Defense-Wide Civilian Personnel Costs

Operation and Maintenance, Defense-Wide

United States Cyber Command FY 2022

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

Direct Funded Personnel (includes OC 13)

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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Operation and Maintenance, Defense-Wide

United States Cyber Command FY 2023

				(\$	in Thousan	<u>ds)</u>							Rates		
							e + f + g	d + h		i+j	d/c	i/c	k/c	h/d	j/d
<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	g	<u>h</u>	<u>i</u>	į	<u>k</u>	<u>I</u>	<u>m</u>	<u>n</u>	<u>o</u>	<u>p</u>
Begin	End		Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	Comp	% BC	% BC
Strength	Strength	FTEs	Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits	Comp	Comp	& Benefits	Variables	Benefits

Direct Funded Personnel (includes OC 13)

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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Operation and Maintenance, Defense-Wide

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

United States Cyber Command FY 2024 (\$ in Thousands)

					<u>(\$ i</u>	n Thousand	<u>s)</u>					.,	.,	Rates		
	<u>a</u> Begin	<u>b</u> End	<u>c</u>	<u>d</u> Basic	<u>e</u> Overtime	<u>f</u> Holiday	g Other	e + f + g <u>h</u> Total	d + h <u>i</u> Comp	j Benefits	i+j <u>k</u> Comp	d/c <u>l</u> Basic	i/c <u>m</u> Total	k/c <u>n</u> Comp	h/d <u>o</u> % BC	j/d p % BC
D: 45 1.15 1.4 00.40	Strength	Strength	FTEs	Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13		Comp			Variables	Benefits
Direct Funded Personnel (includes OC 13)	2,539	2,539	2,539	332,535	1,395	1,395	9,307	12,097	344,632	,	465,719	130,971	135,735	,	3.6%	36.4%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	2,539 4 2,535	2,539 4 2,535	2,539 4 2,535	332,535 536 331,999	1,395 1,395	1,395 1,395	9,307 7 9,300	12,097 7 12,090	344,632 543 344,089	191	465,719 734 464,985	130,971 134,000 130,966	135,735 135,750 135,735	183,500	3.6% 1.3% 3.6%	36.4% 35.6% 36.4%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	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%
D4. Indirect Hire Foreign Nationals (IHFN)	,	•	,	•	,	ŕ	,	•	,	,	,	•	,	,		
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	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%
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)	2,539	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%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule	2,539 4	2,539 4	2,539 4	332,535 536	1,395	1,395	9,307 7	12,097 7	344,632 543	191	465,719 734	130,971 134,000	135,735 135,750	183,500	3.6% 1.3%	36.4% 35.6%
T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	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%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	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%
T4. Indirect Hire Foreign Nationals (IHFN)	,	,	,	,	,	,	ŕ	•	,	,	,	•	·	ŕ		
Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHEN. Benefit for Former Employees	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%

Operation and Maintenance, Defense-Wide

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

Defense Acquisition University FY 2022 (\$ in Thousands)

e+f+g

	<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	e + f + g <u>h</u> Total Variables	0 + n <u>i</u> Comp O.C.11	j Benefits O.C.12/13	k Comp & Benefits	d/c <u>I</u> Basic Comp	m Total Comp	к/с <u>n</u> Comp & Benefits	n/d <u>0</u> % BC Variables	j/d <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	621	646	558	82,864	52	14	2,536	2,602	85,466	26,220	111,686	148,502	153,165	200,154	3.1%	31.6%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	621 1 146 474	646 1 153 492	558 1 151 406	82,864 206 18,230 64,428	52 0 27 25	0 5	2,536 21 540 1,975	2,602 21 572 2,009	85,466 227 18,802 66,437	67		148,502 206,000 120,728 158,690	153,165 227,000 124,517 163,638	200,154 294,000 162,715 213,847	3.1% 10.2% 3.1% 3.1%	31.6% 32.5% 31.6% 31.6%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	621	646	558	82,864	52	14	2.536	2.602	85,466	26,220	111,686	148,502	153,165	200,154	3.1%	31.6%
D4. Indirect Hire Foreign Nationals (IHFN)	621	646	558	,	52		,	,	,	,	,	,	,	,	3.1%	31.6%
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	621	646	558	82,864	52	14	2,536	2,602	85,466	26,220	111,686	148,502	153,165	200,154	3.1%	31.6%
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)	621	646	558	82,864	52	14	2,536	2,602	85,466	26,220	111,686	148,502	153,165	200,154	3.1%	31.6%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	621 1 146 474	646 1 153 492	558 1 151 406	82,864 206 18,230 64,428	52 0 27 25	0 5	2,536 21 540 1,975	21 572	85,466 227 18,802 66,437	67	111,686 294 24,570 86,822	148,502 206,000 120,728 158,690	153,165 227,000 124,517 163,638	200,154 294,000 162,715 213,847	3.1% 10.2% 3.1% 3.1%	31.6% 32.5% 31.6% 31.6%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	621	646	558	82,864	52	14	2,536	2,602	85,466	26,220	111,686	148,502	153,165	200,154	3.1%	31.6%
T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13)	621	646	558	82.864	52		2,536	,	85,466	,	,	,	,	,	3.1%	31.6%
T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees	621	046	558	02,004	52	14	2,536	2,602	00,466	26,220	111,686	148,502	153,165	200,154	3.1%	31.0%

Operation and Maintenance, Defense-Wide

Defense Acquisition University FY 2023 (\$ in Thousands)

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	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	j Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>I</u> Basic Comp	i/c <u>m</u> Total Comp	k/c <u>n</u> Comp & Benefits	h/d <u>o</u> % BC Variables	j/d <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	646	646	570	87,927	52	14	2,694	2,760	90,687	27,812	118,499	154,258	159,100	207,893	3.1%	31.6%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	646 1 153 492		570 1 143 426	87,927 214 18,650 69,063		14 5 9	2,694 22 699 1,973	22 731	90,687 236 19,381 71,070	27,812 70 5,402 22,340	118,499 306 24,783 93,410	154,258 214,000 130,420 162,120	159,100 236,000 135,531 166,831	306,000 173,308	3.1% 10.3% 3.9% 2.9%	31.6% 32.7% 29.0% 32.3%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	646	646	570	87,927	52	14	2,694	2,760	90,687	27,812	118,499	154,258	159,100	207,893	3.1%	31.6%
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	646	646	570	87,927	52	14	2,694	2,760	90,687	27,812	118,499	154,258	159,100	207,893	3.1%	31.6%
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)	646	646	570	87,927	52	14	2,694	2,760	90,687	27,812	118,499	154,258	159,100	207,893	3.1%	31.6%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	646 1 153 492	1 153	570 1 143 426	87,927 214 18,650 69,063		14 5 9	2,694 22 699 1,973	22 731	90,687 236 19,381 71,070	27,812 70 5,402 22,340	118,499 306 24,783 93,410	154,258 214,000 130,420 162,120	159,100 236,000 135,531 166,831	306,000 173,308	3.1% 10.3% 3.9% 2.9%	31.6% 32.7% 29.0% 32.3%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	646	646	570	87,927	52	14	2,694	2,760	90,687	27,812	118,499	154,258	159,100	207,893	3.1%	31.6%
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	646	646	570	87,927	52	14	2,694	2,760	90,687	27,812	118,499	154,258	159,100	207,893	3.1%	31.6%

Operation and Maintenance, Defense-Wide

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

Defense Acquisition University 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	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	į Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>I</u> Basic Comp	i/c <u>m</u> Total Comp	k/c <u>n</u> Comp & Benefits	h/d <u>o</u> % BC Variables	j/d <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	646	646	572	92,884	52	14	2,850	2,916	95,800	29,606	125,406	162,385	167,483	219,241	3.1%	31.9%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	646 1 153 492	1 153	572 1 155 416	92,884 226 20,464 72,194	52 27 25	5	2,850 23 610 2,217	23 642	95,800 249 21,106 74,445	74 6,523	323 27,629	162,385 226,000 132,026 173,543	167,483 249,000 136,168 178,954	178,252		31.9% 32.7% 31.9% 31.9%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	646	646	572	92,884	52	14	2,850	2,916	95,800	29,606	125,406	162,385	167,483	219,241	3.1%	31.9%
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	646	646	572	92,884	52	14	2,850	2,916	95,800	29,606	125,406	162,385	167,483	219,241	3.1%	31.9%
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)	646	646	572	92,884	52	14	2,850	2,916	95,800	29,606	125,406	162,385	167,483	219,241	3.1%	31.9%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	646 1 153 492	1 153	572 1 155 416	92,884 226 20,464 72,194	52 27 25	5	2,850 23 610 2,217	23 642	95,800 249 21,106 74,445	74 6,523	323 27,629	162,385 226,000 132,026 173,543	167,483 249,000 136,168 178,954	323,000		31.9% 32.7% 31.9% 31.9%
T2. Direct Hire Program Foreign Nationals (DHFN)																
T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13)	646 646		572 572	92,884 92,884	52 52		2,850 2,850	,-	95,800 95,800	,	•	162,385 162,385	167,483 167,483	,	3.1% 3.1%	31.9% 31.9%
T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHEN. Benefits for Former Employees																

Operation and Maintenance, Defense-Wide

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

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	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	į Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>I</u> Basic Comp	i/c <u>m</u> Total Comp	n Comp & Benefits	h/d <u>o</u> % BC Variables	j/d <u>p</u> % 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) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	3,701 14 3,687	15	3,633 14 3,619	364,978 2,784 362,194	492	8	8,074 348 7,726	348	373,552 3,132 370,420	962	518,577 4,094 514,483	100,462 198,857 100,081	102,822 223,714 102,354	292,429	2.3% 12.5% 2.3%	39.7% 34.6% 39.8%
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) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	3,701	3,698	3,633	364,978	492	8	8,074	8,574	373,552	•	518,577	100,462	102,822	,	2.3%	39.7%
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) R1a. Senior Executive Schedule R1b. General Schedule	283 283		271 271	27,659 27,659			11 11		27,670 27,670	•	38,428 38,428	102,063 102,063	102,103 102,103	,	-0.7% -0.7%	38.9% 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 R4. Indirect Hire Foreign Nationals (IHFN)	283	271	271	27,659			11	11	27,670	10,758	38,428	102,063	102,103	141,801	-0.7%	38.9%
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	283	271	271	27,659			11	11	27,670	10,758	38,428	102,063	102,103	141,801	-0.7%	38.9%
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) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	3,984 14 3,970	15	3,904 14 3,890	392,637 2,784 389,853	492 492	8	8,085 348 7,737	348	401,222 3,132 398,090	962	557,005 4,094 552,911	100,573 198,857 100,219	102,772 223,714 102,337	292,429	2.4% 12.5% 2.3%	39.7% 34.6% 39.7%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN)	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%
Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits	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%

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

Operation and Maintenance, Defense-Wide

Defense Contract Audit Agency FY 2023
(\$ in Thousands)

							(\$ in Thou							Rates		
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	g Other O.C.11	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	j Benefits O.C.12/13 8	i + j <u>k</u> Comp & Benefits	d/c <u>I</u> Basic Comp	i/c <u>m</u> Total Comp	k/c <u>n</u> Comp & Benefits	h/d <u>o</u> % BC Variables	j/d <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	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%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	3,633 15 3,618	17	3,735 17 3,718	379,155 3,171 375,984	753 0 753	113 0 113	10,598 257 10,341	11,464 257 11,207	390,619 3,428 387,191	1,238	544,737 4,666 540,071	101,514 186,529 101,125	104,583 201,647 104,140	145,847 274,471 145,258	3.0% 8.1% 3.0%	40.6% 39.0% 40.7%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	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) 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	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%
Reimbursable Funded Personnel (includes OC 13)	165	206	206	20,810	0	0	0	0	20,810	8,126	28,936	101,019	101,019	140,466		39.0%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule	165 165		206 206	20,810 20,810	0	_	0 0	0 0	20,810 20,810	,	28,936 28,936	101,019 101,019	101,019 101,019	140,466 140,466		39.0% 39.0%
R1d. Wage System R1e. Highly Qualified Experts R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. India Direct Hire Exprise Nationals (IHEN)	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) 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	165	206	206	20,810	0	0	0	0	20,810	8,126	28,936	101,019	101,019	140,466		39.0%
Total Funded Personnel (includes OC 13)	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%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	3,798 15 3,783	17	3,941 17 3,924	399,965 3,171 396,794	0	113 0 113	10,598 257 10,341	11,464 257 11,207	411,429 3,428 408,001	1,238	573,673 4,666 569,007	101,488 186,529 101,120	104,397 201,647 103,976	145,565 274,471 145,007	3.1% 8.1% 3.0%	40.6% 39.0% 40.6%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	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) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees	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%

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

Operation and Maintenance, Defense-Wide

Defense Contract Audit Agency FY 2024 (\$ in Thousands)

					(\$	FY 2024 in Thousand	s)							Rates		
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	e Overtime Pav	<u>f</u> Holiday Pav	<u>g</u> Other O.C.11	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	j Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>I</u> Basic Comp	i/c <u>m</u> Total Comp	k/c n Comp & Benefits	h/d <u>o</u> % BC Variables	j/d <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	3,767	3,773	3,735	391,396		72		12,207	403,603	159,607	563,210	104,791	108,060	150,793	3.1%	40.8%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	3,767 17 3,750	3,773 17 3,756	3,735 17 3,718	391,396 3,324 388,072	741 0	72 0 72	11,394 299	12,207 299	403,603 3,623 399,980	159,607 1,301	563,210 4,924 558,286	104,791 195,529 104,377	108,060 213,118 107,579	150,793 289,647	3.1% 9.0% 3.1%	40.8% 39.1% 40.8%
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	3,767 3,767	3,773 3,773	3,735 3,735	391,396 391,396		72 72	,	12,207 12,207	403,603 403,603	159,607 159,607	563,210 563,210	104,791 104,791	108,060 108,060	150,793 150,793	3.1% 3.1%	40.8% 40.8%
D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual																
Reimbursable Funded Personnel (includes OC 13)	206	205	205	21,040	0	0	0	0	21,040	8,232	29,272	102,634	102,634	142,790		39.1%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule	206	205	205	21,040	0	_	0	0	21,040	8,232	29,272	102,634	102,634	142,790		39.1%
R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	206	205	205	21,040	0	0	0	0	21,040	8,232	29,272	102,634	102,634	142,790		39.1%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire	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) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees	206	205	205	21,040	0	0	0	0	21,040	8,232	29,272	102,634	102,634	142,790		39.1%
R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual																
Total Funded Personnel (includes OC 13)	3,973	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%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	3,973 17 3,956	3,978 17 3,961	3,940 17 3,923	412,436 3,324 409,112	741 0 741	72 0 72	11,394 299 11,095	12,207 299 11,908	424,643 3,623 421,020	167,839 1,301 166,538	592,482 4,924 587,558	104,679 195,529 104,285	107,777 213,118 107,321	150,376 289,647 149,773	3.2% 9.0% 3.1%	40.7% 39.1% 40.7%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	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) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits	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%

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

Operation and Maintenance, Defense-Wide

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

					14		<u>-,</u>	e + f + g	d + h		i+i	d/c	i/c	k/c	h/d	j/d
	<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	h Total Variables	<u>i</u> Comp O.C.11	i Benefits O.C.12/13	k Comp & Benefits	<u>I</u> Basic Comp	<u>m</u> Total	<u>n</u> Comp	0 % BC Variables	½ % BC Benefits
Direct Funded Personnel (includes OC 13)	9,857	8,700	8,623	844,823	5,330	570	24,392	30,292	875,115	360,800	1,235,915	97,973	101,486	143,328	3.6%	42.7%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule	9,803 11 9,792		8,569 9 8,560	842,073 1,484 840,589	5,330 5,330	570 64 506	24,392 153 24,239	217 30,075	872,365 1,701 870,664	360,800 479 360,321	2,180 1,230,985	98,270 164,889 98,200	101,805 189,000 101,713	143,910 242,222 143,807	3.6% 14.6% 3.6%	42.8% 32.3% 42.9%
D1d. Wage System D1e. Highly Qualified Experts D1f. Other	0	0	0	0			0	0	0	0	0					
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	52 9,855	52 8,698	52 8,621	2,612 844,685	5,330	570	0 24,392		2,612 874,977	0 360,800		50,231 97,980	50,231 101,494	50,231 143,345	3.6%	42.7%
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	9,8 57	8, 700	8, 623	138 844,823	5,330	570	24,392	30,292	138 875,115		138 1,235,915	69,000 97,973	69,000 101,486	69,000 143,328	3.6%	42.7%
Reimbursable Funded Personnel (includes OC 13)	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%
R1. US Direct Hire (USDH) R1a. Senior Executive 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%
R1b. General Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	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%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire	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%
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	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%
Total Funded Personnel (includes OC 13)	11,471	10,288	10,211	1,007,483	5,491	588	27,949	34,028	1,041,511	416,759	1,458,270	98,666	101,999	142,814	3.4%	41.4%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	11,417 11 11,406	10,234 7 10,227	10,157 9 10,148	1,004,733 1,484 1,003,249	5,491 5,491	588 64 524	27,949 153 27,796	34,028 217 33,811 0	1,038,761 1,701 1,037,060	416,759 479 416,280	2,180	98,920 164,889 98,862	102,270 189,000 102,194	143,302 242,222 143,214	3.4% 14.6% 3.4%	41.5% 32.3% 41.5%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	52		52	2,612	E 404	F00	0	-	2,612		-,	50,231	50,231	50,231 142.828	2.40/	44 40/
T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13)	11,469 2 11,471	10,286 2 10,288	10,209 2 10,211	1,007,345 138 1,007,483	5,491 5,491	588 588	27,949 27,949	,	138	,	138	98,672 69,000 98,666	102,005 69,000 101,999	142,828 69,000 142,814	3.4% 3.4%	41.4% 41.4%
T5. Other Object Class 13 Benefits																

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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

Operation and Maintenance, Defense-Wide

Defense Contract Management Agency FY 2023 (\$ in Thousands)

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	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	j Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>I</u> Basic Comp	i/c <u>m</u> Total Comp	k/c <u>n</u> Comp & Benefits	h/d <u>o</u> % BC Variables	j/d <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	8,702	9,009	8,610	912,062	4,012	574	15,581	20,167	932,229	356,762	1,288,991	105,931	108,273	149,709	2.2%	39.1%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	8,647 7 8,639 1	8,949 11 8,937	8,550 11 8,538	907,538 1,900 905,577	4,012	66		20,143 231 19,911	927,681 2,131 925,488 62	356,474 630 355,816 28	2,761	106,145 172,727 106,064 61,000	108,501 193,727 108,396 62,000	251,000 150,071	2.2% 12.2% 2.2% 1.6%	39.3% 33.2% 39.3% 45.9%
D2. Direct Hire Program Foreign Nationals (DHFN)	52		57	4,296			24		4,320	288	4,608	75,368	75,789		0.6%	6.7%
D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	8,699 3		8,607	911,834 228		574	15,581	20,167	932,001 228	356,762	1,288,763 228	105,941 76,000	108,284 76,000		2.2%	39.1%
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	8,702		8,610	912,062		574	15,581	20,167	932,229	356,762	1,288,991	105,931	108,273		2.2%	39.1%
Reimbursable Funded Personnel (includes OC 13)	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%
R1. US Direct Hire (USDH)	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%
R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	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%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN)	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%
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	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%
Total Funded Personnel (includes OC 13)	10,290	10,580	10,155	1,078,907	7,031	718	16,186	23,935	1,102,842	412,137	1,514,979	106,244	108,601	149,186	2.2%	38.2%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule	10,235 7 10,227	10,520 11 10,508	10,095 11 10,083	1,074,383 1,900 1,072,422	,	718 66 652		231	1,098,294 2,131 1,096,101	411,849 630 411,191	2,761	106,427 172,727 106,359	108,796 193,727 108,708	251,000	2.2% 12.2% 2.2%	38.3% 33.2% 38.3%
T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	1	1	1	61			1	1	62	28	90	61,000	62,000	90,000	1.6%	45.9%
T2. Direct Hire Program Foreign Nationals (DHFN)	52		57	4,296			24		4,320	288	4,608	75,368	75,789		0.6%	6.7%
T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN)	10,287 3	10,577 3	10,152 3	1,078,679 228		718	16,186	23,935	1,102,614 228	412,137	1,514,751 228	106,253 76,000	108,611 76,000		2.2%	38.2%
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	10,290		•	1,078,907		718	16,186	23,935	1,102,842	412,137	1,514,979	106,244	108,601		2.2%	38.2%

Operation and Maintenance, Defense-Wide

Defense Contract Management Agency FY 2024 (\$ in Thousands)

					<u>(\$ 11</u>	i illousalius	<u>>)</u>	_						Rates		
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	į Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>l</u> Basic Comp	i/c <u>m</u> Total Comp	k/c <u>n</u> Comp & Benefits	h/d <u>o</u> % BC Variables	j/d <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	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%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	9,006 7 8,998	8,952 11 8,940	8,572 11 8,560	964,169 2,004 962,102		627 61 566	15,933 138 15,794 1	21,199 199 20,999	985,368 2,203 983,101 64	368,484 770 367,685 29	1,353,852 2,973 1,350,786	112,479 182,182 112,395 63,000	114,952 200,273 114,848 64,000	270,273 157802	2.2% 9.9% 2.2 1.6%	38.2% 38.4% 38.2% 46.0%
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)	57 9,063 3 9,066	57 9,009 3 9,012	57 8,629 3 8,632	4,413 968,582 296 968,878		627 627	26 15,959 15,959	26 21,225 21,225	4,439 989,807 296 990,103	296 368,780 368,780	4,735 1,358,587 296 1,358,883	77,421 112,247 98,667 112,243	77,877 114,707 98,667 114,701	157,444 98,667	0.6% 2.2% 2.2%	6.7% 38.2% 38.1%
D5d. Foreign National Separation Liability Accrual																
Reimbursable Funded Personnel (includes OC 13)	1,571	1,571	1,571	173,280	140	32	4,200	4,372	177,652	57,884	235,536	110,299	113,082	,	2.5%	33.4%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	1,571 1,571	1,571 1,571	1,571 1,571	173,280 173,280	140 140	32 32	4,200 4,200	4,372 4,372	177,652 177,652	57,884 57,884	235,536 235,536	110,299 110,299	113,082 113,082	-,-	2.5% 2.5%	33.4% 33.4%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN)	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%
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	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%
Total Funded Personnel (includes OC 13)	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%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule	10,577 7 10,569	10,523 11 10,511	10,143 11 10,131	1,137,449 2,004 1,135,382	4,779 4,779	659 61 598	20,133 138 19,994	25,571 199 25,371	1,163,020 2,203 1,160,753	426,368 770 425,569	1,589,388 2,973 1,586,322	112,141 182,182 112,070	114,662 200,273 114,574	270,273	2.2% 9.9% 2.2%	37.5% 38.4% 37.5%
11d. Wage System 11d. Wage System 11e. Highly Qualified Experts 11f. Other	1	1	1	63			1	1	64	29	93	63,000	64,000	93,000	1.6%	46.0%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN)	57 10,634 3	57 10,580 3	57 10,200 3	4,413 1,141,862 296	4,779	659	26 20,159	26 25,597	4,439 1,167,459 296	296 426,664	296	77,421 111,947 98,667	77,877 114,457 98,667	156,287 98,667	0.6% 2.2%	6.7% 37.4%
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	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	156270	2.2%	37.4%

Operation and Maintenance, Defense-Wide

Defense Counterintelligence Security Agency FY 2022 (\$ in Thousands)

	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	e Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	į Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>l</u> Basic Comp	i/c <u>m</u> Total Comp	k/c n Comp & Benefits	h/d <u>o</u> % BC Variables	j/d <u>p</u> % 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) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	2,143 12 2,119 12	12	1,839 12 1,816 11	207,423 1,920 203,765 1,738	778 0 778	6 0 6	12,943 345 12,398 200	13,727 345 13,182 200	221,150 2,265 216,947 1,938	76,160 192 75,562 406	2,457 292,509	35,566 160,000 35,077 158,000	120,913 1,132,500 119,464 176,182	162,553 1,228,500 161,073 213,091	6.6% 18.0% 6.5% 11.5%	36.7% 10.0% 37.1% 23.4%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	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%
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	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%
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) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	2,143 12 2,119 12	1,651 12 1,628 11	1,839 12 1,816 11	207,423 1,920 203,765 1,738	778 0 778	6 0 6	12,943 345 12,398 200	13,727 345 13,182 200	221,150 2,265 216,947 1,938	76,160 192 75,562 406	2,457 292,509	35,566 160,000 35,077 158,000	120,913 1,132,500 119,464 176,182	162,553 1,228,500 161,073 213,091	6.6% 18.0% 6.5% 11.5%	36.7% 10.0% 37.1% 23.4%
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) 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	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%

OP-8

Operation and Maintenance, Defense-Wide

Defense Counterintelligence Security 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	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	į Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>l</u> Basic Comp	i/c <u>m</u> Total Comp	k/c <u>n</u> Comp & Benefits	h/d <u>o</u> % BC Variables	j/d <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	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%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	1,652 12 1,628 12	10 2,153	2,023 10 2,002 11	226,097 2,006 222,275 1,816	535 535	6	6,727 368 5,991 368	7,268 368 6,532 368	233,365 2,374 228,807 2,184	490 66,993	2,864 295,800	111,763 200,600 111,026 165,091	115,356 237,400 114,289 198,545	148,986 286,400 147,752 248,545	3.2% 18.3% 2.9% 20.3%	30.1% 24.4% 30.1% 30.3%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indianal Historian Nationals (HJFN)	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) 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	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%
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)	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%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	1,652 12 1,628 12	10 2,153	2,023 10 2,002 11	226,097 2,006 222,275 1,816	535 535	6	6,727 368 5,991 368	7,268 368 6,532 368	233,365 2,374 228,807 2,184	490 66,993	2,864 295,800	111,763 200,600 111,026 165,091	115,356 237,400 114,289 198,545	148,986 286,400 147,752 248,545	3.2% 18.3% 2.9% 20.3%	30.1% 24.4% 30.1% 30.3%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	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) 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	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%

Operation and Maintenance, Defense-Wide

Defense Counterintelligence Security 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	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	į Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>l</u> Basic Comp	i/c <u>m</u> Total Comp	k/c <u>n</u> Comp & Benefits	h/d <u>o</u> % BC Variables	j/d <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	2,174	2,121	1,966	268,410	678	6	6,852	7,536	275,946	67,571	343,517	136,526	140,359	174,729	2.8%	25.2%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	2,174 10 2,153 11	2,121 10 2,100 11	1,966 10 1,945 11	268,410 661 266,268 1,481	678 678	6	374	374 6,777	275,946 1,035 273,045 1,866	67,571 192 66,925 454	343,517 1,227 339,970 2,320	136,526 66,100 136,899 134,636	140,349 103,500 140,383 169,636	174,729 122,700 174,792 210,909	2.8% 56.6% 2.5% 26.0%	25.2% 29.0% 25.1% 30.7%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	2,174	2,121	1,966	268,410	678	6	6,852	7,536	275,946	67,571	343,517	136,526	140,359	174,729	2.8%	25.2%
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	2,174	2,121	1,966	268,410	678	6	6,852	7,536	275,946	67,571	343,517	136,526	140,359	174,729	2.8%	25.2%
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)	2,174	2,121	1,966	268,410	678	6	6,852	7,536	275,946	67,571	343,517	136,526	140,359	174,729	2.8%	25.2%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	2,174 10 2,153 11	2,121 10 2,100 11	1,966 10 1,945 11	268,410 661 266,268 1,481	678 678	6	374	374 6,777	275,946 1,035 273,045 1,866	67,571 192 66,925 454	343,517 1,227 339,970 2,320	136,526 66,100 136,899 134,636	140,359 103,500 140,383 169,636	174,729 122,700 174,792 210,909	2.8% 56.6% 2.5% 26.0%	25.2% 29.0% 25.1% 30.7%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	2,174	2,121	1,966	268,410	678	6	6,852	7,536	275,946	67,571	343,517	136,526	140,359	174,729	2.8%	25.2%
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	2,174	2,121	1,966	268,410	678	6	6,852	7,536	275,946	67,571	343,517	136,526	140,359	174,729	2.8%	25.2%

Operation and Maintenance, Defense-Wide

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

					<u>(\$ i</u>	n Thousand	<u>s)</u>							Rates		
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	į Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>I</u> Basic Comp	i/c <u>m</u> Total Comp	k/c <u>n</u> Comp & Benefits	h/d <u>o</u> % BC Variables	j/d <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	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%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	1,235 12 1,221 1	1,231 11 1,216 3	1,237 12 1,221 3	153,237 1,984 150,497 575	82 82	7	4,700 188 4,464 47	188 4,553 47	158,026 2,172 155,050 622 182	53,009 672 52,067 203	211,035 2,844 207,117 825 249	123,878 165,333 123,257 191,667 181,000	127,749 181,000 126,986 207,333 182,000	237,000 169,629	3.1% 9.5% 3.0% 8.2% 0.6%	33.9% 34.6% 35.3%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	1,235	1,231	1,237	153,237	82	7	4,700	,	158,026	53,009	211,035	123,878	127,749	,	3.1%	
Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees	1,235	1,231	1,237	153,237	82	7	4,700	4,789	158,026	53,009 50	211,035 50	123,878	127,749	170,602	3.1%	34.6%
D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual										50	50					
Reimbursable Funded Personnel (includes OC 13)	31	19	19	2,056			56	56	2,112	486	2,598	108,211	111,158	136,737	2.7%	23.6%
R1. US Direct Hire (USDH)	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 R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	31	19	19	2,056			56	56	2,112	486	2,598	108,211	111,158	136,737	2.7%	23.6%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN)	31	19	19	2,056			56	56	2,112	486	2,598	108,211	111,158	136,737	2.7%	23.6%
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	31	19	19	2,056			56	56	2,112	486	2,598	108,211	111,158	136,737	2.7%	23.6%
Total Funded Personnel (includes OC 13)	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%
T1. US Direct Hire (USDH)	1,266	1,250	1,256	155,293	82	7	4,756		160,138	53,495	213,633	123,641	127,498		3.1%	
T1a. Senior Executive Schedule T1b. General Schedule	12 1,252	11 1,235	12 1,240	1,984 152,553	82	7	188 4,520		2,172 157,162	672 52,553	2,844 209,715	165,333 123,027	181,000 126,744		9.5% 3.0%	
T1c. Special Schedule	1	3	3	575	02	•	47		622	203	825	191,667	207,333		8.2%	
T1d. Wage System T1e. Highly Qualified Experts T1f. Other	1	1	1	181			1	1	182	67	249	181,000	182,000	249,000	0.6%	37.0%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN)	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%
Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees	1,266	1,250	1,256	155,293	82	7	4,756	4,845	160,138	53,495 50	213,633 50	123,641	127,498	170,090	3.1%	34.4%
T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual										50	50					

Operation and Maintenance, Defense-Wide

Defense Human Resources Activity FY 2023 (\$ in Thousands)

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	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	j Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>I</u> Basic Comp	i/c <u>m</u> Total Comp	k/c <u>n</u> Comp & Benefits	h/d <u>o</u> % BC Variables	j/d <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	1,251	1,299	1,295	164,764	113	6	4,931	5,050	169,814	55,369	225,183	127,231	131,131	173,886	3.1%	33.6%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	1,251 12 1,234 1		1,295 12 1,277 2	164,764 2,296 161,541 299 628	113	6	4,931 190 4,708 10	5,050 190 4,827 10	169,814 2,486 166,368 309 651	706 54,346	220,714 414	127,231 191,333 126,500 149,500	131,131 207,167 130,280 154,500 162,750	173,886 266,000 172,838 207,000 215,750	3.1% 8.3% 3.0% 3.3% 3.7%	30.7% 33.6% 35.1%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	1,251	1,299	1,295	164,764	113	6	4,931	5,050	169,814	55,369	225,183	127,231	131,131	173,886	3.1%	33.6%
D4. Indirect Hire Foreign Nationals (IHFN) 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	1,251	1,299	1,295	164,764	113	6	4,931	5,050	169,814	55,369	225,183	127,231	131,131	173,886	3.1%	33.6%
Reimbursable Funded Personnel (includes OC 13)	31	33	33	3,352			85	85	3,437	1,175	4,612	101,576	104,152	139,758	2.5%	35.1%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts	31 31	33 33	33 33	3,352 3,352			85	85 85	3,437 3,437	1,175 1,175	,	101,576 101,576	104,152 104,152	,	2.5% 2.5%	
R1f. Other R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN)	31		33	3,352			85	85	3,437	1,175	,	101,576	104,152	139,758	2.5%	
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	31	33	33	3,352			85	85	3,437	1,175	4,612	101,576	104,152	139,758	2.5%	35.1%
Total Funded Personnel (includes OC 13)	1,282	1,332	1,328	168,116	113	6	5,016	5,135	173,251	56,544	229,795	126,593	130,460	173,038	3.1%	33.6%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	1,282 12 1,265 1	12	1,328 12 1,310 2	168,116 2,296 164,893 299 628	113 113	6	5,016 190 4,793 10	5,135 190 4,912 10	173,251 2,486 169,805 309 651	55,521	3,192 225,326 414	126,593 191,333 125,873 149,500 157,000	130,460 207,167 129,622 154,500 162,750		3.1% 8.3% 3.0% 3.3% 3.7%	30.7% 33.7% 35.1%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	1,282	1.332	1.328	168.116	113	6	5.016	5.135	173.251	56.544	229.795	126.593	130.460	173.038	3.1%	33.6%
T4. India Direct nire T4. India the Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits	1,282	,	1,328	168,116	113	6	5,016	5,135	173,251	56,544	229,795	126,593	130,460	173,038	3.1%	

T5. Other Object Class 13 Benefits
T5a. USDH - Benefits for Former Employees
T5b. DHFN - Benefits for Former Employees
T5c. Voluntary Separation Incentive Pay (VSIP)
T5d. Foreign National Separation Liability Accrual

Operation and Maintenance, Defense-Wide

Defense Human Resources Activity FY 2024 (\$ in Thousands)

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	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	į Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>l</u> Basic Comp	i/c <u>m</u> Total Comp	k/c <u>n</u> Comp & Benefits	h/d <u>o</u> % BC Variables	j/d <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	1,299	1,305	1,296	172,991	119	6	5,177	5,302	178,293	58,133	236,426	133,481	137,572	182,427	3.1%	33.6%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	1,299 12 1,281 2	1,305 11 1,285 4	1,296 11 1,276 4	172,991 2,209 169,316 629 837	119 119	6	5,177 182 4,948 20	5,302 182 5,073 20	178,293 2,391 174,389 649 864	58,133 678 56,978 221	3,069 231,367 870	133,481 200,818 132,693 157,250 167,400	137,572 217,364 136,668 162,250 172,800	279,000 181,322 217,500	3.1% 8.2% 3.0% 3.2% 3.2%	33.6% 30.7% 33.7% 35.1% 30.6%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	1,299	1,305	1,296	172,991	119	6	5,177	5,302	178,293	58,133	236,426	133,481	137,572	182,427	3.1%	33.6%
D4. Indirect Hire Foreign Nationals (IHFN)	•	,	,	ŕ		-	,	ŕ	,	,	,	,	,	,		
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	1,299	1,305	1,296	172,991	119	6	5,177	5,302	178,293	58,133	236,426	133,481	137,572	182,427	3.1%	33.6%
Reimbursable Funded Personnel (includes OC 13)	33	33	33	3,791			96	96	3,887	1,328	5,215	114,879	117,788	158,030	2.5%	35.0%
R1. US Direct Hire (USDH)	33	33	33	3,791			96	96	3,887	1,328	5,215	114,879	117,788	158,030	2.5%	35.0%
R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	33	33	33	3,791			96	96	3,887	1,328	5,215	114,879	117,788	158,030	2.5%	35.0%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN)	33	33	33	3,791			96	96	3,887	1,328	5,215	114,879	117,788	158,030	2.5%	35.0%
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	33	33	33	3,791			96	96	3,887	1,328	5,215	114,879	117,788	158,030	2.5%	35.0%
Total Funded Personnel (includes OC 13)	1,332	1,338	1,329	176,782	119	6	5,273	5,398	182,180	59,461	241,641	133,019	137,081	181,822	3.1%	33.6%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System	1,332 12 1,314 2	1,338 11 1,318 4	1,329 11 1,309 4	176,782 2,209 173,107 629	119 119	6	5,273 182 5,044 20	5,398 182 5,169 20	182,180 2,391 178,276 649	59,461 678 58,306 221	236,582	133,019 200,818 132,244 157,250	137,081 217,364 136,193 162,250	279,000 180,735	3.1% 8.2% 3.0% 3.2%	33.6% 30.7% 33.7% 35.1%
T1e. Highly Qualified Experts T1f. Other	4	5	5	837			27	27	864	256	1,120	167,400	172,800	224,000	3.2%	30.6%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN)	1,332	1,338	1,329	176,782	119	6	5,273	5,398	182,180	59,461	241,641	133,019	137,081	181,822	3.1%	33.6%
Subtotal - Total Funded (excludes OC 13) 75. 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	1,332	1,338	1,329	176,782	119	6	5,273	5,398	182,180	59,461	241,641	133,019	137,081	181,822	3.1%	33.6%

Operation and Maintenance, Defense-Wide

Defense Information Systems Agency FY 2022 (\$ in Thousands)

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	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	į Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>l</u> Basic Comp	i/c <u>m</u> Total Comp	k/c <u>n</u> Comp & Benefits	h/d <u>o</u> % BC Variables	j/d <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	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%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	2,844 16 2,820 3	16 2,820	2,844 16 2,820 3	326,506 2,600 322,999 356	1,529 0 1,529 0	17,177 0 17,177 0	8,986 281 8,705 0		354,198 2,881 350,410 356 551	126,305 10,591 115,373 126 215	480,503 13,472 465,783 482 766	114,805 162,500 114,539 118,667 110,200	124,542 180,063 124,259 118,667	842,000 165,171 160,667	8.5% 10.8% 8.5%	38.7% 407.3% 35.7% 35.4% 39.0%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	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) 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	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%
Reimbursable Funded Personnel (includes OC 13)	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%
R1. US Direct Hire (USDH)	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 R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	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%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN)	128 5		128 5	20,676	83 0	890 0	402 0		22,051	7,009	29,060	161,531	172,273	227,031	6.7%	33.9%
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	133		133	20,676	83	89 0	402		22,051	7,009	29,060	161,531	172,273	227,031	6.7%	33.9%
Total Funded Personnel (includes OC 13)	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%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System	2,972 16 2,948 3	16 2,948 3	2,972 16 2,948 3	347,182 2,600 343,675 356	1,612 0 1,612 0	18,067 0 18,067 0	9,388 281 9,107 0		376,249 2,881 372,461 356	133,314 10,591 122,382 126	509,563 13,472 494,843 482	116,818 162,500 116,579 118,667	126,598 180,063 126,344 118,667	842,000 167,857 160,667	8.4% 10.8% 8.4%	38.4% 407.3% 35.6% 35.4%
T1e. Highly Qualified Experts T1f. Other	5	5	5	551	0	0	0	0	551	215	766	110,200	110,200	153,200		39.0%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	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) 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	2,977	2, 977	2,977	0 347,182	1,612	0 18,067	9,388	0 29,067	0 376,249	0 133,314	0 509,563	116,818	126,598	,		38.4%

Operation and Maintenance, Defense-Wide

Defense Information Systems Agency FY 2023 (\$ in Thousands)

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	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	į Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>I</u> Basic Comp	i/c <u>m</u> Total Comp	k/c <u>n</u> Comp & Benefits	h/d <u>o</u> % BC Variables	j/d <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	2,884	2,845	2,845	360,609	1,032	373	7,155	8,560	369,169	123,918	493,087	126,752	129,761	173,317	2.4%	34.4%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	2,884 16 2,860 3	2,845 16 2,824 3	2,845 16 2,824 3	360,609 2,725 356,882 393 609	1,032 1,029 1	373 372	7,155 137 6,997 8	8,560 137 8,398 9	369,169 2,862 365,280 402	10,390 113,193 124	493,087 13,252 478,473 526	126,752 170,313 126,375 131,000 304,500	129,761 178,875 129,348 134,000 312,500	169,431 175,333	2.4% 5.0% 2.4% 2.3% 2.6%	34.4% 381.3% 31.7% 31.6% 34.6%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Direct Funded (excludes OC 13)	2,884 2.884	2,845 2.845	2,845 2.845	360,609 360,609	1,032 1.032	373 373	7,155 7,155	•	369,169 369.169	,	493,087 493.087	126,752 126,752	129,761 129,761	173,317 173.317	2.4% 2.4%	34.4% 34.4%
D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	2,004	2,040	2,040	000,000	1,002	0.0	7,100	3,333	333,103	120,010	400,007	120,102	120,701		2.470	54.476
Reimbursable Funded Personnel (includes OC 13)	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%
R1. US Direct Hire (USDH) R1a. Senior Executive 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%
R1a. Sellioi Executive Scriedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	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%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire	128	128	128	16,231	48	17	325	390	16.621	5.491	22.112	126.805	129.852	172,750	2.4%	33.8%
R4. Indirect Hire Foreign Nationals (IHFN)	5	5	5	•					-,-	,	•	,,,,,,	.,	,		
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	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%
Total Funded Personnel (includes OC 13)	3,017	2,978	2,978	376,840	1,080	390	7,480	8,950	385,790	129,409	515,199	126,754	129,765	173,293	2.4%	34.3%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule	3,012	2,973 16	2,973 16	376,840 2.725	1,080	390	7,480 137	8,950 137	385,790 2.862		515,199 13.252	126,754 170,313	129,765 178,875		2.4% 5.0%	34.3% 381.3%
T1b. General Schedule	2,988	2,952	2,952	373,113	1,077	389	7,322		381,901		500,585	126,393	129,370		2.4%	31.8%
T1c. Special Schedule T1d. Wage System	3	3	3	393	1		8	9	402		526	131,000	134,000		2.3%	31.6%
T1e. Highly Qualified Experts T1f. Other	5	2	2	609	2	1	13	16	625	211	836	304,500	312,500	418,000	2.6%	34.6%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	3,012	2,973	2,973	376,840	1.080	390	7,480	8,950	385,790	129,409	515,199	126,754	129,765	173,293	2.4%	34.3%
T4. Indirect Hire Foreign Nationals (IHFN)	5	5	5	ŕ	,		,	,	,	,	•	,	,	,		
Subtotal - Total Funded (excludes OC 13)	3,017	2,978	2,978	376,840	1,080	390	7,480	8,950	385,790	129,409	515,199	126,754	129,765	173,293	2.4%	34.3%

Subtotal - Iotal 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

Operation and Maintenance, Defense-Wide

Defense Information Systems Agency FY 2024

in 8	Ī	'n	o	us	a	no	sb

	<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	g Other O.C.11	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	į Benefits O.C.12/13	i+j <u>k</u> Comp & Benefits	d/c <u>l</u> Basic Comp	i/c <u>m</u> Total Comp	k/c <u>n</u> Comp & Benefits	h/d <u>o</u> % BC Variables	j/d <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	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%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	2,845 16 2,824 3	2,831 15 2,811 3	2,829 15 2,809 3	367,280 2,670 363,626 386 598	1,045 1,042 1	374 373	7,232 133 7,079 8	8,651 133 8,494 9	375,931 2,803 372,120 395 613	116,461 122	502,994 13,075 488,581 517	129,827 178,000 129,450 128,667 299,000	132,885 186,867 132,474 131,667 306,500	177,799 871,667 173,934 172,333 410,500	2.4% 5.0% 2.3% 2.3% 2.5%	384.7% 32.0% 31.6%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	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%	
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	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%
Reimbursable Funded Personnel (includes OC 13)	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%
R1. US Direct Hire (USDH) R1a. Senior Executive 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%
R1a. Seinic Executive Scriedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	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%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire	128	128	128	16,231	48	17	325	390	16.621	5.491	22.112	126,805	129.852	172,750	2.4%	33.8%
R4. Indirect Hire Foreign Nationals (IHFN)	5	5	5	,					.,.	,	,	,	.,	,		
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	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%
Total Funded Personnel (includes OC 13)	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%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System	2,973 16 2,952 3	2,959 15 2,939 3	2,957 15 2,937 3	383,511 2,670 379,857 386	1,093 1,090	391 390	7,557 133 7,404 8	9,041 133 8,884 9	392,552 2,803 388,741 395	10,272 121,952	525,106 13,075 510,693 517	129,696 178,000 129,335 128,667	132,753 186,867 132,360 131,667	177,581 871,667 173,883 172,333	2.4% 5.0% 2.3% 2.3%	32.1%
T1e. Higȟly Qualified Experts T1f. Other	2	2	2	598	2	1	12	15	613	208	821	299,000	306,500	410,500	2.5%	34.8%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	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) 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	5 2,978	5 2,964	2, 962	383,511	1,093	391	7,557	9,041	392,552	,	525,106	129,477	132,529	177,281	2.4%	

Operation and Maintenance, Defense-Wide

Defense Logistics Agency FY 2022 (\$ in Thousands)

					<u>(⊅</u>	ii iiiousaiiu	<u>5)</u>		416			414	:/-	<u>Rates</u>	la / al	:/-4
	<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	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	j Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>I</u> Basic Comp	i/c <u>m</u> Total Comp	k/c <u>n</u> Comp & Benefits	h/d <u>o</u> % BC Variables	j/d <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	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%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule	139 138		139 138	18,522 18,369	60	44 44	654 654		19,280 19,127	6,627 6,627	25,907 25,754	133,252 133,109	138,705 138,601	186,381 186,623	4.1% 4.1%	36.1% 36.1%
D1d. Wage System D1e. Highly Qualified Experts D1f. Other	1	1	1	153					153		153	153,000	153,000	153,000		
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	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) 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)	139	139	139	18,522	60	44	654	758	19,280	6,627 4,240 4,126	4,126	133,252	138,705	186,381	4.1%	36.1%
D5d. Foreign National Separation Liability Accrual																
Reimbursable Funded Personnel (includes OC 13)	56		56	8,466	95	8	226		8,795	,-	, -	151,179	157,054		3.9%	35.1%
R1. US Direct Hire (USDH) R1a. Senior Executive 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%
R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	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%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN)	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%
Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees	56	56	56	8,466	95	8	226	329	8,795	2,917 55		151,179	157,054	209,143	3.9%	34.5%
R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual										55	55					
Total Funded Personnel (includes OC 13)	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%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule	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%
T1b. General Schedule T1c. Special Schedule T1c. Special Schedule T1d. Wage System	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%
T1e. Highly Qualified Experts T1f. Other	1	1	1	153					153		153	153,000	153,000	153,000		
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN)	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%
Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees	195	195	195	26,988	155	52	880	1,087	28,075	9,544 4,295 4,126	4,295	138,400	143,974	192,918	4.1%	35.6%
T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual										169	169					

Operation and Maintenance, Defense-Wide

Defense Logistics Agency FY 2023 (\$ in Thousands)

					/¢ :	FY 2023 n Thousand	la\							Rates		
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	e Overtime Pay	<u>f</u> Holiday Pay	g Other O.C.11	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	j Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>l</u> Basic Comp	i/c <u>m</u> Total Comp	k/c <u>n</u> Comp	h/d <u>o</u> % BC Variables	j/d <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	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%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	156 156		156 156	20,715 20,715			275 275	1,157 1,157	21,872 21,872	7,137 7,137	29,009 29,009	132,788 132,788	140,205 140,205	185,955 185,955	5.6% 5.6%	34.5% 34.5%
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	156 156	156	156 156	20,715 20,715	882		275 4,024 4,024	1,157 1,157 4,024 4,024	21,872 21,872 4,024 4,024	5,905 5,905	29,009 29,009 9,929 9,929	132,788 132,788	140,205 140,205	185,955 185,955	5.6% 5.6%	34.5% 34.5%
Reimbursable Funded Personnel (includes OC 13)	97	97	97	14,986	413		197	610	15,596	4,264	19,860	154,495	160,784	204,742	4.1%	28.5%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	97 97		97 97	14,986 14,986			197 197	610 610	15,596 15,596	4,264 4,264	19,860 19,860	154,495 154,495	160,784 160,784	204,742 204,742	4.1% 4.1%	28.5% 28.5%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN)	97	97	97	14,986	413		197	610	15,596	4,264	19,860	154,495	160,784	204,742	4.1%	28.5%
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	97	97	97	14,986	413		197	610	15,596	4,264	19,860	154,495	160,784	204,742	4.1%	28.5%
Total Funded Personnel (includes OC 13)	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%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule	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%
T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	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%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	253	253	253	35,701	1,295		472	1,767	37,468	11,401	48,869	141,111	148,095	193,158	4.9%	31.9%
T4. Indirect Hire Foreign Nationals (IHFN) 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	253	253	253	35,701	1,295		472 4,024 4,024	1,767 4,024 4,024	37,468 4,024 4,024	11,401 5,905 5,905	48,869 9,929 9,929	141,111	148,095	193,158	4.9%	31.9%

Operation and Maintenance, Defense-Wide

Defense Logistics Agency FY 2024 (\$ in Thousands)

				/¢ ;	FY 2024	le\							Pates		
<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	e Overtime Pay	<u>f</u> Holiday Pay	g Other O.C.11	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	j Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>l</u> Basic Comp	i/c <u>m</u> Total Comp	k/c <u>n</u> Comp	h/d <u>o</u> % BC Variables	j/d <u>p</u> % BC Benefits
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%
150 150	150 150	150 150	21,821 21,821	898 898		280 280	1,178 1,178	22,999 22,999	7,267 7,267	30,266 30,266	145,473 145,473	153,327 153,327	201,773 201,773	5.4% 5.4%	33.3% 33.3%
150	150 150	150 150	21,821 21,821	898 898		280 280 5,719 5,719	1,178 1,178 5,719 5,719	22,999 22,999 5,719 5,719	7,267 7,267 5,719 5,719	30,266 30,266 11,438 11,438	145,473 145,473	153,327 153,327	201,773 201,773	5.4% 5.4%	33.3% 33.3%
97	97	97	15,212	421		202	623	15,835	4,346	20,181	156,825	163,247	208,052	4.1%	28.6%
97 97	97 97	97 97	,			202 202	623 623	15,835 15,835	4,346 4,346	20,181 20,181	156,825 156,825	163,247 163,247	208,052 208,052	4.1% 4.1%	28.6% 28.6%
97 97	97 97	97 97	,			202 202	623 623	15,835 15,835	4,346 4,346	20,181 20,181	156,825 156,825	163,247 163,247	208,052 208,052	4.1% 4.1%	28.6% 28.6%
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%
247 247	247 247	247 247	,	ŕ		482 482	1,801 1,801	38,834 38,834	11,613 11,613	50,447 50,447	149,931 149,931	157,223 157,223	204,239 204,239	4.9% 4.9%	31.4% 31.4%
247 247	247 247	247 247	,	,		482 482 5,719 5,719	1,801 1,801 5,719 5,719	38,834 38,834 5,719 5,719	11,613 11,613 5,719 5,719	50,447 50,447 11,438 11,438	149,931 149,931	157,223 157,223	204,239 204,239	4.9% 4.9%	31.4% 31.4%
	97 97 97 247 247	Begin Strength End Strength 150 150 150 150 150 150 150 150 150 150 97 97 97 97 97 97 97 97 97 97 247 247 247 247 247 247 247 247 247 247 247 247 247 247 248 247 247 247	Begin Strength End Strength FTEs 150 150 150 150 150 150 150 150 150 150 150 150 150 150 150 97 97 97 97 97 97 97 97 97 97 97 97 97 97 97 247 247 247 247 247 247 247 247 247 247 247 247 247 247 247 247 247 247 247 247 247 247 247 247	Begin Strength End Strength FTEs Basic Comp 150 150 150 21,821 150 150 150 21,821 150 150 150 21,821 150 150 150 21,821 97 97 97 15,212 97 97 97 15,212 97 97 97 15,212 97 97 97 15,212 97 97 97 15,212 97 97 97 15,212 247 247 247 37,033 247 247 247 37,033 247 247 247 37,033 247 247 247 37,033 247 247 247 37,033	Begin Strength End End Strength C FTES d Basic Comp Overtime Pay 150 150 150 21,821 898 150 150 150 21,821 898 150 150 150 21,821 898 150 150 150 21,821 898 150 150 150 21,821 898 97 97 97 15,212 421 97 97 97 15,212 421 97 97 97 15,212 421 97 97 97 15,212 421 97 97 97 15,212 421 97 97 97 15,212 421 97 97 97 15,212 421 247 247 247 37,033 1,319 247 247 247 37,033 1,319 247 247 247 37,033 1,319<	Begin Strength End Strength E End Str	Begin Strength End Strength Second Strength Basic Comp Vertime Pay Indiday Pay Other Other Pay 150 150 150 21,821 898 5,999 150 150 150 21,821 898 280 150 150 150 21,821 898 280 150 150 150 21,821 898 280 150 150 150 21,821 898 280 150 150 150 21,821 898 280 150 150 21,821 898 280 5719 150 21,821 898 280 97 97 15,212 421 202 97 97 97 15,212 421 202 97 97 97 15,212 421 202 97 97 97 15,212 421 202 247 247 247 37,033 <t< td=""><td> Segin Send Send </td><td> Strength Strength</td><td> Sirength Sirength</td><td> Strength Strength FTEs Basic Sure Holiday Other Pay Other Othe</td><td> Regin Strength Fires Regin Strength Fires Regin Strength Fires Regin Strength Fires Regin Regin Strength Fires Regin Regin</td><td> Segin Strength FTEs Comp Strength FTEs Comp Strength Strength FTEs Comp Pay Pay Other Total Comp Total Comp Strength FTEs Comp Pay Pay Other Total Comp Comp </td><td> Repin Pich Repin Repin</td><td> Semigla Semi</td></t<>	Segin Send Send	Strength Strength	Sirength Sirength	Strength Strength FTEs Basic Sure Holiday Other Pay Other Othe	Regin Strength Fires Regin Strength Fires Regin Strength Fires Regin Strength Fires Regin Regin Strength Fires Regin Regin	Segin Strength FTEs Comp Strength FTEs Comp Strength Strength FTEs Comp Pay Pay Other Total Comp Total Comp Strength FTEs Comp Pay Pay Other Total Comp Comp	Repin Pich Repin Repin	Semigla Semi

Operation and Maintenance, Defense-Wide

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

Defense Legal Services Agency FY 2022 (\$ in Thousands)

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	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>h</u> Total Variables	i Comp O.C.11	į Benefits O.C.12/13	k Comp & Benefits	<u>I</u> Basic Comp	<u>m</u> Total Comp	n Comp & Benefits	o % BC Variables	p % BC Benefits
Direct Funded Personnel (includes OC 13)	370	135	135	22,539	1	0	660	661	23,200	7,327	30,527	166,956	171,852	226,126	2.9%	32.5%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts	370 370	5	135 5 123 7	22,539 940 20,295 1,304	1	0	60	60 528 73	23,200 1,000 20,823 1,377	322 6,587 418	27,410	166,956 188,000 165,000 186,286	171,852 200,000 169,293 196,714	264,400 222,846	2.9% 6.4% 2.6% 5.6%	34.3% 32.5%
D1f. Other				0	0			0	0	0	0					
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	370	135	135	22,539	1	0	660	661	23,200	7,327	30,527	166,956	171,852	226,126	2.9%	32.5%
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	370	135	135	22,539	1	0	660	661	23,200	7,327	30,527	166,956	171,852	226,126	2.9%	32.5%
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)	370	135	135	22,539	1	0	660	661	23,200	7,327	30,527	166,956	171,852	226,126	2.9%	32.5%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule	370 370	5	135 5 123	22,539 940 20,295		0	60	60	23,200 1,000 20,823	322	30,527 1,322 27,410	166,956 188,000 165,000	171,852 200,000 169,293		2.9% 6.4% 2.6%	34.3%
T1c. Special Schedule T1d. Wage System		7	7	1,304	0		73	73	1,377	418	1,795	186,286	196,714	256,429	5.6%	32.1%
T1e. Highly Qualified Experts T1f. Other		0	0	0	0		C	0	0		0					
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN)	370	135	135	22,539	1	0	660	661	23,200	7,327	30,527	166,956	171,852	226,126	2.9%	32.5%
Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5h. DHEN - Benefits for Former Employees	370	135	135	22,539	1	0	660	661	23,200	7,327	30,527	166,956	171,852	226,126	2.9%	32.5%

Operation and Maintenance, Defense-Wide

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

Defense Legal Services 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	e + ī + g <u>h</u> Total Variables	<u>i</u> Comp O.C.11	į Benefits O.C.12/13	k Comp & Benefits	d/c <u>l</u> Basic Comp	m Total Comp	E/C n Comp & Benefits	n/d <u>o</u> % BC Variables	j/d <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	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%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	135 5 123 7	320 5 309 5	320 5 309 5	52,078 964 49,987 937	129 127 2		1,289 24 1,237 23	1,418 24 1,364 25	53,496 988 51,351 962		1,293 67,006 1,254	162,744 192,800 161,770 187,400 190,000	167,175 197,600 166,184 192,400 195,000	218,147 258,600 216,848 250,800 254,000	2.7% 2.5% 2.7% 2.7% 2.6%	31.2%
D2. Direct Hire Program Foreign Nationals (DHFN)																
D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	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%
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	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%
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)	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%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts	135 5 123 7	320 5 309 5	320 5 309 5	52,078 964 49,987 937	129 127 2		1,289 24 1,237 23	1,418 24 1,364 25	53,496 988 51,351 962	305 15,655 292	1,293 67,006 1,254	162,744 192,800 161,770 187,400	167,175 197,600 166,184 192,400 195,000	218,147 258,600 216,848 250,800 254,000	2.7% 2.5% 2.7% 2.7% 2.6%	31.3% 31.6% 31.3% 31.2%
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN)	135	320	320	52,078	129		1,289	1,418	53,496	16,311	,	162,744	167,175	218,147	2.7%	31.3%
Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees	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%

Operation and Maintenance, Defense-Wide

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

Defense Legal Services 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 Pav	<u>f</u> Holiday Pav	g Other O.C.11	e + ī + g <u>h</u> Total Variables	i Comp O.C.11	į Benefits O.C.12/13	k Comp & Benefits	I Basic Comp	m Total Comp	n Comp & Benefits	n/a <u>o</u> % BC Variables	y/a <u>p</u> % BC Benefits
Direct Funded Personnel (in	ncludes OC 13)	320	320	320	54,605	136	,	1,352	1,488	56,093	17,094	73,187	170,641	175,291	228,709	2.7%	
D1. US Direct Hire (USDH) D1a. Senior Executive Sche D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Exper		320 5 309 5		320 5 309 5	54,605 1,006 52,422 979 198	136 134 2		1,352 25 1,299 23	1,488 25 1,433 25	56,093 1,031 53,855 1,004	17,094 316 16,414 302	70,269 1,306	170,641 201,200 169,650 195,800 198,000	175,291 206,200 174,288 200,800 203,000	228,709 269,400 227,408 261,200 265,000	2.7% 2.5% 2.7% 2.6% 2.6%	31.4% 31.3% 30.8%
D2. Direct Hire Program Fore	ign Nationals (DHFN)	320	320	320	54.605	136		1.352	4 400	56.093	47.004	72 407	170.641	475 204	220 700	2.7%	24.20/
D4. Indirect Hire Foreign Nation					,			,	1,488	,	17,094	73,187	•	175,291	228,709		
Subtotal - Direct Funded D5. Other Object Class 13 B D5a. USDH - Benefits for Fo D5b. DHFN - Benefits for Fo D5c. Voluntary Separation II D5d. Foreign National Sepa	cenefits ormer Employees ormer Employees ncentive Pay (VSIP)	320	320	320	54,605	136		1,352	1,488	56,093	17,094	73,187	170,641	175,291	228,709	2.7%	31.3%
Reimbursable Funded Person	onnel (includes OC 13)																
R1. US Direct Hire (USDH) R1a. Senior Executive Sche R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Exper R1f. Other																	
R2. Direct Hire Program Forei R3. Total Direct Hire R4. Indirect Hire Foreign Natic Subtotal - Reimbursable R5. Other Object Class 13 B R5a. USDH - Benefits for Fo R5b. DHFN - Benefits for Fo R5c. Voluntary Separation II R5d. Foreign National Sepa	Funded (excludes OC 13) lenefits primer Employees primer Employees ncentive Pay (VSIP)																
Total Funded Personnel (inc	cludes OC 13)	320	320	320	54,605	136		1,352	1,488	56,093	17,094	73,187	170,641	175,291	228,709	2.7%	31.3%
T1. US Direct Hire (USDH) T1a. Senior Executive Sche T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Expert		320 5 309 5	309	320 5 309 5	54,605 1,006 52,422 979	136 134 2		1,352 25 1,299 23	1,488 25 1,433 25	56,093 1,031 53,855 1,004	17,094 316 16,414 302	70,269 1,306	170,641 201,200 169,650 195,800	175,291 206,200 174,288 200,800 203,000	227,408	2.7% 2.5% 2.7% 2.6%	31.4% 31.3% 30.8%
T1f. Other T2. Direct Hire Program Forei	an Nationals (DHEN)																
T3. Total Direct Hire T4. Indirect Hire Foreign Nation	,	320	320	320	54,605	136		1,352	1,488	56,093	17,094	73,187	170,641	175,291	228,709	2.7%	
Subtotal - Total Funded (T5. Other Object Class 13 B T5a. USDH - Benefits for Fo T5b. DHFN - Benefits for Fo	(excludes ÓC 13) enefits ormer Employees	320	320	320	54,605	136		1,352	1,488	56,093	17,094	73,187	170,641	175,291	228,709	2.7%	31.3%

j/d

Operation and Maintenance, Defense-Wide

Defense Media Activity 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	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	į Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>I</u> Basic Comp	i/c <u>m</u> Total Comp	k/c <u>n</u> Comp & Benefits	h/d <u>o</u> % BC Variables	j/d <u>p</u> % BC 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) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	490 1 484 5	446 1 442 3	460 1 457 2	48,993 191 48,682 120	535 529 6	774 774	1,029 1,026 3	,	51,331 191 51,011 129	17,901 69 17,777 55	69,232 260 68,788 184	106,507 191,000 106,525 60,000	111,589 191,000 111,621 64,500	150,504 260,000 150,521 92,000	4.8% 4.8% 7.5%	36.1% 36.5%
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	30 520 40 560	469	23 483 31 514	1,794 50,787 375 51,162	535 535	774 774	1,029 1,029	•	1,794 53,125 375 53,500		1,794 71,026 375 71,401 218	78,000 105,149 12,097 99,537	78,000 109,990 12,097 104,086	78,000 147,052 12,097 138,912	4.8% 4.8%	
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) T1a. Senior Executive Schedule T1b. General Schedule	490 1 484	446 1 442	460 1 457	48,993 191 48,682	535 529	774 774	1,029 1,026	2,338 2,329	51,331 191 51,011	17,901 69 17,777	69,232 260 68,788	106,507 191,000 106,525	111,589 191,000 111,621	150,504 260,000 150,521	4.8% 4.8%	36.5% 36.1% 36.5%
T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	5	3	2	120	6		3	9	129	55	184	60,000	64,500	92,000	7.5%	45.8%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13)	30 520 40 560	469 31	23 483 31 514	1,794 50,787 375 51,162	535 535	774 774	1,029 1,029	•	1,794 53,125 375 53,500	17,901 17,901	1,794 71,026 375 71,401	78,000 105,149 12,097 99,537	78,000 109,990 12,097 104,086	78,000 147,052 12,097 138,912	4.8% 4.8%	
T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual										218 218	218 218					

Operation and Maintenance, Defense-Wide

Defense Media Activity FY 2023

(\$ in Thousands)

	<u>a</u> Begin Strength	<u>b</u> End Strength	FTEs	<u>d</u> Basic Comp	e Overtime Pay	<u>f</u> Holiday Pay	g Other O.C.11	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	j Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>I</u> Basic Comp	i/c <u>m</u> Total Comp	k/c n Comp & Benefits	h/d <u>o</u> % BC Variables	j/d <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	575	577	577	55,017	508	220	1,496	2,224	57,241	18,516	75,757	95,350	99,205	131,295	4.3%	35.3%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	505 1 499 5	1 501	507 1 501	52,497 191 52,017 289	508 500 8	220 220	1,496 1,487 9	2,224 2,207 17	54,721 191 54,224 306		261	103,544 191,000 103,826 57,800	107,931 191,000 108,232 61,200	143,959 261,000 144,309 85,400	4.3% 4.2% 5.9%	34.8% 36.6% 34.7% 41.9%
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	30 535 40 575	537 40	30 537 40 577	820 53,317 1,700 55,017	508 508	220 220	1,496 1,496	2,224 2,224	820 55,541 1,700 57,241	18,266	1,700 75,507 250	27,333 99,287 42,500 95,350	27,333 103,428 42,500 99,205	27,333 137,443 42,500 130,861	4.3% 4.3%	34.8% 34.8%
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)	575	577	577	55,017	508	220	1,496	2,224	57,241	18,516	75,757	95,350	99,205	131,295	4.3%	35.3%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule	505 1 499	1	507 1 501	52,497 191 52,017	508 500	220 220	1,496 1,487	2,224 2,207	54,721 191 54,224	18,266 70 18,075	261	103,544 191,000 103,826	107,931 191,000 108,232	143,959 261,000 144,309	4.3% 4.2%	34.8% 36.6% 34.7%
Tid. Wage System Tid. Wage System Tie. Highly Qualified Experts Tif. Other	5	5	5	289	8		9	17	306	121	427	57,800	61,200	85,400	5.9%	41.9%
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	30 535 40 575	537 40	30 537 40 577	820 53,317 1,700 55,017	508 508	220 220	1,496 1,496	2,224 2,224	820 55,541 1,700 57,241	18,266	1,700 75,507	27,333 99,287 42,500 95,350	27,333 103,428 42,500 99,205	27,333 137,443 42,500 130,861	4.3% 4.3%	34.8% 34.8%
T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual										250	250					

Operation and Maintenance, Defense-Wide

Defense Media Activity FY 2024 (\$ in Thousands)

					<u>(</u> \$ i	<u>in Thousand</u>	l <u>s)</u>							Rates		
						_		e+f+g	d + h		i+j	d/c	i/c	k/c	h/d	j/d
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	e Overtime Pay	<u>t</u> Holiday Pay	<u>g</u> Other O.C.11	<u>h</u> Total Variables	<u>i</u> Comp O.C.11	I Benefits O.C.12/13	<u>k</u> Comp & Benefits	<u>l</u> Basic Comp	<u>m</u> Total Comp	n Comp & Benefits	<u>o</u> % BC Variables	<u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	577	575	575	57,456	526	231	1,583	2,340	59,796	19,479	79,275	99,923	103,993	137,870	4.3%	35.5%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule	507 1 501	505 1 500	505 1 500	54,810 201 54,304	526 526	231	1,583	,	57,150 201 56,625	19,216 74	76,366 275 75,640	108,535 201,000 108,608	113,168 201,000 113,250	151,220 275,000 151,280	4.3% 4.3%	35.1% 36.8% 35.0%
D1d. Wage System D1e. Highly Qualified Experts D1f. Other	5	4	4	305			19	19	324	127	451	76,250	81,000	112,750	6.2%	41.6%
D2. Direct Hire Program Foreign Nationals (DHFN)	30		30	861	500	004	4 500	0.040	861	40.040	861	28,700	28,700	28,700	4.00/	05.40/
D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	537 40	40	535 40	55,671 1,785	526		1,583	,	58,011 1,785		77,227 1,785	104,058 44,625	108,432 44,625	144,350 44,625	4.3%	35.1%
Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees	577	575	575	57,456	526	231	1,583	2,340	59,796	19,216 263	79,012 263	99,923	103,993	137,412	4.3%	35.1%
D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual										263	263					
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)	577	575	575	57,456	526	231	1,583	2,340	59,796	19,479	79,275	99,923	103,993	137,870	4.3%	35.5%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule	507 1 501	505 1 500	505 1 500	54,810 201 54,304	526 526		1,583	2,340 2,321	57,150 201 56.625	74	76,366 275 75,640	108,535 201,000 108,608	113,168 201,000 113,250	151,220 275,000 151,280	4.3% 4.3%	35.1% 36.8% 35.0%
T1c. Special Schedule	_	4	4	•			40	•	204			•			0.00/	44.00/
T1d. Wage System T1e. Highly Qualified Experts T1f. Other	5	4	4	305			19	19	324	127	451	76,250	81,000	112,750	6.2%	41.6%
T2. Direct Hire Program Foreign Nationals (DHFN)	30		30	861		•			861	40.0:-	861	28,700	28,700	28,700		0= 401
T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN)	537 40		535 40	55,671 1,785	526	231	1,583	2,340	58,011 1,785		77,227 1,785	104,058 44,625	108,432 44,625	144,350 44,625	4.3%	35.1%
Subtotal - Total Funded (excludes ÓC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees	577	575	575	57,456	526	231	1,583	2,340	59,796		79,012 263	99,923	103,993	137,412	4.3%	35.1%
T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual										263	263					

Operation and Maintenance, Defense-Wide

DoD Dependents Education FY 2022 (\$ in Thousands)

i+j

	<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>h</u> Total Variables	<u>i</u> Comp O.C.11	j Benefits O.C.12/13	<u>k</u> Comp & Benefits	<u>l</u> Basic Comp	<u>m</u> Total Comp	<u>n</u> Comp & Benefits	<u>o</u> % BC Variables	<u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	12,314	12,492	11,242	780,678	935	746	130,598	132,279	912,957	506,641	1,419,598	69,449	81,217	126,288	17.1%	65.4%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	12,073 6 3,517 8,240 308 2	12,243 6 3,437 8,493 305 2	10,993 6 2,742 7,969 275 1	773,674 1,091 146,547 615,829 10,071 136	935 602 28 305	746 46 700	130,598 102 45,369 82,008 3,119	132,279 102 46,017 82,736 3,424	905,953 1,193 192,564 698,565 13,495 136	78,532 422,524 4,668	1,634 271,096 1,121,089 18,163	70,385 181,833 53,445 77,278 36,622	82,419 198,833 70,228 87,660 49,073	128,469 272,333 98,868 140,681 66,047	17.1% 9.3% 31.4% 13.4% 34.0%	65.4% 40.4% 53.6% 68.6% 46.4% 6.6%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	66 12,139 175	77 12,320 172	77 11,070 172	1,535 775,209 5.469	935	746	130,598	132,279	1,535 907,488 5,469		2,002 1,414,129 5,469	19,935 70,034 31,797	19,935 81,985 31,797	26,000 127,756 31,797	17.1%	30.4% 65.4%
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	12,314	12,492	11,242	780,678	935	746	130,598	132,279	912,957	506,641	1,419,598	69,449	81,217	126,288	17.1%	65.4%
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)	12,314	12,492	11,242	780,678	935	746	130,598	132,279	912,957	506,641	1,419,598	69,449	81,217	126,288	17.1%	65.4%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	12,073 6 3,517 8,240 308 2	12,243 6 3,437 8,493 305 2	10,993 6 2,742 7,969 275 1	773,674 1,091 146,547 615,829 10,071 136	935 602 28 305	746 46 700	130,598 102 45,369 82,008 3,119	132,279 102 46,017 82,736 3,424	905,953 1,193 192,564 698,565 13,495 136	78,532 422,524 4,668	1,634 271,096 1,121,089 18,163	70,385 181,833 53,445 77,278 36,622	82,419 198,833 70,228 87,660 49,073	128,469 272,333 98,868 140,681 66,047	17.1% 9.3% 31.4% 13.4% 34.0%	65.4% 40.4% 53.6% 68.6% 46.4% 6.6%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN)	66 12,139 175	77 12,320 172	77 11,070 172	1,535 775,209 5.469	935	746	130,598	132,279	1,535 907,488 5,469		2,002 1,414,129 5,469	19,935 70,034 31,797	19,935 81,985 31,797	26,000 127,756 31,797	17.1%	30.4% 65.4%
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	12,314	12,492	11,242	780,678	935	746	130,598	132,279	912,957	506,641	1,419,598	69,449	81,217	126,288	17.1%	65.4%

Operation and Maintenance, Defense-Wide

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

DoD Dependents Education FY 2023 (\$ in Thousands)

i+j

	<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>h</u> Total Variables	<u>i</u> Comp O.C.11	į Benefits O.C.12/13	<u>k</u> Comp & Benefits	<u>I</u> Basic Comp	<u>m</u> Total Comp	n Comp & Benefits	o % BC Variables	<u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	12,492	12,632	11,979	820,566	1,044	924	141,069	143,037	963,603	530,848	1,494,451	68,518	80,461	124,787	17.6%	65.1%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	12,243 6 3,437 8,493 305	6 3,508 8,566	11,733 6 3,156 8,269 301	813,388 1,131 174,954 625,478 11,684 141	1,044 698 18 328	57 867	141,069 107 52,029 85,827 3,106	143,037 107 52,784 86,712 3,434 0	956,425 1,238 227,738 712,190 15,118 141	440 89,613 435,126	1,678 317,351 1,147,316	69,343 188,500 55,453 75,641 38,817 -141,000	81,537 206,333 72,183 86,128 50,226 -141,000	100,587 138,749 67,508	17.6% 9.5% 30.2% 13.9% 29.4%	51.2% 69.6%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	77 12,320 172	12,459	73 11,806 173	1,500 814,888 5.678	1,044	0 924	141,069	0 143,037	1,500 957,925 5,678	530,848	,	20,548 69,041 32,821	20,548 81,159 32,821			30.5% 65.1%
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	12,492		11,979	820,566	1,044	924	141,069	143,037	963,603			68,518	80,461	124,787	17.6%	65.1%
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)	12,492	12,632	11,979	820,566	1,044	924	141,069	143,037	963,603	530,848	1,494,451	68,518	80,461	124,787	17.6%	65.1%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System	12,243 6 3,437 8,493 305	6 3,508 8,566	11,733 6 3,156 8,269 301	813,388 1,131 174,954 625,478 11.684	1,044 698 18 328	57 867	141,069 107 52,029 85,827 3,106	143,037 107 52,784 86,712 3,434	956,425 1,238 227,738 712,190 15,118	440 89,613 435,126	1,678 317,351 1,147,316	69,343 188,500 55,453 75,641 38,817	81,537 206,333 72,183 86,128 50,226	100,587 138,749	17.6% 9.5% 30.2% 13.9% 29.4%	51.2% 69.6%
T1e. Highly Qualified Experts T1f. Other	2	0	1	141	320		0	0	141	9	150	-141,000	-141,000		25.470	6.3%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN)	77 12,320 172	12,459	73 11,806 173	1,500 814,888 5,678	1,044	0 924	141,069	0 143,037	1,500 957,925 5,678	530,848		20,548 69,041 32,821	20,548 81,159 32,821			30.5% 65.1%
Subtotal - Total Funded (excludes OC 13)	12,492		11,979	820,566	1,044	924	141,069	143,037	963,603			68,518	80,461	124,787	17.6%	65.1%

Operation and Maintenance, Defense-Wide

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

DoD Dependents Education 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	g Other O.C.11	<u>h</u> Total Variables	i Comp O.C.11	j Benefits O.C.12/13	k Comp & Benefits	<u>I</u> Basic Comp	<u>m</u> Total Comp	n Comp & Benefits	o % BC Variables	<u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	12,632		11,980	869,216		•	148,738	150,810		561,414		72,556	85,144	132,007	17.5%	65.0%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	12,386 6 3,508 8,566 306	6 3,508 8,438 306	11,734 6 3,157 8,269 301	861,647 1,193 184,628 663,364 12,313 149		60 913	148,738 112 54,863 90,488 3,275 0	150,810 112 55,657 91,420 3,621 0	1,012,457 1,305 240,285 754,784 15,934 149	560,931 463 94,552 460,424 5,483 9	1,768 334,837	73,432 198,833 58,482 80,223 40,907 149,000	86,284 217,500 76,112 91,279 52,937 149,000	134,088 294,667 106,062 146,959 71,153 158,000	17.5% 9.4% 30.1% 13.8% 29.4%	65.1% 38.8% 51.2% 69.4% 44.5% 6.0%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	73 12,459 173	12,331	73 11,807 173	1,582 863,229 5,987	1,099	973	148,738	150,810	1,582 1,014,039 5,987	483 561,414	2,065 1,575,453 5,987	21,671 73,112 34,607	21,671 85,885 34,607	28,288 133,434 34,607	17.5%	30.5% 65.0%
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	12,632		11,980	869,216	1,099	973	148,738	150,810		561,414		72,556	85,144	132,007	17.5%	65.0%
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)	12,632	12,504	11,980	869,216	1,099	973	148,738	150,810	1,020,026	561,414	1,581,440	72,556	85,144	132,007	17.5%	65.0%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	12,386 6 3,508 8,566 306	6 3,508 8,438 306	11,734 6 3,157 8,269 301	861,647 1,193 184,628 663,364 12,313 149		60 913	148,738 112 54,863 90,488 3,275 0	150,810 112 55,657 91,420 3,621 0	1,012,457 1,305 240,285 754,784 15,934 149	560,931 463 94,552 460,424 5,483 9	1,573,388 1,768 334,837 1,215,208 21,417 158	73,432 198,833 58,482 80,223 40,907 149,000	86,284 217,500 76,112 91,279 52,937 149,000	134,088 294,667 106,062 146,959 71,153 158,000	17.5% 9.4% 30.1% 13.8% 29.4%	65.1% 38.8% 51.2% 69.4% 44.5% 6.0%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN)	73 12,459 173	12,331	73 11,807 173	1,582 863,229 5,987	1,099	973	148,738	150,810	1,582 1,014,039 5,987	483 561,414	2,065 1,575,453 5,987	21,671 73,112 34,607	21,671 85,885 34,607	28,288 133,434 34,607	17.5%	30.5% 65.0%
Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees	12, 632		11,980	869,216	1,099	973	148,738	150,810		561,414		72,556	85,144	132,007	17.5%	65.0%

j/d

Operation and Maintenance, Defense-Wide

Defense POW/MIA Accounting Agency FY 2022 (\$ in Thousands)

					<u>(\$</u>	in Thousand	<u>ds)</u>	_						Rates			
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	f	д	e+f+g <u>h</u>	d+h i	i	i+j <u>k</u>	d/c I	i/c <u>m</u>	k/c <u>n</u>	h/d <u>o</u>	j/d p	
	Begin	End		Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	Comp	% BC	% BC	
	Strength	Strength	FTEs	Comp	Pay	Pay		Variables	0.C.11		& Benefits	Comp			Variables	Benefits	
Direct Funded Personnel (includes OC 13)	314		303	33,030			1,417	1,417	34,447	13,509	•	110,839	115,594	160,926	-39.4%	42.3%	
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule	292 2		281 2	31,917 355			1,417	1,417	33,334 355			115,641 177,500	120,775 177,500	169,721 237,500	-39.4%	42.3% 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 D1d. Wage System	1	0	0	44					44	15	59					34.1%	
D1e. Highly Qualified Experts																	
D1f. Other D2. Direct Hire Program Foreign Nationals (DHFN)																	
D3. Total Direct Hire	292	283	281	31,917			1,417	1,417	33,334	13,509	46,843	115,641	120,775	169,721	-39.4%	42.3%	
D4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Direct Funded (excludes OC 13)	22 314		22 303	1,113 33,030			1,417	1,417	1,113 34,447		1,113 47,956	50,591 110,839	50,591 115,594	50,591 160,926	-39.4%	42.3%	
D5. Other Object Class 13 Benefits	314	303	303	33,030			1,-11	1,417	54,447	10,000	41,550	110,000	110,004	100,320	-33.470	42.570	
D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees																	
D5c. Voluntary Separation Incentive Pay (VSIP)																	
D5d. Foreign National Separation Liability Accrual				•			0	0	0	0	0						
Reimbursable Funded Personnel (includes OC 13) R1. US Direct Hire (USDH)				0			0	0	0	0	-						
R1a. Senior Executive Schedule							·	•	·	·	·						
R1b. General Schedule R1c. Special Schedule				0			0	0	0	0	0						
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)				0			0	0	0	0	0						
Subtotal - Reimbursable Funded (excludes OC 13)				0			0	0	0	0	0						
R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees																	
R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP)																	
R5d. Foreign National Separation Liability Accrual																	
Total Funded Personnel (includes OC 13)	314	305	303	33,030			1,417	1,417	34,447	13,509	47,956	110,839	115,594	160,926	-37.9%	42.3%	
T1. US Direct Hire (USDH)	292		281	31,917			1,417	1,417	33,334			115,641	120,775	169,721	-37.9%	42.3%	
T1a. Senior Executive Schedule T1b. General Schedule	2 289		2 279	355 31,518			1,417	1,417	355 32,935			177,500 115,029	177,500 120,201	237,500 169,011	-37.9%	33.8% 42.4%	
T1c. Special Schedule T1d. Wage System	1	0	0	44					44	15	59					34.1%	
T1e. Highly Qualified Experts																	
T1f. Other																	
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	292	283	281	31,917			1,417	1,417	33,334	13,509	46,843	115,641	120,775	169,721	-37.9%	42.3%	
T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13)	22 314		22 303	1,113 33,030			1,417	1.417	1,113 34,447		1,113	50,591 110,839	50,591 115,594	50,591 160,926	-37.9%	42.3%	
T5. Other Object Class 13 Benefits T5a USDH - Renefits for Former Employees	314	303	303	33,030			1,417	1,417	34,447	13,309	41,330	110,039	113,394	100,320	-31.3%	42.3 /0	
15a TISTIH - Renetite for Former Employees																	

T5a. USDH - Benefits for Former Employees

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

Operation and Maintenance, Defense-Wide

Defense POW/MIA Accounting Agency FY 2023 (\$ in Thousands)

					<u>(\$</u>	in Thousan	ds)	_						Rates		
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	f	g	e + f + g <u>h</u>	d + h <u>i</u>	i	i + j <u>k</u>	d/c I	i/c <u>m</u>	k/c <u>n</u>	h/d <u>o</u>	j/d p
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pav	Other O.C.11	Total Variables	Comp O.C.11	Benefits	Comp & Benefits	Basic Comp	Total	Comp & Benefits	% BC	% BC Benefits
Direct Funded Personnel (includes OC 13)	305		324	39,742		. uy	0.0.11	Variables	39,742			131,596	131,596			36.5%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	283 2 281		302 2 300	39,742 355 39,387					39,742 355 39,387	120	475	131,596 177,500 131,290	131,596 177,500 131,290	237,500		36.5% 33.8% 36.6%
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	283 22 305	22	302 22 324	39,742 39,742					39,742 39,742	,-	,	131,596 131,596	131,596 131,596	,		36.5% 36.5%
Reimbursable Funded Personnel (includes OC 13)				150					150	100	250					66.7%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule				150 150					150 150							66.7% 66.7%
R1b. Special Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other				130					130	100	230					00.770
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire				150					150	100	250					66.7%
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				150					150	100	250					66.7%
Total Funded Personnel (includes OC 13)	305	334	324	39,892					39,892	14,622	54,514	132,093	132,093	180,510		36.7%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System	283 2 281		302 2 300	39,892 355 39,537					39,892 355 39,537	120	475	132,093 177,500 131,790	132,093 177,500 131,790	237,500		36.7% 33.8% 36.7%
T1e. Highly Qualified Experts T1f. Other T2. Direct Hire Program Foreign Nationals (DHFN)												400	40	46		A 2 2 /
T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN)	283 22		302 22	39,892					39,892	14,622	54,514	132,093	132,093	180,510		36.7%
Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees	305		324	39,892					39,892	14,622	54,514	132,093	132,093	180,510		36.7%

T5a. USDH - Benefits for Former Employees

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

Operation and Maintenance, Defense-Wide

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

Defense POW/MIA Accounting 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	e + f + g <u>h</u> Total Variables	d + <u>i</u> Com O.C.	пр	j Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>I</u> Basic Comp	i/c <u>m</u> Total Comp	k/c <u>n</u> Comp & Benefits	h/d <u>o</u> % BC Variables	j/d <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	322	334	329	42,343				0 () 42	2,343	15,226	57,569	128,702	128,702	174,982		37.3%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	300 3 297		307 3 304	41,043 600 40,443				0 (0) (0) (0) (0) (0) (0) (0) (0) (0) (0))	1,043 600 0,443	15,226 150 15,076	56,269 750 55,519	133,691 200,000 133,036	133,691 200,000 133,036	183,287 250,000 182,628		37.3% 37.5% 37.3%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	300	312	307	41,043				0 (1.043	15,226	56,269	133,691	133.691	183.287		37.3%
D4. Indirect Hire Foreign Nationals (IHFN)	22	22	22	1,300					•	1,300	ŕ	1,300	59,091	59,091	59,091		
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	322	334	329	42,343			1	0 () 42	2,343	15,226	57,569	128,702	128,702	174,982		37.3%
Reimbursable Funded Personnel (includes OC 13)				150						150	100	250					66.7%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule				150						150	100	250					66.7%
R1a. General Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other				150						150	100	250					66.7%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire				150						150	100	250					66.7%
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				150						150	100	250					66.7%
Total Funded Personnel (includes OC 13)	322	334	329	42,493				0 () 42	2,493	15,326	57,819	129,158	129,158	175,742		37.4%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule	300 3		307 3	41,193 600				o) 4 ′	1,193 600	15,326 150	56,519 750	134,179 200,000	134,179 200,000	184,101 250,000		37.4% 37.5%
Th. Serior Executive Schedule Th. General Schedule Ttc. Special Schedule Ttd. Wage System Tte. Highly Qualified Experts Ttf. Other	3 297		304	40,593						0,593	15,176	55,769	133,530	133,530	183,451		37.4%
T2. Direct Hire Program Foreign Nationals (DHFN)	200	240	207	44 400						4 402	45 202	EC 540	124 170	124 470	104 104		27 40/
T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN)	300 22	22	307 22	41,193 1,300			,	0 (•	1,193 1,300	15,326	56,519 1,300	134,179 59,091	134,179 59,091	184,101 59,091		37.4%
Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. PLEDI - Report for Former Employees	322	334	329	42,493				0 () 42	2,493	15,326	57,819	129,158	129,158	175,742		37.4%

OP-8

Operation and Maintenance, Defense-Wide

Defense Security Cooperation Agency FY 2022 (\$ in Thousands)

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	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	h Total Variables	i Comp O.C.11	j Benefits O.C.12/13	k Comp & Benefits	I Basic Comp	<u>m</u> Total	<u>n</u> Comp	0 % BC Variables	p % BC Benefits
Direct Funded Personnel (includes OC 13)	900	897	937	106,173	275	158	3,214	3,647	109,820	41,406	151,226	113,312	117,204	161,394	3.6%	40.4%
D1. US Direct Hire (USDH)	870	867	907	102,487	275		3,214	3,647	106,134	41,406	147,540	112,996	117,017	162,668	3.6%	40.4%
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 D1d. Wage System D1e. Highly Qualified Experts D1f. Other	311	325	370	44,988			671	792	45,780	16,879	62,659	121,589	123,730		1.8%	37.5%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	30 900		30 937	3,686 106,173	275	158	3,214	3,647	3,686 109,820	41,406	3,686 151,226	122,867 113,312	122,867 117,204	122,867 161,394	3.6%	40.4%
D4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees	900	897	937	106,173	275	158	3,214	3,647	109,820	41,406	151,226	113,312	117,204	161,394	3.6%	40.4%
D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual																
Reimbursable Funded Personnel (includes OC 13)	35	40	28	3,003	41	14	73	128	3,131	981	4,112	107,250	111,821	146,857	4.3%	32.7%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General 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%
R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	35	40	28	3,003	41	14	73	128	3,131	981	4,112	107,250	111,821	146,857	4.3%	32.7%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN)	35	40	28	3,003	41	14	73	128	3,131	981	4,112	107,250	111,821	146,857	4.3%	32.7%
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	35	40	28	3,003	41	14	73	128	3,131	981	4,112	107,250	111,821	146,857	4.3%	32.7%
Total Funded Personnel (includes OC 13)	935	937	965	109,176	316	172	3,287	3,775	112,951	42,387	155,338	113,136	117,048	160,972	3.6%	40.2%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule	905		935	105,490	316		3,287	3,775	109,265	42,387	151,652	112,824	116,861	162,195	3.6%	40.2%
T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	559 346		537 398	57,499 47,991	201 115		2,543 744	2,855 920	60,354 48,911	24,527 17,860	84,881 66,771	107,074 120,580	112,391 122,892	158,065 167,766	5.0% 1.9%	42.7% 37.2%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	30 935		30 965	3,686 109,176	316	172	3,287	3,775	3,686 112,951	42,387	3,686 155,338	122,867 113,136	122,867 117,048	122,867 160,972	3.6%	40.2%
T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits	935	937	965	109,176	316	172	3,287	3,775	112,951	42,387	155,338	113,136	117,048	160,972	3.6%	40.2%

T5. Other Object Class 13 Benefits
T5a. USDH - Benefits for Former Employees
T5b. DHFN - Benefits for Former Employees
T5c. Voluntary Separation Incentive Pay (VSIP)
T5d. Foreign National Separation Liability Accrual

Operation and Maintenance, Defense-Wide

Defense Security Cooperation Agency FY 2023 (\$ in Thousands)

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	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	j Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>l</u> Basic Comp	i/c <u>m</u> Total Comp	k/c <u>n</u> Comp & Benefits	h/d <u>o</u> % BC Variables	j/d <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	459	484	484	60,675	174	94	2,130	2,398	63,073	21,168	84,241	125,362	130,316	174,052	4.1%	36.0%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	444 271 173	283 186	469 283 186	58,760 35,712 23,048	174 106 68	57	1,294	1,457	61,158 37,169 23,989	21,168 12,866 8,302	50,035	125,288 126,191 123,914	130,401 131,339 128,973	175,535 176,802 173,608	4.1% 4.1% 4.1%	36.0% 36.0% 36.0%
D2. Direct Hire Program Foreign Nationals (DHFN)	15		15	1,915					1,915	04.400	1,915	127,667	127,667	127,667		22.20/
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	459 459		484 484	60,675 60,675	174 174		2,130 2,130	2,398 2,398	63,073 63,073	21,168 21,168	,	125,362 125,362	130,316 130,316		4.1% 4.1%	36.0% 36.0%
Reimbursable Funded Personnel (includes OC 13)	13	13	13	911	16	5	21	42	953	344	1,297	70,077	73,308	99,769	4.6%	37.8%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	13		13	911 911	16		21 21	42 42	953 953	344 344	,	70,077 70,077	73,308 73,308	99,769 99,769	4.6% 4.6%	37.8% 37.8%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN)	13	13	13	911	16	5	21	42	953	344	1,297	70,077	73,308	99,769	4.6%	37.8%
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	13	13	13	911	16	5	21	42	953	344	1,297	70,077	73,308	99,769	4.6%	37.8%
Total Funded Personnel (includes OC 13)	472	497	497	61,586	190	99	2,151	2,440	64,026	21,512	85,538	123,915	128,825	172,109	4.1%	36.1%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule	457	482	482	59,671	190	-	, -	2,440	62,111	21,512	,	123,799	128,861	173,492	4.1%	36.1%
T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	271 186	283 199	283 199	35,712 23,959	106 84		1,294 857	1,457 983	37,169 24,942	12,866 8,646		126,191 120,397	131,339 125,337	176,802 168,784	4.1% 4.1%	36.0% 36.1%
T2. Direct Hire Program Foreign Nationals (DHFN)	15		15	1,915		_			1,915		1,915	127,667	127,667	127,667		
T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN)	472	497	497	61,586	190	99	2,151	2,440	64,026	21,512	85,538	123,915	128,825	172,109	4.1%	36.1%
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	472	497	497	61,586	190	99	2,151	2,440	64,026	21,512	85,538	123,915	128,825	172,109	4.1%	36.1%

Operation and Maintenance, Defense-Wide

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

Defense Security Cooperation Agency FY 2024 (\$ in Thousands)

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	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pav	<u>g</u> Other O.C.11	e + i + g <u>h</u> Total Variables	i Comp O.C.11	j Benefits O.C.12/13	k Comp & Benefits	d/c <u>l</u> Basic Comp	m Total Comp	n Comp & Benefits	n/a <u>o</u> % BC Variables	y/a <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	469		519	68,134	195	101	2,356	2,652	70,786			131,279	136,389	181,563	3.9%	34.4%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	469 283 186	307	519 296 223	68,134 42,112 26,022	195 113 82	59	2,356 1,366 990		70,786 43,650 27,136	13,733	57,383	131,279 142,270 116,691	136,389 147,466 121,686	181,563 193,861 165,238	3.9% 3.7% 4.3%	34.4% 32.6% 37.3%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	469	530	519	68,134	195	101	2,356	2,652	70,786	23,445	94,231	131,279	136,389	181,563	3.9%	34.4%
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	469	530	519	68,134	195	101	2,356	2,652	70,786	23,445	94,231	131,279	136,389	181,563	3.9%	34.4%
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) Subtoal - 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)	469		519	68,134	195		2,356	,	70,786	•	•	131,279	136,389	181,563	3.9%	34.4%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	469 283 186	307	519 296 223	68,134 42,112 26,022	195 113 82	59	2,356 1,366 990	1,538	70,786 43,650 27,136	13,733	57,383	131,279 142,270 116,691	136,389 147,466 121,686		3.9% 3.7% 4.3%	34.4% 32.6% 37.3%
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. DHEN Repetits for Former Employees	469 469		519 519	68,134 68,134	195 195		2,356 2,356	,	70,786 70,786	,	,	131,279 131,279	136,389 136,389	181,563 181,563	3.9% 3.9%	34.4% 34.4%

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Operation and Maintenance, Defense-Wide

Defense Threat Reduction Agency FY 2022 (\$ in Thousands)

					(\$	FY 2022 in Thousand:	s)							Rates		
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	e Overtime Pay	<u>f</u> Holiday Pay	g Other O.C.11	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	j Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>I</u> Basic Comp	i/c <u>m</u> Total Comp	k/c <u>n</u> Comp	h/d <u>o</u> % BC Variables	j/d <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	1,252	1,234	1,218	160,155	336	282	5,102	5,720	165,875	58,505	224,380	131,490	136,186	184,220	3.6%	36.5%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	1,252 12 1,240		1,218 13 1,205	160,155 2,362 157,793			5,102 216 4,886		165,875 2,578 163,297	58,442 772 57,670	224,317 3,350 220,967	131,490 181,692 130,949	136,186 198,308 135,516		3.6% 9.1% 3.5%	36.5% 32.7% 36.5%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	1,252	1,234	1,218	160,155	336	282	5,102	5,720	165,875	58,442	224,317	131,490	136,186	184,168	3.6%	36.5%
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	1,252	1,234	1,218	160,155	336	282	5,102	5,720	165,875	58,442 63	224,317 63	131,490	136,186	184,168	3.6%	36.5%
D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual										63	63					
Reimbursable Funded Personnel (includes OC 13)	118	116	123	17,176	2	4	466	472	17,648	5,932	23,580	139,642	143,480	191,707	2.7%	34.5%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	118 1 117	116 1 115	123 1 122	17,176 195 16,981	2 2	4	466 23 443	472 23 449	17,648 218 17,430	70	23,580 288 23,292	139,642 195,000 139,189	143,480 218,000 142,869	191,707 288,000 190,918	2.7% 11.8% 2.6%	34.5% 35.9% 34.5%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire	118	116	123	17,176	2	4	466	472	17,648	5,932	23,580	139,642	143,480	191,707	2.7%	34.5%
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	118	116	123	17,176	2	4	466	472	17,648	5,932	23,580	139,642	143,480	191,707	2.7%	34.5%
Total Funded Personnel (includes OC 13)	1,370	1,350	1,341	177,331	338	286	5,568	6,192	183,523	64,437	247,960	132,238	136,855	184,907	3.5%	36.3%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule	1,370 13	1,350 14	1,341 14	177,331 2,557	338	286	5,568 239	6,192 239	183,523 2,796	64,374 842	247,897 3,638	132,238 182,643	136,855 199,714	184,860 259,857	3.5% 9.3%	36.3% 32.9%
This. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	1,357	1,336	1,327	174,774	338	286	5,329	5,953	180,727	63,532	244,259	131,706	136,192		3.4%	36.4%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	1.370	1.350	1.341	177,331	338	286	5.568	6.192	183.523	64.374	247.897	132.238	136.855	184.860	3.5%	36.3%
T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13)	1,370	1,350	1,341	177,331	338		5,568	6,192	183,523	64,374	247,897	132,238	136,855	184,860	3.5%	36.3%
T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP)		• **	•	,			,	, .	,	63	63	,	,	,		
T5d. Foreign National Separation Liability Accrual																

Operation and Maintenance, Defense-Wide

Defense Threat Reduction Agency FY 2023 (\$ in Thousands)

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	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	e + f + g <u>h</u> Total Variables	i Comp O.C.11	į Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	I Basic Comp	i/c <u>m</u> Total Comp	<u>n</u> Comp	h/d <u>o</u> % BC Variables	<u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	1,234	1,320	1,280	173,071	202	272	4,869	5,343	178,414	63,870	242,284	135,212	139,386	189,284	3.1%	36.9%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	1,234 13 1,221	1,320 16 1,304	1,280 16 1,264	173,071 3,278 169,793	202 202	272 272	4,869 246 4,623	5,343 246 5,097	178,414 3,524 174,890	1,033	242,284 4,557 237,727	135,212 204,875 134,330	139,386 220,250 138,362	284,813	3.1% 7.5% 3.0%	36.9% 31.5% 37.0%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	1,234	1,320	1,280	173,071	202	272	4,869	5,343	178,414	63,870	242,284	135,212	139,386	189,284	3.1%	36.9%
D4. Indirect Hire Foreign Nationals (IHFN) 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	1,234	1,320	1,280	173,071	202	272	4,869	5,343	178,414	63,870	242,284	135,212	139,386	189,284	3.1%	36.9%
Reimbursable Funded Personnel (includes OC 13)	116	138	131	19,251	57	15	511	583	19,834	6,846	26,680	146,954	151,405	203,664	3.0%	35.6%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	116 1 115	138 1 137	131 1 130	19,251 204 19,047	57 57	15	511 15 496	583 15 568	19,834 219 19,615	72	26,680 291 26,389	146,954 204,000 146,515	151,405 219,000 150,885	291,000	3.0% 7.4% 3.0%	35.6% 35.3% 35.6%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN)	116	138	131	19,251	57	15	511	583	19,834	6,846	26,680	146,954	151,405	203,664	3.0%	35.6%
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	116	138	131	19,251	57	15	511	583	19,834	6,846	26,680	146,954	151,405	203,664	3.0%	35.6%
Total Funded Personnel (includes OC 13)	1,350	1,458	1,411	192,322	259	287	5,380	5,926	198,248	70,716	268,964	136,302	140,502	190,619	3.1%	36.8%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	1,350 14 1,336	1,458 17 1,441	1,411 17 1,394	192,322 3,482 188,840	259 259	287 287	5,380 261 5,119	5,926 261 5,665	198,248 3,743 194,505	1,105	268,964 4,848 264,116	136,302 204,824 135,466	140,502 220,176 139,530	285,176	3.1% 7.5% 3.0%	36.8% 31.7% 36.9%
T2. Direct Hire Program Foreign Nationals (DHFN)	4 0-0	4.450	4 444	400.000	0-0		F 000	F 000	400.010	70 710	000.001	400.000	440 500	400.010	0.40/	20.00/
T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a LISDH. Repetits for Engrey Employees	1,350 1,350	1,458 1,458	1,411 1,411	192,322 192,322	259 259	287 287	5,380 5,380	5,926 5,926	198,248 198,248	70,716 70,716	268,964 268,964	136,302 136,302	140,502 140,502	,	3.1% 3.1%	36.8% 36.8%

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

Operation and Maintenance, Defense-Wide

Defense Threat Reduction Agency FY 2024 (\$ in Thousands)

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	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	g Other O.C.11	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	j Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>l</u> Basic Comp	i/c <u>m</u> Total Comp	k/c <u>n</u> Comp & Benefits	h/d <u>o</u> % BC Variables	j/d <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	1,320	1,320	1,295	186,904	365	303	5,024	5,692	192,596	68,476	261,072	144,327	148,723	201,600	3.0%	36.6%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	1,320 16 1,304	16	1,295 16 1,279	186,904 3,324 183,580	365		266	5,692 266 5,426	192,596 3,590 189,006	1,086	4,676	144,327 207,750 143,534	148,723 224,375 147,776	292,250	3.0% 8.0% 3.0%	36.6% 32.7% 36.7%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	1,320	1,320	1,295	186,904	365	303	5,024	5,692	192,596	68,476	261,072	144,327	148,723	201,600	3.0%	36.6%
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	1,320	1,320	1,295	186,904	365	303	5,024	5,692	192,596	68,476	261,072	144,327	148,723	201,600	3.0%	36.6%
Reimbursable Funded Personnel (includes OC 13)	138	138	131	19,920	2	4	529	535	20,455	7,138	27,593	152,061	156,145	210,634	2.7%	35.8%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	138 1 137	1	131 1 130	19,920 214 19,706	2 2	•	529 16 513	535 16 519	20,455 230 20,225	79	309	152,061 214,000 151,585	156,145 230,000 155,577	309,000	2.7% 7.5% 2.6%	35.8% 36.9% 35.8%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN)	138	138	131	19,920	2	4	529	535	20,455	7,138	27,593	152,061	156,145	210,634	2.7%	35.8%
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	138	138	131	19,920	2	4	529	535	20,455	7,138	27,593	152,061	156,145	210,634	2.7%	35.8%
Total Funded Personnel (includes OC 13)	1,458	1,458	1,426	206,824	367	307	5,553	6,227	213,051	75,614	288,665	145,038	149,405	202,430	3.0%	36.6%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	1,458 17 1,441	17	1,426 17 1,409	206,824 3,538 203,286	367		5,553 282 5,271	6,227 282 5,945	213,051 3,820 209,231	1,165	4,985	145,038 208,118 144,277	149,405 224,706 148,496	293,235	3.0% 8.0% 2.9%	36.6% 32.9% 36.6%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	1,458	1,458	1,426	206,824	367	307	5,553	6,227	213,051	75,614	288,665	145,038	149,405	202,430	3.0%	36.6%
T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits	1,458	1,458	1,426	206,824	367	307	5,553	6,227	213,051	75,614	288,665	145,038	149,405	202,430	3.0%	36.6%

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

Operation and Maintenance, Defense-Wide

Defense Technology Security Administration FY 2022 (\$ in Thousands)

					17		-1	e + f + g	d + h		i + j	d/c	i/c	k/c	h/d	j/d
	<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>h</u> Total Variables	<u>i</u> Comp O.C.11	į Benefits O.C.12/13	<u>k</u> Comp	<u>I</u> Basic Comp	<u>m</u> Total	n Comp & Benefits	<u>о</u> % ВС	<u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	640	635	642	102,594	38		2,771	2,809	105,403	32,905	138,308	159,804	164,179	215,433	2.7%	32.1%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	640 11 629	14	642 14 628	102,594 2,925 99,669	38 38		2,771 195 2,576	2,809 195 2,614	105,403 3,120 102,283		138,308 4,006 134,302	159,804 208,929 158,709	164,179 222,857 162,871	215,433 286,143 213,857	2.7% 6.7% 2.6%	32.1% 30.3% 32.1%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	640	635	642	102,594	38		2,771	2,809	105,403	32,905	138,308	159,804	164,179	215,433	2.7%	32.1%
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	640	635	642	102,594	38		2,771	2,809	105,403	32,905	138,308	159,804	164,179	215,433	2.7%	32.1%
Reimbursable Funded Personnel (includes OC 13)	6	6	6	1,118			38	38	1,156	318	1,474	186,333	192,667	245,667	3.4%	28.4%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule	6	6	6	1,118			38	38	1,156	318	1,474	186,333	192,667	245,667	3.4%	28.4%
R1b. General Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	6	6	6	1,118			38	38	1,156	318	1,474	186,333	192,667	245,667	3.4%	28.4%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN)	6	6	6	1,118			38	38	1,156	318	1,474	186,333	192,667	245,667	3.4%	28.4%
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	6	6	6	1,118			38	38	1,156	318	1,474	186,333	192,667	245,667	3.4%	28.4%
Total Funded Personnel (includes OC 13)	646	641	648	103,712	38		2,809	2,847	106,559	33,223	139,782	160,049	164,443	215,713	2.7%	32.0%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	646 11 635	14	648 14 634	103,712 2,925 100,787	38 38		2,809 195 2,614	2,847 195 2,652	106,559 3,120 103,439	33,223 886 32,337	139,782 4,006 135,776	160,049 208,929 158,970	164,443 222,857 163,153	215,713 286,143 214,158	2.7% 6.7% 2.6%	32.0% 30.3% 32.1%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	646	641	648	103,712	38		2,809	2,847	106,559	33,223	139,782	160,049	164,443	215,713	2.7%	32.0%
T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5. Other Object Class 13 Benefits	646	641	648	103,712	38		2,809	2,847	106,559	33,223	139,782	160,049	164,443	215,713	2.7%	32.0%

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

Operation and Maintenance, Defense-Wide

Defense Technology Security Administration FY 2023 (§ in Thousands)

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	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	j Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>l</u> Basic Comp	i/c <u>m</u> Total Comp	k/c <u>n</u> Comp & Benefits	h/d <u>0</u> % BC Variables	j/d <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	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%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	397 9 388		552 8 544	96,596 1,862 94,734	62		2,489 139 2,350	2,551 139 2,412	99,147 2,001 97,146	23,286 466 22,820	122,433 2,467 119,966	174,993 232,750 174,143	179,614 250,125 178,577	221,799 308,375 220,526	2.6% 7.5% 2.5%	24.1% 25.0% 24.1%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	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) 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	397	552	552	96,596	62		2,489	2,551	99,147	23,286	122,433	174,993	179,614	,	2.6%	24.1%
Reimbursable Funded Personnel (includes OC 13)	6	6	6	1,151			39	39	1,190	765	1,955	191,833	198,333	325,833	3.4%	66.5%
R1. US Direct Hire (USDH)	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 R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	6	6	6	1,151			39	39	1,190	765	1,955	191,833	198,333	325,833	3.4%	66.5%
R2, Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN)	6	6	6	1,151			39	39	1,190	765	1,955	191,833	198,333	325,833	3.4%	66.5%
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	6	6	6	1,151			39	39	1,190	765	1,955	191,833	198,333	325,833	3.4%	66.5%
Total Funded Personnel (includes OC 13)	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%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	403 9 394	8	558 8 550	97,747 1,862 95,885	62		2,528 139 2,389	2,590 139 2,451	100,337 2,001 98,336	24,051 466 23,585	124,388 2,467 121,921	175,174 232,750 174,336	179,815 250,125 178,793	222,918 308,375 221,675	2.6% 7.5% 2.6%	24.6% 25.0% 24.6%
T2. Direct Hire Program Foreign Nationals (DHFN)	400	EE0	EE0	07 747			2 522	0.500	400 207	24.054	404.200	475 474	470.045	222.042	2.60/	24.69/
T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN)	403		558	97,747	62		2,528	2,590	100,337	24,051	124,388	175,174	179,815	222,918	2.6%	24.6%
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	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%

Operation and Maintenance, Defense-Wide

Defense Technology Security Administration FY 2024 (\$ in Thousands)

	<u>a</u> Begin	<u>b</u> End	<u>c</u>	<u>d</u> Basic	e Overtime	<u>f</u> Holiday	g Other	e + f + g <u>h</u> Total	d + h <u>i</u> Comp	j Benefits	i+j <u>k</u> Comp	d/c <u>I</u> Basic	i/c <u>m</u> Total	k/c n Comp	h/d <u>o</u> % BC	j/d <u>p</u> % BC
D	Strength	Strength	FTEs	Comp	Pay	Pay	0.C.11	Variables	O.C.11		& Benefits	Comp	Comp		Variables	Benefits
Direct Funded Personnel (includes OC 13)	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%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	276 4 272	4	276 4 272	47,098 926 46,172	32 32		1,251 68 1,183	1,283 68 1,215	48,381 994 47,387		61,850 1,232 60,618	170,645 231,500 169,750	175,293 248,500 174,217	224,094 308,000 222,860	2.7% 7.3% 2.6%	28.6% 25.7% 28.7%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	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) 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	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%
Reimbursable Funded Personnel (includes OC 13)	3	3	3	596			20	20	616	170	786	198,667	205,333	262,000	3.4%	28.5%
R1. US Direct Hire (USDH)	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 R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	3	3	3	596			20	20	616	170	786	198,667	205,333	262,000	3.4%	28.5%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN)	3	3	3	596			20	20	616	170	786	198,667	205,333	262,000	3.4%	28.5%
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	3	3	3	596			20	20	616	170	786	198,667	205,333	262,000	3.4%	28.5%
Total Funded Personnel (includes OC 13)	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%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	279 4 275	4	279 4 275	47,694 926 46,768	32		1,271 68 1,203	1,303 68 1,235	48,997 994 48,003		62,636 1,232 61,404	170,946 231,500 170,065	175,616 248,500 174,556	224,502 308,000 223,287	2.7% 7.3% 2.6%	28.6% 25.7% 28.7%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN)	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%
Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits	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%

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

Operation and Maintenance, Defense-Wide

Office of Economic Adjustment FY 2022 (\$ in Thousands)

					<u>(\$</u>	in Thousand	<u>ds)</u>							Rates		
						_		e + f + g	d + h		i + j	d/c	i/c	k/c	h/d	j/d
	<u>a</u> Begin	<u>b</u> End	<u>c</u>	<u>d</u> Basic	<u>e</u> Overtime	<u>f</u> Holiday	<u>g</u> Other	<u>h</u> Total	<u>i</u> Comp	j Benefits	<u>k</u> Comp	<u>I</u> Basic	<u>m</u> Total	<u>n</u> Comp	% BC	<u>р</u> % ВС
	Strength	Strength	FTEs	Comp	Pay	Pay	O.C.11	Variables	O.C.11		& Benefits	Comp	Comp	& Benefits		Benefits
Direct Funded Personnel (includes OC 13)	39	•														
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	39 1 38	1														
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	39	39														
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	39	39														
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)	39	39														
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	39 1 38	1														
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	39	39														
T4. India 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	39															
T5a. USDFN - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual																

Operation and Maintenance, Defense-Wide

Office of Economic Adjustment FY 2023

				(\$	<u>in Thousand</u>	<u>1S)</u>							Rates			
							e + f + g	d + h		i+j	d/c	i/c	k/c	h/d	j/d	
<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>h</u>	<u>i</u>	i	<u>k</u>	<u>I</u>	<u>m</u>	<u>n</u>	<u>o</u>	<u>p</u>	
Begin	End		Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	Comp	% BC	% BC	
Strength	Strength	FTEs	Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits	Comp	Comp	& Benefits	Variables	Benefits	

Direct Funded Personnel (includes OC 13)

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

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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Operation and Maintenance, Defense-Wide

Office of Economic Adjustment FY 2024

				(2)	in i nousand	<u>as)</u>							Rates		
							e + f + g	d + h		i+j	d/c	i/c	k/c	h/d	j/d
<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>h</u>	<u>i</u>	i	<u>k</u>	<u>I</u>	<u>m</u>	<u>n</u>	<u>o</u>	<u>p</u>
Begin	End		Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	Comp	% BC	% BC
Strength	Strength	FTEs	Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits	Comp	Comp	& Benefits	Variables	Benefits

Direct Funded Personnel (includes OC 13)

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

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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Operation and Maintenance, Defense-Wide

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

Office of Local Defense Community Cooperation 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	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	j Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>l</u> Basic Comp	i/c <u>m</u> Total Comp	k/c <u>n</u> Comp & Benefits	h/d <u>o</u> % BC Variables	j/d <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	206	206	56	7,604			142	142	7,746	2,699	10,445	138,255	138,321	186,518	1.9%	35.5%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	206 4 202	206 4 202	56 1 55	7,604 162 7,442			142 22 120	142 22 120	7,746 184 7,562	67	251	138,255 135,309	138,321 184,000 137,491		1.9% 13.6% 1.6%	41.4%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	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) 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	206	206	56	7,604			142	142	7,746	2,699	10,445	138,255	138,321	186,518	1.9%	35.5%
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)	206	206	56	7,604			142	142	7,746	2,699	10,445	138,255	138,321	186,518	1.9%	35.5%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	206 4 202	206 4 202	56 1 55	7,604 162 7,442			142 22 120	142 22 120	7,746 184 7,562	67	251	138,255 135,309	138,321 184,000 137,491	186,518 251,000 185,345	1.9% 13.6% 1.6%	41.4%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	206	206	56	7.604			140	142	7.746	2.699	10.445	420 OFF	120 224	106 540	4.09/	35.5%
13. Total Direct Hire 14. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13) 15. Other Object Class 13 Benefits 15a. USDH - Benefits for Former Employees 15b. DHEN Benefits for Former Employees	206	206	56	7,604 7,604			142 142		7,746 7,746	,		138,255 138,255	138,321 138,321	186,518 186,518	1.9% 1.9%	

Operation and Maintenance, Defense-Wide

Office of Local Defense Community Cooperation FY 2023 (\$ in Thousands)

	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	e Overtime Pay	<u>f</u> Holiday Pay	g Other O.C.11	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	į Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>l</u> Basic Comp	i/c <u>m</u> Total Comp	k/c <u>n</u> Comp & Benefits	h/d <u>o</u> % BC Variables	j/d <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	137	167	167	7,788			146	146	7,934	2,764	10,698	46,635	47,509	64,060	1.9%	35.5%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	137 1 136	167 1 166	167 1 166	7,788 165 7,623			146 23 123	146 23 123	7,934 188 7,746	2,764 68 2,696	10,698 256 10,442	46,635 165,000 45,922	47,509 188,000 46,663	64,060 256,000 62,904	1.9% 13.9% 1.6%	35.5% 41.2% 35.4%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	137	167	167	7,788			146	146	7,934	2,764	10,698	46,635	47,509	64,060	1.9%	35.5%
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	137	167	167	7,788			146	146	7,934	2,764	10,698	46,635	47,509	64,060	1.9%	35.5%
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)	137	167	167	7,788			146	146	7,934	2,764	10,698	46,635	47,509	64,060	1.9%	35.5%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	137 1 136	167 1 166	167 1 166	7,788 165 7,623			146 23 123	146 23 123	7,934 188 7,746	2,764 68 2,696	10,698 256 10,442	46,635 165,000 45,922	47,509 188,000 46,663	64,060 256,000 62,904	1.9% 13.9% 1.6%	35.5% 41.2% 35.4%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	137	167	167	7,788			146	146	7,934	2,764	10,698	46,635	47,509	64,060	1.9%	35.5%
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)	137	167	167	7,788			146	146	7,934	2,764	10,698	46,635	47,509	64,060	1.9%	35.5%
T5d. Foreign National Separation Liability Accrual																

Operation and Maintenance, Defense-Wide

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

Office of Local Defense Community Cooperation 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	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	j Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>I</u> Basic Comp	i/c <u>m</u> Total Comp	k/c <u>n</u> Comp & Benefits	h/d <u>o</u> % BC Variables	j/d <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	169	169	168	25,401			489	489	25,890	8,955	34,845	151,196	154,107	207,411	1.9%	35.3%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	169 3 166	169 3 166	168 3 165	25,401 594 24,807			489 51 438	489 51 438	25,890 645 25,245	8,955 162 8,793	807	151,196 198,000 150,345	154,107 215,000 153,000	207,411 269,000 206,291	1.9% 8.6% 1.8%	27.3%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	169	169	168	25,401			489	489	25,890	8,955	34,845	151,196	154,107	207,411	1.9%	35.3%
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	169	169	168	25,401			489	489	25,890	8,955	34,845	151,196	154,107	207,411	1.9%	35.3%
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)	169	169	168	25,401			489	489	25,890	8,955	34,845	151,196	154,107	207,411	1.9%	35.3%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	169 3 166	169 3 166	168 3 165	25,401 594 24,807			489 51 438	489 51 438	25,890 645 25,245	8,955 162 8,793	807	151,196 198,000 150,345	154,107 215,000 153,000	207,411 269,000 206,291	1.9% 8.6% 1.8%	
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	169	169	160	25 404			400	489	25 000	0 055	24 045	154 400	154 107	207 444	4 00/	3E 20/
T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees	169	169	168 168	25,401 25,401			489 489	489	25,890 25,890	8,955 8,955	34,845 34,845	151,196 151,196	154,107 154,107	207,411 207,411	1.9% 1.9%	

Operation and Maintenance, Defense-Wide

Office of the Secretary of Defense FY 2022 (\$ in Thousands)

					(\$	FY 2022 in Thousand:	e)							Rates		
	_					£	_	e + f + g	d + h		i+j	d/c	i/c	k/c	h/d	j/d
	<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>I</u> Holiday Pay	<u>g</u> Other O.C.11	<u>h</u> Total Variables	<u>i</u> Comp O.C.11	Benefits O.C.12/13	<u>k</u> Comp & Benefits	<u>I</u> Basic Comp	<u>m</u> Total Comp	n Comp & Benefits	© % BC Variables	<u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	1,747	1,895	1,782	295,706	916	36	10,446	11,398	307,104	102,263	409,367	165,941	172,337	229,723	3.9%	34.6%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts	1,747 214 1,103 396	1,895 258 1,179 420	1,782 243 1,108 395	295,706 47,449 172,109 69,688	916 909 0	29	10,446 3,428 4,399 2,619	11,398 3,428 5,337 2,626	307,104 50,877 177,446 72,314	15,644 61,125 23,264	95,578	165,941 195,263 155,333 176,425	172,337 209,370 160,150 183,073 179.639	215,317 241,970	3.9% 7.2% 3.1% 3.8%	34.6% 33.0% 35.5% 33.4%
D1f. Other	34	30	36	6,460	,		U	7	6,467	2,140 0	8,607 0	179,444	179,639	239,063	0.1%	33.1%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Direct Funded (excludes OC 13)	1,747 1,747	1,895 1,895	1,782 1,782	295,706 295,706	916 916		10,446 10,446	11,398 11,398	307,104 307,104	,	409,277 409,277	165,941 165,941	172,337 172,337	229,673 229,673	3.9% 3.9%	34.6% 34.6%
D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	1,747	1,093	1,702	293,700	310	30	10,440	11,090	307,104	90 90	90	100,541	172,337	223,073	3.5 %	34.0 /6
Reimbursable Funded Personnel (includes OC 13)			46	2,616	17	3	81	101	2,717	764	3,481	56,870	59,065	75,674	3.9%	29.2%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule			46	2,616 2.616		3	81 81	101 101	2,717 2,717		3,481 3,481	56,870 56.870	59,065 59.065	ŕ	3.9% 3.9%	29.2% 29.2%
R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other			40	2,010	17	3	01	101	2,111	704	3,461	50,670	59,005	75,074	3.970	29.270
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN)			46	2,616	17	3	81	101	2,717	764	3,481	56,870	59,065	75,674	3.9%	29.2%
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			46	2,616	17	3	81	101	2,717	764	3,481	56,870	59,065	75,674	3.9%	29.2%
Total Funded Personnel (includes OC 13)	1,747	1,895	1,828	298,322	933	39	10,527	11,499	309,821	103,027	412,848	163,196	169,486	225,847	3.9%	34.5%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule	1,747 214	1,895 258	1,828 243	298,322 47,449	933		10,527 3,428	11,499 3,428	309,821 50,877	15,644	412,758 66,521	163,196 195,263	169,486 209,370	273,749	3.9% 7.2%	34.5% 33.0%
T1b. General Schedule T1c. Special Schedule T1d. Wage System	1,103 396	1,179 420	1,154 395	174,725 69,688	926 0	32 7	4,480 2,619	5,438 2,626	180,163 72,314		242,052 95,578	151,408 176,425	156,120 183,073		3.1% 3.8%	35.4% 33.4%
T1c. Wage System T1e. Highly Qualified Experts T1f. Other	34	38	36	6,460	7		0	7	6,467	2,140 0	8,607 0	179,444	179,639	239,083	0.1%	33.1%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN)	1,747	1,895	1,828	298,322	933	39	10,527	11,499	309,821	102,937	412,758	163,196	169,486	225,798	3.9%	34.5%
Subtotal - Total Funded (excludes ÓC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees	1,747	1,895	1,828	298,322	933	39	10,527	11,499	309,821	102,937 90	412,758 90	163,196	169,486	225,798	3.9%	34.5%
T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual										90	90					

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	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	а	<u>h</u>	<u>i</u>	i	<u>k</u>	<u>I</u>	<u>m</u>	<u>n</u>	<u>o</u>	<u>p</u>
	Begin	End		Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	Comp	% BC	% BC
	Strength	Strength	FTEs	Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits	Comp	Comp	& Benefits	Variables	Benefits
Direct Funded Personnel (includes OC 13)	1,895		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%
D1. US Direct Hire (USDH)	1,895		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 D1b. General Schedule	258 1,179		217 1,817	41,748 305,811	739		1,045 7.637	1,045 8.376	42,793 314.187	13,137 98,453	55,930 412,640	192,387 168,305	197,203 172,915		2.5% 2.7%	31.5% 32.2%
D1c. Special Schedule	420		284	53,620			1,337	1,470	55,090	16,683	71,773	188,803	193,979		2.7%	31.1%
D1d. Wage System								•	·							
D1e. Highly Qualified Experts D1f. Other	38	29	29	5,321	12		130	142	5,463	1,660 1,915	7,123 1,915	183,483	188,379	245,621	2.7%	31.2%
D2. Direct Hire Program Foreign Nationals (DHFN)																
D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	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%
Subtotal - Direct Funded (excludes OC 13)	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%
D5. Other Object Class 13 Benefits										1,000	1,000					
D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)										1,000	1,000					
D5d. Foreign National Separation Liability Accrual																
Reimbursable Funded Personnel (includes OC 13)		51	21	3,697	10		92	102	3,799	1,297	5,096	176,048	180,905	242,667	2.8%	35.1%
R1. US Direct Hire (USDH)		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		31	21	3,097	10		92	102	3,199	1,297	3,090	170,040	100,903	242,007	2.070	33.170
R1d. Wage System																
R1e. Highly Qualified Experts																
R1f. Other																
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire		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)		51	21	3,097	10		92	102	3,199	1,297	5,090	170,040	100,505	242,007	2.0 %	35.1%
Subtotal - Reimbursable Funded (excludes OC 13)		51	21	3,697	10		92	102	3,799	1,297	5,096	176,048	180,905	242,667	2.8%	35.1%
R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees																
R5a. 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)	1,895	•	2,368	410,197	894		10,241	11,135	421,332	134,145	•	173,225	177,927	234,576	2.7%	32.7%
T1. US Direct Hire (USDH)	1,895		2,368	410,197	894		10,241	11,135	421,332	133,145		173,225	177,927	234,154	2.7%	32.5%
T1a. Senior Executive Schedule T1b. General Schedule	258 1,179		217 1,838	41,748 309,508	749		1,045 7,729	1,045 8,478	42,793 317,986	13,137 99,750	55,930 417,736	192,387 168,394	197,203 173,007	257,742 227,277	2.5% 2.7%	31.5% 32.2%
T1c. Special Schedule	420		284	53,620			1,337	1,470	55,090	16,683	71,773	188,803	193,979		2.7%	31.1%
T1d. Wage System														•		
T1e. Highly Qualified Experts T1f. Other	38	29	29	5,321	12		130	142	5,463	1,660	7,123	183,483	188,379	245,621	2.7%	31.2%
										1,915	1,915					
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	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)	1,030	2,407	2,550	710,137	034		10,241	11,133	721,002	100,140	557,777	170,220	111,521	204,104	2.1 /0	32.3 /6
Subtotal - Total Funded (excludes OC 13)	1,895	2,467	2,368	410,197	894		10,241	11,135	421,332			173,225	177,927	234,154	2.7%	32.5%
T5. Other Object Class 13 Benefits										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																

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	а	<u>b</u>	<u>c</u>	d	е	f	а	<u>h</u>	i	i	k k	u/c	m	<u>n</u>	0	p
	Begin	End	_	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	Comp	% BC	% BC
	Strength	Strength	FTEs	Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits	Comp	Comp	& Benefits	Variables	Benefits
Direct Funded Personnel (includes OC 13)	2,416	2,836	2,785	499,613	1,115		12,472	13,587	513,200	163,996	677,196	179,394	184,273	242,799	2.7%	32.8%
D1. US Direct Hire (USDH)	2,416		2,785	499,613	1,115		12,472	13,587	513,200	162,996	676,196	179,394	184,273	242,799	2.7%	32.6%
D1a. Senior Executive Schedule	217		219	44,066	1		1,095	1,096	45,162	13,884	59,046	201,215	206,219		2.5%	31.5%
D1b. General Schedule	1,886		2,253	393,841	966		9,845	10,811	404,652	128,603		174,807	179,606	236,687	2.7%	32.7%
D1c. Special Schedule D1d. Wage System	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	23	23	23	3,304	12		134	140	3,710	1,303	1,303	131,002	130,037	200,700	2.770	31.270
D2. Direct Hire Program Foreign Nationals (DHFN)																
D3. Total Direct Hire	2,416	2,836	2,785	499,613	1,115		12,472	13,587	513,200	162,996	676,196	179,394	184,273	242,799	2.7%	32.6%
D4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Direct Funded (excludes OC 13)	2.416	2,836	2,785	499,613	1,115		12,472	13,587	513,200	162,996	676,196	179.394	184,273	242,799	2.7%	32.6%
D5. Other Object Class 13 Benefits	2,410	2,036	2,700	455,013	1,115		12,472	13,567	513,200	1,000	1,000	179,394	104,273	242,799	2.7 %	32.0 /
D5a. USDH - Benefits for Former Employees										1,000	1,000					
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual										1,000	1,000					
Reimbursable Funded Personnel (includes OC 13)	51	51	51	9.150	24		228	252	9.402	3,210	12.612	179,412	184.353	247.294	2.8%	35.1%
R1. US Direct Hire (USDH)	51	51	51	9.150	24		228	252	9,402	3,210	12,612	179,412	184,353	247,294	2.8%	35.1%
R1a. Senior Executive Schedule	Ŭ.	Ů.	٠.	0,100			220	202	0,402	0,210	12,012	170,412	104,000	241,204	2.070	30.170
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)																
R3. Total Direct Hire	51	51	51	9,150	24		228	252	9,402	3,210	12,612	179,412	184,353	247,294	2.8%	35.1%
R4. Indirect Hire Foreign Nationals (IHFN)																
Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits	51	51	51	9,150	24		228	252	9,402	3,210	12,612	179,412	184,353	247,294	2.8%	35.1%
R5a. 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)	2,467	2,887	2,836	508,763	1,139		12,700	13,839	522,602	167,206	689,808	179,395	184,274	242,880	2.7%	32.9%
T1. US Direct Hire (USDH)	2,467	2,887	2,836	508,763	1,139		12,700	13,839	522,602	166,206	688,808	179,395	184,274	242,880	2.7%	32.7%
T1a. Senior Executive Schedule T1b. General Schedule	217 1,937		219	44,066	1 990		1,095 10,073	1,096 11,063	45,162 414.054	13,884	59,046 545,867	201,215 174,909	206,219 179,711	269,616 236,921	2.5% 2.7%	31.5% 32.7%
T1c. Special Schedule	1,937		2,304 284	402,991 56,142			1,398	1,534	57,676	131,813 17,470	75,146	197,683	203,085	264,599	2.7%	32.7%
T1d. Wage System	201	204	204	00,142	100		1,000	1,004	01,010	17,470	70,140	107,000	200,000	204,000	2.770	01.170
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)																
T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN)	2,467	2,887	2,836	508,763	1,139		12,700	13,839	522,602	166,206	688,808	179,395	184,274	242,880	2.7%	32.7%
Subtotal - Total Funded (excludes OC 13)	2,467	2,887	2,836	508,763	1,139		12,700	13,839	522,602	166,206	688,808	179,395	184,274	242,880	2.7%	32.7%
T5. Other Object Class 13 Benefits	,	•	•				,			1,000	1,000		•			-
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees										1.000	1.000					
T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual										1,000	1,000					

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

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	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	j Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>l</u> Basic Comp	i/c <u>m</u> Total Comp	k/c <u>n</u> Comp & Benefits	h/d <u>o</u> % BC Variables	j/d <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	45	44	44	7,301	0		184	184	7,485	3,086	10,571	165,932	170,114	240,250	2.5%	42.3%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	45 5 40	3	44 3 41	7,301 585 6,716			184 0 184	184 0 184	7,485 585 6,900	218	803	165,932 195,000 163,805	170,114 195,000 168,293	240,250 267,667 238,244	2.5% 2.7%	42.3% 37.3% 42.7%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	45	44	44	7,301	0		184	184	7,485	3,086	10,571	165,932	170,114	240,250	2.5%	42.3%
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	45	44	44	7,301	0		184	184	7,485	3,086	10,571	165,932	170,114	240,250	2.5%	42.3%
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)	45	44	44	7,301	0		184	184	7,485	3,086	10,571	165,932	170,114	240,250	2.5%	42.3%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule	45 5		44 3	7,301 585	0		184 0	184 0	7,485 585			165,932 195,000	170,114 195,000	240,250 267,667	2.5%	42.3% 37.3%
T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	40	41	41	6,716	0		184	184	6,900	2,868	9,768	163,805	168,293	238,244	2.7%	42.7%
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	45 45		44 44	7,301 7,301	0		184 184	184 184	7,485 7,485	.,	•	165,932 165,932	170,114 170,114	240,250 240,250	2.5% 2.5%	42.3% 42.3%
T5a. USDH - Benefits for Former Employees																

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	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	į Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>l</u> Basic Comp	i/c <u>m</u> Total Comp	k/c <u>n</u> Comp & Benefits	h/d <u>o</u> % BC Variables	j/d <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	44															
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	44 3 41															
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	44 44															
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)	44															
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	44 3 41															
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	44 44															

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				(\$	in Thousand	<u>1S)</u>							Rates			
							e + f + g	d + h		i+j	d/c	i/c	k/c	h/d	j/d	
<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>h</u>	<u>i</u>	į	<u>k</u>	<u>I</u>	<u>m</u>	<u>n</u>	<u>o</u>	<u>p</u>	
Begin	End		Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	Comp	% BC	% BC	
Strength	Strength	FTEs	Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits	Comp	Comp	& Benefits	Variables	Benefits	

Direct Funded Personnel (includes OC 13)

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

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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Operation and Maintenance, Defense-Wide

United States Special Operations Command FY 2022 (\$ in Thousands)

					<u>(\$ i</u>	n Thousand:	<u>s)</u>							Rates		
						_		e + f + g	d + h		i + j	d/c	i/c	k/c	h/d	j/d
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	e Overtime Pay	<u>†</u> Holiday Pay	<u>g</u> Other O.C.11	<u>h</u> Total Variables	<u>i</u> Comp O.C.11	I Benefits O.C.12/13	<u>k</u> Comp & Benefits	<u>I</u> Basic Comp	<u>m</u> Total Comp	n Comp & Benefits	<u>o</u> % BC Variables	<u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	6,831	6,637	6,619	646,998	9,380	5,033	17,604	32,017	679,015	240,740	919,755	97,749	102,586	138,957	4.9%	37.2%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule	6,831 13 6,522		6,619 17 5,898	646,998 3,699 577,854	9,380 194 8,782	5,033 78 4,350	17,604 240 15,589		679,015 4,211 606,575	239,060 1,845 210,291	918,075 6,056 816,866	97,749 217,588 97,975	102,586 247,706 102,844	138,703 356,235 138,499	4.9% 13.8% 5.0%	36.9% 49.9% 36.4%
D1d. Wage System D1e. Highly Qualified Experts D1f. Other	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%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	6,831	6,637	6,619	646,998	9,380	5,033	17,604	32,017	679,015	239,060	918,075	97,749	102,586	138,703	4.9%	36.9%
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	6,831	6,637	6,619	646,998	9,380	5,033	17,604	32,017	679,015	239,060 1,680 1,680	918,075 1,680 1,680	97,749	102,586	138,703	4.9%	36.9%
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)	6,831	6,637	6,619	646,998	9,380	5,033	17,604	32,017	679,015	240,740	919,755	97,749	102,586	138,957	4.9%	37.2%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule	6,831 13 6,522		6,619 17 5,898	646,998 3,699 577,854	9,380 194 8,782	5,033 78 4,350	17,604 240 15,589	32,017 512 28,721	679,015 4,211 606,575	239,060 1,845 210,291	918,075 6,056 816,866	97,749 217,588 97,975	102,586 247,706 102,844	138,703 356,235 138,499	4.9% 13.8% 5.0%	36.9% 49.9% 36.4%
T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	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%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	6,831	6,637	6,619	646,998	9,380	5,033	17,604	32,017	679,015	239,060	918,075	97,749	102,586	138,703	4.9%	36.9%
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	6,831	6,637	6,619	646,998	9,380	5,033	17,604	32,017	679,015	239,060 1,680 1,680	918,075 1,680 1,680	97,749	102,586	138,703	4.9%	36.9%

Operation and Maintenance, Defense-Wide

United States Special Operations Command FY 2023 (\$ in Thousands)

					<u>(\$ i</u>	n Thousand:	<u>s)</u>							Rates		
						_		e + f + g	d + h		i+j	d/c	i/c	k/c	h/d	j/d
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	e Overtime Pay	<u>†</u> Holiday Pay	<u>g</u> Other O.C.11	<u>h</u> Total Variables	<u>i</u> Comp O.C.11	I Benefits O.C.12/13	<u>k</u> Comp & Benefits	<u>l</u> Basic Comp	<u>m</u> Total Comp	<u>n</u> Comp & Benefits	<u>o</u> % BC Variables	<u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	6,637	6,903	6,826	668,110	9,768	5,235	18,338	33,341	701,451	246,174	947,625	97,877	102,762	138,826	5.0%	36.8%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts	6,637 15 6,022	6,263	6,826 18 6,083 725	668,110 3,596 595,684 68,830	9,768 205 9,143 420	5,235 84 4,523 628	18,338 257 16,247 1,834	33,341 546 29,913 2,882	701,451 4,142 625,597 71,712	245,084 1,961 215,674 27,449	946,535 6,103 841,271 99,161	97,877 199,778 97,926 94,938	102,762 230,111 102,843 98,913	138,666 339,056 138,299 136,774	5.0% 15.2% 5.0% 4.2%	36.7% 54.5% 36.2% 39.9%
D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	6,637	6,903	6,826	668,110	9,768	5,235	18,338	33,341	701,451	245,084	946,535	97,877	102,762	138,666	5.0%	36.7%
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	6,637	6,903	6,826	668,110	9,768	5,235	18,338	33,341	701,451	245,084 1,090 1,090	946,535 1,090 1,090	97,877	102,762	138,666	5.0%	36.7%
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)	6,637	6,903	6,826	668,110	9,768	5,235	18,338	33,341	701,451	246,174	947,625	97,877	102,762	138,826	5.0%	36.8%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule	6,637 15 6,022		6,826 18 6,083	668,110 3,596 595,684	9,768 205 9,143	5,235 84 4,523	18,338 257 16,247	33,341 546 29,913	701,451 4,142 625,597	245,084 1,961 215,674	946,535 6,103 841,271	97,877 199,778 97,926	102,762 230,111 102,843	138,666 339,056 138,299	5.0% 15.2% 5.0%	36.7% 54.5% 36.2%
T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	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%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	6,637	6,903	6,826	668,110	9,768	5,235	18,338	33,341	701,451	245,084	946,535	97,877	102,762	138,666	5.0%	36.7%
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	6,637	6,903	6,826	668,110	9,768	5,235	18,338	33,341	701,451	245,084 1,090 1,090	946,535 1,090 1,090	97,877	102,762	138,666	5.0%	36.7%

Operation and Maintenance, Defense-Wide

United States Special Operations Command FY 2024 (\$ in Thousands)

					<u>(\$ i</u>	n Thousand:	<u>s)</u>							Rates		
						_		e + f + g	d + h		i + j	d/c	i/c	k/c	h/d	j/d
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	e Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>h</u> Total Variables	<u>i</u> Comp O.C.11	i Benefits O.C.12/13	<u>k</u> Comp & Benefits	<u>l</u> Basic Comp	<u>m</u> Total Comp	<u>n</u> Comp & Benefits	<u>o</u> % BC Variables	<u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	6,903	6,875	6,875	710,985	10,229	5,483	19,205	34,917	745,902	260,644	1,006,546	103,416	108,495	146,407	4.9%	36.7%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System	6,903 16 6,263	16	6,875 16 6,182	710,985 3,813 634,191 72,981	10,229 215 9,575 439	5,483 88 4,737	19,205 269 17,015 1,921	572	745,902 4,385 665,518 75,999	259,484 2,086 228,336 29,062	1,005,386 6,471 893,854 105,061	103,416 238,313 102,587 107,801	108,495 274,063 107,654 112,258	146,238 404,438 144,590 155,186	4.9% 15.0% 4.9% 4.1%	36.5% 54.7% 36.0% 39.8%
D1e. Highly Qualified Experts D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	6,903	6,875	6,875	710,985	10,229	5,483	19,205	34,917	745,902	259,484	1,005,386	103,416	108,495	146,238	4.9%	36.5%
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	6,903	6,875	6,875	710,985	10,229	5,483	19,205	34,917	745,902	259,484 1,160 1,160	1,005,386 1,160 1,160	103,416	108,495	146,238	4.9%	36.5%
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)	6,903	6,875	6,875	710,985	10,229	5,483	19,205	34,917	745,902	260,644	1,006,546	103,416	108,495	146,407	4.9%	36.7%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule	6,903 16 6,263	16	6,875 16 6,182	710,985 3,813 634,191	10,229 215 9,575	5,483 88 4,737	19,205 269 17,015	34,917 572 31,327	745,902 4,385 665,518	259,484 2,086 228,336	1,005,386 6,471 893,854	103,416 238,313 102,587	108,495 274,063 107,654	146,238 404,438 144,590	4.9% 15.0% 4.9%	36.5% 54.7% 36.0%
T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	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%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	6,903	6,875	6,875	710,985	10,229	5,483	19,205	34,917	745,902	259,484	1,005,386	103,416	108,495	146,238	4.9%	36.5%
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	6,903	6,875	6,875	710,985	10,229	5,483	19,205	34,917	745,902	259,484 1,160 1,160	1,005,386 1,160 1,160	103,416	108,495	146,238	4.9%	36.5%

Operation and Maintenance, Defense-Wide

The Joint Staff FY 2022 (\$ in Thousands)

					14.		<u>-,</u>		4 + 6		: 4 :	dla	:/-	klo	h/d	:/d
	<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	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	į Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>I</u> Basic Comp	i/c <u>m</u> Total Comp	k/c n Comp & Benefits	h/d <u>o</u> % BC Variables	j/d <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	1,261	1,248	1,226	154,312	207	130	2,053	2,390	156,702	38,470	195,172	118,610	120,447	150,017	1.7%	23.1%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule	1,261 14 1,063		1,226 14 1,028	154,312 3,442 128,246	207 207	130	2,053 279 1,774	279	156,702 3,721 130,357	38,470 797 29,931	195,172 4,518 160,288	118,610 245,857 116,270	120,447 265,786 118,184	322,714	1.7% 8.1% 1.5%	23.1% 23.2% 21.3%
D1d. Wage System D1e. Highly Qualified Experts	12		12	724					724	272	996	60,333	60,333	•		37.6%
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) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	1,261	1,248	1,226	154,312	207	130	2,053	2,390	156,702	38,470	195,172	118,610	120,447	150,017	1.7%	23.1%
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	1,261	1,248	1,226	154,312	207	130	2,053	2,390	156,702	38,470	195,172	118,610	120,447	150,017	1.7%	23.1%
Reimbursable Funded Personnel (includes OC 13)	92	92	87	13,217	90	3	178	271	13,488	3,693	17,181	151,920	155,034	197,483	2.1%	28.3%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule	92	92	87	13,217	90	3	178	271	13,488	3,693	17,181	151,920	155,034	197,483	2.1%	28.3%
R1b. General Schedule R1c. Special Schedule R1d. Wage System	29	29	29	2,042	70	3	110	183	2,225		2,839	70,414	76,724	•	9.0%	30.1%
R1e. Highly Qualified Experts R1f. Other	1 62	1 62	1 57	155 11,020	20		68	88	155 11,108		155 14,187	155,000 193,333	155,000 194,877		0.8%	27.9%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN)	92	92	87	13,217	90	3	178	271	13,488	3,693	17,181	151,920	155,034	197,483	2.1%	28.3%
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	92	92	87	13,217	90	3	178	271	13,488	3,693	17,181	151,920	155,034	197,483	2.1%	28.3%
Total Funded Personnel (includes OC 13)	1,353	1,340	1,313	167,529	297	133	2,231	2,661	170,190	42,163	212,353	120,698	122,615	152,992	1.7%	23.5%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule	1,353 14 1,092	14	1,313 14 1,057	167,529 3,442 130,288	297 277	133	2,231 279 1,884		170,190 3,721 132,582	797	212,353 4,518 163,127	120,698 245,857 115,095	122,615 265,786 117,122	322,714	8.1%	23.5% 23.2% 21.5%
T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts	12 1	12 1	12 1	724 155					724 155	272	996 155	60,333 155,000	60,333 155,000			37.6%
T1f. Other	234	234	229	32,920	20		68	88	33,008		43,557	143,755	144,140		0.8%	32.0%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN)	1,353	1,340	1,313	167,529	297	133	2,231	2,661	170,190	42,163	212,353	120,698	122,615	152,992	1.7%	23.5%
Subtotal - Total Funded (excludes OC 13)	1,353	1,340	1,313	167,529	297	133	2,231	2,661	170,190	42,163	212,353	120,698	122,615	152,992	1.7%	23.5%

Subtotal - Iotal 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

Operation and Maintenance, Defense-Wide

The Joint Staff FY 2023 (\$ in Thousands)

					(\$	FY 2023 in Thousand	s)							Rates		
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	e Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	j Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>l</u> Basic Comp	i/c <u>m</u> Total Comp	k/c n Comp & Benefits	h/d <u>o</u> % BC Variables	j/d <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	1,261	1,248	1,310	165,368	207	130	2,053	2,390	167,758	40,681	208,439	126,235	128,060	159,114	1.6%	23.2%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule	1,261 14 1,063		1,310 14 1,112	165,368 3,442 139,302			2,053 279 1,774	2,390 279 2,111	167,758 3,721 141,413	797	208,439 4,518 174,980	126,235 245,857 125,272	128,060 265,786 127,170	322,714	1.6% 8.1% 1.4%	23.2%
D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts	12	12	12	724					724	272	996	60,333	60,333	83,000		37.6%
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) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	1,261	1,248	1,310	165,368	207	130	2,053	2,390	167,758	,	208,439	126,235	128,060	159,114	1.6%	
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	1,261	1,248	1,310	165,368	207	130	2,053	2,390	167,758	40,681	208,439	126,235	128,060	159,114	1.6%	23.2%
Reimbursable Funded Personnel (includes OC 13)	92	92	87	13,495	90	2	185	277	13,772	3,771	17,543	155,115	158,299	201,644	2.1%	28.3%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule	92		87	13,495		_			13,772	,	17,543	155,115	158,299	•	2.1%	
R1b. General Schedule R1c. Special Schedule R1d. Wage System	29	29	29	2,320	70	2	110	182	2,502	692	3,194	80,000	86,276	110,138	7.8%	29.8%
R1e. Highly Qualified Experts R1f. Other	1 62	1 62	1 57	155 11,020			75	95	155 11,115		155 14,194	155,000 193,333	155,000 195,000		0.9%	27.9%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN)	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%
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	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%
Total Funded Personnel (includes OC 13)	1,353	1,340	1,397	178,863	297	132	2,238	2,667	181,530	44,452	225,982	128,034	129,943	161,762	1.6%	23.6%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule	1,353 14 1,092		1,397 14 1,141	178,863 3,442 141,622			279	2,667 279 2,293	181,530 3,721 143,915	797	4,518	128,034 245,857 124,121	129,943 265,786 126,131	322,714	1.6% 8.1% 1.5%	23.2%
T1d. Wage System T1e. Highly Qualified Experts	12 1	1	12 1	724 155					724 155		155	60,333 155,000	60,333 155,000	155,000		37.6%
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) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN)	1,353	1,340	1,397	178,863	297	132	2,238	2,667	181,530	44,452	225,982	128,034	129,943	161,762	1.6%	23.6%
Subtotal - Total Funded (excludes OC 13)	1,353	1,340	1,397	178,863	297	132	2,238	2,667	181,530	44,452	225,982	128,034	129,943	161,762	1.6%	23.6%

Subtotal - Iotal 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

Operation and Maintenance, Defense-Wide

The Joint Staff FY 2024 (\$ in Thousands)

					(\$	FY 2024 in Thousand	s)							Rates		
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	e Overtime Pay	<u>f</u> Holiday Pay	g Other O.C.11	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	j Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>l</u> Basic Comp	i/c <u>m</u> Total Comp	k/c n Comp & Benefits	h/d <u>o</u> % BC Variables	j/d <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	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%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule	1,261 14 1,063		1,320 14 1,122	191,406 3,442 165,340		130 130	2,053 279 1,774	2,390 279 2,111	193,796 3,721 167,451	797	234,477 4,518 201,018	145,556 245,857 148,021	147,373 265,786 149,911	322,714	8.1%	23.2%
D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts	12	12	12	724					724	272	996	60,333	60,333	83,000		37.6%
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) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	1,261	1,248	1,320	191,406		130	2,053	2,390	193,796	,	234,477	145,556	147,373	,		
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	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%
Reimbursable Funded Personnel (includes OC 13)	92	92	87	13,495	90	2	185	277	13,772	3,771	17,543	155,115	158,299	201,644	2.1%	28.3%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule	92		87	13,495		_	185	277	13,772	,	17,543	155,115	158,299	•	2.1%	
R1b. General Schedule R1c. Special Schedule R1d. Wage System	29	29	29	2,320	70	2	110	182	2,502	692	3,194	80,000	86,276	110,138	7.8%	29.8%
R1e. Highly Qualified Experts R1f. Other	1 62	1 62	1 57	155 11,020			75	95	155 11,115		155 14,194	155,000 193,333	155,000 195,000		0.9%	27.9%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN)	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%
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	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%
Total Funded Personnel (includes OC 13)	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%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule	1,353 14 1,092		1,407 14 1,151	204,901 3,442 167,660		132 132	279	2,667 279 2,293	207,568 3,721 169,953	797	4,518	146,149 245,857 146,300	148,051 265,786 148,301		1.5% 8.1% 1.4%	23.2%
T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts	12 1	12 1	12 1	724 155					724 155		996 155	60,333 155,000	60,333 155,000			37.6%
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) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN)	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%
Subtotal - Total Funded (excludes OC 13)	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%

Subtotal - Iotal 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

Operation and Maintenance, Defense-Wide

Washington Headquarters Services FY 2022 (\$ in Thousands)

					(\$	FY 2022 in Thousand	e)							Rates		
	a	<u>b</u>	<u>c</u>	<u>d</u>	6 74	f	<u>o,</u> g	e + f + g <u>h</u>	d + h i	i	i + j <u>k</u>	d/c	i/c <u>m</u>	k/c n	h/d <u>o</u>	j/d <u>p</u>
	Begin Strength	End Strength	<u>×</u> FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp	Basic Comp	Total	Comp	% BC Variables	% BC Benefits
Direct Funded Personnel (includes OC 13)	561	631	602	70,140	400	14	1,808	2,222	72,362	15,011	87,373	116,512	120,203	145,138	3.2%	21.4%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System	561 13 544 2	528 89	602 9 509 82	70,140 1,572 60,159 8,042	346	14	1,808 105 1,406 297	105	72,362 1,677 61,925 8,393	484 11,478 2,939	2,161 73,403	116,512 174,667 118,191 98,073	120,203 186,333 121,660 102,354	240,111	3.2% 6.7% 2.9% 4.4%	21.4% 30.8% 19.1% 36.5%
D1e. Highly Qualified Experts D1f. Other	2	2	2	367					367	110 0	477 0	183,500	183,500	238,500		30.0%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	561	631	602	70,140	400	14	1,808	2,222	72,362	15,011	87,373	116,512	120,203	145,138	3.2%	21.4%
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)	561	631	602	70,140	400	14	1,808	2,222	72,362	15,011 0	87,373 0	116,512	120,203	145,138	3.2%	21.4%
D50: Voluntary Separation intentive Pay (VSIP) D50: Foreign National Separation Liability Accrual Reimbursable Funded Personnel (includes OC 13)			476	28.519	500	45	541	4.005	20.004	_		162.040	168.205	224.764	3.8%	24.00/
R1. US Direct Hire (USDH)			176 176	28,519	529 529			1,085 1,085	29,604 29,604	.,	,	162,040	168,205	, .	3.8%	34.9% 34.9%
R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other			176	28,519	529			1,085	29,604	,	,	162,040	168,205	,	3.8%	34.9%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire			176	28,519	529	15	541	1,085	29,604	9,954	39,558	162,040	168,205	224,761	3.8%	34.9%
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			176	28,519	529	15	541	1,085	29,604	9,954	39,558	162,040	168,205	224,761	3.8%	34.9%
Total Funded Personnel (includes OC 13)	561	631	778	98,659	929	29	2,349	3,307	101,966	24,965	126,931	126,811	131,062	163,150	3.4%	25.3%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule	561 13	631 12	778 9	98,659 1,572	929	29	2,349 105		101,966 1,677			126,811 174,667	131,062 186,333		3.4% 6.7%	25.3% 30.8%
T1b. General Schedule T1c. Special Schedule	544	528	685 82	88,678 8.042	875				91,529 8,393	21,432	112,961	129,457 98,073	133,619 102,354		3.2% 4.4%	24.2% 36.5%
T1d. Wage System T1e. Highly Qualified Experts T1f. Other	2		2	367	04		231	331	367	,	,	183,500	183,500	•	4.470	30.0%
T2. Direct Hire Program Foreign Nationals (DHFN)										U	U					
T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN)	561	631	778	98,659	929	29	2,349	3,307	101,966	24,965	126,931	126,811	131,062	163,150	3.4%	25.3%
Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees	561	631	778	98,659	929	29	2,349	3,307	101,966	24,965 0	126,931 0	126,811	131,062	163,150	3.4%	25.3%
T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual										0	0					

Operation and Maintenance, Defense-Wide

Washington Headquarters Services FY 2023 (\$ in Thousands)

					/¢ ;	FY 2023 n Thousand	le)							Rates		
					<u>(φ i</u>	ii iiiousaiiu	<u>15)</u>	e + f + g	d + h		i+j	d/c	i/c	k/c	h/d	j/d
	<u>a</u> Begin	<u>b</u> End	<u>c</u>	<u>d</u> Basic	<u>e</u> Overtime	<u>f</u> Holidav	g Other	<u>h</u> Total	<u>i</u> Comp	j Benefits	<u>k</u> Comp	<u>I</u> Basic	<u>m</u> Total	<u>n</u> Comp	<u>о</u> % ВС	<u>р</u> % ВС
	Strength	Strength	FTEs	Comp	Pay	Pay		Variables	0.C.11		& Benefits	Comp			Variables	Benefits
Direct Funded Personnel (includes OC 13)	631	681	632	84,226	209		2,069	2,278	86,504	26,761	113,265	133,269	136,873	179,217	2.7%	31.8%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule	631 12 528		632 13 524	84,226 2,395 68,836	209 176		2,069 57 1,691	2,278 57 1,867	86,504 2,452 70,703	742	112,865 3,194 92.017	133,269 184,231 131,366	136,873 188,615 134,929	178,584 245,692 175.605	2.7% 2.4% 2.7%	31.3% 31.0% 31.0%
D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts	89	95	95	12,995	33		321	354	13,349			136,789	140,516		2.7%	31.2%
D16. Figury Qualified Experts D1f. Other D2. Direct Hire Program Foreign Nationals (DHFN)	2									255	255					
D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	631	681	632	84,226	209		2,069	2,278	86,504	26,361	112,865	133,269	136,873	178,584	2.7%	31.3%
Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees	631	681	632	84,226	209		2,069	2,278	86,504	26,361 400	112,865 400	133,269	136,873	178,584	2.7%	31.3%
D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual										400	400					
Reimbursable Funded Personnel (includes OC 13)			271	37,478	98		935	1,033	38,511	11,818	50,329	138,295	142,107	185,716	2.8%	31.5%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule			271	37,478	98		935	1,033	38,511	11,818	ŕ	138,295	142,107	185,716	2.8%	31.5%
R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other			271	37,478	98		935	1,033	38,511	11,818	50,329	138,295	142,107	185,716	2.8%	31.5%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire			271	37,478	98		935	1,033	38,511	11,818	50,329	138,295	142,107	185,716	2.8%	31.5%
R4. Indirect Hire Foreign Nationals (IHFN) 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			271	37,478	98		935	1,033	38,511	11,818	50,329	138,295	142,107	185,716	2.8%	31.5%
Total Funded Personnel (includes OC 13)	631	681	903	121,704	307		3,004	3,311	125,015	38,579	163,594	134,777	138,444	181,167	2.7%	31.7%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule	631 12		903 13	121,704 2,395	307		3,004 57	3,311 57	125,015 2,452	742	3,194	134,777 184,231	138,444 188,615		2.7% 2.4%	31.4% 31.0%
T1b. General Schedule T1c. Special Schedule	528 89		795 95	106,314 12,995	274 33		2,626 321	2,900 354	109,214 13,349			133,728 136,789	137,376 140,516		2.7% 2.7%	31.2% 31.2%
T1d. Wage System T1e. Highly Qualified Experts T1f. Other	2									255	255					
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Engage Nationals (IHEN)	631	681	903	121,704	307		3,004	3,311	125,015	38,179	163,194	134,777	138,444	180,724	2.7%	31.4%
T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees	631	681	903	121,704	307		3,004	3,311	125,015	38,179 400	163,194 400	134,777	138,444	180,724	2.7%	31.4%
T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual										400	400					

Operation and Maintenance, Defense-Wide

Washington Headquarters Services FY 2024 (\$ in Thousands)

					(\$	FY 2024 in Thousand	le)							Rates		
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	e Overtime Pay	<u>f</u> Holiday Pay	g Other O.C.11	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	į Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>l</u> Basic Comp	i/c <u>m</u> Total Comp	k/c <u>n</u> Comp	h/d <u>o</u> % BC Variables	j/d <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	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%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	681 13 573 95	521	601 13 509 79	80,871 2,498 67,292 11,081	171		1,983 60 1,651 272	2,181 60 1,822 299	83,052 2,558 69,114 11,380	25,237 779 20,750 3,459	108,289 3,337 89,864 14,839	131,927 192,154 129,159 140,266	135,485 196,769 132,656 144,051	176,654 256,692 172,484 187,835	2.7% 2.4% 2.7% 2.7%	31.2% 31.2% 30.8% 31.2%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	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) 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	681	613	601	80,871	198		1,983	2,181	83,052	25,237 400 400	108,289 400 400	131,927	135,485	176,654	2.7%	31.2%
Reimbursable Funded Personnel (includes OC 13)		271	271	39,246	101		982	1,083	40,329	12,380	52,709	144,819	148,815	194,498	2.8%	31.5%
R1. US Direct Hire (USDH)		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 R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other		271	271	39,246	101		982	1,083	40,329	12,380	52,709	144,819	148,815	194,498	2.8%	31.5%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire		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) 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		271	271	39,246	101		982	1,083	40,329	12,380	52,709	144,819	148,815	194,498	2.8%	31.5%
Total Funded Personnel (includes OC 13)	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%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts	681 13 573 95	884 13 792 79	872 13 780 79	120,117 2,498 106,538 11,081			2,965 60 2,633 272	2,905	123,381 2,558 109,443 11,380	37,617 779 33,130 3,459	160,998 3,337 142,573 14,839	135,879 192,154 134,518 140,266	139,571 196,769 138,186 144,051		2.7% 2.4% 2.7% 2.7%	31.3% 31.2% 31.1% 31.2%
T1f. Other										249	249					
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN)	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%
Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees	681	884	872	120,117	299		2,965	3,264	123,381	37,617 400	160,998 400	135,879	139,571	182,124	2.7%	31.3%
T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual										400	400					

Operation and Maintenance, Defense-Wide

Summary FY 2022 (\$ in Thousands)

					/¢ :	FY 2022 n Thousands								Rates		
						- Inousanus	_	e + f + g	d + h		i+j	d/c	i/c	k/c	h/d	j/d
	<u>a</u> Begin	<u>b</u> End	<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>h</u> Total Variables	<u>i</u> Comp O.C.11	I Benefits O.C.12/13	<u>k</u> Comp	<u>l</u> Basic Comp	<u>m</u> Total Comp	n Comp & Benefits	<u>o</u> % BC Variables	<u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	Strength 89,951	Strength 87,986	86.050	9,600,772		32,118	418,323	545,934			14,108,690	106,565	117,860	163,881	5.7%	41.3%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	89,246 1,178 77,637 9,480 621 45 285	87,295 1,265 74,892 9,884 920 49 285	85,359 1,237 73,511 9,287 993 46 285	9,574,510 234,252 8,400,951 813,708 76,360 7,848 41,391	94,837 194 93,740 181 715	32,086 259 30,459 763 605	418,199 11,727 312,808 88,074 4,897 1 692	•	10,119,632 246,432 8,837,958 902,726 82,577 7,856 42,083		14,071,381 342,984	107,073 189,524 108,296 87,618 76,898 174,400 145,232	118,472 200,841 120,112 97,203 83,159 174,578 147,660	164,736 279,531 165,190 149,968 115,303 231,044 196,105	5.7% 5.2% 5.2% 10.9% 8.2% 0.1% 3.6%	41.2% 41.2% 39.4% 60.2% 41.8% 33.0% 33.4%
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	457 89,703 248 89,951	456 87,751 235 87,986	456 85,815 235 86,050	18,667 9,593,177 7,595 9,600,772	,	32 32,118 32,118	124 418,323 418,323	,	19,479 10,139,111 7,595 10,146,706	.,,	23,366 14,094,747 7,595 14,102,342 6,348 5,806 535 7	42,619 106,759 32,319 106,565	44,473 118,094 32,319 117,860	53,347 164,167 32,319 163,807	7.0% 5.7% 5.7%	29.5% 41.2% 41.2%
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) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	2,518 6 2,414 35 1 62	2,435 9 2,323 40 1 62	2,640 9 2,545 28 1 57	332,310 1,736 316,396 3,003 155 11,020	1,067 41	967 953 14	6,430 23 6,266 73	8,525 23 8,286 128	340,835 1,759 324,682 3,131 155 11,108	114,244 589 109,595 981 3,079	455,079 2,348 434,277 4,112 155 14,187	125,875 192,889 124,321 107,250 155,000 193,333	129,104 195,444 127,576 111,821 155,000 194,877	172,378 260,889 170,639 146,857 155,000 248,895	2.8% 11.8% 2.9% 4.3%	34.4% 33.9% 34.6% 32.7%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire		2,435	2,640			207		8,525	,	114,244					2.8%	
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	2,518 5 2,523	2,435 5 2,440	2,640 5 2,645	332,310 0 332,310	0	967 0 967	6,430 0 6,430	8,525 8,525	340,835 0 340,835	114,244 0 114,244 55	455,079 0 455,079 55	125,875 125,875	129,104 129,104	172,378 172,378	2.8%	34.4% 34.4%
R5b. DHFN - Benefits for Former Employees R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual										55	55					
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) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	91,764 1,184 80,051 9,515 621 46 347	89,730 1,274 77,215 9,924 920 50 347	87,999 1,246 76,056 9,315 993 47 342	9,906,820 235,988 8,717,347 816,711 76,360 8,003 52,411	194 94,807 222 715	33,053 259 31,412 777 605 0	424,629 11,750 319,074 88,147 4,897 1	553,647 12,203 445,293 89,146 6,217 8 780		4,065,993 97,141 3,426,498 491,008 31,919 2,541 16,886		107,613 189,549 108,805 87,677 76,898 173,978 153,249	118,791 200,802 120,362 97,247 83,159 174,152 155,529	164,965 279,395 165,372 149,959 115,303 229,391 204,904	5.6% 5.2% 5.1% 10.9% 8.2% 0.1% 2.6%	41.0% 41.2% 39.3% 60.1% 41.8% 33.0% 32.2%
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	457 92,221 253 92,474	456 90,186 240 90,426	456 88,455 240 88,695	18,667 9,925,487 7,595 9,933,082	656 96,621 0	32 33,085 0 33,085	124 424,753 0 424,753	812 554,459 0	19,479 10,479,946 7,595 10,487,541	3,887 4,069,880 0	23,366 14,549,826 7,595 14,557,421 6,403 5,806 590 7	42,619 107,305 32,319 107,115	44,473 118,423 32,319 118,195	53,347 164,412 32,319 164,062	7.0% 5.6% 5.6%	29.5% 41.0% 41.0%

Operation and Maintenance, Defense-Wide

Summary FY 2023 (\$ in Thousands)

					/\$ i	FY 2023 n Thousands	-1							Rates		
							_	e + f + g	d + h		i+j	d/c	i/c	k/c	h/d	j/d
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>ц</u> Basic Comp	e Overtime Pav	<u>f</u> Holiday Pav	<u>g</u> Other O.C.11	<u>h</u> Total Variables	<u>I</u> Comp O.C.11	I Benefits O.C.12/13	<u>k</u> Comp & Benefits	<u>I</u> Basic Comp	<u>m</u> Total Comp	n Comp & Benefits	© % BC Variables	<u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	88,129		-	11,773,257	54,057	12,843	331,670	398,570	12,171,827		15,071,878	131,110	135,548	167,844	5.5%	39.2%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	87,436 1,292 75,150 9,731 923 51 289	78,417 9,644 948 36	89,146 1,246 77,249 9,281 1,044 37 289	11,747,594 233,055 10,597,150 787,649 81,588 6,889 41,263	54,051 205 52,796 280 756 14	12,841 150 11,149 913 628 1	326,499 8,565 220,139 90,703 4,950 171 1,971	393,391 8,920 284,084 91,896 6,334 186 1,971	12,140,985 241,975 10,881,234 879,545 87,922 7,075 43,234	59,849	13,170,146	131,797 188,403 137,183 84,867 78,149 196,829 142,779	136,210 195,614 140,861 94,768 84,216 202,143 149,599	168,591 243,997 170,492 147,303 115,895 263,600 200,401	5.5% 6.9% 4.6% 11.7% 7.8% 2.7% 10.2%	39.1% 25.7% 36.7% 61.9% 40.5% 31.2% 35.6%
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	448 87,884 245 88,129	91,292	249 89,857	17,397 11,764,991 8,266 11,773,257	6 54,057 54,057	2 12,843 12,843	1,147 327,646 327,646 4,024 4,024	394,546 4,024 4,024	18,552 12,159,537 8,266 12,167,803 4,024 4,024	2,890,724 9,327 6,995 2,332	23,038 15,050,261 8,266 15,058,527 13,351 11,019 2,332	39,901 131,350 36,414 131,110	42,550 135,755 36,414 135,503	52,839 168,028 36,414 167,695	9.2% 5.5% 5.5%	30.6% 39.1% 39.1%
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) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	2,355 9 2,270 13 1 62	13	2,765 1 2,693 13 1 57	329,514 204 317,224 911 155 11,020	3,751 3,715 16	183 178 5	3,345 15 3,234 21	7,279 15 7,127 42	336,793 219 324,351 953 155 11,115	109,315 72 105,820 344 3,079	446,108 291 430,171 1,297 155 14,194	119,173 204,000 117,796 70,077 155,000 193,333	121,806 219,000 120,442 73,308 155,000 195.000	161,341 291,000 159,737 99,769 155,000 249,018	2.5% 7.4% 2.5% 4.6%	33.2% 35.3% 33.4% 37.8%
R2. Direct Hire Program Foreign Nationals (DHFN)				,-		400			,	.,.		,	,	.,.		
R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN)	2,355 5		2,765 5	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%
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	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%
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) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	89,791 1,301 77,420 9,744 923 52 351	9,657 948	1,247	12,077,108 233,259 10,914,374 788,560 81,588 7,044 52,283	57,802 205 56,511 296 756 14 20	13,024 150 11,327 918 628 1	329,844 8,580 223,373 90,724 4,950 171 2,046	8,935	12,477,778 242,194 11,205,585 880,498 87,922 7,230 54,349	59,921		131,417 188,416 136,530 84,846 78,149 195,667 151,107	135,777 195,633 140,173 94,738 84,216 200,833 157,078	168,373 244,035 170,129 147,236 115,895 260,583 208,410	5.3% 6.9% 4.5% 11.7% 7.8% 2.7% 6.8%	38.8% 25.7% 36.6% 61.9% 40.5% 31.2% 34.0%
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	448 90,239 250 90,489	93,533	254	17,397 12,094,505 8,266 12,102,771	6 57,808 57,808	13,026 13,026	1,147 330,991 330,991 4,024	,	18,552 12,496,330 8,266 12,504,596 4,024		23,038 15,496,369 8,266 15,504,635 13,351 11,019 2,332	39,901 130,985 36,414 130,753	42,550 135,337 36,414 135,094	52,839 167,828 36,414 167,505	9.2% 5.3% 5.3%	30.6% 38.8% 38.8%

Operation and Maintenance, Defense-Wide

Summary FY 2024 (\$ in Thousands)

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	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	g Other O.C.11	e + f + g <u>h</u> Total Variables	a + n <u>i</u> Comp O.C.11	j Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>I</u> Basic Comp	i/c <u>m</u> Total Comp	k/c n Comp & Benefits	h/d <u>o</u> % BC Variables	j/d <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	93,827	95,332		12,193,292	79.124	14,855	402.333		12.689.604		16,500,593	129.842	135,127	175,708	3.8%	29.1%
D1. US Direct Hire (USDH)	93,027	94,636	•	12,193,292	79,124	,	395.467	, -	12,655,604	.,,.	16,454,177	130.498	135,127	176,708	3.8%	29.1%
D1a. Senior Executive Schedule	1,250		1,264		3,792		13,913	18,143		151,412		576,912	591.266		2.5%	29.1%
D1b. General Schedule	80,964	82,500	81,355	10,469,205	74,235		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 D1d. Wage System	9,644 948		9,294 995	832,278 86,386	292 785		95,801 5,216	97,057 6,659	929,335 93,045	515,173 34,973		89,550 86,820	99,993 93,513		11.7% 7.8%	61.9% 40.5%
D1e. Highly Qualified Experts	36		38	7,346	14		178	193	7,539	2,271	9,810	193,316	198,395	- ,	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	_	1,147	1,155	16,904	4,527		37,409	40,152		8.7%	30.4%
D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	93,578 249		93,682 249	12,183,264 10.028	79,124	14,855	396,614	490,593	12,673,857 10.028	3,801,751	16,475,608 10.028	130,080 40,273	135,318 40,273		3.8%	29.1%
Subtotal - Direct Funded (excludes OC 13)	93,827			12,193,292	79,124	14,855	396,614	490,593	12,683,885	3,801,751	16,485,636	129,842	135,066		3.8%	29.1%
D5. Other Object Class 13 Benefits							5,719	5,719	5,719	9,238						
D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees							5,719	5,719	5,719	6,879	12,598					
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)	2,473	,	2,804	339,128	826		7,119	8,000	347,128	112,762	•	120,944	123,797	164,012	2.6%	33.3%
R1a. Senior Executive Schedule	2,474	2,744	2,004	214	020	33	16	16	230	79		214,000	230,000		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)	2,474 5		2,804 5	339,120	020	55	7,119	8,000	347,120	112,762	459,690	120,944	123,797	164,012	2.6%	33.3%
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 T1c. Special Schedule	83,374 9.644		84,100 9.294	10,796,944 832,278	75,041 292	12,847 964	285,602 95.801	373,490 97,057	11,170,434 929.335	3,188,140 515.173	14,358,574 1.444.508	128,376 89.550	132,817 99,993		3.2% 11.7%	27.3% 61.9%
T1d. Wage System	948		995		785		5,216	6,659	93,045	34,973		86,820	93,513		7.8%	40.5%
T1e. Highly Qualified Experts	37		39	7,501	14		178	193	7,694	2,271	9,965	192,333	197,282		2.7%	30.9%
T1f. Other	351	351	346	. ,	20		1,860	1,880	55,983	17,938	-,-	156,367	161,801	213,645	5.8%	33.2%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	447 96,052	447 9 7,827	447 96.486	15,749 12,522,392	6 79,950	2 14,910	1,147 403,733	1,155 498.593	16,904 13,020,985	4,527 3.914.513	21,431 16,935,498	37,409 129,814	40,152 134.983		8.7% 3.7%	30.4% 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) T5. Other Object Class 13 Benefits	96,306	98,081	96,740	12,532,420	79,950	14,910	403,733 5,719	498,593 5,719	13,031,013 5,719	3,914,513 9,238	16,945,526 14,957	129,584	134,739	175,215	3.7%	29.2%
T5a. USDH - Benefits for Former Employees							5,719	5,719	5,719	6,879						
T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP)										2,359	2.359					
T5d. Foreign National Separation Liability Accrual										2,309	2,339					

Research, Development, Test & Eval, DW

CYBER FY 2022

				<u>(2</u>	in i nousan	as)							Rates		
							e + f + g	d + h		i+j	d/c	i/c	k/c	h/d	j/d
<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	9	<u>h</u>	<u>i</u>	i	<u>k</u>	<u>I</u>	<u>m</u>	<u>n</u>	<u>o</u>	<u>p</u>
Begin	End		Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	Comp	% BC	% BC
Strength	Strength	FTEs	Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits	Comp	Comp	& Benefits	Variables	Benefits

Direct Funded Personnel (includes OC 13)

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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Research, Development, Test & Eval, DW

CYBER FY 2023 (\$ in Thousands)

				<u>(\$</u>	in Thousand	is)							Rates		
							e + f + g	d + h		i+j	d/c	i/c	k/c	h/d	j/d
<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>h</u>	<u>i</u>	i	<u>k</u>	<u>1</u>	<u>m</u>	<u>n</u>	<u>o</u>	<u>p</u>
Begin	End		Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	Comp	% BC	% BC
Strenath	Strenath	FTEs	Comp	Pav	Pav	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits	Comp	Comp	& Benefits	Variables	Benefits

Direct Funded Personnel (includes OC 13)

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

COLUMNS INTENTIONALLY LEFT BLANK

CYBER

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FY 2024 (\$ in Thousands) Rates e + f + g d + h i + id/c i/c k/c h/d j/d <u>c</u> d e g m n р Begin End Basic Overtime Holiday Other Total Comp **Benefits** Comp Basic Comp % BC % BC Total Strength FTEs Strength Comp Pay Pay O.C.11 Variables O.C.11 O.C.12/13 & Benefits & Benefits Variables Benefits Comp Comp **Direct Funded Personnel (includes OC 13)** 21 21 21 2,774 12 12 78 102 2,876 1,011 3,887 132,095 136,952 185,095 36.4% D1. US Direct Hire (USDH) 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 21 21 D1b. General Schedule 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) D3. Total Direct Hire 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) Subtotal - Direct Funded (excludes OC 13) 21 12 78 21 21 2,774 12 102 2,876 1,011 3,887 132,095 136,952 185,095 3.7% 36.4% D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c, Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual Reimbursable Funded Personnel (includes OC 13) 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) 21 21 21 2.774 12 12 78 102 2.876 1.011 132.095 136.952 185.095 3.7% 36.4% 3.887 T1. US Direct Hire (USDH) 21 21 21 2,774 12 12 78 102 2,876 3,887 132,095 136,952 185,095 3.7% 36.4% 1,011 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) T3. Total Direct Hire 21 21 2,774 12 12 78 102 2,876 132,095 136,952 185,095 36.4% 21 1,011 3,887 3.7% T4. Indirect Hire Foreign Nationals (IHFN)

78

102

2.876

1.011

3.887

132.095

136.952

185.095

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

Subtotal - Total Funded (excludes OC 13)

21

21

21

2.774

12

12

36.4%

3.7%

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Defense Advanced Research Projects Agency FY 2022 (\$ in Thousands)

	<u>(\$ in Thousands)</u> e + f + g d + h i + j d/c i/c k/c h/d i/d															
	<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	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	j Benefits O.C.12/13	<u>k</u> Comp	d/c <u>I</u> Basic Comp	<u>m</u> Total	<u>n</u> Comp	h/d <u>o</u> % BC Variables	j/d <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	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%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	185 5 84 96	4 92	189 4 85 100	35,493 754 13,127 21,612			1,047 120 400 527	1,047 120 400 527	36,540 874 13,527 22,139	5,039	1,242 18,566	187,794 188,500 154,435 216,120	193,333 218,500 159,141 221,390	263,661 310,500 218,424 300,240	2.9% 15.9% 3.0% 2.4%	37.4% 48.8% 38.4% 36.5%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	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%
Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees	185	199	189	35,493			1,047	1,047	36,540	13,292 50	49,832 50	187,794	193,333	263,661	2.9%	37.4%
D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual										50	50					
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)	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%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	185 5 84 96	4 92	189 4 85 100	35,493 754 13,127 21,612			1,047 120 400 527	1,047 120 400 527	36,540 874 13,527 22,139	368 5,039	49,832 1,242 18,566 30,024	187,794 188,500 154,435 216,120	193,333 218,500 159,141 221,390	263,661 310,500 218,424 300,240	2.9% 15.9% 3.0% 2.4%	37.4% 48.8% 38.4% 36.5%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	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%
T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5. USD 1. Page 5th for Foreign Fundament	185	199	189	35,493			1,047	1,047	36,540	13,292 50	49,832 50	187,794	193,333	263,661	2.9%	37.4%
T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual										50	50					

Research, Development, Test & Eval, DW

Defense Advanced Research Projects Agency FY 2023 (\$ in Thousands)

FY 2023 (\$ in Thousands) Rates																
								e + f + g	d + h		i+j	d/c	i/c	k/c	h/d	j/d
	<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>I</u> Holiday Pay	<u>g</u> Other O.C.11	<u>h</u> Total Variables	<u>i</u> Comp O.C.11	I Benefits O.C.12/13	Comp & Benefits	<u>I</u> Basic Comp	<u>m</u> Total Comp	<u>n</u> Comp & Benefits	<u>o</u> % BC Variables	<u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	199	196	199	36,457	-	-	1,387	1,387	37,844	16,810	54,654	183,201	190,171	274,643	3.8%	46.1%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	199 4 92 103	5 88	199 5 88 106	36,457 1,005 14,298 21,154			1,387 149 357 881	1,387 149 357 881	37,844 1,154 14,655 22,035	504 5,462	20,117	183,201 201,000 162,477 199,566	190,171 230,800 166,534 207,877	274,040 331,600 228,602 309,047	3.8% 14.8% 2.5% 4.2%	45.8% 50.1% 38.2% 50.7%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	199	196	199	36,457			1,387	1,387	37,844	16,690	54,534	183,201	190,171	274,040	3.8%	45.8%
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)	199	196	199	36,457			1,387	1,387	37,844	16,690 120	120	183,201	190,171	274,040	3.8%	45.8%
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)	199	196	199	36,457			1,387	1,387	37,844	16,810	54,654	183,201	190,171	274,643	3.8%	46.1%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	199 4 92 103	5 88	199 5 88 106	36,457 1,005 14,298 21,154			1,387 149 357 881	1,387 149 357 881	37,844 1,154 14,655 22,035	504 5,462	1,658	183,201 201,000 162,477 199,566	190,171 230,800 166,534 207,877	274,040 331,600 228,602 309,047	3.8% 14.8% 2.5% 4.2%	45.8% 50.1% 38.2% 50.7%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	199	196	199	36,457			1,387	1,387	37,844	16,690	54,534	183,201	190,171	274,040	3.8%	45.8%
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	199	196	199	36,457			1,387	1,387	37,844	16,690 120		183,201	190,171	274,040	3.8%	45.8%
T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual										120	120					

Research, Development, Test & Eval, DW

Defense Advanced Research Projects Agency FY 2024 (\$ in Thousands)

					/\$	FY 2024 in Thousand	le)							Rates		
					10	iii iiiousaiiu	<u>,</u>	e + f + g	d + h		i+j	d/c	i/c	k/c	h/d	j/d
	<u>a</u> Begin	<u>b</u> End	<u>c</u>	<u>d</u> Basic	<u>e</u> Overtime	<u>f</u> Holiday	g Other	<u>h</u> Total	<u>i</u> Comp	<u>i</u> Benefits	<u>k</u> Comp	<u>I</u> Basic	<u>m</u> Total	<u>n</u> Comp	<u>о</u> % ВС	<u>р</u> % ВС
	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)	196	246	238	46,108			1,751	1,751	47,859	18,450	66,309	193,731	201,088	278,609	3.8%	40.0%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	196 5 88 103	246 5 103 138	238 5 103 130	46,108 1,020 17,206 27,882			1,751 154 573 1,024	1,751 154 573 1,024	47,859 1,174 17,779 28,906	7,038	66,209 1,704 24,817 39,688	193,731 204,000 167,049 214,477	201,088 234,800 172,612 222,354	278,189 340,800 240,942 305,292	3.8% 15.1% 3.3% 3.7%	39.8% 52.0% 40.9% 38.7%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	196	246	238	46,108			1,751	1,751	47,859	18,350	66,209	193,731	201,088	278,189	3.8%	39.8%
Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees	196	246	238	46,108			1,751	1,751	47,859	18,350 100	66,209 100	193,731	201,088	278,189	3.8%	39.8%
D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual										100	100					
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)	196	246	238	46,108			1,751	1,751	47,859	18,450	66,309	193,731	201,088	278,609	3.8%	40.0%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	196 5 88 103	246 5 103 138	238 5 103 130	46,108 1,020 17,206 27,882			1,751 154 573 1,024	1,751 154 573 1,024	47,859 1,174 17,779 28,906	530 7,038	66,209 1,704 24,817 39,688	193,731 204,000 167,049 214,477	201,088 234,800 172,612 222,354	278,189 340,800 240,942 305,292	3.8% 15.1% 3.3% 3.7%	39.8% 52.0% 40.9% 38.7%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	196	246	238	46,108			1,751	1,751	47,859	18,350	66,209	193,731	201,088	278,189	3.8%	39.8%
T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits	196	246	238	46,108			1,751	1,751	47,859	18,350 100	66,209 100	193,731	201,088	278,189	3.8%	39.8%
T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual										100	100					

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					(\$ i	FY 2022 n Thousand	s)							Rates		
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	g Other O.C.11	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	į Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>I</u> Basic Comp	i/c <u>m</u> Total Comp	k/c <u>n</u> Comp	h/d <u>o</u> % BC Variables	j/d <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	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%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts	430 428 2	430 428 2	430 428 2	25,684 25,449 235	66	,	1,979 1,976 3	3,931 3,928 3	29,615 29,377 238	16,334	46,033 45,711 322	59,730 59,460 117,500	68,872 68,638 119,000	106,801	15.3% 15.4% 1.3%	63.9% 64.2% 35.7%
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	430 430	430 430	430 430	25,684 25,684		,	1,979 1,979	3,931 3,931	29,615 29,615	ŕ	46,033 46,033	59,730 59,730	68,872 68,872	,	15.3% 15.3%	63.9% 63.9%
D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual																
Reimbursable Funded Personnel (includes OC 13)	262	262	262	0	-14	-87	101	0	0	5,167	5,167			19,721		
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule	262	262	262	0	-14	-87	101	0	0	5,167	5,167			19,721		
R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	262	262	262	0	-14	-87	101	0	0	5,167	5,167			19,721		
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire	262	262	262	0	-14	-87	101	0	0	5.167	5.167			19.721		
R4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits	262	262	262	0		-87	101		0	,	5,167			19,721		
R5a. 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)	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%
T1. US Direct Hire (USDH)	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 T1c. Special Schedule T1d. Wage System T1d. Highly Qualified Experts T1f. Other	690 2	690 2	690 2	25,449 235		1,799	2,077	3,928 3	29,377 238		50,878 322	36,883 117,500	42,575 119,000		15.4% 1.3%	84.5% 35.7%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN)	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%
Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits	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%

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

Research, Development, Test & Eval, DW

Defense Information Systems 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	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	j Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>I</u> Basic Comp	i/c <u>m</u> Total Comp	k/c n Comp & Benefits	h/d <u>o</u> % BC Variables	j/d <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	214	214	214	25,345	70	97	630	797	26,142	9,114	35,256	118,435	122,159	164,748	3.1%	36.0%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	214 213 1		214 213 1	25,345 25,213 132	70 70	-	630 629 1	797 796 1	26,142 26,009 133	9,067	35,076	118,435 118,371 132,000	122,159 122,108 133,000	164,676	3.1% 3.2% 0.8%	36.0% 36.0% 35.6%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	214		214	25,345	70		630	797	26,142	,	,	118,435	122,159	,	3.1%	36.0%
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	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%
Reimbursable Funded Personnel (includes OC 13)	131	131	131	12,162	36	13	244	293	12,455	4,114	16,569	92,840	95,076	126,481	2.4%	33.8%
R1. US Direct Hire (USDH)	131	131	131	12,162	36	13	244	293	12,455	4,114	16,569	92,840	95,076	126,481	2.4%	33.8%
R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	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%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN)	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%
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	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%
Total Funded Personnel (includes OC 13)	345	345	345	37,507	106	110	874	1,090	38,597	13,228	51,825	108,716	111,875	150,217	2.9%	35.3%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule	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%
T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	344 1	344 1	344 1	37,375 132	106	110	873 1	1,089 1	38,464 133			108,648 132,000	111,814 133,000		2.9% 0.8%	35.3% 35.6%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	345	345	345	37,507	106	110	874	1,090	38,597	13,228	51,825	108,716	111,875	150,217	2.9%	35.3%
T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits	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%

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

Research, Development, Test & Eval, DW

Defense Information Systems Agency FY 2024 (\$ in Thousands)

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	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	j Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>I</u> Basic Comp	i/c <u>m</u> Total Comp	k/c <u>n</u> Comp & Benefits	h/d <u>o</u> % BC Variables	j/d <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	215	215	215	25,514	59	91	651	801	26,315	8,902	35,217	118,670	122,395	163,800	1.6%	17.5%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	215 214 1	214	215 214 1	25,514 25,381 133	59		651 650 1	801 800 1	26,315 26,181 134	8,855	35,036	118,670 118,603 133,000	122,395 122,341 134,000	163,720	1.6% 1.6% 0.8%	17.5% 17.5% 35.3%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	215	215	215	25,514	59	91	651	801	26,315	8.902	35,217	118,670	122,395	163,800	1.6%	17.5%
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	215	215	215	25,514	59	91	651	801	26,315	8,902	35,217	118,670	122,395	163,800	1.6%	17.5%
Reimbursable Funded Personnel (includes OC 13)	131	131	131	12,162	36	13	244	293	12,455	4,114	16,569	92,840	95,076	126,481	2.4%	33.8%
R1. US Direct Hire (USDH)	131	131	131	12,162	36	13	244	293	12,455	4,114	16,569	92,840	95,076	126,481	2.4%	33.8%
R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	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%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN)	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%
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	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%
Total Funded Personnel (includes OC 13)	346	346	346	37,676	95	104	895	1,094	38,770	13,016	51,786	108,890	112,052	149,671	1.7%	20.7%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule	346	346	346	37,676	95	104	895	1,094	38,770	13,016	51,786	108,890	112,052	149,671	1.7%	20.7%
T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	345 1	345 1	345 1	37,543 133	95	104	894 1	1,093 1	38,636 134			108,820 133,000	111,988 134,000		1.7% 0.8%	20.6% 35.3%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	346	346	346	37,676	95	104	895	1,094	38,770	13,016	51,786	108,890	112,052	149,671	1.7%	20.7%
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	346	346	346	37,676	95	104	895	1,094	38,770	,	•	108,890	112,052	,	1.7%	20.7%

Research, Development, Test & Eval, DW

Defense Logistics Agency FY 2022 (\$ in Thousands)

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	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	j Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>I</u> Basic Comp	i/c <u>m</u> Total Comp	k/c <u>n</u> Comp & Benefits	h/d <u>o</u> % BC Variables	j/d <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	192	192	192	24,639	-	-	831	831	25,470	9,318	34,788	128,328	132,656	181,188	3.4%	37.8%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule	192 192		192 192	24,639 24,639			831 831	831 831	25,470 25,470	,	,	128,328 128,328	132,656 132,656	181,188 181,188	3.4% 3.4%	37.8% 37.8%
D1d. Wage System D1e. Highly Qualified Experts D1f. Other																
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	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) 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	192	192	192	24,639			831	831	25,470	9,318	34,788	128,328	132,656	181,188	3.4%	37.8%
Reimbursable Funded Personnel (includes OC 13)	25	25	25	4,680			216	216	4,896	1,231	6,127	187,200	195,840	245,080	4.6%	26.3%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule	25	25	25	4,680			216	216	4,896	1,231	6,127	187,200	195,840	245,080	4.6%	26.3%
R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	25	25	25	4,680			216	216	4,896	1,231	6,127	187,200	195,840	245,080	4.6%	26.3%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN)	25	25	25	4,680			216	216	4,896	1,231	6,127	187,200	195,840	245,080	4.6%	26.3%
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	25	25	25	4,680			216	216	4,896	1,231	6,127	187,200	195,840	245,080	4.6%	26.3%
Total Funded Personnel (includes OC 13)	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%
T1. US Direct Hire (USDH) T1a. Senior Executive 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%
T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	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%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	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) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a USDH - Repetits for Former Employees	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%

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

Research, Development, Test & Eval, DW

Defense Logistics Agency FY 2023 (\$ in Thousands)

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	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	g Other O.C.11	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	j Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>I</u> Basic Comp	i/c <u>m</u> Total Comp	k/c n Comp & Benefits	h/d <u>o</u> % BC Variables	j/d <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	201	201	201	53,625			986	986	54,611	19,279	73,890	266,791	271,697	367,612	1.8%	36.0%
D1. US Direct Hire (USDH)	201	201	201	28,433			523	523	28,956	11,523	40,479	141,458	144,060	201,388	1.8%	40.5%
D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	201	201	201	28,433			523	523	28,956	11,523	40,479	141,458	144,060	201,388	1.8%	40.5%
D2. Direct Hire Program Foreign Nationals (DHFN)										44 =00		444.450		224 222	4.00/	40 =0/
D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	201	201	201	28,433			523	523	28,956	11,523	40,479	141,458	144,060	201,388	1.8%	40.5%
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	201	201	201	28,433 25,192 25,192			523 463 463	523 463 463	28,956 25,655 25,655	11,523 7,756 7,756	33,411	141,458	144,060	201,388	1.8% 1.8% 1.8%	40.5% 30.8% 30.8%
Reimbursable Funded Personnel (includes OC 13)	60	60	60	6,052					6,052	76	6,128	100,867	100,867	102,133		1.3%
R1. US Direct Hire (USDH)	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 R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	60	60	60	6,052					6,052	76	6,128	100,867	100,867	102,133		1.3%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN)	60	60	60	6,052					6,052	76	6,128	100,867	100,867	102,133		1.3%
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	60	60	60	6,052					6,052	76	6,128	100,867	100,867	102,133		1.3%
Total Funded Personnel (includes OC 13)	261	261	261	59,677			986	986	60,663	19,355	80,018	228,648	232,425	306,582	1.8%	32.4%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule	261	261	261	34,485			523	523	35,008	11,599	46,607	132,126	134,130	178,571	1.8%	33.6%
T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	261	261	261	34,485			523	523	35,008	11,599	46,607	132,126	134,130	178,571	1.8%	33.6%
T2. Direct Hire Program Foreign Nationals (DHFN)																
T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN)	261	261	261	34,485			523	523	35,008	11,599	46,607	132,126	134,130	178,571	1.8%	33.6%
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	261	261	261	34,485 25,192 25,192			523 463 463	523 463 463	35,008 25,655 25,655	11,599 7,756 7,756	33,411	132,126	134,130	178,571	1.8% 1.8% 1.8%	33.6% 30.8% 30.8%

Research, Development, Test & Eval, DW

Defense Logistics Agency FY 2024 (\$ in Thousands)

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	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	<u>h</u> Total Variables	i Comp O.C.11	j Benefits O.C.12/13	k Comp & Benefits	<u>I</u> Basic Comp	<u>m</u> Total	<u>n</u> Comp	o % BC Variables	<u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	198		198	26.538			473	473	27,011		34,962	134,030	136,419	176,576	1.8%	30.0%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule	198		198	26,538			473	473	27,011	•	34,962	134,030	136,419	176,576	1.8%	30.0%
D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	198	198	198	26,538			473	473	27,011	7,951	34,962	134,030	136,419	176,576	1.8%	30.0%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	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) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5. Other Object Class 15 Benefits	198	198	198	26,538			473	473	27,011	7,951	34,962	134,030	136,419	176,576	1.8%	30.0%
D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual																
Reimbursable Funded Personnel (includes OC 13)	60	60	60	6,173					6,173	78	6,251	102,883	102,883	104,183		1.3%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule	60	60	60	6,173					6,173	78	6,251	102,883	102,883	104,183		1.3%
R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	60	60	60	6,173					6,173	78	6,251	102,883	102,883	104,183		1.3%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN)	60	60	60	6,173					6,173	78	6,251	102,883	102,883	104,183		1.3%
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	60	60	60	6,173					6,173	78	6,251	102,883	102,883	104,183		1.3%
Total Funded Personnel (includes OC 13)	258	258	258	32,711			473	473	33,184	8,029	41,213	126,787	128,620	159,740	1.8%	24.5%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule	258	258	258	32,711			473	473	33,184	8,029	41,213	126,787	128,620	159,740	1.8%	24.5%
T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	258	258	258	32,711			473	473	33,184	8,029	41,213	126,787	128,620	159,740	1.8%	24.5%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	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) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits	258	258	258	32,711			473	473	33,184	8,029	41,213	126,787	128,620	159,740	1.8%	24.5%

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

Research, Development, Test & Eval, DW

Defense Technical Information Center FY 2022 (\$ in Thousands)

					<u>(\$</u>	in Thousand	ds)							Rates		
	_				_		_	e+f+g	d + h		i+j	d/c	i/c	k/c	h/d	j/d
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	e Overtime Pay	<u>I</u> Holiday Pay	<u>g</u> Other O.C.11	<u>h</u> Total Variables	<u>i</u> Comp O.C.11	I Benefits O.C.12/13	<u>k</u> Comp & Benefits	<u>I</u> Basic Comp	<u>m</u> Total Comp	n Comp & Benefits	<u>o</u> % BC Variables	<u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	165	165	165	20,734	98	}	465	563	21,297	7,427	28,724	125,661	129,073	174,085	2.7%	35.8%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	165 1 164	165 1 164	165 1 164	20,734 191 20,543	98		465 9 456	9	21,297 200 21,097	56	28,724 256 28,468	125,661 191,000 125,262	129,073 200,000 128,640	174,085 256,000 173,585	2.7% 4.7% 2.7%	35.8% 29.3% 35.9%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	165	165	165	20,734	98		465	563	21,297	7,427	28,724	125,661	129,073	174,085	2.7%	35.8%
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	165	165	165	20,734	98	ı	465	563	21,297	7,427	28,724	125,661	129,073	174,085	2.7%	35.8%
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)	165	165	165	20,734	98	;	465	563	21,297	7,427	28,724	125,661	129,073	174,085	2.7%	35.8%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	165 1 164	165 1 164	165 1 164	20,734 191 20,543	98 98		465 9 456	9	21,297 200 21,097	56	28,724 256 28,468	125,661 191,000 125,262	129,073 200,000 128,640	174,085 256,000 173,585	2.7% 4.7% 2.7%	35.8% 29.3% 35.9%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	165	165	165	20.734	98		465	563	21,297	7,427	28.724	125.661	129.073	174,085	2.7%	35.8%
T4. Indirect Hire Fireign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13)	165		165	20,734	98		465		21,297	,	28,724	125,661	129,073	174,005	2.7%	35.8%
T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual	165	100	133	20,134	30	•	403	303	21,231	1,721	20,124	120,001	123,013	174,000	£.1 /0	33.3 /6

Research, Development, Test & Eval, DW

Defense Technical Information Center 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	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	j Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>l</u> Basic Comp	i/c <u>m</u> Total Comp	k/c <u>n</u> Comp & Benefits	h/d <u>o</u> % BC Variables	j/d <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	165	215	215	26,147	97		665	762	26,909	8,576	35,485	121,614	125,158	165,047	2.9%	32.8%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	165 1 164	215 1 214	215 1 214	26,147 203 25,944	97 97		665 16 649	16	26,909 219 26,690	8,576 66 8,510	35,485 285 35,200	121,614 203,000 121,234	125,158 219,000 124,720	165,047 285,000 164,486	2.9% 7.9% 2.9%	32.8% 32.5% 32.8%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	165	215	215	26,147	97		665	762	26,909	8,576	35,485	121,614	125,158	165,047	2.9%	32.8%
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	165	215	215	26,147	97		665	762	26,909	8,576	35,485	121,614	125,158	165,047	2.9%	32.8%
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)	165	215	215	26,147	97		665	762	26,909	8,576	35,485	121,614	125,158	165,047	2.9%	32.8%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	165 1 164	215 1 214	215 1 214	26,147 203 25,944	97 97		665 16 649	16	26,909 219 26,690	8,576 66 8,510	35,485 285 35,200	121,614 203,000 121,234	125,158 219,000 124,720	165,047 285,000 164,486	2.9% 7.9% 2.9%	32.8% 32.5% 32.8%
T2. Direct Hire Program Foreign Nationals (DHFN)	405	245	245	20.447			605	700	26.000	0.570	25.405	404 644	405 450	465.047	2.09/	22.00/
T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN)	165		215	26,147	97		665		26,909	8,576	35,485	121,614	125,158	165,047	2.9%	32.8%
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	165	215	215	26,147	97		665	762	26,909	8,576	35,485	121,614	125,158	165,047	2.9%	32.8%

Research, Development, Test & Eval, DW

Defense Technical Information Center 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	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	į Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>l</u> Basic Comp	i/c <u>m</u> Total Comp	k/c <u>n</u> Comp & Benefits	h/d <u>o</u> % BC Variables	j/d <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	215	215	215	26,948	214		669	883	27,831	8,839	36,670	125,340	129,447	170,558	3.3%	32.8%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	215 1 214	215 1 214	215 1 214	26,948 201 26,747	214 214		669 16 653	883 16 867	27,831 217 27,614	8,839 66 8,773	36,670 283 36,387	125,340 201,000 124,986	129,447 217,000 129,037	170,558 283,000 170,033	3.3% 8.0% 3.2%	32.8% 32.8% 32.8%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	215	215	215	26,948	214		669	883	27,831	8,839	36,670	125,340	129,447	170,558	3.3%	32.8%
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	215	215	215	26,948	214		669	883	27,831	8,839	36,670	125,340	129,447	170,558	3.3%	32.8%
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)	215	215	215	26,948	214		669	883	27,831	8,839	36,670	125,340	129,447	170,558	3.3%	32.8%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	215 1 214	215 1 214	215 1 214	26,948 201 26,747	214 214		669 16 653		27,831 217 27,614	8,839 66 8,773	36,670 283 36,387	125,340 201,000 124,986	129,447 217,000 129,037	170,558 283,000 170,033	3.3% 8.0% 3.2%	32.8% 32.8% 32.8%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	215	215	215	26 049	214		669	883	27 024	0 020	26 670	125 240	120 447	470 EE9	2 29/	32.8%
T4. Indirect Hire Foreign Nationals (IHFN)				26,948					27,831	8,839	36,670	125,340	129,447	170,558	3.3%	
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	215	215	215	26,948	214		669	883	27,831	8,839	36,670	125,340	129,447	170,558	3.3%	32.8%

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

Missile Defense 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	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	j Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>I</u> Basic Comp	i/c <u>m</u> Total Comp	k/c <u>n</u> Comp & Benefits	h/d <u>o</u> % BC Variables	j/d <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	2,175	2,472	2,430	305,452	910	14,095	13,291	28,296	333,748	117,892	451,640	125,700	137,345	185,860	9.3%	38.6%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	2,175 25 2,150	2,472 25 2,447	2,430 25 2,405	305,452 3,828 301,624		160	13,291 746 12,545		333,748 4,734 329,014	1,301	6,035	125,700 153,120 125,415	137,345 189,360 136,804	185,860 241,400 185,283	9.3% 23.7% 9.1%	34.0%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	2,175	2,472	2,430	305,452	910	14,095	13,291	28,296	333,748	117,892	451,640	125,700	137,345	185,860	9.3%	38.6%
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	2,175	2,472	2,430	305,452	910	14,095	13,291	28,296	333,748	117,892	451,640	125,700	137,345	185,860	9.3%	38.6%
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)	2,175	2,472	2,430	305,452	910	14,095	13,291	28,296	333,748	117,892	451,640	125,700	137,345	185,860	9.3%	38.6%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	2,175 25 2,150	2,472 25 2,447	2,430 25 2,405	305,452 3,828 301,624		14,095 160 13,935	13,291 746 12,545		333,748 4,734 329,014	1,301	451,640 6,035 445,605	125,700 153,120 125,415	137,345 189,360 136,804		9.3% 23.7% 9.1%	34.0%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	2.175	2,472	2.430	305,452	910	14.095	13,291	28.296	333,748	117.892	451,640	125,700	137,345	185,860	9.3%	38.6%
T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13)	2,175		2,430	•		,	•	28,296	•	,	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	,	137,345	,	9.3%	
T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees	2,175	2,472	2,430	305,452	910	14,095	13,291	28,296	333,748	117,892	451,640	125,700	137,345	185,860	9.3%	38.6%

Research, Development, Test & Eval, DW

Missile Defense 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	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	į Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>l</u> Basic Comp	i/c <u>m</u> Total Comp	k/c <u>n</u> Comp & Benefits	h/d <u>o</u> % BC Variables	j/d <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	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%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	2,472 25 2,447	2,185 25 2,160	2,143 25 2,118	276,153 3,796 272,357	734 734	14,145 183 13,962			302,484 4,447 298,037	102,344 1,230 101,114	404,828 5,677 399,151	128,863 151,840 128,592	141,150 177,880 140,716	188,907 227,080 188,457	9.5% 17.1% 9.4%	37.1% 32.4% 37.1%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	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%
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	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%
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)	2,472	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%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	2,472 25 2,447		2,143 25 2,118	276,153 3,796 272,357	734 734	14,145 183 13,962	468		302,484 4,447 298,037	102,344 1,230 101,114	404,828 5,677 399,151	128,863 151,840 128,592	141,150 177,880 140,716	188,907 227,080 188,457	9.5% 17.1% 9.4%	37.1% 32.4% 37.1%
T2. Direct Hire Program Foreign Nationals (DHFN)	0.470	0.405	2 4 42	276 452	70.4	4444	44 450	20.224	202 404	400 244	404 990	420.000	444 450	400 007	0.50/	27 40/
T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN)	2,472	,	2,143	276,153	734	14,145	•	,	302,484	102,344	404,828	128,863	141,150	188,907	9.5%	37.1%
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	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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T5b. DHFN - Benefits for Former Employees
T5c. Voluntary Separation Incentive Pay (VSIP)
T5d. Foreign National Separation Liability Accrual

Missile Defense 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	e + r + g <u>h</u> Total Variables	0 + n <u>i</u> Comp O.C.11	j Benefits O.C.12/13	k Comp & Benefits	d/c <u>I</u> Basic Comp	m Total Comp	n Comp & Benefits	n/a <u>o</u> % BC Variables	j/d <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	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%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	2,185 25 2,160	25	2,128 25 2,103	290,693 3,822 286,871	866 866	13,414 160 13,254	12,649 745 11,904	26,929 905 26,024	317,622 4,727 312,895	1,299	6,026	136,604 152,880 136,410	149,258 189,080 148,785	201,982 241,040 201,518	9.3% 23.7% 9.1%	38.6% 34.0% 38.7%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	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)	ŕ	,	,	,		,	,	ŕ	,	,	,	,	,	,		
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	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%
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)	2,185	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%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	2,185 25 2,160	25	2,128 25 2,103	290,693 3,822 286,871	866 866	13,414 160 13,254	12,649 745 11,904	26,929 905 26,024	317,622 4,727 312,895	112,196 1,299 110,897		136,604 152,880 136,410	149,258 189,080 148,785	201,982 241,040 201,518	9.3% 23.7% 9.1%	38.6% 34.0% 38.7%
T2. Direct Hire Program Foreign Nationals (DHFN)	0.40=	0.455	0.460	000.000	000	40.444	40.010	00.000	047.000	440.400	400.040	400.001	440.0=0	004.000	0.52/	00.001
T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN)	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%
Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHEN. Benefits for Former Employees	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%

Research, Development, Test and Evaluation, Defense-Wide

Summary FY 2022 (\$ in Thousands)

					/¢ ;	FY 2022 n Thousand:	-1							Rates		
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	e Overtime Pay	<u>f</u> Holiday Pay	g Other O.C.11	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	j Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>l</u> Basic Comp	i/c <u>m</u> Total Comp	k/c <u>n</u> Comp	h/d <u>o</u> % BC Variables	j/d <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	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%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	3,147 31 3,018 98	3,458 30 3,323 105	3,406 30 3,274 102	412,002 4,773 385,382 21,847	1,074 1,074	15,981 160 15,821	17,613 875 16,208 530	34,668 1,035 33,103 530	446,670 5,808 418,485 22,377	164,347 1,725 154,653 7,969	611,017 7,533 573,138 30,346	120,964 159,100 117,710 214,186	131,142 193,600 127,821 219,382	179,394 251,100 175,057 297,510	8.4% 21.7% 8.6% 2.4%	39.9% 36.1% 40.1% 36.5%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	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) 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	3,147	3,458	3,406	412,002	1,074	15,981	17,613	34,668	446,670	164,347 50	611,017 50	120,964	131,142	179,394	8.4%	39.9%
Reimbursable Funded Personnel (includes OC 13)	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%
R1. US Direct Hire (USDH) R1a. Senior Executive 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%
R1a. Seniol Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	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%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire	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) 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	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%
Total Funded Personnel (includes OC 13)	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%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	3,434 31 3,305 98	3,745 30 3,610 105	3,693 30 3,561 102	416,682 4,773 390,062 21,847	1,060 1,060	15,894 160 15,734	17,930 875 16,525 530	34,884 1,035 33,319 530	451,566 5,808 423,381 22,377	170,745 1,725 161,051 7,969	622,311 7,533 584,432 30,346	112,830 159,100 109,537 214,186	122,276 193,600 118,894 219,382	168,511 251,100 164,120 297,510	8.4% 21.7% 8.5% 2.4%	41.0% 36.1% 41.3% 36.5%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	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) 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)	3,434	3,745	3,693	416,682	1,060	15,894	17,930	34,884	451,566	170,745 50	622,311 50	112,830	122,276	168,511	8.4%	41.0%
T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual										50	50					

Research, Development, Test and Evaluation, Defense-Wide

Summary FY 2023 (\$ in Thousands)

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	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	j Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>I</u> Basic Comp	i/c <u>m</u> Total Comp	k/c <u>n</u> Comp & Benefits	h/d <u>o</u> % BC Variables	j/d <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	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%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	3,251 30 3,117 104	2,876	2,972 31 2,834 107	392,535 5,004 366,245 21,286	901 901	14,242 183 14,059	14,657 633 13,142 882	29,800 816 28,102 882	422,335 5,820 394,347 22,168	148,247 1,800 135,676 10,771		132,078 161,419 129,233 198,935	142,105 187,742 139,149 207,178	191,986 245,806 187,023 307,841	7.6% 16.3% 7.7% 4.1%	37.8% 36.0% 37.0% 50.6%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	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) 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	3,251	3,011	2,972	392,535 25,192 25,192	901	14,242	14,657 463 463	29,800 463 463	422,335 25,655 25,655	148,247 7,876 7,756		132,078	142,105	191,986	7.6% 1.8% 1.8%	37.8% 31.3% 30.8%
Reimbursable Funded Personnel (includes OC 13)	191	191	191	18,214	36	13	244	293	18,507	4,190	22,697	95,361	96,895	118,832	2.4%	23.0%
R1. US Direct Hire (USDH)	191	191	191	18,214	36	13	244	293	18,507	4,190	22,697	95,361	96,895	118,832	2.4%	23.0%
R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	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%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN)	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%
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	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%
Total Funded Personnel (includes OC 13)	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%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	3,442 30 3,308 104	31 3,067	3,163 31 3,025 107	410,749 5,004 384,459 21,286	937 937	14,255 183 14,072	14,901 633 13,386 882	30,093 816 28,395 882	440,842 5,820 412,854 22,168	152,437 1,800 139,866 10,771		129,861 161,419 127,094 198,935	139,375 187,742 136,481 207,178	187,568 245,806 182,717 307,841	7.4% 16.3% 7.5% 4.1%	37.1% 36.0% 36.4% 50.6%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	3.442	3.202	2.400	440.740	937	14.255	44.004	30.093	440.842	152.437	593.279	129.861	139.375	187.568	7.4%	37.1%
T3. India 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	3,442	•	3,163 3,163	410,749 410,749 25,192 25,192	937	14,255	14,901 14,901 463 463	30,093 30,093 463 463	440,842 440,842 25,655 25,655	,	593,279 33,531	129,861	139,375	187,568	7.4% 7.4% 1.8% 1.8%	37.1% 37.1% 31.3% 30.8%
T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual										120	120					

Research, Development, Test and Evaluation, Defense-Wide

Summary FY 2024 (\$ in Thousands)

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	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	j Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>I</u> Basic Comp	i/c <u>m</u> Total Comp	k/c <u>n</u> Comp & Benefits	h/d <u>o</u> % BC Variables	j/d <u>p</u> % 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) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	3,030 31 2,895 104	31 2,853	3,015 31 2,853 131	418,575 5,043 385,517 28,015	1,151 1,151	13,517 160 13,357	16,271 915 14,331 1,025	28,839	449,514 6,118 414,356 29,040	157,249 1,895 144,525 10,829	8,013	138,831 162,677 135,127 213,855	149,093 197,355 145,235 221,679	258,484 195,892	7.0% 21.3% 7.0% 3.7%	35.4% 37.6% 35.2% 38.7%
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) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	3,030	3,023	3,015	418,575	1,151	13,517	16,271	30,939	449,514	157,249 100	606,763 100	138,831	149,093	201,248	7.0%	35.4%
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 R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	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%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN)	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%
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	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%
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) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	3,221 31 3,086 104		3,206 31 3,044 131	436,910 5,043 403,852 28,015	1,187 1,187	13,530 160 13,370	16,515 915 14,575 1,025	1,075 29,132	468,142 6,118 432,984 29,040	161,441 1,895 148,717 10,829	629,583 8,013 581,701 39,869	136,279 162,677 132,671 213,855	146,021 197,355 142,242 221,679	191,098	6.8% 21.3% 6.9% 3.7%	34.9% 37.6% 34.7% 38.7%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	3.221	2 24 4	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) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees	3,221	3,214 3,214	3,206	436,910	1,187	13,530	16,515	, ,	468,142	,	629,583 629,583 100	136,279	146,021	196,376	6.8%	34.9%
T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual										100	100					

Office of the Inspector General FY 2022 (\$ in Thousands)

					(\$	FY 2022 in Thousand	s)							Rates		
		h		d				e+f+g	d + h		i+j	d/c	i/c	k/c	h/d	j/d
	Begin	End	<u>c</u>	<u>d</u> Basic	Overtime	Holiday	g Other	<u>h</u> Total	Comp	Benefits	Comp	Basic	<u>m</u> Total	n Comp	% BC	% BC
D	Strength	Strength	FTEs	Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13		Comp	Comp	& Benefits	Variables	Benefits
<u>Direct Funded Personnel (includes OC 13)</u> D1. US Direct Hire (USDH)	1,746 1,742	,	1,728 1,726	221,843 221,644	,		12,226 12,226	17,207 17,207	239,050 238.851	,	, ,	125,548 125,577	135,286 135,326	,	8.0% 8.0%	
D1a. Senior Executive Schedule	7,742	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 D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	1,661 74	1,661 74	1,643 76	209,560 7,498			9,104 2,939	10,071 6,953	219,631 14,451		303,934 24,320	127,547 74,238	133,677 143,079		4.9% 92.7%	
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	1,742	,	1,726	221,644		687	12,226	17,207	238,851			125,577	135,326		8.0%	44.3%
D4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Direct Funded (excludes OC 13)	4 1.746	4 1,746	2 1,728	199 221,843		687	12,226	17,207	199 239,050		199 334.745	99,500 125,548	99,500 135,286		8.0%	44.3%
D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual	,,	,,	,,	,	,		,	,		,	,	,	,	,		1.10,0
Reimbursable Funded Personnel (includes OC 13)			4	441	7	1	15	23	464	194	658	110,250	116,000	164,500	5.2%	44.0%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule			4	441	7	1	15	23	464	194	658	110,250	116,000	164,500	5.2%	44.0%
R1a. Serior Executive scriedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other			4	441	7	1	15	23	464	194	658	110,250	116,000	164,500	5.2%	44.0%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire				441	7	1	15	23	464	194	658	110.250	116,000	164,500	5.2%	44.0%
R4. Indirect Hire Foreign Nationals (IHFN)			4			'						,	,	,		
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			4	441	7	1	15	23	464	194	658	110,250	116,000	164,500	5.2%	44.0%
Total Funded Personnel (includes OC 13)	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%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule	1,742	1,742 7	1, 730	222,085 4,586		688	12,241 183	17,230 183	239,315 4,769		335,204 6,292	125,543 218,381	135,283 227.095	192,204 299,619	8.0% 4.0%	
T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	1,661 74	1,661 74	1,647 76	210,001 7,498	823			10,094	220,095 14,451	84,497	304,592 24,320	127,505 74,238	133,634 143,079	184,937	4.9% 92.7%	41.3%
T2. Direct Hire Program Foreign Nationals (DHFN)	4 7 40	4 740	4 700	222.625	4 004	600	40.044	47.000	220 245	05.000	225 224	405.540	425.000	402.004	0.00/	44.20/
T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN)	1,742 4	4	1,730 2	222,085 199		688	12,241	17,230	239,315 199	,	335,204 199	125,543 99,500	135,283 99,500		8.0%	
Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a USDH - Repetits for Former Employees	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%

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

Office of the Inspector General FY 2023 (\$ in Thousands)

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	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	g Other O.C.11	e + f + g <u>h</u> Total Variables	i Comp O.C.11	į Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	l Basic Comp	i/c <u>m</u> Total Comp	n Comp & Benefits	% BC Variables	j/d <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	1,918	1,918	1,857	234,756	1,758	214	19,550	21,522	256,278	98,383	354,661	126,417	138,006	190,986	9.4%	42.9%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	1,916 27 1,799 90	27 1,799	1,855 27 1,740 88	234,553 5,098 217,273 12,182	1,758 758 1,000	214 50 164	19,550 463 18,490 597	21,522 463 19,298 1,761	256,075 5,561 236,571 13,943	2,163 92,304	7,724 328,875	126,444 188,815 124,870 138,432	138,046 205,963 135,960 158,443	286,074 189,009	9.4% 9.1% 9.1% 14.5%	42.9% 42.4% 43.5% 32.1%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	1.916	1,916	1,855	234.553	1.758	214	19,550	21,522	256,075	98.383	354.458	126.444	138.046	191.082	9.4%	42.9%
D4. Indirect Hire Foreign Nationals (IHFN)	2	2	2	203	,		,	,	203	,	203	101,500	101,500	101,500		
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	1,918	1,918	1,857	234,756	1,758	214	19,550	21,522	256,278	98,383	354,661	126,417	138,006	190,986	9.4%	42.9%
Reimbursable Funded Personnel (includes OC 13)	4	4	4	450	7	1	15	23	473	198	671	112,500	118,250	167,750	5.1%	44.0%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule	4	4	4	450	7	1	15	23	473	198	671	112,500	118,250	167,750	5.1%	44.0%
R1a. Seneral Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	4	4	4	450	7	1	15	23	473	198	671	112,500	118,250	167,750	5.1%	44.0%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN)	4	4	4	450	7	1	15	23	473	198	671	112,500	118,250	167,750	5.1%	44.0%
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	4	4	4	450	7	1	15	23	473	198	671	112,500	118,250	167,750	5.1%	44.0%
Total Funded Personnel (includes OC 13)	1,922	1,922	1,861	235,206	1,765	215	19,565	21,545	256,751	98,581	355,332	126,387	137,964	190,936	9.4%	42.9%
T1. US Direct Hire (USDH)	1,920		1,859	235,003	1,765	215	19,565	21,545	256,548		355,129	126,414	138,003		9.4%	42.9%
T1a. Senior Executive Schedule T1b. General Schedule	27 1,803		27 1,744	5,098 217,723	765	51	463 18,505	463 19,321	5,561 237,044	2,163 92,502		188,815 124,841	205,963 135,920		9.1% 9.1%	42.4% 43.5%
T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	90		88	12,182	1,000	164	597	1,761	13,943			138,432	158,443		14.5%	32.1%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	1.920	1,920	1,859	235.003	1,765	215	19,565	21.545	256,548	98,581	355.129	126.414	138,003	191.032	9.4%	42.9%
T4. Indirect Hire Foreign Nationals (IHFN)	2	2	2	203	,		,	,	203	,	203	101,500	101,500	101,500		
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	1,922	1,922	1,861	235,206	1,765	215	19,565	21,545	256,751	98,581	355,332	126,387	137,964	190,936	9.4%	42.9%

Office of the Inspector General FY 2024 (\$ in Thousands)

					(\$ i	FY 2024 in Thousand	s)							Rates		
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u> </u>	e + f + g _ <u>h</u>	d + h <u>i</u>	_ i_	i+j _ <u>k</u>	d/c <u>l</u>	i/c <u>m</u>	k/c <u>n</u>	h/d <u>o</u>	j/d <u>p</u>
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC Variables	% BC Benefits
Direct Funded Personnel (includes OC 13)	1,918	1,936	1,867	239,747	1,890	232	20,373	22,495	262,242	102,540	364,782	128,413	140,462	195,384	9.4%	42.8%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	1,916 27 1,799 90	1,934 21 1,817 96	1,865 21 1,750 94	239,541 5,273 220,856 13,412	1,890 789 1,101	52	20,373 479 19,237 657	22,495 479 20,078 1,938	262,036 5,752 240,934 15,350	102,540 2,237 95,991 4,312	364,576 7,989 336,925 19,662	128,440 251,095 126,203 142,681	140,502 273,905 137,677 163,298	195,483 380,429 192,529 209,170	9.4% 9.1% 9.1% 14.4%	42.8% 42.4% 43.5% 32.2%
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	1,916 2 1,918		1,865 2 1,867	239,541 206 239,747	1,890 1,890		20,373 20,373	22,495 22,495	262,036 206 262,242	102,540 102,540	364,576 206 364,782	128,440 103,000 128,413	140,502 103,000 140,462	195,483 103,000 195,384	9.4% 9.4%	42.8% 42.8%
Reimbursable Funded Personnel (includes OC 13)	4	1	1													
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	4 4	1	1 1													
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	4	1	1													
Total Funded Personnel (includes OC 13)	1,922	1,937	1,868	239,747	1,890	232	20,373	22,495	262,242	102,540	364,782	128,413	140,462	195,384	9.4%	42.8%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	1,920 27 1,803 90	1,935 21 1,818 96	1,866 21 1,751 94	239,541 5,273 220,856 13,412	1,890 789 1,101	52	20,373 479 19,237 657	22,495 479 20,078 1,938	262,036 5,752 240,934 15,350	102,540 2,237 95,991 4,312	364,576 7,989 336,925 19,662	128,440 251,095 126,203 142,681	140,502 273,905 137,677 163,298	195,483 380,429 192,529 209,170	9.4% 9.1% 9.1% 14.4%	42.8% 42.4% 43.5% 32.2%
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	1,920 2 1,922	1,935 2 1,937	1,866 2 1,868	239,541 206 239,747	1,890 1,890		20,373 20,373	22,495 22,495	262,036 206 262,242	102,540 102,540	364,576 206 364,782	128,440 103,000 128,413	140,502 103,000 140,462	195,483 103,000 195,384	9.4% 9.4%	42.8% 42.8%

Working Capital Fund, Defense-Wide

Defense Finance and Accounting Service 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	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	j Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>I</u> Basic Comp	i/c <u>m</u> Total Comp	k/c <u>n</u> Comp & Benefits	h/d <u>o</u> % BC Variables	j/d <u>p</u> % BC 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)	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%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule	11,729 22 11,680	22	10,505 22 10,460	767,198 3,939 762,015	0	153 0 153		402	805,036 4,341 799,394	315,798 1,397 313,900	5,738	73,032 179,045 72,850	76,634 197,318 76,424	260,818	4.9% 10.2% 4.9%	41.2% 35.5% 41.2%
R1d. Wage System R1e. Highly Qualified Experts R1f. Other	27	21	23	1,244	15	0	42	57	1,301	501	1,802	54,087	56,565	78,348	4.6%	40.3%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN)	11,729 196		10,505 192	767,198 706		153 0			805,036 706	315,798 0	1,120,834 706	73,032 3,677	76,634 3,677		4.9%	41.2%
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	11,925	10,981	10,697	767,904	16,087	153	21,598	37,838	805,742	315,798 0 0	1,121,540 0 0	71,787	75,324	104,846	4.9%	41.2%
Total Funded Personnel (includes OC 13)	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%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule	11,729 22 11,680	22	10,505 22 10,460	767,198 3,939 762,015	0	153 0 153		402	805,036 4,341 799,394	315,798 1,397 313,900	5,738	73,032 179,045 72,850	76,634 197,318 76,424	260,818	4.9% 10.2% 4.9%	41.2% 35.5% 41.2%
T1d. Special Scriedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	27	21	23	1,244	15	0	42	57	1,301	501	1,802	54,087	56,565	78,348	4.6%	40.3%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN)	11,729 196		10,505 192	767,198 706		153 0			805,036 706	315,798 0	1,120,834 706	73,032 3.677	76,634 3.677		4.9%	41.2%
Subtotal - Total Funded (excludes ÓC 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	11,925	10,981	10,697	767,904	16,087	153	21,598	37,838	805,742	315,798 0 0	1,121,540 0 0	71,787	75,324	104,846	4.9%	41.2%

Working Capital Fund, Defense-Wide

Defense Finance and Accounting Service FY 2023 (\$ in Thousands)

	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	ā -	e + f + g <u>h</u>	d + h <u>i</u>	i	i + j <u>k</u>	d/c <u>l</u>	i/c <u>m</u>	k/c n	h/d <u>o</u>	j/d <u>p</u>
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total	Comp & Benefits	% BC Variables	% BC 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)	10,981	.,	10,889	816,419	,	162	22,408	39,599	856,018	335,600	, . ,	74,976	78,613	,	4.9%	41.2%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule	10,797 22		10,690 22	815,307 4,186	17,029 0	162 0	22,408 342	39,599 342	854,906 4,528	335,600 1,485	1,190,506 6,013	76,268 190,273	79,972 205,818		4.9% 8.2%	41.2% 35.5%
R1b. General Schedule R1c. Special Schedule	10,754		10,646	809,799		162	22,021	39,196	848,995	333,583	1,182,578	76,066	79,748		4.8%	41.2%
R1d. Wage System R1e. Highly Qualified Experts R1f. Other	21	23	22	1,322	16	0	45	61	1,383	532	1,915	60,091	62,864	87,045	4.6%	40.2%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire	10.797	7 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		
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	10,981	10,835	10,889	816,419	17,029	162	22,408	39,599	856,018	335,600 0 0	1,191,618 0 0	74,976	78,613	109,433	4.9%	41.2%
Total Funded Personnel (includes OC 13)	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%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule	10,79 7		10,690 22	815,307 4,186	17,029	162	22,408 342	39,599 342	854,906 4,528	335,600 1,485	1,190,506 6.013	76,268 190,273	79,972 205.818		4.9% 8.2%	41.2% 35.5%
T1b. General Schedule	10,754		10,646	809,799		162	22,021	39,196	848,995	333,583		76,066	79,748		4.8%	41.2%
T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	21	23	22	1,322	16	0	45	61	1,383	532	1,915	60,091	62,864	87,045	4.6%	40.2%
T2. Direct Hire Program Foreign Nationals (DHFN)	40.70	40.005	40.000	045.007	47.000	400	00.400	20 500	054.000	225 222	4 400 500	70.000	70.070	444.000	4.00/	44.00/
T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN)	10,797 184	200	10,690 199	815,307 1,112		162	22,408 0	39,599 0	854,906 1,112	335,600	1,112	76,268 5,588	79,972 5,588	5,588	4.9%	41.2%
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	10,981	10,835	10,889	816,419	17,029	162	22,408	39,599	856,018	335,600 0 0	1,191,618 0 0	74,976	78,613	109,433	4.9%	41.2%

Working Capital Fund, Defense-Wide

Defense Finance and Accounting Service 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	g Other O.C.11	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	j Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>l</u> Basic Comp	i/c <u>m</u> Total Comp	k/c n Comp & Benefits	h/d <u>o</u> % BC Variables	j/d <u>p</u> % BC 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)	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%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule	10,635 22 10,590	2 22	10,630 22 10,579	862,730 4,357 856,673	17,530 0 17,521	145 0 145	24,488 357 24,082	42,163 357 41,748	904,893 4,714 898,421	345,324 1,605 343,075	1,250,217 6,319 1,241,496	81,160 198,045 80,979	85,126 214,273 84,925	287,227	4.9% 8.2% 4.9%	40.0% 36.8% 40.0%
R1d. Wage System R1e. Highly Qualified Experts R1f. Other	23	3 30	29	1,700	9	0	49	58	1,758	644	2,402	58,621	60,621	82,828	3.4%	37.9%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN)	10,635	200	10,630 200	862,730 1,864	0	145 0	24,488 0	42,163	904,893 1,864	345,324 0	1,250,217 1,864	81,160 9,320	85,126 9,320	9,320		40.0%
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	10,835	5 10,827	10,830	864,594	17,530	145	24,488	42,163	906,757	345,324 107 107	1,252,081 107 107	79,833	83,726	115,612	4.9%	40.0%
Total Funded Personnel (includes OC 13)	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%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule	10,635 22 10,590	2 22	10,630 22 10,579	862,730 4,357 856,673	0	145 0 145	24,488 357 24,082	42,163 357 41,748	904,893 4,714 898,421	345,324 1,605 343,075	1,250,217 6,319 1,241,496	81,160 198,045 80,979	85,126 214,273 84,925	287,227	4.9% 8.2% 4.9%	40.0% 36.8% 40.0%
T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	23	30	29	1,700	9	0	49	58	1,758	644	2,402	58,621	60,621	82,828	3.4%	37.9%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN)	10,635	200	10,630 200	862,730 1,864	0	145 0	24,488 0	42,163 0	904,893 1,864	345,324 0	1,250,217 1,864	81,160 9,320	85,126 9,320	9,320		40.0%
Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual	10,835	5 10,827	10,830	864,594	17,530	145	24,488	42,163	906,757	345,324 107 107	1,252,081 107 107	79,833	83,726	115,612	4.9%	40.0%

Working Capital Fund, Defense-Wide

Defense Information Systems Agency FY 2022 (\$ in Thousands)

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	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	į Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>l</u> Basic Comp	i/c <u>m</u> Total Comp	k/c <u>n</u> Comp & Benefits	h/d <u>o</u> % BC Variables	j/d <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	() 0	0	0	0	0	0	0					
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	0 0 0 0	0 0 0 0	0 0 0 0	((0	0	0 0 0 0	0	0 0 0 0	0	0 0 0 0					
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	0 0 0	0 0 0	0 0 0	()	0	0 0 0	0	0 0 0		0 0 0					
Reimbursable Funded Personnel (includes OC 13)	3,675	3,486	3,392	357,467	7 4,187	1,399	14,157	19,743	377,210	126,500	503,710	105,385	111,20	6 148,499	5.5%	35.4%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	3,669 3 1,669 1,995	2 1,484	3,386 2 1,774 1,609	356,963 210 187,009 169,643	2,195 3 1,992	1 733	14,157 8 7,417 6,728 4	9 10,345 9,385	376,706 219 197,350 179,028	74 66,525 59,864	503,206 293 263,875 238,892	105,423 105,000 105,414 105,434 105,000	111,25 109,500 111,24 111,26 109,000	0 146,500 6 148,746 7 148,472	4.3% 5.5%	35.4% 35.2% 35.6% 35.3% 35.2%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire	3,669		3,386	356,96			14,157		376,706		503,206	105,423	111,25		5.5%	35.4%
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	6 3,675	-	6 3,392	504 357,46 7		1,399	0 14,157	-	504 377,210	1 26,500	504 503,710	84,000 105,385	84,000 111,20 0			35.4%
Total Funded Personnel (includes OC 13)	3,675	3,486	3,392	357,467	7 4,187	1,399	14,157	19,743	377,210	126,500	503,710	105,385	111,20	6 148,499	5.5%	35.4%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	3,669 3 1,669 1,995	2 1,484	3,386 2 1,774 1,609	356,963 210 187,009 169,643	2,195 3 1,992	733	14,157 8 7,417 6,728	9 10,345 9,385	376,706 219 197,350 179,028	74 66,525 59,864	503,206 293 263,875 238,892	105,423 105,000 105,414 105,434 105,000	111,25 109,500 111,24 111,26 109,000	0 146,500 6 148,746 7 148,472	4.3% 5.5%	35.4% 35.2% 35.6% 35.3% 35.2%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	3.669	3,480	3,386	356.96	3 4,187	1,399	14,157	19.743	376.706	126.500	503.206	105.423	111.25	4 148.614	5.5%	35.4%
T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits	3,665 6 3,675	6	3,390 6 3,392	504 357,467	1	0	14,157 0 14,157	0	504 377,210	0	503,206 504 503,710	84,000 105,385	84,000 111,20	0 84,000		35.4%

T5. Other Object Class 13 Benefits
T5a. USDH - Benefits for Former Employees
T5b. DHFN - Benefits for Former Employees
T5c. Voluntary Separation Incentive Pay (VSIP)
T5d. Foreign National Separation Liability Accrual

Working Capital Fund, Defense-Wide

Defense Information Systems Agency FY 2023 (\$ in Thousands)

					<u>(\$ i</u>	n Thousand:	<u>s)</u>							Rates		
	_		_		_		_	e+f+g	d + h		i+j	d/c	i/c	k/c	h/d	j/d
	<u>a</u> Begin	<u>b</u> End	<u>c</u>	<u>d</u> Basic	<u>e</u> Overtime	<u>I</u> Holiday	<u>g</u> Other	<u>h</u> Total	<u>I</u> Comp	I Benefits	<u>k</u> Comp	<u>I</u> Basic	<u>m</u> Total	<u>n</u> Comp	<u>о</u> % ВС	<u>р</u> % ВС
	Strength	Strength	FTEs	Comp	Pay	Pay	0.C.11	Variables	0.C.11	O.C.12/13		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)	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%
R1. US Direct Hire (USDH)	3,480		3,577	394,418		831	10,520	14,225	408,643	143,020	551,663	110,265	114,242		3.6%	36.3%
R1a. Senior Executive Schedule R1b. General Schedule	1 405		1 007	359		0 247	15		374	128	502	179,500	187,000		4.2% 3.0%	35.7% 36.3%
R1b. General Schedule R1c. Special Schedule	1,485 1,992		1,807 1,766	205,832 187,876		584 584	4,939 5,559		211,968 195,943	74,671 68,096	286,639 264,039	113,908 106,385	117,304 110,953		4.3%	36.3% 36.2%
R1d. Wage System	1,002	1,000	1,700	107,070	1,024	004	0,000	0,007	100,040	00,000	204,000	100,000	110,000	140,012	4.070	00.270
R1e. Highly Qualified Experts R1f. Other	1	2	2	351		0	7	7	358	125	483	175,500	179,000	241,500	2.0%	35.6%
R2. Direct Hire Program Foreign Nationals (DHFN)																
R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN)	3,480		3,577 5	394,418 281	2,874	831 0	10,520 6		408,643 287	143,020 101	551,663 388	110,265 56,200	114,242 57,400		3.6% 2.1%	36.3% 35.9%
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	3,486	-	3,582	394,699	2,874	831	10,526		408,930	143,121	552,051	110,190	114,162		3.6%	36.3%
Total Funded Personnel (includes OC 13)	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%
T1. US Direct Hire (USDH)	3,480		3,577	394,418		831	10,520	14,225	408,643	143,020	551,663	110,265	114,242		3.6%	36.3%
T1a. Senior Executive Schedule	4.405		2	359		0	15		374	128	502	179,500	187,000		4.2%	35.7%
T1b. General Schedule T1c. Special Schedule	1,485 1,992		1,807 1,766	205,832 187,876		247 584	4,939 5,559		211,968 195,943	74,671 68,096	286,639 264,039	113,908 106,385	117,304 110,953		3.0% 4.3%	36.3% 36.2%
T1d. Wage System	1,002	1,000	1,700	107,070	1,024	004	0,000	0,007	100,040	00,000	204,000	100,000	110,000	140,012	4.070	00.270
T1e. Highly Qualified Experts T1f. Other	1	2	2	351		0	7	7	358	125	483	175,500	179,000	241,500	2.0%	35.6%
T2. Direct Hire Program Foreign Nationals (DHFN)																
T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN)	3,480		3,577 5	394,418 281	2,874	831 0	10,520 6		408,643 287	143,020 101	551,663 388	110,265 56,200	114,242 57,400		3.6% 2.1%	36.3% 35.9%
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	3,486		3,582	394,699	2,874	831	10,526		408,930	143,121	552,051	110,190	114,162		3.6%	36.3%
100. 1 oroigii ivalional ocharation Liability Attitudi																

Working Capital Fund, Defense-Wide

Defense Information Systems 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	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	į Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>I</u> Basic Comp	i/c <u>m</u> Total Comp	k/c <u>n</u> Comp & Benefits	h/d <u>o</u> % BC Variables	j/d p % BC 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)	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%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	3,818 2 1,951 1,863	2 2,349	4,040 2 2,212 1,824	467,372 381 262,405 204,214 372	3,024 971 2,053	883 258 625	12,163 15 6,120 6,020	15 7,349	483,442 396 269,754 212,912 380	139 97,078	656,500 535 366,832 288,617 516	115,686 190,500 118,628 111,959 186,000	119,664 198,000 121,950 116,728 190,000	267,500 165,837 158,233	3.4% 3.9% 2.8% 4.3%	37.0% 36.5% 37.0% 37.1% 36.6%
R2. Direct Hire Program Foreign Nationals (DHFN)																
R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN)	3,818 5	4,257 5	4,040 5	467,372 304	3,024	883	12,163	16,070	483,442 310		656,500 421	115,686 60.800	119,664 62,000		3.4% 2.0%	37.0% 36.5%
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	3,823	-	4,045	467,676	3,024	883	12,169	-	483,752		656,921	115,618	119,593		3.4%	37.0%
Total Funded Personnel (includes OC 13)	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%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule	3,818		4,040 2	467,372 381	3,024	883	12,163 15		483,442 396		656,500 535	115,686 190,500	119,664 198,000		3.4% 3.9%	37.0% 36.5%
T1b. General Schedule T1c. Special Schedule T1d. Wage System	1,951 1,863	2,349 1,904	2,212 1,824	262,405 204,214	971 2,053	258 625	6,120 6,020		269,754 212,912	97,078 75,705	366,832 288,617	118,628 111,959	121,950 116,728		2.8% 4.3%	37.0% 37.1%
T1e. Highly Qualified Experts T1f. Other	2	2	2	372			8	8	380	136	516	186,000	190,000	258,000	2.2%	36.6%
T2. Direct Hire Program Foreign Nationals (DHFN)	2 040	4.057	4.040	467.270	2.004	000	40.400	46.070	402 440	472.050	656 500	445.000	440.004	460 500	2 40/	27.00/
T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN)	3,818 5	4,257 5	4,040 5	467,372 304	3,024	883	12,163 6	16,070 6	483,442 310		656,500 421	115,686 60,800	119,664 62,000		3.4% 2.0%	37.0% 36.5%
Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees	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%

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

Working Capital Fund, Defense-Wide

Defense Logistics Agency FY 2022 (\$ in Thousands)

					(\$ i	FY 2022 n Thousand	e)							Rates		
						-	<u>51</u>	e + f + g	d + h		i+j	d/c	i/c	k/c	h/d	j/d
	<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>h</u> Total Variables	<u>i</u> Comp O.C.11	i Benefits O.C.12/13	<u>k</u> Comp & Benefits	<u>I</u> Basic Comp	<u>m</u> Total Comp	n Comp & Benefits	<u>o</u> % BC Variables	<u>p</u> % BC 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)	25,176	24,483	24,068	1,978,837	35,507	1,565	93,997	131,069	2,109,906	829,345	2,939,251	82,219	87,664	122,123	6.6%	41.9%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule	24,443 25 19,303	24	23,373 24 18,507	1,975,836 4,242 1,727,320	4	1,565 0 1,551	93,993 364 87,019	131,065 368 115,372	2,106,901 4,610 1,842,692	794,192 1,394 673,296	2,901,093 6,004 2,515,988	84,535 176,750 93,333	90,143 192,083 99,567		6.6% 8.7% 6.7%	40.2% 32.9% 39.0%
R1d. Wage System R1e. Highly Qualified Experts R1f. Other	5,115	4,945	4,842	244,274	8,701	14	6,610	15,325	259,599	106,708 12.794	366,307 12,794	50,449	53,614	75,652	6.3%	43.7%
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)	40 24,483 693 25,176	23,840 643	38 23,411 657 24,068	941 1,976,777 2,060 1,978,837	,	1,565 1,565	93,997 93,997	4 131,069 131,069	945 2,107,846 2,060 2,109,906	2,407 796,599 21,417	3,352 2,904,445 23,477 2,927,922 11,329 10,159	24,763 84,438 3,135 82,219	24,868 90,037 3,135 87,664	124,063 35,734	0.3% 6.6% 6.6%	255.8% 40.3% 1,039.7% 41.3%
R5d. Foreign National Separation Liability Accrual										,	,					
Total Funded Personnel (includes OC 13)	25,176	•	24,068	1,978,837	35,507	1,565	93,997	131,069	2,109,906	829,345	2,939,251	82,219	87,664	,	6.6%	41.9%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule	24,443 25 19,303	24	23,373 24 18,507	1,975,836 4,242 1,727,320	4	1,565 0 1,551	93,993 364 87,019	131,065 368 115,372	2,106,901 4,610 1,842,692	794,192 1,394 673,296	2,901,093 6,004 2,515,988	84,535 176,750 93,333	90,143 192,083 99,567		6.6% 8.7% 6.7%	40.2% 32.9% 39.0%
T1c. Special Schedule		•				•	•	•								
T1d. Wage System T1e. Highly Qualified Experts T1f. Other	5,115	4,945	4,842	244,274	8,701	14	6,610	15,325	259,599	106,708 12,794	366,307 12,794	50,449	53,614	75,652	6.3%	43.7%
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%
T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN)	24,483 693		23,411 657	1,976,777 2,060		1,565	93,997	131,069	2,107,846 2,060	796,599 21,417	2,904,445 23,477	84,438 3,135	90,037 3,135	124,063 35,734	6.6%	40.3% 1,039.7%
Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees	25,176		24,068	1,978,837	35,507	1,565	93,997	131,069	2,109,906	818,016 11,329 10,159	2,927,922 11,329 10,159	82,219	87,664	121,652	6.6%	41.3%
T5c. Voluntary Separation Incentive Paý (VSIP) T5d. Foreign National Separation Liability Accrual										1,170	1,170					

Working Capital Fund, Defense-Wide

Defense Logistics Agency FY 2023 (\$ in Thousands)

					(\$ i	FY 2023 n Thousands	s)							Rates		
	<u>a</u>	b	<u>c</u>	d	e	f	 a	e+f+g h	d + h i	i	i+j k	d/c I	i/c m	k/c n	h/d o	j/d p
	Begin Strength	End Strength	- FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp	Basic Comp	Total	Comp	% BC Variables	% BC Benefits
Direct Funded Personnel (includes OC 13)		·	7	•	•	•						•	•			
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other			7 7													
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			7													
Reimbursable Funded Personnel (includes OC 13)	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%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule	23,791 24 18,822	25,365 25 20,125	24,922 25 19,813	2,172,378 4,337 1,879,386	4	2,444 2,375	108,074 386 100,221	152,504 390 134,047	2,324,882 4,727 2,013,433	843,536 1,337 706,595	3,168,418 6,064 2,720,028	87,167 173,480 94,856	93,286 189,080 101,622	127,133 242,560 137,285	7.0% 9.0% 7.1%	38.8% 30.8% 37.6%
R1d. Wage System R1e. Highly Qualified Experts R1f. Other	4,945	5,215	5,084	288,655	10,531	69	7,467	18,067	306,722	117,568 18,036	424,290 18,036	56,777	60,331	83,456	6.3%	40.7%
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)	38 23,829 643 24,472	36 25,401 659 26,060	36 24,958 659 25,617	806 2,173,184 2,753 2,175,937	41,986	2,444 2,444	4 108,078 108,078	4 152,508 152,508	810 2,325,692 2,753 2,328,445	2,324 845,860 21,031 866,891 11,267 8,544	3,134 3,171,552 23,784 3,195,336 11,267 8,544 2,723	22,389 87,074 4,178 84,941	22,500 93,184 4,178 90,895	87,056 127,076 36,091 124,735		288.3% 38.9% 763.9% 39.8%
R5d. Foreign National Separation Liability Accrual										2,725	2,723					
Total Funded Personnel (includes OC 13)	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%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule	23,791 24	25,365 25	24,929 25	2,172,378 4,337	41,986 4	2,444	108,074 386	152,504 390	2,324,882 4,727	843,536 1,337	3,168,418 6,064	87,167 173,480	93,286 189,080	127,133 242,560	7.0% 9.0%	38.8% 30.8%
T1b. General Schedule T1c. Special 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%
T1d. Wage System T1e. Highly Qualified Experts T1f. Other	4,945	5,215	5,084	288,655	10,531	69	7,467	18,067	306,722	117,568 18,036	424,290 18,036	56,777	60,331	83,456	6.3%	40.7%
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	38 23,829 643 24,472	36 25,401 659 26,060	36 24,965 659 25,624	806 2,173,184 2,753 2,175,937	41,986	2,444 2,444	4 108,078 108,078	4 152,508 152,508	810 2,325,692 2,753 2,328,445	2,324 845,860 21,031 866,891 11,267 8,544 2,723	3,134 3,171,552 23,784 3,195,336 11,267 8,544 2,723	22,389 87,074 4,178 84,941	22,500 93,184 4,178 90,895	87,056 127,076 36,091 124,735	0.5% 7.0% 7.0%	288.3% 38.9% 763.9% 39.8%

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	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	<u>į</u> Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>I</u> Basic Comp	i/c <u>m</u> Total Comp	k/c n Comp & Benefits	h/d <u>o</u> % BC Variables	j/d <u>p</u> % BC 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)	26,060	25,692	25,261	2,263,211	42,078	2,524	110,027	154,629	2,417,840	899,402	3,317,242	89,593	95,714	131,319	6.8%	39.7%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule	25,365 25		24,566 25	2,259,580 4,518	42,078	2,524 3	110,023 401	154,625 411	2,414,205 4,929	863,890 1,392	3,278,095 6,321	91,980 180,720	98,274 197,160	133,440 252.840	6.8% 9.1%	38.2% 30.8%
R1b. General Schedule	20,125		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		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			1	1	826	2.373	3.199	22.833	22.944	88.861	0.5%	288.7%
R3. Total Direct Hire	25,401	25,033	24,602	2,260,402	42,078	2,524	110,027	154,629	2,415,031	866,263	3,281,294	91,879	98,164	133,375	6.8%	38.3%
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	659 26,06 0		659 25,261	2,809 2,263,211	42,078	2,524	110,027	154,629	2,809 2,417,840	21,678 887,941 11,461 8,722	24,487 3,305,781 11,461 8,722	4,263 89,593	4,263 95,714	37,158 130,865	6.8%	771.7% 39.2%
R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual										2,739	2,739					
Total Funded Personnel (includes OC 13)	26,060	25,692	25,261	2,263,211	42,078	2,524	110,027	154,629	2,417,840	899,402	3,317,242	89,593	95,714	131,319	6.8%	39.7%
T1. US Direct Hire (USDH)	25,365		24,566	2,259,580	42,078	2,524	110,023	154,625	2,414,205	863,890	3,278,095	91,980	98,274		6.8%	38.2%
T1a. Senior Executive Schedule T1b. General Schedule	25 20,125		25 19,761	4,518 1,982,645		3 2,449	401 102,761	411 137,740	4,929 2,120,385	1,392 735,934	6,321 2,856,319	180,720 100,331	197,160 107,302		9.1% 6.9%	30.8% 37.1%
T1c. Special Schedule	•							•						•		
T1d. Wage System T1e. Highly Qualified Experts	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%
T1f. Other										18,983	18,983					
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	36 25,401		36 24.602	822 2,260,402		2,524	4 110,027	4 154,629	826 2,415,031	2,373 866,263	3,199 3,281,294	22,833 91.879	22,944 98.164		0.5% 6.8%	288.7% 38.3%
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%
Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees	26,060	25,692	25,261	2,263,211	42,078	2,524	110,027	154,629	2,417,840	887,941 11,461 8,722	3,305,781 11,461 8,722	89,593	95,714	130,865	6.8%	39.2%
T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual										2,739	2,739					

Working Capital Fund, Defense Commissary Agency

FY 2022

Working Capital Fund, Defense Commissary Agency						2022										
					<u>(\$</u>	in Thousand	<u>s)</u>	_						Rates		
	•	h		٦			_	e+f+g	d + h		i+j	d/c	i/c	k/c	h/d	j/d
	<u>a</u> Begin	<u>b</u> End	<u>c</u>	<u>d</u> Basic	<u>e</u> Overtime	<u>I</u> Holiday	g Other	<u>h</u> Total	<u>i</u> Comp	I Benefits	<u>k</u> Comp	<u>ı</u> Basic	<u>m</u> Total	n Comp	<u>о</u> % ВС	<u>р</u> % ВС
	Strength	Strength	FTEs	Comp	Pay	Pay	O.C.11	Variables	0.C.11	O.C.12/13		Comp		& Benefits		Benefits
Direct Funded Personnel (includes OC 13)	13,166	12,764	12,798	621,076	5,949	7,363	10,790	24,102	645,178	211,580	856,758	48,529	50,412	66,945	4.4%	37.3%
D1. US Direct Hire (USDH)	11,472	11,135	11,169	566,512		7,363	10,487	23,309	589,821	211,432		50,722	52,809	71,739	4.1%	
D1a. Senior Executive Schedule	5	4	7 404	736		4.000	14		750			184,000	187,500	256,250	4.40/	37.4%
D1b. General Schedule D1c. Special 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%
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) D3. Total Direct Hire	588 12,060	569 11.704	566 11,735	18,277 584.789	490 5.949		303 10,790	793 24,102	19,070 608,891	211.432	19,070 820.323	32,292 49.833	33,693 51.887	33,693 69.904	-4.7% 4.4%	37.3%
D4. Indirect Hire Foreign Nationals (IHFN)	1,106	1,060	1,063	36,287	3,343	7,303	10,730	24,102	36,287	211,432	36,287	34,136	34,136	34,136	4.4 /0	37.376
Subtotal - Direct Funded (excludes OC 13)	13,166	12,764	12,798	621,076	5,949	7,363	10,790	24,102	645,178			48,529	50,412	66,933	4.4%	37.3%
D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees										148	148					
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual										148	148					
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)	13,166	12,764	12,798	621,076	5,949	7,363	10,790	24,102	645,178	211,580	856,758	48,529	50,412	66,945	4.4%	37.3%
T1. US Direct Hire (USDH)	11,472	11,135	11,169	566,512	,	,	10,790	23,309	589,821	211,560	•	50,722	52,809	71,739	4.4%	
T1a. Senior Executive Schedule	11,472	4	4	736	5,459	1,363	10,467	23,309	750			184,000	187,500	256,250	4.170	37.4%
T1b. 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%
T1c. Special Schedule T1d. 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%
T1e. Highly Qualified Experts	0,101	0,000	0,001	.00,2.0	.,00.	2, .00	0,	7,070	.00,00.	00,101	200,000	00,010	02,001	,		01.070
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)	588	569	566	18,277	490		303		19,070		19,070	32,292	33,693	33,693	-4.7%	
T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN)	12,060 1,106	11,704 1.060	11,735 1,063	584,789 36,287	5,949	7,363	10,790	24,102	608,891 36,287	211,432	820,323 36,287	49,833 34,136	51,887 34,136	69,904 34,136	4.4%	37.3%
Subtotal - Total Funded (excludes OC 13)	13,166	12,764	12,798	621,076	5,949	7,363	10,790	24,102	645,178		856,610	48,529	50,412	66,933	4.4%	37.3%
T5. Other Object Class 13 Benefits										148	148					
T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)										148	148					
T5d. Foreign National Separation Liability Accrual																

Working Capital Fund, Defense Commissary Agency FY 2023 (\$ in Thousands)

					(\$ i	n Thousand	<u>s)</u>							Rates		
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	į Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>I</u> Basic Comp	i/c <u>m</u> Total Comp	k/c <u>n</u> Comp & Benefits	h/d <u>o</u> % BC Variables	j/d <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	13,516	12,961	12,612	605,166	5,877	8,815	44,086	58,778	663,944	190,757	854,701	47,983	52,644	67,769	11.1%	36.1%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule	11,661 5 7,907	11,172 4 7,499	10,884 5 7,441	528,889 793 370,219	5,877 4,114	8,815 5,730	44,086 30,853		587,667 793 410,916			48,593 158,600 49,754	53,994 158,600 55,223	71,383 200,200 73,029	11.1% 11.0%	35.8% 26.2% 35.8%
D1d. Wage System D1e. Highly Qualified Experts D1f. Other	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%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	616 12,277 1,239	604 11,776 1,185	524 11,408 1,204	37,005 565,894 39,272	5,877	8,815	44,086	,	37,005 624,672 39,272	189,271	39,272	70,620 49,605 32,618	70,620 54,757 32,618	70,620 71,348 32,618	11.1%	35.8%
Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees	13,516	12,961	12,612	605,166	5,877	8,815	44,086	58,778	663,944	189,271 1,486	853,215 1,486	47,983	52,644	67,651	11.1%	35.8%
D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual										1,486	1,486					
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)	13,516	12,961	12,612	605,166	5,877	8,815	44,086	58,778	663,944	190,757	854,701	47,983	52,644	67,769	11.1%	36.1%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule	11,661 5 7,907	11,172 4 7,499	10,884 5 7,441	528,889 793 370,219	5,877 4,114	8,815 5,730	44,086 30,853	,	587,667 793 410,916			48,593 158,600 49,754	53,994 158,600 55,223	71,383 200,200 73,029	11.1% 11.0%	35.8% 26.2% 35.8%
T1c. Special Schedule T1d. Wage System	3,749	3,669	3,438	157,877	1,763	3,085	13,233	•	175,958	•		45,921	51,180	67,636	11.5%	35.8%
T1e. Highly Qualified Experts T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN)	616 12,277 1,239	604 11,776 1,185	524 11,408 1,204	37,005 565,894 39,272	5,877	8,815	44,086	58,778	37,005 624,672 39,272	189,271	37,005 813,943 39,272	70,620 49,605 32,618	70,620 54,757 32,618	70,620 71,348 32,618	11.1%	35.8%
Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees	13,516	12,961	12,612	605,166	5,877	8,815	44,086	58,778	663,944		853,215	47,983	52,644	67,651	11.1%	35.8%
T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual										1,486	1,486					

Working Capital Fund, Defense Commissary Agency FY 2024 (\$ in Thousands)

					/\$ i	FY 2024 n Thousand	e)							Rates		
					(4)	ii iiiousaiiu	<u>aj</u>	e + f + g	d + h		i+j	d/c	i/c	k/c	h/d	j/d
	<u>a</u> Begin	<u>b</u> End	<u>c</u>	<u>d</u> Basic	<u>e</u> Overtime	<u>f</u> Holiday	g Other	<u>h</u> Total	<u>i</u> Comp	<u>i</u> Benefits	<u>k</u> Comp	<u>l</u> Basic	<u>m</u> Total	<u>n</u> Comp	<u>∘</u> % BC	<u>р</u> % ВС
	Strength	Strength	FTEs	Comp	Pay	Pay	0.C.11	Variables	O.C.11	O.C.12/13		Comp			Variables	Benefits
Direct Funded Personnel (includes OC 13)	12,961	12,925	12,615	649,687	6,346	9,518	47,592	63,456	713,143	198,374	911,517	51,505	56,536	72,262	11.1%	34.7%
D1. US Direct Hire (USDH)	11,172	11,172	11,030	571,100	6,346	9,518	47,592	63,456	634,556		831,386	51,782	57,535		11.1%	34.5%
D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule	4 7,499	7,499	5 7,436	856 399,770	4,442	6,187	33,314	43,943	856 443,713		1,072 581,494	171,200 53,769	171,200 59,679		11.0%	25.2% 34.5%
D1d. Wage System D1e. Highly Qualified Experts D1f. Other	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%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	604 11,776		537 11,567	38,451 609,551	6,346	9,518	47,592	63,456	38,451 673,007	196,830		71,603 52,702	71,603 58,188	75,206	11.1%	34.5%
D4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits	1,185 12,961	1,146 12,925	1,048 12,615	40,136 649,687	6,346	9,518	47,592	63,456	40,136 713,143		40,136 909,973 1,544	38,298 51,505	38,298 56,536		11.1%	34.5%
D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual										1,544	1,544					
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)	12,961	12,925	12,615	649,687	6,346	9,518	47,592	63,456	713,143	198,374	911,517	51,505	56,536	72,262	11.1%	34.7%
T1. US Direct Hire (USDH)	11,172	11,172	11,030	571,100	6,346	9,518	47,592	63,456	634,556		831,386	51,782	57,535		11.1%	34.5%
T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule	4 7,499	7,499	5 7,436	856 399,770	4,442	6,187	33,314	43,943	856 443,713		1,072 581,494	171,200 53,769	171,200 59,679		11.0%	25.2% 34.5%
T1d. Wage System T1e. Highly Qualified Experts T1f. Other	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%
T2. Direct Hire Program Foreign Nationals (DHFN)	604	607	537	38,451					38,451		38,451	71,603	71,603			
T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN)	11,776 1,185	11,779 1,146	11,567 1,048	609,551 40,136	6,346	9,518	47,592	63,456	673,007 40,136		869,837 40,136	52,702 38,298	58,188 38,298		11.1%	34.5%
Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees	12,961	12,925	12,615	649,687	6,346	9,518	47,592	63,456	713,143		909,973 1,544	51,505	56,536		11.1%	34.5%
T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual										1,544	1,544					

Buildings Maintenance Fund

Washington Headquarters Services FY 2022 (\$ in Thousands)

					<u>(\$ i</u>	FY 2022 n Thousand	<u>s)</u>							Rates		
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	j Benefits O.C.12/13	i + j <u>k</u> Comp	d/c <u>I</u> Basic Comp	i/c <u>m</u> Total Comp	k/c n Comp & Benefits	h/d <u>o</u> % BC Variables	j/d <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	Strength	Strength	FIES	Comp	гау	гау	0.0.11	Variables	0.0.11	0.0.12/13	& Dellellis	Comp	Comp	& Delients	Variables	Denents
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)	136		124	14,929		173	900	,	16,317	,	22,168	120,395	131,589	,	9.3%	
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule	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%
R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	136	83 41	83 41	10,088 4,841		31 142	403 497		10,522 5,795			121,542 118,073	126,771 141,341	172,867 190,732	4.3% 19.7%	37.9% 41.8%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire	136	124	124	44.020	315	173	900	1.388	46 247	E 0E4	22.460	420 205	424 500	470 774	0.20/	39.2%
R4. Indirect Hire Foreign Nationals (IHFN)				14,929				,	16,317	,	22,168	120,395	131,589	,	9.3%	
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	136	124	124	14,929	315	173	900	1,388	16,317	5,851 0	22,168 0	120,395	131,589	178,774	9.3%	39.2%
Total Funded Personnel (includes OC 13)	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%
T1. US Direct Hire (USDH)	136		124	14,929		173	900	,	16,317	,	22,168	120,395	131,589	,	9.3%	
T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	136	83 41	83 41	10,088 4,841		31 142	403 497		10,522 5,795			121,542 118,073	126,771 141,341	172,867 190,732	4.3% 19.7%	37.9% 41.8%
T2. Direct Hire Program Foreign Nationals (DHFN)										U	U					
T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN)	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%
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)	136	124	124	14,929	315	173	900	1,388	16,317	5,851 0	22,168 0	120,395	131,589	178,774	9.3%	39.2%
T5d. Foreign National Separation Liability Accrual																

Buildings Maintenance Fund

Washington Headquarters Services FY 2023 (\$ in Thousands)

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	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	e + f + g <u>h</u> Total Variables	i Comp O.C.11	j Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	<u>I</u> Basic Comp	m Total Comp	n Comp & Benefits	0 % BC Variables	j/d <u>p</u> % BC 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)	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%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule	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%
R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	83 41		136	13,999	526	309	383	1,218	15,217	5,085	20,302	102,934	111,890	149,279	8.7%	36.3%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN)	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%
Subtotal - Reimbursable Funded (excludes OC 13) R5. Other Object Class 13 Benefits R5a. USDH - Benefits for Former Employees R5b. DHFN - Benefits for Former Employees	124	136	136	13,999	526	309	383	1,218	15,217	5,085 100	20,302 100	102,934	111,890	149,279	8.7%	36.3%
R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual										100	100					
Total Funded Personnel (includes OC 13)	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%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule	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%
T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	83 41		136	13,999	526	309	383	1,218	15,217	5,085	20,302	102,934	111,890	149,279	8.7%	36.3%
T2. Direct Hire Program Foreign Nationals (DHFN)																
T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN)	124		136	13,999		309	383	,	15,217	5,085	,,,,,	102,934	111,890	ŕ	8.7%	36.3%
Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees	124	136	136	13,999	526	309	383	1,218	15,217	5,085 100		102,934	111,890	149,279	8.7%	36.3%
T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual										100	100					

Buildings Maintenance Fund

Washington Headquarters Services FY 2024 (\$ in Thousands)

					(\$ i	FY 2024 n Thousand	s)							Rates		
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	g Other O.C.11	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	İ Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>I</u> Basic Comp	i/c <u>m</u> Total Comp	k/c <u>n</u> Comp & Benefits	h/d <u>o</u> % BC Variables	j/d <u>p</u> % BC 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)	136		134	14,826		324	393	,	16,096		•	110,642	120,119	•		
R1. US Direct Hire (USDH) R1a. Senior Executive 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%
R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	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%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire	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) 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	136	134	134	14,826	553	324	393	1,270	16,096	5,259 100	100	110,642	120,119	159,366	8.6%	35.5%
Total Funded Personnel (includes OC 13)	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%
T1. US Direct Hire (USDH)	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%
T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	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%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	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%
T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees	136	134	134	14,826	553	324	393	1,270	16,096	5,259 100		110,642	120,119	159,366	8.6%	35.5%
T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual										100	100					

Pentagon Reservation Maintenance Revolving Fund

Washington Headquarters Services FY 2022 (\$ in Thousands)

					<u>(\$ i</u>	FY 2022 n Thousand:	<u>s)</u>							Rates		
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	į Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>I</u> Basic Comp	i/c <u>m</u> Total Comp	k/c <u>n</u> Comp & Benefits	h/d <u>o</u> % BC Variables	j/d <u>P</u> % BC 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)	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%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	1,754 1,529 225	3 746 676	1,558 3 720 652 183	170,422 654 86,656 67,810 15,302	1,123 5,416	1,946 203 1,610 133	11,293 65 3,910 6,286 1,032	13,312	192,055 719 91,892 81,122 18,322	227 33,931 28,540	261,797 946 125,823 109,662 25,366	109,385 218,000 120,356 104,003 83,617	123,270 239,667 127,628 124,420 100,120	315,333 174,754 168,193	12.7% 9.9% 6.1% 19.6% 19.7%	41.0% 34.7% 39.2% 42.1% 46.0%
R2. Direct Hire Program Foreign Nationals (DHFN)			4	4=0 400			44.000		400.0==			400.00=	400.000	400.004	40 =0/	44.00/
R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN)	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%
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	1,754	1,615	1,558	170,422	8,394	1,946	11,293	21,633	192,055	69,742 25 25	261,797 25 25	109,385	123,270	168,034	12.7%	41.0%
Total Funded Personnel (includes OC 13)	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%
T1. US Direct Hire (USDH)	1,754	•	1,558	170,422	,	1,946	11,293	21,633	192,055		261,797	109,385	123,270	,	12.7%	41.0%
T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule	1,529	3	3 720 652	654 86,656 67,810	1,123	203 1,610	65 3,910 6,286	65	719 91,892 81,122	227 33,931	946 125,823 109,662	218,000 120,356 104,003	239,667 127,628 124,420	315,333 174,754	9.9% 6.1% 19.6%	34.7% 39.2% 42.1%
T1d. Wage System T1e. Highly Qualified Experts T1f. Other	225		183	15,302		133	1,032		18,322		25,366	83,617	100,120		19.7%	46.0%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN)	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%
Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees	1,754	1,615	1,558	170,422	8,394	1,946	11,293	21,633	192,055	69,742 25	261,797 25	109,385	123,270	168,034	12.7%	41.0%
T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual										25	25					

Pentagon Reservation Maintenance Revolving Fund

Washington Headquarters Services FY 2023 (\$ in Thousands)

					(\$ in	Thousands	<u>)</u>	_						Rates		
	2	b	•	d	е	f	g	e+f+g <u>h</u>	d + h i		i + j <u>k</u>	d/c I	i/c <u>m</u>	k/c <u>n</u>	h/d <u>o</u>	j/d p
	<u>a</u> Begin	End	<u>c</u>	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	Comp	% BC	% BC
-	Strength	Strength	FTEs	Comp	Pay	Pay	0.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)	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%
R1. US Direct Hire (USDH)	1,615		1,786	191,250	6,944	4,037	5,240	16,221	207,471	69,696	277,167	107,083	116,165	155,189	8.5%	36.4%
R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule	3 746 676	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%
R1d. Wage System	190		245	28,015	71		701	772	28,787	8,845	37,632	114,347	117,498	153,600	2.8%	31.6%
R1e. Highly Qualified Experts R1f. Other										942	942					
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN)	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%
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	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%
Total Funded Personnel (includes OC 13)	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%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule	1,615 3		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%
T1b. General Schedule	746		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 T1d. Wage System T1e. Highly Qualified Experts	676 190		245	28,015	71		701	772	28,787	8,845	37,632	114,347	117,498	153,600	2.8%	31.6%
T1f. Other										942	942					
T2. Direct Hire Program Foreign Nationals (DHFN)																
T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN)	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%
Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits	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%
T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual																

Pentagon Reservation Maintenance Revolving Fund

Washington Headquarters Services 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	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	j Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>l</u> Basic Comp	i/c <u>m</u> Total Comp	k/c <u>n</u> Comp & Benefits	h/d <u>o</u> % BC Variables	j/d <u>p</u> % BC 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)	1,78	6 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%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule	1,78	6 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%
R1b. General Schedule	1,54		1,616	183,677		4,552	5,101		200,975			118,654	129,829		9.4%	36.7%
R1c. Special Schedule R1d. Wage System	24	54 5 245	54 245	4,954 29,394	327 73	198	145 735		5,624 30,202			91,741 119,976	104,148 123,273		13.5% 2.7%	40.1% 31.6%
R1e. Highly Qualified Experts R1f. Other	2-1	5 240	240	20,004	70		700	000	00,202	962		110,010	120,210	101,140	2.170	01.070
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN)	1,78	6 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%
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	1,78	6 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%
Total Funded Personnel (includes OC 13)	1,78	6 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%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule	1,78	,	1,915	218,025	ŕ	4,750	5,981	*	236,801	79,645		118,043	128,208	,	8.6%	36.5%
T1b. General Schedule T1c. Special Schedule	1,54	1 1,616 54	1,616 54	183,677 4,954		4,552 198	5,101 145		200,975 5,624			118,654 91,741	129,829 104,148		9.4% 13.5%	36.7% 40.1%
T1d. Wage System	24	5 245	245	29,394			735		30,202			119,976	123,273		2.7%	31.6%
T1e. Highly Qualified Experts T1f. Other										962	962					
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	1,78	6 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) Subtotal - Total Funded (excludes OC 13)	1.78	6 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%
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	1,70	. 1,313	1,515	210,025	0,045	4,750	3,301	10,776	230,001	13,043	310,440	110,043	120,200	171,330	0.0 /6	30.3 /6

Defense Counterintelligence and Security Agency FY 2022 (\$ in Thousands)

Part						(\$	FY 2022 in Thousand	(at							Rates		
Distance		Begin	End		Basic	<u>e</u> Overtime	<u>f</u> Holiday	g Other	<u>h</u> Total	<u>i</u> Comp		<u>k</u> Comp	<u>l</u> Basic	<u>m</u> Total	k/c <u>n</u> Comp	<u>о</u> % ВС	_ <u>р</u> % ВС
Dis. General Estandation Dis. Segrenal Estandat	Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0					
10.1 10.1 10.1 10.1 10.1 10.1 10.1 10.1 10.1 10.1 10.1 10.1 10.1 10.1 10.1 10.1 10.	D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0					
Subtrolar - Direct Funded (excludes OC 13) 0 0 0 0 0 0 0 0 0		0	0	0	0	0	0	0	0	0	0	0					
R1 S Direct Hire (USDH)	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)	0	0	0	0	0	0	0	0	0	0	0					
R1a. Senior Executive Schedule	Reimbursable Funded Personnel (includes OC 13)	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%
R3. Total Direct Hire R4. Indirect Hire R5. Other Object Class 13 Banefits R5. Other Object Class 14 Banefits R5. Other O	R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts	12	10 3,093	10 2,869	1,600 322,114	,		245 675	245 5,675	1,845 327,789	143 55,936	1,988 383,725	160,000 112,274	184,500 114,252	198,800 133,749	15.3% 1.8%	8.9% 17.4%
Subtotal - Reimbursable Funded (excludes OC 13) 3,315 3,109 2,885 324,662 5,000 1,120 6,120 330,782 56,36 387,218 112,534 114,656 134,218 1.9% 17.4%	R3. Total Direct Hire	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%
T1. US Direct Hire (USDH) 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% 174.% T1a. Senior Executive Schedule 12 10 10 10 1,600 0 0 245 245 1,845 143 1,988 160,000 184,500 198,800 15.3% 8.9% 17b. 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% 174. Wage System T1e. Highly Qualified Experts T1f. Other T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13) T3. 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)	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)	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%
T1a. Senior Executive Schedule T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1c.	Total Funded Personnel (includes OC 13)	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%
T3. Total Direct Hire 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) Subtotal - Total Funded (excludes OC 13) 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% T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP)	T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts	12 3,303	10 3,093	10 2,869	1,600 322,114	0 5,000	0	245 675	245 5,675	1,845 327,789	143 55,936	1,988 383,725	160,000 112,274	184,500 114,252	198,800 133,749	15.3% 1.8%	8.9% 17.4%
T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13) 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%							_	4 /					440 =5:	444.0	404.0:-	4	4= 40/
	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)	,	ŕ	,	•	,		,	,	,	,	,	,	•	,		

Defense Counterintelligence and Security Agency FY 2023 (\$ in Thousands)

					<u>(\$ i</u>	n Thousand	<u>s)</u>	_						Rates		
	_		_		_		_	e+f+g	d + h		i+j	d/c I	i/c	k/c	h/d	j/d
	<u>a</u> Begin	<u>b</u> End	<u>c</u>	<u>d</u> Basic	<u>e</u> Overtime	<u>I</u> Holiday	<u>g</u> Other	<u>h</u> Total	L Comp	I Benefits	<u>k</u> Comp	<u>ı</u> Basic	<u>m</u> Total	<u>n</u> Comp	<u>∘</u> % BC	<u>р</u> % ВС
	Strength	Strength	FTEs	Comp	Pay	Pay	O.C.11	Variables	0.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)	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%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule	3,325		3,315 12	346,051 1,920		6	6,773 705		357,830 2,625	59,209 441	417,039 3,066	104,389 160,000	107,943 218,750		3.4% 36.7%	
R1b. General Schedule	3,309		3,293	342,551		6	5,735		353,292	58,315	411,607	104,024	107,286		3.1%	
R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	6	10	10	1,580			333	333	1,913	453	2,366	158,000	191,300	236,600	21.1%	28.7%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN)	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%
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	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	3 125,804	3.4%	17.1%
Total Funded Personnel (includes OC 13)	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%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule	3,325		3,315 12	346,051 1,920		6	6,773 705		357,830 2.625	59,209 441	417,039 3.066	104,389 160.000	107,943 218,750		3.4% 36.7%	
T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts	3,309 6	3,478	3,293 10	342,551 1,580	5,000	6	5,735 333	10,741	353,292 1,913	58,315 453	411,607 2,366	104,024 158,000	107,286 191,300	124,995	3.1% 21.1%	17.0%
T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	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	3 125.804	3.4%	17.1%
T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13)	3.325	,,,,,,	3,315	346,051	.,	6	6.773	,	357,830	59,209	417,039	104,389	107,943	,,,,,	3.4%	
T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual	2,320	5,550	2,2.0	- 75,551	2,230	·	5,. 70	.,,	,	32,230	,		. 3.,546	-20,004	5/0	

Defense Counterintelligence and Security Agency FY 2024 (\$ in Thousands)

					<u>(\$ i</u>	in Thousand	ls)	_						Rates		
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pav	<u>f</u> Holiday Pav	<u>g</u> Other O.C.11	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	į Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>I</u> Basic Comp	i/c <u>m</u> Total Comp	k/c n Comp & Benefits	h/d <u>o</u> % BC Variables	j/d <u>p</u> % BC 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)	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%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	3,500 12 3,478 10	12 3,703	3,500 12 3,478 10	437,299 1,489 434,281 1,529	5,000	6	705	705 10,741	449,078 2,194 445,022 1,862	57,036 143 56,536 357	2,337	124,943 124,865 152,900	128,308 182,833 127,953 186,200	194,750 144,209	47.3% 2.5%	9.6% 13.1%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN)	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%
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	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%
Total Funded Personnel (includes OC 13)	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%
T1. US Direct Hire (USDH)	3,500		3,500	437,299		6			449,078	57,036		124,943	128,308			
T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	12 3,478 10	3,703	12 3,478 10	1,489 434,281 1,529	5,000	6	705 5,735 333	10,741	2,194 445,022 1,862			124,083 124,865 152,900	182,833 127,953 186,200	144,209	2.5%	13.1%
T2. Direct Hire Program Foreign Nationals (DHFN)																
T3. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN)	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%
Subtotal - Total Funded (excludes ÓC 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	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%

United States Court of Appeals for the Armed Forces FY 2022 (\$ in Thousands)

					<u>(\$</u>	III I IIIOUSaiii	us)	0 + f + 0	d + h		i+j	d/c	i/c	k/c	h/d	j/d
	<u>a</u> Begin Strength	<u>b</u> End Strenath	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pay	<u>f</u> Holiday Pav	g Other O.C.11	e + f + g <u>h</u> Total Variables	<u>i</u> Comp O.C.11	į Benefits O.C.12/13	<u>k</u> Comp	<u>I</u> Basic Comp	<u>m</u> Total	<u>n</u> Comp	<u>o</u> % BC Variables	y D % BC Benefits
Direct Funded Personnel (includes OC 13)	59		42	5.551	•		161	161	5,712		7,610	132,167	136.000	181.190	2.7%	31.6%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	59 2 52 5	42 2 35	42 2 35 5	5,551 310 4,136 1,105	0000	1	161 28 124 9	161 28 124 9	5,712 338 4,260 1,114	1,898	7,610 436 5,705 1,469	132,167 155,000 118,171 221,000	136,000 169,000 121,714 222,800	181,190 218,000 163,000	2.7% 7.7% 3.0% 0.6%	31.6% 31.6% 34.9%
D2. Direct Hire Program Foreign Nationals (DHFN)	50	40	40	5 554			404	404	5 740	4 000	7.040	400 407	400.000	404 400	0.70/	24.00/
D3. Total Direct Hire D4. Indirect Hire Foreign Nationals (IHFN)	59		42	5,551			161	161	5,712	,	•	132,167	136,000	181,190	2.7%	31.6%
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	59	42	42	5,551	0		161	161	5,712	1,898	7,610	132,167	136,000	181,190	2.7%	31.6%
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)	59	42	42	5,551	0	ı	161	161	5,712	1,898	7,610	132,167	136,000	181,190	2.7%	31.6%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	59 2 52 5	2 35	42 2 35 5	5,551 310 4,136 1,105	0	ı	161 28 124 9	161 28 124 9	5,712 338 4,260 1,114		436 5,705	132,167 155,000 118,171 221,000	136,000 169,000 121,714 222,800			31.6% 34.9%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	59	42	42	E E E 4	0		161	161	E 740	4 000	7 640	122 167	126 000	101 100	2.7%	24 69/
T4. Indirect Hire Foreign Nationals (IHFN)				5,551					5,712	,	,	132,167	136,000	181,190		
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	59	42	42	5,551	0		161	161	5,712	1,898	7,610	132,167	136,000	181,190	2.7%	31.6%

United States Court of Appeals for the Armed Forces FY 2023 (\$ in Thousands)

					<u>(4</u>	iii iiiousanc	15)		4 - 1			41-	11-	Kates	1.7.4	17.4
	<u>a</u> Begin Strength	<u>b</u> End Strenath	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pav	<u>f</u> Holiday Pay	g Other O.C.11	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	į Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>I</u> Basic Comp	i/c <u>m</u> Total Comp	k/c n Comp & Benefits	h/d <u>o</u> % BC Variables	j/d <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	42	59	59	7,614	18		188	206	7,820	2,379	10,199	129,051	132,542	172,864	2.7%	31.2%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	42 2 35 5	2 52	59 2 52 5	7,614 379 6,605 630	16		188 9 164 15	9 180	7,820 388 6,785 647		506 8,849	129,051 189,500 127,019 126,000	132,542 194,000 130,481 129,400	253,000 170,173	2.7% 2.4% 2.7% 2.7%	31.2% 31.1% 31.2% 31.3%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	42	59	59	7,614	18		188	206	7,820	2,379	10,199	129,051	132,542	172,864	2.7%	31.2%
D4. Indirect Hire Foreign Nationals (IHFN)				ŕ					,		ŕ	,	,	,		
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	42	59	59	7,614	18		188	206	7,820	2,379	10,199	129,051	132,542	172,864	2.7%	31.2%
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)	42	59	59	7,614	18		188	206	7,820	2,379	10,199	129,051	132,542	172,864	2.7%	31.2%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	42 2 35 5	2 52	59 2 52 5	7,614 379 6,605 630	16		188 9 164 15	9 180	7,820 388 6,785 647	118	506 8,849	129,051 189,500 127,019 126,000	132,542 194,000 130,481 129,400	172,864 253,000 170,173 168,800	2.7% 2.4% 2.7% 2.7%	31.2% 31.1% 31.2% 31.3%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	42	59	FO	7 64 4	40		188	206	7 000	2 270	40 400	120.054	122 542	472.004	2 70/	24 20/
13. Total Direct Hire T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13)	42		59 59	7,614 7,614			188		7,820 7,820	2,379 2,379	,	129,051 129,051	132,542 132,542	172,864 172,864	2.7% 2.7%	31.2% 31.2%
T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual	7-			.,			.30		.,520	_,-,-	,		- 2 -,2 12	,,	/6	//

United States Court of Appeals for the Armed Forces FY 2024 (\$ in Thousands)

					<u>(a</u>	III IIIOUSano	15)		4 - 1			41-	***	Kates	1.7.1	17.4
	<u>a</u> Begin Strength	<u>b</u> End Strenath	<u>c</u> FTEs	<u>d</u> Basic Comp	<u>e</u> Overtime Pav	<u>f</u> Holiday Pay	<u>g</u> Other O.C.11	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	į Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>I</u> Basic Comp	i/c <u>m</u> Total Comp	k/c n Comp & Benefits	h/d <u>o</u> % BC Variables	j/d <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	59		59	7,990	19		196		8,205			135,424	139,068		2.7%	31.2%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	59 2 52 5	2 52	59 2 52 5	7,990 399 6,931 660	19 17 2		196 9 171 16	9 188	8,205 408 7,119 678	122 2,162	530 9,281	135,424 199,500 133,288 132,000	139,068 204,000 136,904 135,600	265,000 178,481	2.7% 2.3% 2.7% 2.8%	31.2% 30.6% 31.2% 31.2%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	59	59	59	7,990	19		196	215	8,205	2,490	10,695	135,424	139,068	181,271	2.7%	31.2%
D4. Indirect Hire Foreign Nationals (IHFN)				•					,	,	ŕ	,	,			
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	59	59	59	7,990	19		196	215	8,205	2,490	10,695	135,424	139,068	181,271	2.7%	31.2%
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)	59	59	59	7,990	19		196	215	8,205	2,490	10,695	135,424	139,068	181,271	2.7%	31.2%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	59 2 52 52 5	2 52	59 2 52 5	7,990 399 6,931 660	19 17 2		196 9 171 16	9 188	8,205 408 7,119 678	122 2,162	530 9,281	135,424 199,500 133,288 132,000	139,068 204,000 136,904 135,600	265,000 178,481	2.7% 2.3% 2.7% 2.8%	31.2% 30.6% 31.2% 31.2%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	59	59	59	7,990	19		196	215	8,205	2,490	10,695	135,424	139,068	181,271	2.7%	31.2%
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	59		59	7,990	19		196		8,205	,	,	135,424	139,068	•	2.7%	31.2%
T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual																

Drug Interdiction and Counter-drug Activities FY 2022 (\$ in Thousands)

i+j

	<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	h Total Variables	i Comp O.C.11	į Benefits O.C.12/13	k Comp & Benefits	<u>I</u> Basic Comp	<u>m</u> Total Comp	n Comp & Benefits	<u>o</u> % BC Variables	<u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)										117,638	117,638					
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other										117,638 117,638	117,638					
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										117,638 117,638	117,638 117,638					
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)										117,638	117,638					
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule										117,638 117,638	117,638 117,638					
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										117,638 117,638	117,638 117,638					
T5a. USDH - Benefits for Former Employees T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual																

h/d

Drug Interdiction and Counter-drug Activities FY 2023 (\$ in Thousands)

					<u>(\$</u>	in Thousand	<u>ds)</u>							Rates		
								e + f + g	d + h		i+j	d/c	i/c	k/c	h/d	j/d
	<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>h</u> Total Variables	<u>i</u> Comp O.C.11	į Benefits O.C.12/13	<u>k</u> Comp & Benefits	<u>l</u> Basic Comp	<u>m</u> Total Comp	<u>n</u> Comp & Benefits	<u>o</u> % BC Variables	<u>p</u> % BC Benefits
Direct Friended Development (includes OC 42)	Ottongtii	otrongth	11120	Comp	· uy	· uy	0.0.11	Variables	0.0.11	122,491	122,491	Comp	Comp	G Bollolito	Variables	Denonto
Direct Funded Personnel (includes OC 13)										,	,					
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule										122,491	122,491					
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) D3. Total Direct Hire										122,491	122,491					
D4. Indirect Hire Foreign Nationals (IHFN)										,						
Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits										122,491	122,491					
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)										122,491	122,491					
T1. US Direct Hire (USDH)										122,491	122,491					
T1a. Senior Executive Schedule										,	,					
T1b. General Schedule T1c. Special Schedule										122,491	122,491					
T1d. Wage System																
T1e. Highly Qualified Experts T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN)																
T3. Total Direct Hire										122,491	122,491					
T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13)										122,491	122,491					
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																

Drug Interdiction and Counter-drug Activities FY 2024

					<u>(a)</u>	iii iiiousand	15)							Rates		
								e + f + g	d + h		i+j	d/c	i/c	k/c	h/d	j/d
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	g	<u>h</u>	<u>i</u>	i	<u>k</u>	<u>I</u>	<u>m</u>	<u>n</u>	<u>o</u>	<u>p</u>
	Begin	End		Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Basic	Total	Comp	% BC	% BC
_	Strength	Strength	FTEs	Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits	Comp	Comp	& Benefits	Variables	Benefits

Direct Funded Personnel (includes OC 13)

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

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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Defense Health Agency FY 2022 (\$ in Thousands)

	(\$ III Thousands)			ما د اد			41.	:/-	Kates	la / al	:/-1					
	<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	g Other O.C.11	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	į Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>l</u> Basic Comp	i/c <u>m</u> Total Comp	k/c <u>n</u> Comp & Benefits	h/d <u>o</u> % BC Variables	j/d <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	58,175	59,243	57,925	4,344,465	51,869	24,582	401,682	478,133	4,822,598	1,431,076	6,253,674	75,002	83,256	107,962	11.0%	33.3%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	56,151 18 53,906 2 1,913	57,219 18 54,930 2 1,917	55,990 18 53,728 2 1,904	4,265,623 2,276 4,121,973 277 92,170 48,927	51,577 47,398 3,979 200	24,482 5 23,187 4 1,276	401,180 229 387,419 29 12,784	33 18,039	4,742,862 2,510 4,579,977 310 110,209 49.856	523	6,164,989 3,033 5,946,885 386 150,230 64,455	76,185 126,444 76,719 138,500 48,409	84,709 139,444 85,244 155,000 57,883	110,109 168,500 110,685 193,000 78,902	11.2% 10.3% 11.1% 11.9% 19.6%	33.3% 23.0% 33.2% 27.4% 43.4%
				-,-					-,	,		, -	,	,		
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	1,001 57,152 1,023 58,175	1,001 58,220 1,023 59,243	952 56,942 983 57,925	28,833 4,294,456 50,009 4,344,465	130 51,707 162 51,869	100 24,582 24,582	295 401,475 207 401,682	477,764 369	29,358 4,772,220 50,378 4,822,598		35,402 6,200,391 50,378 6,250,769 2,905 0 1,547 1,358	30,287 75,418 50,874 75,002	30,838 83,808 51,249 83,256	37,187 108,890 51,249 107,911	1.8% 11.1% 0.7% 11.0%	21.0% 33.3% 33.3%
Reimbursable Funded Personnel (includes OC 13)	206	243	238	17,260	247	19	315	581	17,841	3,055	20,896	72,521	74,962	87,798	7.8%	41.0%
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 R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	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%
R2. Direct Hire Program Foreign Nationals (DHFN) R3. Total Direct Hire R4. Indirect Hire Foreign Nationals (IHFN)	35 60 146	35 97 146	35 92 146	1,055 8,514 8,746	247	19	315	581	1,055 9,095 8,746	3,055	1,055 12,150 8,746	30,143 92,543 59,904	30,143 98,859 59,904	30,143 132,065 59,904	7.8%	41.0%
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	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%
Total Funded Personnel (includes OC 13)	58,381	59,486	58,163	4,361,725	52,116	24,601	401,997	478,714	4,840,439	1,434,131	6,274,570	74,991	83,222	107,879	11.0%	33.3%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	56,176 18 53,931 2 1,913	57,281 18 54,992 2 1,917	56,047 18 53,785 2 1,904	4,273,082 2,276 4,129,432 277 92,170 48,927	51,824 47,645 3,979 200	24,501 5 23,206 4 1,276	401,495 229 387,734 29 12,784 719	18,039	4,750,902 2,510 4,588,017 310 110,209	523	3,033	76,241 126,444 76,777 138,500 48,409 144,754	84,766 139,444 85,303 155,000 57,883 147,503	110,195 168,500 110,774 193,000 78,902	11.2% 10.3% 11.1% 11.9% 19.6%	33.4% 23.0% 33.2% 27.4% 43.4%
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	1,036 57,212 1,169 58,381	1,036 58,317 1,169 59,486	987 57,034 1,129 58,163	29,888 4,302,970 58,755 4,361,725	130 51,954 162 52,116	100 24,601 24,601	295 401,790 207 401,997	525 478,345 369 478,714	30,413 4,781,315 59,124 4,840,439	, . ,	59,124	30,282 75,446 52,042 74,991	30,814 83,833 52,368 83,222	36,937 108,927 52,368 107,829	1.8% 11.1% 0.7% 11.0%	21.0% 33.3% 33.3%

Defense Health Agency FY 2023 (\$ in Thousands)

FY 2023 (\$ in Thousands) Rates																
	а	<u>b</u>	<u>c</u>	d	e	f	g g	e + f + g h	d + h i	i	i+j k	d/c	i/c <u>m</u>	k/c n	h/d o	j/d p
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total	Comp & Benefits	% BC Variables	% BC Benefits
Direct Funded Personnel (includes OC 13)	59,243	59,715	56,993	4,383,823	51,129	49,881	606,890	707,900	5,091,723	1,530,429	6,622,152	76,919	89,339	116,192	16.1%	34.9%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts	57,219 18 54,930 2 1,917		54,698 18 52,490 2 1,890	4,286,337 2,546 4,141,536 190 95,879	50,701 45,036 5,465	49,660 5 47,284 4 2,357	593,850 233 586,859 29 6,010	694,211 238 679,179 33 13,832	4,980,548 2,784 4,820,715 223 109,711	1,508,731 561 1,454,199 79 39,343	6,489,279 3,345 6,274,914 302 149,054	78,364 141,444 78,901 95,000 50,730	91,055 154,667 91,841 111,500 58,048	118,638 185,833 119,545 151,000 78,865	16.2% 9.3% 16.4% 17.4% 14.4%	35.2% 22.0% 35.1% 41.6% 41.0%
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) 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	1,001 58,220 1,023 59,243	1,294 58,621 1,094 59,715	1,219 55,917 1,076 56,993	55,819 4,342,156 41,667 4,383,823	261 50,962 167 51,129	135 49,795 86 49,881	7,450 601,300 5,590 606,890	7,846 702,057 5,843 707,900	63,665 5,044,213 47,510 5,091,723	13,451 1,522,182 7,522 1,529,704 725 295 430	77,116 6,566,395 55,032 6,621,427 725 295	45,791 77,654 38,724 76,919	52,227 90,209 44,154 89,339	63,262 117,431 51,145 116,180	14.1% 16.2% 14.0% 16.1%	24.1% 35.1% 18.1% 34.9%
Reimbursable Funded Personnel (includes OC 13)	243	405	402	20,485	14	10	167	191	20,676	585	21,261	50,958	51,433	52,888	9.6%	29.4%
R1. US Direct Hire (USDH) R1a. Senior Executive Schedule	62	405	402	20,485	14	10	167	191	20,676	585	21,261	50,958	51,433	52,888	9.6%	29.4%
R1b. General Schedule R1c. Special Schedule R1d. Wage System R1e. Highly Qualified Experts R1f. Other	62	365 40	362 40	12,655 7,830	14	10	167	191	12,846 7,830	585	13,431 7,830	34,959 195,750	35,486 195,750	37,102 195,750	9.6%	29.4%
R2. Direct Hire Program Foreign Nationals (DHFN)	35	405	400	00.405	44	40	407	404	00.070	505	04.004	50.050	F4 400	50.000	0.00/	00.40/
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	97 146 243	405 405	402 402	20,485 20,485	14	10 10	167 167	191 191	20,676 20,676	585 585	21,261 21,261	50,958 50,958	51,433 51,433	52,888 52,888	9.6% 9.6%	29.4% 29.4%
Total Funded Personnel (includes OC 13)	59,486	60,120	57,395	4,404,308	51,143	49,891	607,057	708,091	5,112,399	1,531,014	6,643,413	76,737	89,074	115,749	16.1%	34.9%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	57,281 18 54,992 2 1,917		55,100 18 52,852 2 1,890	4,306,822 2,546 4,154,191 190 95,879 54,016	50,715 45,050 5,465 200	49,670 5 47,294 4 2,357	594,017 233 587,026 29 6,010	694,402 238 679,370 33 13,832	5,001,224 2,784 4,833,561 223 109,711 54,945	1,509,316 561 1,454,784 79 39,343	6,510,540 3,345 6,288,345 302 149,054 69,494	78,164 141,444 78,600 95,000 50,730 159,811	90,766 154,667 91,455 111,500 58,048 162,559	118,159 185,833 118,980 151,000 78,865 205,604	16.2% 9.3% 16.4% 17.4% 14.4%	35.2% 22.0% 35.1% 41.6% 41.0%
T2. Direct Hire Program Foreign Nationals (DHFN)	1,036	1,294	1,219	55,819	261	135	7,450	7,846	63,665	13,451	77,116	45,791	52,227	63,262	14.1%	24.1%
T3. Total Direct Hire 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	58,317 1,169 59,486	59,026 1,094 60,120	56,319 1,076 57,395	4,362,641 41,667 4,404,308	50,976 167 51,143	49,805 86 49,891	601,467 5,590 607,057	702,248 5,843 708,091	5,064,889 47,510 5,112,399	1,522,767 7,522 1,530,289 725 295 430	6,587,656 55,032 6,642,688 725 295	77,463 38,724 76,737	89,932 44,154 89,074	116,970 51,145 115,736	16.2% 14.0% 16.1%	35.1% 18.1% 34.9%

Defense Health Agency FY 2024 (\$ in Thousands)

					<u>(</u> \$ i	n Thousands	<u>s)</u>							Rates		
						_		e + f + g	d + h		i+j	d/c	i/c	k/c	h/d	j/d
	<u>a</u>	<u>b</u> End	<u>c</u>	<u>d</u> Basic	<u>e</u> Overtime	<u>f</u>	<u>g</u> Other	<u>h</u>	<u>i</u>	j Damasita	<u>k</u>	<u>l</u> Basia	<u>m</u>	<u>n</u>	<u>∘</u> % BC	<u>р</u> % ВС
	Begin Strength	Strength	FTEs	Comp	Pav	Holiday Pav	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC Variables	Benefits
												•				
<u>Direct Funded Personnel (includes OC 13)</u>	59,715	59,706	56,898	4,627,235	53,888	52,601	639,974	746,463	5,373,698	1,614,541	6,988,239	81,325	94,444	122,820	16.1%	34.9%
D1. US Direct Hire (USDH)	57,327	57,321	54,605	4,538,881	52,858	51,596	627,743	732,197	5,271,078	1,583,042	6,854,120	83,122	96,531	125,522	16.1%	34.9%
D1a. Senior Executive Schedule	18		18	2,214	54.004	25	307	332	2,546	799	3,345	123,000	141,444	185,833	15.0%	36.1%
D1b. General Schedule D1c. Special Schedule	55,107 2		52,397 2	4,396,973 200	51,231	49,980	608,097 28	709,308 32	5,106,281 232	1,533,474 70	6,639,755 302	83,917 100.000	97,454 116,000	126,720 151.000	16.1% 16.0%	34.9% 35.0%
D1d. Wage System	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	.,	.,	.,	,	.,	-,	,	,	,	- 1, 1 11	,	,	,	,		
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%
D3. Total Direct Hire	58,621	58,613	55,823	4,589,931	53,453	52,177	634,810	740,440	5,330,371	1,600,865	6,931,236	82,223	95,487	124,165	16.1%	34.9%
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%
Subtotal - Direct Funded (excludes OC 13) D5. Other Object Class 13 Benefits	59,715	59,706	56,898	4,627,235	53,888	52,601	639,974	746,463	5,373,698	1,613,889 652	6,987,587 652	81,325	94,444	122,809	16.1%	34.9%
D5a. USDH - Benefits for Former Employees										295	295					
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)										357	357					
D5d. Foreign National Separation Liability Accrual																
Reimbursable Funded Personnel (includes OC 13)	405	416	411	14,472	169	165	2,003	2,337	16,809	5,052	21,861	35,212	40,898	53,190	35.6%	76.9%
R1. US Direct Hire (USDH)	405	416	411	14,472	169	165	2,003	2,337	16,809	5,052	21,861	35,212	40,898	53,190	35.6%	76.9%
R1a. Senior Executive Schedule	205	070	074	0.044	400	405	4.070	4 400	40.700	0.000	40.050	04.000	00.000	07.005	40.40/	04.00/
R1b. General Schedule R1c. Special 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%
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)																
R3. Total Direct Hire	405	416	411	14,472	169	165	2,003	2,337	16,809	5,052	21,861	35,212	40,898	53,190	35.6%	76.9%
R4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Reimbursable Funded (excludes OC 13)	405	416	411	14.472	169	165	2.003	2.337	16.809	5.052	21.861	35.212	40.898	53.190	35.6%	76.9%
R5. Other Object Class 13 Benefits	403	410	711	17,712	103	100	2,000	2,557	10,003	3,032	21,001	33,212	40,030	33,130	33.070	70.570
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP) R5d. Foreign National Separation Liability Accrual																
,	00.400	00.400	F7 000	4 0 44 707	E 4 0 E 7	F0 700	044.077	740.000	5 000 50 7	4 040 500	7 040 400	00.004	04.000	400 004	40.00/	05.00/
Total Funded Personnel (includes OC 13)	60,120	60,122	57,309	4,641,707	54,057	52,766	641,977	748,800	5,390,507	1,619,593	7,010,100	80,994	94,060	122,321	16.2%	35.0%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule	57,732 18		55,016 18	4,553,353 2,214	53,027	51,761 25	629,746 307	734,534 332	5,287,887 2.546	1,588,094 799	6,875,981 3,345	82,764 123,000	96,115 141,444	124,981 185,833	16.2% 15.0%	34.9% 36.1%
T1b. General Schedule	55,472		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		16.1%	34.9%
T1c. Special Schedule	2	2	2	200	01,000	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	46.050	537	504	6 275	7 406	E2 400	46.070	60 566	126 240	150 040	20E 047	19.5%	42.1%
				46,052		524	6,375	7,436	53,488	16,078	69,566	136,249	158,249			
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	1,294 59.026	1,292 59.029	1,218 56.234	51,050 4.604.403	595 53.622	581 52.342	7,067 636.813	8,243 742.777	59,293 5.347.180	17,823 1.605.917	77,116 6.953.097	41,913 81.879	48,681 95.088	63,314 123.646	16.1% 16.2%	34.9% 34.9%
T4. Indirect Hire T4. Indirect Hire Foreign Nationals (IHFN)	1.094	1.093	1.075	37.304	435	52,342 424	5.164	6.023	43.327	1,605,917	56.351	81,879 34,701	40.304	52,420	16.2%	34.9% 34.9%
Subtotal - Total Funded (excludes OC 13)	60,120	60,122	57,309	4,641,707	54,057	52,766	641,977	748,800	5,390,507	1,618,941	7,009,448	80,994	94,060		16.2%	34.9%
T5. Other Object Class 13 Benefits										652	652					
T5a. USDH - Benefits for Former Employees										295	295					
T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP)										357	357					
T5d. Foreign National Separation Liability Accrual										001	551					

Defense Acquisition University FY 2022 (\$ in Thousands)

FY 2022 (\$ in Thousands) Rates																
					-	- III TIIOUSAIIU		e + f + g	d + h		i+j	d/c	i/c	k/c	h/d	j/d
	<u>a</u> Begin	<u>b</u> End	<u>c</u>	<u>d</u> Basic	<u>e</u> Overtime	<u>†</u> Holiday	g Other	<u>h</u> Total	<u>i</u> Comp	<u>į</u> Benefits	<u>k</u> Comp	<u>l</u> Basic	<u>m</u> Total	<u>n</u> Comp	<u>о</u> % ВС	<u>р</u> % ВС
	Strength	Strength	FTEs	Comp	Pay	Pay	O.C.11	Variables	0.C.11	O.C.12/13	& Benefits	Comp	Comp	& Benefits	Variables	Benefits
Direct Funded Personnel (includes OC 13)	158	122	21	811		0		0 0	811	163	974	38,619	38,619	46,381		20.1%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule	158	122	21	811		0		0 0	811	163	974	38,619	38,619	46,381		20.1%
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) D3. Total Direct Hire	158	122	21	811		0		0 0	811	163	974	38,619	38,619	46,381		20.1%
D4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Direct Funded (excludes OC 13)	158	122	21	811		0		0 0) 811	163	974	38,619	38,619	46,381		20.1%
D5. Other Object Class 13 Benefits	130	122	21	011		U		0 0	, 611	103	3/4	30,019	30,619	40,301		20.176
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)	158	122	21	811		0		0 0				38,619	38,619	•		20.1%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule	158	122	21	811		0		0 0	811	163	974	38,619	38,619	46,381		20.1%
T1b. General Schedule T1c. Special Schedule	158	122	21	811		0		0 0	811	163	974	38,619	38,619	46,381		20.1%
T1d. Wage System																
T1e. Highly Qualified Experts T1f. Other																
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	158	122	21	811		0		0 0) 811	163	974	38,619	38,619	46,381		20.1%
T4. Indirect Hire Foreign Nationals (IHFN)						_						ŕ	,			
Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits	158	122	21	811		0		0 0	811	163	974	38,619	38,619	46,381		20.1%
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

Defense Acquisition University FY 2023 (\$ in Thousands)

FY 2023 (\$ in Thousands) Rates																
	<u>a</u> Begin Strength	<u>b</u> End Strength	<u>c</u> FTEs	<u>d</u> Basic Comp	e Overtime Pay	<u>f</u> Holiday Pay	g Other O.C.11	e + f + g <u>h</u> Total Variables	d + h <u>i</u> Comp O.C.11	į Benefits O.C.12/13	i + j <u>k</u> Comp & Benefits	d/c <u>I</u> Basic Comp	i/c <u>m</u> Total Comp	k/c n Comp & Benefits	h/d <u>o</u> % BC Variables	j/d <u>p</u> % BC Benefits
Direct Funded Personnel (includes OC 13)	122	200	36	1,444	0	2		0 2	1,446	300	1,746	40,111	40,167	48,500	0.1%	20.8%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule	122	200	36	1,444		2		0 2	.,		,	40,111	40,167	48,500	0.1%	20.8%
D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	122	200	36	1,444	0	2		0 2	1,446	300	1,746	40,111	40,167	48,500	0.1%	20.8%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	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) 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	122	200	36	1,444	0	2		0 2	1,446	300	1,746	40,111	40,167	48,500	0.1%	20.8%
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)	122	200	36	1,444	0	2		0 2	1,446	300	1,746	40,111	40,167	48,500	0.1%	20.8%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule	122	200	36	1,444		2		0 2	,		,	40,111	40,167	48,500	0.1%	20.8%
T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	122	200	36	1,444	0	2		0 2	1,446	300	1,746	40,111	40,167	48,500	0.1%	20.8%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	122	200	36	1,444	0	2		0 2	1,446	300	1,746	40,111	40,167	48,500	0.1%	20.8%
T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits T5a. USDH - Benefits for Former Employees	122	200	36	1,444	0	2		0 2	1,446	300	1,746	40,111	40,167	48,500	0.1%	20.8%
T5b. DHFN - Benefits for Former Employees T5c. Voluntary Separation Incentive Pay (VSIP) T5d. Foreign National Separation Liability Accrual																

Defense Acquisition University FY 2024 (\$ in Thousands)

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	_	h	_	d	_		~	e+f+g	d + h		i+j	d/c	i/c m		h/d o	j/d p
	<u>a</u> Begin	<u>b</u> End	<u>c</u>	<u>d</u> Basic	<u>e</u> Overtime	Holiday	<u>g</u> Other	<u>h</u> Total	Comp	Benefits	<u>k</u> Comp	Basic	Total	<u>n</u> Comp	% BC	% BC
	Strength	Strength	FTEs	Comp	Pay	Pay	O.C.11	Variables	0.C.11		& Benefits	Comp			Variables	Benefits
Direct Funded Personnel (includes OC 13)	200	205	41	2,365		4	26	30	2,395	587	2,982	57,683	58,415	72,732	1.3%	24.8%
D1. US Direct Hire (USDH) D1a. Senior Executive Schedule	200	205	41	2,365		4	26	30	2,395	587	2,982	57,683	58,415	72,732	1.3%	24.8%
D1b. General Schedule D1c. Special Schedule D1d. Wage System D1e. Highly Qualified Experts D1f. Other	200	200 5	36 5	1,498 867		2 2			1,500 895			41,611 173,400	41,667 179,000	50,306 234,200	0.1% 3.2%	20.8% 31.8%
D2. Direct Hire Program Foreign Nationals (DHFN) D3. Total Direct Hire	200	205	41	2,365		4	. 26	30	2,395	587	2,982	57,683	58,415	72,732	1.3%	24.8%
D4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Direct Funded (excludes OC 13)	200	205	41	2,365		4	26	30	2,395	587	2,982	57,683	58,415	72,732	1.3%	24.8%
D5. Other Object Class 13 Benefits D5a. USDH - Benefits for Former Employees D5b. DHFN - Benefits for Former Employees D5c. Voluntary Separation Incentive Pay (VSIP) D5d. Foreign National Separation Liability Accrual				ŕ					ŕ		ŕ	·	ŕ	ŕ		
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)	200	205	41	2,365		4	26	30	2,395	587	2,982	57,683	58,415	72,732	1.3%	24.8%
T1. US Direct Hire (USDH) T1a. Senior Executive Schedule	200	205	41	2,365		4	26	30	2,395	587	2,982	57,683	58,415	72,732	1.3%	24.8%
T1b. General Schedule T1c. Special Schedule T1d. Wage System T1e. Highly Qualified Experts T1f. Other	200	200 5	36 5	1,498 867		2 2	26		1,500 895			41,611 173,400	41,667 179,000	50,306 234,200	0.1% 3.2%	20.8% 31.8%
T2. Direct Hire Program Foreign Nationals (DHFN) T3. Total Direct Hire	200	205	41	2,365		4	26	30	2,395	587	2,982	57,683	58,415	72,732	1.3%	24.8%
T4. Indirect Hire Foreign Nationals (IHFN) Subtotal - Total Funded (excludes OC 13) T5. Other Object Class 13 Benefits	200	205	41	2,365		4	26	30	2,395	587	2,982	57,683	58,415	72,732	1.3%	24.8%

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