39.9%
<b>D1. US Direct Hire (USDH)</b>	3,147	3,458	3,406	412,002	1,074	15,981	17,613	34,668	446,670	164,347	611,017	120,964	131,142	179,394	8.4%	39.9%
D1a. Senior Executive Schedule	31	30	30	4,773		160	875	1,035	5,808	1,725	7,533	159,100	193,600	251,100	21.7%	36.1%
D1b. General Schedule	3,018	3,323	3,274	385,382	1,074	15,821	16,208	33,103	418,485	154,653	573,138	117,710	127,821	175,057	8.6%	40.1%
D1c. Special Schedule	98	105	102	21,847			530	530	22,377	7,969	30,346	214,186	219,382	297,510	2.4%	36.5%
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	3,147	3,458	3,406	412,002	1,074	15,981	17,613	34,668	446,670	164,347	611,017	120,964	131,142	179,394	8.4%	39.9%
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	3,147	3,458	3,406	412,002	1,074	15,981	17,613	34,668	446,670	164,347	611,017	120,964	131,142	179,394	8.4%	39.9%
<b>D5. Other Object Class 13 Benefits</b>										50	50					
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)										50	50					
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	287	287	287	4,680	-14	-87	317	216	4,896	6,398	11,294	16,307	17,059	39,352	4.6%	136.7%
<b>R1. US Direct Hire (USDH)</b>	287	287	287	4,680	-14	-87	317	216	4,896	6,398	11,294	16,307	17,059	39,352	4.6%	136.7%
R1a. Senior Executive Schedule																
R1b. General Schedule	287	287	287	4,680	-14	-87	317	216	4,896	6,398	11,294	16,307	17,059	39,352	4.6%	136.7%
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	287	287	287	4,680	-14	-87	317	216	4,896	6,398	11,294	16,307	17,059	39,352	4.6%	136.7%
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	287	287	287	4,680	-14	-87	317	216	4,896	6,398	11,294	16,307	17,059	39,352	4.6%	136.7%
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	3,434	3,745	3,693	416,682	1,060	15,894	17,930	34,884	451,566	170,795	622,361	112,830	122,276	168,525	8.4%	41.0%
<b>T1. US Direct Hire (USDH)</b>	3,434	3,745	3,693	416,682	1,060	15,894	17,930	34,884	451,566	170,745	622,311	112,830	122,276	168,511	8.4%	41.0%
T1a. Senior Executive Schedule	31	30	30	4,773		160	875	1,035	5,808	1,725	7,533	159,100	193,600	251,100	21.7%	36.1%
T1b. General Schedule	3,305	3,610	3,561	390,062	1,060	15,734	16,525	33,319	423,381	161,051	584,432	109,537	118,894	164,120	8.5%	41.3%
T1c. Special Schedule	98	105	102	21,847			530	530	22,377	7,969	30,346	214,186	219,382	297,510	2.4%	36.5%
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	3,434	3,745	3,693	416,682	1,060	15,894	17,930	34,884	451,566	170,745	622,311	112,830	122,276	168,511	8.4%	41.0%
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	3,434	3,745	3,693	416,682	1,060	15,894	17,930	34,884	451,566	170,745	622,311	112,830	122,276	168,511	8.4%	41.0%
<b>T5. Other Object Class 13 Benefits</b>										50	50					
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)										50	50					
T5d. Foreign National Separation Liability Accrual																

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Research, Development, Test and Evaluation, Defense-Wide

	Summary FY 2023 (\$ in Thousands)														Rates			
	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	k/c	h/d	j/d		
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	h Total Variables	l Comp O.C.11	Benefits O.C.12/13	k Comp & Benefits	l Basic Comp	m Total Comp	n Comp & Benefits	o % BC Variables	p % BC Benefits		
<b>Direct Funded Personnel (includes OC 13)</b>	3,251	3,011	2,972	417,727	901	14,242	15,120	30,263	447,990	156,123	604,113	140,554	150,737	203,268	7.2%	37.4%		
<b>D1. US Direct Hire (USDH)</b>	3,251	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	30	31	31	5,004		183	633	816	5,820	1,800	7,620	161,419	187,742	245,806	16.3%	36.0%		
D1b. General Schedule	3,117	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	104	104	107	21,286			882	882	22,168	10,771	32,939	198,935	207,178	307,841	4.1%	50.6%		
D1d. Wage System																		
D1e. Highly Qualified Experts																		
D1f. Other																		
D2. Direct Hire Program Foreign Nationals (DHFN)																		
<b>D3. Total Direct Hire</b>	3,251	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)																		
<b>Subtotal - Direct Funded (excludes OC 13)</b>	3,251	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%		
<b>D5. Other Object Class 13 Benefits</b>				25,192			463	463	25,655	7,876	33,531				1.8%	31.3%		
D5a. USDH - Benefits for Former Employees				25,192			463	463	25,655	7,756	33,411				1.8%	30.8%		
D5b. DHFN - Benefits for Former Employees																		
D5c. Voluntary Separation Incentive Pay (VSIP)																		
D5d. Foreign National Separation Liability Accrual										120	120							
<b>Reimbursable Funded Personnel (includes OC 13)</b>	191	191	191	18,214	36	13	244	293	18,507	4,190	22,697	95,361	96,895	118,832	2.4%	23.0%		
<b>R1. US Direct Hire (USDH)</b>	191	191	191	18,214	36	13	244	293	18,507	4,190	22,697	95,361	96,895	118,832	2.4%	23.0%		
R1a. Senior Executive Schedule																		
R1b. General Schedule	191	191	191	18,214	36	13	244	293	18,507	4,190	22,697	95,361	96,895	118,832	2.4%	23.0%		
R1c. Special Schedule																		
R1d. Wage System																		
R1e. Highly Qualified Experts																		
R1f. Other																		
R2. Direct Hire Program Foreign Nationals (DHFN)																		
<b>R3. Total Direct Hire</b>	191	191	191	18,214	36	13	244	293	18,507	4,190	22,697	95,361	96,895	118,832	2.4%	23.0%		
R4. Indirect Hire Foreign Nationals (IHFN)																		
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	191	191	191	18,214	36	13	244	293	18,507	4,190	22,697	95,361	96,895	118,832	2.4%	23.0%		
<b>R5. Other Object Class 13 Benefits</b>																		
R5a. USDH - Benefits for Former Employees																		
R5b. DHFN - Benefits for Former Employees																		
R5c. Voluntary Separation Incentive Pay (VSIP)																		
R5d. Foreign National Separation Liability Accrual																		
<b>Total Funded Personnel (includes OC 13)</b>	3,442	3,202	3,163	435,941	937	14,255	15,364	30,556	466,497	160,313	626,810	137,825	147,486	198,169	7.1%	36.8%		
<b>T1. US Direct Hire (USDH)</b>	3,442	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	7.4%	37.1%		
T1a. Senior Executive Schedule	30	31	31	5,004		183	633	816	5,820	1,800	7,620	161,419	187,742	245,806	16.3%	36.0%		
T1b. General Schedule	3,308	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	7.5%	36.4%		
T1c. Special Schedule	104	104	107	21,286			882	882	22,168	10,771	32,939	198,935	207,178	307,841	4.1%	50.6%		
T1d. Wage System																		
T1e. Highly Qualified Experts																		
T1f. Other																		
T2. Direct Hire Program Foreign Nationals (DHFN)																		
<b>T3. Total Direct Hire</b>	3,442	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	7.4%	37.1%		
T4. Indirect Hire Foreign Nationals (IHFN)																		
<b>Subtotal - Total Funded (excludes OC 13)</b>	3,442	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	7.4%	37.1%		
<b>T5. Other Object Class 13 Benefits</b>				25,192			463	463	25,655	7,876	33,531				1.8%	31.3%		
T5a. USDH - Benefits for Former Employees				25,192			463	463	25,655	7,756	33,411				1.8%	30.8%		
T5b. DHFN - Benefits for Former Employees																		
T5c. Voluntary Separation Incentive Pay (VSIP)																		
T5d. Foreign National Separation Liability Accrual										120	120							

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Summary FY 2024 (\$ in Thousands)																
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
Direct Funded Personnel (includes OC 13)	3,030	3,023	3,015	418,575	1,151	13,517	16,271	30,939	449,514	157,349	606,863	138,831	149,093	201,281	7.0%	35.4%
D1. US Direct Hire (USDH)	3,030	3,023	3,015	418,575	1,151	13,517	16,271	30,939	449,514	157,249	606,763	138,831	149,093	201,248	7.0%	35.4%
D1a. Senior Executive Schedule	31	31	31	5,043		160	915	1,075	6,118	1,895	8,013	162,677	197,355	258,484	21.3%	37.6%
D1b. General Schedule	2,895	2,853	2,853	385,517	1,151	13,357	14,331	28,839	414,356	144,525	558,881	135,127	145,235	195,892	7.0%	35.2%
D1c. Special Schedule	104	139	131	28,015			1,025	1,025	29,040	10,829	39,869	213,855	221,679	304,344	3.7%	38.7%
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
D3. Total Direct Hire	3,030	3,023	3,015	418,575	1,151	13,517	16,271	30,939	449,514	157,249	606,763	138,831	149,093	201,248	7.0%	35.4%
D4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Direct Funded (excludes OC 13)	3,030	3,023	3,015	418,575	1,151	13,517	16,271	30,939	449,514	157,249	606,763	138,831	149,093	201,248	7.0%	35.4%
D5. Other Object Class 13 Benefits										100	100					
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)										100	100					
D5d. Foreign National Separation Liability Accrual																
Reimbursable Funded Personnel (includes OC 13)	191	191	191	18,335	36	13	244	293	18,628	4,192	22,820	95,995	97,529	119,476	2.4%	22.9%
R1. US Direct Hire (USDH)	191	191	191	18,335	36	13	244	293	18,628	4,192	22,820	95,995	97,529	119,476	2.4%	22.9%
R1a. Senior Executive Schedule																
R1b. General Schedule	191	191	191	18,335	36	13	244	293	18,628	4,192	22,820	95,995	97,529	119,476	2.4%	22.9%
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
R3. Total Direct Hire	191	191	191	18,335	36	13	244	293	18,628	4,192	22,820	95,995	97,529	119,476	2.4%	22.9%
R4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Reimbursable Funded (excludes OC 13)	191	191	191	18,335	36	13	244	293	18,628	4,192	22,820	95,995	97,529	119,476	2.4%	22.9%
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 Funded Personnel (includes OC 13)	3,221	3,214	3,206	436,910	1,187	13,530	16,515	31,232	468,142	161,541	629,683	136,279	146,021	196,408	6.8%	34.9%
T1. US Direct Hire (USDH)	3,221	3,214	3,206	436,910	1,187	13,530	16,515	31,232	468,142	161,441	629,583	136,279	146,021	196,376	6.8%	34.9%
T1a. Senior Executive Schedule	31	31	31	5,043		160	915	1,075	6,118	1,895	8,013	162,677	197,355	258,484	21.3%	37.6%
T1b. General Schedule	3,086	3,044	3,044	403,852	1,187	13,370	14,575	29,132	432,984	148,717	581,701	132,671	142,242	191,098	6.9%	34.7%
T1c. Special Schedule	104	139	131	28,015			1,025	1,025	29,040	10,829	39,869	213,855	221,679	304,344	3.7%	38.7%
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
T3. Total Direct Hire	3,221	3,214	3,206	436,910	1,187	13,530	16,515	31,232	468,142	161,441	629,583	136,279	146,021	196,376	6.8%	34.9%
T4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Total Funded (excludes OC 13)	3,221	3,214	3,206	436,910	1,187	13,530	16,515	31,232	468,142	161,441	629,583	136,279	146,021	196,376	6.8%	34.9%
T5. Other Object Class 13 Benefits										100	100					
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)										100	100					
T5d. Foreign National Separation Liability Accrual																

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	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	1,746	1,746	1,728	221,843	4,294	687	12,226	17,207	239,050	95,695	334,745	125,548	135,286	192,161	8.0%	44.3%
<b>D1. US Direct Hire (USDH)</b>	1,742	1,742	1,726	221,644	4,294	687	12,226	17,207	238,851	95,695	334,546	125,577	135,326	192,268	8.0%	44.3%
D1a. Senior Executive Schedule	7	7	7	4,586			183	183	4,769	1,523	6,292	218,381	227,095	299,619	4.0%	33.2%
D1b. General Schedule	1,661	1,661	1,643	209,560	816	151	9,104	10,071	219,631	84,303	303,934	127,547	133,677	184,987	4.9%	41.3%
D1c. Special Schedule	74	74	76	7,498	3,478	536	2,939	6,953	14,451	9,869	24,320	74,238	143,079	320,000	92.7%	131.6%
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	1,742	1,742	1,726	221,644	4,294	687	12,226	17,207	238,851	95,695	334,546	125,577	135,326	192,268	8.0%	44.3%
D4. Indirect Hire Foreign Nationals (IHFN)	4	4	2	199					199		199	99,500	99,500	99,500		
<b>Subtotal - Direct Funded (excludes OC 13)</b>	1,746	1,746	1,728	221,843	4,294	687	12,226	17,207	239,050	95,695	334,745	125,548	135,286	192,161	8.0%	44.3%
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>			4	441	7	1	15	23	464	194	658	110,250	116,000	164,500	5.2%	44.0%
<b>R1. US Direct Hire (USDH)</b>			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)																
<b>R3. Total Direct Hire</b>			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)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>			4	441	7	1	15	23	464	194	658	110,250	116,000	164,500	5.2%	44.0%
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	1,746	1,746	1,732	222,284	4,301	688	12,241	17,230	239,514	95,889	335,403	125,513	135,242	192,098	8.0%	44.3%
<b>T1. US Direct Hire (USDH)</b>	1,742	1,742	1,730	222,085	4,301	688	12,241	17,230	239,315	95,889	335,204	125,543	135,283	192,204	8.0%	44.3%
T1a. Senior Executive Schedule	7	7	7	4,586			183	183	4,769	1,523	6,292	218,381	227,095	299,619	4.0%	33.2%
T1b. General Schedule	1,661	1,661	1,647	210,001	823	152	9,119	10,094	220,095	84,497	304,592	127,505	133,634	184,937	4.9%	41.3%
T1c. Special Schedule	74	74	76	7,498	3,478	536	2,939	6,953	14,451	9,869	24,320	74,238	143,079	320,000	92.7%	131.6%
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	1,742	1,742	1,730	222,085	4,301	688	12,241	17,230	239,315	95,889	335,204	125,543	135,283	192,204	8.0%	44.3%
T4. Indirect Hire Foreign Nationals (IHFN)	4	4	2	199					199		199	99,500	99,500	99,500		
<b>Subtotal - Total Funded (excludes OC 13)</b>	1,746	1,746	1,732	222,284	4,301	688	12,241	17,230	239,514	95,889	335,403	125,513	135,242	192,098	8.0%	44.3%
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

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	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	Rates	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	h	i	Benefits	k	l	m	k/c	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Total	Comp	O.C.12/13	Comp	Basic	Total	n	Variables	Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>1,918</b>	<b>1,918</b>	<b>1,857</b>	<b>234,756</b>	<b>1,758</b>	<b>214</b>	<b>19,550</b>	<b>21,522</b>	<b>256,278</b>	<b>98,383</b>	<b>354,661</b>	<b>126,417</b>	<b>138,006</b>	<b>190,986</b>	<b>9.4%</b>	<b>42.9%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>1,916</b>	<b>1,916</b>	<b>1,855</b>	<b>234,553</b>	<b>1,758</b>	<b>214</b>	<b>19,550</b>	<b>21,522</b>	<b>256,075</b>	<b>98,383</b>	<b>354,458</b>	<b>126,444</b>	<b>138,046</b>	<b>191,082</b>	<b>9.4%</b>	<b>42.9%</b>
D1a. Senior Executive Schedule	27	27	27	5,098				463	5,561	2,163	7,724	188,815	205,963	286,074	9.1%	42.4%
D1b. General Schedule	1,799	1,799	1,740	217,273	758	50	18,490	19,298	236,571	92,304	328,875	124,870	135,960	189,009	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)																
<b>D3. Total Direct Hire</b>	<b>1,916</b>	<b>1,916</b>	<b>1,855</b>	<b>234,553</b>	<b>1,758</b>	<b>214</b>	<b>19,550</b>	<b>21,522</b>	<b>256,075</b>	<b>98,383</b>	<b>354,458</b>	<b>126,444</b>	<b>138,046</b>	<b>191,082</b>	<b>9.4%</b>	<b>42.9%</b>
D4. Indirect Hire Foreign Nationals (IHFN)	2	2	2	203					203		203	101,500	101,500	101,500		
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>1,918</b>	<b>1,918</b>	<b>1,857</b>	<b>234,756</b>	<b>1,758</b>	<b>214</b>	<b>19,550</b>	<b>21,522</b>	<b>256,278</b>	<b>98,383</b>	<b>354,661</b>	<b>126,417</b>	<b>138,006</b>	<b>190,986</b>	<b>9.4%</b>	<b>42.9%</b>
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>450</b>	<b>7</b>	<b>1</b>	<b>15</b>	<b>23</b>	<b>473</b>	<b>198</b>	<b>671</b>	<b>112,500</b>	<b>118,250</b>	<b>167,750</b>	<b>5.1%</b>	<b>44.0%</b>
<b>R1. US Direct Hire (USDH)</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>450</b>	<b>7</b>	<b>1</b>	<b>15</b>	<b>23</b>	<b>473</b>	<b>198</b>	<b>671</b>	<b>112,500</b>	<b>118,250</b>	<b>167,750</b>	<b>5.1%</b>	<b>44.0%</b>
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)																
<b>R3. Total Direct Hire</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>450</b>	<b>7</b>	<b>1</b>	<b>15</b>	<b>23</b>	<b>473</b>	<b>198</b>	<b>671</b>	<b>112,500</b>	<b>118,250</b>	<b>167,750</b>	<b>5.1%</b>	<b>44.0%</b>
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>450</b>	<b>7</b>	<b>1</b>	<b>15</b>	<b>23</b>	<b>473</b>	<b>198</b>	<b>671</b>	<b>112,500</b>	<b>118,250</b>	<b>167,750</b>	<b>5.1%</b>	<b>44.0%</b>
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>1,922</b>	<b>1,922</b>	<b>1,861</b>	<b>235,206</b>	<b>1,765</b>	<b>215</b>	<b>19,565</b>	<b>21,545</b>	<b>256,751</b>	<b>98,581</b>	<b>355,332</b>	<b>126,387</b>	<b>137,964</b>	<b>190,936</b>	<b>9.4%</b>	<b>42.9%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>1,920</b>	<b>1,920</b>	<b>1,859</b>	<b>235,003</b>	<b>1,765</b>	<b>215</b>	<b>19,565</b>	<b>21,545</b>	<b>256,548</b>	<b>98,581</b>	<b>355,129</b>	<b>126,414</b>	<b>138,003</b>	<b>191,032</b>	<b>9.4%</b>	<b>42.9%</b>
T1a. Senior Executive Schedule	27	27	27	5,098				463	5,561	2,163	7,724	188,815	205,963	286,074	9.1%	42.4%
T1b. General Schedule	1,803	1,803	1,744	217,723	765	51	18,505	19,321	237,044	92,502	329,546	124,841	135,920	188,960	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																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	<b>1,920</b>	<b>1,920</b>	<b>1,859</b>	<b>235,003</b>	<b>1,765</b>	<b>215</b>	<b>19,565</b>	<b>21,545</b>	<b>256,548</b>	<b>98,581</b>	<b>355,129</b>	<b>126,414</b>	<b>138,003</b>	<b>191,032</b>	<b>9.4%</b>	<b>42.9%</b>
T4. Indirect Hire Foreign Nationals (IHFN)	2	2	2	203					203		203	101,500	101,500	101,500		
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>1,922</b>	<b>1,922</b>	<b>1,861</b>	<b>235,206</b>	<b>1,765</b>	<b>215</b>	<b>19,565</b>	<b>21,545</b>	<b>256,751</b>	<b>98,581</b>	<b>355,332</b>	<b>126,387</b>	<b>137,964</b>	<b>190,936</b>	<b>9.4%</b>	<b>42.9%</b>
<b>T5. Other Object Class 13 Benefits</b>																
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) 2024 Budget Estimates**  
**Volume II - Defense-Wide Data Book**  
**Total Civilian Personnel Costs**

Office of the Inspector General  
FY 2024

(\$ in Thousands)

	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	Rates	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	h	i	Benefits	k	l	m	k/c	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Total	Comp	O.C.12/13	& Benefits	Basic	Total	n	Variables	Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>1,918</b>	<b>1,936</b>	<b>1,867</b>	<b>239,747</b>	<b>1,890</b>	<b>232</b>	<b>20,373</b>	<b>22,495</b>	<b>262,242</b>	<b>102,540</b>	<b>364,782</b>	<b>128,413</b>	<b>140,462</b>	<b>195,384</b>	<b>9.4%</b>	<b>42.8%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>1,916</b>	<b>1,934</b>	<b>1,865</b>	<b>239,541</b>	<b>1,890</b>	<b>232</b>	<b>20,373</b>	<b>22,495</b>	<b>262,036</b>	<b>102,540</b>	<b>364,576</b>	<b>128,440</b>	<b>140,502</b>	<b>195,483</b>	<b>9.4%</b>	<b>42.8%</b>
D1a. Senior Executive Schedule	27	21	21	5,273			479	479	5,752	2,237	7,989	251,095	273,905	380,429	9.1%	42.4%
D1b. General Schedule	1,799	1,817	1,750	220,856	789	52	19,237	20,078	240,934	95,991	336,925	126,203	137,677	192,529	9.1%	43.5%
D1c. Special Schedule	90	96	94	13,412	1,101	180	657	1,938	15,350	4,312	19,662	142,681	163,298	209,170	14.4%	32.2%
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	<b>1,916</b>	<b>1,934</b>	<b>1,865</b>	<b>239,541</b>	<b>1,890</b>	<b>232</b>	<b>20,373</b>	<b>22,495</b>	<b>262,036</b>	<b>102,540</b>	<b>364,576</b>	<b>128,440</b>	<b>140,502</b>	<b>195,483</b>	<b>9.4%</b>	<b>42.8%</b>
D4. Indirect Hire Foreign Nationals (IHFN)	2	2	2	206					206		206	103,000	103,000	103,000		
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>1,918</b>	<b>1,936</b>	<b>1,867</b>	<b>239,747</b>	<b>1,890</b>	<b>232</b>	<b>20,373</b>	<b>22,495</b>	<b>262,242</b>	<b>102,540</b>	<b>364,782</b>	<b>128,413</b>	<b>140,462</b>	<b>195,384</b>	<b>9.4%</b>	<b>42.8%</b>
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>4</b>	<b>1</b>	<b>1</b>													
<b>R1. US Direct Hire (USDH)</b>	<b>4</b>	<b>1</b>	<b>1</b>													
R1a. Senior Executive Schedule																
R1b. General Schedule	4	1	1													
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	<b>4</b>	<b>1</b>	<b>1</b>													
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	<b>4</b>	<b>1</b>	<b>1</b>													
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>1,922</b>	<b>1,937</b>	<b>1,868</b>	<b>239,747</b>	<b>1,890</b>	<b>232</b>	<b>20,373</b>	<b>22,495</b>	<b>262,242</b>	<b>102,540</b>	<b>364,782</b>	<b>128,413</b>	<b>140,462</b>	<b>195,384</b>	<b>9.4%</b>	<b>42.8%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>1,920</b>	<b>1,935</b>	<b>1,866</b>	<b>239,541</b>	<b>1,890</b>	<b>232</b>	<b>20,373</b>	<b>22,495</b>	<b>262,036</b>	<b>102,540</b>	<b>364,576</b>	<b>128,440</b>	<b>140,502</b>	<b>195,483</b>	<b>9.4%</b>	<b>42.8%</b>
T1a. Senior Executive Schedule	27	21	21	5,273			479	479	5,752	2,237	7,989	251,095	273,905	380,429	9.1%	42.4%
T1b. General Schedule	1,803	1,818	1,751	220,856	789	52	19,237	20,078	240,934	95,991	336,925	126,203	137,677	192,529	9.1%	43.5%
T1c. Special Schedule	90	96	94	13,412	1,101	180	657	1,938	15,350	4,312	19,662	142,681	163,298	209,170	14.4%	32.2%
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	<b>1,920</b>	<b>1,935</b>	<b>1,866</b>	<b>239,541</b>	<b>1,890</b>	<b>232</b>	<b>20,373</b>	<b>22,495</b>	<b>262,036</b>	<b>102,540</b>	<b>364,576</b>	<b>128,440</b>	<b>140,502</b>	<b>195,483</b>	<b>9.4%</b>	<b>42.8%</b>
T4. Indirect Hire Foreign Nationals (IHFN)	2	2	2	206					206		206	103,000	103,000	103,000		
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>1,922</b>	<b>1,937</b>	<b>1,868</b>	<b>239,747</b>	<b>1,890</b>	<b>232</b>	<b>20,373</b>	<b>22,495</b>	<b>262,242</b>	<b>102,540</b>	<b>364,782</b>	<b>128,413</b>	<b>140,462</b>	<b>195,384</b>	<b>9.4%</b>	<b>42.8%</b>
<b>T5. Other Object Class 13 Benefits</b>																
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) 2024 Budget Estimates**  
**Volume II - Defense-Wide Data Book**  
**Total Civilian Personnel Costs**

Working Capital Fund, Defense-Wide

Defense Finance and Accounting Service

FY 2022

(\$ in Thousands)

	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>																
<b>D1. US Direct Hire (USDH)</b>																
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)																
<b>D3. Total Direct Hire</b>																
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>																
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	11,925	10,981	10,697	767,904	16,087	153	21,598	37,838	805,742	315,798	1,121,540	71,787	75,324	104,846	4.9%	41.2%
<b>R1. US Direct Hire (USDH)</b>	11,729	10,797	10,505	767,198	16,087	153	21,598	37,838	805,036	315,798	1,120,834	73,032	76,634	106,695	4.9%	41.2%
R1a. Senior Executive Schedule	22	22	22	3,939	0	0	402	402	4,341	1,397	5,738	179,045	197,318	260,818	10.2%	35.5%
R1b. General Schedule	11,680	10,754	10,460	762,015	16,072	153	21,154	37,379	799,394	313,900	1,113,294	72,850	76,424	106,433	4.9%	41.2%
R1c. Special Schedule																
R1d. Wage System	27	21	23	1,244	15	0	42	57	1,301	501	1,802	54,087	56,565	78,348	4.6%	40.3%
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	11,729	10,797	10,505	767,198	16,087	153	21,598	37,838	805,036	315,798	1,120,834	73,032	76,634	106,695	4.9%	41.2%
R4. Indirect Hire Foreign Nationals (IHFN)	196	184	192	706	0	0	0	0	706	0	706	3,677	3,677	3,677		
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	11,925	10,981	10,697	767,904	16,087	153	21,598	37,838	805,742	315,798	1,121,540	71,787	75,324	104,846	4.9%	41.2%
<b>R5. Other Object Class 13 Benefits</b>										0	0					
R5a. USDH - Benefits for Former Employees										0	0					
R5b. DHFN - Benefits for Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	11,925	10,981	10,697	767,904	16,087	153	21,598	37,838	805,742	315,798	1,121,540	71,787	75,324	104,846	4.9%	41.2%
<b>T1. US Direct Hire (USDH)</b>	11,729	10,797	10,505	767,198	16,087	153	21,598	37,838	805,036	315,798	1,120,834	73,032	76,634	106,695	4.9%	41.2%
T1a. Senior Executive Schedule	22	22	22	3,939	0	0	402	402	4,341	1,397	5,738	179,045	197,318	260,818	10.2%	35.5%
T1b. General Schedule	11,680	10,754	10,460	762,015	16,072	153	21,154	37,379	799,394	313,900	1,113,294	72,850	76,424	106,433	4.9%	41.2%
T1c. Special Schedule																
T1d. Wage System	27	21	23	1,244	15	0	42	57	1,301	501	1,802	54,087	56,565	78,348	4.6%	40.3%
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	11,729	10,797	10,505	767,198	16,087	153	21,598	37,838	805,036	315,798	1,120,834	73,032	76,634	106,695	4.9%	41.2%
T4. Indirect Hire Foreign Nationals (IHFN)	196	184	192	706	0	0	0	0	706	0	706	3,677	3,677	3,677		
<b>Subtotal - Total Funded (excludes OC 13)</b>	11,925	10,981	10,697	767,904	16,087	153	21,598	37,838	805,742	315,798	1,121,540	71,787	75,324	104,846	4.9%	41.2%
<b>T5. Other Object Class 13 Benefits</b>										0	0					
T5a. USDH - Benefits for Former Employees										0	0					
T5b. DHFN - Benefits for Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

**Department of Defense  
Fiscal Year (FY) 2024 Budget Estimates  
Volume II - Defense-Wide Data Book  
Total Civilian Personnel Costs**

Working Capital Fund, Defense-Wide

Defense Finance and Accounting Service  
FY 2023

(\$ in Thousands)

	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>																
<b>D1. US Direct Hire (USDH)</b>																
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)																
<b>D3. Total Direct Hire</b>																
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>																
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	10,981	10,835	10,889	816,419	17,029	162	22,408	39,599	856,018	335,600	1,191,618	74,976	78,613	109,433	4.9%	41.2%
<b>R1. US Direct Hire (USDH)</b>	10,797	10,635	10,690	815,307	17,029	162	22,408	39,599	854,906	335,600	1,190,506	76,268	79,972	111,366	4.9%	41.2%
R1a. Senior Executive Schedule	22	22	22	4,186	0	0	342	342	4,528	1,485	6,013	190,273	205,818	273,318	8.2%	35.5%
R1b. General Schedule	10,754	10,590	10,646	809,799	17,013	162	22,021	39,196	848,995	333,583	1,182,578	76,066	79,748	111,082	4.8%	41.2%
R1c. Special Schedule																
R1d. Wage System	21	23	22	1,322	16	0	45	61	1,383	532	1,915	60,091	62,864	87,045	4.6%	40.2%
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	10,797	10,635	10,690	815,307	17,029	162	22,408	39,599	854,906	335,600	1,190,506	76,268	79,972	111,366	4.9%	41.2%
R4. Indirect Hire Foreign Nationals (IHFN)	184	200	199	1,112	0	0	0	0	1,112	0	1,112	5,588	5,588	5,588		
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	10,981	10,835	10,889	816,419	17,029	162	22,408	39,599	856,018	335,600	1,191,618	74,976	78,613	109,433	4.9%	41.2%
<b>R5. Other Object Class 13 Benefits</b>										0	0					
R5a. USDH - Benefits for Former Employees										0	0					
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	10,981	10,835	10,889	816,419	17,029	162	22,408	39,599	856,018	335,600	1,191,618	74,976	78,613	109,433	4.9%	41.2%
<b>T1. US Direct Hire (USDH)</b>	10,797	10,635	10,690	815,307	17,029	162	22,408	39,599	854,906	335,600	1,190,506	76,268	79,972	111,366	4.9%	41.2%
T1a. Senior Executive Schedule	22	22	22	4,186	0	0	342	342	4,528	1,485	6,013	190,273	205,818	273,318	8.2%	35.5%
T1b. General Schedule	10,754	10,590	10,646	809,799	17,013	162	22,021	39,196	848,995	333,583	1,182,578	76,066	79,748	111,082	4.8%	41.2%
T1c. Special Schedule																
T1d. Wage System	21	23	22	1,322	16	0	45	61	1,383	532	1,915	60,091	62,864	87,045	4.6%	40.2%
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	10,797	10,635	10,690	815,307	17,029	162	22,408	39,599	854,906	335,600	1,190,506	76,268	79,972	111,366	4.9%	41.2%
T4. Indirect Hire Foreign Nationals (IHFN)	184	200	199	1,112	0	0	0	0	1,112	0	1,112	5,588	5,588	5,588		
<b>Subtotal - Total Funded (excludes OC 13)</b>	10,981	10,835	10,889	816,419	17,029	162	22,408	39,599	856,018	335,600	1,191,618	74,976	78,613	109,433	4.9%	41.2%
<b>T5. Other Object Class 13 Benefits</b>										0	0					
T5a. USDH - Benefits for Former Employees										0	0					
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																



**Department of Defense**  
**Fiscal Year (FY) 2024 Budget Estimates**  
**Volume II - Defense-Wide Data Book**  
**Total Civilian Personnel Costs**

Working Capital Fund, Defense-Wide

Defense Finance and Accounting Service  
FY 2024

(\$ in Thousands)

	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>																
<b>D1. US Direct Hire (USDH)</b>																
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)																
<b>D3. Total Direct Hire</b>																
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>																
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	10,835	10,827	10,830	864,594	17,530	145	24,488	42,163	906,757	345,431	1,252,188	79,833	83,726	115,622	4.9%	40.0%
<b>R1. US Direct Hire (USDH)</b>	10,635	10,627	10,630	862,730	17,530	145	24,488	42,163	904,893	345,324	1,250,217	81,160	85,126	117,612	4.9%	40.0%
R1a. Senior Executive Schedule	22	22	22	4,357	0	0	357	357	4,714	1,605	6,319	198,045	214,273	287,227	8.2%	36.8%
R1b. General Schedule	10,590	10,575	10,579	856,673	17,521	145	24,082	41,748	898,421	343,075	1,241,496	80,979	84,925	117,355	4.9%	40.0%
R1c. Special Schedule																
R1d. Wage System	23	30	29	1,700	9	0	49	58	1,758	644	2,402	58,621	60,621	82,828	3.4%	37.9%
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	10,635	10,627	10,630	862,730	17,530	145	24,488	42,163	904,893	345,324	1,250,217	81,160	85,126	117,612	4.9%	40.0%
R4. Indirect Hire Foreign Nationals (IHFN)	200	200	200	1,864	0	0	0	0	1,864	0	1,864	9,320	9,320	9,320		
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	10,835	10,827	10,830	864,594	17,530	145	24,488	42,163	906,757	345,324	1,252,081	79,833	83,726	115,612	4.9%	40.0%
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees										107	107					
R5b. DHFN - Benefits for Former Employees										107	107					
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	10,835	10,827	10,830	864,594	17,530	145	24,488	42,163	906,757	345,431	1,252,188	79,833	83,726	115,622	4.9%	40.0%
<b>T1. US Direct Hire (USDH)</b>	10,635	10,627	10,630	862,730	17,530	145	24,488	42,163	904,893	345,324	1,250,217	81,160	85,126	117,612	4.9%	40.0%
T1a. Senior Executive Schedule	22	22	22	4,357	0	0	357	357	4,714	1,605	6,319	198,045	214,273	287,227	8.2%	36.8%
T1b. General Schedule	10,590	10,575	10,579	856,673	17,521	145	24,082	41,748	898,421	343,075	1,241,496	80,979	84,925	117,355	4.9%	40.0%
T1c. Special Schedule																
T1d. Wage System	23	30	29	1,700	9	0	49	58	1,758	644	2,402	58,621	60,621	82,828	3.4%	37.9%
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	10,635	10,627	10,630	862,730	17,530	145	24,488	42,163	904,893	345,324	1,250,217	81,160	85,126	117,612	4.9%	40.0%
T4. Indirect Hire Foreign Nationals (IHFN)	200	200	200	1,864	0	0	0	0	1,864	0	1,864	9,320	9,320	9,320		
<b>Subtotal - Total Funded (excludes OC 13)</b>	10,835	10,827	10,830	864,594	17,530	145	24,488	42,163	906,757	345,324	1,252,081	79,833	83,726	115,612	4.9%	40.0%
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees										107	107					
T5b. DHFN - Benefits for Former Employees										107	107					
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

**Department of Defense  
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Volume II - Defense-Wide Data Book  
Total Civilian Personnel Costs**

Working Capital Fund, Defense-Wide

Defense Information Systems Agency

FY 2022

(\$ in Thousands)

	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0					
<b>D1. US Direct Hire (USDH)</b>	0	0	0	0	0	0	0	0	0	0	0					
D1a. Senior Executive Schedule	0	0	0	0			0	0	0	0	0					
D1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0					
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0					
D1d. Wage System																
D1e. Highly Qualified Experts	0	0	0	0			0	0	0	0	0					
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	0	0	0	0	0	0	0	0	0	0	0					
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0			0	0	0	0	0					
<b>Subtotal - Direct Funded (excludes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0					
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	3,675	3,486	3,392	357,467	4,187	1,399	14,157	19,743	377,210	126,500	503,710	105,385	111,206	148,499	5.5%	35.4%
<b>R1. US Direct Hire (USDH)</b>	3,669	3,480	3,386	356,963	4,187	1,399	14,157	19,743	376,706	126,500	503,206	105,423	111,254	148,614	5.5%	35.4%
R1a. Senior Executive Schedule	3	2	2	210		1	8	9	219	74	293	105,000	109,500	146,500	4.3%	35.2%
R1b. General Schedule	1,669	1,484	1,774	187,005	2,195	733	7,417	10,345	197,350	66,525	263,875	105,414	111,246	148,746	5.5%	35.6%
R1c. Special Schedule	1,995	1,993	1,609	169,643	1,992	665	6,728	9,385	179,028	59,864	238,892	105,434	111,267	148,472	5.5%	35.3%
R1d. Wage System																
R1e. Highly Qualified Experts	2	1	1	105		0	4	4	109	37	146	105,000	109,000	146,000	3.8%	35.2%
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	3,669	3,480	3,386	356,963	4,187	1,399	14,157	19,743	376,706	126,500	503,206	105,423	111,254	148,614	5.5%	35.4%
R4. Indirect Hire Foreign Nationals (IHFN)	6	6	6	504		0	0	0	504	0	504	84,000	84,000	84,000		
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	3,675	3,486	3,392	357,467	4,187	1,399	14,157	19,743	377,210	126,500	503,710	105,385	111,206	148,499	5.5%	35.4%
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	3,675	3,486	3,392	357,467	4,187	1,399	14,157	19,743	377,210	126,500	503,710	105,385	111,206	148,499	5.5%	35.4%
<b>T1. US Direct Hire (USDH)</b>	3,669	3,480	3,386	356,963	4,187	1,399	14,157	19,743	376,706	126,500	503,206	105,423	111,254	148,614	5.5%	35.4%
T1a. Senior Executive Schedule	3	2	2	210		1	8	9	219	74	293	105,000	109,500	146,500	4.3%	35.2%
T1b. General Schedule	1,669	1,484	1,774	187,005	2,195	733	7,417	10,345	197,350	66,525	263,875	105,414	111,246	148,746	5.5%	35.6%
T1c. Special Schedule	1,995	1,993	1,609	169,643	1,992	665	6,728	9,385	179,028	59,864	238,892	105,434	111,267	148,472	5.5%	35.3%
T1d. Wage System																
T1e. Highly Qualified Experts	2	1	1	105		0	4	4	109	37	146	105,000	109,000	146,000	3.8%	35.2%
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	3,669	3,480	3,386	356,963	4,187	1,399	14,157	19,743	376,706	126,500	503,206	105,423	111,254	148,614	5.5%	35.4%
T4. Indirect Hire Foreign Nationals (IHFN)	6	6	6	504		0	0	0	504	0	504	84,000	84,000	84,000		
<b>Subtotal - Total Funded (excludes OC 13)</b>	3,675	3,486	3,392	357,467	4,187	1,399	14,157	19,743	377,210	126,500	503,710	105,385	111,206	148,499	5.5%	35.4%
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

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Working Capital Fund, Defense-Wide

Defense Information Systems Agency  
FY 2023

(\$ in Thousands)

	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>																
<b>D1. US Direct Hire (USDH)</b>																
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)																
<b>D3. Total Direct Hire</b>																
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>																
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	3,486	3,829	3,582	394,699	2,874	831	10,526	14,231	408,930	143,121	552,051	110,190	114,162	154,118	3.6%	36.3%
<b>R1. US Direct Hire (USDH)</b>	3,480	3,824	3,577	394,418	2,874	831	10,520	14,225	408,643	143,020	551,663	110,265	114,242	154,225	3.6%	36.3%
R1a. Senior Executive Schedule	2	2	2	359		0	15	15	374	128	502	179,500	187,000	251,000	4.2%	35.7%
R1b. General Schedule	1,485	1,954	1,807	205,832	950	247	4,939	6,136	211,968	74,671	286,639	113,908	117,304	158,627	3.0%	36.3%
R1c. Special Schedule	1,992	1,866	1,766	187,876	1,924	584	5,559	8,067	195,943	68,096	264,039	106,385	110,953	149,512	4.3%	36.2%
R1d. Wage System																
R1e. Highly Qualified Experts	1	2	2	351		0	7	7	358	125	483	175,500	179,000	241,500	2.0%	35.6%
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	3,480	3,824	3,577	394,418	2,874	831	10,520	14,225	408,643	143,020	551,663	110,265	114,242	154,225	3.6%	36.3%
R4. Indirect Hire Foreign Nationals (IHFN)	6	5	5	281		0	6	6	287	101	388	56,200	57,400	77,600	2.1%	35.9%
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	3,486	3,829	3,582	394,699	2,874	831	10,526	14,231	408,930	143,121	552,051	110,190	114,162	154,118	3.6%	36.3%
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	3,486	3,829	3,582	394,699	2,874	831	10,526	14,231	408,930	143,121	552,051	110,190	114,162	154,118	3.6%	36.3%
<b>T1. US Direct Hire (USDH)</b>	3,480	3,824	3,577	394,418	2,874	831	10,520	14,225	408,643	143,020	551,663	110,265	114,242	154,225	3.6%	36.3%
T1a. Senior Executive Schedule	2	2	2	359		0	15	15	374	128	502	179,500	187,000	251,000	4.2%	35.7%
T1b. General Schedule	1,485	1,954	1,807	205,832	950	247	4,939	6,136	211,968	74,671	286,639	113,908	117,304	158,627	3.0%	36.3%
T1c. Special Schedule	1,992	1,866	1,766	187,876	1,924	584	5,559	8,067	195,943	68,096	264,039	106,385	110,953	149,512	4.3%	36.2%
T1d. Wage System																
T1e. Highly Qualified Experts	1	2	2	351		0	7	7	358	125	483	175,500	179,000	241,500	2.0%	35.6%
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	3,480	3,824	3,577	394,418	2,874	831	10,520	14,225	408,643	143,020	551,663	110,265	114,242	154,225	3.6%	36.3%
T4. Indirect Hire Foreign Nationals (IHFN)	6	5	5	281		0	6	6	287	101	388	56,200	57,400	77,600	2.1%	35.9%
<b>Subtotal - Total Funded (excludes OC 13)</b>	3,486	3,829	3,582	394,699	2,874	831	10,526	14,231	408,930	143,121	552,051	110,190	114,162	154,118	3.6%	36.3%
<b>T5. Other Object Class 13 Benefits</b>																
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  
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Total Civilian Personnel Costs**

Working Capital Fund, Defense-Wide

Defense Information Systems Agency  
FY 2024

(\$ in Thousands)

	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	Rates	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	k/c	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits	Comp	Comp	n	Variables	Benefits
<b>Direct Funded Personnel (includes OC 13)</b>																
<b>D1. US Direct Hire (USDH)</b>																
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)																
<b>D3. Total Direct Hire</b>																
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>																
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	3,823	4,262	4,045	467,676	3,024	883	12,169	16,076	483,752	173,169	656,921	115,618	119,593	162,403	3.4%	37.0%
<b>R1. US Direct Hire (USDH)</b>	3,818	4,257	4,040	467,372	3,024	883	12,163	16,070	483,442	173,058	656,500	115,686	119,664	162,500	3.4%	37.0%
R1a. Senior Executive Schedule	2	2	2	381			15	15	396	139	535	190,500	198,000	267,500	3.9%	36.5%
R1b. General Schedule	1,951	2,349	2,212	262,405	971	258	6,120	7,349	269,754	97,078	366,832	118,628	121,950	165,837	2.8%	37.0%
R1c. Special Schedule	1,863	1,904	1,824	204,214	2,053	625	6,020	8,698	212,912	75,705	288,617	111,959	116,728	158,233	4.3%	37.1%
R1d. Wage System																
R1e. Highly Qualified Experts	2	2	2	372			8	8	380	136	516	186,000	190,000	258,000	2.2%	36.6%
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	3,818	4,257	4,040	467,372	3,024	883	12,163	16,070	483,442	173,058	656,500	115,686	119,664	162,500	3.4%	37.0%
R4. Indirect Hire Foreign Nationals (IHFN)	5	5	5	304			6	6	310	111	421	60,800	62,000	84,200	2.0%	36.5%
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	3,823	4,262	4,045	467,676	3,024	883	12,169	16,076	483,752	173,169	656,921	115,618	119,593	162,403	3.4%	37.0%
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	3,823	4,262	4,045	467,676	3,024	883	12,169	16,076	483,752	173,169	656,921	115,618	119,593	162,403	3.4%	37.0%
<b>T1. US Direct Hire (USDH)</b>	3,818	4,257	4,040	467,372	3,024	883	12,163	16,070	483,442	173,058	656,500	115,686	119,664	162,500	3.4%	37.0%
T1a. Senior Executive Schedule	2	2	2	381			15	15	396	139	535	190,500	198,000	267,500	3.9%	36.5%
T1b. General Schedule	1,951	2,349	2,212	262,405	971	258	6,120	7,349	269,754	97,078	366,832	118,628	121,950	165,837	2.8%	37.0%
T1c. Special Schedule	1,863	1,904	1,824	204,214	2,053	625	6,020	8,698	212,912	75,705	288,617	111,959	116,728	158,233	4.3%	37.1%
T1d. Wage System																
T1e. Highly Qualified Experts	2	2	2	372			8	8	380	136	516	186,000	190,000	258,000	2.2%	36.6%
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T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	3,818	4,257	4,040	467,372	3,024	883	12,163	16,070	483,442	173,058	656,500	115,686	119,664	162,500	3.4%	37.0%
T4. Indirect Hire Foreign Nationals (IHFN)	5	5	5	304			6	6	310	111	421	60,800	62,000	84,200	2.0%	36.5%
<b>Subtotal - Total Funded (excludes OC 13)</b>	3,823	4,262	4,045	467,676	3,024	883	12,169	16,076	483,752	173,169	656,921	115,618	119,593	162,403	3.4%	37.0%
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

. \*The FY 2024 DISA FTEs were corrected

**Department of Defense  
Fiscal Year (FY) 2024 Budget Estimates  
Volume II - Defense-Wide Data Book  
Total Civilian Personnel Costs**

Working Capital Fund, Defense-Wide

Defense Logistics Agency  
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>i</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>Rates</u> <u>k/c</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC Variables	<u>j/d</u> <u>p</u> % BC Benefits
<b><u>Direct Funded Personnel (includes OC 13)</u></b>																
<b>D1. US Direct Hire (USDH)</b>																
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)																
<b>D3. Total Direct Hire</b>																
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>																
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b><u>Reimbursable Funded Personnel (includes OC 13)</u></b>	<b>25,176</b>	<b>24,483</b>	<b>24,068</b>	<b>1,978,837</b>	<b>35,507</b>	<b>1,565</b>	<b>93,997</b>	<b>131,069</b>	<b>2,109,906</b>	<b>829,345</b>	<b>2,939,251</b>	<b>82,219</b>	<b>87,664</b>	<b>122,123</b>	<b>6.6%</b>	<b>41.9%</b>
<b>R1. US Direct Hire (USDH)</b>	<b>24,443</b>	<b>23,802</b>	<b>23,373</b>	<b>1,975,836</b>	<b>35,507</b>	<b>1,565</b>	<b>93,993</b>	<b>131,065</b>	<b>2,106,901</b>	<b>794,192</b>	<b>2,901,093</b>	<b>84,535</b>	<b>90,143</b>	<b>124,122</b>	<b>6.6%</b>	<b>40.2%</b>
R1a. Senior Executive Schedule	25	24	24	4,242	4	0	364	368	4,610	1,394	6,004	176,750	192,083	250,167	8.7%	32.9%
R1b. General Schedule	19,303	18,833	18,507	1,727,320	26,802	1,551	87,019	115,372	1,842,692	673,296	2,515,988	93,333	99,567	135,948	6.7%	39.0%
R1c. Special Schedule																
R1d. Wage System	5,115	4,945	4,842	244,274	8,701	14	6,610	15,325	259,599	106,708	366,307	50,449	53,614	75,652	6.3%	43.7%
R1e. Highly Qualified Experts																
R1f. Other										12,794	12,794					
R2. Direct Hire Program Foreign Nationals (DHFN)	40	38	38	941			4	4	945	2,407	3,352	24,763	24,868	88,211	0.3%	255.8%
<b>R3. Total Direct Hire</b>	<b>24,483</b>	<b>23,840</b>	<b>23,411</b>	<b>1,976,777</b>	<b>35,507</b>	<b>1,565</b>	<b>93,997</b>	<b>131,069</b>	<b>2,107,846</b>	<b>796,599</b>	<b>2,904,445</b>	<b>84,438</b>	<b>90,037</b>	<b>124,063</b>	<b>6.6%</b>	<b>40.3%</b>
R4. Indirect Hire Foreign Nationals (IHFN)	693	643	657	2,060				2,060		21,417	23,477	3,135	3,135	35,734		1,039.7%
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	<b>25,176</b>	<b>24,483</b>	<b>24,068</b>	<b>1,978,837</b>	<b>35,507</b>	<b>1,565</b>	<b>93,997</b>	<b>131,069</b>	<b>2,109,906</b>	<b>818,016</b>	<b>2,927,922</b>	<b>82,219</b>	<b>87,664</b>	<b>121,652</b>	<b>6.6%</b>	<b>41.3%</b>
<b>R5. Other Object Class 13 Benefits</b>										<b>11,329</b>	<b>11,329</b>					
R5a. USDH - Benefits for Former Employees										10,159	10,159					
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)										1,170	1,170					
R5d. Foreign National Separation Liability Accrual																
<b><u>Total Funded Personnel (includes OC 13)</u></b>	<b>25,176</b>	<b>24,483</b>	<b>24,068</b>	<b>1,978,837</b>	<b>35,507</b>	<b>1,565</b>	<b>93,997</b>	<b>131,069</b>	<b>2,109,906</b>	<b>829,345</b>	<b>2,939,251</b>	<b>82,219</b>	<b>87,664</b>	<b>122,123</b>	<b>6.6%</b>	<b>41.9%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>24,443</b>	<b>23,802</b>	<b>23,373</b>	<b>1,975,836</b>	<b>35,507</b>	<b>1,565</b>	<b>93,993</b>	<b>131,065</b>	<b>2,106,901</b>	<b>794,192</b>	<b>2,901,093</b>	<b>84,535</b>	<b>90,143</b>	<b>124,122</b>	<b>6.6%</b>	<b>40.2%</b>
T1a. Senior Executive Schedule	25	24	24	4,242	4	0	364	368	4,610	1,394	6,004	176,750	192,083	250,167	8.7%	32.9%
T1b. General Schedule	19,303	18,833	18,507	1,727,320	26,802	1,551	87,019	115,372	1,842,692	673,296	2,515,988	93,333	99,567	135,948	6.7%	39.0%
T1c. Special Schedule																
T1d. Wage System	5,115	4,945	4,842	244,274	8,701	14	6,610	15,325	259,599	106,708	366,307	50,449	53,614	75,652	6.3%	43.7%
T1e. Highly Qualified Experts																
T1f. Other										12,794	12,794					
T2. Direct Hire Program Foreign Nationals (DHFN)	40	38	38	941			4	4	945	2,407	3,352	24,763	24,868	88,211	0.3%	255.8%
<b>T3. Total Direct Hire</b>	<b>24,483</b>	<b>23,840</b>	<b>23,411</b>	<b>1,976,777</b>	<b>35,507</b>	<b>1,565</b>	<b>93,997</b>	<b>131,069</b>	<b>2,107,846</b>	<b>796,599</b>	<b>2,904,445</b>	<b>84,438</b>	<b>90,037</b>	<b>124,063</b>	<b>6.6%</b>	<b>40.3%</b>
T4. Indirect Hire Foreign Nationals (IHFN)	693	643	657	2,060				2,060		21,417	23,477	3,135	3,135	35,734		1,039.7%
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>25,176</b>	<b>24,483</b>	<b>24,068</b>	<b>1,978,837</b>	<b>35,507</b>	<b>1,565</b>	<b>93,997</b>	<b>131,069</b>	<b>2,109,906</b>	<b>818,016</b>	<b>2,927,922</b>	<b>82,219</b>	<b>87,664</b>	<b>121,652</b>	<b>6.6%</b>	<b>41.3%</b>
<b>T5. Other Object Class 13 Benefits</b>										<b>11,329</b>	<b>11,329</b>					
T5a. USDH - Benefits for Former Employees										10,159	10,159					
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)										1,170	1,170					
T5d. Foreign National Separation Liability Accrual																

**Department of Defense  
Fiscal Year (FY) 2024 Budget Estimates  
Volume II - Defense-Wide Data Book  
Total Civilian Personnel Costs**

Working Capital Fund, Defense-Wide

Defense Logistics Agency  
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>i</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>Rates</u> <u>k/c</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC Variables	<u>j/d</u> <u>p</u> % BC Benefits
<b><u>Direct Funded Personnel (includes OC 13)</u></b>			7													
<b>D1. US Direct Hire (USDH)</b>			7													
D1a. Senior Executive Schedule																
D1b. General Schedule			7													
D1c. Special Schedule																
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>			7													
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>			7													
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b><u>Reimbursable Funded Personnel (includes OC 13)</u></b>	24,472	26,060	25,617	2,175,937	41,986	2,444	108,078	152,508	2,328,445	878,158	3,206,603	84,941	90,895	125,175	7.0%	40.4%
<b>R1. US Direct Hire (USDH)</b>	23,791	25,365	24,922	2,172,378	41,986	2,444	108,074	152,504	2,324,882	843,536	3,168,418	87,167	93,286	127,133	7.0%	38.8%
R1a. Senior Executive Schedule	24	25	25	4,337	4		386	390	4,727	1,337	6,064	173,480	189,080	242,560	9.0%	30.8%
R1b. General Schedule	18,822	20,125	19,813	1,879,386	31,451	2,375	100,221	134,047	2,013,433	706,595	2,720,028	94,856	101,622	137,285	7.1%	37.6%
R1c. Special Schedule																
R1d. Wage System	4,945	5,215	5,084	288,655	10,531	69	7,467	18,067	306,722	117,568	424,290	56,777	60,331	83,456	6.3%	40.7%
R1e. Highly Qualified Experts																
R1f. Other										18,036	18,036					
R2. Direct Hire Program Foreign Nationals (DHFN)	38	36	36	806			4	4	810	2,324	3,134	22,389	22,500	87,056	0.5%	288.3%
<b>R3. Total Direct Hire</b>	23,829	25,401	24,958	2,173,184	41,986	2,444	108,078	152,508	2,325,692	845,860	3,171,552	87,074	93,184	127,076	7.0%	38.9%
R4. Indirect Hire Foreign Nationals (IHFN)	643	659	659	2,753				2,753		21,031	23,784	4,178	4,178	36,091		763.9%
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	24,472	26,060	25,617	2,175,937	41,986	2,444	108,078	152,508	2,328,445	866,891	3,195,336	84,941	90,895	124,735	7.0%	39.8%
<b>R5. Other Object Class 13 Benefits</b>										11,267	11,267					
R5a. USDH - Benefits for Former Employees										8,544	8,544					
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)										2,723	2,723					
R5d. Foreign National Separation Liability Accrual																
<b><u>Total Funded Personnel (includes OC 13)</u></b>	24,472	26,060	25,624	2,175,937	41,986	2,444	108,078	152,508	2,328,445	878,158	3,206,603	84,941	90,895	125,175	7.0%	40.4%
<b>T1. US Direct Hire (USDH)</b>	23,791	25,365	24,929	2,172,378	41,986	2,444	108,074	152,504	2,324,882	843,536	3,168,418	87,167	93,286	127,133	7.0%	38.8%
T1a. Senior Executive Schedule	24	25	25	4,337	4		386	390	4,727	1,337	6,064	173,480	189,080	242,560	9.0%	30.8%
T1b. General Schedule	18,822	20,125	19,820	1,879,386	31,451	2,375	100,221	134,047	2,013,433	706,595	2,720,028	94,856	101,622	137,285	7.1%	37.6%
T1c. Special Schedule																
T1d. Wage System	4,945	5,215	5,084	288,655	10,531	69	7,467	18,067	306,722	117,568	424,290	56,777	60,331	83,456	6.3%	40.7%
T1e. Highly Qualified Experts																
T1f. Other										18,036	18,036					
T2. Direct Hire Program Foreign Nationals (DHFN)	38	36	36	806			4	4	810	2,324	3,134	22,389	22,500	87,056	0.5%	288.3%
<b>T3. Total Direct Hire</b>	23,829	25,401	24,965	2,173,184	41,986	2,444	108,078	152,508	2,325,692	845,860	3,171,552	87,074	93,184	127,076	7.0%	38.9%
T4. Indirect Hire Foreign Nationals (IHFN)	643	659	659	2,753				2,753		21,031	23,784	4,178	4,178	36,091		763.9%
<b>Subtotal - Total Funded (excludes OC 13)</b>	24,472	26,060	25,624	2,175,937	41,986	2,444	108,078	152,508	2,328,445	866,891	3,195,336	84,941	90,895	124,735	7.0%	39.8%
<b>T5. Other Object Class 13 Benefits</b>										11,267	11,267					
T5a. USDH - Benefits for Former Employees										8,544	8,544					
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Volume II - Defense-Wide Data Book  
Total Civilian Personnel Costs**

Working Capital Fund, Defense-Wide

Defense Logistics Agency  
FY 2024

(\$ in Thousands)

	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>e + f + g</u> <u>h</u> Total Variables	<u>d + h</u> <u>i</u> Comp O.C.11	<u>i</u> Benefits O.C.12/13	<u>i + j</u> <u>k</u> Comp & Benefits	<u>d/c</u> <u>l</u> Basic Comp	<u>i/c</u> <u>m</u> Total Comp	<u>Rates</u> <u>k/c</u> Comp & Benefits	<u>h/d</u> <u>o</u> % BC Variables	<u>j/d</u> <u>p</u> % BC Benefits
<b><u>Direct Funded Personnel (includes OC 13)</u></b>																
<b>D1. US Direct Hire (USDH)</b>																
D1a. Senior Executive Schedule																
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D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>																
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>																
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D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b><u>Reimbursable Funded Personnel (includes OC 13)</u></b>	<b>26,060</b>	<b>25,692</b>	<b>25,261</b>	<b>2,263,211</b>	<b>42,078</b>	<b>2,524</b>	<b>110,027</b>	<b>154,629</b>	<b>2,417,840</b>	<b>899,402</b>	<b>3,317,242</b>	<b>89,593</b>	<b>95,714</b>	<b>131,319</b>	<b>6.8%</b>	<b>39.7%</b>
<b>R1. US Direct Hire (USDH)</b>	<b>25,365</b>	<b>24,997</b>	<b>24,566</b>	<b>2,259,580</b>	<b>42,078</b>	<b>2,524</b>	<b>110,023</b>	<b>154,625</b>	<b>2,414,205</b>	<b>863,890</b>	<b>3,278,095</b>	<b>91,980</b>	<b>98,274</b>	<b>133,440</b>	<b>6.8%</b>	<b>38.2%</b>
R1a. Senior Executive Schedule	25	25	25	4,518	7	3	401	411	4,929	1,392	6,321	180,720	197,160	252,840	9.1%	30.8%
R1b. General Schedule	20,125	20,066	19,761	1,982,645	32,530	2,449	102,761	137,740	2,120,385	735,934	2,856,319	100,331	107,302	144,543	6.9%	37.1%
R1c. Special Schedule																
R1d. Wage System	5,215	4,906	4,780	272,417	9,541	72	6,861	16,474	288,891	107,581	396,472	56,991	60,437	82,944	6.0%	39.5%
R1e. Highly Qualified Experts																
R1f. Other										18,983	18,983					
R2. Direct Hire Program Foreign Nationals (DHFN)	36	36	36	822			4	4	826	2,373	3,199	22,833	22,944	88,861	0.5%	288.7%
<b>R3. Total Direct Hire</b>	<b>25,401</b>	<b>25,033</b>	<b>24,602</b>	<b>2,260,402</b>	<b>42,078</b>	<b>2,524</b>	<b>110,027</b>	<b>154,629</b>	<b>2,415,031</b>	<b>866,263</b>	<b>3,281,294</b>	<b>91,879</b>	<b>98,164</b>	<b>133,375</b>	<b>6.8%</b>	<b>38.3%</b>
R4. Indirect Hire Foreign Nationals (IHFN)	659	659	659	2,809					2,809	21,678	24,487	4,263	4,263	37,158		771.7%
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	<b>26,060</b>	<b>25,692</b>	<b>25,261</b>	<b>2,263,211</b>	<b>42,078</b>	<b>2,524</b>	<b>110,027</b>	<b>154,629</b>	<b>2,417,840</b>	<b>887,941</b>	<b>3,305,781</b>	<b>89,593</b>	<b>95,714</b>	<b>130,865</b>	<b>6.8%</b>	<b>39.2%</b>
<b>R5. Other Object Class 13 Benefits</b>										<b>11,461</b>	<b>11,461</b>					
R5a. USDH - Benefits for Former Employees										8,722	8,722					
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)										2,739	2,739					
R5d. Foreign National Separation Liability Accrual																
<b><u>Total Funded Personnel (includes OC 13)</u></b>	<b>26,060</b>	<b>25,692</b>	<b>25,261</b>	<b>2,263,211</b>	<b>42,078</b>	<b>2,524</b>	<b>110,027</b>	<b>154,629</b>	<b>2,417,840</b>	<b>899,402</b>	<b>3,317,242</b>	<b>89,593</b>	<b>95,714</b>	<b>131,319</b>	<b>6.8%</b>	<b>39.7%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>25,365</b>	<b>24,997</b>	<b>24,566</b>	<b>2,259,580</b>	<b>42,078</b>	<b>2,524</b>	<b>110,023</b>	<b>154,625</b>	<b>2,414,205</b>	<b>863,890</b>	<b>3,278,095</b>	<b>91,980</b>	<b>98,274</b>	<b>133,440</b>	<b>6.8%</b>	<b>38.2%</b>
T1a. Senior Executive Schedule	25	25	25	4,518	7	3	401	411	4,929	1,392	6,321	180,720	197,160	252,840	9.1%	30.8%
T1b. General Schedule	20,125	20,066	19,761	1,982,645	32,530	2,449	102,761	137,740	2,120,385	735,934	2,856,319	100,331	107,302	144,543	6.9%	37.1%
T1c. Special Schedule																
T1d. Wage System	5,215	4,906	4,780	272,417	9,541	72	6,861	16,474	288,891	107,581	396,472	56,991	60,437	82,944	6.0%	39.5%
T1e. Highly Qualified Experts																
T1f. Other										18,983	18,983					
T2. Direct Hire Program Foreign Nationals (DHFN)	36	36	36	822			4	4	826	2,373	3,199	22,833	22,944	88,861	0.5%	288.7%
<b>T3. Total Direct Hire</b>	<b>25,401</b>	<b>25,033</b>	<b>24,602</b>	<b>2,260,402</b>	<b>42,078</b>	<b>2,524</b>	<b>110,027</b>	<b>154,629</b>	<b>2,415,031</b>	<b>866,263</b>	<b>3,281,294</b>	<b>91,879</b>	<b>98,164</b>	<b>133,375</b>	<b>6.8%</b>	<b>38.3%</b>
T4. Indirect Hire Foreign Nationals (IHFN)	659	659	659	2,809					2,809	21,678	24,487	4,263	4,263	37,158		771.7%
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>26,060</b>	<b>25,692</b>	<b>25,261</b>	<b>2,263,211</b>	<b>42,078</b>	<b>2,524</b>	<b>110,027</b>	<b>154,629</b>	<b>2,417,840</b>	<b>887,941</b>	<b>3,305,781</b>	<b>89,593</b>	<b>95,714</b>	<b>130,865</b>	<b>6.8%</b>	<b>39.2%</b>
<b>T5. Other Object Class 13 Benefits</b>										<b>11,461</b>	<b>11,461</b>					
T5a. USDH - Benefits for Former Employees										8,722	8,722					
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T5d. Foreign National Separation Liability Accrual																

**Department of Defense  
Fiscal Year (FY) 2024 Budget Estimates  
Volume II - Defense-Wide Data Book  
Total Civilian Personnel Costs**

Working Capital Fund, Defense Commissary Agency

FY 2022																
(\$ in Thousands)																
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>13,166</b>	<b>12,764</b>	<b>12,798</b>	<b>621,076</b>	<b>5,949</b>	<b>7,363</b>	<b>10,790</b>	<b>24,102</b>	<b>645,178</b>	<b>211,580</b>	<b>856,758</b>	<b>48,529</b>	<b>50,412</b>	<b>66,945</b>	<b>4.4%</b>	<b>37.3%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>11,472</b>	<b>11,135</b>	<b>11,169</b>	<b>566,512</b>	<b>5,459</b>	<b>7,363</b>	<b>10,487</b>	<b>23,309</b>	<b>589,821</b>	<b>211,432</b>	<b>801,253</b>	<b>50,722</b>	<b>52,809</b>	<b>71,739</b>	<b>4.1%</b>	<b>37.3%</b>
D1a. Senior Executive Schedule	5	4	4	736			14	14	750	275	1,025	184,000	187,500	256,250		37.4%
D1b. General Schedule	7,730	7,466	7,481	379,563	3,658	4,933	7,026	15,617	395,180	141,660	536,840	50,737	52,824	71,760	4.1%	37.3%
D1c. Special Schedule																
D1d. Wage System	3,737	3,665	3,684	186,213	1,801	2,430	3,447	7,678	193,891	69,497	263,388	50,546	52,631	71,495	4.1%	37.3%
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)	588	569	566	18,277	490		303	793	19,070		19,070	32,292	33,693	33,693	-4.7%	
<b>D3. Total Direct Hire</b>	<b>12,060</b>	<b>11,704</b>	<b>11,735</b>	<b>584,789</b>	<b>5,949</b>	<b>7,363</b>	<b>10,790</b>	<b>24,102</b>	<b>608,891</b>	<b>211,432</b>	<b>820,323</b>	<b>49,833</b>	<b>51,887</b>	<b>69,904</b>	<b>4.4%</b>	<b>37.3%</b>
D4. Indirect Hire Foreign Nationals (IHFN)	1,106	1,060	1,063	36,287					36,287		36,287	34,136	34,136	34,136		
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>13,166</b>	<b>12,764</b>	<b>12,798</b>	<b>621,076</b>	<b>5,949</b>	<b>7,363</b>	<b>10,790</b>	<b>24,102</b>	<b>645,178</b>	<b>211,432</b>	<b>856,610</b>	<b>48,529</b>	<b>50,412</b>	<b>66,933</b>	<b>4.4%</b>	<b>37.3%</b>
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)										148	148					
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>																
<b>R1. US Direct Hire (USDH)</b>																
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)																
<b>R3. Total Direct Hire</b>																
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>																
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<b>T1. US Direct Hire (USDH)</b>	<b>11,472</b>	<b>11,135</b>	<b>11,169</b>	<b>566,512</b>	<b>5,459</b>	<b>7,363</b>	<b>10,487</b>	<b>23,309</b>	<b>589,821</b>	<b>211,432</b>	<b>801,253</b>	<b>50,722</b>	<b>52,809</b>	<b>71,739</b>	<b>4.1%</b>	<b>37.3%</b>
T1a. Senior Executive Schedule	5	4	4	736			14	14	750	275	1,025	184,000	187,500	256,250		37.4%
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T1e. Highly Qualified Experts																
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T2. Direct Hire Program Foreign Nationals (DHFN)	588	569	566	18,277	490		303	793	19,070		19,070	32,292	33,693	33,693	-4.7%	
<b>T3. Total Direct Hire</b>	<b>12,060</b>	<b>11,704</b>	<b>11,735</b>	<b>584,789</b>	<b>5,949</b>	<b>7,363</b>	<b>10,790</b>	<b>24,102</b>	<b>608,891</b>	<b>211,432</b>	<b>820,323</b>	<b>49,833</b>	<b>51,887</b>	<b>69,904</b>	<b>4.4%</b>	<b>37.3%</b>
T4. Indirect Hire Foreign Nationals (IHFN)	1,106	1,060	1,063	36,287					36,287		36,287	34,136	34,136	34,136		
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>13,166</b>	<b>12,764</b>	<b>12,798</b>	<b>621,076</b>	<b>5,949</b>	<b>7,363</b>	<b>10,790</b>	<b>24,102</b>	<b>645,178</b>	<b>211,432</b>	<b>856,610</b>	<b>48,529</b>	<b>50,412</b>	<b>66,933</b>	<b>4.4%</b>	<b>37.3%</b>
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
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T5c. Voluntary Separation Incentive Pay (VSIP)										148	148					
T5d. Foreign National Separation Liability Accrual																



**Department of Defense**  
**Fiscal Year (FY) 2024 Budget Estimates**  
**Volume II - Defense-Wide Data Book**  
**Total Civilian Personnel Costs**

Working Capital Fund, Defense Commissary Agency  
FY 2023

(\$ in Thousands)

	<b>a</b> Begin Strength	<b>b</b> End Strength	<b>c</b> FTEs	<b>d</b> Basic Comp	<b>e</b> Overtime Pay	<b>f</b> Holiday Pay	<b>g</b> Other O.C.11	<b>e + f + g</b> <b>h</b> Total Variables	<b>d + h</b> <b>i</b> Comp O.C.11	<b>i</b> Benefits O.C.12/13	<b>i + j</b> <b>k</b> Comp & Benefits	<b>d/c</b> <b>l</b> Basic Comp	<b>i/c</b> <b>m</b> Total Comp	<b>Rates</b> <b>k/c</b> <b>n</b> Comp & Benefits	<b>h/d</b> <b>o</b> % BC Variables	<b>j/d</b> <b>p</b> % BC Benefits
<b><u>Direct Funded Personnel (includes OC 13)</u></b>	<b>13,516</b>	<b>12,961</b>	<b>12,612</b>	<b>605,166</b>	<b>5,877</b>	<b>8,815</b>	<b>44,086</b>	<b>58,778</b>	<b>663,944</b>	<b>190,757</b>	<b>854,701</b>	<b>47,983</b>	<b>52,644</b>	<b>67,769</b>	<b>11.1%</b>	<b>36.1%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>11,661</b>	<b>11,172</b>	<b>10,884</b>	<b>528,889</b>	<b>5,877</b>	<b>8,815</b>	<b>44,086</b>	<b>58,778</b>	<b>587,667</b>	<b>189,271</b>	<b>776,938</b>	<b>48,593</b>	<b>53,994</b>	<b>71,383</b>	<b>11.1%</b>	<b>35.8%</b>
D1a. Senior Executive Schedule	5	4	5	793					793	208	1,001	158,600	158,600	200,200		26.2%
D1b. General Schedule	7,907	7,499	7,441	370,219	4,114	5,730	30,853	40,697	410,916	132,490	543,406	49,754	55,223	73,029	11.0%	35.8%
D1c. Special Schedule																
D1d. Wage System	3,749	3,669	3,438	157,877	1,763	3,085	13,233	18,081	175,958	56,573	232,531	45,921	51,180	67,636	11.5%	35.8%
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)	616	604	524	37,005					37,005		37,005	70,620	70,620	70,620		
<b>D3. Total Direct Hire</b>	<b>12,277</b>	<b>11,776</b>	<b>11,408</b>	<b>565,894</b>	<b>5,877</b>	<b>8,815</b>	<b>44,086</b>	<b>58,778</b>	<b>624,672</b>	<b>189,271</b>	<b>813,943</b>	<b>49,605</b>	<b>54,757</b>	<b>71,348</b>	<b>11.1%</b>	<b>35.8%</b>
D4. Indirect Hire Foreign Nationals (IHFN)	1,239	1,185	1,204	39,272					39,272		39,272	32,618	32,618	32,618		
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>13,516</b>	<b>12,961</b>	<b>12,612</b>	<b>605,166</b>	<b>5,877</b>	<b>8,815</b>	<b>44,086</b>	<b>58,778</b>	<b>663,944</b>	<b>189,271</b>	<b>853,215</b>	<b>47,983</b>	<b>52,644</b>	<b>67,651</b>	<b>11.1%</b>	<b>35.8%</b>
<b>D5. Other Object Class 13 Benefits</b>										<b>1,486</b>	<b>1,486</b>					
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																
<b><u>Reimbursable Funded Personnel (includes OC 13)</u></b>																
<b>R1. US Direct Hire (USDH)</b>																
R1a. Senior Executive Schedule																
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R1e. Highly Qualified Experts																
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R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>																
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<b>T1. US Direct Hire (USDH)</b>	<b>11,661</b>	<b>11,172</b>	<b>10,884</b>	<b>528,889</b>	<b>5,877</b>	<b>8,815</b>	<b>44,086</b>	<b>58,778</b>	<b>587,667</b>	<b>189,271</b>	<b>776,938</b>	<b>48,593</b>	<b>53,994</b>	<b>71,383</b>	<b>11.1%</b>	<b>35.8%</b>
T1a. Senior Executive Schedule	5	4	5	793					793	208	1,001	158,600	158,600	200,200		26.2%
T1b. General Schedule	7,907	7,499	7,441	370,219	4,114	5,730	30,853	40,697	410,916	132,490	543,406	49,754	55,223	73,029	11.0%	35.8%
T1c. Special Schedule																
T1d. Wage System	3,749	3,669	3,438	157,877	1,763	3,085	13,233	18,081	175,958	56,573	232,531	45,921	51,180	67,636	11.5%	35.8%
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)	616	604	524	37,005					37,005		37,005	70,620	70,620	70,620		
<b>T3. Total Direct Hire</b>	<b>12,277</b>	<b>11,776</b>	<b>11,408</b>	<b>565,894</b>	<b>5,877</b>	<b>8,815</b>	<b>44,086</b>	<b>58,778</b>	<b>624,672</b>	<b>189,271</b>	<b>813,943</b>	<b>49,605</b>	<b>54,757</b>	<b>71,348</b>	<b>11.1%</b>	<b>35.8%</b>
T4. Indirect Hire Foreign Nationals (IHFN)	1,239	1,185	1,204	39,272					39,272		39,272	32,618	32,618	32,618		
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>13,516</b>	<b>12,961</b>	<b>12,612</b>	<b>605,166</b>	<b>5,877</b>	<b>8,815</b>	<b>44,086</b>	<b>58,778</b>	<b>663,944</b>	<b>189,271</b>	<b>853,215</b>	<b>47,983</b>	<b>52,644</b>	<b>67,651</b>	<b>11.1%</b>	<b>35.8%</b>
<b>T5. Other Object Class 13 Benefits</b>										<b>1,486</b>	<b>1,486</b>					
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)										1,486	1,486					
T5d. Foreign National Separation Liability Accrual																

**Department of Defense**  
**Fiscal Year (FY) 2024 Budget Estimates**  
**Volume II - Defense-Wide Data Book**  
**Total Civilian Personnel Costs**

Working Capital Fund, Defense Commissary Agency  
FY 2024

(\$ in Thousands)

	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>12,961</b>	<b>12,925</b>	<b>12,615</b>	<b>649,687</b>	<b>6,346</b>	<b>9,518</b>	<b>47,592</b>	<b>63,456</b>	<b>713,143</b>	<b>198,374</b>	<b>911,517</b>	<b>51,505</b>	<b>56,536</b>	<b>72,262</b>	<b>11.1%</b>	<b>34.7%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>11,172</b>	<b>11,172</b>	<b>11,030</b>	<b>571,100</b>	<b>6,346</b>	<b>9,518</b>	<b>47,592</b>	<b>63,456</b>	<b>634,556</b>	<b>196,830</b>	<b>831,386</b>	<b>51,782</b>	<b>57,535</b>	<b>75,382</b>	<b>11.1%</b>	<b>34.5%</b>
D1a. Senior Executive Schedule	4	4	5	856				856		216	1,072	171,200	171,200	214,400		25.2%
D1b. General Schedule	7,499	7,499	7,436	399,770	4,442	6,187	33,314	43,943	443,713	137,781	581,494	53,769	59,679	78,210	11.0%	34.5%
D1c. Special Schedule																
D1d. Wage System	3,669	3,669	3,589	170,474	1,904	3,331	14,278	19,513	189,987	58,833	248,820	47,499	52,936	69,329	11.4%	34.5%
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)	604	607	537	38,451					38,451		38,451	71,603	71,603	71,603		
<b>D3. Total Direct Hire</b>	<b>11,776</b>	<b>11,779</b>	<b>11,567</b>	<b>609,551</b>	<b>6,346</b>	<b>9,518</b>	<b>47,592</b>	<b>63,456</b>	<b>673,007</b>	<b>196,830</b>	<b>869,837</b>	<b>52,702</b>	<b>58,188</b>	<b>75,206</b>	<b>11.1%</b>	<b>34.5%</b>
D4. Indirect Hire Foreign Nationals (IHFN)	1,185	1,146	1,048	40,136					40,136		40,136	38,298	38,298	38,298		
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>12,961</b>	<b>12,925</b>	<b>12,615</b>	<b>649,687</b>	<b>6,346</b>	<b>9,518</b>	<b>47,592</b>	<b>63,456</b>	<b>713,143</b>	<b>196,830</b>	<b>909,973</b>	<b>51,505</b>	<b>56,536</b>	<b>72,140</b>	<b>11.1%</b>	<b>34.5%</b>
<b>D5. Other Object Class 13 Benefits</b>										<b>1,544</b>	<b>1,544</b>					
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)										1,544	1,544					
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>																
<b>R1. US Direct Hire (USDH)</b>																
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)																
<b>R3. Total Direct Hire</b>																
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>																
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>12,961</b>	<b>12,925</b>	<b>12,615</b>	<b>649,687</b>	<b>6,346</b>	<b>9,518</b>	<b>47,592</b>	<b>63,456</b>	<b>713,143</b>	<b>198,374</b>	<b>911,517</b>	<b>51,505</b>	<b>56,536</b>	<b>72,262</b>	<b>11.1%</b>	<b>34.7%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>11,172</b>	<b>11,172</b>	<b>11,030</b>	<b>571,100</b>	<b>6,346</b>	<b>9,518</b>	<b>47,592</b>	<b>63,456</b>	<b>634,556</b>	<b>196,830</b>	<b>831,386</b>	<b>51,782</b>	<b>57,535</b>	<b>75,382</b>	<b>11.1%</b>	<b>34.5%</b>
T1a. Senior Executive Schedule	4	4	5	856				856		216	1,072	171,200	171,200	214,400		25.2%
T1b. General Schedule	7,499	7,499	7,436	399,770	4,442	6,187	33,314	43,943	443,713	137,781	581,494	53,769	59,679	78,210	11.0%	34.5%
T1c. Special Schedule																
T1d. Wage System	3,669	3,669	3,589	170,474	1,904	3,331	14,278	19,513	189,987	58,833	248,820	47,499	52,936	69,329	11.4%	34.5%
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)	604	607	537	38,451					38,451		38,451	71,603	71,603	71,603		
<b>T3. Total Direct Hire</b>	<b>11,776</b>	<b>11,779</b>	<b>11,567</b>	<b>609,551</b>	<b>6,346</b>	<b>9,518</b>	<b>47,592</b>	<b>63,456</b>	<b>673,007</b>	<b>196,830</b>	<b>869,837</b>	<b>52,702</b>	<b>58,188</b>	<b>75,206</b>	<b>11.1%</b>	<b>34.5%</b>
T4. Indirect Hire Foreign Nationals (IHFN)	1,185	1,146	1,048	40,136					40,136		40,136	38,298	38,298	38,298		
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>12,961</b>	<b>12,925</b>	<b>12,615</b>	<b>649,687</b>	<b>6,346</b>	<b>9,518</b>	<b>47,592</b>	<b>63,456</b>	<b>713,143</b>	<b>196,830</b>	<b>909,973</b>	<b>51,505</b>	<b>56,536</b>	<b>72,140</b>	<b>11.1%</b>	<b>34.5%</b>
<b>T5. Other Object Class 13 Benefits</b>										<b>1,544</b>	<b>1,544</b>					
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)										1,544	1,544					
T5d. Foreign National Separation Liability Accrual																

**Department of Defense  
Fiscal Year (FY) 2024 Budget Estimates  
Volume II - Defense-Wide Data Book  
Total Civilian Personnel Costs**

**Buildings Maintenance Fund**

**Washington Headquarters Services  
FY 2022**

(\$ in Thousands)

	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b><u>Direct Funded Personnel (includes OC 13)</u></b>																
<b>D1. US Direct Hire (USDH)</b>																
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)																
<b>D3. Total Direct Hire</b>																
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>																
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b><u>Reimbursable Funded Personnel (includes OC 13)</u></b>	136	124	124	14,929	315	173	900	1,388	16,317	5,851	22,168	120,395	131,589	178,774	9.3%	39.2%
<b>R1. US Direct Hire (USDH)</b>	136	124	124	14,929	315	173	900	1,388	16,317	5,851	22,168	120,395	131,589	178,774	9.3%	39.2%
R1a. Senior Executive Schedule																
R1b. General Schedule	136	83	83	10,088	0	31	403	434	10,522	3,826	14,348	121,542	126,771	172,867	4.3%	37.9%
R1c. Special Schedule		41	41	4,841	315	142	497	954	5,795	2,025	7,820	118,073	141,341	190,732	19.7%	41.8%
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other										0	0					
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	136	124	124	14,929	315	173	900	1,388	16,317	5,851	22,168	120,395	131,589	178,774	9.3%	39.2%
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	136	124	124	14,929	315	173	900	1,388	16,317	5,851	22,168	120,395	131,589	178,774	9.3%	39.2%
<b>R5. Other Object Class 13 Benefits</b>										0	0					
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability Accrual																
<b><u>Total Funded Personnel (includes OC 13)</u></b>	136	124	124	14,929	315	173	900	1,388	16,317	5,851	22,168	120,395	131,589	178,774	9.3%	39.2%
<b><u>T1. US Direct Hire (USDH)</u></b>	136	124	124	14,929	315	173	900	1,388	16,317	5,851	22,168	120,395	131,589	178,774	9.3%	39.2%
T1a. Senior Executive Schedule																
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T1c. Special Schedule		41	41	4,841	315	142	497	954	5,795	2,025	7,820	118,073	141,341	190,732	19.7%	41.8%
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other										0	0					
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	136	124	124	14,929	315	173	900	1,388	16,317	5,851	22,168	120,395	131,589	178,774	9.3%	39.2%
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	136	124	124	14,929	315	173	900	1,388	16,317	5,851	22,168	120,395	131,589	178,774	9.3%	39.2%
<b>T5. Other Object Class 13 Benefits</b>										0	0					
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability Accrual																

**Department of Defense  
Fiscal Year (FY) 2024 Budget Estimates  
Volume II - Defense-Wide Data Book  
Total Civilian Personnel Costs**

**Buildings Maintenance Fund**

**Washington Headquarters Services  
FY 2023**

(\$ in Thousands)

	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b><u>Direct Funded Personnel (includes OC 13)</u></b>																
<b>D1. US Direct Hire (USDH)</b>																
D1a. Senior Executive Schedule																
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D1e. Highly Qualified Experts																
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D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>																
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>																
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b><u>Reimbursable Funded Personnel (includes OC 13)</u></b>	124	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%
<b>R1. US Direct Hire (USDH)</b>	124	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	83	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	41															
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	124	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)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	124	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%
<b>R5. Other Object Class 13 Benefits</b>										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																
<b><u>Total Funded Personnel (includes OC 13)</u></b>	124	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%
<b>T1. US Direct Hire (USDH)</b>	124	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																
T1b. General Schedule	83	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	41															
T1d. Wage System																
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T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	124	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)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	124	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%
<b>T5. Other Object Class 13 Benefits</b>										100	100					
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)										100	100					
T5d. Foreign National Separation Liability Accrual																

**Department of Defense  
Fiscal Year (FY) 2024 Budget Estimates  
Volume II - Defense-Wide Data Book  
Total Civilian Personnel Costs**

**Buildings Maintenance Fund**

**Washington Headquarters Services  
FY 2024**

(\$ in Thousands)

	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b><u>Direct Funded Personnel (includes OC 13)</u></b>																
<b>D1. US Direct Hire (USDH)</b>																
D1a. Senior Executive Schedule																
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D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>																
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D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b><u>Reimbursable Funded Personnel (includes OC 13)</u></b>	136	134	134	14,826	553	324	393	1,270	16,096	5,359	21,455	110,642	120,119	160,112	8.6%	36.1%
<b>R1. US Direct Hire (USDH)</b>	136	134	134	14,826	553	324	393	1,270	16,096	5,259	21,355	110,642	120,119	159,366	8.6%	35.5%
R1a. Senior Executive Schedule																
R1b. General Schedule	136	134	134	14,826	553	324	393	1,270	16,096	5,259	21,355	110,642	120,119	159,366	8.6%	35.5%
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	136	134	134	14,826	553	324	393	1,270	16,096	5,259	21,355	110,642	120,119	159,366	8.6%	35.5%
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	136	134	134	14,826	553	324	393	1,270	16,096	5,259	21,355	110,642	120,119	159,366	8.6%	35.5%
<b>R5. Other Object Class 13 Benefits</b>										100	100					
R5a. USDH - Benefits for Former Employees																
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T1a. Senior Executive Schedule																
T1b. General Schedule	136	134	134	14,826	553	324	393	1,270	16,096	5,259	21,355	110,642	120,119	159,366	8.6%	35.5%
T1c. Special Schedule																
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<b>Subtotal - Total Funded (excludes OC 13)</b>	136	134	134	14,826	553	324	393	1,270	16,096	5,259	21,355	110,642	120,119	159,366	8.6%	35.5%
<b>T5. Other Object Class 13 Benefits</b>										100	100					
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)										100	100					
T5d. Foreign National Separation Liability Accrual																

**Department of Defense**  
**Fiscal Year (FY) 2024 Budget Estimates**  
**Volume II - Defense-Wide Data Book**  
**Total Civilian Personnel Costs**

Pentagon Reservation Maintenance Revolving Fund

Washington Headquarters Services  
FY 2022

(\$ in Thousands)

	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	Rates	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	k/c	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits	Comp	Comp	& Benefits	Variables	Benefits
<b>Direct Funded Personnel (includes OC 13)</b>																
<b>D1. US Direct Hire (USDH)</b>																
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)																
<b>D3. Total Direct Hire</b>																
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>																
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	1,754	1,615	1,558	170,422	8,394	1,946	11,293	21,633	192,055	69,767	261,822	109,385	123,270	168,050	12.7%	41.0%
<b>R1. US Direct Hire (USDH)</b>	1,754	1,615	1,558	170,422	8,394	1,946	11,293	21,633	192,055	69,742	261,797	109,385	123,270	168,034	12.7%	41.0%
R1a. Senior Executive Schedule		3	3	654			65	65	719	227	946	218,000	239,667	315,333	9.9%	34.7%
R1b. General Schedule	1,529	746	720	86,656	1,123	203	3,910	5,236	91,892	33,931	125,823	120,356	127,628	174,754	6.1%	39.2%
R1c. Special Schedule		676	652	67,810	5,416	1,610	6,286	13,312	81,122	28,540	109,662	104,003	124,420	168,193	19.6%	42.1%
R1d. Wage System	225	190	183	15,302	1,855	133	1,032	3,020	18,322	7,044	25,366	83,617	100,120	138,612	19.7%	46.0%
R1e. Highly Qualified Experts																
R1f. Other										0	0					
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	1,754	1,615	1,558	170,422	8,394	1,946	11,293	21,633	192,055	69,742	261,797	109,385	123,270	168,034	12.7%	41.0%
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	1,754	1,615	1,558	170,422	8,394	1,946	11,293	21,633	192,055	69,742	261,797	109,385	123,270	168,034	12.7%	41.0%
<b>R5. Other Object Class 13 Benefits</b>										25	25					
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)										25	25					
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	1,754	1,615	1,558	170,422	8,394	1,946	11,293	21,633	192,055	69,767	261,822	109,385	123,270	168,050	12.7%	41.0%
<b>T1. US Direct Hire (USDH)</b>	1,754	1,615	1,558	170,422	8,394	1,946	11,293	21,633	192,055	69,742	261,797	109,385	123,270	168,034	12.7%	41.0%
T1a. Senior Executive Schedule		3	3	654			65	65	719	227	946	218,000	239,667	315,333	9.9%	34.7%
T1b. General Schedule	1,529	746	720	86,656	1,123	203	3,910	5,236	91,892	33,931	125,823	120,356	127,628	174,754	6.1%	39.2%
T1c. Special Schedule		676	652	67,810	5,416	1,610	6,286	13,312	81,122	28,540	109,662	104,003	124,420	168,193	19.6%	42.1%
T1d. Wage System	225	190	183	15,302	1,855	133	1,032	3,020	18,322	7,044	25,366	83,617	100,120	138,612	19.7%	46.0%
T1e. Highly Qualified Experts																
T1f. Other										0	0					
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	1,754	1,615	1,558	170,422	8,394	1,946	11,293	21,633	192,055	69,742	261,797	109,385	123,270	168,034	12.7%	41.0%
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	1,754	1,615	1,558	170,422	8,394	1,946	11,293	21,633	192,055	69,742	261,797	109,385	123,270	168,034	12.7%	41.0%
<b>T5. Other Object Class 13 Benefits</b>										25	25					
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)										25	25					
T5d. Foreign National Separation Liability Accrual																

**Department of Defense  
Fiscal Year (FY) 2024 Budget Estimates  
Volume II - Defense-Wide Data Book  
Total Civilian Personnel Costs**

Pentagon Reservation Maintenance Revolving Fund

Washington Headquarters Services

FY 2023

(\$ in Thousands)

	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	Rates	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	k/c	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits	Comp	Comp	n	Variables	p
														& Benefits		Benefits
<b>Direct Funded Personnel (includes OC 13)</b>																
<b>D1. US Direct Hire (USDH)</b>																
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)																
<b>D3. Total Direct Hire</b>																
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>																
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	1,615	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%
<b>R1. US Direct Hire (USDH)</b>	1,615	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	3															
R1b. General Schedule	746	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	676															
R1d. Wage System	190	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)																
<b>R3. Total Direct Hire</b>	1,615	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)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	1,615	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%
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	1,615	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%
<b>T1. US Direct Hire (USDH)</b>	1,615	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	3															
T1b. General Schedule	746	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	676															
T1d. Wage System	190	245	245	28,015	71		701	772	28,787	8,845	37,632	114,347	117,498	153,600	2.8%	31.6%
T1e. Highly Qualified Experts																
T1f. Other										942	942					
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	1,615	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)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	1,615	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%
<b>T5. Other Object Class 13 Benefits</b>																
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) 2024 Budget Estimates  
Volume II - Defense-Wide Data Book  
Total Civilian Personnel Costs**

Pentagon Reservation Maintenance Revolving Fund

Washington Headquarters Services  
FY 2024  
(\$ in Thousands)

	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>																
<b>D1. US Direct Hire (USDH)</b>																
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)																
<b>D3. Total Direct Hire</b>																
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>																
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	1,786	1,915	1,915	218,025	8,045	4,750	5,981	18,776	236,801	79,645	316,446	118,043	128,208	171,330	8.6%	36.5%
<b>R1. US Direct Hire (USDH)</b>	1,786	1,915	1,915	218,025	8,045	4,750	5,981	18,776	236,801	79,645	316,446	118,043	128,208	171,330	8.6%	36.5%
R1a. Senior Executive Schedule																
R1b. General Schedule	1,541	1,616	1,616	183,677	7,645	4,552	5,101	17,298	200,975	67,418	268,393	118,654	129,829	173,380	9.4%	36.7%
R1c. Special Schedule		54	54	4,954	327	198	145	670	5,624	1,987	7,611	91,741	104,148	140,944	13.5%	40.1%
R1d. Wage System	245	245	245	29,394	73		735	808	30,202	9,278	39,480	119,976	123,273	161,143	2.7%	31.6%
R1e. Highly Qualified Experts																
R1f. Other										962	962					
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	1,786	1,915	1,915	218,025	8,045	4,750	5,981	18,776	236,801	79,645	316,446	118,043	128,208	171,330	8.6%	36.5%
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	1,786	1,915	1,915	218,025	8,045	4,750	5,981	18,776	236,801	79,645	316,446	118,043	128,208	171,330	8.6%	36.5%
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	1,786	1,915	1,915	218,025	8,045	4,750	5,981	18,776	236,801	79,645	316,446	118,043	128,208	171,330	8.6%	36.5%
<b>T1. US Direct Hire (USDH)</b>	1,786	1,915	1,915	218,025	8,045	4,750	5,981	18,776	236,801	79,645	316,446	118,043	128,208	171,330	8.6%	36.5%
T1a. Senior Executive Schedule																
T1b. General Schedule	1,541	1,616	1,616	183,677	7,645	4,552	5,101	17,298	200,975	67,418	268,393	118,654	129,829	173,380	9.4%	36.7%
T1c. Special Schedule		54	54	4,954	327	198	145	670	5,624	1,987	7,611	91,741	104,148	140,944	13.5%	40.1%
T1d. Wage System	245	245	245	29,394	73		735	808	30,202	9,278	39,480	119,976	123,273	161,143	2.7%	31.6%
T1e. Highly Qualified Experts																
T1f. Other										962	962					
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	1,786	1,915	1,915	218,025	8,045	4,750	5,981	18,776	236,801	79,645	316,446	118,043	128,208	171,330	8.6%	36.5%
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	1,786	1,915	1,915	218,025	8,045	4,750	5,981	18,776	236,801	79,645	316,446	118,043	128,208	171,330	8.6%	36.5%
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
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**Department of Defense  
Fiscal Year (FY) 2024 Budget Estimates  
Volume II - Defense-Wide Data Book  
Total Civilian Personnel Costs**

Defense Counterintelligence and Security Agency  
FY 2022

(\$ in Thousands)

	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0					
<b>D1. US Direct Hire (USDH)</b>	0	0	0	0	0	0	0	0	0	0	0					
D1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0					
D1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0					
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0					
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	0	0	0	0	0	0	0	0	0	0	0					
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	0	0	0	0	0	0	0	0	0	0	0					
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	3,315	3,109	2,885	324,662	5,000		1,120	6,120	330,782	56,436	387,218	112,534	114,656	134,218	1.9%	17.4%
<b>R1. US Direct Hire (USDH)</b>	3,315	3,109	2,885	324,662	5,000		1,120	6,120	330,782	56,436	387,218	112,534	114,656	134,218	1.9%	17.4%
R1a. Senior Executive Schedule	12	10	10	1,600			245	245	1,845	143	1,988	160,000	184,500	198,800	15.3%	8.9%
R1b. General Schedule	3,303	3,093	2,869	322,114	5,000		675	5,675	327,789	55,936	383,725	112,274	114,252	133,749	1.8%	17.4%
R1c. Special Schedule		6	6	948			200	200	1,148	357	1,505	158,000	191,333	250,833	21.1%	37.7%
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	3,315	3,109	2,885	324,662	5,000		1,120	6,120	330,782	56,436	387,218	112,534	114,656	134,218	1.9%	17.4%
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	3,315	3,109	2,885	324,662	5,000		1,120	6,120	330,782	56,436	387,218	112,534	114,656	134,218	1.9%	17.4%
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
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R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	3,315	3,109	2,885	324,662	5,000	0	1,120	6,120	330,782	56,436	387,218	112,534	114,656	134,218	1.9%	17.4%
<b>T1. US Direct Hire (USDH)</b>	3,315	3,109	2,885	324,662	5,000	0	1,120	6,120	330,782	56,436	387,218	112,534	114,656	134,218	1.9%	17.4%
T1a. Senior Executive Schedule	12	10	10	1,600	0	0	245	245	1,845	143	1,988	160,000	184,500	198,800	15.3%	8.9%
T1b. General Schedule	3,303	3,093	2,869	322,114	5,000	0	675	5,675	327,789	55,936	383,725	112,274	114,252	133,749	1.8%	17.4%
T1c. Special Schedule	0	6	6	948	0	0	200	200	1,148	357	1,505	158,000	191,333	250,833	21.1%	37.7%
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	3,315	3,109	2,885	324,662	5,000	0	1,120	6,120	330,782	56,436	387,218	112,534	114,656	134,218	1.9%	17.4%
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	3,315	3,109	2,885	324,662	5,000	0	1,120	6,120	330,782	56,436	387,218	112,534	114,656	134,218	1.9%	17.4%
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees																
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T5d. Foreign National Separation Liability Accrual																

**Department of Defense  
Fiscal Year (FY) 2024 Budget Estimates  
Volume II - Defense-Wide Data Book  
Total Civilian Personnel Costs**

Defense Counterintelligence and Security Agency  
FY 2023

(\$ in Thousands)

	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>																
<b>D1. US Direct Hire (USDH)</b>																
D1a. Senior Executive Schedule																
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<b>D3. Total Direct Hire</b>																
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<b>Subtotal - Direct Funded (excludes OC 13)</b>																
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D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	3,325	3,500	3,315	346,051	5,000	6	6,773	11,779	357,830	59,209	417,039	104,389	107,943	125,804	3.4%	17.1%
<b>R1. US Direct Hire (USDH)</b>	3,325	3,500	3,315	346,051	5,000	6	6,773	11,779	357,830	59,209	417,039	104,389	107,943	125,804	3.4%	17.1%
R1a. Senior Executive Schedule	10	12	12	1,920			705	705	2,625	441	3,066	160,000	218,750	255,500	36.7%	23.0%
R1b. General Schedule	3,309	3,478	3,293	342,551	5,000	6	5,735	10,741	353,292	58,315	411,607	104,024	107,286	124,995	3.1%	17.0%
R1c. Special Schedule	6	10	10	1,580			333	333	1,913	453	2,366	158,000	191,300	236,600	21.1%	28.7%
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	3,325	3,500	3,315	346,051	5,000	6	6,773	11,779	357,830	59,209	417,039	104,389	107,943	125,804	3.4%	17.1%
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	3,325	3,500	3,315	346,051	5,000	6	6,773	11,779	357,830	59,209	417,039	104,389	107,943	125,804	3.4%	17.1%
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
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<b>Total Funded Personnel (includes OC 13)</b>	3,325	3,500	3,315	346,051	5,000	6	6,773	11,779	357,830	59,209	417,039	104,389	107,943	125,804	3.4%	17.1%
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**Department of Defense  
Fiscal Year (FY) 2024 Budget Estimates  
Volume II - Defense-Wide Data Book  
Total Civilian Personnel Costs**

Defense Counterintelligence and Security Agency  
FY 2024

(\$ in Thousands)

	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	Rates	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	k/c	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits	Comp	Comp	n	Variables	Benefits
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D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	3,500	3,725	3,500	437,299	5,000	6	6,773	11,779	449,078	57,036	506,114	124,943	128,308	144,604	2.7%	13.1%
<b>R1. US Direct Hire (USDH)</b>	3,500	3,725	3,500	437,299	5,000	6	6,773	11,779	449,078	57,036	506,114	124,943	128,308	144,604	2.7%	13.1%
R1a. Senior Executive Schedule	12	12	12	1,489			705	705	2,194	143	2,337	124,083	182,833	194,750	47.3%	9.6%
R1b. General Schedule	3,478	3,703	3,478	434,281	5,000	6	5,735	10,741	445,022	56,536	501,558	124,865	127,953	144,209	2.5%	13.1%
R1c. Special Schedule	10	10	10	1,529			333	333	1,862	357	2,219	152,900	186,200	221,900	21.8%	23.3%
R1d. Wage System																
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<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	3,500	3,725	3,500	437,299	5,000	6	6,773	11,779	449,078	57,036	506,114	124,943	128,308	144,604	2.7%	13.1%
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**Department of Defense**  
**Fiscal Year (FY) 2024 Budget Estimates**  
**Volume II - Defense-Wide Data Book**  
**Total Civilian Personnel Costs**

United States Court of Appeals for the Armed Forces

FY 2022

(\$ in Thousands)

	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>59</b>	<b>42</b>	<b>42</b>	<b>5,551</b>	<b>0</b>		<b>161</b>	<b>161</b>	<b>5,712</b>	<b>1,898</b>	<b>7,610</b>	<b>132,167</b>	<b>136,000</b>	<b>181,190</b>	<b>2.7%</b>	<b>31.6%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>59</b>	<b>42</b>	<b>42</b>	<b>5,551</b>	<b>0</b>		<b>161</b>	<b>161</b>	<b>5,712</b>	<b>1,898</b>	<b>7,610</b>	<b>132,167</b>	<b>136,000</b>	<b>181,190</b>	<b>2.7%</b>	<b>31.6%</b>
D1a. Senior Executive Schedule	2	2	2	310			28	28	338	98	436	155,000	169,000	218,000	7.7%	31.6%
D1b. General Schedule	52	35	35	4,136	0		124	124	4,260	1,445	5,705	118,171	121,714	163,000	3.0%	34.9%
D1c. Special Schedule	5	5	5	1,105	0		9	9	1,114	355	1,469	221,000	222,800	293,800	0.6%	22.7%
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other				0					0	0	0					
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	<b>59</b>	<b>42</b>	<b>42</b>	<b>5,551</b>	<b>0</b>		<b>161</b>	<b>161</b>	<b>5,712</b>	<b>1,898</b>	<b>7,610</b>	<b>132,167</b>	<b>136,000</b>	<b>181,190</b>	<b>2.7%</b>	<b>31.6%</b>
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>59</b>	<b>42</b>	<b>42</b>	<b>5,551</b>	<b>0</b>		<b>161</b>	<b>161</b>	<b>5,712</b>	<b>1,898</b>	<b>7,610</b>	<b>132,167</b>	<b>136,000</b>	<b>181,190</b>	<b>2.7%</b>	<b>31.6%</b>
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<b>T1. US Direct Hire (USDH)</b>	<b>59</b>	<b>42</b>	<b>42</b>	<b>5,551</b>	<b>0</b>		<b>161</b>	<b>161</b>	<b>5,712</b>	<b>1,898</b>	<b>7,610</b>	<b>132,167</b>	<b>136,000</b>	<b>181,190</b>	<b>2.7%</b>	<b>31.6%</b>
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<b>T3. Total Direct Hire</b>	<b>59</b>	<b>42</b>	<b>42</b>	<b>5,551</b>	<b>0</b>		<b>161</b>	<b>161</b>	<b>5,712</b>	<b>1,898</b>	<b>7,610</b>	<b>132,167</b>	<b>136,000</b>	<b>181,190</b>	<b>2.7%</b>	<b>31.6%</b>
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**Department of Defense**  
**Fiscal Year (FY) 2024 Budget Estimates**  
**Volume II - Defense-Wide Data Book**  
**Total Civilian Personnel Costs**

United States Court of Appeals for the Armed Forces  
FY 2023

(\$ in Thousands)

	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	Rates	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	k/c	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits	Comp	Comp	n	Variables	Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>42</b>	<b>59</b>	<b>59</b>	<b>7,614</b>	<b>18</b>		<b>188</b>	<b>206</b>	<b>7,820</b>	<b>2,379</b>	<b>10,199</b>	<b>129,051</b>	<b>132,542</b>	<b>172,864</b>	<b>2.7%</b>	<b>31.2%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>42</b>	<b>59</b>	<b>59</b>	<b>7,614</b>	<b>18</b>		<b>188</b>	<b>206</b>	<b>7,820</b>	<b>2,379</b>	<b>10,199</b>	<b>129,051</b>	<b>132,542</b>	<b>172,864</b>	<b>2.7%</b>	<b>31.2%</b>
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	35	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%
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United States Court of Appeals for the Armed Forces  
FY 2024

(\$ in Thousands)

	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	Rates k/c	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	n	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits	Comp	Comp	& Benefits	Variables	Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>59</b>	<b>59</b>	<b>59</b>	<b>7,990</b>	<b>19</b>		<b>196</b>	<b>215</b>	<b>8,205</b>	<b>2,490</b>	<b>10,695</b>	<b>135,424</b>	<b>139,068</b>	<b>181,271</b>	<b>2.7%</b>	<b>31.2%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>59</b>	<b>59</b>	<b>59</b>	<b>7,990</b>	<b>19</b>		<b>196</b>	<b>215</b>	<b>8,205</b>	<b>2,490</b>	<b>10,695</b>	<b>135,424</b>	<b>139,068</b>	<b>181,271</b>	<b>2.7%</b>	<b>31.2%</b>
D1a. Senior Executive Schedule	2	2	2	399			9	9	408	122	530	199,500	204,000	265,000	2.3%	30.6%
D1b. General Schedule	52	52	52	6,931	17		171	188	7,119	2,162	9,281	133,288	136,904	178,481	2.7%	31.2%
D1c. Special Schedule	5	5	5	660	2		16	18	678	206	884	132,000	135,600	176,800	2.8%	31.2%
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	<b>59</b>	<b>59</b>	<b>59</b>	<b>7,990</b>	<b>19</b>		<b>196</b>	<b>215</b>	<b>8,205</b>	<b>2,490</b>	<b>10,695</b>	<b>135,424</b>	<b>139,068</b>	<b>181,271</b>	<b>2.7%</b>	<b>31.2%</b>
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>59</b>	<b>59</b>	<b>59</b>	<b>7,990</b>	<b>19</b>		<b>196</b>	<b>215</b>	<b>8,205</b>	<b>2,490</b>	<b>10,695</b>	<b>135,424</b>	<b>139,068</b>	<b>181,271</b>	<b>2.7%</b>	<b>31.2%</b>
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>																
<b>R1. US Direct Hire (USDH)</b>																
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)																
<b>R3. Total Direct Hire</b>																
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>																
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>59</b>	<b>59</b>	<b>59</b>	<b>7,990</b>	<b>19</b>		<b>196</b>	<b>215</b>	<b>8,205</b>	<b>2,490</b>	<b>10,695</b>	<b>135,424</b>	<b>139,068</b>	<b>181,271</b>	<b>2.7%</b>	<b>31.2%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>59</b>	<b>59</b>	<b>59</b>	<b>7,990</b>	<b>19</b>		<b>196</b>	<b>215</b>	<b>8,205</b>	<b>2,490</b>	<b>10,695</b>	<b>135,424</b>	<b>139,068</b>	<b>181,271</b>	<b>2.7%</b>	<b>31.2%</b>
T1a. Senior Executive Schedule	2	2	2	399			9	9	408	122	530	199,500	204,000	265,000	2.3%	30.6%
T1b. General Schedule	52	52	52	6,931	17		171	188	7,119	2,162	9,281	133,288	136,904	178,481	2.7%	31.2%
T1c. Special Schedule	5	5	5	660	2		16	18	678	206	884	132,000	135,600	176,800	2.8%	31.2%
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>	<b>59</b>	<b>59</b>	<b>59</b>	<b>7,990</b>	<b>19</b>		<b>196</b>	<b>215</b>	<b>8,205</b>	<b>2,490</b>	<b>10,695</b>	<b>135,424</b>	<b>139,068</b>	<b>181,271</b>	<b>2.7%</b>	<b>31.2%</b>
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>59</b>	<b>59</b>	<b>59</b>	<b>7,990</b>	<b>19</b>		<b>196</b>	<b>215</b>	<b>8,205</b>	<b>2,490</b>	<b>10,695</b>	<b>135,424</b>	<b>139,068</b>	<b>181,271</b>	<b>2.7%</b>	<b>31.2%</b>
<b>T5. Other Object Class 13 Benefits</b>																
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) 2024 Budget Estimates  
Volume II - Defense-Wide Data Book  
Total Civilian Personnel Costs**

Drug Interdiction and Counter-drug Activities  
FY 2022

(\$ in Thousands)

	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	Rates	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	k/c	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits	Comp	Comp	n	Variables	Benefits
<b>Direct Funded Personnel (includes OC 13)</b>										117,638	117,638					
<b>D1. US Direct Hire (USDH)</b>										117,638	117,638					
D1a. Senior Executive Schedule																
D1b. General Schedule										117,638	117,638					
D1c. Special Schedule																
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>										117,638	117,638					
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>										117,638	117,638					
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>																
<b>R1. US Direct Hire (USDH)</b>																
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)																
<b>R3. Total Direct Hire</b>																
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>																
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>										117,638	117,638					
<b>T1. US Direct Hire (USDH)</b>										117,638	117,638					
T1a. Senior Executive Schedule																
T1b. General Schedule										117,638	117,638					
T1c. Special Schedule																
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>										117,638	117,638					
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>										117,638	117,638					
<b>T5. Other Object Class 13 Benefits</b>																
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) 2024 Budget Estimates  
Volume II - Defense-Wide Data Book  
Total Civilian Personnel Costs**

Drug Interdiction and Counter-drug Activities

FY 2023

(\$ in Thousands)

	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	Rates	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	k/c	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits	Comp	Comp	& Benefits	Variables	Benefits
<b>Direct Funded Personnel (includes OC 13)</b>										122,491	122,491					
<b>D1. US Direct Hire (USDH)</b>										122,491	122,491					
D1a. Senior Executive Schedule																
D1b. General Schedule										122,491	122,491					
D1c. Special Schedule																
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>										122,491	122,491					
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>										122,491	122,491					
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>																
<b>R1. US Direct Hire (USDH)</b>																
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)																
<b>R3. Total Direct Hire</b>																
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>																
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>										122,491	122,491					
<b>T1. US Direct Hire (USDH)</b>										122,491	122,491					
T1a. Senior Executive Schedule																
T1b. General Schedule										122,491	122,491					
T1c. Special Schedule																
T1d. Wage System																
T1e. Highly Qualified Experts																
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
<b>T3. Total Direct Hire</b>										122,491	122,491					
T4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Total Funded (excludes OC 13)</b>										122,491	122,491					
<b>T5. Other Object Class 13 Benefits</b>																
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) 2024 Budget Estimates  
Volume II - Defense-Wide Data Book  
Total Civilian Personnel Costs**

Drug Interdiction and Counter-drug Activities

FY 2024

(\$ in Thousands)

a	b	c	d	e	f	g	e + f + g	d + h	i	i	i + j	d/c	i/c	Rates	h/d	j/d
Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	& Benefits	Basic	Total	k/c	% BC	% BC
Strength	Strength		Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13			Comp	Comp	n	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)**

***Subtotal - Direct Funded (excludes OC 13)***

**D5. Other Object Class 13 Benefits**

- D5a. USDH - Benefits for Former Employees
- D5b. DHFN - Benefits for Former Employees
- D5c. Voluntary Separation Incentive Pay (VSIP)
- D5d. Foreign National Separation Liability Accrual

**Reimbursable Funded Personnel (includes OC 13)**

**R1. US Direct Hire (USDH)**

- R1a. Senior Executive Schedule
- R1b. General Schedule
- R1c. Special Schedule
- R1d. Wage System
- R1e. Highly Qualified Experts
- R1f. Other

**R2. Direct Hire Program Foreign Nationals (DHFN)**

**R3. Total Direct Hire**

**R4. Indirect Hire Foreign Nationals (IHFN)**

***Subtotal - Reimbursable Funded (excludes OC 13)***

**R5. Other Object Class 13 Benefits**

- R5a. USDH - Benefits for Former Employees
- R5b. DHFN - Benefits for Former Employees
- R5c. Voluntary Separation Incentive Pay (VSIP)
- R5d. Foreign National Separation Liability Accrual

**Total Funded Personnel (includes OC 13)**

**T1. US Direct Hire (USDH)**

- T1a. Senior Executive Schedule
- T1b. General Schedule
- T1c. Special Schedule
- T1d. Wage System
- T1e. Highly Qualified Experts
- T1f. Other

**T2. Direct Hire Program Foreign Nationals (DHFN)**

**T3. Total Direct Hire**

**T4. Indirect Hire Foreign Nationals (IHFN)**

***Subtotal - Total Funded (excludes OC 13)***

**T5. Other Object Class 13 Benefits**

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

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**Department of Defense  
Fiscal Year (FY) 2024 Budget Estimates  
Volume II - Defense-Wide Data Book  
Total Civilian Personnel Costs**

Defense Health Agency  
FY 2022  
(\$ in Thousands)

	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	Rates k/c	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	n	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits	Comp	Comp	& Benefits	Variables	Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>58,175</b>	<b>59,243</b>	<b>57,925</b>	<b>4,344,465</b>	<b>51,869</b>	<b>24,582</b>	<b>401,682</b>	<b>478,133</b>	<b>4,822,598</b>	<b>1,431,076</b>	<b>6,253,674</b>	<b>75,002</b>	<b>83,256</b>	<b>107,962</b>	<b>11.0%</b>	<b>33.3%</b>
D1. US Direct Hire (USDH)	56,151	57,219	55,990	4,265,623	51,577	24,482	401,180	477,239	4,742,862	1,422,127	6,164,989	76,185	84,709	110,109	11.2%	33.3%
D1a. Senior Executive Schedule	18	18	18	2,276			229	234	2,510	523	3,033	126,444	139,444	168,500	10.3%	23.0%
D1b. General Schedule	53,906	54,930	53,728	4,121,973	47,398	23,187	387,419	458,004	4,579,977	1,366,908	5,946,885	76,719	85,244	110,685	11.1%	33.2%
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	92,170	3,979	1,276	12,784	18,039	110,209	40,021	150,230	48,409	57,883	78,902	19.6%	43.4%
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	28,833	130	100	295	525	29,358	6,044	35,402	30,287	30,838	37,187	1.8%	21.0%
D3. Total Direct Hire	57,152	58,220	56,942	4,294,456	51,707	24,582	401,475	477,764	4,772,220	1,428,171	6,200,391	75,418	83,808	108,890	11.1%	33.3%
D4. Indirect Hire Foreign Nationals (IHFN)	1,023	1,023	983	50,009	162		207	369	50,378		50,378	50,874	51,249	51,249	0.7%	
Subtotal - Direct Funded (excludes OC 13)	58,175	59,243	57,925	4,344,465	51,869	24,582	401,682	478,133	4,822,598	1,428,171	6,250,769	75,002	83,256	107,911	11.0%	33.3%
D5. Other Object Class 13 Benefits										2,905	2,905					
D5a. USDH - Benefits for Former Employees										0	0					
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																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>206</b>	<b>243</b>	<b>238</b>	<b>17,260</b>	<b>247</b>	<b>19</b>	<b>315</b>	<b>581</b>	<b>17,841</b>	<b>3,055</b>	<b>20,896</b>	<b>72,521</b>	<b>74,962</b>	<b>87,798</b>	<b>7.8%</b>	<b>41.0%</b>
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		
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	7.8%	41.0%
R4. Indirect Hire Foreign Nationals (IHFN)	146	146	146	8,746					8,746		8,746	59,904	59,904	59,904		
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	7.8%	41.0%
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																
<b>Total Funded Personnel (includes OC 13)</b>	<b>58,381</b>	<b>59,486</b>	<b>58,163</b>	<b>4,361,725</b>	<b>52,116</b>	<b>24,601</b>	<b>401,997</b>	<b>478,714</b>	<b>4,840,439</b>	<b>1,434,131</b>	<b>6,274,570</b>	<b>74,991</b>	<b>83,222</b>	<b>107,879</b>	<b>11.0%</b>	<b>33.3%</b>
T1. US Direct Hire (USDH)	56,176	57,281	56,047	4,273,082	51,824	24,501	401,495	477,820	4,750,902	1,425,182	6,176,084	76,241	84,766	110,195	11.2%	33.4%
T1a. 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%
T1b. General Schedule	53,931	54,992	53,785	4,129,432	47,645	23,206	387,734	458,585	4,588,017	1,369,963	5,957,980	76,777	85,303	110,774	11.1%	33.2%
T1c. Special Schedule	2	2	2	277		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	92,170	3,979	1,276	12,784	18,039	110,209	40,021	150,230	48,409	57,883	78,902	19.6%	43.4%
T1e. Highly Qualified Experts																
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	29,888	130	100	295	525	30,413	6,044	36,457	30,282	30,814	36,937	1.8%	21.0%
T3. Total Direct Hire	57,212	58,317	57,034	4,302,970	51,954	24,601	401,790	478,345	4,781,315	1,431,226	6,212,541	75,446	83,833	108,927	11.1%	33.3%
T4. Indirect Hire Foreign Nationals (IHFN)	1,169	1,169	1,129	58,755	162		207	369	59,124		59,124	52,042	52,368	52,368	0.7%	
Subtotal - Total Funded (excludes OC 13)	58,381	59,486	58,163	4,361,725	52,116	24,601	401,997	478,714	4,840,439	1,431,226	6,271,665	74,991	83,222	107,829	11.0%	33.3%
T5. Other Object Class 13 Benefits										2,905	2,905					
T5a. USDH - Benefits for Former Employees										0	0					
T5b. DHFN - Benefits for Former Employees										1,547	1,547					
T5c. Voluntary Separation Incentive Pay (VSIP)										1,358	1,358					
T5d. Foreign National Separation Liability Accrual																

**Department of Defense**  
**Fiscal Year (FY) 2024 Budget Estimates**  
**Volume II - Defense-Wide Data Book**  
**Total Civilian Personnel Costs**

Defense Health Agency  
FY 2023  
(\$ in Thousands)

	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	Rates	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	k/c	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits	Comp	Comp	n	Variables	Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>59,243</b>	<b>59,715</b>	<b>56,993</b>	<b>4,383,823</b>	<b>51,129</b>	<b>49,881</b>	<b>606,890</b>	<b>707,900</b>	<b>5,091,723</b>	<b>1,530,429</b>	<b>6,622,152</b>	<b>76,919</b>	<b>89,339</b>	<b>116,192</b>	<b>16.1%</b>	<b>34.9%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>57,219</b>	<b>57,327</b>	<b>54,698</b>	<b>4,286,337</b>	<b>50,701</b>	<b>49,660</b>	<b>593,850</b>	<b>694,211</b>	<b>4,980,548</b>	<b>1,508,731</b>	<b>6,489,279</b>	<b>78,364</b>	<b>91,055</b>	<b>118,638</b>	<b>16.2%</b>	<b>35.2%</b>
D1a. Senior Executive Schedule	18	18	18	2,546			233	238	2,784	561	3,345	141,444	154,667	185,833	9.3%	22.0%
D1b. General Schedule	54,930	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	352	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%
<b>D3. Total Direct Hire</b>	<b>58,220</b>	<b>58,621</b>	<b>55,917</b>	<b>4,342,156</b>	<b>50,962</b>	<b>49,795</b>	<b>601,300</b>	<b>702,057</b>	<b>5,044,213</b>	<b>1,522,182</b>	<b>6,566,395</b>	<b>77,654</b>	<b>90,209</b>	<b>117,431</b>	<b>16.2%</b>	<b>35.1%</b>
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%
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>59,243</b>	<b>59,715</b>	<b>56,993</b>	<b>4,383,823</b>	<b>51,129</b>	<b>49,881</b>	<b>606,890</b>	<b>707,900</b>	<b>5,091,723</b>	<b>1,529,704</b>	<b>6,621,427</b>	<b>76,919</b>	<b>89,339</b>	<b>116,180</b>	<b>16.1%</b>	<b>34.9%</b>
<b>D5. Other Object Class 13 Benefits</b>																
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					
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>243</b>	<b>405</b>	<b>402</b>	<b>20,485</b>	<b>14</b>	<b>10</b>	<b>167</b>	<b>191</b>	<b>20,676</b>	<b>585</b>	<b>21,261</b>	<b>50,958</b>	<b>51,433</b>	<b>52,888</b>	<b>9.6%</b>	<b>29.4%</b>
<b>R1. US Direct Hire (USDH)</b>	<b>62</b>	<b>405</b>	<b>402</b>	<b>20,485</b>	<b>14</b>	<b>10</b>	<b>167</b>	<b>191</b>	<b>20,676</b>	<b>585</b>	<b>21,261</b>	<b>50,958</b>	<b>51,433</b>	<b>52,888</b>	<b>9.6%</b>	<b>29.4%</b>
R1a. Senior Executive Schedule																
R1b. General Schedule	62	365	362	12,655	14	10	167	191	12,846	585	13,431	34,959	35,486	37,102	9.6%	29.4%
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other	0	40	40	7,830					7,830		7,830	195,750	195,750	195,750		
R2. Direct Hire Program Foreign Nationals (DHFN)	35															
<b>R3. Total Direct Hire</b>	<b>97</b>	<b>405</b>	<b>402</b>	<b>20,485</b>	<b>14</b>	<b>10</b>	<b>167</b>	<b>191</b>	<b>20,676</b>	<b>585</b>	<b>21,261</b>	<b>50,958</b>	<b>51,433</b>	<b>52,888</b>	<b>9.6%</b>	<b>29.4%</b>
R4. Indirect Hire Foreign Nationals (IHFN)	146															
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	<b>243</b>	<b>405</b>	<b>402</b>	<b>20,485</b>	<b>14</b>	<b>10</b>	<b>167</b>	<b>191</b>	<b>20,676</b>	<b>585</b>	<b>21,261</b>	<b>50,958</b>	<b>51,433</b>	<b>52,888</b>	<b>9.6%</b>	<b>29.4%</b>
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>59,486</b>	<b>60,120</b>	<b>57,395</b>	<b>4,404,308</b>	<b>51,143</b>	<b>49,891</b>	<b>607,057</b>	<b>708,091</b>	<b>5,112,399</b>	<b>1,531,014</b>	<b>6,643,413</b>	<b>76,737</b>	<b>89,074</b>	<b>115,749</b>	<b>16.1%</b>	<b>34.9%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>57,281</b>	<b>57,732</b>	<b>55,100</b>	<b>4,306,822</b>	<b>50,715</b>	<b>49,670</b>	<b>594,017</b>	<b>694,402</b>	<b>5,001,224</b>	<b>1,509,316</b>	<b>6,510,540</b>	<b>78,164</b>	<b>90,766</b>	<b>118,159</b>	<b>16.2%</b>	<b>35.2%</b>
T1a. 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%
T1b. General Schedule	54,992	55,472	52,852	4,154,191	45,050	47,294	587,026	679,370	4,833,561	1,454,784	6,288,345	78,600	91,455	118,980	16.4%	35.1%
T1c. Special Schedule	2	2	2	190		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																
T1f. Other	352	338	338	54,016	200	10	719	929	54,945	14,549	69,494	159,811	162,559	205,604	2.0%	31.5%
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%
<b>T3. Total Direct Hire</b>	<b>58,317</b>	<b>59,026</b>	<b>56,319</b>	<b>4,362,641</b>	<b>50,976</b>	<b>49,805</b>	<b>601,467</b>	<b>702,248</b>	<b>5,064,889</b>	<b>1,522,767</b>	<b>6,587,656</b>	<b>77,463</b>	<b>89,932</b>	<b>116,970</b>	<b>16.2%</b>	<b>35.1%</b>
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%
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>59,486</b>	<b>60,120</b>	<b>57,395</b>	<b>4,404,308</b>	<b>51,143</b>	<b>49,891</b>	<b>607,057</b>	<b>708,091</b>	<b>5,112,399</b>	<b>1,530,289</b>	<b>6,642,688</b>	<b>76,737</b>	<b>89,074</b>	<b>115,736</b>	<b>16.1%</b>	<b>34.9%</b>
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees											725					
T5b. DHFN - Benefits for Former Employees											295					
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual										430	430					

**Department of Defense  
Fiscal Year (FY) 2024 Budget Estimates  
Volume II - Defense-Wide Data Book  
Total Civilian Personnel Costs**

Defense Health Agency  
FY 2024  
(\$ in Thousands)

	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	<b>59,715</b>	<b>59,706</b>	<b>56,898</b>	<b>4,627,235</b>	<b>53,888</b>	<b>52,601</b>	<b>639,974</b>	<b>746,463</b>	<b>5,373,698</b>	<b>1,614,541</b>	<b>6,988,239</b>	<b>81,325</b>	<b>94,444</b>	<b>122,820</b>	<b>16.1%</b>	<b>34.9%</b>
<b>D1. US Direct Hire (USDH)</b>	<b>57,327</b>	<b>57,321</b>	<b>54,605</b>	<b>4,538,881</b>	<b>52,858</b>	<b>51,596</b>	<b>627,743</b>	<b>732,197</b>	<b>5,271,078</b>	<b>1,583,042</b>	<b>6,854,120</b>	<b>83,122</b>	<b>96,531</b>	<b>125,522</b>	<b>16.1%</b>	<b>34.9%</b>
D1a. Senior Executive Schedule	18	18	18	2,214		25	307	332	2,546	799	3,345	123,000	141,444	185,833	15.0%	36.1%
D1b. General Schedule	55,107	55,101	52,397	4,396,973	51,231	49,980	608,097	709,308	5,106,281	1,533,474	6,639,755	83,917	97,454	126,720	16.1%	34.9%
D1c. Special Schedule	2	2	2	200		4	28	32	232	70	302	100,000	116,000	151,000	16.0%	35.0%
D1d. Wage System	1,902	1,902	1,890	98,673	1,151	1,123	13,660	15,934	114,607	34,447	149,054	52,208	60,639	78,865	16.1%	34.9%
D1e. Highly Qualified Experts																
D1f. Other	298	298	298	40,821	476	464	5,651	6,591	47,412	14,252	61,664	136,983	159,101	206,926	16.1%	34.9%
D2. Direct Hire Program Foreign Nationals (DHFN)	1,294	1,292	1,218	51,050	595	581	7,067	8,243	59,293	17,823	77,116	41,913	48,681	63,314	16.1%	34.9%
<b>D3. Total Direct Hire</b>	<b>58,621</b>	<b>58,613</b>	<b>55,823</b>	<b>4,589,931</b>	<b>53,453</b>	<b>52,177</b>	<b>634,810</b>	<b>740,440</b>	<b>5,330,371</b>	<b>1,600,865</b>	<b>6,931,236</b>	<b>82,223</b>	<b>95,487</b>	<b>124,165</b>	<b>16.1%</b>	<b>34.9%</b>
D4. Indirect Hire Foreign Nationals (IHFN)	1,094	1,093	1,075	37,304	435	424	5,164	6,023	43,327	13,024	56,351	34,701	40,304	52,420	16.1%	34.9%
<b>Subtotal - Direct Funded (excludes OC 13)</b>	<b>59,715</b>	<b>59,706</b>	<b>56,898</b>	<b>4,627,235</b>	<b>53,888</b>	<b>52,601</b>	<b>639,974</b>	<b>746,463</b>	<b>5,373,698</b>	<b>1,613,889</b>	<b>6,987,587</b>	<b>81,325</b>	<b>94,444</b>	<b>122,809</b>	<b>16.1%</b>	<b>34.9%</b>
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees										652	652					
D5b. DHFN - Benefits for Former Employees										295	295					
D5c. Voluntary Separation Incentive Pay (VSIP)										357	357					
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>405</b>	<b>416</b>	<b>411</b>	<b>14,472</b>	<b>169</b>	<b>165</b>	<b>2,003</b>	<b>2,337</b>	<b>16,809</b>	<b>5,052</b>	<b>21,861</b>	<b>35,212</b>	<b>40,898</b>	<b>53,190</b>	<b>35.6%</b>	<b>76.9%</b>
<b>R1. US Direct Hire (USDH)</b>	<b>405</b>	<b>416</b>	<b>411</b>	<b>14,472</b>	<b>169</b>	<b>165</b>	<b>2,003</b>	<b>2,337</b>	<b>16,809</b>	<b>5,052</b>	<b>21,861</b>	<b>35,212</b>	<b>40,898</b>	<b>53,190</b>	<b>35.6%</b>	<b>76.9%</b>
R1a. Senior Executive Schedule																
R1b. General Schedule	365	376	371	9,241	108	105	1,279	1,492	10,733	3,226	13,959	24,908	28,930	37,625	16.1%	34.9%
R1c. Special Schedule																
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other	40	40	40	5,231	61	60	724	845	6,076	1,826	7,902	130,775	151,900	197,550	-31.6%	-68.4%
R2. Direct Hire Program Foreign Nationals (DHFN)																
<b>R3. Total Direct Hire</b>	<b>405</b>	<b>416</b>	<b>411</b>	<b>14,472</b>	<b>169</b>	<b>165</b>	<b>2,003</b>	<b>2,337</b>	<b>16,809</b>	<b>5,052</b>	<b>21,861</b>	<b>35,212</b>	<b>40,898</b>	<b>53,190</b>	<b>35.6%</b>	<b>76.9%</b>
R4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>	<b>405</b>	<b>416</b>	<b>411</b>	<b>14,472</b>	<b>169</b>	<b>165</b>	<b>2,003</b>	<b>2,337</b>	<b>16,809</b>	<b>5,052</b>	<b>21,861</b>	<b>35,212</b>	<b>40,898</b>	<b>53,190</b>	<b>35.6%</b>	<b>76.9%</b>
<b>R5. Other Object Class 13 Benefits</b>																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Funded Personnel (includes OC 13)</b>	<b>60,120</b>	<b>60,122</b>	<b>57,309</b>	<b>4,641,707</b>	<b>54,057</b>	<b>52,766</b>	<b>641,977</b>	<b>748,800</b>	<b>5,390,507</b>	<b>1,619,593</b>	<b>7,010,100</b>	<b>80,994</b>	<b>94,060</b>	<b>122,321</b>	<b>16.2%</b>	<b>35.0%</b>
<b>T1. US Direct Hire (USDH)</b>	<b>57,732</b>	<b>57,737</b>	<b>55,016</b>	<b>4,553,353</b>	<b>53,027</b>	<b>51,761</b>	<b>629,746</b>	<b>734,534</b>	<b>5,287,887</b>	<b>1,588,094</b>	<b>6,875,981</b>	<b>82,764</b>	<b>96,115</b>	<b>124,981</b>	<b>16.2%</b>	<b>34.9%</b>
T1a. Senior Executive Schedule	18	18	18	2,214		25	307	332	2,546	799	3,345	123,000	141,444	185,833	15.0%	36.1%
T1b. General Schedule	55,472	55,477	52,768	4,406,214	51,339	50,085	609,376	710,800	5,117,014	1,536,700	6,653,714	83,502	96,972	126,094	16.1%	34.9%
T1c. Special Schedule	2	2	2	200		4	28	32	232	70	302	100,000	116,000	151,000	16.0%	35.0%
T1d. Wage System	1,902	1,902	1,890	98,673	1,151	1,123	13,660	15,934	114,607	34,447	149,054	52,208	60,639	78,865	16.1%	34.9%
T1e. Highly Qualified Experts																
T1f. Other	338	338	338	46,052	537	524	6,375	7,436	53,488	16,078	69,566	136,249	158,249	205,817	19.5%	42.1%
T2. Direct Hire Program Foreign Nationals (DHFN)	1,294	1,292	1,218	51,050	595	581	7,067	8,243	59,293	17,823	77,116	41,913	48,681	63,314	16.1%	34.9%
<b>T3. Total Direct Hire</b>	<b>59,026</b>	<b>59,029</b>	<b>56,234</b>	<b>4,604,403</b>	<b>53,622</b>	<b>52,342</b>	<b>636,813</b>	<b>742,777</b>	<b>5,347,180</b>	<b>1,605,917</b>	<b>6,953,097</b>	<b>81,879</b>	<b>95,088</b>	<b>123,646</b>	<b>16.2%</b>	<b>34.9%</b>
T4. Indirect Hire Foreign Nationals (IHFN)	1,094	1,093	1,075	37,304	435	424	5,164	6,023	43,327	13,024	56,351	34,701	40,304	52,420	16.1%	34.9%
<b>Subtotal - Total Funded (excludes OC 13)</b>	<b>60,120</b>	<b>60,122</b>	<b>57,309</b>	<b>4,641,707</b>	<b>54,057</b>	<b>52,766</b>	<b>641,977</b>	<b>748,800</b>	<b>5,390,507</b>	<b>1,618,941</b>	<b>7,009,448</b>	<b>80,994</b>	<b>94,060</b>	<b>122,310</b>	<b>16.2%</b>	<b>34.9%</b>
<b>T5. Other Object Class 13 Benefits</b>																
T5a. USDH - Benefits for Former Employees										652	652					
T5b. DHFN - Benefits for Former Employees										295	295					
T5c. Voluntary Separation Incentive Pay (VSIP)										357	357					
T5d. Foreign National Separation Liability Accrual																

**Department of Defense**  
**Fiscal Year (FY) 2024 Budget Estimates**  
**Volume II - Defense-Wide Data Book**  
**Total Civilian Personnel Costs**

Defense Acquisition University 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>i</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>Rates</u>	<u>h/d</u>	<u>j/d</u>
<u>Begin</u>	<u>End</u>	<u>FTEs</u>	<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>h</u>	<u>i</u>	<u>Benefits</u>	<u>k</u>	<u>l</u>	<u>m</u>	<u>k/c</u>	<u>% BC</u>	<u>% BC</u>
<u>Strength</u>	<u>Strength</u>	<u>FTEs</u>	<u>Comp</u>	<u>Pay</u>	<u>Pay</u>	<u>O.C.11</u>	<u>Total</u>	<u>Comp</u>	<u>O.C.12/13</u>	<u>Comp</u>	<u>Basic</u>	<u>Total</u>	<u>&amp; Benefits</u>	<u>Variables</u>	<u>Benefits</u>
<b><u>Direct Funded Personnel (includes OC 13)</u></b>	158	122	21	811		0	0	0	811	163	974	38,619	38,619	46,381	20.1%
<b>D1. US Direct Hire (USDH)</b>	158	122	21	811		0	0	0	811	163	974	38,619	38,619	46,381	20.1%
D1a. Senior Executive Schedule															
D1b. General Schedule	158	122	21	811		0	0	0	811	163	974	38,619	38,619	46,381	20.1%
D1c. Special Schedule															
D1d. Wage System															
D1e. Highly Qualified Experts															
D1f. Other															
D2. Direct Hire Program Foreign Nationals (DHFN)															
<b>D3. Total Direct Hire</b>	158	122	21	811		0	0	0	811	163	974	38,619	38,619	46,381	20.1%
D4. Indirect Hire Foreign Nationals (IHFN)															
<b>Subtotal - Direct Funded (excludes OC 13)</b>	158	122	21	811		0	0	0	811	163	974	38,619	38,619	46,381	20.1%
<b>D5. Other Object Class 13 Benefits</b>															
D5a. USDH - Benefits for Former Employees															
D5b. DHFN - Benefits for Former Employees															
D5c. Voluntary Separation Incentive Pay (VSIP)															
D5d. Foreign National Separation Liability Accrual															
<b><u>Reimbursable Funded Personnel (includes OC 13)</u></b>															
<b>R1. US Direct Hire (USDH)</b>															
R1a. Senior Executive Schedule															
R1b. General Schedule															
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R1f. Other															
R2. Direct Hire Program Foreign Nationals (DHFN)															
<b>R3. Total Direct Hire</b>															
R4. Indirect Hire Foreign Nationals (IHFN)															
<b>Subtotal - Reimbursable Funded (excludes OC 13)</b>															
<b>R5. Other Object Class 13 Benefits</b>															
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<b><u>Total Funded Personnel (includes OC 13)</u></b>	158	122	21	811		0	0	0	811	163	974	38,619	38,619	46,381	20.1%
<b>T1. US Direct Hire (USDH)</b>	158	122	21	811		0	0	0	811	163	974	38,619	38,619	46,381	20.1%
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T1b. General Schedule	158	122	21	811		0	0	0	811	163	974	38,619	38,619	46,381	20.1%
T1c. Special Schedule															
T1d. Wage System															
T1e. Highly Qualified Experts															
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T2. Direct Hire Program Foreign Nationals (DHFN)															
<b>T3. Total Direct Hire</b>	158	122	21	811		0	0	0	811	163	974	38,619	38,619	46,381	20.1%
T4. Indirect Hire Foreign Nationals (IHFN)															
<b>Subtotal - Total Funded (excludes OC 13)</b>	158	122	21	811		0	0	0	811	163	974	38,619	38,619	46,381	20.1%
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T5a. USDH - Benefits for Former Employees															
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**Department of Defense  
Fiscal Year (FY) 2024 Budget Estimates  
Volume II - Defense-Wide Data Book  
Total Civilian Personnel Costs**

Defense Acquisition University  
FY 2023

(\$ in Thousands)

	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	Rates	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	k/c	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits	Comp	Comp	n	Variables	Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	122	200	36	1,444	0	2	0	2	1,446	300	1,746	40,111	40,167	48,500	0.1%	20.8%
<b>D1. US Direct Hire (USDH)</b>	122	200	36	1,444	0	2	0	2	1,446	300	1,746	40,111	40,167	48,500	0.1%	20.8%
D1a. Senior Executive Schedule																
D1b. General Schedule	122	200	36	1,444	0	2	0	2	1,446	300	1,746	40,111	40,167	48,500	0.1%	20.8%
D1c. Special Schedule																
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	122	200	36	1,444	0	2	0	2	1,446	300	1,746	40,111	40,167	48,500	0.1%	20.8%
D4. Indirect Hire Foreign Nationals (IHFN)																
<b>Subtotal - Direct Funded (excludes OC 13)</b>	122	200	36	1,444	0	2	0	2	1,446	300	1,746	40,111	40,167	48,500	0.1%	20.8%
<b>D5. Other Object Class 13 Benefits</b>																
D5a. USDH - Benefits for Former Employees																
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<b>Subtotal - Total Funded (excludes OC 13)</b>	122	200	36	1,444	0	2	0	2	1,446	300	1,746	40,111	40,167	48,500	0.1%	20.8%
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**Department of Defense  
Fiscal Year (FY) 2024 Budget Estimates  
Volume II - Defense-Wide Data Book  
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Defense Acquisition University  
FY 2024

(\$ in Thousands)

	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
<b>Direct Funded Personnel (includes OC 13)</b>	200	205	41	2,365		4	26	30	2,395	587	2,982	57,683	58,415	72,732	1.3%	24.8%
<b>D1. US Direct Hire (USDH)</b>	200	205	41	2,365		4	26	30	2,395	587	2,982	57,683	58,415	72,732	1.3%	24.8%
D1a. Senior Executive Schedule																
D1b. General Schedule	200	200	36	1,498		2	0	2	1,500	311	1,811	41,611	41,667	50,306	0.1%	20.8%
D1c. Special Schedule	0	5	5	867		2	26	28	895	276	1,171	173,400	179,000	234,200	3.2%	31.8%
D1d. Wage System																
D1e. Highly Qualified Experts																
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN)																
<b>D3. Total Direct Hire</b>	200	205	41	2,365		4	26	30	2,395	587	2,982	57,683	58,415	72,732	1.3%	24.8%
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