

DEPARTMENT OF THE AIR FORCE  
CIVILIAN PERSONNEL COSTS  
FY 2005 PRESIDENT'S BUDGET  
FY 2003  
(\$ in thousands)

Date: FEBRUARY 2004

	Begin Strength	End Strength	FTV	Full-Time Equivalent (FTE)		Basic Compensation	Overtime PAY	Holiday PAY	Other O.C.I.I	Total Variable	Total			
				Workyears	FTE						O.C.I.I	O.C.I.I	O.C.I.I	Benefits
1. Direct Hire Civilian:														
a. U. S. Employees:														
(1) Classified and Administrative														
(a) General Executive Schedule	170	170	170	170	170	21,869	0	0	465	465	22,314	5,941	0	28,255
(b) General Schedule	102,360	103,115	93,406	103,867	94,052	5,517,391	50,073	3,673	250,188	303,914	5,821,325	1,514,838	0	7,336,163
(c) Special Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Subtotal	102,530	103,285	93,576	104,037	94,222	5,539,240	50,073	3,673	250,653	304,399	5,843,639	1,520,779	0	7,364,418
(Rate)						\$ 53,243				\$ 5.58	\$ 56,169	\$ 27.58		\$ 70,787
(2) Wage System	48,880	45,550	42,416	46,766	43,517	2,066,280	44,399	4,554	116,018	164,971	2,233,251	613,571	0	2,846,822
(Rate)						\$ 48,226				\$ 8.08	\$ 47,754	\$ 29.78		\$ 60,874
(3) Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Subtotal United States	151,410	148,835	135,992	150,803	137,739	7,607,520	94,472	8,227	366,671	469,370	8,076,880	2,134,350	0	10,211,240
(Rate)						\$ 50,447				\$ 6.28	\$ 53,559	\$ 28.18		\$ 67,712
b. Direct Hire Foreign Nationals	2,100	2,079	0	2,277	0	48,671	1,385	842	5,250	7,477	56,148	10,415	0	66,563
(Rate)						\$ 21,375				\$ 15.48	\$ 24,659	\$ 21.48		\$ 29,233
c. Total Direct Hire	153,510	150,914	135,992	153,080	137,739	7,656,191	95,857	9,069	371,921	476,847	8,133,038	2,144,765	0	10,277,803
(Rate)						\$ 50,014				\$ 6.28	\$ 53,129	\$ 28.08		\$ 67,140
2. Indirect Hire Foreign Nationals														
(Rate)	6,286	6,167	0	6,337	0	249,233	0	0	250	250	249,483	687	0	250,170
						\$ 39,330				\$ 0.18		\$ 0.38		\$ 39,478
3. Foreign National Separation Liability														
Accrual														
a. Direct Hire Foreign Nationals	0	0	0	0	0	0	0	0	0	0	0	0	0	2,950
b. Indirect Hire Foreign Nationals	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4. Benefits for Former Employees (OC-11):														
a. Foreign National Direct Hire														
b. U.S. Direct Hire	0	0	0	0	0	0	0	0	0	0	0	0	0	11,269
c. Voluntary Separation Pay	0	0	0	0	0	0	0	0	0	0	0	0	0	30,536
d. VERA / VEIP Tax	0	0	0	0	0	0	0	0	0	0	0	0	0	0
e. Percent Early Retirement	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5. TOTAL CIVILIAN PERSONNEL														
(Rate)	159,806	157,081	135,992	159,417	137,739	7,905,424	95,857	9,069	372,171	477,097	8,382,521	2,145,452	44,755	10,572,728
						\$ 49,590				\$ 6.08	\$ 52,582	\$ 27.18		\$ 66,321
6. Reimbursable Data														
a. U.S. Direct Hires														
b. Foreign National Direct Hires	41,550	42,605	39,394	42,210	39,027	2,112,520	38,203	3,624	157,586	199,413	2,311,933	553,911	0	2,865,856
(Rate)	712	680	0	773	0	15,424	477	290	1,711	2,478	17,902	3,504	0	21,406
c. Total Direct Hires	42,262	43,285	39,394	42,983	39,027	2,127,944	38,680	3,914	159,297	201,891	2,329,835	557,415	0	2,887,262
d. Indirect Hire Foreign Nationals	4,509	4,477	0	4,458	0	173,706	0	0	250	250	173,956	687	0	174,643
e. TOTAL REIMBURSABLE FUNDING	46,771	47,762	39,394	47,441	39,027	2,301,650	38,680	3,914	159,547	202,141	2,503,791	558,102	0	3,061,905
7. DIRECT FUNDED CIVILIAN PERSONNEL														
(Rate)	113,035	109,319	96,598	111,976	98,712	5,603,774	57,177	5,155	212,624	274,956	5,878,730	1,587,350	44,755	7,510,823
						\$ 50,044				\$ 4.98	\$ 52,500	\$ 28.38		\$ 67,075

The direct and reimbursable air on this exhibit reflects the most accurate information available, but due to database time constraints is disconnected with the official full-time equivalents submitted in the Budget of the United States Government, Fiscal Year 2005 - Appendix.

DEPARTMENT OF THE AIR FORCE  
CIVILIAN PERSONNEL COSTS  
FY 2005 PRESIDENT'S BUDGET  
FY 2004  
(\$ In Thousands)

Date: FEBRUARY 2004

	Begin Fiscal Year	End Fiscal Year	Full-Time Equivalent (FTE) Workyears	Basic Compensation	Overtime PAY	Holiday PAY	Other O.C.I.I.	Total Variable	Total Compensation O.C.I.I.	Benefits O.C.I.I.	Benefits O.C.I.I.	Compensation & Benefits
1. Direct Hire Civilian:												
a. U. S. Employees:												
(1) Classified and Administrative												
(a) Senior Executive Schedule	170	170	170	22,706	0	0	484	484	23,190	6,786	0	29,976
(b) General Schedule	103,115	103,455	93,736	5,606,859	50,509	3,716	258,884	313,109	5,919,968	1,653,153	0	7,573,121
(c) Special Schedule	0	0	0	0	0	0	0	0	0	0	0	0
Subtotal	103,285	103,625	93,906	5,629,565	50,509	3,716	259,368	313,593	5,943,158	1,659,939	0	7,603,097
(Rate)				\$ 55,501				\$ 5,66	\$ 58,593	\$ 29,54		\$ 74,958
(2) Wage System	45,550	47,235	44,001	2,292,380	48,537	5,187	70,557	124,281	2,416,661	755,563	0	3,172,224
(Rate)				\$ 45,870				\$ 5,48	\$ 48,356	\$ 33,08		\$ 63,475
(3) Other								0	0	0	0	0
Subtotal United States	148,835	150,860	137,907	7,921,945	99,046	8,903	329,925	437,874	8,359,819	2,415,502	0	10,775,321
(Rate)				\$ 52,322				\$ 5,58	\$ 55,214	\$ 30,58		\$ 71,167
b. Direct Hire Foreign Nationals	2,079	2,093	0	49,006	1,385	842	5,244	7,471	56,477	5,228	0	61,705
(Rate)				\$ 23,403				\$ 15,28	\$ 26,971	\$ 10,74		\$ 29,468
c. Total Direct Hire	150,914	152,973	137,907	7,970,951	100,431	9,745	335,169	445,345	8,416,296	2,420,730	0	10,837,026
(Rate)				\$ 54,969				\$ 5,64	\$ 54,829	\$ 28,04		\$ 70,959
2. Indirect Hire Foreign Nationals	6,167	6,160	0	229,632	0	0	203	203	229,835	624	0	230,459
(Rate)				\$ 37,248				\$ 0,18		\$ 0,34		\$ 37,382
3. Foreign National Separation Liability												
Accrual												
a. Direct Hire Foreign Nationals	0	0	0	0	0	0	0	0	0	0	3,249	3,249
b. Indirect Hire Foreign Nationals	0	0	0	0	0	0	0	0	0	0	0	0
4. Benefits for Former Employees(OC-13):												
a. Foreign National Direct Hire	0	0	0	0	0	0	0	0	0	0	0	0
b. U.S. Direct Hire	0	0	0	0	0	0	0	0	0	0	15,035	15,035
c. Voluntary Separation Pay	0	0	0	0	0	0	0	0	0	0	40,418	40,418
d. VERA / VVIP Tax	0	0	0	0	0	0	0	0	0	0	0	0
e. Percent Early Retirement	0	0	0	0	0	0	0	0	0	0	0	0
5. TOTAL CIVILIAN PERSONNEL	157,081	159,133	137,907	159,667	138,418	9,745	335,372	445,548	8,646,131	2,424,603	55,453	11,126,187
(Rate)				\$ 51,361				\$ 5,48	\$ 54,151	\$ 29,64		\$ 69,684
6. Reimbursable Data												
a. U.S. Direct Hires	39,720	42,508	39,231	43,547	40,202	3,984	121,923	167,378	2,496,814	725,081	0	3,221,907
b. Foreign National Direct Hires	626	195	0	195	0	179	583	871	5,981	937	0	6,918
c. Total Direct Hires	40,346	42,703	39,231	43,742	40,202	4,163	122,506	168,249	2,502,795	726,018	0	3,228,825
d. Indirect Hire Foreign Nationals	4,116	4,185	0	4,185	0	0	203	203	154,308	624	0	154,932
e. TOTAL REIMBURSABLE FUNDING	44,462	46,888	39,231	47,927	40,202	4,163	122,709	168,452	2,657,103	726,642	0	3,383,757
7. DIRECT FUNDED CIVILIAN PERSONNEL	112,589	112,245	99,676	111,740	98,216	5,652	212,663	277,096	5,989,028	1,697,961	55,453	7,742,430
(Rate)				\$ 51,118				\$ 4,98	\$ 53,598	\$ 29,78		\$ 69,290

The direct and reimbursable mix on this exhibit reflects the most accurate information available, but due to database time constraints is disconnected with the official full-time equivalents submitted in the Budget of the United States Government, Fiscal Year 2005 - Appendix.

DEPARTMENT OF THE AIR FORCE  
CIVILIAN PERSONNEL COSTS  
FY 2005 PRESIDENT'S BUDGET  
(\$ in thousands)

Date: FEBRUARY 2004

	Begin Amount	End Amount	Full-Time Equivalent Positions	Basic Compensation	Overtime Pay	Holiday Pay	Other O.C.I.I	Total Variable	Total O.C.I.I	Benefits O.C.I.I	Benefits O.C.I.I	Compensation E. Benefits
1. Direct Hire Civilian:												
a. U. S. Employees:												
(1) Classified and Administrative	170	170	170	23,143	0	0	496	496	23,639	7,055	0	30,694
(a) Senior Executive Schedule	103,455	105,126	103,884	5,851,685	53,018	3,881	267,905	324,804	6,176,489	1,748,111	0	7,924,600
(b) General Schedule	0	0	0	0	0	0	0	0	0	0	0	0
(c) Special Schedule	103,625	105,296	104,054	5,874,828	53,018	3,881	268,401	325,300	6,200,128	1,755,166	0	7,955,294
Subtotal (Rate)	47,255	47,315	46,060	56,459	48,502	5,199	113,446	167,147	2,524,979	737,715	31.38	3,262,694
(2) Wage System	0	0	0	46,484	0	0	0	7.18	49,779	0	0	64,322
(Rate)	0	0	0	0	0	0	0	0	0	0	0	0
(3) Other	0	0	0	0	0	0	0	0	0	0	0	0
Subtotal (Rate)	150,880	152,611	139,449	154,778	141,304	101,520	381,847	492,447	8,725,107	2,492,881	0	11,217,988
(Rate)	2,093	2,093	0	53,190	1,252	761	5,571	6.08	56,372	30.38	0	72,478
b. Direct Hire Foreign Nationals	152,973	154,704	139,449	50,138	0	0	7,584	7,584	57,722	5,538	0	63,260
(Rate)	0	0	0	23,955	0	0	27,579	15.18	27,579	11.08	0	30,225
c. Total Direct Hire	6,160	6,156	0	237,373	0	0	197	197	237,570	661	0	238,231
(Rate)	0	0	0	38,597	0	0	0.18	0.18	38,777	0.38	0	39,155
2. Indirect Hire Foreign Nationals												
3. Foreign National Separation Liability												
Accrual												
a. Direct Hire Foreign Nationals	0	0	0	0	0	0	0	0	0	0	0	0
b. Indirect Hire Foreign Nationals	0	0	0	0	0	0	0	0	0	0	0	0
4. Benefits for Former Employees(Oc-13):												
a. Foreign National Direct Hire	0	0	0	0	0	0	0	0	0	0	0	0
b. U.S. Direct Hire	0	0	0	0	0	0	0	0	0	0	0	0
c. Voluntary Separation Pay	0	0	0	0	0	0	0	0	0	0	0	0
d. VERA / VERA Tax	0	0	0	0	0	0	0	0	0	0	0	0
e. Percent Early Retirement	0	0	0	0	0	0	0	0	0	0	0	0
5. TOTAL CIVILIAN PERSONNEL												
(Rate)	159,133	160,860	139,449	163,021	141,304	102,772	387,615	500,228	9,020,399	2,502,575	62,074	11,585,048
				\$ 52,264			\$ 5.98		\$ 55,333	\$ 29.48		\$ 71,065
6. Reimbursable Base												
a. U.S. Direct Hires	41,776	40,620	37,613	41,491	38,318	3,728	155,935	198,481	2,398,760	656,775	0	3,055,547
b. Foreign National Direct Hires	195	658	0	658	340	207	1,994	2,541	19,149	2,080	0	21,229
c. Total Direct Hires	41,971	41,278	37,613	42,149	38,658	3,935	157,929	201,022	2,417,909	658,855	0	3,076,776
d. Indirect Hire Foreign Nationals	4,185	3,504	0	3,504	0	0	197	197	133,074	661	0	133,735
e. TOTAL REIMBURSABLE FUNDING	46,156	44,782	37,613	45,653	38,318	3,935	158,126	201,219	2,550,983	659,516	0	3,210,511
7. DIRECT FUNDED CIVILIAN PERSONNEL												
(Rate)	112,977	116,078	101,836	117,368	102,986	63,614	229,489	299,009	6,469,416	1,843,059	62,074	8,374,537
							\$ 52,573		\$ 4.88	\$ 55,121		\$ 71,353

The direct and reimbursable air on this exhibit reflects the most accurate information available, but due to database time constraints is disconnected with the official full-time equivalents submitted in the Budget of the United States Government, Fiscal Year 2005 - Appendix.