

Office of the Secretary of Defense
Fiscal Year (FY) 2020 President's Budget

Volume II - Defense-Wide Data Book

Defense-Wide Civilian Personnel Costs

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Office of the Secretary of Defense
Fiscal Year (FY) 2020 President's Budget

Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide												Date: March 2019				
	Defense Media Activity (FY 2018) (\$ in Thousands)											Rates				
	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	k/c	h/d	j/d
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	h Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC
Direct Funded Personnel (includes OC 13)	684	584	662	53,450	767	195	1,429	2,391	55,841	16,939	72,780	\$80,740	\$84,352	\$109,940	4.5%	31.7%
D1. US Direct Hire (USDH)	606	530	608	51,486	767	195	1,429	2,391	53,877	16,939	70,816	\$84,681	\$88,613	\$116,474	4.6%	32.9%
D1a. Senior Executive Schedule	1	-	-	74	-	-	-	-	74	16	90	-	-	-	0.0%	21.6%
D1b. General Schedule	600	528	605	51,223	762	195	1,425	2,382	53,605	16,854	70,459	\$84,666	\$88,603	\$116,461	4.7%	32.9%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	5	2	3	189	5	-	4	9	198	69	267	\$63,000	\$66,000	\$89,000	4.8%	36.5%
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	33	24	24	533	-	-	-	-	533	-	533	\$22,208	\$22,208	\$22,208	0.0%	0.0%
D3. Total Direct Hire	639	554	632	52,019	767	195	1,429	2,391	54,410	16,939	71,349	\$82,509	\$86,092	\$112,894	4.6%	32.6%
D4. Indirect Hire Foreign Nationals (IHFN)	45	30	30	1,431	-	-	-	-	1,431	-	1,431	\$47,700	\$47,700	\$47,700	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	684	584	662	53,450	767	195	1,429	2,391	55,841	16,939	72,780	\$80,740	\$84,352	\$109,940	4.5%	31.7%
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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 Personnel (includes OC 13)	684	584	662	53,450	767	195	1,429	2,391	55,841	16,939	72,780	\$80,740	\$84,352	\$109,940	4.5%	31.7%
T1. US Direct Hire (USDH)	606	530	608	51,486	767	195	1,429	2,391	53,877	16,939	70,816	\$84,681	\$88,613	\$116,474	4.6%	32.9%
T1a. Senior Executive Schedule	1	0	0	74	0	0	0	0	74	16	90	-	-	-	0.0%	21.6%
T1b. General Schedule	600	528	605	51,223	762	195	1,425	2,382	53,605	16,854	70,459	\$84,666	\$88,603	\$116,461	4.7%	32.9%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	5	2	3	189	5	0	4	9	198	69	267	\$63,000	\$66,000	\$89,000	4.8%	36.5%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	33	24	24	533	0	0	0	0	533	0	533	\$22,208	\$22,208	\$22,208	0.0%	0.0%
T3. Total Direct Hire	639	554	632	52,019	767	195	1,429	2,391	54,410	16,939	71,349	\$82,509	\$86,092	\$112,894	4.6%	32.6%
T4. Indirect Hire Foreign Nationals (IHFN)	45	30	30	1,431	0	0	0	0	1,431	0	1,431	\$47,700	\$47,700	\$47,700	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	684	584	662	53,450	767	195	1,429	2,391	55,841	16,939	72,780	\$80,740	\$84,352	\$109,940	4.5%	31.7%
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees										0	0					
T5b. DHFN - Benefits for Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability Accrual										0	0					

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Operation and Maintenance, Defense-Wide													Date: March 2019				
	Defense Media Activity (FY 2019) (\$ in Thousands)												Rates				
	a	b	c	d	e	f	g	h	i	j	k	d/c	i/c	k/c	h/d	j/d	
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC	
Direct Funded Personnel (includes OC 13)	680	606	606	55,488	376	16	681	1,073	56,561	16,802	73,363	\$91,564	\$93,335	\$121,061	1.9%	30.3%	
D1. US Direct Hire (USDH)	616	542	542	53,313	376	16	681	1,073	54,386	16,802	71,188	\$98,363	\$100,343	\$131,343	2.0%	31.5%	
D1a. Senior Executive Schedule	1	1	1	167	-	-	-	-	167	41	208	\$167,000	\$167,000	\$208,000	0.0%	24.6%	
D1b. General Schedule	610	536	536	52,905	376	16	680	1,072	53,977	16,672	70,649	\$98,703	\$100,703	\$131,808	2.0%	31.5%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	5	5	5	241	-	-	1	1	242	89	331	\$48,200	\$48,400	\$66,200	0.4%	36.9%	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	27	27	27	625	-	-	-	-	625	-	625	\$23,148	\$23,148	\$23,148	0.0%	0.0%	
D3. Total Direct Hire	643	569	569	53,938	376	16	681	1,073	55,011	16,802	71,813	\$94,794	\$96,680	\$126,209	2.0%	31.2%	
D4. Indirect Hire Foreign Nationals (IHFN)	37	37	37	1,550	-	-	-	-	1,550	-	1,550	\$41,892	\$41,892	\$41,892	0.0%	0.0%	
Subtotal - Direct Funded (excludes OC 13)	680	606	606	55,488	376	16	681	1,073	56,561	16,802	73,363	\$91,564	\$93,335	\$121,061	1.9%	30.3%	
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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 Personnel (includes OC 13)	680	606	606	55,488	376	16	681	1,073	56,561	16,802	73,363	\$91,564	\$93,335	\$121,061	1.9%	30.3%	
T1. US Direct Hire (USDH)	616	542	542	53,313	376	16	681	1,073	54,386	16,802	71,188	\$98,363	\$100,343	\$131,343	2.0%	31.5%	
T1a. Senior Executive Schedule	1	1	1	167	0	0	0	0	167	41	208	\$167,000	\$167,000	\$208,000	0.0%	24.6%	
T1b. General Schedule	610	536	536	52,905	376	16	680	1,072	53,977	16,672	70,649	\$98,703	\$100,703	\$131,808	2.0%	31.5%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	5	5	5	241	0	0	1	1	242	89	331	\$48,200	\$48,400	\$66,200	0.4%	36.9%	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	27	27	27	625	0	0	0	0	625	0	625	\$23,148	\$23,148	\$23,148	0.0%	0.0%	
T3. Total Direct Hire	643	569	569	53,938	376	16	681	1,073	55,011	16,802	71,813	\$94,794	\$96,680	\$126,209	2.0%	31.2%	
T4. Indirect Hire Foreign Nationals (IHFN)	37	37	37	1,550	0	0	0	0	1,550	0	1,550	\$41,892	\$41,892	\$41,892	0.0%	0.0%	
Subtotal - Total Funded (excludes OC 13)	680	606	606	55,488	376	16	681	1,073	56,561	16,802	73,363	\$91,564	\$93,335	\$121,061	1.9%	30.3%	
T5. Other Object Class 13 Benefits																	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	

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	Defense Media Activity (FY 2020) (\$ in Thousands)																
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC	j/d p % BC	Benefits
Direct Funded Personnel (includes OC 13)	606	580	580	52,024	390	16	544	950	52,974	16,744	69,718	\$89,697	\$91,334	\$120,203	1.8%	32.2%	
D1. US Direct Hire (USDH)	542	510	510	49,805	390	16	544	950	50,755	16,744	67,499	\$97,637	\$99,520	\$132,351	1.9%	33.6%	
D1a. Senior Executive Schedule	1	1	1	170	-	-	-	-	170	42	212	\$170,000	\$170,000	\$212,000	0.0%	24.7%	
D1b. General Schedule	536	504	504	49,389	390	16	543	949	50,338	16,611	66,949	\$97,994	\$99,877	\$132,835	1.9%	33.6%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	5	5	5	246	-	-	1	1	247	91	338	\$49,200	\$49,400	\$67,600	0.4%	37.0%	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	27	30	30	638	-	-	-	-	638	-	638	\$21,267	\$21,267	\$21,267	0.0%	0.0%	
D3. Total Direct Hire	569	540	540	50,443	390	16	544	950	51,393	16,744	68,137	\$93,413	\$95,172	\$126,180	1.9%	33.2%	
D4. Indirect Hire Foreign Nationals (IHFN)	37	40	40	1,581	-	-	-	-	1,581	-	1,581	\$39,525	\$39,525	\$39,525	0.0%	0.0%	
Subtotal - Direct Funded (excludes OC 13)	606	580	580	52,024	390	16	544	950	52,974	16,744	69,718	\$89,697	\$91,334	\$120,203	1.8%	32.2%	
D5. Other Object Class 13 Benefits																	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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 Personnel (includes OC 13)	606	580	580	52,024	390	16	544	950	52,974	16,744	69,718	\$89,697	\$91,334	\$120,203	1.8%	32.2%	
T1. US Direct Hire (USDH)	542	510	510	49,805	390	16	544	950	50,755	16,744	67,499	\$97,637	\$99,520	\$132,351	1.9%	33.6%	
T1a. Senior Executive Schedule	1	1	1	170	0	0	0	0	170	42	212	\$170,000	\$170,000	\$212,000	0.0%	24.7%	
T1b. General Schedule	536	504	504	49,389	390	16	543	949	50,338	16,611	66,949	\$97,994	\$99,877	\$132,835	1.9%	33.6%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T1d. Wage System	5	5	5	246	0	0	1	1	247	91	338	\$49,200	\$49,400	\$67,600	0.4%	37.0%	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	27	30	30	638	0	0	0	0	638	0	638	\$21,267	\$21,267	\$21,267	0.0%	0.0%	
T3. Total Direct Hire	569	540	540	50,443	390	16	544	950	51,393	16,744	68,137	\$93,413	\$95,172	\$126,180	1.9%	33.2%	
T4. Indirect Hire Foreign Nationals (IHFN)	37	40	40	1,581	0	0	0	0	1,581	0	1,581	\$39,525	\$39,525	\$39,525	0.0%	0.0%	
Subtotal - Total Funded (excludes OC 13)	606	580	580	52,024	390	16	544	950	52,974	16,744	69,718	\$89,697	\$91,334	\$120,203	1.8%	32.2%	
T5. Other Object Class 13 Benefits																	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	0	0	0	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	0	0	0	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	0	0	0	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	0	0	0	-	-	-

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Operation and Maintenance, Defense-Wide												Date: March 2019				
Defense Acquisition University (FY 2018) (\$ in Thousands)																
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
Direct Funded Personnel (includes OC 13)	663	671	597	78,239	34	13	1,772	1,819	80,058	22,145	102,203	\$131,054	\$134,101	\$171,194	2.3%	28.3%
D1. US Direct Hire (USDH)	663	671	597	78,239	34	13	1,772	1,819	80,058	22,145	102,203	\$131,054	\$134,101	\$171,194	2.3%	28.3%
D1a. Senior Executive Schedule	1	1	1	185	-	-	14	14	199	60	259	\$185,000	\$199,000	\$259,000	7.6%	32.4%
D1b. General Schedule	160	169	166	15,849	6	4	313	323	16,172	5,457	21,629	\$95,476	\$97,422	\$130,295	2.0%	34.4%
D1c. Special Schedule	500	501	430	62,205	28	9	1,445	1,482	63,687	16,628	80,315	\$144,663	\$148,109	\$186,779	2.4%	26.7%
D1d. Wage System	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	663	671	597	78,239	34	13	1,772	1,819	80,058	22,145	102,203	\$131,054	\$134,101	\$171,194	2.3%	28.3%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	663	671	597	78,239	34	13	1,772	1,819	80,058	22,145	102,203	\$131,054	\$134,101	\$171,194	2.3%	28.3%
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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 Personnel (includes OC 13)	663	671	597	78,239	34	13	1,772	1,819	80,058	22,145	102,203	\$131,054	\$134,101	\$171,194	2.3%	28.3%
T1. US Direct Hire (USDH)	663	671	597	78,239	34	13	1,772	1,819	80,058	22,145	102,203	\$131,054	\$134,101	\$171,194	2.3%	28.3%
T1a. Senior Executive Schedule	1	1	1	185	0	0	14	14	199	60	259	\$185,000	\$199,000	\$259,000	7.6%	32.4%
T1b. General Schedule	160	169	166	15,849	6	4	313	323	16,172	5,457	21,629	\$95,476	\$97,422	\$130,295	2.0%	34.4%
T1c. Special Schedule	500	501	430	62,205	28	9	1,445	1,482	63,687	16,628	80,315	\$144,663	\$148,109	\$186,779	2.4%	26.7%
T1d. Wage System	2	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	663	671	597	78,239	34	13	1,772	1,819	80,058	22,145	102,203	\$131,054	\$134,101	\$171,194	2.3%	28.3%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	663	671	597	78,239	34	13	1,772	1,819	80,058	22,145	102,203	\$131,054	\$134,101	\$171,194	2.3%	28.3%
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Operation and Maintenance, Defense-Wide													Date: March 2019				
Defense Acquisition University (FY 2019) (\$ in Thousands)																	
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC	j/d p % BC	
Direct Funded Personnel (includes OC 13)	671	693	642	84,227	52	3	1,714	1,769	85,996	25,344	111,340	\$131,195	\$133,950	\$175,427	2.1%	30.1%	
D1. US Direct Hire (USDH)	671	693	642	84,227	52	3	1,714	1,769	85,996	25,344	111,340	\$131,195	\$133,950	\$175,427	2.1%	30.1%	
D1a. Senior Executive Schedule	1	1	1	197	-	-	20	20	217	63	280	\$197,000	\$217,000	\$280,000	10.2%	32.0%	
D1b. General Schedule	169	169	159	15,287	27	-	460	487	15,774	5,377	21,151	\$96,145	\$99,208	\$133,025	3.2%	35.2%	
D1c. Special Schedule	501	523	482	68,743	25	3	1,234	1,262	70,005	19,904	89,909	\$142,620	\$145,239	\$186,533	1.8%	29.0%	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire	671	693	642	84,227	52	3	1,714	1,769	85,996	25,344	111,340	\$131,195	\$133,950	\$175,427	2.1%	30.1%	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Direct Funded (excludes OC 13)	671	693	642	84,227	52	3	1,714	1,769	85,996	25,344	111,340	\$131,195	\$133,950	\$175,427	2.1%	30.1%	
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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 Personnel (includes OC 13)	671	693	642	84,227	52	3	1,714	1,769	85,996	25,344	111,340	\$131,195	\$133,950	\$175,427	2.1%	30.1%	
T1. US Direct Hire (USDH)	671	693	642	84,227	52	3	1,714	1,769	85,996	25,344	111,340	\$131,195	\$133,950	\$175,427	2.1%	30.1%	
T1a. Senior Executive Schedule	1	1	1	197	0	0	20	20	217	63	280	\$197,000	\$217,000	\$280,000	10.2%	32.0%	
T1b. General Schedule	169	169	159	15,287	27	0	460	487	15,774	5,377	21,151	\$96,145	\$99,208	\$133,025	3.2%	35.2%	
T1c. Special Schedule	501	523	482	68,743	25	3	1,234	1,262	70,005	19,904	89,909	\$142,620	\$145,239	\$186,533	1.8%	29.0%	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T3. Total Direct Hire	671	693	642	84,227	52	3	1,714	1,769	85,996	25,344	111,340	\$131,195	\$133,950	\$175,427	2.1%	30.1%	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
Subtotal - Total Funded (excludes OC 13)	671	693	642	84,227	52	3	1,714	1,769	85,996	25,344	111,340	\$131,195	\$133,950	\$175,427	2.1%	30.1%	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0	

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Defense Acquisition University (FY 2020) (\$ in Thousands)																	
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC	j/d p % BC	
Direct Funded Personnel (includes OC 13)	693	705	640	84,453	52	3	1,704	1,759	86,212	25,172	111,384	\$131,958	\$134,706	\$174,038	2.1%	29.8%	
D1. US Direct Hire (USDH)	693	705	640	84,453	52	3	1,704	1,759	86,212	25,172	111,384	\$131,958	\$134,706	\$174,038	2.1%	29.8%	
D1a. Senior Executive Schedule	1	1	1	197	-	-	20	20	217	64	281	\$197,000	\$217,000	\$281,000	10.2%	32.5%	
D1b. General Schedule	169	163	148	14,229	27	-	426	453	14,682	4,882	19,564	\$96,142	\$99,203	\$132,189	3.2%	34.3%	
D1c. Special Schedule	523	541	491	70,027	25	3	1,258	1,286	71,313	20,226	91,539	\$142,621	\$145,240	\$186,434	1.8%	28.9%	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire	693	705	640	84,453	52	3	1,704	1,759	86,212	25,172	111,384	\$131,958	\$134,706	\$174,038	2.1%	29.8%	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Direct Funded (excludes OC 13)	693	705	640	84,453	52	3	1,704	1,759	86,212	25,172	111,384	\$131,958	\$134,706	\$174,038	2.1%	29.8%	
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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 Personnel (includes OC 13)	693	705	640	84,453	52	3	1,704	1,759	86,212	25,172	111,384	\$131,958	\$134,706	\$174,038	2.1%	29.8%	
T1. US Direct Hire (USDH)	693	705	640	84,453	52	3	1,704	1,759	86,212	25,172	111,384	\$131,958	\$134,706	\$174,038	2.1%	29.8%	
T1a. Senior Executive Schedule	1	1	1	197	0	0	20	20	217	64	281	\$197,000	\$217,000	\$281,000	10.2%	32.5%	
T1b. General Schedule	169	163	148	14,229	27	0	426	453	14,682	4,882	19,564	\$96,142	\$99,203	\$132,189	3.2%	34.3%	
T1c. Special Schedule	523	541	491	70,027	25	3	1,258	1,286	71,313	20,226	91,539	\$142,621	\$145,240	\$186,434	1.8%	28.9%	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T3. Total Direct Hire	693	705	640	84,453	52	3	1,704	1,759	86,212	25,172	111,384	\$131,958	\$134,706	\$174,038	2.1%	29.8%	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
Subtotal - Total Funded (excludes OC 13)	693	705	640	84,453	52	3	1,704	1,759	86,212	25,172	111,384	\$131,958	\$134,706	\$174,038	2.1%	29.8%	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0	

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Operation and Maintenance, Defense-Wide													Date: March 2019				
Defense Contract Audit Agency (FY 2018) (\$ in Thousands)																	
	a	b	c	d	e	f	g	e + f + g	d + h	i	j	k	d/c	i/c	k/c	h/d	j/d
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	Variables	% BC	% BC
Direct Funded Personnel (includes OC 13)	4,245	4,543	4,203	380,294	1,058	19	5,769	6,846	387,140	133,128	\$20,268	\$90,482	\$92,110	\$123,785	1.8%	35.0	
D1. US Direct Hire (USDH)	4,245	4,543	4,203	380,294	1,058	19	5,769	6,846	387,140	133,128	\$20,268	\$90,482	\$92,110	\$123,785	1.8%	35.0	
D1a. Senior Executive Schedule	15	14	14	2,486	-	-	255	255	2,741	720	3,461	\$177,571	\$195,786	\$247,214	10.3%	29.0	
D1b. General Schedule	4,229	4,528	4,188	377,755	1,058	19	5,514	6,591	384,346	132,396	\$16,742	\$89,199	\$91,773	\$123,386	1.7%	35.0	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	1	1	1	53	-	-	-	-	53	12	65	\$53,000	\$53,000	\$65,000	0.0%	22.6	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	4,245	4,543	4,203	380,294	1,058	19	5,769	6,846	387,140	133,128	\$20,268	\$90,482	\$92,110	\$123,785	1.8%	35.0	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	4,245	4,543	4,203	380,294	1,058	19	5,769	6,846	387,140	133,128	\$20,268	\$90,482	\$92,110	\$123,785	1.8%	35.0	
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	473	235	235	20,216	0	0	289	289	20,505	6,932	\$7,437	\$86,026	\$87,255	\$116,753	1.4%	34.3	
R1. US Direct Hire (USDH)	473	235	235	20,216	-	-	289	289	20,505	6,932	\$7,437	\$86,026	\$87,255	\$116,753	1.4%	34.3	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	473	235	235	20,216	-	-	289	289	20,505	6,932	\$7,437	\$86,026	\$87,255	\$116,753	1.4%	34.3	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	473	235	235	20,216	-	-	289	289	20,505	6,932	\$7,437	\$86,026	\$87,255	\$116,753	1.4%	34.3	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	473	235	235	20,216	-	-	289	289	20,505	6,932	\$7,437	\$86,026	\$87,255	\$116,753	1.4%	34.3	
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	4,718	4,778	4,438	400,510	1,058	19	6,058	7,135	407,645	140,060	\$47,705	\$96,246	\$99,853	\$123,413	1.8%	35.0	
T1. US Direct Hire (USDH)	4,718	4,778	4,438	400,510	1,058	19	6,058	7,135	407,645	140,060	\$47,705	\$96,246	\$99,853	\$123,413	1.8%	35.0	
T1a. Senior Executive Schedule	15	14	14	2,486	0	0	255	255	2,741	720	3,461	\$177,571	\$195,786	\$247,214	10.3%	29.0	
T1b. General Schedule	4,702	4,763	4,423	397,971	1,058	19	5,803	6,880	404,851	139,328	\$44,179	\$89,978	\$91,533	\$123,034	1.7%	35.0	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T1d. Wage System	1	1	1	53	0	0	0	0	53	12	65	\$53,000	\$53,000	\$65,000	0.0%	22.6	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T3. Total Direct Hire	4,718	4,778	4,438	400,510	1,058	19	6,058	7,135	407,645	140,060	\$47,705	\$96,246	\$99,853	\$123,413	1.8%	35.0	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	4,718	4,778	4,438	400,510	1,058	19	6,058	7,135	407,645	140,060	\$47,705	\$96,246	\$99,853	\$123,413	1.8%	35.0	
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												Date: March 2019				
Defense Contract Audit Agency (FY 2019) (\$ in Thousands)																
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
Direct Funded Personnel (includes OC 13)	4,241	4,183	4,195	378,661	275	0	8,341	8,616	387,277	132,503	519,780	\$90,265	\$92,319	\$123,905	2.3%	35.0
D1. US Direct Hire (USDH)	4,241	4,183	4,195	378,661	275	-	8,341	8,616	387,277	132,503	519,780	\$90,265	\$92,319	\$123,905	2.3%	35.0
D1a. Senior Executive Schedule	19	19	19	2,977	-	-	136	136	3,113	891	4,004	\$156,684	\$163,842	\$210,737	4.6%	29.9
D1b. General Schedule	4,221	4,163	4,175	375,632	275	-	8,205	8,480	384,112	131,600	515,712	\$89,972	\$92,003	\$123,524	2.3%	35.0
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	1	1	1	52	-	-	-	-	52	12	64	\$52,000	\$52,000	\$64,000	0.0%	23.1
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	4,241	4,183	4,195	378,661	275	-	8,341	8,616	387,277	132,503	519,780	\$90,265	\$92,319	\$123,905	2.3%	35.0
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	4,241	4,183	4,195	378,661	275	-	8,341	8,616	387,277	132,503	519,780	\$90,265	\$92,319	\$123,905	2.3%	35.0
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	376	229	229	20,673	14	0	371	385	21,058	7,137	28,195	\$90,275	\$91,956	\$123,122	1.9%	34.5
R1. US Direct Hire (USDH)	376	229	229	20,673	14	-	371	385	21,058	7,137	28,195	\$90,275	\$91,956	\$123,122	1.9%	34.5
R1a. Senior Executive Schedule	-	-	-	171	-	-	7	7	178	50	228	-	-	-	4.1%	29.2
R1b. General Schedule	376	229	229	20,502	14	-	364	378	20,880	7,087	27,967	\$89,528	\$91,179	\$122,127	1.8%	34.6
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	376	229	229	20,673	14	-	371	385	21,058	7,137	28,195	\$90,275	\$91,956	\$123,122	1.9%	34.5
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	376	229	229	20,673	14	-	371	385	21,058	7,137	28,195	\$90,275	\$91,956	\$123,122	1.9%	34.5
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	4,617	4,412	4,424	399,334	289	0	8,712	9,001	408,335	139,640	547,975	\$90,265	\$92,300	\$123,864	2.3%	35.0
T1. US Direct Hire (USDH)	4,617	4,412	4,424	399,334	289	-	8,712	9,001	408,335	139,640	547,975	\$90,265	\$92,300	\$123,864	2.3%	35.0
T1a. Senior Executive Schedule	19	19	19	3,148	0	0	143	143	3,291	941	4,232	\$165,684	\$173,211	\$222,737	4.5%	29.9
T1b. General Schedule	4,597	4,392	4,404	396,134	289	0	8,569	8,858	404,992	138,687	543,679	\$89,949	\$91,960	\$123,451	2.2%	35.0
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	1	1	1	52	0	0	0	0	52	12	64	\$52,000	\$52,000	\$64,000	0.0%	23.1
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	4,617	4,412	4,424	399,334	289	-	8,712	9,001	408,335	139,640	547,975	\$90,265	\$92,300	\$123,864	2.3%	35.0
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	4,617	4,412	4,424	399,334	289	-	8,712	9,001	408,335	139,640	547,975	\$90,265	\$92,300	\$123,864	2.3%	35.0
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												Date: March 2019				
Defense Contract Audit Agency (FY 2020) (\$ in Thousands)																
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/e l Basic Comp	i/e m Total Comp	Rates k/e n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
Direct Funded Personnel (includes OC 13)	4,183	4,210	4,151	375,388	487	14	7,088	7,589	382,977	131,871	514,848	\$90,433	\$92,261	\$124,030	2.0%	35.1%
D1. US Direct Hire (USDH)	4,183	4,210	4,151	375,388	487	14	7,088	7,589	382,977	131,871	514,848	\$90,433	\$92,261	\$124,030	2.0%	35.1%
D1a. Senior Executive Schedule	19	19	19	2,988	-	-	193	193	3,181	880	4,061	\$157,263	\$167,421	\$213,737	6.5%	29.5%
D1b. General Schedule	4,163	4,190	4,131	372,348	487	14	6,895	7,396	379,744	130,979	510,723	\$90,135	\$91,925	\$123,632	2.0%	35.2%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	1	1	1	52	-	-	-	-	52	12	64	\$52,000	\$52,000	\$64,000	0.0%	23.1%
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	4,183	4,210	4,151	375,388	487	14	7,088	7,589	382,977	131,871	514,848	\$90,433	\$92,261	\$124,030	2.0%	35.1%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	4,183	4,210	4,151	375,388	487	14	7,088	7,589	382,977	131,871	514,848	\$90,433	\$92,261	\$124,030	2.0%	35.1%
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	229	222	222	20,076	13	0	349	362	20,438	6,948	27,386	\$90,432	\$92,063	\$123,360	1.8%	34.6%
R1. US Direct Hire (USDH)	229	222	222	20,076	13	-	349	362	20,438	6,948	27,386	\$90,432	\$92,063	\$123,360	1.8%	34.6%
R1a. Senior Executive Schedule	-	-	-	172	-	-	7	7	179	50	229	-	-	-	4.1%	29.1%
R1b. General Schedule	229	222	222	19,904	13	-	342	355	20,259	6,898	27,157	\$89,658	\$91,257	\$122,329	1.8%	34.7%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	229	222	222	20,076	13	-	349	362	20,438	6,948	27,386	\$90,432	\$92,063	\$123,360	1.8%	34.6%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	229	222	222	20,076	13	-	349	362	20,438	6,948	27,386	\$90,432	\$92,063	\$123,360	1.8%	34.6%
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	4,412	4,432	4,373	395,464	500	14	7,437	7,951	403,415	138,819	542,234	\$90,433	\$92,251	\$123,996	2.0%	35.1%
T1. US Direct Hire (USDH)	4,412	4,432	4,373	395,464	500	14	7,437	7,951	403,415	138,819	542,234	\$90,433	\$92,251	\$123,996	2.0%	35.1%
T1a. Senior Executive Schedule	19	19	19	3,160	0	0	200	200	3,360	930	4,290	\$166,316	\$176,842	\$225,789	6.3%	29.4%
T1b. General Schedule	4,392	4,412	4,353	392,252	500	14	7,237	7,751	400,003	137,877	537,880	\$90,111	\$91,891	\$123,565	2.0%	35.2%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	1	1	1	52	0	0	0	0	52	12	64	\$52,000	\$52,000	\$64,000	0.0%	23.1%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	4,412	4,432	4,373	395,464	500	14	7,437	7,951	403,415	138,819	542,234	\$90,433	\$92,251	\$123,996	2.0%	35.1%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	4,412	4,432	4,373	395,464	500	14	7,437	7,951	403,415	138,819	542,234	\$90,433	\$92,251	\$123,996	2.0%	35.1%
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Defense Technical Information Center (FY 2018) (\$ in Thousands)																	
	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j		d/c	i/c	Rates k/c	h/d	j/d
	Begin 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	% BC
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0		z	z	z	z	z
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)	0	0	0	0	0	0	0	0	0	0	0		z	z	z	z	z
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 Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0		z	z	z	z	z
T1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T5. Other Object Class 13 Benefits																	
T5a. USDH - Benefits for Former Employees										0	0						
T5b. DHFN - Benefits for Former Employees										0	0						
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0						
T5d. Foreign National Separation Liability Accrual										0	0						

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Defense Technical Information Center (FY 2019) (\$ in Thousands)																	
	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j		d/c	i/c	Rates k/c	h/d	j/d
	Begin 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	% BC
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
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)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
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 Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1f. Other	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
Subtotal - Total Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T5. Other Object Class 13 Benefits																	
T5a. USDH - Benefits for Former Employees													0	0	0	0	0
T5b. DHFN - Benefits for Former Employees													0	0	0	0	0
T5c. Voluntary Separation Incentive Pay (VSIP)													0	0	0	0	0
T5d. Foreign National Separation Liability Accrual													0	0	0	0	0

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Defense Technical Information Center (FY 2020) (\$ in Thousands)																	
	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j		d/c	i/c	k/c	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp		Basic	Total	Comp	% BC	% BC
	Strength	Strength		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)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
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)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
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 Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1f. Other	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
Subtotal - Total Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T5. Other Object Class 13 Benefits																	
T5a. USDH - Benefits for Former Employees													0	0	0	0	0
T5b. DHFN - Benefits for Former Employees													0	0	0	0	0
T5c. Voluntary Separation Incentive Pay (VSIP)													0	0	0	0	0
T5d. Foreign National Separation Liability Accrual													0	0	0	0	0

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Defense Contract Management Agency (FY 2018) (\$ in Thousands)																	
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/e l Basic Comp	i/e m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits	
Direct Funded Personnel (includes OC 13)	10,292	10,325	10,043	864,486	7,131	426	16,492	24,049	888,535	297,489	1,186,024	\$86,078	\$88,473	\$118,093	2.8%	34.4%	
D1. US Direct Hire (USDH)	10,232	10,265	9,983	860,651	7,131	426	16,470	24,027	884,678	297,094	1,181,772	\$86,212	\$88,618	\$118,378	2.8%	34.5%	
D1a. Senior Executive Schedule	9	10	9	1,488	-	41	51	92	1,580	391	1,971	\$165,333	\$175,556	\$219,000	6.2%	26.3%	
D1b. General Schedule	10,222	10,254	9,973	859,107	7,131	385	16,418	23,934	883,041	296,677	1,179,718	\$86,143	\$88,543	\$118,291	2.8%	34.5%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	1	1	1	56	-	-	-	1	57	26	83	\$56,000	\$57,000	\$83,000	1.8%	46.4%	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	49	56	54	3,464	-	-	22	22	3,486	264	3,750	\$64,148	\$64,556	\$69,444	0.6%	7.6%	
D3. Total Direct Hire	10,281	10,321	10,037	864,115	7,131	426	16,492	24,049	888,164	297,358	1,185,522	\$86,093	\$88,489	\$118,115	2.8%	34.4%	
D4. Indirect Hire Foreign Nationals (IHFN)	11	4	6	371	-	-	-	-	371	-	-	\$61,833	\$61,833	\$61,833	0.0%	0.0%	
Subtotal - Direct Funded (excludes OC 13)	10,292	10,325	10,043	864,486	7,131	426	16,492	24,049	888,535	297,358	1,185,893	\$86,078	\$88,473	\$118,082	2.8%	34.4%	
D5. Other Object Class 13 Benefits											131						
D5a. USDH - Benefits for Former Employees											-						
D5b. DHFN - Benefits for Former Employees											-						
D5c. Voluntary Separation Incentive Pay (VSIP)											131						
D5d. Foreign National Separation Liability Accrual											-						
Reimbursable Funded Personnel (includes OC 13)	898	950	950	117,339	70	4	1,604	1,678	119,017	38,003	157,020	\$123,515	\$125,281	\$165,284	1.4%	32.4%	
R1. US Direct Hire (USDH)	898	950	950	117,339	70	4	1,604	1,678	119,017	38,003	157,020	\$123,515	\$125,281	\$165,284	1.4%	32.4%	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	898	950	950	117,339	70	4	1,604	1,678	119,017	38,003	157,020	\$123,515	\$125,281	\$165,284	1.4%	32.4%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	898	950	950	117,339	70	4	1,604	1,678	119,017	38,003	157,020	\$123,515	\$125,281	\$165,284	1.4%	32.4%	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Reimbursable Funded (excludes OC 13)	898	950	950	117,339	70	4	1,604	1,678	119,017	38,003	157,020	\$123,515	\$125,281	\$165,284	1.4%	32.4%	
R5. Other Object Class 13 Benefits																	
R5a. USDH - Benefits for Former Employees											-						
R5b. DHFN - Benefits for Former Employees											-						
R5c. Voluntary Separation Incentive Pay (VSIP)											-						
R5d. Foreign National Separation Liability Accrual											-						
Total Personnel (includes OC 13)	11,190	11,275	10,993	981,825	7,201	430	18,096	25,727	1,007,552	335,492	1,343,044	\$89,314	\$91,654	\$122,173	2.6%	34.2%	
T1. US Direct Hire (USDH)	11,130	11,215	10,933	977,990	7,201	430	18,074	25,705	1,003,695	335,097	1,338,792	\$89,453	\$91,804	\$122,454	2.6%	34.3%	
T1a. Senior Executive Schedule	9	10	9	1,488	0	41	51	92	1,580	391	1,971	\$165,333	\$175,556	\$219,000	6.2%	26.3%	
T1b. General Schedule	11,120	11,204	10,923	976,446	7,201	389	18,022	25,612	1,002,058	334,680	1,336,738	\$89,394	\$91,738	\$122,378	2.6%	34.3%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	1	1	1	56	0	0	0	1	57	26	83	\$56,000	\$57,000	\$83,000	1.8%	46.4%	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	49	56	54	3,464	0	0	22	22	3,486	264	3,750	\$64,148	\$64,556	\$69,444	0.6%	7.6%	
T3. Total Direct Hire	11,179	11,271	10,987	981,454	7,201	430	18,096	25,727	1,007,181	335,361	1,342,542	\$89,329	\$91,670	\$122,194	2.6%	34.2%	
T4. Indirect Hire Foreign Nationals (IHFN)	11	4	6	371	0	0	0	0	371	0	0	\$61,833	\$61,833	\$61,833	0.0%	0.0%	
Subtotal - Total Funded (excludes OC 13)	11,190	11,275	10,993	981,825	7,201	430	18,096	25,727	1,007,552	335,361	1,342,913	\$89,314	\$91,654	\$122,161	2.6%	34.2%	
T5. Other Object Class 13 Benefits											131						
T5a. USDH - Benefits for Former Employees											0						
T5b. DHFN - Benefits for Former Employees											0						
T5c. Voluntary Separation Incentive Pay (VSIP)											131						
T5d. Foreign National Separation Liability Accrual											0						

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Operation and Maintenance, Defense-Wide													Date: March 2019				
Defense Contract Management Agency (FY 2019) (\$ in Thousands)																	
	a	b	c	d	e	f	g	e + f + g	d + h	i	j	i + j	Rates				
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	h	Comp	Benefits	Comp	Comp	d/e	i/e	k/e	h/d	j/d
	Strength	Strength		Comp	Pay	Pay	O.C.11	Total	O.C.11	O.C.12/13	& Benefits	& Benefits	Basic	Total	Comp	% BC	% BC
Direct Funded Personnel (includes OC 13)	10,336	10,583	10,385	900,623	17,217	325	13,623	31,165	931,788	308,396	1,240,184		\$86,722	\$89,724	\$119,421	3.5%	34.2%
D1. US Direct Hire (USDH)	10,276	10,523	10,325	896,265	17,217	325	13,601	31,143	927,408	307,972	1,235,380		\$86,805	\$89,822	\$119,649	3.5%	34.4%
D1a. Senior Executive Schedule	10	10	10	1,523	-	55	68	123	1,646	456	2,102		\$152,300	\$164,600	\$210,200	8.1%	29.9%
D1b. General Schedule	10,265	10,512	10,314	894,686	17,217	270	13,532	31,019	925,705	307,490	1,233,195		\$86,745	\$89,752	\$119,565	3.5%	34.4%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1d. Wage System	1	1	1	56	-	-	1	1	57	26	83		\$56,000	\$57,000	\$83,000	1.8%	46.4%
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	54	54	54	3,953	-	-	22	22	3,975	265	4,240		\$73,204	\$73,611	\$78,519	0.6%	6.7%
D3. Total Direct Hire	10,330	10,577	10,379	900,218	17,217	325	13,623	31,165	931,383	308,237	1,239,620		\$86,735	\$89,737	\$119,435	3.5%	34.2%
D4. Indirect Hire Foreign Nationals (IHFN)	6	6	6	405	-	-	-	-	405	-	405		\$67,500	\$67,500	\$67,500	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	10,336	10,583	10,385	900,623	17,217	325	13,623	31,165	931,788	308,237	1,240,025		\$86,723	\$89,724	\$119,405	3.5%	34.2%
D5. Other Object Class 13 Benefits											159						
D5a. USDH - Benefits for Former Employees											-						
D5b. DHFN - Benefits for Former Employees											-						
D5c. Voluntary Separation Incentive Pay (VSIP)											159						
D5d. Foreign National Separation Liability Accrual											-						
Reimbursable Funded Personnel (includes OC 13)	950	950	950	128,608	76	5	1,759	1,840	130,448	41,771	172,219		\$135,377	\$137,314	\$181,283	1.4%	32.5%
R1. US Direct Hire (USDH)	950	950	950	128,608	76	5	1,759	1,840	130,448	41,771	172,219		\$135,377	\$137,314	\$181,283	1.4%	32.5%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1b. General Schedule	950	950	950	128,608	76	5	1,759	1,840	130,448	41,771	172,219		\$135,377	\$137,314	\$181,283	1.4%	32.5%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R3. Total Direct Hire	950	950	950	128,608	76	5	1,759	1,840	130,448	41,771	172,219		\$135,377	\$137,314	\$181,283	1.4%	32.5%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	950	950	950	128,608	76	5	1,759	1,840	130,448	41,771	172,219		\$135,377	\$137,314	\$181,283	1.4%	32.5%
R5. Other Object Class 13 Benefits											-						
R5a. USDH - Benefits for Former Employees											-						
R5b. DHFN - Benefits for Former Employees											-						
R5c. Voluntary Separation Incentive Pay (VSIP)											-						
R5d. Foreign National Separation Liability Accrual											-						
Total Personnel (includes OC 13)	11,286	11,533	11,335	1,029,231	17,293	330	15,382	33,005	1,062,236	350,167	1,412,403		\$96,801	\$93,713	\$124,605	3.2%	34.0%
T1. US Direct Hire (USDH)	11,226	11,473	11,275	1,024,873	17,293	330	15,360	32,983	1,057,856	349,743	1,407,599		\$90,898	\$93,823	\$124,842	3.2%	34.1%
T1a. Senior Executive Schedule	10	10	10	1,523	0	55	68	123	1,646	456	2,102		\$152,300	\$164,600	\$210,200	8.1%	29.9%
T1b. General Schedule	11,215	11,462	11,264	1,023,294	17,293	275	15,291	32,859	1,056,153	349,261	1,405,414		\$90,846	\$93,764	\$124,770	3.2%	34.1%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T1d. Wage System	1	1	1	56	0	0	1	1	57	26	83		\$56,000	\$57,000	\$83,000	1.8%	46.4%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	54	54	54	3,953	0	0	22	22	3,975	265	4,240		\$73,204	\$73,611	\$78,519	0.6%	6.7%
T3. Total Direct Hire	11,280	11,527	11,329	1,028,826	17,293	330	15,382	33,005	1,061,831	350,008	1,411,839		\$90,813	\$93,727	\$124,622	3.2%	34.0%
T4. Indirect Hire Foreign Nationals (IHFN)	6	6	6	405	0	0	0	0	405	0	405		\$67,500	\$67,500	\$67,500	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	11,286	11,533	11,335	1,029,231	17,293	330	15,382	33,005	1,062,236	350,008	1,412,244		\$90,801	\$93,713	\$124,591	3.2%	34.0%
T5. Other Object Class 13 Benefits											159						
T5a. USDH - Benefits for Former Employees											0						
T5b. DHFN - Benefits for Former Employees											0						
T5c. Voluntary Separation Incentive Pay (VSIP)											159						
T5d. Foreign National Separation Liability Accrual											0						

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Defense Contract Management Agency (FY 2020) (\$ in Thousands)																		
	a	b	c	d	e	f	g	e + f + g	d + h	i	j	i + j	d/c	i/c	k/c	h/d	j/d	
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	h	Comp	Benefits	Comp	Comp	Basic	Total	Comp	% BC	% BC	
	Strength	Strength		Comp	Pay	Pay	O.C.11	Total	O.C.11	O.C.12/13	& Benefits	& Benefits	Comp	Comp	& Benefits	Variables	Benefits	
Direct Funded Personnel (includes OC 13)	10,300	10,150	10,087	869,124	5,450	580	12,310	18,340	887,464	299,686	1,187,150	886,163	887,981	1,117,691		2.1%	34.5%	
D1. US Direct Hire (USDH)	10,240	10,090	10,027	864,766	5,450	580	12,288	18,318	883,084	299,257	1,182,341	886,244	888,071	1,117,916		2.1%	34.6%	
D1a. Senior Executive Schedule	10	10	10	1,300	-	50	60	110	1,410	444	1,854	\$130,000	\$141,000	\$185,400		8.5%	34.2%	
D1b. General Schedule	10,229	10,079	10,016	863,409	5,450	530	12,227	18,207	881,616	298,787	1,180,403	886,203	888,021	1,117,852		2.1%	34.6%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-	
D1d. Wage System	1	1	1	57	-	-	1	1	58	26	84	\$57,000	\$58,000	\$84,000		1.8%	45.6%	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	54	54	54	3,953	-	-	22	22	3,975	270	4,245	\$73,204	\$73,611	\$78,611		0.6%	6.8%	
D3. Total Direct Hire	10,294	10,144	10,081	868,719	5,450	580	12,310	18,340	887,059	299,527	1,186,586	886,174	887,993	1,117,705		2.1%	34.5%	
D4. Indirect Hire Foreign Nationals (IHFN)	6	6	6	405	-	-	-	-	405	405	-	\$67,500	\$67,500	\$67,500		0.0%	0.0%	
Subtotal - Direct Funded (excludes OC 13)	10,300	10,150	10,087	869,124	5,450	580	12,310	18,340	887,464	299,527	1,186,991	886,163	887,981	1,117,675		2.1%	34.5%	
D5. Other Object Class 13 Benefits											159							
D5a. USDH - Benefits for Former Employees											-							
D5b. DHFN - Benefits for Former Employees											-							
D5c. Voluntary Separation Incentive Pay (VSIP)											159							
D5d. Foreign National Separation Liability Accrual											-							
Reimbursable Funded Personnel (includes OC 13)	950	950	950	134,816	82	6	1,842	1,930	136,746	43,782	180,528	\$141,912	\$143,943	\$190,029		1.4%	32.5%	
R1. US Direct Hire (USDH)	950	950	950	134,816	82	6	1,842	1,930	136,746	43,782	180,528	\$141,912	\$143,943	\$190,029		1.4%	32.5%	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-	
R1b. General Schedule	950	950	950	134,816	82	6	1,842	1,930	136,746	43,782	180,528	\$141,912	\$143,943	\$190,029		1.4%	32.5%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-	
R3. Total Direct Hire	950	950	950	134,816	82	6	1,842	1,930	136,746	43,782	180,528	\$141,912	\$143,943	\$190,029		1.4%	32.5%	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-	
Subtotal - Reimbursable Funded (excludes OC 13)	950	950	950	134,816	82	6	1,842	1,930	136,746	43,782	180,528	\$141,912	\$143,943	\$190,029		1.4%	32.5%	
R5. Other Object Class 13 Benefits																		
R5a. USDH - Benefits for Former Employees											-							
R5b. DHFN - Benefits for Former Employees											-							
R5c. Voluntary Separation Incentive Pay (VSIP)											-							
R5d. Foreign National Separation Liability Accrual											-							
Total Personnel (includes OC 13)	11,250	11,100	11,037	1,003,940	5,532	586	14,152	20,270	1,024,210	343,468	1,367,678	\$96,961	\$97,798	\$123,918		2.0%	34.2%	
T1. US Direct Hire (USDH)	11,190	11,040	10,977	999,582	5,532	586	14,130	20,248	1,019,830	343,039	1,362,869	\$91,061	\$92,906	\$124,157		2.0%	34.3%	
T1a. Senior Executive Schedule	10	10	10	1,300	0	50	60	110	1,410	444	1,854	\$130,000	\$141,000	\$185,400		8.5%	34.2%	
T1b. General Schedule	11,179	11,029	10,966	998,225	5,532	536	14,069	20,137	1,018,362	342,569	1,360,931	\$91,029	\$92,865	\$124,105		2.0%	34.3%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-		-	-	
T1d. Wage System	1	1	1	57	0	0	1	1	58	26	84	\$57,000	\$58,000	\$84,000		1.8%	45.6%	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-		-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-		-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	54	54	54	3,953	0	0	22	22	3,975	270	4,245	\$73,204	\$73,611	\$78,611		0.6%	6.8%	
T3. Total Direct Hire	11,244	11,094	11,031	1,003,535	5,532	586	14,152	20,270	1,023,805	343,309	1,367,114	\$90,974	\$92,812	\$123,934		2.0%	34.2%	
T4. Indirect Hire Foreign Nationals (IHFN)	6	6	6	405	0	0	0	0	405	405	-	\$67,500	\$67,500	\$67,500		0.0%	0.0%	
Subtotal - Total Funded (excludes OC 13)	11,250	11,100	11,037	1,003,940	5,532	586	14,152	20,270	1,024,210	343,309	1,367,519	\$90,961	\$92,798	\$123,903		2.0%	34.2%	
T5. Other Object Class 13 Benefits											159							
T5a. USDH - Benefits for Former Employees											0							
T5b. DHFN - Benefits for Former Employees											0							
T5c. Voluntary Separation Incentive Pay (VSIP)											159							
T5d. Foreign National Separation Liability Accrual											0							

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Defense Commissary Agency (FY 2018) (\$ in Thousands)																	
	a	b	c	d	e	f	g	e + f + g	d + h	i	j		d/c	i/c	Rates k/c	h/d	j/d
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits		Basic Comp	Total Comp	Comp & Benefits	% BC Variables	% BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0		z	z	z	z	z
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)	0	0	0	0	0	0	0	0	0	0	0		z	z	z	z	z
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 Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0		z	z	z	z	z
T1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T5. Other Object Class 13 Benefits																	
T5a. USDH - Benefits for Former Employees										0	0						
T5b. DHFN - Benefits for Former Employees										0	0						
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0						
T5d. Foreign National Separation Liability Accrual										0	0						

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Defense Commissary Agency (FY 2019) (\$ in Thousands)																	
	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j		d/c	i/c	Rates k/c	h/d	j/d
	Begin 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)	0	0	0	0	0	0	0	0	0	0	0		z	z	z	z	z
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)	0	0	0	0	0	0	0	0	0	0	0		z	z	z	z	z
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 Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0		z	z	z	z	z
T1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T5. Other Object Class 13 Benefits																	
T5a. USDH - Benefits for Former Employees										0	0						
T5b. DHFN - Benefits for Former Employees										0	0						
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0						
T5d. Foreign National Separation Liability Accrual										0	0						

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Defense Commissary Agency (FY 2020) (\$ in Thousands)																	
	a	b	c	d	e	f	g	e + f + g	d + h	i	j		d/c	i/c	Rates k/c	h/d	j/d
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits		Basic Comp	Total Comp	Comp & Benefits	% BC	% BC
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
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)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
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 Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1f. Other	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
Subtotal - Total Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T5. Other Object Class 13 Benefits																	
T5a. USDH - Benefits for Former Employees										0	0						
T5b. DHFN - Benefits for Former Employees										0	0						
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0						
T5d. Foreign National Separation Liability Accrual										0	0						

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Defense Finance and Accounting Service (FY 2018) (\$ in Thousands)																	
	a	b	c	d	e	f	g	e + f + g	d + h	i	j		d/c	i/c	k/c	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp		Basic	Total	Comp	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits		Comp	Comp	& Benefits	Variables	Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
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)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
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 Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1f. Other	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	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	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-

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Operation and Maintenance, Defense-Wide													Date: March 2019				
Defense Finance and Accounting Service (FY 2019) (\$ in Thousands)																	
	a	b	c	d	e	f	g	e + f + g	d + h	i	j		d/c	i/c	k/c	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp		Basic	Total	Comp	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits		Comp	Comp	& Benefits	Variables	Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
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)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
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 Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1f. Other	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	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	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-

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Operation and Maintenance, Defense-Wide													Date: March 2019				
Defense Finance and Accounting Service (FY 2020) (\$ in Thousands)																	
	a	b	c	d	e	f	g	e + f + g	d + h	i	j		d/c	i/c	k/c	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp		Basic	Total	Comp	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits		Comp	Comp	& Benefits	Variables	Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
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)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
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 Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1f. Other	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
Subtotal - Total Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-		0	0	0	0	0
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-		0	0	0	0	0
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-		0	0	0	0	0
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-		0	0	0	0	0

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Operation and Maintenance, Defense-Wide													Date: March 2019				
Defense Human Resources Activity (FY 2018) (\$ in Thousands)																	
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits		d/c l Basic Comp	i/c m Total Comp	k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
Direct Funded Personnel (includes OC 13)	1,136	1,175	1,159	131,592	88	5	2,050	2,143	133,735	40,662	174,397		\$113,519	\$115,388	\$150,472	1.6%	30.9%
D1. US Direct Hire (USDH)	1,136	1,175	1,159	131,592	88	5	2,050	2,143	133,735	40,415	174,150		\$113,519	\$115,388	\$150,259	1.6%	30.7%
D1a. Senior Executive Schedule	11	11	11	1,921	-	-	79	79	2,000	632	2,632		\$174,636	\$181,818	\$239,273	4.1%	32.9%
D1b. General Schedule	1,125	1,163	1,147	129,506	88	5	1,964	2,057	131,563	39,729	171,292		\$112,908	\$114,702	\$149,339	1.6%	30.7%
D1c. Special Schedule	-	1	1	165	-	-	-	7	172	54	226		\$165,000	\$172,000	\$226,000	4.2%	32.7%
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D3. Total Direct Hire	1,136	1,175	1,159	131,592	88	5	2,050	2,143	133,735	40,415	174,150		\$113,519	\$115,388	\$150,259	1.6%	30.7%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	1,136	1,175	1,159	131,592	88	5	2,050	2,143	133,735	40,415	174,150		\$113,519	\$115,388	\$150,259	1.6%	30.7%
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	0	0	0	28	0	0	2,380	2,380	2,408	3	2,411		-	-	-	8500.0%	10.7%
R1. US Direct Hire (USDH)	-	-	-	28	-	-	2,380	2,380	2,408	3	2,411		-	-	-	8500.0%	10.7%
R1a. Senior Executive Schedule	-	-	-	-	-	-	2,380	2,380	2,408	3	2,411		-	-	-	8500.0%	10.7%
R1b. General Schedule	-	-	-	28	-	-	2,380	2,380	2,408	3	2,411		-	-	-	8500.0%	10.7%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R3. Total Direct Hire	-	-	-	28	-	-	2,380	2,380	2,408	3	2,411		-	-	-	8500.0%	10.7%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	-	-	-	28	-	-	2,380	2,380	2,408	3	2,411		-	-	-	8500.0%	10.7%
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
Total Personnel (includes OC 13)	1,136	1,175	1,159	131,620	88	5	4,430	4,523	136,143	40,665	176,808		\$113,563	\$117,466	\$152,552	3.4%	30.9%
T1. US Direct Hire (USDH)	1,136	1,175	1,159	131,620	88	5	4,430	4,523	136,143	40,418	176,561		\$113,563	\$117,466	\$152,339	3.4%	30.7%
T1a. Senior Executive Schedule	11	11	11	1,921	0	0	79	79	2,000	632	2,632		\$174,636	\$181,818	\$239,273	4.1%	32.9%
T1b. General Schedule	1,125	1,163	1,147	129,534	88	5	4,344	4,437	133,971	39,732	173,703		\$112,933	\$116,801	\$151,441	3.4%	30.7%
T1c. Special Schedule	0	1	1	165	0	0	7	7	172	54	226		\$165,000	\$172,000	\$226,000	4.2%	32.7%
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T3. Total Direct Hire	1,136	1,175	1,159	131,620	88	5	4,430	4,523	136,143	40,418	176,561		\$113,563	\$117,466	\$152,339	3.4%	30.7%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	1,136	1,175	1,159	131,620	88	5	4,430	4,523	136,143	40,418	176,561		\$113,563	\$117,466	\$152,339	3.4%	30.7%
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-

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Operation and Maintenance, Defense-Wide												Date: March 2019				
Defense Human Resources Activity (FY 2019) (\$ in Thousands)																
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	k/e n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
Direct Funded Personnel (includes OC 13)	1,198	1,204	1,187	131,037	88	5	2,043	2,136	133,173	38,157	171,330	\$110,393	\$112,193	\$144,339	1.6%	29.1%
D1. US Direct Hire (USDH)	1,198	1,204	1,187	131,037	88	5	2,043	2,136	133,173	38,157	171,330	\$110,393	\$112,193	\$144,339	1.6%	29.1%
D1a. Senior Executive Schedule	13	12	12	1,681	-	-	65	65	1,746	441	2,187	\$140,083	\$145,500	\$182,250	3.9%	26.2%
D1b. General Schedule	1,185	1,191	1,174	129,245	88	5	1,976	2,069	131,314	37,683	168,997	\$110,089	\$111,852	\$143,950	1.6%	29.2%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	1	1	111	-	-	2	2	113	33	146	\$111,000	\$113,000	\$146,000	1.8%	29.7%
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	1,198	1,204	1,187	131,037	88	5	2,043	2,136	133,173	38,157	171,330	\$110,393	\$112,193	\$144,339	1.6%	29.1%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	1,198	1,204	1,187	131,037	88	5	2,043	2,136	133,173	38,157	171,330	\$110,393	\$112,193	\$144,339	1.6%	29.1%
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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 Personnel (includes OC 13)	1,198	1,204	1,187	131,037	88	5	2,043	2,136	133,173	38,157	171,330	\$110,393	\$112,193	\$144,339	1.6%	29.1%
T1. US Direct Hire (USDH)	1,198	1,204	1,187	131,037	88	5	2,043	2,136	133,173	38,157	171,330	\$110,393	\$112,193	\$144,339	1.6%	29.1%
T1a. Senior Executive Schedule	13	12	12	1,681	0	0	65	65	1,746	441	2,187	\$140,083	\$145,500	\$182,250	3.9%	26.2%
T1b. General Schedule	1,185	1,191	1,174	129,245	88	5	1,976	2,069	131,314	37,683	168,997	\$110,089	\$111,852	\$143,950	1.6%	29.2%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	1	1	111	0	0	2	2	113	33	146	\$111,000	\$113,000	\$146,000	1.8%	29.7%
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	1,198	1,204	1,187	131,037	88	5	2,043	2,136	133,173	38,157	171,330	\$110,393	\$112,193	\$144,339	1.6%	29.1%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	1,198	1,204	1,187	131,037	88	5	2,043	2,136	133,173	38,157	171,330	\$110,393	\$112,193	\$144,339	1.6%	29.1%
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Operation and Maintenance, Defense-Wide													Date: March 2019				
Defense Human Resources Activity (FY 2020) (\$ in Thousands)																	
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits	
Direct Funded Personnel (includes OC 13)	1,204	1,244	1,244	134,148	20	2	1,804	1,826	135,974	39,940	175,914	\$107,836	\$109,304	\$141,410	1.4%	29.8%	
D1. US Direct Hire (USDH)	1,204	1,244	1,244	134,148	20	2	1,804	1,826	135,974	39,940	175,914	\$107,836	\$109,304	\$141,410	1.4%	29.8%	
D1a. Senior Executive Schedule	12	12	12	1,977	-	-	27	27	2,004	629	2,633	\$164,750	\$167,000	\$219,417	1.4%	31.8%	
D1b. General Schedule	1,191	1,230	1,230	131,926	20	2	1,775	1,797	133,723	39,237	172,960	\$107,257	\$108,718	\$140,618	1.4%	29.7%	
D1c. Special Schedule	1	1	1	137	-	-	2	2	139	42	181	\$137,000	\$139,000	\$181,000	1.5%	30.7%	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	1	1	108	-	-	-	-	108	32	140	\$108,000	\$108,000	\$140,000	0.0%	29.6%	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire	1,204	1,244	1,244	134,148	20	2	1,804	1,826	135,974	39,940	175,914	\$107,836	\$109,304	\$141,410	1.4%	29.8%	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Direct Funded (excludes OC 13)	1,204	1,244	1,244	134,148	20	2	1,804	1,826	135,974	39,940	175,914	\$107,836	\$109,304	\$141,410	1.4%	29.8%	
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	0	24	24	2,625	0	0	0	0	2,625	922	3,547	\$109,375	\$109,375	\$147,792	0.0%	35.1%	
R1. US Direct Hire (USDH)	-	24	24	2,625	-	-	-	-	2,625	922	3,547	\$109,375	\$109,375	\$147,792	0.0%	35.1%	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	24	24	2,625	-	-	-	-	2,625	922	3,547	\$109,375	\$109,375	\$147,792	0.0%	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	-	24	24	2,625	-	-	-	-	2,625	922	3,547	\$109,375	\$109,375	\$147,792	0.0%	35.1%	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Reimbursable Funded (excludes OC 13)	-	24	24	2,625	-	-	-	-	2,625	922	3,547	\$109,375	\$109,375	\$147,792	0.0%	35.1%	
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Personnel (includes OC 13)	1,204	1,268	1,268	136,773	20	2	1,804	1,826	138,599	40,862	179,461	\$107,865	\$109,305	\$141,531	1.3%	29.9%	
T1. US Direct Hire (USDH)	1,204	1,268	1,268	136,773	20	2	1,804	1,826	138,599	40,862	179,461	\$107,865	\$109,305	\$141,531	1.3%	29.9%	
T1a. Senior Executive Schedule	12	12	12	1,977	0	0	27	27	2,004	629	2,633	\$164,750	\$167,000	\$219,417	1.4%	31.8%	
T1b. General Schedule	1,191	1,254	1,254	134,551	20	2	1,775	1,797	136,348	40,159	176,507	\$107,297	\$108,730	\$140,755	1.3%	29.8%	
T1c. Special Schedule	1	1	1	137	0	0	2	2	139	42	181	\$137,000	\$139,000	\$181,000	1.5%	30.7%	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. Highly Qualified Experts	0	1	1	108	0	0	0	0	108	32	140	\$108,000	\$108,000	\$140,000	0.0%	29.6%	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T3. Total Direct Hire	1,204	1,268	1,268	136,773	20	2	1,804	1,826	138,599	40,862	179,461	\$107,865	\$109,305	\$141,531	1.3%	29.9%	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
Subtotal - Total Funded (excludes OC 13)	1,204	1,268	1,268	136,773	20	2	1,804	1,826	138,599	40,862	179,461	\$107,865	\$109,305	\$141,531	1.3%	29.9%	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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Defense Information Systems Agency (FY 2018) (\$ in Thousands)																	
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits	
Direct Funded Personnel (includes OC 13)	2,454	2,797	2,730	304,951	1,360	630	8,070	10,060	315,011	100,866	415,877	\$111,704	\$115,389	\$152,336	3.3%	33.1%	
D1. US Direct Hire (USDH)	2,454	2,797	2,730	304,951	1,360	630	8,028	10,018	314,969	100,826	415,795	\$111,704	\$115,373	\$152,306	3.3%	33.1%	
D1a. Senior Executive Schedule	14	10	12	2,035	-	-	300	300	2,335	571	2,906	\$169,583	\$194,583	\$242,167	14.7%	28.1%	
D1b. General Schedule	2,440	2,787	2,718	302,916	1,360	630	7,728	9,718	312,634	100,255	412,889	\$111,448	\$115,024	\$151,909	3.2%	33.1%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire	2,454	2,797	2,730	304,951	1,360	630	8,028	10,018	314,969	100,826	415,795	\$111,704	\$115,373	\$152,306	3.3%	33.1%	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	42	42	42	42	42	-	-	-	-	-	
Subtotal - Direct Funded (excludes OC 13)	2,454	2,797	2,730	304,951	1,360	630	8,070	10,060	315,011	100,826	415,837	\$111,704	\$115,389	\$152,321	3.3%	33.1%	
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	40	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	40	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	58	84	75	10,169	0	0	46	46	10,215	45	10,260	\$135,587	\$136,200	\$136,800	0.5%	0.4%	
R1. US Direct Hire (USDH)	53	79	70	10,169	-	-	46	46	10,215	45	10,260	\$145,271	\$145,929	\$146,571	0.5%	0.4%	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	53	79	70	10,169	-	-	46	46	10,215	45	10,260	\$145,271	\$145,929	\$146,571	0.5%	0.4%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	53	79	70	10,169	-	-	46	46	10,215	45	10,260	\$145,271	\$145,929	\$146,571	0.5%	0.4%	
R4. Indirect Hire Foreign Nationals (IHFN)	5	5	5	-	-	-	-	-	-	-	-	50	50	50	-	-	
Subtotal - Reimbursable Funded (excludes OC 13)	58	84	75	10,169	-	-	46	46	10,215	45	10,260	\$135,587	\$136,200	\$136,800	0.5%	0.4%	
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Personnel (includes OC 13)	2,512	2,881	2,805	315,120	1,360	630	8,116	10,106	325,226	100,911	426,137	\$112,342	\$115,945	\$151,920	3.2%	32.0%	
T1. US Direct Hire (USDH)	2,507	2,876	2,800	315,120	1,360	630	8,074	10,064	325,184	100,871	426,055	\$112,543	\$116,137	\$152,163	3.2%	32.0%	
T1a. Senior Executive Schedule	14	10	12	2,035	0	0	300	300	2,335	571	2,906	\$169,583	\$194,583	\$242,167	14.7%	28.1%	
T1b. General Schedule	2,493	2,866	2,788	313,085	1,360	630	7,774	9,764	322,849	100,300	423,149	\$112,297	\$115,799	\$151,775	3.1%	32.0%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T3. Total Direct Hire	2,507	2,876	2,800	315,120	1,360	630	8,074	10,064	325,184	100,871	426,055	\$112,543	\$116,137	\$152,163	3.2%	32.0%	
T4. Indirect Hire Foreign Nationals (IHFN)	5	5	5	0	0	0	42	42	42	42	42	50	50	50	-	-	
Subtotal - Total Funded (excludes OC 13)	2,512	2,881	2,805	315,120	1,360	630	8,116	10,106	325,226	100,871	426,097	\$112,342	\$115,945	\$151,906	3.2%	32.0%	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	40	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	40	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	

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Operation and Maintenance, Defense-Wide													Date: March 2019				
Defense Information Systems Agency (FY 2019) (\$ in Thousands)																	
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits	
Direct Funded Personnel (includes OC 13)	2,797	2,819	2,819	310,199	922	311	3,220	4,453	314,652	103,639	418,291	\$110,039	\$111,618	\$148,383	1.4%	33.4%	
D1. US Direct Hire (USDH)	2,797	2,819	2,819	310,199	922	311	3,220	4,453	314,652	103,639	418,291	\$110,039	\$111,618	\$148,383	1.4%	33.4%	
D1a. Senior Executive Schedule	10	20	20	3,339	-	-	166	166	3,505	1,032	4,537	\$166,950	\$175,250	\$226,850	5.0%	30.9%	
D1b. General Schedule	2,787	2,799	2,799	306,860	922	311	3,054	4,287	311,147	102,607	413,754	\$109,632	\$111,164	\$147,822	1.4%	33.4%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire	2,797	2,819	2,819	310,199	922	311	3,220	4,453	314,652	103,639	418,291	\$110,039	\$111,618	\$148,383	1.4%	33.4%	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Direct Funded (excludes OC 13)	2,797	2,819	2,819	310,199	922	311	3,220	4,453	314,652	103,639	418,291	\$110,039	\$111,618	\$148,383	1.4%	33.4%	
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)	84	133	133	15,243	47	14	147	208	15,451	4,939	20,390	\$114,609	\$116,173	\$153,308	1.4%	32.4%	
R1. US Direct Hire (USDH)	79	128	128	15,243	47	14	147	208	15,451	4,939	20,390	\$119,086	\$120,711	\$159,297	1.4%	32.4%	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	79	128	128	15,243	47	14	147	208	15,451	4,939	20,390	\$119,086	\$120,711	\$159,297	1.4%	32.4%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	79	128	128	15,243	47	14	147	208	15,451	4,939	20,390	\$119,086	\$120,711	\$159,297	1.4%	32.4%	
R4. Indirect Hire Foreign Nationals (IHFN)	5	5	5	-	-	-	-	-	-	-	-	\$0	\$0	\$0	-	-	
Subtotal - Reimbursable Funded (excludes OC 13)	84	133	133	15,243	47	14	147	208	15,451	4,939	20,390	\$114,609	\$116,173	\$153,308	1.4%	32.4%	
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Personnel (includes OC 13)	2,881	2,952	2,952	325,442	969	325	3,367	4,661	330,103	108,578	438,681	\$110,245	\$111,824	\$148,695	1.4%	33.4%	
T1. US Direct Hire (USDH)	2,876	2,947	2,947	325,442	969	325	3,367	4,661	330,103	108,578	438,681	\$110,432	\$112,013	\$148,857	1.4%	33.4%	
T1a. Senior Executive Schedule	10	20	20	3,339	0	0	166	166	3,505	1,032	4,537	\$166,950	\$175,250	\$226,850	5.0%	30.9%	
T1b. General Schedule	2,866	2,927	2,927	322,103	969	325	3,201	4,495	326,598	107,546	434,144	\$110,045	\$111,581	\$148,324	1.4%	33.4%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T3. Total Direct Hire	2,876	2,947	2,947	325,442	969	325	3,367	4,661	330,103	108,578	438,681	\$110,432	\$112,013	\$148,857	1.4%	33.4%	
T4. Indirect Hire Foreign Nationals (IHFN)	5	5	5	0	0	0	0	0	0	0	0	\$0	\$0	\$0	-	-	
Subtotal - Total Funded (excludes OC 13)	2,881	2,952	2,952	325,442	969	325	3,367	4,661	330,103	108,578	438,681	\$110,245	\$111,824	\$148,695	1.4%	33.4%	
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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Defense Information Systems Agency (FY 2020) (\$ in Thousands)																	
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits	
Direct Funded Personnel (includes OC 13)	2,819	2,829	2,821	310,949	942	319	3,213	4,474	315,423	104,006	419,429	\$110,227	\$111,812	\$148,681	1.4%	33.4%	
D1. US Direct Hire (USDH)	2,819	2,829	2,821	310,949	942	319	3,213	4,474	315,423	104,006	419,429	\$110,227	\$111,812	\$148,681	1.4%	33.4%	
D1a. Senior Executive Schedule	20	21	21	3,511	-	-	174	174	3,685	1,085	4,770	\$167,190	\$175,476	\$227,143	5.0%	30.9%	
D1b. General Schedule	2,799	2,808	2,800	307,438	942	319	3,039	4,300	311,738	102,921	414,659	\$109,799	\$111,335	\$148,093	1.4%	33.5%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire	2,819	2,829	2,821	310,949	942	319	3,213	4,474	315,423	104,006	419,429	\$110,227	\$111,812	\$148,681	1.4%	33.4%	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Direct Funded (excludes OC 13)	2,819	2,829	2,821	310,949	942	319	3,213	4,474	315,423	104,006	419,429	\$110,227	\$111,812	\$148,681	1.4%	33.4%	
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)	133	133	133	15,417	47	14	148	209	15,626	5,167	20,793	\$115,917	\$117,489	\$156,338	1.4%	33.5%	
R1. US Direct Hire (USDH)	128	128	128	15,417	47	14	148	209	15,626	5,167	20,793	\$120,445	\$122,078	\$162,445	1.4%	33.5%	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	128	128	128	15,417	47	14	148	209	15,626	5,167	20,793	\$120,445	\$122,078	\$162,445	1.4%	33.5%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	128	128	128	15,417	47	14	148	209	15,626	5,167	20,793	\$120,445	\$122,078	\$162,445	1.4%	33.5%	
R4. Indirect Hire Foreign Nationals (IHFN)	5	5	5	-	-	-	-	-	-	-	-	\$0	\$0	\$0	-	-	
Subtotal - Reimbursable Funded (excludes OC 13)	133	133	133	15,417	47	14	148	209	15,626	5,167	20,793	\$115,917	\$117,489	\$156,338	1.4%	33.5%	
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Personnel (includes OC 13)	2,952	2,962	2,954	326,366	989	333	3,361	4,683	331,049	109,173	440,222	\$110,483	\$112,068	\$149,026	1.4%	33.5%	
T1. US Direct Hire (USDH)	2,947	2,957	2,949	326,366	989	333	3,361	4,683	331,049	109,173	440,222	\$110,670	\$112,258	\$149,278	1.4%	33.5%	
T1a. Senior Executive Schedule	20	21	21	3,511	0	0	174	174	3,685	1,085	4,770	\$167,190	\$175,476	\$227,143	5.0%	30.9%	
T1b. General Schedule	2,927	2,936	2,928	322,855	989	333	3,187	4,509	327,364	108,088	435,452	\$110,265	\$111,803	\$148,720	1.4%	33.5%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T3. Total Direct Hire	2,947	2,957	2,949	326,366	989	333	3,361	4,683	331,049	109,173	440,222	\$110,670	\$112,258	\$149,278	1.4%	33.5%	
T4. Indirect Hire Foreign Nationals (IHFN)	5	5	5	0	0	0	0	0	0	0	0	\$0	\$0	\$0	-	-	
Subtotal - Total Funded (excludes OC 13)	2,952	2,962	2,954	326,366	989	333	3,361	4,683	331,049	109,173	440,222	\$110,483	\$112,068	\$149,026	1.4%	33.5%	
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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	Defense Logistics Agency (FY 2018) (\$ in Thousands)												Rates				
	a	b	c	d	e	f	g	e + f + g	d + h	i	j	i + j	d/c	i/c	k/c	h/d	j/d
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	h Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	l Basic Comp	m Total Comp	n Comp & Benefits	o % BC	p % BC	
Direct Funded Personnel (includes OC 13)	147	133	133	16,754	81	36	406	523	17,277	5,341	22,618	\$125,970	\$129,902	\$170,060	3.1%	31.9%	
D1. US Direct Hire (USDH)	147	133	133	16,754	81	36	406	523	17,277	5,341	22,618	\$125,970	\$129,902	\$170,060	3.1%	31.9%	
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1b. General Schedule	146	132	132	16,603	81	36	406	523	17,126	5,341	22,467	\$125,780	\$129,742	\$170,205	3.2%	32.2%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	1	1	1	151	-	-	-	-	151	-	151	\$151,000	\$151,000	\$151,000	0.0%	0.0%	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire	147	133	133	16,754	81	36	406	523	17,277	5,341	22,618	\$125,970	\$129,902	\$170,060	3.1%	31.9%	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Direct Funded (excludes OC 13)	147	133	133	16,754	81	36	406	523	17,277	5,341	22,618	\$125,970	\$129,902	\$170,060	3.1%	31.9%	
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	60	50	50	6,420	74	7	119	200	6,620	1,895	8,515	\$128,400	\$132,400	\$170,500	3.1%	29.7%	
R1. US Direct Hire (USDH)	60	50	50	6,420	74	7	119	200	6,620	1,895	8,515	\$128,400	\$132,400	\$170,500	3.1%	29.5%	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	60	50	50	6,420	74	7	119	200	6,620	1,895	8,515	\$128,400	\$132,400	\$170,500	3.1%	29.5%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	60	50	50	6,420	74	7	119	200	6,620	1,895	8,515	\$128,400	\$132,400	\$170,500	3.1%	29.5%	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Reimbursable Funded (excludes OC 13)	60	50	50	6,420	74	7	119	200	6,620	1,895	8,515	\$128,400	\$132,400	\$170,500	3.1%	29.5%	
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Personnel (includes OC 13)	207	183	183	23,174	155	43	525	723	23,897	13,153	37,050	\$126,634	\$130,585	\$202,459	3.1%	56.8%	
T1. US Direct Hire (USDH)	207	183	183	23,174	155	43	525	723	23,897	7,236	31,133	\$126,634	\$130,585	\$170,126	3.1%	31.2%	
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1b. General Schedule	206	182	182	23,023	155	43	525	723	23,746	7,236	30,982	\$126,500	\$130,473	\$170,231	3.1%	31.4%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. Highly Qualified Experts	1	1	1	151	0	0	0	0	151	0	151	\$151,000	\$151,000	\$151,000	0.0%	0.0%	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T3. Total Direct Hire	207	183	183	23,174	155	43	525	723	23,897	7,236	31,133	\$126,634	\$130,585	\$170,126	3.1%	31.2%	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
Subtotal - Total Funded (excludes OC 13)	207	183	183	23,174	155	43	525	723	23,897	7,236	31,133	\$126,634	\$130,585	\$170,126	3.1%	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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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Operation and Maintenance, Defense-Wide													Date: March 2019				
Defense Logistics Agency (FY 2019) (\$ in Thousands)																	
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits	
Direct Funded Personnel (includes OC 13)	147	144	144	17,990	711	0	0	711	18,701	11,270	29,971	\$124,931	\$129,868	\$208,132	4.0%	62.6%	
D1. US Direct Hire (USDH)	147	144	144	17,990	711	-	-	711	18,701	5,587	24,288	\$124,931	\$129,868	\$168,667	4.0%	31.1%	
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1b. General Schedule	146	143	143	17,839	711	-	-	711	18,550	5,587	24,137	\$124,748	\$129,720	\$168,790	4.0%	31.3%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	1	1	1	151	-	-	-	-	151	-	151	\$151,000	\$151,000	\$151,000	0.0%	0.0%	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire	147	144	144	17,990	711	-	-	711	18,701	5,587	24,288	\$124,931	\$129,868	\$168,667	4.0%	31.1%	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Direct Funded (excludes OC 13)	147	144	144	17,990	711	-	-	711	18,701	5,587	24,288	\$124,931	\$129,868	\$168,667	4.0%	31.1%	
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	5,683	5,683	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	5,683	5,683	-	-	-	-	-	
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	67	7,821	171	0	0	171	7,992	2,417	10,409	\$116,731	\$119,284	\$155,358	2.2%	30.9%	
R1. US Direct Hire (USDH)	60	60	67	7,821	171	-	-	171	7,992	2,417	10,409	\$116,731	\$119,284	\$155,358	2.2%	30.9%	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	60	60	67	7,821	171	-	-	171	7,992	2,417	10,409	\$116,731	\$119,284	\$155,358	2.2%	30.9%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	60	60	67	7,821	171	-	-	171	7,992	2,417	10,409	\$116,731	\$119,284	\$155,358	2.2%	30.9%	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Reimbursable Funded (excludes OC 13)	60	60	67	7,821	171	-	-	171	7,992	2,417	10,409	\$116,731	\$119,284	\$155,358	2.2%	30.9%	
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Personnel (includes OC 13)	207	204	211	25,811	882	0	0	882	26,693	13,687	40,380	\$122,327	\$126,507	\$191,274	3.4%	53.0%	
T1. US Direct Hire (USDH)	207	204	211	25,811	882	-	-	882	26,693	8,004	34,697	\$122,327	\$126,507	\$164,441	3.4%	31.0%	
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1b. General Schedule	206	203	210	25,660	882	0	0	882	26,542	8,004	34,546	\$122,190	\$126,390	\$164,505	3.4%	31.2%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. Highly Qualified Experts	1	1	1	151	0	0	0	0	151	0	151	\$151,000	\$151,000	\$151,000	0.0%	0.0%	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T3. Total Direct Hire	207	204	211	25,811	882	-	-	882	26,693	8,004	34,697	\$122,327	\$126,507	\$164,441	3.4%	31.0%	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
Subtotal - Total Funded (excludes OC 13)	207	204	211	25,811	882	-	-	882	26,693	8,004	34,697	\$122,327	\$126,507	\$164,441	3.4%	31.0%	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	5,683	5,683	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	5,683	5,683	-	-	-	-	-	
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													Date: March 2019				
Defense Logistics Agency (FY 2020) (\$ in Thousands)																	
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits	
Direct Funded Personnel (includes OC 13)	169	169	169	21,471	885	0	0	885	22,356	12,415	34,771	\$127,047	\$132,284	\$205,746	4.1%	37.8%	
D1. US Direct Hire (USDH)	169	169	169	21,471	885	-	-	885	22,356	6,553	28,909	\$127,047	\$132,284	\$171,059	4.1%	30.5%	
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1b. General Schedule	168	168	168	21,320	885	-	-	885	22,205	6,553	28,758	\$126,905	\$132,173	\$171,179	4.2%	30.7%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	1	1	1	151	-	-	-	-	151	-	151	\$151,000	\$151,000	\$151,000	0.0%	0.0%	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire	169	169	169	21,471	885	-	-	885	22,356	6,553	28,909	\$127,047	\$132,284	\$171,059	4.1%	30.5%	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Direct Funded (excludes OC 13)	169	169	169	21,471	885	-	-	885	22,356	6,553	28,909	\$127,047	\$132,284	\$171,059	4.1%	30.5%	
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	5,862	5,862	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	5,862	5,862	-	-	-	-	-	
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	12,056	344	0	0	344	12,400	3,453	15,853	\$200,933	\$206,667	\$264,217	2.9%	28.6%	
R1. US Direct Hire (USDH)	60	60	60	12,056	344	-	-	344	12,400	3,453	15,853	\$200,933	\$206,667	\$264,217	2.9%	28.6%	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	60	60	60	12,056	344	-	-	344	12,400	3,453	15,853	\$200,933	\$206,667	\$264,217	2.9%	28.6%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	60	60	60	12,056	344	-	-	344	12,400	3,453	15,853	\$200,933	\$206,667	\$264,217	2.9%	28.6%	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Reimbursable Funded (excludes OC 13)	60	60	60	12,056	344	-	-	344	12,400	3,453	15,853	\$200,933	\$206,667	\$264,217	2.9%	28.6%	
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Personnel (includes OC 13)	229	229	229	33,527	1,229	0	0	1,229	34,756	15,868	50,624	\$146,406	\$151,773	\$221,066	3.7%	47.3%	
T1. US Direct Hire (USDH)	229	229	229	33,527	1,229	-	-	1,229	34,756	10,006	44,762	\$146,406	\$151,773	\$195,467	3.7%	29.8%	
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1b. General Schedule	228	228	228	33,376	1,229	0	0	1,229	34,605	10,006	44,611	\$146,386	\$151,776	\$195,662	3.7%	30.0%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. Highly Qualified Experts	1	1	1	151	0	0	0	0	151	0	151	\$151,000	\$151,000	\$151,000	0.0%	0.0%	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T3. Total Direct Hire	229	229	229	33,527	1,229	-	-	1,229	34,756	10,006	44,762	\$146,406	\$151,773	\$195,467	3.7%	29.8%	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
Subtotal - Total Funded (excludes OC 13)	229	229	229	33,527	1,229	-	-	1,229	34,756	10,006	44,762	\$146,406	\$151,773	\$195,467	3.7%	29.8%	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	5,862	5,862	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	5,862	5,862	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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Defense Legal Services Agency (FY 2018) (\$ in Thousands)																		
	a	b	c	d	e	f	g	e + f + g	d + h	i	j	i + j	d/c	i/c	k/c	h/d	j/d	
	Begin 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	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC	
Direct Funded Personnel (includes OC 13)	245	245	250	34,950	583	4	655	1,242	36,192	10,035	46,227	46,227	\$139,800	\$144,768	\$184,908	3.6%	28.7%	
D1. US Direct Hire (USDH)	245	245	250	34,950	583	4	655	1,242	36,192	10,035	46,227	46,227	\$139,800	\$144,768	\$184,908	3.6%	28.7%	
D1a. Senior Executive Schedule	4	4	4	744	-	-	40	40	784	215	999	999	\$186,000	\$196,000	\$249,750	5.4%	28.9%	
D1b. General Schedule	241	241	241	33,271	583	4	552	1,139	34,410	9,561	43,971	43,971	\$138,054	\$142,780	\$182,452	3.4%	28.7%	
D1c. Special Schedule	-	-	5	867	-	-	63	63	930	246	1,176	1,176	\$173,400	\$186,000	\$235,200	7.3%	28.4%	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	68	-	-	-	-	68	13	81	81	-	-	-	0.0%	19.1%	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire	245	245	250	34,950	583	4	655	1,242	36,192	10,035	46,227	46,227	\$139,800	\$144,768	\$184,908	3.6%	28.7%	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Direct Funded (excludes OC 13)	245	245	250	34,950	583	4	655	1,242	36,192	10,035	46,227	46,227	\$139,800	\$144,768	\$184,908	3.6%	28.7%	
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	0	0	0	73	0	0	0	0	73	54	127	127	-	-	-	0.0%	74.0%	
R1. US Direct Hire (USDH)	-	-	-	73	-	-	-	-	73	54	127	127	-	-	-	0.0%	74.0%	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	73	-	-	-	-	73	54	127	127	-	-	-	0.0%	74.0%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	-	-	-	73	-	-	-	-	73	54	127	127	-	-	-	0.0%	74.0%	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Reimbursable Funded (excludes OC 13)	-	-	-	73	-	-	-	-	73	54	127	127	-	-	-	0.0%	74.0%	
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Personnel (includes OC 13)	245	245	250	35,023	583	4	655	1,242	36,265	10,089	46,354	46,354	\$140,092	\$145,060	\$185,416	3.5%	28.8%	
T1. US Direct Hire (USDH)	245	245	250	35,023	583	4	655	1,242	36,265	10,089	46,354	46,354	\$140,092	\$145,060	\$185,416	3.5%	28.8%	
T1a. Senior Executive Schedule	4	4	4	744	0	0	40	40	784	215	999	999	\$186,000	\$196,000	\$249,750	5.4%	28.9%	
T1b. General Schedule	241	241	241	33,344	583	4	552	1,139	34,483	9,615	44,098	44,098	\$138,357	\$143,083	\$182,979	3.4%	28.8%	
T1c. Special Schedule	0	0	5	867	0	0	63	63	930	246	1,176	1,176	\$173,400	\$186,000	\$235,200	7.3%	28.4%	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. Highly Qualified Experts	0	0	0	68	0	0	0	0	68	13	81	81	-	-	-	0.0%	19.1%	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T3. Total Direct Hire	245	245	250	35,023	583	4	655	1,242	36,265	10,089	46,354	46,354	\$140,092	\$145,060	\$185,416	3.5%	28.8%	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
Subtotal - Total Funded (excludes OC 13)	245	245	250	35,023	583	4	655	1,242	36,265	10,089	46,354	46,354	\$140,092	\$145,060	\$185,416	3.5%	28.8%	
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide													Date: March 2019				
Defense Legal Services Agency (FY 2019) (\$ in Thousands)																	
	a	b	c	d	e	f	g	e + f + g	d + h	i	j	k	d/c	i/c	k/c	h/d	j/d
	Begin	End		Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Benefits	Basic	Total	Comp	% BC	% BC
	Strength	Strength	FTEs	Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits	& Benefits	Comp	Comp	& Benefits	Variables	Benefits
Direct Funded Personnel (includes OC 13)	125	140	349	55,700	0	0	1,076	1,076	56,776	11,447	68,223	\$159,599	\$162,682	\$195,481	1.9%	20.6%	
D1. US Direct Hire (USDH)	125	140	349	55,700	-	-	1,076	1,076	56,776	11,447	68,223	\$159,599	\$162,682	\$195,481	1.9%	20.6%	
D1a. Senior Executive Schedule	6	6	6	1,050	-	-	24	24	1,074	224	1,298	\$175,000	\$179,000	\$216,333	2.3%	21.3%	
D1b. General Schedule	119	134	343	54,650	-	-	1,052	1,052	55,702	11,223	66,925	\$159,329	\$162,397	\$195,117	1.9%	20.5%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	125	140	349	55,700	-	-	1,076	1,076	56,776	11,447	68,223	\$159,599	\$162,682	\$195,481	1.9%	20.6%	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	125	140	349	55,700	-	-	1,076	1,076	56,776	11,447	68,223	\$159,599	\$162,682	\$195,481	1.9%	20.6%	
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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 Personnel (includes OC 13)	125	140	349	55,700	0	0	1,076	1,076	56,776	11,447	68,223	\$159,599	\$162,682	\$195,481	1.9%	20.6%	
T1. US Direct Hire (USDH)	125	140	349	55,700	-	-	1,076	1,076	56,776	11,447	68,223	\$159,599	\$162,682	\$195,481	1.9%	20.6%	
T1a. Senior Executive Schedule	6	6	6	1,050	0	0	24	24	1,074	224	1,298	\$175,000	\$179,000	\$216,333	2.3%	21.3%	
T1b. General Schedule	119	134	343	54,650	0	0	1,052	1,052	55,702	11,223	66,925	\$159,329	\$162,397	\$195,117	1.9%	20.5%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T3. Total Direct Hire	125	140	349	55,700	-	-	1,076	1,076	56,776	11,447	68,223	\$159,599	\$162,682	\$195,481	1.9%	20.6%	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	125	140	349	55,700	-	-	1,076	1,076	56,776	11,447	68,223	\$159,599	\$162,682	\$195,481	1.9%	20.6%	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide													Date: March 2019				
Defense Legal Services Agency (FY 2020) (\$ in Thousands)																	
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits	
Direct Funded Personnel (includes OC 13)	140	140	140	20,713	0	0	0	0	20,713	5,754	26,467	\$147,950	\$147,950	\$189,050	0.0%	27.8%	
D1. US Direct Hire (USDH)	140	140	140	20,713	-	-	-	-	20,713	5,754	26,467	\$147,950	\$147,950	\$189,050	0.0%	27.8%	
D1a. Senior Executive Schedule	3	3	3	430	-	-	-	-	430	102	532	\$143,333	\$143,333	\$177,333	0.0%	23.7%	
D1b. General Schedule	131	131	131	19,422	-	-	-	-	19,422	5,450	24,872	\$148,260	\$148,260	\$189,863	0.0%	28.1%	
D1c. Special Schedule	5	5	5	717	-	-	-	-	717	169	886	\$143,400	\$143,400	\$177,200	0.0%	23.6%	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	1	1	1	144	-	-	-	-	144	33	177	\$144,000	\$144,000	\$177,000	0.0%	22.9%	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire	140	140	140	20,713	-	-	-	-	20,713	5,754	26,467	\$147,950	\$147,950	\$189,050	0.0%	27.8%	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Direct Funded (excludes OC 13)	140	140	140	20,713	-	-	-	-	20,713	5,754	26,467	\$147,950	\$147,950	\$189,050	0.0%	27.8%	
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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 Personnel (includes OC 13)	140	140	140	20,713	0	0	0	0	20,713	5,754	26,467	\$147,950	\$147,950	\$189,050	0.0%	27.8%	
T1. US Direct Hire (USDH)	140	140	140	20,713	-	-	-	-	20,713	5,754	26,467	\$147,950	\$147,950	\$189,050	0.0%	27.8%	
T1a. Senior Executive Schedule	3	3	3	430	0	0	0	0	430	102	532	\$143,333	\$143,333	\$177,333	0.0%	23.7%	
T1b. General Schedule	131	131	131	19,422	0	0	0	0	19,422	5,450	24,872	\$148,260	\$148,260	\$189,863	0.0%	28.1%	
T1c. Special Schedule	5	5	5	717	0	0	0	0	717	169	886	\$143,400	\$143,400	\$177,200	0.0%	23.6%	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. Highly Qualified Experts	1	1	1	144	0	0	0	0	144	33	177	\$144,000	\$144,000	\$177,000	0.0%	22.9%	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T3. Total Direct Hire	140	140	140	20,713	-	-	-	-	20,713	5,754	26,467	\$147,950	\$147,950	\$189,050	0.0%	27.8%	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
Subtotal - Total Funded (excludes OC 13)	140	140	140	20,713	-	-	-	-	20,713	5,754	26,467	\$147,950	\$147,950	\$189,050	0.0%	27.8%	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-	

Office of the Secretary of Defense
Fiscal Year (FY) 2020 President's Budget

Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide													Date: March 2019				
Department of Defense Education Agency (FY 2018) (\$ in Thousands)																	
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC	j/d p % BC	
Direct Funded Personnel (includes OC 13)	13,688	12,461	11,972	804,709	536	523	9,967	11,026	815,735	422,482	1,238,217	\$67,216	\$68,137	\$103,426	1.4%	52.5%	
D1. US Direct Hire (USDH)	13,427	12,213	11,724	796,202	536	523	9,967	11,026	807,228	421,740	1,228,968	\$67,912	\$68,853	\$104,825	1.4%	53.0%	
D1a. Senior Executive Schedule	6	6	6	1,008	-	-	107	107	1,115	357	1,472	\$168,000	\$185,833	\$245,333	10.6%	35.4%	
D1b. General Schedule	3,720	3,101	2,791	162,490	391	43	(12,961)	(12,527)	149,963	41,140	191,103	\$58,219	\$53,731	\$68,471	-7.7%	25.3%	
D1c. Special Schedule	3,726	3,198	3,167	255,073	12	-	7,021	7,033	262,106	78,128	340,234	\$80,341	\$82,762	\$107,431	2.8%	30.6%	
D1d. Wage System	299	303	298	11,398	133	-	242	375	11,773	4,239	16,012	\$38,248	\$39,507	\$53,732	3.3%	37.2%	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	5,676	5,605	5,462	366,233	-	480	15,558	16,038	382,271	297,876	680,147	\$67,051	\$69,987	\$124,523	4.4%	81.3%	
D2. Direct Hire Program Foreign Nationals (DHFN)	77	77	77	2,452	-	-	-	-	2,452	742	3,194	\$31,844	\$31,844	\$41,481	0.0%	30.3%	
D3. Total Direct Hire	13,504	12,290	11,801	798,654	536	523	9,967	11,026	809,680	422,482	1,232,162	\$67,677	\$68,611	\$104,412	1.4%	52.9%	
D4. Indirect Hire Foreign Nationals (IHFN)	184	171	171	6,055	-	-	-	-	6,055	-	-	6,055	\$35,409	\$35,409	\$35,409	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	13,688	12,461	11,972	804,709	536	523	9,967	11,026	815,735	422,482	1,238,217	\$67,216	\$68,137	\$103,426	1.4%	52.5%	
D5. Other Object Class 13 Benefits																	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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 Personnel (includes OC 13)	13,688	12,461	11,972	804,709	536	523	9,967	11,026	815,735	422,482	1,238,217	\$67,216	\$68,137	\$103,426	1.4%	52.5%	
T1. US Direct Hire (USDH)	13,427	12,213	11,724	796,202	536	523	9,967	11,026	807,228	421,740	1,228,968	\$67,912	\$68,853	\$104,825	1.4%	53.0%	
T1a. Senior Executive Schedule	6	6	6	1,008	0	0	107	107	1,115	357	1,472	\$168,000	\$185,833	\$245,333	10.6%	35.4%	
T1b. General Schedule	3,720	3,101	2,791	162,490	391	43	(12,961)	(12,527)	149,963	41,140	191,103	\$58,219	\$53,731	\$68,471	-7.7%	25.3%	
T1c. Special Schedule	3,726	3,198	3,167	255,073	12	0	7,021	7,033	262,106	78,128	340,234	\$80,341	\$82,762	\$107,431	2.8%	30.6%	
T1d. Wage System	299	303	298	11,398	133	0	242	375	11,773	4,239	16,012	\$38,248	\$39,507	\$53,732	3.3%	37.2%	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	5,676	5,605	5,462	366,233	0	480	15,558	16,038	382,271	297,876	680,147	\$67,051	\$69,987	\$124,523	4.4%	81.3%	
T2. Direct Hire Program Foreign Nationals (DHFN)	77	77	77	2,452	0	0	0	0	2,452	742	3,194	\$31,844	\$31,844	\$41,481	0.0%	30.3%	
T3. Total Direct Hire	13,504	12,290	11,801	798,654	536	523	9,967	11,026	809,680	422,482	1,232,162	\$67,677	\$68,611	\$104,412	1.4%	52.9%	
T4. Indirect Hire Foreign Nationals (IHFN)	184	171	171	6,055	0	0	0	0	6,055	0	-	6,055	\$35,409	\$35,409	\$35,409	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	13,688	12,461	11,972	804,709	536	523	9,967	11,026	815,735	422,482	1,238,217	\$67,216	\$68,137	\$103,426	1.4%	52.5%	
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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Operation and Maintenance, Defense-Wide														Date: March 2019				
Department of Defense Education Agency (FY 2019) (S in Thousands)																		
	a	b	c	d	e	f	g	e + f + g	d + h	i	j	i + j	d/c	i/c	k/c	h/d	j/d	
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	h	Comp	Benefits	Comp	& Benefits	Basic	Total	Comp	% BC	% BC	
	Strength	Strength		Comp	Pay	Pay	O.C.11	Total	O.C.11	O.C.12/13			Comp	Comp	& Benefits	Variables	Benefits	
Direct Funded Personnel (includes OC 13)	12,461	12,495	11,966	798,646	658	533	27,048	28,239	826,885	444,356	1,271,241		\$66,742	\$69,182	\$106,238	3.5%	55.6%	
D1. US Direct Hire (USDH)	12,213	12,246	11,717	789,116	658	533	27,048	28,239	817,355	443,657	1,261,012		\$67,348	\$69,758	\$107,622	3.6%	56.2%	
D1a. Senior Executive Schedule	6	6	6	1,026	-	-	108	108	1,134	361	1,495		\$171,000	\$189,000	\$249,167	10.5%	35.2%	
D1b. General Schedule	3,101	3,430	3,087	170,556	513	50	4,345	4,908	175,464	63,381	238,845		\$55,250	\$56,840	\$77,371	2.9%	37.2%	
D1c. Special Schedule	3,198	2,857	2,830	231,176	11	-	6,376	6,387	237,563	70,631	308,194		\$81,688	\$83,943	\$108,902	2.8%	30.6%	
D1d. Wage System	303	305	300	11,668	134	-	248	382	12,050	4,336	16,386		\$38,893	\$40,167	\$54,620	3.3%	37.2%	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-	
D1f. Other	5,605	5,648	5,494	374,690	-	483	15,971	16,454	391,144	304,948	696,092		\$68,200	\$71,195	\$126,700	4.4%	81.4%	
D2. Direct Hire Program Foreign Nationals (DHFN)	77	73	73	2,282	-	-	2,282	-	2,282	699	2,981		\$31,260	\$31,260	\$40,836	0.0%	30.6%	
D3. Total Direct Hire	12,290	12,319	11,790	791,398	658	533	27,048	28,239	819,637	444,356	1,263,993		\$67,125	\$69,520	\$107,209	3.6%	56.1%	
D4. Indirect Hire Foreign Nationals (IHFN)	171	176	176	7,248	-	-	-	-	7,248	-	-		\$41,182	\$41,182	\$41,182	0.0%	0.0%	
Subtotal - Direct Funded (excludes OC 13)	12,461	12,495	11,966	798,646	658	533	27,048	28,239	826,885	444,356	1,271,241		\$66,742	\$69,182	\$106,238	3.5%	55.6%	
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	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-	
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-	
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-	
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-	
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 Personnel (includes OC 13)	12,461	12,495	11,966	798,646	658	533	27,048	28,239	826,885	444,356	1,271,241		\$66,742	\$69,182	\$106,238	3.5%	55.6%	
T1. US Direct Hire (USDH)	12,213	12,246	11,717	789,116	658	533	27,048	28,239	817,355	443,657	1,261,012		\$67,348	\$69,758	\$107,622	3.6%	56.2%	
T1a. Senior Executive Schedule	6	6	6	1,026	0	0	108	108	1,134	361	1,495		\$171,000	\$189,000	\$249,167	10.5%	35.2%	
T1b. General Schedule	3,101	3,430	3,087	170,556	513	50	4,345	4,908	175,464	63,381	238,845		\$55,250	\$56,840	\$77,371	2.9%	37.2%	
T1c. Special Schedule	3,198	2,857	2,830	231,176	11	0	6,376	6,387	237,563	70,631	308,194		\$81,688	\$83,943	\$108,902	2.8%	30.6%	
T1d. Wage System	303	305	300	11,668	134	0	248	382	12,050	4,336	16,386		\$38,893	\$40,167	\$54,620	3.3%	37.2%	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-	
T1f. Other	5,605	5,648	5,494	374,690	0	483	15,971	16,454	391,144	304,948	696,092		\$68,200	\$71,195	\$126,700	4.4%	81.4%	
T2. Direct Hire Program Foreign Nationals (DHFN)	77	73	73	2,282	0	0	0	0	2,282	699	2,981		\$31,260	\$31,260	\$40,836	0.0%	30.6%	
T3. Total Direct Hire	12,290	12,319	11,790	791,398	658	533	27,048	28,239	819,637	444,356	1,263,993		\$67,125	\$69,520	\$107,209	3.6%	56.1%	
T4. Indirect Hire Foreign Nationals (IHFN)	171	176	176	7,248	0	0	0	0	7,248	0	7,248		\$41,182	\$41,182	\$41,182	0.0%	0.0%	
Subtotal - Total Funded (excludes OC 13)	12,461	12,495	11,966	798,646	658	533	27,048	28,239	826,885	444,356	1,271,241		\$66,742	\$69,182	\$106,238	3.5%	55.6%	
T5. Other Object Class 13 Benefits																		
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-		0	0	0	0	0	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-		0	0	0	0	0	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-		0	0	0	0	0	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-		0	0	0	0	0	

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Operation and Maintenance, Defense-Wide													Date: March 2019				
Department of Defense Education Agency (FY 2020) (\$ in Thousands)																	
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC	j/d p % BC	
Direct Funded Personnel (includes OC 13)	12,494	12,501	11,974	795,122	660	518	26,951	28,129	823,251	441,614	1,264,865	\$66,404	\$68,753	\$105,634	3.5%	55.5%	
D1. US Direct Hire (USDH)	12,246	12,263	11,736	786,458	660	518	26,951	28,129	814,587	440,928	1,255,515						
D1a. Senior Executive Schedule	6	6	6	1,024	-	-	107	107	1,131	358	1,489	\$67,012	\$69,409	\$106,980	3.6%	56.1%	
D1b. General Schedule	3,430	3,486	3,134	173,135	516	49	4,404	4,969	178,104	63,856	241,960	\$55,244	\$56,830	\$77,205	2.9%	36.9%	
D1c. Special Schedule	2,857	2,847	2,820	229,929	11	-	6,333	6,344	236,273	70,324	306,597	\$81,335	\$83,783	\$108,722	2.8%	30.6%	
D1d. Wage System	305	306	301	11,450	133	-	261	394	11,844	4,272	16,116	\$38,040	\$39,349	\$53,542	3.4%	37.3%	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	5,648	5,618	5,475	370,920	-	469	15,846	16,315	387,235	302,118	689,353	\$67,748	\$70,728	\$125,909	4.4%	81.5%	
D2. Direct Hire Program Foreign Nationals (DHFN)	73	70	70	2,270	-	-	-	-	2,270	686	2,956	\$32,429	\$32,429	\$42,229	0.0%	30.2%	
D3. Total Direct Hire	12,319	12,333	11,806	788,728	660	518	26,951	28,129	816,857	441,614	1,258,471	\$66,807	\$69,190	\$106,596	3.6%	56.0%	
D4. Indirect Hire Foreign Nationals (IHFN)	175	168	168	6,394	-	-	-	-	6,394	-	6,394	\$38,060	\$38,060	\$38,060	0.0%	0.0%	
Subtotal - Direct Funded (excludes OC 13)	12,494	12,501	11,974	795,122	660	518	26,951	28,129	823,251	441,614	1,264,865	\$66,404	\$68,753	\$105,634	3.5%	55.5%	
D5. Other Object Class 13 Benefits																	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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 Personnel (includes OC 13)	12,494	12,501	11,974	795,122	660	518	26,951	28,129	823,251	441,614	1,264,865	\$66,404	\$68,753	\$105,634	3.5%	55.5%	
T1. US Direct Hire (USDH)	12,246	12,263	11,736	786,458	660	518	26,951	28,129	814,587	440,928	1,255,515						
T1a. Senior Executive Schedule	6	6	6	1,024	0	0	107	107	1,131	358	1,489	\$67,012	\$69,409	\$106,980	3.6%	56.1%	
T1b. General Schedule	3,430	3,486	3,134	173,135	516	49	4,404	4,969	178,104	63,856	241,960	\$55,244	\$56,830	\$77,205	2.9%	36.9%	
T1c. Special Schedule	2,857	2,847	2,820	229,929	11	0	6,333	6,344	236,273	70,324	306,597	\$81,335	\$83,783	\$108,722	2.8%	30.6%	
T1d. Wage System	305	306	301	11,450	133	0	261	394	11,844	4,272	16,116	\$38,040	\$39,349	\$53,542	3.4%	37.3%	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	5,648	5,618	5,475	370,920	0	469	15,846	16,315	387,235	302,118	689,353	\$67,748	\$70,728	\$125,909	4.4%	81.5%	
T2. Direct Hire Program Foreign Nationals (DHFN)	73	70	70	2,270	0	0	0	0	2,270	686	2,956	\$32,429	\$32,429	\$42,229	0.0%	30.2%	
T3. Total Direct Hire	12,319	12,333	11,806	788,728	660	518	26,951	28,129	816,857	441,614	1,258,471	\$66,807	\$69,190	\$106,596	3.6%	56.0%	
T4. Indirect Hire Foreign Nationals (IHFN)	175	168	168	6,394	0	0	0	0	6,394	0	6,394	\$38,060	\$38,060	\$38,060	0.0%	0.0%	
Subtotal - Total Funded (excludes OC 13)	12,494	12,501	11,974	795,122	660	518	26,951	28,129	823,251	441,614	1,264,865	\$66,404	\$68,753	\$105,634	3.5%	55.5%	
T5. Other Object Class 13 Benefits																	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	0	0				
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	0	0				
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	0	0				
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	0	0				

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	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j		d/c	i/c	Rates k/c	h/d	j/d
	Begin 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	% BC
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
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)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
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 Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1f. Other	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
Subtotal - Total Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T5. Other Object Class 13 Benefits																	
T5a. USDH - Benefits for Former Employees													0	0	0	0	0
T5b. DHFN - Benefits for Former Employees													0	0	0	0	0
T5c. Voluntary Separation Incentive Pay (VSIP)													0	0	0	0	0
T5d. Foreign National Separation Liability Accrual													0	0	0	0	0

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	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j		d/c	i/c	Rates k/c	h/d	j/d
	Begin 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	% BC
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
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)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
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 Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1f. Other	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
Subtotal - Total Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T5. Other Object Class 13 Benefits																	
T5a. USDH - Benefits for Former Employees										0	0						
T5b. DHFN - Benefits for Former Employees										0	0						
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0						
T5d. Foreign National Separation Liability Accrual										0	0						

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	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	Rates k/c	h/d	j/d
	Begin 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	% BC
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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 Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Operation and Maintenance, Defense-Wide													Date: March 2019				
Defense Personnel Accounting Agency (FY 2018) (\$ in Thousands)																	
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC	j/d p % BC	
Direct Funded Personnel (includes OC 13)	315	316	319	30,115	0	0	812	812	30,927	12,104	43,031	\$94,404	\$96,950	\$134,893	2.7%	40.2%	
D1. US Direct Hire (USDH)	293	287	290	29,481	-	-	812	812	30,293	11,918	42,211	\$101,639	\$104,439	\$145,555	2.8%	40.4%	
D1a. Senior Executive Schedule	2	2	2	370	-	-	-	-	370	125	495	\$185,000	\$185,000	\$247,500	0.0%	33.8%	
D1b. General Schedule	290	284	287	28,934	-	-	812	812	29,746	11,733	41,479	\$100,815	\$103,645	\$144,526	2.8%	40.6%	
D1c. Special Schedule	1	1	1	177	-	-	-	-	177	60	237	\$177,000	\$177,000	\$237,000	0.0%	33.9%	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire	293	287	290	29,481	-	-	812	812	30,293	11,918	42,211	\$101,639	\$104,439	\$145,555	2.8%	40.4%	
D4. Indirect Hire Foreign Nationals (IHFN)	22	29	29	634	-	-	-	-	634	-	634	\$21,862	\$21,862	\$21,862	0.0%	0.0%	
Subtotal - Direct Funded (excludes OC 13)	315	316	319	30,115	-	-	812	812	30,927	11,918	42,845	\$94,404	\$96,950	\$134,310	2.7%	39.6%	
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	186	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	186	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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 Personnel (includes OC 13)	315	316	319	30,115	0	0	812	812	30,927	12,104	43,031	\$94,404	\$96,950	\$134,893	2.7%	40.2%	
T1. US Direct Hire (USDH)	293	287	290	29,481	-	-	812	812	30,293	11,918	42,211	\$101,639	\$104,439	\$145,555	2.8%	40.4%	
T1a. Senior Executive Schedule	2	2	2	370	0	0	0	0	370	125	495	\$185,000	\$185,000	\$247,500	0.0%	33.8%	
T1b. General Schedule	290	284	287	28,934	0	0	812	812	29,746	11,733	41,479	\$100,815	\$103,645	\$144,526	2.8%	40.6%	
T1c. Special Schedule	1	1	1	177	0	0	0	0	177	60	237	\$177,000	\$177,000	\$237,000	0.0%	33.9%	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T3. Total Direct Hire	293	287	290	29,481	-	-	812	812	30,293	11,918	42,211	\$101,639	\$104,439	\$145,555	2.8%	40.4%	
T4. Indirect Hire Foreign Nationals (IHFN)	22	29	29	634	0	0	0	0	634	0	634	\$21,862	\$21,862	\$21,862	0.0%	0.0%	
Subtotal - Total Funded (excludes OC 13)	315	316	319	30,115	-	-	812	812	30,927	11,918	42,845	\$94,404	\$96,950	\$134,310	2.7%	39.6%	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	186	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	186	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	

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Defense Personnel Accounting Agency (FY 2019) (\$ in Thousands)													Rates				
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits	
Direct Funded Personnel (includes OC 13)	336	336	336	34,712	0	0	0	0	34,712	11,304	46,016	\$103,310	\$103,310	\$136,952	0.0%	32.6%	
D1. US Direct Hire (USDH)	314	314	314	33,912	-	-	-	-	33,912	11,304	45,216	\$108,000	\$108,000	\$144,000	0.0%	33.3%	
D1a. Senior Executive Schedule	2	2	2	355	-	-	-	-	355	120	475	\$177,500	\$177,500	\$237,500	0.0%	33.8%	
D1b. General Schedule	311	311	311	33,380	-	-	-	-	33,380	11,124	44,504	\$107,331	\$107,331	\$143,100	0.0%	33.3%	
D1c. Special Schedule	1	1	1	177	-	-	-	-	177	60	237	\$177,000	\$177,000	\$237,000	0.0%	33.9%	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire	314	314	314	33,912	-	-	-	-	33,912	11,304	45,216	\$108,000	\$108,000	\$144,000	0.0%	33.3%	
D4. Indirect Hire Foreign Nationals (IHFN)	22	22	22	800	-	-	-	-	800	-	800	\$36,364	\$36,364	\$36,364	0.0%	0.0%	
Subtotal - Direct Funded (excludes OC 13)	336	336	336	34,712	-	-	-	-	34,712	11,304	46,016	\$103,310	\$103,310	\$136,952	0.0%	32.6%	
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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 Personnel (includes OC 13)	336	336	336	34,712	0	0	0	0	34,712	11,304	46,016	\$103,310	\$103,310	\$136,952	0.0%	32.6%	
T1. US Direct Hire (USDH)	314	314	314	33,912	-	-	-	-	33,912	11,304	45,216	\$108,000	\$108,000	\$144,000	0.0%	33.3%	
T1a. Senior Executive Schedule	2	2	2	355	0	0	0	0	355	120	475	\$177,500	\$177,500	\$237,500	0.0%	33.8%	
T1b. General Schedule	311	311	311	33,380	0	0	0	0	33,380	11,124	44,504	\$107,331	\$107,331	\$143,100	0.0%	33.3%	
T1c. Special Schedule	1	1	1	177	0	0	0	0	177	60	237	\$177,000	\$177,000	\$237,000	0.0%	33.9%	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T3. Total Direct Hire	314	314	314	33,912	-	-	-	-	33,912	11,304	45,216	\$108,000	\$108,000	\$144,000	0.0%	33.3%	
T4. Indirect Hire Foreign Nationals (IHFN)	22	22	22	800	0	0	0	0	800	0	800	\$36,364	\$36,364	\$36,364	0.0%	0.0%	
Subtotal - Total Funded (excludes OC 13)	336	336	336	34,712	-	-	-	-	34,712	11,304	46,016	\$103,310	\$103,310	\$136,952	0.0%	32.6%	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	

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Defense Personnel Accounting Agency (FY 2020) (\$ in Thousands)																	
	a	b	c	d	e	f	g	e + f + g	d + h	i	j	i + j	d/c	i/c	k/c	h/d	j/d
	Begin 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	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC
Direct Funded Personnel (includes OC 13)	314	310	332	34,500	0	0	0	0	34,500	11,250	45,750	\$103,916	\$103,916	\$137,801	0.0%	32.6%	
D1. US Direct Hire (USDH)	314	310	310	33,750	-	-	-	-	33,750	11,250	45,000	\$108,871	\$108,871	\$145,161	0.0%	33.3%	
D1a. Senior Executive Schedule	2	2	2	355	-	-	-	-	355	120	475	\$177,500	\$177,500	\$237,500	0.0%	33.8%	
D1b. General Schedule	311	307	307	33,218	-	-	-	-	33,218	11,070	44,288	\$108,202	\$108,202	\$144,261	0.0%	33.3%	
D1c. Special Schedule	1	1	1	177	-	-	-	-	177	60	237	\$177,000	\$177,000	\$237,000	0.0%	33.9%	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	314	310	310	33,750	-	-	-	-	33,750	11,250	45,000	\$108,871	\$108,871	\$145,161	0.0%	33.3%	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	22	750	-	-	-	-	750	-	750	\$34,091	\$34,091	\$34,091	0.0%	0.0%	
Subtotal - Direct Funded (excludes OC 13)	314	310	332	34,500	-	-	-	-	34,500	11,250	45,750	\$103,916	\$103,916	\$137,801	0.0%	32.6%	
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	22	22	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	22	22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	22	22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	336	332	332	34,500	0	0	0	0	34,500	11,250	45,750	\$103,916	\$103,916	\$137,801	0.0%	32.6%	
T1. US Direct Hire (USDH)	314	310	310	33,750	-	-	-	-	33,750	11,250	45,000	\$108,871	\$108,871	\$145,161	0.0%	33.3%	
T1a. Senior Executive Schedule	2	2	2	355	0	0	0	0	355	120	475	\$177,500	\$177,500	\$237,500	0.0%	33.8%	
T1b. General Schedule	311	307	307	33,218	0	0	0	0	33,218	11,070	44,288	\$108,202	\$108,202	\$144,261	0.0%	33.3%	
T1c. Special Schedule	1	1	1	177	0	0	0	0	177	60	237	\$177,000	\$177,000	\$237,000	0.0%	33.9%	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T3. Total Direct Hire	314	310	310	33,750	-	-	-	-	33,750	11,250	45,000	\$108,871	\$108,871	\$145,161	0.0%	33.3%	
T4. Indirect Hire Foreign Nationals (IHFN)	22	22	22	750	0	0	0	0	750	0	-	\$34,091	\$34,091	\$34,091	0.0%	0.0%	
Subtotal - Total Funded (excludes OC 13)	336	332	332	34,500	-	-	-	-	34,500	11,250	45,750	\$103,916	\$103,916	\$137,801	0.0%	32.6%	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-

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Operation and Maintenance, Defense-Wide													Date: March 2019				
Defense Security Cooperative Agency (FY 2018)																	
	(\$ in Thousands)											Rates					
	a	b	c	d	e	f	g	h	i	j	k	d/c	i/c	k/c	h/d	j/d	
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp & Benefits	Basic	Total	Comp & Benefits	% BC	% BC	
	Strength	Strength		Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13		Comp	Comp	& Benefits	Variables	Benefits	
Direct Funded Personnel (includes OC 13)	350	390	353	35,275	164	31	563	758	36,033	13,986	50,019	\$99,929	\$102,076	\$141,697	2.1%	39.6%	
D1. US Direct Hire (USDH)	335	375	338	33,440	164	31	563	758	34,198	13,986	48,184	\$98,935	\$101,178	\$142,556	2.3%	41.8%	
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1b. General Schedule	242	286	249	22,351	164	31	550	745	23,096	9,582	32,678	\$89,763	\$92,755	\$131,237	3.3%	42.9%	
D1c. Special Schedule	93	89	89	11,089	-	-	13	13	11,102	4,404	15,506	\$124,596	\$124,742	\$174,225	0.1%	39.7%	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	15	15	15	1,835	-	-	-	-	1,835	-	1,835	\$122,333	\$122,333	\$122,333	0.0%	0.0%	
D3. Total Direct Hire	350	390	353	35,275	164	31	563	758	36,033	13,986	50,019	\$99,929	\$102,076	\$141,697	2.1%	39.6%	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Direct Funded (excludes OC 13)	350	390	353	35,275	164	31	563	758	36,033	13,986	50,019	\$99,929	\$102,076	\$141,697	2.1%	39.6%	
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	21	26	23	1,905	25	9	53	87	1,992	592	2,584	\$82,826	\$86,609	\$112,348	4.6%	31.1%	
R1. US Direct Hire (USDH)	21	26	23	1,905	25	9	53	87	1,992	592	2,584	\$82,826	\$86,609	\$112,348	4.6%	31.1%	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	21	26	23	1,905	25	9	53	87	1,992	592	2,584	\$82,826	\$86,609	\$112,348	4.6%	31.1%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	21	26	23	1,905	25	9	53	87	1,992	592	2,584	\$82,826	\$86,609	\$112,348	4.6%	31.1%	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Reimbursable Funded (excludes OC 13)	21	26	23	1,905	25	9	53	87	1,992	592	2,584	\$82,826	\$86,609	\$112,348	4.6%	31.1%	
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Personnel (includes OC 13)	371	416	376	37,180	189	40	616	845	38,025	14,578	52,603	\$98,883	\$101,130	\$139,902	2.3%	39.2%	
T1. US Direct Hire (USDH)	356	401	361	35,345	189	40	616	845	36,190	14,578	50,768	\$97,909	\$100,249	\$140,632	2.4%	41.2%	
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1b. General Schedule	263	312	272	24,256	189	40	603	832	25,088	10,174	35,262	\$89,176	\$92,235	\$129,640	3.4%	41.9%	
T1c. Special Schedule	93	89	89	11,089	0	0	13	13	11,102	4,404	15,506	\$124,596	\$124,742	\$174,225	0.1%	39.7%	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	15	15	15	1,835	0	0	0	0	1,835	0	1,835	\$122,333	\$122,333	\$122,333	0.0%	0.0%	
T3. Total Direct Hire	371	416	376	37,180	189	40	616	845	38,025	14,578	52,603	\$98,883	\$101,130	\$139,902	2.3%	39.2%	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
Subtotal - Total Funded (excludes OC 13)	371	416	376	37,180	189	40	616	845	38,025	14,578	52,603	\$98,883	\$101,130	\$139,902	2.3%	39.2%	
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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Operation and Maintenance, Defense-Wide														Date: March 2019				
Defense Security Cooperative Agency (FY 2019) (\$ in Thousands)																		
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits		
Direct Funded Personnel (includes OC 13)	391	402	385	38,247	206	40	635	881	39,128	14,908	54,036	\$99,343	\$101,631	\$140,353	2.3%	39.0%		
D1. US Direct Hire (USDH)	376	387	370	36,403	206	40	635	881	37,284	14,908	52,192	\$98,386	\$100,768	\$141,059	2.4%	41.0%		
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1b. General Schedule	300	304	292	25,257	206	40	622	868	26,125	10,482	36,607	\$86,497	\$89,469	\$125,366	3.4%	41.5%		
D1c. Special Schedule	76	83	78	11,146	-	-	13	13	11,159	4,426	15,585	\$142,897	\$143,064	\$199,808	0.1%	39.7%		
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D2. Direct Hire Program Foreign Nationals (DHFN)	15	15	15	1,844	-	-	-	-	1,844	-	1,844	\$122,933	\$122,933	\$122,933	0.0%	0.0%		
D3. Total Direct Hire	391	402	385	38,247	206	40	635	881	39,128	14,908	54,036	\$99,343	\$101,631	\$140,353	2.3%	39.0%		
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Subtotal - Direct Funded (excludes OC 13)	391	402	385	38,247	206	40	635	881	39,128	14,908	54,036	\$99,343	\$101,631	\$140,353	2.3%	39.0%		
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Reimbursable Funded Personnel (includes OC 13)	12	12	12	999	13	5	28	46	1,045	310	1,355	\$83,250	\$87,083	\$112,917	4.6%	31.0%		
R1. US Direct Hire (USDH)	12	12	12	999	13	5	28	46	1,045	310	1,355	\$83,250	\$87,083	\$112,917	4.6%	31.0%		
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1b. General Schedule	12	12	12	999	13	5	28	46	1,045	310	1,355	\$83,250	\$87,083	\$112,917	4.6%	31.0%		
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R3. Total Direct Hire	12	12	12	999	13	5	28	46	1,045	310	1,355	\$83,250	\$87,083	\$112,917	4.6%	31.0%		
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Subtotal - Reimbursable Funded (excludes OC 13)	12	12	12	999	13	5	28	46	1,045	310	1,355	\$83,250	\$87,083	\$112,917	4.6%	31.0%		
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Total Personnel (includes OC 13)	403	414	397	39,246	219	45	663	927	40,173	15,218	55,391	\$98,856	\$101,191	\$139,524	2.4%	38.8%		
T1. US Direct Hire (USDH)	388	399	382	37,402	219	45	663	927	38,329	15,218	53,547	\$97,911	\$100,338	\$140,175	2.5%	40.7%		
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T1b. General Schedule	312	316	304	26,256	219	45	650	914	27,170	10,792	37,962	\$86,368	\$89,375	\$124,875	3.5%	41.1%		
T1c. Special Schedule	76	83	78	11,146	0	0	13	13	11,159	4,426	15,585	\$142,897	\$143,064	\$199,808	0.1%	39.7%		
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T2. Direct Hire Program Foreign Nationals (DHFN)	15	15	15	1,844	0	0	0	0	1,844	0	1,844	\$122,933	\$122,933	\$122,933	0.0%	0.0%		
T3. Total Direct Hire	403	414	397	39,246	219	45	663	927	40,173	15,218	55,391	\$98,856	\$101,191	\$139,524	2.4%	38.8%		
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
Subtotal - Total Funded (excludes OC 13)	403	414	397	39,246	219	45	663	927	40,173	15,218	55,391	\$98,856	\$101,191	\$139,524	2.4%	38.8%		
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

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Operation and Maintenance, Defense-Wide													Date: March 2019				
Defense Security Cooperative Agency (FY 2020) (\$ in Thousands)																	
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits	
Direct Funded Personnel (includes OC 13)	403	411	391	38,624	212	41	643	896	39,520	15,018	54,538	\$98,783	\$101,074	\$139,483	2.3%	38.9%	
D1. US Direct Hire (USDH)	388	396	376	36,780	212	41	643	896	37,676	15,018	52,694	\$97,819	\$100,202	\$140,144	2.4%	40.8%	
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1b. General Schedule	305	310	298	25,634	212	41	630	883	26,517	10,592	37,109	\$86,020	\$88,983	\$124,527	3.4%	41.3%	
D1c. Special Schedule	83	86	78	11,146	-	-	13	13	11,159	4,426	15,585	\$142,897	\$143,064	\$199,808	0.1%	39.7%	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	15	15	15	1,844	-	-	-	-	1,844	-	1,844	\$122,933	\$122,933	\$122,933	0.0%	0.0%	
D3. Total Direct Hire	403	411	391	38,624	212	41	643	896	39,520	15,018	54,538	\$98,783	\$101,074	\$139,483	2.3%	38.9%	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Direct Funded (excludes OC 13)	403	411	391	38,624	212	41	643	896	39,520	15,018	54,538	\$98,783	\$101,074	\$139,483	2.3%	38.9%	
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	12	12	12	999	13	5	28	46	1,045	310	1,355	\$83,250	\$87,083	\$112,917	4.6%	31.0%	
R1. US Direct Hire (USDH)	12	12	12	999	13	5	28	46	1,045	310	1,355	\$83,250	\$87,083	\$112,917	4.6%	31.0%	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	12	12	12	999	13	5	28	46	1,045	310	1,355	\$83,250	\$87,083	\$112,917	4.6%	31.0%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	12	12	12	999	13	5	28	46	1,045	310	1,355	\$83,250	\$87,083	\$112,917	4.6%	31.0%	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Reimbursable Funded (excludes OC 13)	12	12	12	999	13	5	28	46	1,045	310	1,355	\$83,250	\$87,083	\$112,917	4.6%	31.0%	
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Personnel (includes OC 13)	415	423	403	39,623	225	46	671	942	40,565	15,328	55,893	\$98,320	\$100,658	\$138,692	2.4%	38.7%	
T1. US Direct Hire (USDH)	400	408	388	37,779	225	46	671	942	38,721	15,328	54,049	\$97,369	\$99,796	\$139,302	2.5%	40.6%	
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1b. General Schedule	317	322	310	26,633	225	46	658	929	27,562	10,902	38,464	\$85,913	\$88,910	\$124,077	3.5%	40.9%	
T1c. Special Schedule	83	86	78	11,146	0	0	13	13	11,159	4,426	15,585	\$142,897	\$143,064	\$199,808	0.1%	39.7%	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	15	15	15	1,844	0	0	0	0	1,844	0	1,844	\$122,933	\$122,933	\$122,933	0.0%	0.0%	
T3. Total Direct Hire	415	423	403	39,623	225	46	671	942	40,565	15,328	55,893	\$98,320	\$100,658	\$138,692	2.4%	38.7%	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
Subtotal - Total Funded (excludes OC 13)	415	423	403	39,623	225	46	671	942	40,565	15,328	55,893	\$98,320	\$100,658	\$138,692	2.4%	38.7%	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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Operation and Maintenance, Defense-Wide													Date: March 2019				
	Defense Security Service (FY 2018) (\$ in Thousands)												Rates				
	a	b	c	d	e	f	g	e + f + g	d + h	i	j	i + j	d/c	i/c	k/c	h/d	j/d
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	h Total Variables	Comp O.C.11	Benefits O.C.12/13	k Comp & Benefits	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC Variables	% BC Benefits
Direct Funded Personnel (includes OC 13)	832	876	852	94,727	309	11	2,263	2,583	97,310	29,430	126,740	\$111,182	\$114,214	\$148,756	2.7%	31.1%	
D1. US Direct Hire (USDH)	832	876	852	94,727	309	11	2,263	2,583	97,310	29,430	126,740	\$111,182	\$114,214	\$148,756	2.7%	31.1%	
D1a. Senior Executive Schedule	5	8	7	1,087	-	-	240	240	1,327	438	1,765	\$155,286	\$189,571	\$252,143	22.1%	40.3%	
D1b. General Schedule	818	858	836	92,093	309	11	1,873	2,193	94,286	28,603	122,889	\$110,159	\$112,782	\$146,996	2.4%	31.1%	
D1c. Special Schedule	9	10	9	1,547	-	-	150	150	1,697	389	2,086	\$171,889	\$188,556	\$231,778	9.7%	25.1%	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	832	876	852	94,727	309	11	2,263	2,583	97,310	29,430	126,740	\$111,182	\$114,214	\$148,756	2.7%	31.1%	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	832	876	852	94,727	309	11	2,263	2,583	97,310	29,430	126,740	\$111,182	\$114,214	\$148,756	2.7%	31.1%	
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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 Personnel (includes OC 13)	832	876	852	94,727	309	11	2,263	2,583	97,310	29,430	126,740	\$111,182	\$114,214	\$148,756	2.7%	31.1%	
T1. US Direct Hire (USDH)	832	876	852	94,727	309	11	2,263	2,583	97,310	29,430	126,740	\$111,182	\$114,214	\$148,756	2.7%	31.1%	
T1a. Senior Executive Schedule	5	8	7	1,087	0	0	240	240	1,327	438	1,765	\$155,286	\$189,571	\$252,143	22.1%	40.3%	
T1b. General Schedule	818	858	836	92,093	309	11	1,873	2,193	94,286	28,603	122,889	\$110,159	\$112,782	\$146,996	2.4%	31.1%	
T1c. Special Schedule	9	10	9	1,547	0	0	150	150	1,697	389	2,086	\$171,889	\$188,556	\$231,778	9.7%	25.1%	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T3. Total Direct Hire	832	876	852	94,727	309	11	2,263	2,583	97,310	29,430	126,740	\$111,182	\$114,214	\$148,756	2.7%	31.1%	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	832	876	852	94,727	309	11	2,263	2,583	97,310	29,430	126,740	\$111,182	\$114,214	\$148,756	2.7%	31.1%	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-

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Operation and Maintenance, Defense-Wide													Date: March 2019				
Defense Security Service (FY 2019) (\$ in Thousands)																	
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits	
Direct Funded Personnel (includes OC 13)	876	990	931	98,691	264	5	1,203	1,472	100,163	29,905	130,068	\$106,005	\$107,586	\$139,708	1.5%	30.3%	
D1. US Direct Hire (USDH)	876	990	931	98,691	264	5	1,203	1,472	100,163	29,905	130,068	\$106,005	\$107,586	\$139,708	1.5%	30.3%	
D1a. Senior Executive Schedule	8	8	6	684	-	-	245	245	929	213	1,142	\$114,000	\$154,833	\$190,333	35.8%	31.1%	
D1b. General Schedule	858	972	917	96,654	264	5	858	1,127	97,781	29,249	127,030	\$105,402	\$106,631	\$138,528	1.2%	30.3%	
D1c. Special Schedule	10	10	8	1,353	-	-	100	100	1,453	443	1,896	\$169,125	\$181,625	\$237,000	7.4%	32.7%	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire	876	990	931	98,691	264	5	1,203	1,472	100,163	29,905	130,068	\$106,005	\$107,586	\$139,708	1.5%	30.3%	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Direct Funded (excludes OC 13)	876	990	931	98,691	264	5	1,203	1,472	100,163	29,905	130,068	\$106,005	\$107,586	\$139,708	1.5%	30.3%	
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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 Personnel (includes OC 13)	876	990	931	98,691	264	5	1,203	1,472	100,163	29,905	130,068	\$106,005	\$107,586	\$139,708	1.5%	30.3%	
T1. US Direct Hire (USDH)	876	990	931	98,691	264	5	1,203	1,472	100,163	29,905	130,068	\$106,005	\$107,586	\$139,708	1.5%	30.3%	
T1a. Senior Executive Schedule	8	8	6	684	0	0	245	245	929	213	1,142	\$114,000	\$154,833	\$190,333	35.8%	31.1%	
T1b. General Schedule	858	972	917	96,654	264	5	858	1,127	97,781	29,249	127,030	\$105,402	\$106,631	\$138,528	1.2%	30.3%	
T1c. Special Schedule	10	10	8	1,353	0	0	100	100	1,453	443	1,896	\$169,125	\$181,625	\$237,000	7.4%	32.7%	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T3. Total Direct Hire	876	990	931	98,691	264	5	1,203	1,472	100,163	29,905	130,068	\$106,005	\$107,586	\$139,708	1.5%	30.3%	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
Subtotal - Total Funded (excludes OC 13)	876	990	931	98,691	264	5	1,203	1,472	100,163	29,905	130,068	\$106,005	\$107,586	\$139,708	1.5%	30.3%	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0	

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Defense Security Service (FY 2020) (\$ in Thousands)																	
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits	
Direct Funded Personnel (includes OC 13)	990	1,838	1,762	177,692	269	6	1,264	1,539	179,231	56,427	235,658	\$100,847	\$101,720	\$133,745	0.9%	31.8%	
D1. US Direct Hire (USDH)	990	1,838	1,762	177,692	269	6	1,264	1,539	179,231	56,427	235,658	\$100,847	\$101,720	\$133,745	0.9%	31.8%	
D1a. Senior Executive Schedule	8	5	5	576	-	-	245	245	821	179	1,000	\$115,200	\$164,200	\$200,000	42.5%	31.1%	
D1b. General Schedule	972	1,825	1,749	175,734	269	6	919	1,194	176,928	55,819	232,747	\$100,477	\$101,160	\$133,074	0.7%	31.8%	
D1c. Special Schedule	10	8	8	1,382	-	-	100	100	1,482	429	1,911	\$172,750	\$183,250	\$238,875	7.2%	31.0%	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire	990	1,838	1,762	177,692	269	6	1,264	1,539	179,231	56,427	235,658	\$100,847	\$101,720	\$133,745	0.9%	31.8%	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Direct Funded (excludes OC 13)	990	1,838	1,762	177,692	269	6	1,264	1,539	179,231	56,427	235,658	\$100,847	\$101,720	\$133,745	0.9%	31.8%	
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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 Personnel (includes OC 13)	990	1,838	1,762	177,692	269	6	1,264	1,539	179,231	56,427	235,658	\$100,847	\$101,720	\$133,745	0.9%	31.8%	
T1. US Direct Hire (USDH)	990	1,838	1,762	177,692	269	6	1,264	1,539	179,231	56,427	235,658	\$100,847	\$101,720	\$133,745	0.9%	31.8%	
T1a. Senior Executive Schedule	8	5	5	576	0	0	245	245	821	179	1,000	\$115,200	\$164,200	\$200,000	42.5%	31.1%	
T1b. General Schedule	972	1,825	1,749	175,734	269	6	919	1,194	176,928	55,819	232,747	\$100,477	\$101,160	\$133,074	0.7%	31.8%	
T1c. Special Schedule	10	8	8	1,382	0	0	100	100	1,482	429	1,911	\$172,750	\$183,250	\$238,875	7.2%	31.0%	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T3. Total Direct Hire	990	1,838	1,762	177,692	269	6	1,264	1,539	179,231	56,427	235,658	\$100,847	\$101,720	\$133,745	0.9%	31.8%	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
Subtotal - Total Funded (excludes OC 13)	990	1,838	1,762	177,692	269	6	1,264	1,539	179,231	56,427	235,658	\$100,847	\$101,720	\$133,745	0.9%	31.8%	
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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Operation and Maintenance, Defense-Wide													Date: March 2019				
Defense Threat Reduction Agency (FY 2018) (\$ in Thousands)																	
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits	
Direct Funded Personnel (includes OC 13)	1,190	1,245	1,200	143,046	894	134	3,012	4,040	147,086	46,559	193,645	\$119,205	\$122,572	\$161,471	2.8%	32.5%	
D1. US Direct Hire (USDH)	1,190	1,245	1,200	143,046	894	134	3,012	4,040	147,086	46,119	193,205	\$119,205	\$122,572	\$161,004	2.8%	32.2%	
D1a. Senior Executive Schedule	15	13	14	2,717	-	-	153	153	2,870	677	3,547	\$194,071	\$205,000	\$253,357	5.6%	24.9%	
D1b. General Schedule	1,175	1,232	1,186	140,329	894	134	2,859	3,887	144,216	45,442	189,658	\$118,321	\$121,599	\$159,914	2.8%	32.4%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire	1,190	1,245	1,200	143,046	894	134	3,012	4,040	147,086	46,119	193,205	\$119,205	\$122,572	\$161,004	2.8%	32.2%	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Direct Funded (excludes OC 13)	1,190	1,245	1,200	143,046	894	134	3,012	4,040	147,086	46,119	193,205	\$119,205	\$122,572	\$161,004	2.8%	32.2%	
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	440	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	440	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	147	104	98	13,212	14	3	200	217	13,429	4,016	17,445	\$134,816	\$137,031	\$178,010	1.6%	30.4%	
R1. US Direct Hire (USDH)	147	104	98	13,212	14	3	200	217	13,429	4,016	17,445	\$134,816	\$137,031	\$178,010	1.6%	30.4%	
R1a. Senior Executive Schedule	1	1	1	182	-	-	13	13	195	55	250	\$182,000	\$195,000	\$250,000	7.1%	30.2%	
R1b. General Schedule	146	103	97	13,030	14	3	187	204	13,234	3,961	17,195	\$134,330	\$136,433	\$177,268	1.6%	30.4%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	147	104	98	13,212	14	3	200	217	13,429	4,016	17,445	\$134,816	\$137,031	\$178,010	1.6%	30.4%	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Reimbursable Funded (excludes OC 13)	147	104	98	13,212	14	3	200	217	13,429	4,016	17,445	\$134,816	\$137,031	\$178,010	1.6%	30.4%	
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Personnel (includes OC 13)	1,337	1,349	1,298	156,258	908	137	3,212	4,257	160,515	50,575	211,090	\$120,384	\$123,663	\$162,627	2.7%	32.4%	
T1. US Direct Hire (USDH)	1,337	1,349	1,298	156,258	908	137	3,212	4,257	160,515	50,135	210,650	\$120,384	\$123,663	\$162,288	2.7%	32.1%	
T1a. Senior Executive Schedule	16	14	15	2,899	0	0	166	166	3,065	732	3,797	\$193,267	\$204,333	\$253,133	5.7%	25.3%	
T1b. General Schedule	1,321	1,335	1,283	153,359	908	137	3,046	4,091	157,450	49,403	206,853	\$119,332	\$122,720	\$161,226	2.7%	32.2%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T3. Total Direct Hire	1,337	1,349	1,298	156,258	908	137	3,212	4,257	160,515	50,135	210,650	\$120,384	\$123,663	\$162,288	2.7%	32.1%	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
Subtotal - Total Funded (excludes OC 13)	1,337	1,349	1,298	156,258	908	137	3,212	4,257	160,515	50,135	210,650	\$120,384	\$123,663	\$162,288	2.7%	32.1%	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	440	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	440	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	

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	a	b	c	d	e	f	g	e + f + g	d + h	i	j	i + j	d/c	i/c	k/c	h/d	j/d
	Begin 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	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC
Direct Funded Personnel (includes OC 13)	1,291	1,272	1,270	151,817	684	136	3,037	3,857	155,674	46,213	201,887		\$119,541	\$122,578	\$158,966	2.5%	30.4
D1. US Direct Hire (USDH)	1,291	1,272	1,270	151,817	684	136	3,037	3,857	155,674	46,213	201,887		\$119,541	\$122,578	\$158,966	2.5%	30.4
D1a. Senior Executive Schedule	16	16	16	2,890	-	-	217	217	3,107	709	3,816		\$180,625	\$194,188	\$238,500	7.5%	24.5
D1b. General Schedule	1,275	1,256	1,254	148,927	684	136	2,820	3,640	152,567	45,504	198,071		\$118,762	\$121,664	\$157,951	2.4%	30.6
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D3. Total Direct Hire	1,291	1,272	1,270	151,817	684	136	3,037	3,857	155,674	46,213	201,887		\$119,541	\$122,578	\$158,966	2.5%	30.4
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	1,291	1,272	1,270	151,817	684	136	3,037	3,857	155,674	46,213	201,887		\$119,541	\$122,578	\$158,966	2.5%	30.4
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)	104	145	138	18,848	3	1	294	298	19,146	5,622	24,768		\$136,580	\$138,739	\$179,478	1.6%	29.8
R1. US Direct Hire (USDH)	104	145	138	18,848	3	1	294	298	19,146	5,622	24,768		\$136,580	\$138,739	\$179,478	1.6%	29.8
R1a. Senior Executive Schedule	1	1	1	184	-	-	14	14	198	55	253		\$184,000	\$198,000	\$253,000	7.6%	29.9
R1b. General Schedule	103	144	137	18,664	3	1	280	284	18,948	5,567	24,515		\$136,234	\$138,307	\$178,942	1.5%	29.8
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R3. Total Direct Hire	104	145	138	18,848	3	1	294	298	19,146	5,622	24,768		\$136,580	\$138,739	\$179,478	1.6%	29.8
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	104	145	138	18,848	3	1	294	298	19,146	5,622	24,768		\$136,580	\$138,739	\$179,478	1.6%	29.8
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
Total Personnel (includes OC 13)	1,395	1,417	1,408	170,665	687	137	3,331	4,155	174,820	51,835	226,655		\$121,211	\$124,162	\$160,977	2.4%	30.4
T1. US Direct Hire (USDH)	1,395	1,417	1,408	170,665	687	137	3,331	4,155	174,820	51,835	226,655		\$121,211	\$124,162	\$160,977	2.4%	30.4
T1a. Senior Executive Schedule	17	17	17	3,074	0	0	231	231	3,305	764	4,069		\$180,824	\$194,412	\$239,353	7.5%	24.9
T1b. General Schedule	1,378	1,400	1,391	167,591	687	137	3,100	3,924	171,515	51,071	222,586		\$120,482	\$123,303	\$160,019	2.3%	30.5
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T3. Total Direct Hire	1,395	1,417	1,408	170,665	687	137	3,331	4,155	174,820	51,835	226,655		\$121,211	\$124,162	\$160,977	2.4%	30.4
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	1,395	1,417	1,408	170,665	687	137	3,331	4,155	174,820	51,835	226,655		\$121,211	\$124,162	\$160,977	2.4%	30.4
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-		0	0	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-		0	0	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-		0	0	-	-	-

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Defense Threat Reduction Agency (FY 2020) (\$ in Thousands)																	
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/e l Basic Comp	i/e m Total Comp	Rates k/e n Comp & Benefits	h/d o % BC	j/d p % BC	
Direct Funded Personnel (includes OC 13)	1,248	1,246	1,223	147,789	922	137	3,217	4,276	152,065	45,271	197,336	\$120,841	\$124,338	\$161,354	2.9%	30.6%	
D1. US Direct Hire (USDH)	1,248	1,246	1,223	147,789	922	137	3,217	4,276	152,065	45,271	197,336	\$120,841	\$124,338	\$161,354	2.9%	30.6%	
D1a. Senior Executive Schedule	16	16	16	3,145	-	-	236	236	3,381	784	4,165	\$196,563	\$211,313	\$260,313	7.5%	24.9%	
D1b. General Schedule	1,232	1,230	1,207	144,644	922	137	2,981	4,040	148,684	44,487	193,171	\$119,838	\$123,185	\$160,042	2.8%	30.8%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire	1,248	1,246	1,223	147,789	922	137	3,217	4,276	152,065	45,271	197,336	\$120,841	\$124,338	\$161,354	2.9%	30.6%	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Direct Funded (excludes OC 13)	1,248	1,246	1,223	147,789	922	137	3,217	4,276	152,065	45,271	197,336	\$120,841	\$124,338	\$161,354	2.9%	30.6%	
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	138	138	131	17,870	19	4	283	306	18,176	5,433	23,609	\$136,412	\$138,748	\$180,221	1.7%	30.4%	
R1. US Direct Hire (USDH)	138	138	131	17,870	19	4	283	306	18,176	5,433	23,609	\$136,412	\$138,748	\$180,221	1.7%	30.4%	
R1a. Senior Executive Schedule	1	1	1	184	-	-	14	14	198	56	254	\$184,000	\$198,000	\$254,000	7.6%	30.4%	
R1b. General Schedule	137	137	130	17,686	19	4	269	292	17,978	5,377	23,355	\$136,046	\$138,292	\$179,654	1.7%	30.4%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	138	138	131	17,870	19	4	283	306	18,176	5,433	23,609	\$136,412	\$138,748	\$180,221	1.7%	30.4%	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Reimbursable Funded (excludes OC 13)	138	138	131	17,870	19	4	283	306	18,176	5,433	23,609	\$136,412	\$138,748	\$180,221	1.7%	30.4%	
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Personnel (includes OC 13)	1,386	1,384	1,354	165,659	941	141	3,500	4,582	170,241	50,704	220,945	\$122,348	\$125,732	\$163,179	2.8%	30.6%	
T1. US Direct Hire (USDH)	1,386	1,384	1,354	165,659	941	141	3,500	4,582	170,241	50,704	220,945	\$122,348	\$125,732	\$163,179	2.8%	30.6%	
T1a. Senior Executive Schedule	17	17	17	3,329	0	0	250	250	3,579	840	4,419	\$195,824	\$210,529	\$259,941	7.5%	25.2%	
T1b. General Schedule	1,369	1,367	1,337	162,330	941	141	3,250	4,332	166,662	49,864	216,526	\$121,414	\$124,654	\$161,949	2.7%	30.7%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T3. Total Direct Hire	1,386	1,384	1,354	165,659	941	141	3,500	4,582	170,241	50,704	220,945	\$122,348	\$125,732	\$163,179	2.8%	30.6%	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
Subtotal - Total Funded (excludes OC 13)	1,386	1,384	1,354	165,659	941	141	3,500	4,582	170,241	50,704	220,945	\$122,348	\$125,732	\$163,179	2.8%	30.6%	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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Operation and Maintenance, Defense-Wide													Date: March 2019				
Defense Technology Security Administration (FY 2018)																	
	(\$ in Thousands)												Rates				
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits	
Direct Funded Personnel (includes OC 13)	129	120	120	18,494	20	0	335	355	18,849	5,401	24,250	\$154,117	\$157,075	\$202,083	1.9%	29.2%	
D1. US Direct Hire (USDH)	129	120	120	18,494	20	-	335	355	18,849	5,401	24,250	\$154,117	\$157,075	\$202,083	1.9%	29.2%	
D1a. Senior Executive Schedule	2	2	2	430	-	-	64	64	494	105	599	\$215,000	\$247,000	\$299,500	14.9%	24.4%	
D1b. General Schedule	127	118	118	18,064	20	-	271	291	18,355	5,296	23,651	\$153,085	\$155,551	\$200,432	1.6%	29.3%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire	129	120	120	18,494	20	-	335	355	18,849	5,401	24,250	\$154,117	\$157,075	\$202,083	1.9%	29.2%	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Direct Funded (excludes OC 13)	129	120	120	18,494	20	-	335	355	18,849	5,401	24,250	\$154,117	\$157,075	\$202,083	1.9%	29.2%	
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	3	3	3	103	5	0	15	20	123	91	214	\$34,333	\$41,000	\$71,333	19.4%	88.3%	
R1. US Direct Hire (USDH)	3	3	3	103	5	-	15	20	123	91	214	\$34,333	\$41,000	\$71,333	19.4%	88.3%	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	3	3	3	103	5	-	15	20	123	91	214	\$34,333	\$41,000	\$71,333	19.4%	88.3%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	3	3	3	103	5	-	15	20	123	91	214	\$34,333	\$41,000	\$71,333	19.4%	88.3%	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Reimbursable Funded (excludes OC 13)	3	3	3	103	5	-	15	20	123	91	214	\$34,333	\$41,000	\$71,333	19.4%	88.3%	
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Personnel (includes OC 13)	132	123	123	18,597	25	0	350	375	18,972	5,492	24,464	\$151,195	\$154,244	\$198,894	2.0%	29.5%	
T1. US Direct Hire (USDH)	132	123	123	18,597	25	-	350	375	18,972	5,492	24,464	\$151,195	\$154,244	\$198,894	2.0%	29.5%	
T1a. Senior Executive Schedule	2	2	2	430	0	0	64	64	494	105	599	\$215,000	\$247,000	\$299,500	14.9%	24.4%	
T1b. General Schedule	130	121	121	18,167	25	0	286	311	18,478	5,387	23,865	\$150,140	\$152,711	\$197,231	1.7%	29.7%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T3. Total Direct Hire	132	123	123	18,597	25	-	350	375	18,972	5,492	24,464	\$151,195	\$154,244	\$198,894	2.0%	29.5%	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
Subtotal - Total Funded (excludes OC 13)	132	123	123	18,597	25	-	350	375	18,972	5,492	24,464	\$151,195	\$154,244	\$198,894	2.0%	29.5%	
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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Operation and Maintenance, Defense-Wide													Date: March 2019				
Defense Technology Security Administration (FY 2019) (\$ in Thousands)																	
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits	
Direct Funded Personnel (includes OC 13)	129	129	129	19,151	30	0	432	462	19,613	5,141	24,754	\$148,457	\$152,039	\$191,891	2.4%	26.8%	
D1. US Direct Hire (USDH)	129	129	129	19,151	30	-	432	462	19,613	5,141	24,754	\$148,457	\$152,039	\$191,891	2.4%	26.8%	
D1a. Senior Executive Schedule	2	2	2	430	-	-	35	35	465	105	570	\$215,000	\$232,500	\$285,000	8.1%	24.4%	
D1b. General Schedule	127	127	127	18,721	30	-	397	427	19,148	5,036	24,184	\$147,409	\$150,772	\$190,425	2.3%	26.9%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire	129	129	129	19,151	30	-	432	462	19,613	5,141	24,754	\$148,457	\$152,039	\$191,891	2.4%	26.8%	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Direct Funded (excludes OC 13)	129	129	129	19,151	30	-	432	462	19,613	5,141	24,754	\$148,457	\$152,039	\$191,891	2.4%	26.8%	
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	3	3	3	528	20	0	40	60	588	180	768	\$176,000	\$196,000	\$256,000	11.4%	34.1%	
R1. US Direct Hire (USDH)	3	3	3	528	20	-	40	60	588	180	768	\$176,000	\$196,000	\$256,000	11.4%	34.1%	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	3	3	3	528	20	-	40	60	588	180	768	\$176,000	\$196,000	\$256,000	11.4%	34.1%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	3	3	3	528	20	-	40	60	588	180	768	\$176,000	\$196,000	\$256,000	11.4%	34.1%	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Reimbursable Funded (excludes OC 13)	3	3	3	528	20	-	40	60	588	180	768	\$176,000	\$196,000	\$256,000	11.4%	34.1%	
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Personnel (includes OC 13)	132	132	132	19,679	50	0	472	522	20,201	5,321	25,522	\$149,083	\$153,038	\$193,348	2.7%	27.0%	
T1. US Direct Hire (USDH)	132	132	132	19,679	50	-	472	522	20,201	5,321	25,522	\$149,083	\$153,038	\$193,348	2.7%	27.0%	
T1a. Senior Executive Schedule	2	2	2	430	0	0	35	35	465	105	570	\$215,000	\$232,500	\$285,000	8.1%	24.4%	
T1b. General Schedule	130	130	130	19,249	50	0	437	487	19,736	5,216	24,952	\$148,069	\$151,815	\$191,938	2.5%	27.1%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T3. Total Direct Hire	132	132	132	19,679	50	-	472	522	20,201	5,321	25,522	\$149,083	\$153,038	\$193,348	2.7%	27.0%	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
Subtotal - Total Funded (excludes OC 13)	132	132	132	19,679	50	-	472	522	20,201	5,321	25,522	\$149,083	\$153,038	\$193,348	2.7%	27.0%	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	

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Operation and Maintenance, Defense-Wide														Date: March 2019													
Defense Technology Security Administration (FY 2020) (\$ in Thousands)																		Rates									
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits											
Direct Funded Personnel (includes OC 13)	129	124	124	18,740	30	0	487	517	19,257	5,221	24,478	\$151,129	\$155,298	\$197,403	2.8%	27.9%											
D1. US Direct Hire (USDH)	129	124	124	18,740	30	-	487	517	19,257	5,221	24,478	\$151,129	\$155,298	\$197,403	2.8%	27.9%											
D1a. Senior Executive Schedule	2	2	2	439	-	-	35	35	474	105	579	\$219,500	\$237,000	\$289,500	8.0%	23.9%											
D1b. General Schedule	127	122	122	18,301	30	-	452	482	18,783	5,116	23,899	\$150,008	\$153,959	\$195,893	2.6%	28.0%											
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
D3. Total Direct Hire	129	124	124	18,740	30	-	487	517	19,257	5,221	24,478	\$151,129	\$155,298	\$197,403	2.8%	27.9%											
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
Subtotal - Direct Funded (excludes OC 13)	129	124	124	18,740	30	-	487	517	19,257	5,221	24,478	\$151,129	\$155,298	\$197,403	2.8%	27.9%											
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
Reimbursable Funded Personnel (includes OC 13)	3	3	3	529	20	0	38	58	587	181	768	\$176,333	\$195,667	\$256,000	11.0%	34.2%											
R1. US Direct Hire (USDH)	3	3	3	529	20	-	38	58	587	181	768	\$176,333	\$195,667	\$256,000	11.0%	34.2%											
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
R1b. General Schedule	3	3	3	529	20	-	38	58	587	181	768	\$176,333	\$195,667	\$256,000	11.0%	34.2%											
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
R3. Total Direct Hire	3	3	3	529	20	-	38	58	587	181	768	\$176,333	\$195,667	\$256,000	11.0%	34.2%											
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
Subtotal - Reimbursable Funded (excludes OC 13)	3	3	3	529	20	-	38	58	587	181	768	\$176,333	\$195,667	\$256,000	11.0%	34.2%											
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
Total Personnel (includes OC 13)	132	127	127	19,269	50	0	525	575	19,844	5,402	25,246	\$151,724	\$156,252	\$198,787	3.0%	28.0%											
T1. US Direct Hire (USDH)	132	127	127	19,269	50	-	525	575	19,844	5,402	25,246	\$151,724	\$156,252	\$198,787	3.0%	28.0%											
T1a. Senior Executive Schedule	2	2	2	439	0	0	35	35	474	105	579	\$219,500	\$237,000	\$289,500	8.0%	23.9%											
T1b. General Schedule	130	125	125	18,830	50	0	490	540	19,370	5,297	24,667	\$150,640	\$154,960	\$197,336	2.9%	28.1%											
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-											
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-											
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-											
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-											
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-											
T3. Total Direct Hire	132	127	127	19,269	50	-	525	575	19,844	5,402	25,246	\$151,724	\$156,252	\$198,787	3.0%	28.0%											
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-											
Subtotal - Total Funded (excludes OC 13)	132	127	127	19,269	50	-	525	575	19,844	5,402	25,246	\$151,724	\$156,252	\$198,787	3.0%	28.0%											
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-											
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-											
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-											
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-											

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	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j		d/c	i/c	k/c	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp		Basic	Total	Comp	% BC	% BC
	Strength	Strength		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)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
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)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
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 Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1f. Other	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	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																	

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	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j		d/c	i/c	k/c	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp		Basic	Total	Comp	% BC	% BC
	Strength	Strength		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)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
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)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
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 Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1f. Other	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
Subtotal - Total Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T5. Other Object Class 13 Benefits																	
T5a. USDH - Benefits for Former Employees													0	0	0	0	0
T5b. DHFN - Benefits for Former Employees													0	0	0	0	0
T5c. Voluntary Separation Incentive Pay (VSIP)													0	0	0	0	0
T5d. Foreign National Separation Liability Accrual													0	0	0	0	0

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National Defense University (FY 2020) (\$ in Thousands)																	
	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j		d/c	i/c	k/c	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp		Basic	Total	Comp	% BC	% BC
	Strength	Strength		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)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
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)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
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 Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1f. Other	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	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																	

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Office of Economic Adjustment (FY 2018) (\$ in Thousands)													Date: March 2019				
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits	
Direct Funded Personnel (includes OC 13)	38	38	38	4,400	0	0	257	257	4,657	1,410	6,067	\$115,789	\$122,553	\$159,658	5.8%	32.0%	
D1. US Direct Hire (USDH)	38	38	38	4,400	-	-	257	257	4,657	1,390	6,047	\$115,789	\$122,553	\$159,132	5.8%	31.6%	
D1a. Senior Executive Schedule	1	1	1	174	-	-	14	14	188	158	346	\$174,000	\$188,000	\$346,000	8.0%	90.8%	
D1b. General Schedule	37	37	37	4,226	-	-	243	243	4,469	1,232	5,701	\$114,216	\$120,784	\$154,081	5.8%	29.2%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire	38	38	38	4,400	-	-	257	257	4,657	1,390	6,047	\$115,789	\$122,553	\$159,132	5.8%	31.6%	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Direct Funded (excludes OC 13)	38	38	38	4,400	-	-	257	257	4,657	1,390	6,047	\$115,789	\$122,553	\$159,132	5.8%	31.6%	
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	20	20	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	20	20	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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 Personnel (includes OC 13)	38	38	38	4,400	0	0	257	257	4,657	1,410	6,067	\$115,789	\$122,553	\$159,658	5.8%	32.0%	
T1. US Direct Hire (USDH)	38	38	38	4,400	-	-	257	257	4,657	1,390	6,047	\$115,789	\$122,553	\$159,132	5.8%	31.6%	
T1a. Senior Executive Schedule	1	1	1	174	0	0	14	14	188	158	346	\$174,000	\$188,000	\$346,000	8.0%	90.8%	
T1b. General Schedule	37	37	37	4,226	0	0	243	243	4,469	1,232	5,701	\$114,216	\$120,784	\$154,081	5.8%	29.2%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T3. Total Direct Hire	38	38	38	4,400	-	-	257	257	4,657	1,390	6,047	\$115,789	\$122,553	\$159,132	5.8%	31.6%	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
Subtotal - Total Funded (excludes OC 13)	38	38	38	4,400	-	-	257	257	4,657	1,390	6,047	\$115,789	\$122,553	\$159,132	5.8%	31.6%	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	20	20	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	20	20	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	

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Office of Economic Adjustment (FY 2019) (\$ in Thousands)													Date: March 2019				
	a	b	c	d	e	f	g	e + f + g	d + h	i	j		Rates				
	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)	0	0	39	4,560	207	0	0	207	4,767	1,450	6,217	\$116,923	\$122,231	\$159,410	4.5%	31.8%	
D1. US Direct Hire (USDH)	-	-	39	4,560	207	-	-	207	4,767	1,450	6,217	\$116,923	\$122,231	\$159,410	4.5%	31.8%	
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	39	4,560	207	-	-	207	4,767	1,450	6,217	\$116,923	\$122,231	\$159,410	4.5%	31.8%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	-	39	4,560	207	-	-	207	4,767	1,450	6,217	\$116,923	\$122,231	\$159,410	4.5%	31.8%	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	-	-	39	4,560	207	-	-	207	4,767	1,450	6,217	\$116,923	\$122,231	\$159,410	4.5%	31.8%	
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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 Personnel (includes OC 13)	0	0	39	4,560	207	0	0	207	4,767	1,450	6,217	\$116,923	\$122,231	\$159,410	4.5%	31.8%	
T1. US Direct Hire (USDH)	-	-	39	4,560	207	-	-	207	4,767	1,450	6,217	\$116,923	\$122,231	\$159,410	4.5%	31.8%	
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T1b. General Schedule	0	0	39	4,560	207	0	0	207	4,767	1,450	6,217	\$116,923	\$122,231	\$159,410	4.5%	31.8%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T3. Total Direct Hire	-	-	39	4,560	207	-	-	207	4,767	1,450	6,217	\$116,923	\$122,231	\$159,410	4.5%	31.8%	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	-	-	39	4,560	207	-	-	207	4,767	1,450	6,217	\$116,923	\$122,231	\$159,410	4.5%	31.8%	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-

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Office of Economic Adjustment (FY 2020) (\$ in Thousands)														Rates				
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	n k/c Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits		
Direct Funded Personnel (includes OC 13)	37	37	37	4,327	207	0	0	207	4,534	1,296	5,830	\$116,946	\$122,541	\$157,568	4.8%	30.0%		
D1. US Direct Hire (USDH)	37	37	37	4,327	207	-	-	207	4,534	1,296	5,830	\$116,946	\$122,541	\$157,568	4.8%	30.0%		
D1a. Senior Executive Schedule	1	1	1	174	-	-	-	174	174	158	332	\$174,000	\$174,000	\$332,000	0.0%	90.8%		
D1b. General Schedule	36	36	36	4,153	207	-	-	207	4,360	1,138	5,498	\$115,361	\$121,111	\$152,722	5.0%	27.4%		
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D3. Total Direct Hire	37	37	37	4,327	207	-	-	207	4,534	1,296	5,830	\$116,946	\$122,541	\$157,568	4.8%	30.0%		
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Subtotal - Direct Funded (excludes OC 13)	37	37	37	4,327	207	-	-	207	4,534	1,296	5,830	\$116,946	\$122,541	\$157,568	4.8%	30.0%		
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
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 Personnel (includes OC 13)	37	37	37	4,327	207	0	0	207	4,534	1,296	5,830	\$116,946	\$122,541	\$157,568	4.8%	30.0%		
T1. US Direct Hire (USDH)	37	37	37	4,327	207	-	-	207	4,534	1,296	5,830	\$116,946	\$122,541	\$157,568	4.8%	30.0%		
T1a. Senior Executive Schedule	1	1	1	174	0	0	0	0	174	158	332	\$174,000	\$174,000	\$332,000	0.0%	90.8%		
T1b. General Schedule	36	36	36	4,153	207	0	0	207	4,360	1,138	5,498	\$115,361	\$121,111	\$152,722	5.0%	27.4%		
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T3. Total Direct Hire	37	37	37	4,327	207	-	-	207	4,534	1,296	5,830	\$116,946	\$122,541	\$157,568	4.8%	30.0%		
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
Subtotal - Total Funded (excludes OC 13)	37	37	37	4,327	207	-	-	207	4,534	1,296	5,830	\$116,946	\$122,541	\$157,568	4.8%	30.0%		
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0		
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0		
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0		
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0		

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Office of Secretary of Defense (FY 2018) (\$ in Thousands)																		
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits		
Direct Funded Personnel (includes OC 13)	1,823	1,709	1,668	251,885	844	37	9,858	10,739	262,624	76,500	339,124	\$151,010	\$157,448	\$205,312	4.3%	30.4%		
D1. US Direct Hire (USDH)	1,823	1,709	1,668	251,885	844	37	9,858	10,739	262,624	74,189	336,813	\$151,010	\$157,448	\$201,926	4.3%	29.5%		
D1a. Senior Executive Schedule	262	262	241	42,846	2	-	2,547	2,549	45,395	12,128	57,523	\$177,784	\$188,361	\$238,685	5.9%	28.3%		
D1b. General Schedule	1,537	1,090	1,062	152,242	700	31	5,586	6,317	158,559	45,548	204,107	\$143,354	\$149,302	\$192,191	4.1%	29.9%		
D1c. Special Schedule	-	336	350	54,359	113	6	1,723	1,842	56,201	15,818	72,019	\$155,311	\$160,574	\$205,769	3.4%	29.1%		
D1d. Wage System	2	1	1	52	29	-	2	31	83	28	111	\$52,000	\$83,000	\$111,000	59.6%	53.8%		
D1e. Highly Qualified Experts	22	20	14	2,386	-	-	-	-	2,386	667	3,053	\$170,429	\$170,429	\$218,071	0.0%	28.0%		
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D3. Total Direct Hire	1,823	1,709	1,668	251,885	844	37	9,858	10,739	262,624	74,189	336,813	\$151,010	\$157,448	\$201,926	4.3%	29.5%		
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Subtotal - Direct Funded (excludes OC 13)	1,823	1,709	1,668	251,885	844	37	9,858	10,739	262,624	74,189	336,813	\$151,010	\$157,448	\$201,926	4.3%	29.5%		
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	2,311	-	-	-	-	-		
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	2,311	-	-	-	-	-		
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Reimbursable Funded Personnel (includes OC 13)	0	44	24	3,090	91	0	191	282	3,372	839	4,211	\$128,750	\$140,500	\$175,458	9.1%	27.2%		
R1. US Direct Hire (USDH)	-	44	24	3,090	91	-	191	282	3,372	839	4,211	\$128,750	\$140,500	\$175,458	9.1%	27.2%		
R1a. Senior Executive Schedule	-	2	2	278	-	-	20	20	298	86	384	\$139,000	\$149,000	\$192,000	7.2%	30.9%		
R1b. General Schedule	-	2	3	439	91	-	158	249	688	135	823	\$146,333	\$229,333	\$274,333	56.7%	30.8%		
R1c. Special Schedule	-	40	19	2,373	-	-	13	13	2,386	618	3,004	\$124,895	\$125,579	\$158,105	0.5%	26.0%		
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R3. Total Direct Hire	-	44	24	3,090	91	-	191	282	3,372	839	4,211	\$128,750	\$140,500	\$175,458	9.1%	27.2%		
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Subtotal - Reimbursable Funded (excludes OC 13)	-	44	24	3,090	91	-	191	282	3,372	839	4,211	\$128,750	\$140,500	\$175,458	9.1%	27.2%		
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Total Personnel (includes OC 13)	1,823	1,753	1,692	254,975	935	37	10,049	11,021	265,996	77,339	343,335	\$150,694	\$157,208	\$202,917	4.3%	30.3%		
T1. US Direct Hire (USDH)	1,823	1,753	1,692	254,975	935	37	10,049	11,021	265,996	75,028	341,024	\$150,694	\$157,208	\$201,551	4.3%	29.4%		
T1a. Senior Executive Schedule	262	264	243	43,124	2	0	2,567	2,569	45,693	12,214	57,907	\$177,465	\$188,037	\$238,300	6.0%	28.3%		
T1b. General Schedule	1,537	1,092	1,065	152,681	791	31	5,744	6,566	159,247	45,683	204,930	\$143,362	\$149,328	\$192,423	4.3%	29.9%		
T1c. Special Schedule	0	376	369	56,732	113	6	1,736	1,855	58,587	16,436	75,023	\$153,745	\$158,772	\$203,314	3.3%	29.0%		
T1d. Wage System	2	1	1	52	29	0	2	31	83	28	111	\$52,000	\$83,000	\$111,000	59.6%	53.8%		
T1e. Highly Qualified Experts	22	20	14	2,386	0	0	0	0	2,386	667	3,053	\$170,429	\$170,429	\$218,071	0.0%	28.0%		
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T3. Total Direct Hire	1,823	1,753	1,692	254,975	935	37	10,049	11,021	265,996	75,028	341,024	\$150,694	\$157,208	\$201,551	4.3%	29.4%		
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
Subtotal - Total Funded (excludes OC 13)	1,823	1,753	1,692	254,975	935	37	10,049	11,021	265,996	75,028	341,024	\$150,694	\$157,208	\$201,551	4.3%	29.4%		
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	2,311	-	-	-	-	-		
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-		
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-		
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	2,311	-	-	-	-	-		
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-		

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	a	b	c	d	e	f	g	e + f + g	d + h	i	j	k	d/c	i/c	k/c	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	& Benefits	Basic	Total	Comp	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13			Comp	Comp	& Benefits	Variables	Benefits
Direct Funded Personnel (includes OC 13)	1,823	1,777	1,761	271,229	22,686	0	0	22,686	293,915	90,035	383,950	\$154,020	\$166,902	\$218,030	8.4%	33.2%	
D1. US Direct Hire (USDH)	1,823	1,777	1,761	271,229	22,686	-	-	22,686	293,915	88,111	382,026	\$154,020	\$166,902	\$216,937	8.4%	32.5%	
D1a. Senior Executive Schedule	262	262	265	45,863	-	-	-	-	45,863	14,539	60,402	\$173,068	\$173,068	\$227,932	0.0%	31.7%	
D1b. General Schedule	1,537	1,491	1,472	222,286	22,686	-	-	22,686	244,972	73,090	318,062	\$151,010	\$166,421	\$216,075	10.2%	32.9%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	2	2	2	141	-	-	-	-	141	-	141	\$70,500	\$70,500	\$70,500	0.0%	0.0%	
D1e. Highly Qualified Experts	22	22	22	2,939	-	-	-	-	2,939	482	3,421	\$133,591	\$133,591	\$155,500	0.0%	16.4%	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	1,823	1,777	1,761	271,229	22,686	-	-	22,686	293,915	88,111	382,026	\$154,020	\$166,902	\$216,937	8.4%	32.5%	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	1,823	1,777	1,761	271,229	22,686	-	-	22,686	293,915	88,111	382,026	\$154,020	\$166,902	\$216,937	8.4%	32.5%	
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	1,924	1,924	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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 Personnel (includes OC 13)	1,823	1,777	1,761	271,229	22,686	0	0	22,686	293,915	90,035	383,950	\$154,020	\$166,902	\$218,030	8.4%	33.2%	
T1. US Direct Hire (USDH)	1,823	1,777	1,761	271,229	22,686	-	-	22,686	293,915	88,111	382,026	\$154,020	\$166,902	\$216,937	8.4%	32.5%	
T1a. Senior Executive Schedule	262	262	265	45,863	0	0	0	0	45,863	14,539	60,402	\$173,068	\$173,068	\$227,932	0.0%	31.7%	
T1b. General Schedule	1,537	1,491	1,472	222,286	22,686	0	0	22,686	244,972	73,090	318,062	\$151,010	\$166,421	\$216,075	10.2%	32.9%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T1d. Wage System	2	2	2	141	0	0	0	0	141	0	141	\$70,500	\$70,500	\$70,500	0.0%	0.0%	
T1e. Highly Qualified Experts	22	22	22	2,939	0	0	0	0	2,939	482	3,421	\$133,591	\$133,591	\$155,500	0.0%	16.4%	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T3. Total Direct Hire	1,823	1,777	1,761	271,229	22,686	-	-	22,686	293,915	88,111	382,026	\$154,020	\$166,902	\$216,937	8.4%	32.5%	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	1,823	1,777	1,761	271,229	22,686	-	-	22,686	293,915	88,111	382,026	\$154,020	\$166,902	\$216,937	8.4%	32.5%	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	1,924	1,924	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
Direct Funded Personnel (includes OC 13)	1,797	1,892	1,893	292,061	1,441	30	7,426	8,897	300,958	86,238	387,196	\$154,285	\$158,983	\$204,541	3.0%	29.5%
D1. US Direct Hire (USDH)	1,797	1,892	1,893	292,061	1,441	30	7,426	8,897	300,958	83,908	384,866	\$154,285	\$158,983	\$203,310	3.0%	28.7%
D1a. Senior Executive Schedule	262	262	263	45,400	2	-	2,691	2,693	48,093	12,308	60,401	\$172,624	\$182,863	\$229,662	5.9%	27.1%
D1b. General Schedule	1,511	1,608	1,608	243,722	1,439	30	4,735	6,204	249,926	71,118	321,044	\$151,568	\$155,427	\$199,654	2.5%	29.2%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	22	22	22	2,939	-	-	-	-	2,939	482	3,421	\$133,591	\$133,591	\$155,500	0.0%	16.4%
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	1,797	1,892	1,893	292,061	1,441	30	7,426	8,897	300,958	83,908	384,866	\$154,285	\$158,983	\$203,310	3.0%	28.7%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	1,797	1,892	1,893	292,061	1,441	30	7,426	8,897	300,958	83,908	384,866	\$154,285	\$158,983	\$203,310	3.0%	28.7%
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	2,330	2,330	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	0	0	0	3,030	0	0	0	0	3,030	0	3,030	-	-	-	0.0%	0.0%
R1. US Direct Hire (USDH)	-	-	-	3,030	-	-	-	-	3,030	-	3,030	-	-	-	0.0%	0.0%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	3,030	-	-	-	-	3,030	-	3,030	-	-	-	0.0%	0.0%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	3,030	-	-	-	-	3,030	-	3,030	-	-	-	0.0%	0.0%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	-	-	-	3,030	-	-	-	-	3,030	-	3,030	-	-	-	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 Personnel (includes OC 13)	1,797	1,892	1,893	295,091	1,441	30	7,426	8,897	303,988	86,238	390,226	\$155,885	\$160,585	\$206,142	3.0%	29.2%
T1. US Direct Hire (USDH)	1,797	1,892	1,893	295,091	1,441	30	7,426	8,897	303,988	83,908	387,896	\$155,885	\$160,585	\$204,911	3.0%	28.4%
T1a. Senior Executive Schedule	262	262	263	45,400	2	0	2,691	2,693	48,093	12,308	60,401	\$172,624	\$182,863	\$229,662	5.9%	27.1%
T1b. General Schedule	1,511	1,608	1,608	246,752	1,439	30	4,735	6,204	252,956	71,118	324,074	\$153,453	\$157,311	\$201,539	2.5%	28.8%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	2	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	22	22	22	2,939	0	0	0	0	2,939	482	3,421	\$133,591	\$133,591	\$155,500	0.0%	16.4%
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	1,797	1,892	1,893	295,091	1,441	30	7,426	8,897	303,988	83,908	387,896	\$155,885	\$160,585	\$204,911	3.0%	28.4%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	1,797	1,892	1,893	295,091	1,441	30	7,426	8,897	303,988	83,908	387,896	\$155,885	\$160,585	\$204,911	3.0%	28.4%
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	2,330	2,330	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Operation and Maintenance, Defense-Wide												Date: March 2019				
U.S., Special Operations Command (FY 2018)																
(\$ in Thousands)																
	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	k/c	h/d	j/d
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C-11	Total Variables	Comp O.C-11	Benefits O.C-12/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC	% BC
Direct Funded Personnel (includes OC 13)	6,623	6,510	6,438	575,622	15,246	1,396	12,028	28,670	604,292	180,998	785,290	\$89,410	\$93,863	\$121,962	5.0%	31.4%
D1. US Direct Hire (USDH)	6,623	6,510	6,438	575,622	15,246	1,396	12,028	28,670	604,292	180,899	785,191	\$89,410	\$93,863	\$121,962	5.0%	31.4%
D1a. Senior Executive Schedule	9	12	11	1,834	-	-	107	107	1,941	515	2,456	\$166,727	\$176,455	\$223,273	5.8%	28.1%
D1b. General Schedule	6,349	6,046	5,971	549,631	14,828	1,313	11,431	27,572	577,203	169,800	747,003	\$92,050	\$96,668	\$125,105	5.0%	30.9%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	265	452	456	24,157	418	83	490	991	25,148	10,584	35,732	\$52,976	\$55,149	\$78,360	4.1%	43.8%
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	6,623	6,510	6,438	575,622	15,246	1,396	12,028	28,670	604,292	180,899	785,191	\$89,410	\$93,863	\$121,962	5.0%	31.4%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	6,623	6,510	6,438	575,622	15,246	1,396	12,028	28,670	604,292	180,899	785,191	\$89,410	\$93,863	\$121,962	5.0%	31.4%
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	99	99	-	-	-	-	-
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)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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 Personnel (includes OC 13)	6,623	6,510	6,438	575,622	15,246	1,396	12,028	28,670	604,292	180,998	785,290	\$89,410	\$93,863	\$121,977	5.0%	31.4%
T1. US Direct Hire (USDH)	6,623	6,510	6,438	575,622	15,246	1,396	12,028	28,670	604,292	180,899	785,191	\$89,410	\$93,863	\$121,962	5.0%	31.4%
T1a. Senior Executive Schedule	9	12	11	1,834	0	0	107	107	1,941	515	2,456	\$166,727	\$176,455	\$223,273	5.8%	28.1%
T1b. General Schedule	6,349	6,046	5,971	549,631	14,828	1,313	11,431	27,572	577,203	169,800	747,003	\$92,050	\$96,668	\$125,105	5.0%	30.9%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	265	452	456	24,157	418	83	490	991	25,148	10,584	35,732	\$52,976	\$55,149	\$78,360	4.1%	43.8%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	6,623	6,510	6,438	575,622	15,246	1,396	12,028	28,670	604,292	180,899	785,191	\$89,410	\$93,863	\$121,962	5.0%	31.4%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	6,623	6,510	6,438	575,622	15,246	1,396	12,028	28,670	604,292	180,899	785,191	\$89,410	\$93,863	\$121,962	5.0%	31.4%
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	99	99	-	-	-	-	-
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													Date: March 2019				
U.S., Special Operations Command (FY 2019) (\$ in Thousands)																	
	a	b	c	d	e	f	g	e + f + g	d + h	i	j		d/c	i/c	k/c	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp & Benefits		Basic	Total	Comp & Benefits	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13			Comp	Comp			
Direct Funded Personnel (includes OC 13)	6,751	6,751	6,466	564,390	25,547	1,322	1,909	28,778	593,168	177,176	770,344		\$87,286	\$91,736	\$119,122	5.1%	31.4%
D1. US Direct Hire (USDH)	6,751	6,751	6,466	564,390	25,547	1,322	1,909	28,778	593,168	177,078	770,246		\$87,286	\$91,736	\$119,122	5.1%	31.4%
D1a. Senior Executive Schedule	9	9	9	1,197	-	-	57	57	1,254	558	1,812		\$133,000	\$139,333	\$201,333	4.8%	46.6%
D1b. General Schedule	6,481	6,285	6,000	549,424	25,331	1,307	1,756	28,394	577,818	171,369	749,187		\$91,571	\$96,303	\$124,865	5.2%	31.2%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1d. Wage System	261	457	457	13,769	216	15	96	327	14,096	5,151	19,247		\$30,129	\$30,845	\$42,116	2.4%	37.4%
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D3. Total Direct Hire	6,751	6,751	6,466	564,390	25,547	1,322	1,909	28,778	593,168	177,078	770,246		\$87,286	\$91,736	\$119,122	5.1%	31.4%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	6,751	6,751	6,466	564,390	25,547	1,322	1,909	28,778	593,168	177,078	770,246		\$87,286	\$91,736	\$119,122	5.1%	31.4%
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)	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
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 Personnel (includes OC 13)	6,751	6,751	6,466	564,390	25,547	1,322	1,909	28,778	593,168	177,176	770,344		\$87,286	\$91,736	\$119,122	5.1%	31.4%
T1. US Direct Hire (USDH)	6,751	6,751	6,466	564,390	25,547	1,322	1,909	28,778	593,168	177,078	770,246		\$87,286	\$91,736	\$119,122	5.1%	31.4%
T1a. Senior Executive Schedule	9	9	9	1,197	0	0	57	57	1,254	558	1,812		\$133,000	\$139,333	\$201,333	4.8%	46.6%
T1b. General Schedule	6,481	6,285	6,000	549,424	25,331	1,307	1,756	28,394	577,818	171,369	749,187		\$91,571	\$96,303	\$124,865	5.2%	31.2%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T1d. Wage System	261	457	457	13,769	216	15	96	327	14,096	5,151	19,247		\$30,129	\$30,845	\$42,116	2.4%	37.4%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T3. Total Direct Hire	6,751	6,751	6,466	564,390	25,547	1,322	1,909	28,778	593,168	177,078	770,246		\$87,286	\$91,736	\$119,122	5.1%	31.4%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	6,751	6,751	6,466	564,390	25,547	1,322	1,909	28,778	593,168	177,078	770,246		\$87,286	\$91,736	\$119,122	5.1%	31.4%
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	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-

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Operation and Maintenance, Defense-Wide												Date: March 2019				
U.S., Special Operations Command (FY 2020) (\$ in Thousands)																
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
Direct Funded Personnel (includes OC 13)	6,702	6,651	6,651	577,536	24,884	2,387	2,881	30,152	607,688	186,945	794,633	\$86,834	\$91,368	\$119,459	5.2%	32.4%
D1. US Direct Hire (USDH)	6,702	6,651	6,651	577,536	24,884	2,387	2,881	30,152	607,688	186,837	794,525	\$86,834	\$91,368	\$119,459	5.2%	32.4%
D1a. Senior Executive Schedule	9	9	9	1,225	-	-	55	55	1,280	555	1,835	\$136,111	\$142,222	\$203,889	4.5%	45.3%
D1b. General Schedule	6,428	6,387	6,387	551,738	24,448	2,361	2,662	29,471	581,209	176,974	758,183	\$86,385	\$90,999	\$118,707	5.3%	32.1%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	265	255	255	24,573	436	26	164	626	25,199	9,308	34,507	\$96,365	\$98,820	\$135,322	2.5%	37.9%
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	6,702	6,651	6,651	577,536	24,884	2,387	2,881	30,152	607,688	186,837	794,525	\$86,834	\$91,368	\$119,459	5.2%	32.4%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	6,702	6,651	6,651	577,536	24,884	2,387	2,881	30,152	607,688	186,837	794,525	\$86,834	\$91,368	\$119,459	5.2%	32.4%
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	108	108	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	108	108	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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 Personnel (includes OC 13)	6,702	6,651	6,651	577,536	24,884	2,387	2,881	30,152	607,688	186,945	794,633	\$86,834	\$91,368	\$119,476	5.2%	32.4%
T1. US Direct Hire (USDH)	6,702	6,651	6,651	577,536	24,884	2,387	2,881	30,152	607,688	186,837	794,525	\$86,834	\$91,368	\$119,459	5.2%	32.4%
T1a. Senior Executive Schedule	9	9	9	1,225	0	0	55	55	1,280	555	1,835	\$136,111	\$142,222	\$203,889	4.5%	45.3%
T1b. General Schedule	6,428	6,387	6,387	551,738	24,448	2,361	2,662	29,471	581,209	176,974	758,183	\$86,385	\$90,999	\$118,707	5.3%	32.1%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	265	255	255	24,573	436	26	164	626	25,199	9,308	34,507	\$96,365	\$98,820	\$135,322	2.5%	37.9%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	6,702	6,651	6,651	577,536	24,884	2,387	2,881	30,152	607,688	186,837	794,525	\$86,834	\$91,368	\$119,459	5.2%	32.4%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	6,702	6,651	6,651	577,536	24,884	2,387	2,881	30,152	607,688	186,837	794,525	\$86,834	\$91,368	\$119,459	5.2%	32.4%
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	108	108	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	108	108	-	-	-	-	-
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													Date: March 2019				
Space Development Agency (FY 2018) (\$ in Thousands)																	
	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j		d/c	i/c	k/c	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp		Basic	Total	Comp	% BC	% BC
	Strength	Strength		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)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
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)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
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 Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1f. Other	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
Subtotal - Total Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-		0	0	0	0	0
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-		0	0	0	0	0
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-		0	0	0	0	0
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-		0	0	0	0	0

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Operation and Maintenance, Defense-Wide													Date: March 2019				
Space Development Agency (FY 2019) (\$ in Thousands)																	
	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j		d/c	i/c	k/c	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp		Basic	Total	Comp	% BC	% BC
	Strength	Strength		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)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
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)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
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 Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1f. Other	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
Subtotal - Total Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-		0	0	0	0	0
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-		0	0	0	0	0
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-		0	0	0	0	0
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-		0	0	0	0	0

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Operation and Maintenance, Defense-Wide													Date: March 2019				
Space Development Agency (FY 2020) (\$ in Thousands)																	
	a	b	c	d	e	f	g	e + f + g	d + h	i	j	i + j	d/c	i/c	k/c	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Comp & Benefits	Basic	Total	Comp & Benefits	% BC	% BC
	Strength	Strength		Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13			Comp	Comp			
Direct Funded Personnel (includes OC 13)	0	30	30	6,685	0	0	0	0	6,685	15	6,700	\$222,833	\$222,833	\$222,833	0.0%	0.7	
D1. US Direct Hire (USDH)	-	30	30	6,685	-	-	-	-	6,685	-	6,685	\$222,833	\$222,833	\$222,833	0.0%	0.0	
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	30	30	6,685	-	-	-	-	6,685	-	6,685	\$222,833	\$222,833	\$222,833	0.0%	0.0	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	30	30	6,685	-	-	-	-	6,685	-	6,685	\$222,833	\$222,833	\$222,833	0.0%	0.0	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	-	30	30	6,685	-	-	-	-	6,685	-	6,685	\$222,833	\$222,833	\$222,833	0.0%	0.0	
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	15	15	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	15	15	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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 Personnel (includes OC 13)	0	30	30	6,685	0	0	0	0	6,685	15	6,700	\$222,833	\$222,833	\$222,833	0.0%	0.7	
T1. US Direct Hire (USDH)	-	30	30	6,685	-	-	-	-	6,685	-	6,685	\$222,833	\$222,833	\$222,833	0.0%	0.0	
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T1b. General Schedule	0	30	30	6,685	0	0	0	0	6,685	0	6,685	\$222,833	\$222,833	\$222,833	0.0%	0.0	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T3. Total Direct Hire	-	30	30	6,685	-	-	-	-	6,685	-	6,685	\$222,833	\$222,833	\$222,833	0.0%	0.0	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	-	30	30	6,685	-	-	-	-	6,685	-	6,685	\$222,833	\$222,833	\$222,833	0.0%	0.0	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	15	15	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	15	15	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-	-

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Operation and Maintenance, Defense-Wide													Date: March 2019				
The Joint Staff (FY 2018) (\$ in Thousands)																	
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC	j/d p % BC	
Direct Funded Personnel (includes OC 13)	1,260	1,195	1,215	141,910	266	112	3,184	3,562	145,472	40,329	185,801	\$116,798	\$119,730	\$152,923	2.5%	28.4%	
D1. US Direct Hire (USDH)	1,260	1,195	1,215	141,910	266	112	3,184	3,562	145,472	40,329	185,801	\$116,798	\$119,730	\$152,923	2.5%	28.4%	
D1a. Senior Executive Schedule	15	14	14	2,266	-	-	37	37	2,303	465	2,768	\$161,857	\$164,500	\$197,714	1.6%	20.5%	
D1b. General Schedule	1,042	989	1,028	138,063	266	112	2,694	3,072	141,135	34,122	175,257	\$134,303	\$137,291	\$170,483	2.2%	24.7%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	11	10	11	497	-	-	28	28	525	361	886	\$45,182	\$47,727	\$80,545	5.6%	72.6%	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	192	182	162	1,084	-	-	425	425	1,509	5,381	6,890	\$6,691	\$9,315	\$42,531	39.2%	496.4%	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire	1,260	1,195	1,215	141,910	266	112	3,184	3,562	145,472	40,329	185,801	\$116,798	\$119,730	\$152,923	2.5%	28.4%	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Direct Funded (excludes OC 13)	1,260	1,195	1,215	141,910	266	112	3,184	3,562	145,472	40,329	185,801	\$116,798	\$119,730	\$152,923	2.5%	28.4%	
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)	96	87	104	11,472	100	10	541	651	12,123	3,408	15,531	\$110,308	\$116,567	\$149,337	5.7%	29.7%	
R1. US Direct Hire (USDH)	96	87	104	11,472	100	10	541	651	12,123	3,408	15,531	\$110,308	\$116,567	\$149,337	5.7%	29.7%	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	29	26	35	10,766	100	10	189	299	11,065	1,199	12,264	\$307,600	\$316,143	\$350,400	2.8%	11.1%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	9	-	-	4	-	-	5	5	9	35	44	-	-	-	125.0%	875.0%	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	58	61	69	702	-	-	347	347	1,049	2,174	3,223	\$10,174	\$15,203	\$46,710	49.4%	309.7%	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	96	87	104	11,472	100	10	541	651	12,123	3,408	15,531	\$110,308	\$116,567	\$149,337	5.7%	29.7%	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Reimbursable Funded (excludes OC 13)	96	87	104	11,472	100	10	541	651	12,123	3,408	15,531	\$110,308	\$116,567	\$149,337	5.7%	29.7%	
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Personnel (includes OC 13)	1,356	1,282	1,319	153,382	366	122	3,725	4,213	157,595	43,737	201,332	\$116,287	\$119,481	\$152,640	2.7%	28.5%	
T1. US Direct Hire (USDH)	1,356	1,282	1,319	153,382	366	122	3,725	4,213	157,595	43,737	201,332	\$116,287	\$119,481	\$152,640	2.7%	28.5%	
T1a. Senior Executive Schedule	15	14	14	2,266	0	0	37	37	2,303	465	2,768	\$161,857	\$164,500	\$197,714	1.6%	20.5%	
T1b. General Schedule	1,071	1,015	1,063	148,829	366	122	2,883	3,371	152,200	35,321	187,521	\$140,008	\$143,180	\$176,407	2.3%	23.7%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	20	10	11	501	0	0	33	33	534	396	930	\$45,545	\$48,545	\$84,545	6.6%	79.0%	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	250	243	231	1,786	0	0	772	772	2,558	7,555	10,113	\$7,732	\$11,074	\$43,779	43.2%	423.0%	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T3. Total Direct Hire	1,356	1,282	1,319	153,382	366	122	3,725	4,213	157,595	43,737	201,332	\$116,287	\$119,481	\$152,640	2.7%	28.5%	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
Subtotal - Total Funded (excludes OC 13)	1,356	1,282	1,319	153,382	366	122	3,725	4,213	157,595	43,737	201,332	\$116,287	\$119,481	\$152,640	2.7%	28.5%	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	

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The Joint Staff (FY 2019) (\$ in Thousands)																	
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC	j/d p % BC	
Direct Funded Personnel (includes OC 13)	1,197	1,326	1,326	142,998	151	116	3,767	4,034	147,032	43,595	190,627	\$107,842	\$110,884	\$143,761	2.8%	30.5%	
D1. US Direct Hire (USDH)	1,197	1,326	1,326	142,998	151	116	3,767	4,034	147,032	43,595	190,627	\$107,842	\$110,884	\$143,761	2.8%	30.5%	
D1a. Senior Executive Schedule	14	14	14	2,589	-	-	187	187	2,776	891	3,667	\$184,929	\$198,286	\$261,929	7.2%	34.4%	
D1b. General Schedule	989	1,121	1,121	114,853	151	116	3,580	3,847	118,700	36,710	155,410	\$102,456	\$103,888	\$138,635	3.3%	32.0%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	12	12	12	617	-	-	-	-	617	156	773	\$51,417	\$51,417	\$64,417	0.0%	25.3%	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	182	179	179	24,939	-	-	-	-	24,939	5,838	30,777	\$139,324	\$139,324	\$171,939	0.0%	23.4%	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire	1,197	1,326	1,326	142,998	151	116	3,767	4,034	147,032	43,595	190,627	\$107,842	\$110,884	\$143,761	2.8%	30.5%	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Direct Funded (excludes OC 13)	1,197	1,326	1,326	142,998	151	116	3,767	4,034	147,032	43,595	190,627	\$107,842	\$110,884	\$143,761	2.8%	30.5%	
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	87	87	87	12,564	90	0	165	255	12,819	3,470	16,289	\$144,414	\$147,345	\$187,230	2.0%	27.6%	
R1. US Direct Hire (USDH)	87	87	87	12,564	90	-	165	255	12,819	3,470	16,289	\$144,414	\$147,345	\$187,230	2.0%	27.6%	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	29	29	29	1,937	70	-	103	173	2,110	590	2,700	\$66,793	\$72,759	\$93,103	8.9%	30.5%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	1	1	1	155	-	-	-	-	155	-	155	\$155,000	\$155,000	\$155,000	0.0%	0.0%	
R1f. Other	57	57	57	10,472	20	-	62	82	10,554	2,880	13,434	\$183,719	\$185,158	\$235,684	0.8%	27.5%	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	87	87	87	12,564	90	-	165	255	12,819	3,470	16,289	\$144,414	\$147,345	\$187,230	2.0%	27.6%	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Reimbursable Funded (excludes OC 13)	87	87	87	12,564	90	-	165	255	12,819	3,470	16,289	\$144,414	\$147,345	\$187,230	2.0%	27.6%	
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Personnel (includes OC 13)	1,284	1,413	1,413	155,562	241	116	3,932	4,289	159,851	47,065	206,916	\$110,093	\$113,129	\$146,437	2.8%	30.3%	
T1. US Direct Hire (USDH)	1,284	1,413	1,413	155,562	241	116	3,932	4,289	159,851	47,065	206,916	\$110,093	\$113,129	\$146,437	2.8%	30.3%	
T1a. Senior Executive Schedule	14	14	14	2,589	0	0	187	187	2,776	891	3,667	\$184,929	\$198,286	\$261,929	7.2%	34.4%	
T1b. General Schedule	1,018	1,150	1,150	116,790	221	116	3,683	4,020	120,810	37,300	158,110	\$101,537	\$103,052	\$137,487	3.4%	31.9%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	12	12	12	617	0	0	0	0	617	156	773	\$51,417	\$51,417	\$64,417	0.0%	25.3%	
T1e. Highly Qualified Experts	1	1	1	155	0	0	0	0	155	0	155	\$155,000	\$155,000	\$155,000	0.0%	0.0%	
T1f. Other	239	236	236	35,411	20	0	62	82	35,493	8,718	44,211	\$150,047	\$150,394	\$187,335	0.2%	24.6%	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T3. Total Direct Hire	1,284	1,413	1,413	155,562	241	116	3,932	4,289	159,851	47,065	206,916	\$110,093	\$113,129	\$146,437	2.8%	30.3%	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
Subtotal - Total Funded (excludes OC 13)	1,284	1,413	1,413	155,562	241	116	3,932	4,289	159,851	47,065	206,916	\$110,093	\$113,129	\$146,437	2.8%	30.3%	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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Operation and Maintenance, Defense-Wide													Date: March 2019				
The Joint Staff (FY 2020) (\$ in Thousands)																	
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC	j/d p % BC	
Direct Funded Personnel (includes OC 13)	1,323	1,297	1,297	141,061	151	116	1,776	2,043	143,104	43,410	186,514	\$108,759	\$110,335	\$143,804	1.4%	30.8%	
D1. US Direct Hire (USDH)	1,323	1,297	1,297	141,061	151	116	1,776	2,043	143,104	43,410	186,514	\$108,759	\$110,335	\$143,804	1.4%	30.8%	
D1a. Senior Executive Schedule	14	14	14	2,589	-	-	187	187	2,776	891	3,667	\$184,929	\$198,286	\$261,929	7.2%	34.4%	
D1b. General Schedule	1,121	1,099	1,099	114,497	151	116	1,589	1,856	116,353	36,597	152,950	\$104,183	\$105,872	\$139,172	1.6%	32.0%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	12	12	12	507	-	-	-	-	507	84	591	\$42,250	\$42,250	\$49,250	0.0%	16.6%	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	176	172	172	23,468	-	-	-	-	23,468	5,838	29,306	\$136,442	\$136,442	\$170,384	0.0%	24.9%	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire	1,323	1,297	1,297	141,061	151	116	1,776	2,043	143,104	43,410	186,514	\$108,759	\$110,335	\$143,804	1.4%	30.8%	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Direct Funded (excludes OC 13)	1,323	1,297	1,297	141,061	151	116	1,776	2,043	143,104	43,410	186,514	\$108,759	\$110,335	\$143,804	1.4%	30.8%	
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	87	87	87	12,679	90	3	167	260	12,939	3,543	16,482	\$145,736	\$148,724	\$189,448	2.1%	27.9%	
R1. US Direct Hire (USDH)	87	87	87	12,679	90	3	167	260	12,939	3,543	16,482	\$145,736	\$148,724	\$189,448	2.1%	27.9%	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	29	29	29	1,938	70	3	105	178	2,116	590	2,706	\$66,828	\$72,966	\$93,310	9.2%	30.4%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	1	1	1	155	-	-	-	-	155	-	155	\$155,000	\$155,000	\$155,000	0.0%	0.0%	
R1f. Other	57	57	57	10,586	20	-	62	82	10,668	2,953	13,621	\$185,719	\$187,158	\$238,965	0.8%	27.9%	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	87	87	87	12,679	90	3	167	260	12,939	3,543	16,482	\$145,736	\$148,724	\$189,448	2.1%	27.9%	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Reimbursable Funded (excludes OC 13)	87	87	87	12,679	90	3	167	260	12,939	3,543	16,482	\$145,736	\$148,724	\$189,448	2.1%	27.9%	
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Personnel (includes OC 13)	1,410	1,384	1,384	153,740	241	119	1,943	2,303	156,043	46,953	202,996	\$111,084	\$112,748	\$146,673	1.5%	30.5%	
T1. US Direct Hire (USDH)	1,410	1,384	1,384	153,740	241	119	1,943	2,303	156,043	46,953	202,996	\$111,084	\$112,748	\$146,673	1.5%	30.5%	
T1a. Senior Executive Schedule	14	14	14	2,589	0	0	187	187	2,776	891	3,667	\$184,929	\$198,286	\$261,929	7.2%	34.4%	
T1b. General Schedule	1,150	1,128	1,128	116,435	221	119	1,694	2,034	118,469	37,187	155,656	\$103,223	\$105,026	\$137,993	1.7%	31.9%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	12	12	12	507	0	0	0	0	507	84	591	\$42,250	\$42,250	\$49,250	0.0%	16.6%	
T1e. Highly Qualified Experts	1	1	1	155	0	0	0	0	155	0	155	\$155,000	\$155,000	\$155,000	0.0%	0.0%	
T1f. Other	233	229	229	34,054	20	0	62	82	34,136	8,791	42,927	\$148,707	\$149,066	\$187,454	0.2%	25.8%	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T3. Total Direct Hire	1,410	1,384	1,384	153,740	241	119	1,943	2,303	156,043	46,953	202,996	\$111,084	\$112,748	\$146,673	1.5%	30.5%	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
Subtotal - Total Funded (excludes OC 13)	1,410	1,384	1,384	153,740	241	119	1,943	2,303	156,043	46,953	202,996	\$111,084	\$112,748	\$146,673	1.5%	30.5%	
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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Operation and Maintenance, Defense-Wide													Date: March 2019				
Tri-Care Management Activity (FY 2018) (\$ in Thousands)																	
	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j		d/c	i/c	k/c	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp		Basic	Total	Comp	% BC	% BC
	Strength	Strength		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)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
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)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
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 Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1f. Other	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	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	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-

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Operation and Maintenance, Defense-Wide													Date: March 2019				
Tri-Care Management Activity (FY 2019) (\$ in Thousands)																	
	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j		d/c	i/c	Rates k/c	h/d	j/d
	Begin 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)	0	0	0	0	0	0	0	0	0	0	0		z	z	z	z	z
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)	0	0	0	0	0	0	0	0	0	0	0		z	z	z	z	z
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 Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0		z	z	z	z	z
T1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T5. Other Object Class 13 Benefits																	
T5a. USDH - Benefits for Former Employees										0	0						
T5b. DHFN - Benefits for Former Employees										0	0						
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0						
T5d. Foreign National Separation Liability Accrual										0	0						

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Operation and Maintenance, Defense-Wide													Date: March 2019				
Tri-Care Management Activity (FY 2020) (\$ in Thousands)																	
	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j		d/c	i/c	k/c	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp		Basic	Total	Comp	% BC	% BC
	Strength	Strength		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)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
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)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
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 Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1f. Other	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	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	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-

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Operation and Maintenance, Defense-Wide													Date: March 2019				
Washington Headquarters Services (FY 2018) (\$ in Thousands)																	
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits	
Direct Funded Personnel (includes OC 13)	1,331	1,249	1,181	120,566	3,969	17	2,635	6,621	127,187	38,794	165,981	\$102,088	\$107,694	\$140,541	5.5%	32.2%	
D1. US Direct Hire (USDH)	1,331	1,249	1,181	120,566	3,969	17	2,635	6,621	127,187	38,671	165,858	\$102,088	\$107,694	\$140,439	5.5%	32.1%	
D1a. Senior Executive Schedule	16	16	15	2,850	-	-	172	172	3,022	675	3,697	\$190,000	\$201,467	\$246,467	6.0%	23.7%	
D1b. General Schedule	1,315	1,127	1,072	106,355	3,899	13	2,286	6,198	112,553	34,381	146,934	\$99,212	\$104,993	\$137,065	5.8%	32.3%	
D1c. Special Schedule	-	96	85	9,977	58	-	164	222	10,199	3,093	13,292	\$117,376	\$119,988	\$156,376	2.2%	31.0%	
D1d. Wage System	-	-	1	51	12	4	13	29	80	30	110	\$51,000	\$80,000	\$110,000	56.9%	58.8%	
D1e. Highly Qualified Experts	-	10	8	1,333	-	-	-	-	1,333	492	1,825	\$166,625	\$166,625	\$228,125	0.0%	36.9%	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire	1,331	1,249	1,181	120,566	3,969	17	2,635	6,621	127,187	38,671	165,858	\$102,088	\$107,694	\$140,439	5.5%	32.1%	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Direct Funded (excludes OC 13)	1,331	1,249	1,181	120,566	3,969	17	2,635	6,621	127,187	38,671	165,858	\$102,088	\$107,694	\$140,439	5.5%	32.1%	
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	123	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	123	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	11	103	116	13,615	422	7	273	702	14,317	3,775	18,092	\$117,371	\$123,422	\$155,966	5.2%	27.7%	
R1. US Direct Hire (USDH)	11	103	116	13,615	422	7	273	702	14,317	3,775	18,092	\$117,371	\$123,422	\$155,966	5.2%	27.7%	
R1a. Senior Executive Schedule	-	1	1	170	-	-	13	13	183	56	239	\$170,000	\$183,000	\$239,000	7.6%	32.9%	
R1b. General Schedule	11	65	92	10,466	422	7	258	687	11,153	3,108	14,261	\$113,761	\$121,228	\$155,011	6.6%	29.7%	
R1c. Special Schedule	-	33	20	2,492	-	-	2	2	2,494	499	2,993	\$124,600	\$124,700	\$149,650	0.1%	20.0%	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	4	3	487	-	-	-	-	487	112	599	\$162,333	\$162,333	\$199,667	0.0%	23.0%	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	11	103	116	13,615	422	7	273	702	14,317	3,775	18,092	\$117,371	\$123,422	\$155,966	5.2%	27.7%	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Reimbursable Funded (excludes OC 13)	11	103	116	13,615	422	7	273	702	14,317	3,775	18,092	\$117,371	\$123,422	\$155,966	5.2%	27.7%	
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Personnel (includes OC 13)	1,342	1,352	1,297	134,181	4,391	24	2,908	7,323	141,504	42,569	184,073	\$103,455	\$109,101	\$141,922	5.5%	31.7%	
T1. US Direct Hire (USDH)	1,342	1,352	1,297	134,181	4,391	24	2,908	7,323	141,504	42,446	183,950	\$103,455	\$109,101	\$141,827	5.5%	31.6%	
T1a. Senior Executive Schedule	16	17	16	3,020	0	0	185	185	3,205	731	3,936	\$188,750	\$200,313	\$246,000	6.1%	24.2%	
T1b. General Schedule	1,326	1,192	1,164	116,821	4,321	20	2,544	6,885	123,706	37,489	161,195	\$100,362	\$106,277	\$138,484	5.9%	32.1%	
T1c. Special Schedule	0	129	105	12,469	58	0	166	224	12,693	3,592	16,285	\$118,752	\$120,886	\$155,095	1.8%	28.8%	
T1d. Wage System	0	0	1	51	12	4	13	29	80	30	110	\$51,000	\$80,000	\$110,000	56.9%	58.8%	
T1e. Highly Qualified Experts	0	14	11	1,820	0	0	0	0	1,820	604	2,424	\$165,455	\$165,455	\$220,364	0.0%	33.2%	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T3. Total Direct Hire	1,342	1,352	1,297	134,181	4,391	24	2,908	7,323	141,504	42,446	183,950	\$103,455	\$109,101	\$141,827	5.5%	31.6%	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
Subtotal - Total Funded (excludes OC 13)	1,342	1,352	1,297	134,181	4,391	24	2,908	7,323	141,504	42,446	183,950	\$103,455	\$109,101	\$141,827	5.5%	31.6%	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	123	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	123	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	

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Washington Headquarters Services (FY 2019) (\$ in Thousands)													Date: March 2019				
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits	
Direct Funded Personnel (includes OC 13)	1,256	1,292	1,292	132,098	0	0	0	0	132,098	42,647	174,745	\$102,243	\$102,243	\$135,252	0.0%	32.3%	
D1. US Direct Hire (USDH)	1,256	1,292	1,292	132,098	-	-	-	-	132,098	42,457	174,555	\$102,243	\$102,243	\$135,104	0.0%	32.1%	
D1a. Senior Executive Schedule	16	16	16	2,871	-	-	-	-	2,871	715	3,586	\$179,438	\$179,438	\$224,125	0.0%	24.9%	
D1b. General Schedule	1,240	1,254	1,254	125,108	-	-	-	-	125,108	41,299	166,407	\$99,767	\$99,767	\$132,701	0.0%	33.0%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	22	22	4,119	-	-	-	-	4,119	443	4,562	\$187,227	\$187,227	\$207,364	0.0%	10.8%	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire	1,256	1,292	1,292	132,098	-	-	-	-	132,098	42,457	174,555	\$102,243	\$102,243	\$135,104	0.0%	32.1%	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Direct Funded (excludes OC 13)	1,256	1,292	1,292	132,098	-	-	-	-	132,098	42,457	174,555	\$102,243	\$102,243	\$135,104	0.0%	32.1%	
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	190	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	190	190	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	46	76	76	9,190	0	0	380	380	9,570	2,908	12,478	\$120,921	\$125,921	\$164,184	4.1%	31.6%	
R1. US Direct Hire (USDH)	46	76	76	9,190	-	-	380	380	9,570	2,908	12,478	\$120,921	\$125,921	\$164,184	4.1%	31.6%	
R1a. Senior Executive Schedule	-	1	1	183	-	-	12	12	195	34	229	\$183,000	\$195,000	\$229,000	6.6%	18.6%	
R1b. General Schedule	46	75	75	9,007	-	-	368	368	9,375	2,874	12,249	\$120,093	\$125,000	\$163,320	4.1%	31.9%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	46	76	76	9,190	-	-	380	380	9,570	2,908	12,478	\$120,921	\$125,921	\$164,184	4.1%	31.6%	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Reimbursable Funded (excludes OC 13)	46	76	76	9,190	-	-	380	380	9,570	2,908	12,478	\$120,921	\$125,921	\$164,184	4.1%	31.6%	
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Personnel (includes OC 13)	1,302	1,368	1,368	141,288	0	0	380	380	141,668	45,555	187,223	\$103,281	\$103,558	\$136,859	0.3%	32.2%	
T1. US Direct Hire (USDH)	1,302	1,368	1,368	141,288	-	-	380	380	141,668	45,365	187,033	\$103,281	\$103,558	\$136,720	0.3%	32.1%	
T1a. Senior Executive Schedule	16	17	17	3,054	0	0	12	12	3,066	749	3,815	\$179,647	\$180,353	\$224,412	0.4%	24.5%	
T1b. General Schedule	1,286	1,329	1,329	134,115	0	0	368	368	134,483	44,173	178,656	\$100,914	\$101,191	\$134,429	0.3%	32.9%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. Highly Qualified Experts	0	22	22	4,119	0	0	0	0	4,119	443	4,562	\$187,227	\$187,227	\$207,364	0.0%	10.8%	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T3. Total Direct Hire	1,302	1,368	1,368	141,288	-	-	380	380	141,668	45,365	187,033	\$103,281	\$103,558	\$136,720	0.3%	32.1%	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
Subtotal - Total Funded (excludes OC 13)	1,302	1,368	1,368	141,288	-	-	380	380	141,668	45,365	187,033	\$103,281	\$103,558	\$136,720	0.3%	32.1%	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	190	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	190	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	

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Operation and Maintenance, Defense-Wide														Date: March 2019				
Washington Headquarters Services (FY 2020) (\$ in Thousands)																		
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC	j/d p % BC		
Direct Funded Personnel (includes OC 13)	1,292	583	583	65,894	2,133	12	1,288	3,433	69,327	20,478	89,805	\$113,026	\$118,914	\$154,039	5.2%	31.1%		
D1. US Direct Hire (USDH)	1,292	583	583	65,894	2,133	12	1,288	3,433	69,327	20,288	89,615	\$113,026	\$118,914	\$153,714	5.2%	30.8%		
D1a. Senior Executive Schedule	16	15	15	2,668	-	-	164	164	2,832	641	3,473	\$177,867	\$188,800	\$231,533	6.1%	24.0%		
D1b. General Schedule	1,254	479	479	51,848	2,032	9	924	2,965	54,813	16,323	71,136	\$108,242	\$114,432	\$148,509	5.7%	31.5%		
D1c. Special Schedule	-	80	80	9,810	101	3	200	304	10,114	2,784	12,898	\$122,625	\$126,425	\$161,225	3.1%	28.4%		
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1e. Highly Qualified Experts	22	9	9	1,568	-	-	-	-	1,568	540	2,108	\$174,222	\$174,222	\$234,222	0.0%	34.4%		
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D3. Total Direct Hire	1,292	583	583	65,894	2,133	12	1,288	3,433	69,327	20,288	89,615	\$113,026	\$118,914	\$153,714	5.2%	30.8%		
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Subtotal - Direct Funded (excludes OC 13)	1,292	583	583	65,894	2,133	12	1,288	3,433	69,327	20,288	89,615	\$113,026	\$118,914	\$153,714	5.2%	30.8%		
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	190	-	-	-	-	-		
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	190	190	-	-	-	-	-		
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Reimbursable Funded Personnel (includes OC 13)	76	86	86	10,884	0	0	448	448	11,332	3,455	14,787	\$126,558	\$131,767	\$171,942	4.1%	31.7%		
R1. US Direct Hire (USDH)	76	86	86	10,884	-	-	448	448	11,332	3,455	14,787	\$126,558	\$131,767	\$171,942	4.1%	31.7%		
R1a. Senior Executive Schedule	1	1	1	183	-	-	12	12	195	34	229	\$183,000	\$195,000	\$229,000	6.6%	18.6%		
R1b. General Schedule	75	85	85	10,701	-	-	436	436	11,137	3,421	14,558	\$125,894	\$131,024	\$171,271	4.1%	32.0%		
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R3. Total Direct Hire	76	86	86	10,884	-	-	448	448	11,332	3,455	14,787	\$126,558	\$131,767	\$171,942	4.1%	31.7%		
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Subtotal - Reimbursable Funded (excludes OC 13)	76	86	86	10,884	-	-	448	448	11,332	3,455	14,787	\$126,558	\$131,767	\$171,942	4.1%	31.7%		
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Total Personnel (includes OC 13)	1,368	669	669	76,778	2,133	12	1,736	3,881	80,659	23,933	104,592	\$114,765	\$120,567	\$156,341	5.1%	31.2%		
T1. US Direct Hire (USDH)	1,368	669	669	76,778	2,133	12	1,736	3,881	80,659	23,743	104,402	\$114,765	\$120,567	\$156,057	5.1%	30.9%		
T1a. Senior Executive Schedule	17	16	16	2,851	0	0	176	176	3,027	675	3,702	\$178,188	\$189,188	\$231,375	6.2%	23.7%		
T1b. General Schedule	1,329	564	564	62,549	2,032	9	1,360	3,401	65,550	19,744	85,694	\$110,902	\$116,933	\$151,940	5.4%	31.6%		
T1c. Special Schedule	0	80	80	9,810	101	3	200	304	10,114	2,784	12,898	\$122,625	\$126,425	\$161,225	3.1%	28.4%		
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T1e. Highly Qualified Experts	22	9	9	1,568	0	0	0	0	1,568	540	2,108	\$174,222	\$174,222	\$234,222	0.0%	34.4%		
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T3. Total Direct Hire	1,368	669	669	76,778	2,133	12	1,736	3,881	80,659	23,743	104,402	\$114,765	\$120,567	\$156,057	5.1%	30.9%		
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
Subtotal - Total Funded (excludes OC 13)	1,368	669	669	76,778	2,133	12	1,736	3,881	80,659	23,743	104,402	\$114,765	\$120,567	\$156,057	5.1%	30.9%		
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	190	-	-	-	-	-		
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	190	190	-	-	-	-	-		
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

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DoD Acquisition Workforce Development Fund													Date: March 2019				
Defense Acquisition University (FY 2018) (\$ in Thousands)																	
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits	
Direct Funded Personnel (includes OC 13)	2,628	1,622	1,927	108,432	0	0	8,683	8,683	117,115	41,193	158,308	\$56,270	\$60,776	\$82,153	8.0%	38.0%	
D1. US Direct Hire (USDH)	2,628	1,622	1,927	108,432	-	-	8,683	8,683	117,115	41,193	158,308	\$56,270	\$60,776	\$82,153	8.0%	38.0%	
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1b. General Schedule	2,628	1,622	1,927	108,432	-	-	8,683	8,683	117,115	41,193	158,308	\$56,270	\$60,776	\$82,153	8.0%	38.0%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire	2,628	1,622	1,927	108,432	-	-	8,683	8,683	117,115	41,193	158,308	\$56,270	\$60,776	\$82,153	8.0%	38.0%	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Direct Funded (excludes OC 13)	2,628	1,622	1,927	108,432	-	-	8,683	8,683	117,115	41,193	158,308	\$56,270	\$60,776	\$82,153	8.0%	38.0%	
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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 Personnel (includes OC 13)	2,628	1,622	1,927	108,432	0	0	8,683	8,683	117,115	41,193	158,308	\$56,270	\$60,776	\$82,153	8.0%	38.0%	
T1. US Direct Hire (USDH)	2,628	1,622	1,927	108,432	-	-	8,683	8,683	117,115	41,193	158,308	\$56,270	\$60,776	\$82,153	8.0%	38.0%	
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1b. General Schedule	2,628	1,622	1,927	108,432	0	0	8,683	8,683	117,115	41,193	158,308	\$56,270	\$60,776	\$82,153	8.0%	38.0%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T3. Total Direct Hire	2,628	1,622	1,927	108,432	-	-	8,683	8,683	117,115	41,193	158,308	\$56,270	\$60,776	\$82,153	8.0%	38.0%	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
Subtotal - Total Funded (excludes OC 13)	2,628	1,622	1,927	108,432	-	-	8,683	8,683	117,115	41,193	158,308	\$56,270	\$60,776	\$82,153	8.0%	38.0%	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0	

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DoD Acquisition Workforce Development Fund												Date: March 2019				
Defense Acquisition University (FY 2019) (\$ in Thousands)																
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
Direct Funded Personnel (includes OC 13)	1,622	1,920	2,000	113,114	0	0	9,058	9,058	122,172	42,972	165,144	\$56,537	\$61,086	\$82,572	8.0%	38.0%
D1. US Direct Hire (USDH)	1,622	1,920	2,000	113,114	-	-	9,058	9,058	122,172	42,972	165,144	\$56,537	\$61,086	\$82,572	8.0%	38.0%
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	1,622	1,920	2,000	113,114	-	-	9,058	9,058	122,172	42,972	165,144	\$56,537	\$61,086	\$82,572	8.0%	38.0%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	1,622	1,920	2,000	113,114	-	-	9,058	9,058	122,172	42,972	165,144	\$56,537	\$61,086	\$82,572	8.0%	38.0%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	1,622	1,920	2,000	113,114	-	-	9,058	9,058	122,172	42,972	165,144	\$56,537	\$61,086	\$82,572	8.0%	38.0%
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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 Personnel (includes OC 13)	1,622	1,920	2,000	113,114	0	0	9,058	9,058	122,172	42,972	165,144	\$56,537	\$61,086	\$82,572	8.0%	38.0%
T1. US Direct Hire (USDH)	1,622	1,920	2,000	113,114	-	-	9,058	9,058	122,172	42,972	165,144	\$56,537	\$61,086	\$82,572	8.0%	38.0%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	1,622	1,920	2,000	113,114	0	0	9,058	9,058	122,172	42,972	165,144	\$56,537	\$61,086	\$82,572	8.0%	38.0%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	1,622	1,920	2,000	113,114	-	-	9,058	9,058	122,172	42,972	165,144	\$56,537	\$61,086	\$82,572	8.0%	38.0%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	1,622	1,920	2,000	113,114	-	-	9,058	9,058	122,172	42,972	165,144	\$56,537	\$61,086	\$82,572	8.0%	38.0%
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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DoD Acquisition Workforce Development Fund												Date: March 2019				
Defense Acquisition University (FY 2020) (\$ in Thousands)																
	a	b	c	d	e	f	g	e + f + g	d + h	i	j	d/c	i/c	k/c	h/d	j/d
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime 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	% BC
Direct Funded Personnel (includes OC 13)	1,920	1,600	1,675	94,733	0	0	7,586	7,586	102,319	35,989	138,308	\$56,557	\$61,086	\$82,572	8.0%	38.0%
D1. US Direct Hire (USDH)	1,920	1,600	1,675	94,733	-	-	7,586	7,586	102,319	35,989	138,308	\$56,557	\$61,086	\$82,572	8.0%	38.0%
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	1,920	1,600	1,675	94,733	-	-	7,586	7,586	102,319	35,989	138,308	\$56,557	\$61,086	\$82,572	8.0%	38.0%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	1,920	1,600	1,675	94,733	-	-	7,586	7,586	102,319	35,989	138,308	\$56,557	\$61,086	\$82,572	8.0%	38.0%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	1,920	1,600	1,675	94,733	-	-	7,586	7,586	102,319	35,989	138,308	\$56,557	\$61,086	\$82,572	8.0%	38.0%
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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 Personnel (includes OC 13)	1,920	1,600	1,675	94,733	0	0	7,586	7,586	102,319	35,989	138,308	\$56,557	\$61,086	\$82,572	8.0%	38.0%
T1. US Direct Hire (USDH)	1,920	1,600	1,675	94,733	-	-	7,586	7,586	102,319	35,989	138,308	\$56,557	\$61,086	\$82,572	8.0%	38.0%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	1,920	1,600	1,675	94,733	0	0	7,586	7,586	102,319	35,989	138,308	\$56,557	\$61,086	\$82,572	8.0%	38.0%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	1,920	1,600	1,675	94,733	-	-	7,586	7,586	102,319	35,989	138,308	\$56,557	\$61,086	\$82,572	8.0%	38.0%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	1,920	1,600	1,675	94,733	-	-	7,586	7,586	102,319	35,989	138,308	\$56,557	\$61,086	\$82,572	8.0%	38.0%
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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Joint Improvised-Threat Defeat Fund													Date: March 2019				
Defense Threat Reduction Agency (FY 2018) (\$ in Thousands)																	
	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j		d/c	i/c	k/c	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp		Basic	Total	Comp	% BC	% BC
	Strength	Strength		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)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
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)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
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 Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1f. Other	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
Subtotal - Total Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-		0	0	0	0	0
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-		0	0	0	0	0
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-		0	0	0	0	0
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-		0	0	0	0	0

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Joint Improvised-Threat Defeat Fund													Date: March 2019				
Defense Threat Reduction Agency (FY 2019) (\$ in Thousands)																	
	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j		d/c	i/c	k/c	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp		Basic	Total	Comp	% BC	% BC
	Strength	Strength		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)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
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)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
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 Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1f. Other	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	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	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-

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Joint Improvised-Threat Defeat Fund												Date: March 2019				
Defense Threat Reduction Agency (FY 2020) (\$ in Thousands)																
	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	Rates k/c	h/d	j/d
	Begin 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)	0	0	0	0	0	0	0	0	0	0	0	z	z	z	z	z
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)	0	0	0	0	0	0	0	0	0	0	0	z	z	z	z	z
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 Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	z	z	z	z	z
T1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-

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United States Court of Appeals for the Armed Services (FY 2018) (\$ in Thousands)													Date: March 2019				
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC	j/d p % BC	
Direct Funded Personnel (includes OC 13)	59	59	50	6,052	0	0	235	235	6,287	1,661	7,948	\$121,040	\$125,740	\$158,960	3.9%	27.4%	
D1. US Direct Hire (USDH)	59	59	50	6,052	-	-	235	235	6,287	1,661	7,948	\$121,040	\$125,740	\$158,960	3.9%	27.4%	
D1a. Senior Executive Schedule	2	2	2	356	-	-	17	17	373	85	458	\$178,000	\$186,500	\$229,000	4.8%	23.9%	
D1b. General Schedule	49	49	40	4,139	-	-	198	198	4,337	1,192	5,529	\$103,475	\$108,425	\$138,225	4.8%	28.8%	
D1c. Special Schedule	8	8	8	1,557	-	-	20	20	1,577	384	1,961	\$194,625	\$197,125	\$245,125	1.3%	24.7%	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire	59	59	50	6,052	-	-	235	235	6,287	1,661	7,948	\$121,040	\$125,740	\$158,960	3.9%	27.4%	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Direct Funded (excludes OC 13)	59	59	50	6,052	-	-	235	235	6,287	1,661	7,948	\$121,040	\$125,740	\$158,960	3.9%	27.4%	
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)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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 Personnel (includes OC 13)	59	59	50	6,052	0	0	235	235	6,287	1,661	7,948	\$121,040	\$125,740	\$158,960	3.9%	27.4%	
T1. US Direct Hire (USDH)	59	59	50	6,052	-	-	235	235	6,287	1,661	7,948	\$121,040	\$125,740	\$158,960	3.9%	27.4%	
T1a. Senior Executive Schedule	2	2	2	356	0	0	17	17	373	85	458	\$178,000	\$186,500	\$229,000	4.8%	23.9%	
T1b. General Schedule	49	49	40	4,139	0	0	198	198	4,337	1,192	5,529	\$103,475	\$108,425	\$138,225	4.8%	28.8%	
T1c. Special Schedule	8	8	8	1,557	0	0	20	20	1,577	384	1,961	\$194,625	\$197,125	\$245,125	1.3%	24.7%	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T3. Total Direct Hire	59	59	50	6,052	-	-	235	235	6,287	1,661	7,948	\$121,040	\$125,740	\$158,960	3.9%	27.4%	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
Subtotal - Total Funded (excludes OC 13)	59	59	50	6,052	-	-	235	235	6,287	1,661	7,948	\$121,040	\$125,740	\$158,960	3.9%	27.4%	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	

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United States Court of Appeals for the Armed Services (FY 2019) (\$ in Thousands)														Date: March 2019				
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC	j/d p % BC		
Direct Funded Personnel (includes OC 13)	59	59	59	6,724	0	0	144	144	6,868	2,219	9,087	\$113,966	\$116,407	\$154,017	2.1%	33.0%		
D1. US Direct Hire (USDH)	59	59	59	6,724	-	-	144	144	6,868	2,219	9,087	\$113,966	\$116,407	\$154,017	2.1%	33.0%		
D1a. Senior Executive Schedule	2	2	2	355	-	-	20	20	375	89	464	\$177,500	\$187,500	\$232,000	5.6%	25.1%		
D1b. General Schedule	47	47	47	4,419	-	-	124	124	4,543	1,629	6,172	\$94,021	\$96,660	\$131,319	2.8%	36.9%		
D1c. Special Schedule	5	5	5	1,088	-	-	-	-	1,088	280	1,368	\$217,600	\$217,600	\$273,600	0.0%	25.7%		
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1f. Other	5	5	5	862	-	-	-	-	862	221	1,083	\$172,400	\$172,400	\$216,600	0.0%	25.6%		
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D3. Total Direct Hire	59	59	59	6,724	-	-	144	144	6,868	2,219	9,087	\$113,966	\$116,407	\$154,017	2.1%	33.0%		
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Subtotal - Direct Funded (excludes OC 13)	59	59	59	6,724	-	-	144	144	6,868	2,219	9,087	\$113,966	\$116,407	\$154,017	2.1%	33.0%		
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
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 Personnel (includes OC 13)	59	59	59	6,724	0	0	144	144	6,868	2,219	9,087	\$113,966	\$116,407	\$154,017	2.1%	33.0%		
T1. US Direct Hire (USDH)	59	59	59	6,724	-	-	144	144	6,868	2,219	9,087	\$113,966	\$116,407	\$154,017	2.1%	33.0%		
T1a. Senior Executive Schedule	2	2	2	355	0	0	20	20	375	89	464	\$177,500	\$187,500	\$232,000	5.6%	25.1%		
T1b. General Schedule	47	47	47	4,419	0	0	124	124	4,543	1,629	6,172	\$94,021	\$96,660	\$131,319	2.8%	36.9%		
T1c. Special Schedule	5	5	5	1,088	0	0	0	0	1,088	280	1,368	\$217,600	\$217,600	\$273,600	0.0%	25.7%		
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T1f. Other	5	5	5	862	0	0	0	0	862	221	1,083	\$172,400	\$172,400	\$216,600	0.0%	25.6%		
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T3. Total Direct Hire	59	59	59	6,724	-	-	144	144	6,868	2,219	9,087	\$113,966	\$116,407	\$154,017	2.1%	33.0%		
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
Subtotal - Total Funded (excludes OC 13)	59	59	59	6,724	-	-	144	144	6,868	2,219	9,087	\$113,966	\$116,407	\$154,017	2.1%	33.0%		
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-		
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-		
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-		
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-		

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United States Court of Appeals for the Armed Services (FY 2020) (\$ in Thousands)													Date: March 2019				
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC	j/d p % BC	
Direct Funded Personnel (includes OC 13)	59	59	59	6,720	0	0	149	149	6,869	2,289	9,158	\$113,898	\$116,424	\$155,220	2.2%	34.1%	
D1. US Direct Hire (USDH)	59	59	59	6,720	-	-	149	149	6,869	2,289	9,158	\$113,898	\$116,424	\$155,220	2.2%	34.1%	
D1a. Senior Executive Schedule	2	2	2	229	-	-	5	5	234	76	310	\$114,500	\$117,000	\$155,000	2.2%	33.2%	
D1b. General Schedule	52	52	52	5,919	-	-	132	132	6,051	2,025	8,076	\$113,827	\$116,365	\$155,308	2.2%	34.2%	
D1c. Special Schedule	5	5	5	572	-	-	12	12	584	188	772	\$114,400	\$116,800	\$154,400	2.1%	32.9%	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire	59	59	59	6,720	-	-	149	149	6,869	2,289	9,158	\$113,898	\$116,424	\$155,220	2.2%	34.1%	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Direct Funded (excludes OC 13)	59	59	59	6,720	-	-	149	149	6,869	2,289	9,158	\$113,898	\$116,424	\$155,220	2.2%	34.1%	
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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 Personnel (includes OC 13)	59	59	59	6,720	0	0	149	149	6,869	2,289	9,158	\$113,898	\$116,424	\$155,220	2.2%	34.1%	
T1. US Direct Hire (USDH)	59	59	59	6,720	-	-	149	149	6,869	2,289	9,158	\$113,898	\$116,424	\$155,220	2.2%	34.1%	
T1a. Senior Executive Schedule	2	2	2	229	0	0	5	5	234	76	310	\$114,500	\$117,000	\$155,000	2.2%	33.2%	
T1b. General Schedule	52	52	52	5,919	0	0	132	132	6,051	2,025	8,076	\$113,827	\$116,365	\$155,308	2.2%	34.2%	
T1c. Special Schedule	5	5	5	572	0	0	12	12	584	188	772	\$114,400	\$116,800	\$154,400	2.1%	32.9%	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T3. Total Direct Hire	59	59	59	6,720	-	-	149	149	6,869	2,289	9,158	\$113,898	\$116,424	\$155,220	2.2%	34.1%	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
Subtotal - Total Funded (excludes OC 13)	59	59	59	6,720	-	-	149	149	6,869	2,289	9,158	\$113,898	\$116,424	\$155,220	2.2%	34.1%	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	

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Office of the Inspector General													Date: March 2019				
	Inspector General (FY 2018) (\$ in Thousands)												Rates				
	a	b	c	d	e	f	g	e + f + g	d + h	i	j	i + j	d/c	i/c	k/c	h/d	j/d
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	h Total Variables	i Comp O.C.11	j Benefits O.C.12/13	k Comp & Benefits	l Basic Comp	m Total Comp	n Comp & Benefits	o % BC	p % BC	
Direct Funded Personnel (includes OC 13)	1,488	1,605	1,596	177,232	41	6,178	10,063	16,282	193,514	67,941	261,455	\$111,048	\$121,249	\$163,819	9.2%	38.3%	
D1. US Direct Hire (USDH)	1,487	1,604	1,595	177,122	41	6,178	10,063	16,282	193,404	67,941	261,345	\$111,048	\$121,256	\$163,853	9.2%	38.4%	
D1a. Senior Executive Schedule	18	17	17	1,869	-	70	93	163	2,032	729	2,761	\$109,941	\$119,529	\$162,412	8.7%	39.0%	
D1b. General Schedule	1,469	1,587	1,578	175,253	41	6,108	9,970	16,119	191,372	67,212	258,584	\$111,060	\$121,275	\$163,868	9.2%	38.4%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire	1,487	1,604	1,595	177,122	41	6,178	10,063	16,282	193,404	67,941	261,345	\$111,048	\$121,256	\$163,853	9.2%	38.4%	
D4. Indirect Hire Foreign Nationals (IHFN)	1	1	1	110	-	-	-	-	110	-	110	\$110,000	\$110,000	\$110,000	0.0%	0.0%	
Subtotal - Direct Funded (excludes OC 13)	1,488	1,605	1,596	177,232	41	6,178	10,063	16,282	193,514	67,941	261,455	\$111,048	\$121,249	\$163,819	9.2%	38.3%	
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	0	0	0	361	0	13	4	17	378	100	478	-	-	-	4.7%	27.7%	
R1. US Direct Hire (USDH)	-	-	-	361	-	13	4	17	378	100	478	-	-	-	4.7%	27.7%	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	361	-	13	4	17	378	100	478	-	-	-	4.7%	27.7%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	-	-	-	361	-	13	4	17	378	100	478	-	-	-	4.7%	27.7%	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Reimbursable Funded (excludes OC 13)	-	-	-	361	-	13	4	17	378	100	478	-	-	-	4.7%	27.7%	
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Personnel (includes OC 13)	1,488	1,605	1,596	177,593	41	6,191	10,067	16,299	193,892	68,041	261,933	\$111,274	\$121,486	\$164,118	9.2%	38.3%	
T1. US Direct Hire (USDH)	1,487	1,604	1,595	177,483	41	6,191	10,067	16,299	193,782	68,041	261,823	\$111,275	\$121,493	\$164,152	9.2%	38.3%	
T1a. Senior Executive Schedule	18	17	17	1,869	0	70	93	163	2,032	729	2,761	\$109,941	\$119,529	\$162,412	8.7%	39.0%	
T1b. General Schedule	1,469	1,587	1,578	175,614	41	6,121	9,974	16,136	191,750	67,312	259,062	\$111,289	\$121,515	\$164,171	9.2%	38.3%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T3. Total Direct Hire	1,487	1,604	1,595	177,483	41	6,191	10,067	16,299	193,782	68,041	261,823	\$111,275	\$121,493	\$164,152	9.2%	38.3%	
T4. Indirect Hire Foreign Nationals (IHFN)	1	1	1	110	0	0	0	0	110	0	110	\$110,000	\$110,000	\$110,000	0.0%	0.0%	
Subtotal - Total Funded (excludes OC 13)	1,488	1,605	1,596	177,593	41	6,191	10,067	16,299	193,892	68,041	261,933	\$111,274	\$121,486	\$164,118	9.2%	38.3%	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	

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Office of the Inspector General											Date: March 2019						
	Inspector General (FY 2019) (\$ in Thousands)											Rates					
	a	b	c	d	e	f	g	e + f + g	d + h	i	j	d/c	i/c	k/c	h/d	j/d	
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	h 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)	1,605	1,623	1,655	177,476	5,143	(1,072)	1,908	5,979	183,455	65,097	248,552	\$107,236	\$110,849	\$150,182	3.4%	36.7%	
D1. US Direct Hire (USDH)	1,604	1,622	1,654	177,361	5,143	(1,072)	1,908	5,979	183,340	65,097	248,437	\$107,232	\$110,846	\$150,204	3.4%	36.7%	
D1a. Senior Executive Schedule	18	21	19	2,096	-	99	95	194	2,290	632	2,922	\$110,316	\$120,526	\$153,789	9.3%	30.2%	
D1b. General Schedule	1,586	1,601	1,635	175,265	5,143	(1,171)	1,813	5,785	181,050	64,465	245,515	\$107,196	\$110,734	\$150,162	3.3%	36.8%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire	1,604	1,622	1,654	177,361	5,143	(1,072)	1,908	5,979	183,340	65,097	248,437	\$107,232	\$110,846	\$150,204	3.4%	36.7%	
D4. Indirect Hire Foreign Nationals (IHFN)	1	1	1	115	-	-	-	-	115	-	115	\$115,000	\$115,000	\$115,000	0.0%	0.0%	
Subtotal - Direct Funded (excludes OC 13)	1,605	1,623	1,655	177,476	5,143	(1,072)	1,908	5,979	183,455	65,097	248,552	\$107,236	\$110,849	\$150,182	3.4%	36.7%	
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	0	0	0	423	295	14	0	309	732	0	732	-	-	-	73.0%	0.0%	
R1. US Direct Hire (USDH)	-	-	-	423	295	14	-	309	732	-	732	-	-	-	73.0%	0.0%	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	423	295	14	-	309	732	-	732	-	-	-	73.0%	0.0%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	-	-	-	423	295	14	-	309	732	-	732	-	-	-	73.0%	0.0%	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Reimbursable Funded (excludes OC 13)	-	-	-	423	295	14	-	309	732	-	732	-	-	-	73.0%	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 Personnel (includes OC 13)	1,605	1,623	1,655	177,899	5,438	(1,058)	1,908	6,288	184,187	65,097	249,284	\$107,492	\$111,291	\$150,625	3.5%	36.6%	
T1. US Direct Hire (USDH)	1,604	1,622	1,654	177,784	5,438	(1,058)	1,908	6,288	184,072	65,097	249,169	\$107,487	\$111,289	\$150,646	3.5%	36.6%	
T1a. Senior Executive Schedule	18	21	19	2,096	0	99	95	194	2,290	632	2,922	\$110,316	\$120,526	\$153,789	9.3%	30.2%	
T1b. General Schedule	1,586	1,601	1,635	175,688	5,438	(1,157)	1,813	6,094	181,782	64,465	246,247	\$107,454	\$111,182	\$150,610	3.5%	36.7%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T3. Total Direct Hire	1,604	1,622	1,654	177,784	5,438	(1,058)	1,908	6,288	184,072	65,097	249,169	\$107,487	\$111,289	\$150,646	3.5%	36.6%	
T4. Indirect Hire Foreign Nationals (IHFN)	1	1	1	115	0	0	0	0	115	0	115	\$115,000	\$115,000	\$115,000	0.0%	0.0%	
Subtotal - Total Funded (excludes OC 13)	1,605	1,623	1,655	177,899	5,438	(1,058)	1,908	6,288	184,187	65,097	249,284	\$107,492	\$111,291	\$150,625	3.5%	36.6%	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

**Office of the Secretary of Defense
Fiscal Year (FY) 2020 President's Budget**

Volume II - Defense-Wide Data Book

Office of the Inspector General													Date: March 2019				
Inspector General (FY 2020) (\$ in Thousands)																	
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits	
Direct Funded Personnel (includes OC 13)	1,625	1,643	1,614	189,641	2,910	243	3,483	6,636	196,277	68,376	264,653	\$117,498	\$121,609	\$163,973	3.5%	36.1%	
D1. US Direct Hire (USDH)	1,624	1,642	1,613	189,529	2,910	243	3,483	6,636	196,165	68,376	264,541	\$117,501	\$121,615	\$164,006	3.5%	36.1%	
D1a. Senior Executive Schedule	21	21	21	2,547	40	3	81	124	2,671	996	3,667	\$121,286	\$127,190	\$174,619	4.9%	39.1%	
D1b. General Schedule	1,603	1,621	1,592	186,982	2,870	240	3,402	6,512	193,494	67,380	260,874	\$117,451	\$121,541	\$163,866	3.5%	36.0%	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire	1,624	1,642	1,613	189,529	2,910	243	3,483	6,636	196,165	68,376	264,541	\$117,501	\$121,615	\$164,006	3.5%	36.1%	
D4. Indirect Hire Foreign Nationals (IHFN)	1	1	1	112	-	-	-	-	112	-	112	\$112,000	\$112,000	\$112,000	0.0%	0.0%	
Subtotal - Direct Funded (excludes OC 13)	1,625	1,643	1,614	189,641	2,910	243	3,483	6,636	196,277	68,376	264,653	\$117,498	\$121,609	\$163,973	3.5%	36.1%	
D5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Reimbursable Funded Personnel (includes OC 13)	0	0	0	501	6	2	14	22	523	186	709	-	-	-	4.4%	37.1%	
R1. US Direct Hire (USDH)	-	-	-	501	6	2	14	22	523	186	709	-	-	-	4.4%	37.1%	
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1b. General Schedule	-	-	-	501	6	2	14	22	523	186	709	-	-	-	4.4%	37.1%	
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	-	-	-	501	6	2	14	22	523	186	709	-	-	-	4.4%	37.1%	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Reimbursable Funded (excludes OC 13)	-	-	-	501	6	2	14	22	523	186	709	-	-	-	4.4%	37.1%	
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Personnel (includes OC 13)	1,625	1,643	1,614	190,142	2,916	245	3,497	6,658	196,800	68,562	265,362	\$117,808	\$121,933	\$164,413	3.5%	36.1%	
T1. US Direct Hire (USDH)	1,624	1,642	1,613	190,030	2,916	245	3,497	6,658	196,688	68,562	265,250	\$117,812	\$121,939	\$164,445	3.5%	36.1%	
T1a. Senior Executive Schedule	21	21	21	2,547	40	3	81	124	2,671	996	3,667	\$121,286	\$127,190	\$174,619	4.9%	39.1%	
T1b. General Schedule	1,603	1,621	1,592	187,483	2,876	242	3,416	6,534	194,017	67,566	261,583	\$117,766	\$121,870	\$164,311	3.5%	36.0%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T3. Total Direct Hire	1,624	1,642	1,613	190,030	2,916	245	3,497	6,658	196,688	68,562	265,250	\$117,812	\$121,939	\$164,445	3.5%	36.1%	
T4. Indirect Hire Foreign Nationals (IHFN)	1	1	1	112	0	0	0	0	112	0	112	\$112,000	\$112,000	\$112,000	0.0%	0.0%	
Subtotal - Total Funded (excludes OC 13)	1,625	1,643	1,614	190,142	2,916	245	3,497	6,658	196,800	68,562	265,362	\$117,808	\$121,933	\$164,413	3.5%	36.1%	
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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Fiscal Year (FY) 2020 President's Budget

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National Defense Stockpile Transaction Fund												Date: March 2019				
Defense Logistics Agency (FY 2018) (\$ in Thousands)																
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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)	63	66	63	5,552	31	268	519	818	6,370	2,092	8,462	\$88,127	\$101,111	\$134,317	14.7%	37.7%
R1. US Direct Hire (USDH)	63	66	63	5,552	31	268	519	818	6,370	2,092	8,462	\$88,127	\$101,111	\$134,317	14.7%	37.7%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	63	66	63	5,552	31	268	519	818	6,370	2,092	8,462	\$88,127	\$101,111	\$134,317	14.7%	37.7%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	63	66	63	5,552	31	268	519	818	6,370	2,092	8,462	\$88,127	\$101,111	\$134,317	14.7%	37.7%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	63	66	63	5,552	31	268	519	818	6,370	2,092	8,462	\$88,127	\$101,111	\$134,317	14.7%	37.7%
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	63	66	63	5,552	31	268	519	818	6,370	2,092	8,462	\$88,127	\$101,111	\$134,317	14.7%	37.7%
T1. US Direct Hire (USDH)	63	66	63	5,552	31	268	519	818	6,370	2,092	8,462	\$88,127	\$101,111	\$134,317	14.7%	37.7%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	63	66	63	5,552	31	268	519	818	6,370	2,092	8,462	\$88,127	\$101,111	\$134,317	14.7%	37.7%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	63	66	63	5,552	31	268	519	818	6,370	2,092	8,462	\$88,127	\$101,111	\$134,317	14.7%	37.7%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	63	66	63	5,552	31	268	519	818	6,370	2,092	8,462	\$88,127	\$101,111	\$134,317	14.7%	37.7%
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Fiscal Year (FY) 2020 President's Budget

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National Defense Stockpile Transaction Fund													Date: March 2019				
Defense Logistics Agency (FY 2019) (\$ in Thousands)																	
	a Begin Strength	b End Strength	c ETEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits		d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
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)	75	75	72	5,672	28	439	459	926	6,598	1,579	8,177		\$78,778	\$91,639	\$113,569	16.3%	27.8%
R1. US Direct Hire (USDH)	75	75	72	5,672	28	439	459	926	6,598	1,499	8,097		\$78,778	\$91,639	\$112,458	16.3%	26.4%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1b. General Schedule	75	75	72	5,672	28	439	459	926	6,598	1,499	8,097		\$78,778	\$91,639	\$112,458	16.3%	26.4%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R3. Total Direct Hire	75	75	72	5,672	28	439	459	926	6,598	1,499	8,097		\$78,778	\$91,639	\$112,458	16.3%	26.4%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	75	75	72	5,672	28	439	459	926	6,598	1,499	8,097		\$78,778	\$91,639	\$112,458	16.3%	26.4%
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
Total Personnel (includes OC 13)	75	75	72	5,672	28	439	459	926	6,598	1,579	8,177		\$78,778	\$91,639	\$113,569	16.3%	27.8%
T1. US Direct Hire (USDH)	75	75	72	5,672	28	439	459	926	6,598	1,499	8,097		\$78,778	\$91,639	\$112,458	16.3%	26.4%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T1b. General Schedule	75	75	72	5,672	28	439	459	926	6,598	1,499	8,097		\$78,778	\$91,639	\$112,458	16.3%	26.4%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T3. Total Direct Hire	75	75	72	5,672	28	439	459	926	6,598	1,499	8,097		\$78,778	\$91,639	\$112,458	16.3%	26.4%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	75	75	72	5,672	28	439	459	926	6,598	1,499	8,097		\$78,778	\$91,639	\$112,458	16.3%	26.4%
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	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-

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National Defense Stockpile Transaction Fund												Date: March 2019				
Defense Logistics Agency (FY 2020) (\$ in Thousands)																
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC	j/d p % BC
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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)	75	72	72	6,318	32	489	510	1,031	7,349	2,323	9,672	\$87,750	\$102,069	\$134,333	16.3%	36.8%
R1. US Direct Hire (USDH)	75	72	72	6,318	32	489	510	1,031	7,349	2,323	9,672	\$87,750	\$102,069	\$134,333	16.3%	36.8%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	75	72	72	6,318	32	489	510	1,031	7,349	2,323	9,672	\$87,750	\$102,069	\$134,333	16.3%	36.8%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	75	72	72	6,318	32	489	510	1,031	7,349	2,323	9,672	\$87,750	\$102,069	\$134,333	16.3%	36.8%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	75	72	72	6,318	32	489	510	1,031	7,349	2,323	9,672	\$87,750	\$102,069	\$134,333	16.3%	36.8%
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	75	72	72	6,318	32	489	510	1,031	7,349	2,323	9,672	\$87,750	\$102,069	\$134,333	16.3%	36.8%
T1. US Direct Hire (USDH)	75	72	72	6,318	32	489	510	1,031	7,349	2,323	9,672	\$87,750	\$102,069	\$134,333	16.3%	36.8%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	75	72	72	6,318	32	489	510	1,031	7,349	2,323	9,672	\$87,750	\$102,069	\$134,333	16.3%	36.8%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	75	72	72	6,318	32	489	510	1,031	7,349	2,323	9,672	\$87,750	\$102,069	\$134,333	16.3%	36.8%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	75	72	72	6,318	32	489	510	1,031	7,349	2,323	9,672	\$87,750	\$102,069	\$134,333	16.3%	36.8%
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-

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	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
Buildings Maintenance Fund																
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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)	193	124	114	11,256	76	70	363	509	11,765	4,069	15,834	\$98,737	\$103,202	\$138,895	4.5%	36.1%
R1. US Direct Hire (USDH)	193	124	114	11,256	76	70	363	509	11,765	4,029	15,794	\$98,737	\$103,202	\$138,544	4.5%	35.8%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	120	90	83	8,185	33	8	152	193	8,378	3,019	11,397	\$98,614	\$100,940	\$137,313	2.4%	36.9%
R1c. Special Schedule	72	34	31	3,071	43	62	211	316	3,387	1,010	4,397	\$99,065	\$109,258	\$141,839	10.3%	32.9%
R1d. Wage System	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	193	124	114	11,256	76	70	363	509	11,765	4,029	15,794	\$98,737	\$103,202	\$138,544	4.5%	35.8%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	193	124	114	11,256	76	70	363	509	11,765	4,029	15,794	\$98,737	\$103,202	\$138,544	4.5%	35.8%
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	40	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	40	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	193	124	114	11,256	76	70	363	509	11,765	4,069	15,834	\$98,737	\$103,202	\$138,895	4.5%	36.1%
T1. US Direct Hire (USDH)	193	124	114	11,256	76	70	363	509	11,765	4,029	15,794	\$98,737	\$103,202	\$138,544	4.5%	35.8%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	120	90	83	8,185	33	8	152	193	8,378	3,019	11,397	\$98,614	\$100,940	\$137,313	2.4%	36.9%
T1c. Special Schedule	72	34	31	3,071	43	62	211	316	3,387	1,010	4,397	\$99,065	\$109,258	\$141,839	10.3%	32.9%
T1d. Wage System	1	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	193	124	114	11,256	76	70	363	509	11,765	4,029	15,794	\$98,737	\$103,202	\$138,544	4.5%	35.8%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	193	124	114	11,256	76	70	363	509	11,765	4,029	15,794	\$98,737	\$103,202	\$138,544	4.5%	35.8%
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	40	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	40	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-

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Washington Headquarters Services (FY 2019) (\$ in Thousands)												Rates					Date: March 2019	
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits		
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
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	124	124	10,763	78	100	294	472	11,235	3,056	14,291	\$86,798	\$90,605	\$115,250	4.4%	28.4		
R1. US Direct Hire (USDH)	124	124	124	10,763	78	100	294	472	11,235	2,957	14,192	\$86,798	\$90,605	\$114,452	4.4%	27.5		
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1b. General Schedule	62	87	87	8,019	30	48	147	225	8,244	1,986	10,230	\$92,172	\$94,759	\$117,586	2.8%	24.8		
R1c. Special Schedule	61	36	36	2,698	48	52	145	245	2,943	954	3,897	\$74,944	\$81,750	\$108,250	9.1%	35.4		
R1d. Wage System	1	1	1	46	-	-	2	2	48	17	65	\$46,000	\$48,000	\$65,000	4.3%	37.0		
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R3. Total Direct Hire	124	124	124	10,763	78	100	294	472	11,235	2,957	14,192	\$86,798	\$90,605	\$114,452	4.4%	27.5		
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Subtotal - Reimbursable Funded (excludes OC 13)	124	124	124	10,763	78	100	294	472	11,235	2,957	14,192	\$86,798	\$90,605	\$114,452	4.4%	27.5		
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	99	-	-	-	-	-		
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	99	99	-	-	-	-	-		
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Total Personnel (includes OC 13)	124	124	124	10,763	78	100	294	472	11,235	3,056	14,291	\$86,798	\$90,605	\$115,250	4.4%	28.4		
T1. US Direct Hire (USDH)	124	124	124	10,763	78	100	294	472	11,235	2,957	14,192	\$86,798	\$90,605	\$114,452	4.4%	27.5		
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T1b. General Schedule	62	87	87	8,019	30	48	147	225	8,244	1,986	10,230	\$92,172	\$94,759	\$117,586	2.8%	24.8		
T1c. Special Schedule	61	36	36	2,698	48	52	145	245	2,943	954	3,897	\$74,944	\$81,750	\$108,250	9.1%	35.4		
T1d. Wage System	1	1	1	46	0	0	2	2	48	17	65	\$46,000	\$48,000	\$65,000	4.3%	37.0		
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T3. Total Direct Hire	124	124	124	10,763	78	100	294	472	11,235	2,957	14,192	\$86,798	\$90,605	\$114,452	4.4%	27.5		
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
Subtotal - Total Funded (excludes OC 13)	124	124	124	10,763	78	100	294	472	11,235	2,957	14,192	\$86,798	\$90,605	\$114,452	4.4%	27.5		
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	99	-	-	-	-	-		
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-		
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-		
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	99	-	-	-	-	-		
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-		

Office of the Secretary of Defense
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Buildings Maintenance Fund													Date: March 2019				
Washington Headquarters Services (FY 2020) (\$ in Thousands)																	
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits		d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
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	124	124	12,098	81	101	299	481	12,579	4,279	16,858		\$97,565	\$101,444	\$135,952	4.0%	35.4%
R1. US Direct Hire (USDH)	124	124	124	12,098	81	101	299	481	12,579	4,180	16,759		\$97,565	\$101,444	\$135,153	4.0%	34.6%
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1b. General Schedule	87	97	97	9,852	47	66	196	309	10,161	3,320	13,481		\$101,567	\$104,753	\$138,979	3.1%	33.7%
R1c. Special Schedule	36	27	27	2,246	34	35	103	172	2,418	860	3,278		\$83,185	\$89,556	\$121,407	7.7%	38.3%
R1d. Wage System	1	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R3. Total Direct Hire	124	124	124	12,098	81	101	299	481	12,579	4,180	16,759		\$97,565	\$101,444	\$135,153	4.0%	34.6%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	124	124	124	12,098	81	101	299	481	12,579	4,180	16,759		\$97,565	\$101,444	\$135,153	4.0%	34.6%
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
Total Personnel (includes OC 13)	124	124	124	12,098	81	101	299	481	12,579	4,279	16,858		\$97,565	\$101,444	\$135,952	4.0%	35.4%
T1. US Direct Hire (USDH)	124	124	124	12,098	81	101	299	481	12,579	4,180	16,759		\$97,565	\$101,444	\$135,153	4.0%	34.6%
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T1b. General Schedule	87	97	97	9,852	47	66	196	309	10,161	3,320	13,481		\$101,567	\$104,753	\$138,979	3.1%	33.7%
T1c. Special Schedule	36	27	27	2,246	34	35	103	172	2,418	860	3,278		\$83,185	\$89,556	\$121,407	7.7%	38.3%
T1d. Wage System	1	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T3. Total Direct Hire	124	124	124	12,098	81	101	299	481	12,579	4,180	16,759		\$97,565	\$101,444	\$135,153	4.0%	34.6%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	124	124	124	12,098	81	101	299	481	12,579	4,180	16,759		\$97,565	\$101,444	\$135,153	4.0%	34.6%
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-

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Washington Headquarters Services (FY 2018) (\$ in Thousands)												Rates					Date: March 2019	
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits		
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
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)	1,600	1,663	1,598	154,195	5,725	1,736	8,507	15,968	170,163	57,643	227,806	\$96,492	\$106,485	\$142,557	10.4%	37.4%		
R1. US Direct Hire (USDH)	1,600	1,663	1,598	154,195	5,725	1,736	8,507	15,968	170,163	57,296	227,459	\$96,492	\$106,485	\$142,340	10.4%	37.2%		
R1a. Senior Executive Schedule	3	3	3	510	-	-	42	42	552	144	696	\$170,000	\$184,000	\$232,000	8.2%	28.2%		
R1b. General Schedule	716	733	718	78,694	1,022	185	2,623	3,830	82,524	27,256	109,780	\$109,602	\$114,936	\$152,897	4.9%	34.6%		
R1c. Special Schedule	655	725	691	63,100	2,812	1,439	5,070	9,321	72,421	25,175	97,596	\$91,317	\$104,806	\$141,239	14.8%	39.9%		
R1d. Wage System	226	202	186	11,891	1,891	112	772	2,775	14,666	4,721	19,387	\$63,930	\$78,849	\$104,231	23.3%	39.7%		
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R3. Total Direct Hire	1,600	1,663	1,598	154,195	5,725	1,736	8,507	15,968	170,163	57,296	227,459	\$96,492	\$106,485	\$142,340	10.4%	37.2%		
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Subtotal - Reimbursable Funded (excludes OC 13)	1,600	1,663	1,598	154,195	5,725	1,736	8,507	15,968	170,163	57,296	227,459	\$96,492	\$106,485	\$142,340	10.4%	37.2%		
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	347	-	-	-	-	-		
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	347	-	-	-	-	-		
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Total Personnel (includes OC 13)	1,600	1,663	1,598	154,195	5,725	1,736	8,507	15,968	170,163	57,643	227,806	\$96,492	\$106,485	\$142,557	10.4%	37.4%		
T1. US Direct Hire (USDH)	1,600	1,663	1,598	154,195	5,725	1,736	8,507	15,968	170,163	57,296	227,459	\$96,492	\$106,485	\$142,340	10.4%	37.2%		
T1a. Senior Executive Schedule	3	3	3	510	0	0	42	42	552	144	696	\$170,000	\$184,000	\$232,000	8.2%	28.2%		
T1b. General Schedule	716	733	718	78,694	1,022	185	2,623	3,830	82,524	27,256	109,780	\$109,602	\$114,936	\$152,897	4.9%	34.6%		
T1c. Special Schedule	655	725	691	63,100	2,812	1,439	5,070	9,321	72,421	25,175	97,596	\$91,317	\$104,806	\$141,239	14.8%	39.9%		
T1d. Wage System	226	202	186	11,891	1,891	112	772	2,775	14,666	4,721	19,387	\$63,930	\$78,849	\$104,231	23.3%	39.7%		
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T3. Total Direct Hire	1,600	1,663	1,598	154,195	5,725	1,736	8,507	15,968	170,163	57,296	227,459	\$96,492	\$106,485	\$142,340	10.4%	37.2%		
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
Subtotal - Total Funded (excludes OC 13)	1,600	1,663	1,598	154,195	5,725	1,736	8,507	15,968	170,163	57,296	227,459	\$96,492	\$106,485	\$142,340	10.4%	37.2%		
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	347	-	-	-	-	-		
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-		
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-		
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	347	-	-	-	-	-		
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-		

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Washington Headquarters Services (FY 2019) (\$ in Thousands)												Rates					Date: March 2019	
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits		
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
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)	1,801	1,796	1,792	166,835	2,638	960	3,398	6,996	173,831	50,101	223,932	\$93,100	\$97,004	\$124,962	4.2%	30.0%		
R1. US Direct Hire (USDH)	1,801	1,796	1,792	166,835	2,638	960	3,398	6,996	173,831	49,801	223,632	\$93,100	\$97,004	\$124,795	4.2%	29.9%		
R1a. Senior Executive Schedule	4	3	3	539	-	-	-	539	162	701	\$179,667	\$179,667	\$233,667	0.0%	30.1%	-		
R1b. General Schedule	815	822	818	82,329	1,316	218	1,558	3,092	85,421	24,009	109,430	\$100,647	\$104,427	\$133,778	3.8%	29.2%	-	
R1c. Special Schedule	745	743	743	67,282	699	695	1,748	3,142	70,424	19,527	89,951	\$90,355	\$94,783	\$121,065	4.7%	29.0%	-	
R1d. Wage System	237	228	228	16,685	623	47	92	762	17,447	6,103	23,550	\$73,180	\$76,522	\$103,289	4.6%	36.6%	-	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R3. Total Direct Hire	1,801	1,796	1,792	166,835	2,638	960	3,398	6,996	173,831	49,801	223,632	\$93,100	\$97,004	\$124,795	4.2%	29.9%	-	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Subtotal - Reimbursable Funded (excludes OC 13)	1,801	1,796	1,792	166,835	2,638	960	3,398	6,996	173,831	49,801	223,632	\$93,100	\$97,004	\$124,795	4.2%	29.9%	-	
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	300	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	300	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Personnel (includes OC 13)	1,801	1,796	1,792	166,835	2,638	960	3,398	6,996	173,831	50,101	223,932	\$93,100	\$97,004	\$124,962	4.2%	30.0%	-	
T1. US Direct Hire (USDH)	1,801	1,796	1,792	166,835	2,638	960	3,398	6,996	173,831	49,801	223,632	\$93,100	\$97,004	\$124,795	4.2%	29.9%	-	
T1a. Senior Executive Schedule	4	3	3	539	0	0	0	539	162	701	\$179,667	\$179,667	\$233,667	0.0%	30.1%	-	-	
T1b. General Schedule	815	822	818	82,329	1,316	218	1,558	3,092	85,421	24,009	109,430	\$100,647	\$104,427	\$133,778	3.8%	29.2%	-	-
T1c. Special Schedule	745	743	743	67,282	699	695	1,748	3,142	70,424	19,527	89,951	\$90,355	\$94,783	\$121,065	4.7%	29.0%	-	-
T1d. Wage System	237	228	228	16,685	623	47	92	762	17,447	6,103	23,550	\$73,180	\$76,522	\$103,289	4.6%	36.6%	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-
T3. Total Direct Hire	1,801	1,796	1,792	166,835	2,638	960	3,398	6,996	173,831	49,801	223,632	\$93,100	\$97,004	\$124,795	4.2%	29.9%	-	-
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	1,801	1,796	1,792	166,835	2,638	960	3,398	6,996	173,831	49,801	223,632	\$93,100	\$97,004	\$124,795	4.2%	29.9%	-	-
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	300	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	300	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-

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Washington Headquarters Services (FY 2020) (\$ in Thousands)												Rates					Date: March 2019	
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	k/c n Comp & Benefits	h/d o % BC	j/d p % BC		
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
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)	1,796	1,666	1,686	161,838	5,809	1,073	3,145	10,027	171,865	53,218	225,083	\$95,989	\$101,937	\$133,501	6.2%	32.9%		
R1. US Direct Hire (USDH)	1,796	1,666	1,686	161,838	5,809	1,073	3,145	10,027	171,865	52,918	224,783	\$95,989	\$101,937	\$133,323	6.2%	32.7%		
R1a. Senior Executive Schedule	3	4	4	544	-	-	-	-	544	151	695	\$136,000	\$136,000	\$173,750	0.0%	27.8%		
R1b. General Schedule	822	759	759	125,353	2,303	216	865	3,384	128,737	40,829	169,566	\$165,155	\$169,614	\$223,407	2.7%	32.6%		
R1c. Special Schedule	743	678	698	21,026	1,325	711	1,586	3,622	24,648	5,847	30,495	\$30,123	\$35,312	\$43,689	17.2%	27.8%		
R1d. Wage System	228	225	225	14,915	2,181	146	694	3,021	17,936	6,091	24,027	\$66,289	\$79,716	\$106,787	20.3%	40.8%		
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R3. Total Direct Hire	1,796	1,666	1,686	161,838	5,809	1,073	3,145	10,027	171,865	52,918	224,783	\$95,989	\$101,937	\$133,323	6.2%	32.7%		
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Subtotal - Reimbursable Funded (excludes OC 13)	1,796	1,666	1,686	161,838	5,809	1,073	3,145	10,027	171,865	52,918	224,783	\$95,989	\$101,937	\$133,323	6.2%	32.7%		
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Total Personnel (includes OC 13)	1,796	1,666	1,686	161,838	5,809	1,073	3,145	10,027	171,865	53,218	225,083	\$95,989	\$101,937	\$133,501	6.2%	32.9%		
T1. US Direct Hire (USDH)	1,796	1,666	1,686	161,838	5,809	1,073	3,145	10,027	171,865	52,918	224,783	\$95,989	\$101,937	\$133,323	6.2%	32.7%		
T1a. Senior Executive Schedule	3	4	4	544	0	0	0	0	544	151	695	\$136,000	\$136,000	\$173,750	0.0%	27.8%		
T1b. General Schedule	822	759	759	125,353	2,303	216	865	3,384	128,737	40,829	169,566	\$165,155	\$169,614	\$223,407	2.7%	32.6%		
T1c. Special Schedule	743	678	698	21,026	1,325	711	1,586	3,622	24,648	5,847	30,495	\$30,123	\$35,312	\$43,689	17.2%	27.8%		
T1d. Wage System	228	225	225	14,915	2,181	146	694	3,021	17,936	6,091	24,027	\$66,289	\$79,716	\$106,787	20.3%	40.8%		
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
T3. Total Direct Hire	1,796	1,666	1,686	161,838	5,809	1,073	3,145	10,027	171,865	52,918	224,783	\$95,989	\$101,937	\$133,323	6.2%	32.7%		
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-		
Subtotal - Total Funded (excludes OC 13)	1,796	1,666	1,686	161,838	5,809	1,073	3,145	10,027	171,865	52,918	224,783	\$95,989	\$101,937	\$133,323	6.2%	32.7%		
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

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Advance, Foreign Military Sales (Tr)													Date: March 2019				
Defense Security Cooperative Agency (FY 2018) (\$ in Thousands)																	
	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j		d/c	i/c	Rates k/c	h/d	j/d
	Begin 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	% BC
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0		z	z	z	z	z
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)	0	0	0	0	0	0	0	0	0	0	0		z	z	z	z	z
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 Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0		z	z	z	z	z
T1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T5. Other Object Class 13 Benefits																	
T5a. USDH - Benefits for Former Employees										0	0						
T5b. DHFN - Benefits for Former Employees										0	0						
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0						
T5d. Foreign National Separation Liability Accrual										0	0						

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Advance, Foreign Military Sales (Tr)												Date: March 2019				
Defense Security Cooperative Agency (FY 2019) (\$ in Thousands)																
	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	Rates k/c	h/d	j/d
	Begin 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)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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 Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Advance, Foreign Military Sales (Tr)													Date: March 2019				
Defense Security Cooperative Agency (FY 2020) (\$ in Thousands)																	
	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j		d/c	i/c	k/c	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp		Basic	Total	Comp	% BC	% BC
	Strength	Strength		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)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
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)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
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 Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T1f. Other	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
T3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	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	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-

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Working Capital Fund, Defense-Wide												Date: March 2019				
Defense Logistics Agency (FY 2018) (\$ in Thousands)																
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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)	25,333	25,703	24,943	1,826,631	48,025	1,951	130,533	180,509	2,007,140	673,638	2,680,778	\$75,232	\$80,469	\$107,476	9.9%	36.9%
R1. US Direct Hire (USDH)	24,519	24,887	24,146	1,822,098	48,025	1,951	130,529	180,505	2,002,603	646,556	2,649,159	\$75,462	\$82,937	\$109,714	9.9%	35.5%
R1a. Senior Executive Schedule	24	24	25	4,400	4	-	409	413	4,813	1,031	5,844	\$176,000	\$192,520	\$233,760	9.4%	23.4%
R1b. General Schedule	19,456	19,461	19,079	1,563,128	34,054	1,642	125,220	160,916	1,724,044	533,315	2,257,359	\$81,929	\$90,363	\$118,316	10.3%	34.1%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	5,039	5,402	5,042	254,570	13,967	309	4,900	19,176	273,746	96,872	370,618	\$50,490	\$54,293	\$73,506	7.5%	38.1%
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	15,338	15,338	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	137	147	147	1,181	-	-	4	4	1,185	1,725	2,910	\$8,034	\$8,061	\$19,796	0.3%	146.1%
R3. Total Direct Hire	24,656	25,034	24,293	1,823,279	48,025	1,951	130,533	180,509	2,003,788	648,281	2,652,069	\$75,054	\$82,484	\$109,170	9.9%	35.6%
R4. Indirect Hire Foreign Nationals (IHFN)	677	669	650	3,352	-	-	-	-	3,352	15,752	19,104	\$3,157	\$3,157	\$29,391	0.0%	469.9%
Subtotal - Reimbursable Funded (excludes OC 13)	25,333	25,703	24,943	1,826,631	48,025	1,951	130,533	180,509	2,007,140	664,033	2,671,173	\$75,232	\$80,469	\$107,091	9.9%	36.4%
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	9,605	9,605	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	7,154	7,154	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	2,451	2,451	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	25,333	25,703	24,943	1,826,631	48,025	1,951	130,533	180,509	2,007,140	673,638	2,680,778	\$75,232	\$80,469	\$107,476	9.9%	36.9%
T1. US Direct Hire (USDH)	24,519	24,887	24,146	1,822,098	48,025	1,951	130,529	180,505	2,002,603	646,556	2,649,159	\$75,462	\$82,937	\$109,714	9.9%	35.5%
T1a. Senior Executive Schedule	24	24	25	4,400	4	0	409	413	4,813	1,031	5,844	\$176,000	\$192,520	\$233,760	9.4%	23.4%
T1b. General Schedule	19,456	19,461	19,079	1,563,128	34,054	1,642	125,220	160,916	1,724,044	533,315	2,257,359	\$81,929	\$90,363	\$118,316	10.3%	34.1%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	5,039	5,402	5,042	254,570	13,967	309	4,900	19,176	273,746	96,872	370,618	\$50,490	\$54,293	\$73,506	7.5%	38.1%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	15,338	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	137	147	147	1,181	0	0	4	4	1,185	1,725	2,910	\$8,034	\$8,061	\$19,796	0.3%	146.1%
T3. Total Direct Hire	24,656	25,034	24,293	1,823,279	48,025	1,951	130,533	180,509	2,003,788	648,281	2,652,069	\$75,054	\$82,484	\$109,170	9.9%	35.6%
T4. Indirect Hire Foreign Nationals (IHFN)	677	669	650	3,352	0	0	0	0	3,352	15,752	19,104	\$3,157	\$3,157	\$29,391	0.0%	469.9%
Subtotal - Total Funded (excludes OC 13)	25,333	25,703	24,943	1,826,631	48,025	1,951	130,533	180,509	2,007,140	664,033	2,671,173	\$75,232	\$80,469	\$107,091	9.9%	36.4%
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	9,605	9,605	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	7,154	7,154	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	2,451	2,451	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-

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Defense Logistics Agency (FY 2019) (\$ in Thousands)												Rates				
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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)	25,664	26,728	26,376	1,966,486	47,292	1,668	73,308	122,268	2,088,754	746,810	2,835,564	\$74,556	\$79,191	\$107,505	6.2%	38.0%
R1. US Direct Hire (USDH)	24,848	25,921	25,569	1,961,645	47,292	1,668	73,304	122,264	2,083,909	710,339	2,794,248	\$76,720	\$81,501	\$109,283	6.2%	36.2%
R1a. Senior Executive Schedule	24	25	25	4,196	4	-	421	425	4,621	1,195	5,816	\$167,840	\$184,840	\$232,640	10.1%	28.5%
R1b. General Schedule	19,422	20,328	20,099	1,701,362	35,160	1,575	66,034	102,769	1,804,131	586,995	2,391,126	\$84,649	\$89,762	\$118,967	6.0%	34.5%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	5,402	5,568	5,445	256,087	12,128	93	6,849	19,070	275,157	97,819	372,976	\$47,032	\$50,534	\$68,499	7.4%	38.2%
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	24,330	24,330	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	147	134	134	1,128	-	-	4	4	1,132	2,078	3,210	\$8,418	\$8,448	\$23,955	0.4%	184.2%
R3. Total Direct Hire	24,995	26,055	25,703	1,962,773	47,292	1,668	73,308	122,268	2,085,041	712,417	2,797,458	\$76,364	\$81,121	\$108,838	6.2%	36.3%
R4. Indirect Hire Foreign Nationals (IHFN)	669	673	673	3,713	-	-	-	-	3,713	17,943	21,656	\$5,517	\$5,517	\$32,178	0.0%	483.2%
Subtotal - Reimbursable Funded (excludes OC 13)	25,664	26,728	26,376	1,966,486	47,292	1,668	73,308	122,268	2,088,754	710,360	2,819,114	\$74,556	\$79,191	\$106,882	6.2%	37.1%
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	16,450	16,450	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	8,936	8,936	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	7,514	7,514	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	25,664	26,728	26,376	1,966,486	47,292	1,668	73,308	122,268	2,088,754	746,810	2,835,564	\$74,556	\$79,191	\$107,505	6.2%	38.0%
T1. US Direct Hire (USDH)	24,848	25,921	25,569	1,961,645	47,292	1,668	73,304	122,264	2,083,909	710,339	2,794,248	\$76,720	\$81,501	\$109,283	6.2%	36.2%
T1a. Senior Executive Schedule	24	25	25	4,196	4	0	421	425	4,621	1,195	5,816	\$167,840	\$184,840	\$232,640	10.1%	28.5%
T1b. General Schedule	19,422	20,328	20,099	1,701,362	35,160	1,575	66,034	102,769	1,804,131	586,995	2,391,126	\$84,649	\$89,762	\$118,967	6.0%	34.5%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	5,402	5,568	5,445	256,087	12,128	93	6,849	19,070	275,157	97,819	372,976	\$47,032	\$50,534	\$68,499	7.4%	38.2%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	24,330	24,330	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	147	134	134	1,128	0	0	4	4	1,132	2,078	3,210	\$8,418	\$8,448	\$23,955	0.4%	184.2%
T3. Total Direct Hire	24,995	26,055	25,703	1,962,773	47,292	1,668	73,308	122,268	2,085,041	712,417	2,797,458	\$76,364	\$81,121	\$108,838	6.2%	36.3%
T4. Indirect Hire Foreign Nationals (IHFN)	669	673	673	3,713	0	0	0	0	3,713	17,943	21,656	\$5,517	\$5,517	\$32,178	0.0%	483.2%
Subtotal - Total Funded (excludes OC 13)	25,664	26,728	26,376	1,966,486	47,292	1,668	73,308	122,268	2,088,754	710,360	2,819,114	\$74,556	\$79,191	\$106,882	6.2%	37.1%
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	16,450	16,450	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	8,936	8,936	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	7,514	7,514	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-

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Defense Logistics Agency (FY 2020) (\$ in Thousands)												Rates				
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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)	26,728	26,346	25,973	1,950,591	48,291	1,984	74,803	125,078	2,075,669	755,461	2,831,130	\$75,101	\$79,916	\$109,003	6.4%	38.7%
R1. US Direct Hire (USDH)	25,921	25,539	25,166	1,945,662	48,291	1,984	74,799	125,074	2,070,736	720,170	2,790,906	\$77,313	\$82,283	\$110,900	6.4%	37.0%
R1a. Senior Executive Schedule	25	25	25	4,276	4	-	426	430	4,706	1,173	5,879	\$171,040	\$188,240	\$235,160	10.1%	27.4%
R1b. General Schedule	20,328	19,905	19,664	1,681,912	36,018	1,862	67,860	105,740	1,787,652	596,115	2,383,767	\$85,533	\$90,910	\$121,225	6.3%	35.4%
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	5,568	5,609	5,477	259,474	12,269	122	6,513	18,904	278,378	98,563	376,941	\$47,375	\$50,827	\$68,823	7.3%	38.0%
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	24,319	24,319	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	134	134	134	1,144	-	-	4	4	1,148	2,321	3,469	\$8,537	\$8,567	\$25,888	0.3%	202.9%
R3. Total Direct Hire	26,055	25,673	25,300	1,946,806	48,291	1,984	74,803	125,078	2,071,884	722,491	2,794,375	\$76,949	\$81,893	\$110,450	6.4%	37.1%
R4. Indirect Hire Foreign Nationals (IHFN)	673	673	673	3,785	-	-	-	-	3,785	18,195	21,980	\$3,624	\$3,624	\$32,660	0.0%	480.7%
Subtotal - Reimbursable Funded (excludes OC 13)	26,728	26,346	25,973	1,950,591	48,291	1,984	74,803	125,078	2,075,669	740,686	2,816,355	\$75,101	\$79,916	\$108,434	6.4%	38.0%
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	14,775	14,775	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	9,446	9,446	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	5,329	5,329	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	26,728	26,346	25,973	1,950,591	48,291	1,984	74,803	125,078	2,075,669	755,461	2,831,130	\$75,101	\$79,916	\$109,003	6.4%	38.7%
T1. US Direct Hire (USDH)	25,921	25,539	25,166	1,945,662	48,291	1,984	74,799	125,074	2,070,736	720,170	2,790,906	\$77,313	\$82,283	\$110,900	6.4%	37.0%
T1a. Senior Executive Schedule	25	25	25	4,276	4	0	426	430	4,706	1,173	5,879	\$171,040	\$188,240	\$235,160	10.1%	27.4%
T1b. General Schedule	20,328	19,905	19,664	1,681,912	36,018	1,862	67,860	105,740	1,787,652	596,115	2,383,767	\$85,533	\$90,910	\$121,225	6.3%	35.4%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T1d. Wage System	5,568	5,609	5,477	259,474	12,269	122	6,513	18,904	278,378	98,563	376,941	\$47,375	\$50,827	\$68,823	7.3%	38.0%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T1f. Other	0	0	0	0	0	0	0	0	0	0	24,319	0	0	0	0	0
T2. Direct Hire Program Foreign Nationals (DHFN)	134	134	134	1,144	0	0	4	4	1,148	2,321	3,469	\$8,537	\$8,567	\$25,888	0.3%	202.9%
T3. Total Direct Hire	26,055	25,673	25,300	1,946,806	48,291	1,984	74,803	125,078	2,071,884	722,491	2,794,375	\$76,949	\$81,893	\$110,450	6.4%	37.1%
T4. Indirect Hire Foreign Nationals (IHFN)	673	673	673	3,785	0	0	0	0	3,785	18,195	21,980	\$3,624	\$3,624	\$32,660	0.0%	480.7%
Subtotal - Total Funded (excludes OC 13)	26,728	26,346	25,973	1,950,591	48,291	1,984	74,803	125,078	2,075,669	740,686	2,816,355	\$75,101	\$79,916	\$108,434	6.4%	38.0%
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	14,775	14,775	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	9,446	9,446	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	5,329	5,329	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-	-

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Working Capital Fund, Air Force														Date: March 2019				
Department of the Air Force (FY 2018) (\$ in Thousands)																		
	a	b	c	d	e	f	g	e + f + g	d + h	i	j	k	l	d/c	i/c	Rates k/c	h/d	j/d
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	Basic Comp	Total Comp	Comp & Benefits	% BC Variables	% BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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)	27,222	27,866	28,795	1,510,505	128,920	57,266	27,852	214,038	1,724,543	949,685	2,674,228	\$52,457	\$59,890	\$52,457	\$59,890	\$92,871	14.2%	62.9%
R1. US Direct Hire (USDH)	27,222	27,866	28,795	1,510,505	128,920	57,266	27,852	214,038	1,724,543	949,685	2,674,228	\$52,457	\$59,890	\$52,457	\$59,890	\$92,871	14.2%	62.9%
R1a. Senior Executive Schedule	1	1	1	162	-	7	4	11	173	56	229	\$162,000	\$173,000	\$162,000	\$173,000	\$229,000	6.8%	34.6%
R1b. General Schedule	7,251	7,506	7,332	490,134	5,472	18,203	9,576	33,251	523,385	283,497	806,882	\$66,849	\$71,384	\$66,849	\$71,384	\$104,932	6.8%	37.8%
R1c. Special Schedule	4,224	4,340	4,182	270,360	11,743	7,446	4,687	23,876	294,236	144,589	438,825	\$64,648	\$70,358	\$64,648	\$70,358	\$104,932	8.8%	53.5%
R1d. Wage System	15,746	16,019	17,280	749,849	111,705	31,610	13,585	156,900	906,749	521,543	1,428,292	\$43,394	\$52,474	\$43,394	\$52,474	\$82,656	20.9%	69.6%
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	27,222	27,866	28,795	1,510,505	128,920	57,266	27,852	214,038	1,724,543	949,685	2,674,228	\$52,457	\$59,890	\$52,457	\$59,890	\$92,871	14.2%	62.9%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	27,222	27,866	28,795	1,510,505	128,920	57,266	27,852	214,038	1,724,543	949,685	2,674,228	\$52,457	\$59,890	\$52,457	\$59,890	\$92,871	14.2%	62.9%
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	27,222	27,866	28,795	1,510,505	128,920	57,266	27,852	214,038	1,724,543	950,475	2,675,018	\$52,457	\$59,890	\$52,457	\$59,890	\$92,899	14.2%	62.9%
T1. US Direct Hire (USDH)	27,222	27,866	28,795	1,510,505	128,920	57,266	27,852	214,038	1,724,543	949,685	2,674,228	\$52,457	\$59,890	\$52,457	\$59,890	\$92,871	14.2%	62.9%
T1a. Senior Executive Schedule	1	1	1	162	0	7	4	11	173	56	229	\$162,000	\$173,000	\$162,000	\$173,000	\$229,000	6.8%	34.6%
T1b. General Schedule	7,251	7,506	7,332	490,134	5,472	18,203	9,576	33,251	523,385	283,497	806,882	\$66,849	\$71,384	\$66,849	\$71,384	\$104,932	6.8%	37.8%
T1c. Special Schedule	4,224	4,340	4,182	270,360	11,743	7,446	4,687	23,876	294,236	144,589	438,825	\$64,648	\$70,358	\$64,648	\$70,358	\$104,932	8.8%	53.5%
T1d. Wage System	15,746	16,019	17,280	749,849	111,705	31,610	13,585	156,900	906,749	521,543	1,428,292	\$43,394	\$52,474	\$43,394	\$52,474	\$82,656	20.9%	69.6%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-
T3. Total Direct Hire	27,222	27,866	28,795	1,510,505	128,920	57,266	27,852	214,038	1,724,543	949,685	2,674,228	\$52,457	\$59,890	\$52,457	\$59,890	\$92,871	14.2%	62.9%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	27,222	27,866	28,795	1,510,505	128,920	57,266	27,852	214,038	1,724,543	949,685	2,674,228	\$52,457	\$59,890	\$52,457	\$59,890	\$92,871	14.2%	62.9%
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Working Capital Fund, Air Force													Date: March 2019					
Department of the Air Force (FY 2019) (\$ in Thousands)																		
	a	b	c	d	e	f	g	e + f + g	d + h	i	j	k		d/c	i/c	k/c	h/d	j/d
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits			Basic Comp	Total Comp	Comp & Benefits	% BC	% BC
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
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)	27,777	30,035	29,754	1,682,072	111,536	58,466	32,402	202,404	1,884,476	1,058,620	2,943,096		\$56,533	\$63,335	\$98,974	12.0%	62.9%	
R1. US Direct Hire (USDH)	27,777	30,035	29,754	1,682,072	111,536	58,466	32,402	202,404	1,884,476	1,057,465	2,941,941		\$56,533	\$63,335	\$98,875	12.0%	62.9%	
R1a. Senior Executive Schedule	1	1	1	148	0	6	4	10	158	51	209		\$148,000	\$158,000	\$209,000	6.8%	34.5%	
R1b. General Schedule	7,421	7,925	7,942	526,072	7,468	16,418	10,108	33,994	560,066	288,930	848,996		\$66,239	\$70,520	\$106,900	6.5%	54.9%	
R1c. Special Schedule	4,336	4,555	4,479	341,966	20,657	10,413	6,199	37,269	379,235	198,296	577,531		\$76,349	\$84,670	\$128,942	10.9%	58.0%	
R1d. Wage System	16,019	17,554	17,332	813,886	83,411	31,629	16,091	131,131	945,017	570,188	1,515,205		\$46,959	\$54,524	\$87,422	16.1%	70.1%	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-	-
R3. Total Direct Hire	27,777	30,035	29,754	1,682,072	111,536	58,466	32,402	202,404	1,884,476	1,057,465	2,941,941		\$56,533	\$63,335	\$98,875	12.0%	62.9%	
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	27,777	30,035	29,754	1,682,072	111,536	58,466	32,402	202,404	1,884,476	1,057,465	2,941,941		\$56,533	\$63,335	\$98,875	12.0%	62.9%	
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-	-
Total Personnel (includes OC 13)	27,777	30,035	29,754	1,682,072	111,536	58,466	32,402	202,404	1,884,476	1,058,620	2,943,096		\$56,533	\$63,335	\$98,974	12.0%	62.9%	
T1. US Direct Hire (USDH)	27,777	30,035	29,754	1,682,072	111,536	58,466	32,402	202,404	1,884,476	1,057,465	2,941,941		\$56,533	\$63,335	\$98,875	12.0%	62.9%	
T1a. Senior Executive Schedule	1	1	1	148	0	6	4	10	158	51	209		\$148,000	\$158,000	\$209,000	6.8%	34.5%	
T1b. General Schedule	7,421	7,925	7,942	526,072	7,468	16,418	10,108	33,994	560,066	288,930	848,996		\$66,239	\$70,520	\$106,900	6.5%	54.9%	
T1c. Special Schedule	4,336	4,555	4,479	341,966	20,657	10,413	6,199	37,269	379,235	198,296	577,531		\$76,349	\$84,670	\$128,942	10.9%	58.0%	
T1d. Wage System	16,019	17,554	17,332	813,886	83,411	31,629	16,091	131,131	945,017	570,188	1,515,205		\$46,959	\$54,524	\$87,422	16.1%	70.1%	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-	-
T3. Total Direct Hire	27,777	30,035	29,754	1,682,072	111,536	58,466	32,402	202,404	1,884,476	1,057,465	2,941,941		\$56,533	\$63,335	\$98,875	12.0%	62.9%	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	27,777	30,035	29,754	1,682,072	111,536	58,466	32,402	202,404	1,884,476	1,057,465	2,941,941		\$56,533	\$63,335	\$98,875	12.0%	62.9%	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-	-

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Working Capital Fund, Air Force												Date: March 2019				
Department of the Air Force (FY 2020) (\$ in Thousands)																
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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)	30,035	30,583	30,753	1,687,250	117,734	59,833	33,641	211,208	1,898,458	1,097,868	2,996,326	\$54,865	\$61,732	\$97,432	12.5%	65.1%
R1. US Direct Hire (USDH)	30,035	30,583	30,753	1,687,250	117,734	59,833	33,641	211,208	1,898,458	1,096,691	2,995,149	\$54,865	\$61,732	\$97,394	12.5%	65.0%
R1a. Senior Executive Schedule	1	1	1	149	-	6	4	10	159	52	211	\$149,000	\$159,000	\$211,000	6.7%	34.9%
R1b. General Schedule	7,925	8,227	8,301	528,188	9,548	16,896	10,479	36,923	565,111	297,657	862,768	\$63,629	\$68,077	\$103,935	7.0%	36.4%
R1c. Special Schedule	4,555	4,642	4,554	342,862	21,615	10,654	6,449	38,718	381,580	204,866	586,446	\$75,288	\$83,790	\$128,776	11.3%	39.8%
R1d. Wage System	17,554	17,713	17,897	816,051	86,571	32,277	16,709	135,557	951,608	594,116	1,545,724	\$45,397	\$53,171	\$86,368	16.6%	72.8%
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	30,035	30,583	30,753	1,687,250	117,734	59,833	33,641	211,208	1,898,458	1,096,691	2,995,149	\$54,865	\$61,732	\$97,394	12.5%	65.0%
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	30,035	30,583	30,753	1,687,250	117,734	59,833	33,641	211,208	1,898,458	1,096,691	2,995,149	\$54,865	\$61,732	\$97,394	12.5%	65.0%
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	1,177	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	1,177	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel (includes OC 13)	30,035	30,583	30,753	1,687,250	117,734	59,833	33,641	211,208	1,898,458	1,097,868	2,996,326	\$54,865	\$61,732	\$97,432	12.5%	65.1%
T1. US Direct Hire (USDH)	30,035	30,583	30,753	1,687,250	117,734	59,833	33,641	211,208	1,898,458	1,096,691	2,995,149	\$54,865	\$61,732	\$97,394	12.5%	65.0%
T1a. Senior Executive Schedule	1	1	1	149	0	6	4	10	159	52	211	\$149,000	\$159,000	\$211,000	6.7%	34.9%
T1b. General Schedule	7,925	8,227	8,301	528,188	9,548	16,896	10,479	36,923	565,111	297,657	862,768	\$63,629	\$68,077	\$103,935	7.0%	36.4%
T1c. Special Schedule	4,555	4,642	4,554	342,862	21,615	10,654	6,449	38,718	381,580	204,866	586,446	\$75,288	\$83,790	\$128,776	11.3%	39.8%
T1d. Wage System	17,554	17,713	17,897	816,051	86,571	32,277	16,709	135,557	951,608	594,116	1,545,724	\$45,397	\$53,171	\$86,368	16.6%	72.8%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	30,035	30,583	30,753	1,687,250	117,734	59,833	33,641	211,208	1,898,458	1,096,691	2,995,149	\$54,865	\$61,732	\$97,394	12.5%	65.0%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	30,035	30,583	30,753	1,687,250	117,734	59,833	33,641	211,208	1,898,458	1,096,691	2,995,149	\$54,865	\$61,732	\$97,394	12.5%	65.0%
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	1,177	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	1,177	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-

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U. S. Transportation Command (FY 2018) (\$ in Thousands)													Rates					Date: March 2019	
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits			
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
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)	3,671	3,745	3,719	264,794	2,904	5,317	(28,538)	(20,317)	244,477	87,251	331,728	\$71,200	\$65,737	\$89,198	-7.7%	\$3,000			
R1. US Direct Hire (USDH)	3,153	3,212	3,190	245,378	2,680	5,237	(28,839)	(20,922)	224,456	85,483	309,939	\$76,921	\$70,362	\$97,160	-8.5%	\$4,800			
R1a. Senior Executive Schedule	7	7	6	1,203	-	-	84	84	1,287	230	1,517	\$200,500	\$214,500	\$252,833	7.0%	\$19,100			
R1b. General Schedule	2,092	2,187	2,148	173,252	2,288	3,119	(35,319)	(29,912)	143,340	59,861	203,201	\$80,657	\$66,732	\$94,600	-17.3%	\$4,600			
R1c. Special Schedule	255	233	250	23,262	45	-	575	620	23,882	7,157	31,039	\$93,048	\$95,528	\$124,156	2.7%	\$0,800			
R1d. Wage System	799	785	786	47,661	347	2,118	5,821	8,286	55,947	18,235	74,182	\$60,637	\$71,179	\$94,379	17.4%	\$8,300			
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R2. Direct Hire Program Foreign Nationals (DHFN)	246	256	254	11,038	224	80	301	605	11,643	1,768	13,411	\$43,457	\$45,839	\$52,799	5.3%	\$16,000			
R3. Total Direct Hire	3,399	3,468	3,444	256,416	2,904	5,317	(28,538)	(20,317)	236,099	87,251	323,350	\$74,453	\$68,554	\$93,888	-7.9%	\$4,000			
R4. Indirect Hire Foreign Nationals (IHFN)	272	277	275	8,378	-	-	-	-	8,378	-	8,378	\$30,465	\$30,465	\$30,465	0.0%	0.0%			
Subtotal - Reimbursable Funded (excludes OC 13)	3,671	3,745	3,719	264,794	2,904	5,317	(28,538)	(20,317)	244,477	87,251	331,728	\$71,200	\$65,737	\$89,198	-7.7%	\$3,000			
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Total Personnel (includes OC 13)	3,671	3,745	3,719	264,794	2,904	5,317	(28,538)	(20,317)	244,477	87,251	331,728	\$71,200	\$65,737	\$89,198	-7.7%	\$3,000			
T1. US Direct Hire (USDH)	3,153	3,212	3,190	245,378	2,680	5,237	(28,839)	(20,922)	224,456	85,483	309,939	\$76,921	\$70,362	\$97,160	-8.5%	\$4,800			
T1a. Senior Executive Schedule	7	7	6	1,203	0	0	84	84	1,287	230	1,517	\$200,500	\$214,500	\$252,833	7.0%	\$19,100			
T1b. General Schedule	2,092	2,187	2,148	173,252	2,288	3,119	(35,319)	(29,912)	143,340	59,861	203,201	\$80,657	\$66,732	\$94,600	-17.3%	\$4,600			
T1c. Special Schedule	255	233	250	23,262	45	0	575	620	23,882	7,157	31,039	\$93,048	\$95,528	\$124,156	2.7%	\$0,800			
T1d. Wage System	799	785	786	47,661	347	2,118	5,821	8,286	55,947	18,235	74,182	\$60,637	\$71,179	\$94,379	17.4%	\$8,300			
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-			
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-			
T2. Direct Hire Program Foreign Nationals (DHFN)	246	256	254	11,038	224	80	301	605	11,643	1,768	13,411	\$43,457	\$45,839	\$52,799	5.3%	\$16,000			
T3. Total Direct Hire	3,399	3,468	3,444	256,416	2,904	5,317	(28,538)	(20,317)	236,099	87,251	323,350	\$74,453	\$68,554	\$93,888	-7.9%	\$4,000			
T4. Indirect Hire Foreign Nationals (IHFN)	272	277	275	8,378	0	0	0	0	8,378	0	8,378	\$30,465	\$30,465	\$30,465	0.0%	0.0%			
Subtotal - Total Funded (excludes OC 13)	3,671	3,745	3,719	264,794	2,904	5,317	(28,538)	(20,317)	244,477	87,251	331,728	\$71,200	\$65,737	\$89,198	-7.7%	\$3,000			
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-			
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-			
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-			
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-			

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	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits	
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
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)	3,745	4,423	4,319	314,217	2,323	5,629	(28,122)	(20,170)	294,047	97,242	391,289	\$72,752	\$68,082	\$90,597	-6.4%	30.9%	
R1. US Direct Hire (USDH)	3,212	3,832	3,736	296,004	2,225	5,414	(28,903)	(21,264)	274,740	93,078	367,818	\$79,230	\$73,539	\$98,452	-7.2%	31.4%	
R1a. Senior Executive Schedule	7	7	7	1,553	-	-	107	107	1,660	299	1,959	\$221,857	\$237,143	\$279,857	6.9%	19.3%	
R1b. General Schedule	2,187	2,619	2,524	211,885	1,961	3,053	(36,293)	(31,279)	180,606	64,677	245,283	\$83,948	\$71,555	\$97,180	-14.8%	30.5%	
R1c. Special Schedule	233	279	279	26,086	50	-	601	651	26,737	8,066	34,803	\$93,498	\$95,832	\$124,742	2.5%	30.9%	
R1d. Wage System	785	927	926	56,480	214	2,361	6,682	9,257	65,737	20,036	85,773	\$60,994	\$70,990	\$92,627	16.4%	33.5%	
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	256	287	283	9,859	98	215	657	970	10,829	4,164	14,993	\$34,837	\$38,263	\$52,979	9.8%	42.2%	
R3. Total Direct Hire	3,468	4,119	4,019	305,863	2,323	5,629	(28,246)	(20,294)	285,569	97,242	382,811	\$76,104	\$71,055	\$95,250	-6.6%	31.8%	
R4. Indirect Hire Foreign Nationals (IHFN)	277	304	300	8,354	-	-	124	124	8,478	-	8,478	\$27,847	\$28,260	\$28,260	1.5%	0.0%	
Subtotal - Reimbursable Funded (excludes OC 13)	3,745	4,423	4,319	314,217	2,323	5,629	(28,122)	(20,170)	294,047	97,242	391,289	\$72,752	\$68,082	\$90,597	-6.4%	30.9%	
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Personnel (includes OC 13)	3,745	4,423	4,319	314,217	2,323	5,629	(28,122)	(20,170)	294,047	97,242	391,289	\$72,752	\$68,082	\$90,597	-6.4%	30.9%	
T1. US Direct Hire (USDH)	3,212	3,832	3,736	296,004	2,225	5,414	(28,903)	(21,264)	274,740	93,078	367,818	\$79,230	\$73,539	\$98,452	-7.2%	31.4%	
T1a. Senior Executive Schedule	7	7	7	1,553	0	0	107	107	1,660	299	1,959	\$221,857	\$237,143	\$279,857	6.9%	19.3%	
T1b. General Schedule	2,187	2,619	2,524	211,885	1,961	3,053	(36,293)	(31,279)	180,606	64,677	245,283	\$83,948	\$71,555	\$97,180	-14.8%	30.5%	
T1c. Special Schedule	233	279	279	26,086	50	0	601	651	26,737	8,066	34,803	\$93,498	\$95,832	\$124,742	2.5%	30.9%	
T1d. Wage System	785	927	926	56,480	214	2,361	6,682	9,257	65,737	20,036	85,773	\$60,994	\$70,990	\$92,627	16.4%	33.5%	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	256	287	283	9,859	98	215	657	970	10,829	4,164	14,993	\$34,837	\$38,263	\$52,979	9.8%	42.2%	
T3. Total Direct Hire	3,468	4,119	4,019	305,863	2,323	5,629	(28,246)	(20,294)	285,569	97,242	382,811	\$76,104	\$71,055	\$95,250	-6.6%	31.8%	
T4. Indirect Hire Foreign Nationals (IHFN)	277	304	300	8,354	0	0	124	124	8,478	0	8,478	\$27,847	\$28,260	\$28,260	1.5%	0.0%	
Subtotal - Total Funded (excludes OC 13)	3,745	4,423	4,319	314,217	2,323	5,629	(28,122)	(20,170)	294,047	97,242	391,289	\$72,752	\$68,082	\$90,597	-6.4%	30.9%	
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	

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	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits			
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
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)	4,423	4,494	4,434	320,405	2,350	5,630	(27,714)	(19,734)	300,671	99,111	399,782	\$72,261	\$67,810	\$90,163	-6.2%	30.9%			
R1. US Direct Hire (USDH)	3,832	3,903	3,847	302,392	2,252	5,415	(28,495)	(20,828)	281,564	94,947	376,511	\$78,605	\$73,191	\$97,871	-6.9%	31.4%			
R1a. Senior Executive Schedule	7	7	7	1,316	-	-	99	99	1,415	299	1,714	\$188,000	\$202,143	\$244,857	7.5%	22.7%			
R1b. General Schedule	2,619	2,687	2,632	218,581	1,990	3,054	(35,924)	(30,880)	187,701	66,569	254,270	\$83,047	\$71,315	\$96,607	-14.1%	30.5%			
R1c. Special Schedule	279	282	282	26,086	50	-	651	701	26,787	8,066	34,853	\$92,304	\$94,989	\$123,592	2.7%	30.9%			
R1d. Wage System	927	927	926	56,409	212	2,361	6,679	9,252	65,661	20,013	85,674	\$60,917	\$70,908	\$92,521	16.4%	33.5%			
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R2. Direct Hire Program Foreign Nationals (DHFN)	287	287	285	9,759	98	215	657	970	10,729	4,164	14,893	\$34,242	\$37,646	\$52,256	9.9%	42.7%			
R3. Total Direct Hire	4,119	4,190	4,132	312,151	2,350	5,630	(27,838)	(19,858)	292,293	99,111	391,404	\$75,545	\$70,739	\$94,725	-6.4%	31.8%			
R4. Indirect Hire Foreign Nationals (IHFN)	304	304	302	8,254	-	-	124	124	8,378	-	8,378	\$27,331	\$27,742	\$27,742	1.5%	0.0%			
Subtotal - Reimbursable Funded (excludes OC 13)	4,423	4,494	4,434	320,405	2,350	5,630	(27,714)	(19,734)	300,671	99,111	399,782	\$72,261	\$67,810	\$90,163	-6.2%	30.9%			
R5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
R5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Total Personnel (includes OC 13)	4,423	4,494	4,434	320,405	2,350	5,630	(27,714)	(19,734)	300,671	99,111	399,782	\$72,261	\$67,810	\$90,163	-6.2%	30.9%			
T1. US Direct Hire (USDH)	3,832	3,903	3,847	302,392	2,252	5,415	(28,495)	(20,828)	281,564	94,947	376,511	\$78,605	\$73,191	\$97,871	-6.9%	31.4%			
T1a. Senior Executive Schedule	7	7	7	1,316	0	0	99	99	1,415	299	1,714	\$188,000	\$202,143	\$244,857	7.5%	22.7%			
T1b. General Schedule	2,619	2,687	2,632	218,581	1,990	3,054	(35,924)	(30,880)	187,701	66,569	254,270	\$83,047	\$71,315	\$96,607	-14.1%	30.5%			
T1c. Special Schedule	279	282	282	26,086	50	0	651	701	26,787	8,066	34,853	\$92,304	\$94,989	\$123,592	2.7%	30.9%			
T1d. Wage System	927	927	926	56,409	212	2,361	6,679	9,252	65,661	20,013	85,674	\$60,917	\$70,908	\$92,521	16.4%	33.5%			
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-			
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-			
T2. Direct Hire Program Foreign Nationals (DHFN)	287	287	285	9,759	98	215	657	970	10,729	4,164	14,893	\$34,242	\$37,646	\$52,256	9.9%	42.7%			
T3. Total Direct Hire	4,119	4,190	4,132	312,151	2,350	5,630	(27,838)	(19,858)	292,293	99,111	391,404	\$75,545	\$70,739	\$94,725	-6.4%	31.8%			
T4. Indirect Hire Foreign Nationals (IHFN)	304	304	302	8,254	0	0	124	124	8,378	0	8,378	\$27,331	\$27,742	\$27,742	1.5%	0.0%			
Subtotal - Total Funded (excludes OC 13)	4,423	4,494	4,434	320,405	2,350	5,630	(27,714)	(19,734)	300,671	99,111	399,782	\$72,261	\$67,810	\$90,163	-6.2%	30.9%			
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			

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Drug Interdiction & Ctr-Drug Activities, Def													Date: March 2019				
	Counternarcotics (FY 2018) (\$ in Thousands)												Rates				
	a	b	c	d	e	f	g	e + f + g	d + h	i	j	i + j	d/c	i/c	k/c	h/d	j/d
	Begin 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)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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 Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Subtotal - Total Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5. Other Object Class 13 Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	0	0	-	-	-	-

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Drug Interdiction & Ctr-Drug Activities, Def													Date: March 2019				
Counternarcotics (FY 2019) (\$ in Thousands)																	
	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j		d/c	i/c	Rates k/c	h/d	j/d
	Begin 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	% BC
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0		z	z	z	z	z
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)	0	0	0	0	0	0	0	0	0	0	0		z	z	z	z	z
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 Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0		z	z	z	z	z
T1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T5. Other Object Class 13 Benefits																	
T5a. USDH - Benefits for Former Employees										0	0						
T5b. DHFN - Benefits for Former Employees										0	0						
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0						
T5d. Foreign National Separation Liability Accrual										0	0						

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Counternarcotics (FY 2020) (\$ in Thousands)																	
	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j		d/c	i/c	Rates k/c	h/d	j/d
	Begin 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)	0	0	0	0	0	0	0	0	0	0	0		z	z	z	z	z
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)	0	0	0	0	0	0	0	0	0	0	0		z	z	z	z	z
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 Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0		z	z	z	z	z
T1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
T5. Other Object Class 13 Benefits																	
T5a. USDH - Benefits for Former Employees										0	0						
T5b. DHFN - Benefits for Former Employees										0	0						
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0						
T5d. Foreign National Separation Liability Accrual										0	0						

Office of the Secretary of Defense
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Working Capital Fund, DECA												Date: March 2019					
Defense Commissary Agency (FY 2018) (\$ in Thousands)																	
	a	b	c	d	e	f	g	e + f + g	d + h	i	j	i + j	d/c	i/c	k/c	h/d	j/d
	Begin	End		Basic	Overtime	Holiday	Other	h	i	j	k		Basic	Total	Comp	% BC	% BC
	Strength	Strength	FTEs	Comp	Pay	Pay	O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits		Comp	Comp	& Benefits	Variables	Benefits
Direct Funded Personnel (includes OC 13)	15,597	14,660	13,600	600,525	2,066	7,399	22,399	31,864	632,389	186,398	818,787		\$44,156	\$46,499	\$60,205	5.3%	31.0%
D1. US Direct Hire (USDH)	13,683	12,922	11,905	531,189	2,066	7,399	22,399	31,864	563,053	185,774	748,827		\$44,619	\$47,296	\$62,900	6.0%	35.0%
D1a. Senior Executive Schedule	4	4	4	695	-	-	29	29	724	199	923		\$173,750	\$181,000	\$230,750	4.2%	28.6%
D1b. General Schedule	9,342	8,726	8,450	366,041	1,455	4,513	16,196	22,164	388,205	129,643	517,848		\$43,318	\$45,941	\$61,284	6.1%	35.4%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1d. Wage System	4,337	4,192	3,451	164,453	611	2,886	6,174	9,671	174,124	55,932	230,056		\$47,654	\$50,456	\$66,664	5.9%	34.0%
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	615	608	592	27,844	-	-	-	-	27,844	-	27,844		\$47,034	\$47,034	\$47,034	0.0%	0.0%
D3. Total Direct Hire	14,298	13,530	12,497	559,033	2,066	7,399	22,399	31,864	590,897	185,774	776,671		\$44,733	\$47,283	\$62,149	5.7%	33.2%
D4. Indirect Hire Foreign Nationals (IHFN)	1,299	1,130	1,103	41,492	-	-	-	-	41,492	-	41,492		\$37,617	\$37,617	\$37,617	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	15,597	14,660	13,600	600,525	2,066	7,399	22,399	31,864	632,389	185,774	818,163		\$44,156	\$46,499	\$60,159	5.3%	30.9%
D5. Other Object Class 13 Benefits											624						
D5a. USDH - Benefits for Former Employees											-						
D5b. DHFN - Benefits for Former Employees											-						
D5c. Voluntary Separation Incentive Pay (VSIP)											624						
D5d. Foreign National Separation Liability Accrual											-						
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
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 Personnel (includes OC 13)	15,597	14,660	13,600	600,525	2,066	7,399	22,399	31,864	632,389	186,398	818,787		\$44,156	\$46,499	\$60,205	5.3%	31.0%
T1. US Direct Hire (USDH)	13,683	12,922	11,905	531,189	2,066	7,399	22,399	31,864	563,053	185,774	748,827		\$44,619	\$47,296	\$62,900	6.0%	35.0%
T1a. Senior Executive Schedule	4	4	4	695	0	0	29	29	724	199	923		\$173,750	\$181,000	\$230,750	4.2%	28.6%
T1b. General Schedule	9,342	8,726	8,450	366,041	1,455	4,513	16,196	22,164	388,205	129,643	517,848		\$43,318	\$45,941	\$61,284	6.1%	35.4%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T1d. Wage System	4,337	4,192	3,451	164,453	611	2,886	6,174	9,671	174,124	55,932	230,056		\$47,654	\$50,456	\$66,664	5.9%	34.0%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0		-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	615	608	592	27,844	0	0	0	0	27,844	0	27,844		\$47,034	\$47,034	\$47,034	0.0%	0.0%
T3. Total Direct Hire	14,298	13,530	12,497	559,033	2,066	7,399	22,399	31,864	590,897	185,774	776,671		\$44,733	\$47,283	\$62,149	5.7%	33.2%
T4. Indirect Hire Foreign Nationals (IHFN)	1,299	1,130	1,103	41,492	0	0	0	0	41,492	0	41,492		\$37,617	\$37,617	\$37,617	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	15,597	14,660	13,600	600,525	2,066	7,399	22,399	31,864	632,389	185,774	818,163		\$44,156	\$46,499	\$60,159	5.3%	30.9%
T5. Other Object Class 13 Benefits											624						
T5a. USDH - Benefits for Former Employees											0						
T5b. DHFN - Benefits for Former Employees											0						
T5c. Voluntary Separation Incentive Pay (VSIP)											624						
T5d. Foreign National Separation Liability Accrual											0						

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Working Capital Fund, DECA												Date: March 2019				
Defense Commissary Agency (FY 2019) (\$ in Thousands)																
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/e l Basic Comp	i/e m Total Comp	Rates k/e n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
Direct Funded Personnel (includes OC 13)	16,876	16,861	14,152	604,517	5,233	4,398	17,458	27,089	631,606	194,059	825,665	\$42,716	\$44,630	\$58,343	4.5%	32.1%
D1. US Direct Hire (USDH)	14,912	14,897	12,391	535,343	5,233	4,398	17,458	27,089	562,432	191,980	754,412	\$43,204	\$45,390	\$60,884	5.1%	35.9%
D1a. Senior Executive Schedule	5	5	5	703	-	-	-	-	703	201	904	\$140,600	\$140,600	\$180,800	0.0%	28.6%
D1b. General Schedule	9,849	9,834	8,330	361,300	4,345	2,735	12,048	19,128	380,428	162,957	543,385	\$43,373	\$45,670	\$65,232	5.3%	45.1%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	5,058	5,058	4,056	173,340	888	1,663	5,410	7,961	181,301	28,822	210,123	\$42,737	\$44,699	\$51,805	4.6%	16.6%
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	627	627	551	29,002	-	-	-	-	29,002	-	29,002	\$52,635	\$52,635	\$52,635	0.0%	0.0%
D3. Total Direct Hire	15,539	15,524	12,942	564,345	5,233	4,398	17,458	27,089	591,434	191,980	783,414	\$43,606	\$45,699	\$60,533	4.8%	34.0%
D4. Indirect Hire Foreign Nationals (IHFN)	1,337	1,337	1,210	40,172	-	-	-	-	40,172	-	40,172	\$33,200	\$33,200	\$33,200	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	16,876	16,861	14,152	604,517	5,233	4,398	17,458	27,089	631,606	191,980	823,586	\$42,716	\$44,630	\$58,196	4.5%	31.8%
D5. Other Object Class 13 Benefits										2,079	2,079					
D5a. USDH - Benefits for Former Employees										-	-					
D5b. DHFN - Benefits for Former Employees										-	-					
D5c. Voluntary Separation Incentive Pay (VSIP)										2,079	2,079					
D5d. Foreign National Separation Liability Accrual										-	-					
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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 Personnel (includes OC 13)	16,876	16,861	14,152	604,517	5,233	4,398	17,458	27,089	631,606	194,059	825,665	\$42,716	\$44,630	\$58,343	4.5%	32.1%
T1. US Direct Hire (USDH)	14,912	14,897	12,391	535,343	5,233	4,398	17,458	27,089	562,432	191,980	754,412	\$43,204	\$45,390	\$60,884	5.1%	35.9%
T1a. Senior Executive Schedule	5	5	5	703	0	0	0	0	703	201	904	\$140,600	\$140,600	\$180,800	0.0%	28.6%
T1b. General Schedule	9,849	9,834	8,330	361,300	4,345	2,735	12,048	19,128	380,428	162,957	543,385	\$43,373	\$45,670	\$65,232	5.3%	45.1%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	5,058	5,058	4,056	173,340	888	1,663	5,410	7,961	181,301	28,822	210,123	\$42,737	\$44,699	\$51,805	4.6%	16.6%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	627	627	551	29,002	0	0	0	0	29,002	0	29,002	\$52,635	\$52,635	\$52,635	0.0%	0.0%
T3. Total Direct Hire	15,539	15,524	12,942	564,345	5,233	4,398	17,458	27,089	591,434	191,980	783,414	\$43,606	\$45,699	\$60,533	4.8%	34.0%
T4. Indirect Hire Foreign Nationals (IHFN)	1,337	1,337	1,210	40,172	0	0	0	0	40,172	0	40,172	\$33,200	\$33,200	\$33,200	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	16,876	16,861	14,152	604,517	5,233	4,398	17,458	27,089	631,606	191,980	823,586	\$42,716	\$44,630	\$58,196	4.5%	31.8%
T5. Other Object Class 13 Benefits											2,079					
T5a. USDH - Benefits for Former Employees											0					
T5b. DHFN - Benefits for Former Employees											0					
T5c. Voluntary Separation Incentive Pay (VSIP)											2,079					
T5d. Foreign National Separation Liability Accrual											0					

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Working Capital Fund, DECA												Date: March 2019				
Defense Commissary Agency (FY 2020) (\$ in Thousands)																
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
Direct Funded Personnel (includes OC 13)	16,861	15,539	12,575	558,811	4,688	3,955	15,772	24,415	583,226	163,170	746,396	\$44,438	\$46,380	\$59,556	4.4%	29.2%
D1. US Direct Hire (USDH)	14,897	13,646	10,847	484,239	4,688	3,955	15,772	24,415	508,654	161,830	670,484	\$44,643	\$46,894	\$61,813	5.0%	33.4%
D1a. Senior Executive Schedule	5	4	5	704	-	-	-	-	704	162	866	\$140,800	\$140,800	\$173,200	0.0%	23.0%
D1b. General Schedule	9,834	9,305	7,338	326,642	3,891	2,452	11,040	17,383	344,025	136,908	480,933	\$44,514	\$46,883	\$65,540	5.3%	41.9%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	5,058	4,337	3,504	156,893	797	1,503	4,732	7,032	163,925	24,760	188,685	\$44,775	\$46,782	\$53,848	4.5%	15.8%
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	627	600	524	33,994	-	-	-	-	33,994	-	33,994	\$64,874	\$64,874	\$64,874	0.0%	0.0%
D3. Total Direct Hire	15,524	14,246	11,371	518,233	4,688	3,955	15,772	24,415	542,648	161,830	704,478	\$45,575	\$47,722	\$61,954	4.7%	31.2%
D4. Indirect Hire Foreign Nationals (IHFN)	1,337	1,293	1,204	40,578	-	-	-	-	40,578	-	-	\$33,703	\$33,703	\$33,703	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	16,861	15,539	12,575	558,811	4,688	3,955	15,772	24,415	583,226	161,830	745,056	\$44,438	\$46,380	\$59,249	4.4%	29.0%
D5. Other Object Class 13 Benefits											1,340					
D5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	1,340	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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 Personnel (includes OC 13)	16,861	15,539	12,575	558,811	4,688	3,955	15,772	24,415	583,226	163,170	746,396	\$44,438	\$46,380	\$59,556	4.4%	29.2%
T1. US Direct Hire (USDH)	14,897	13,646	10,847	484,239	4,688	3,955	15,772	24,415	508,654	161,830	670,484	\$44,643	\$46,894	\$61,813	5.0%	33.4%
T1a. Senior Executive Schedule	5	4	5	704	0	0	0	0	704	162	866	\$140,800	\$140,800	\$173,200	0.0%	23.0%
T1b. General Schedule	9,834	9,305	7,338	326,642	3,891	2,452	11,040	17,383	344,025	136,908	480,933	\$44,514	\$46,883	\$65,540	5.3%	41.9%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	5,058	4,337	3,504	156,893	797	1,503	4,732	7,032	163,925	24,760	188,685	\$44,775	\$46,782	\$53,848	4.5%	15.8%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	627	600	524	33,994	0	0	0	0	33,994	0	33,994	\$64,874	\$64,874	\$64,874	0.0%	0.0%
T3. Total Direct Hire	15,524	14,246	11,371	518,233	4,688	3,955	15,772	24,415	542,648	161,830	704,478	\$45,575	\$47,722	\$61,954	4.7%	31.2%
T4. Indirect Hire Foreign Nationals (IHFN)	1,337	1,293	1,204	40,578	0	0	0	0	40,578	-	-	\$33,703	\$33,703	\$33,703	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	16,861	15,539	12,575	558,811	4,688	3,955	15,772	24,415	583,226	161,830	745,056	\$44,438	\$46,380	\$59,249	4.4%	29.0%
T5. Other Object Class 13 Benefits											1,340					
T5a. USDH - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	-	-	-	-	-	-	-	-	-	-	1,340	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-

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Volume II - Defense-Wide Data Book

Operation and Maintenance, Defense-Wide														Date: March 2019				
Defense Wide Summary (Defense Agencies/Field Activities) (FY 2018)																		
	(\$ in Thousands)													Rates				
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	k/c n Comp & Benefits	h/d o % BC	j/d p % BC		
Direct Funded Personnel (includes OC 13)	82,006	82,306	80,271	8,069,971	88,516	8,128	210,439	307,083	8,377,054	2,927,336	11,304,390	\$109,534	\$104,360	\$140,828	3.8%	36.5%		
D1. US Direct Hire (USDH)	81,296	81,628	79,600	8,043,995	88,498	8,124	209,486	306,108	8,350,103	2,900,168	11,250,271	\$101,055	\$104,901	\$141,335	3.8%	36.1%		
D1a. Senior Executive Schedule	1,133	1,101	1,056	188,346	2	141	8,891	9,034	197,380	59,634	257,014	\$178,358	\$186,913	\$243,384	4.8%	31.7%		
D1b. General Schedule	69,509	70,046	68,344	7,059,816	88,106	7,484	172,997	268,587	7,328,403	2,407,564	9,735,967	\$103,298	\$107,228	\$142,455	3.8%	34.1%		
D1c. Special Schedule	4,329	4,232	4,137	395,459	211	15	10,586	10,812	406,271	118,820	525,091	\$95,591	\$98,204	\$126,926	2.7%	30.0%		
D1d. Wage System	321	318	316	12,296	179	4	290	473	12,769	4,765	17,534	\$38,911	\$40,408	\$55,487	3.8%	38.8%		
D1e. Highly Qualified Experts	23	31	23	3,938	0	0	0	-	3,938	1,172	5,110	\$171,217	\$171,217	\$222,174	0.0%	29.8%		
D1f. Other	5,981	5,900	5,724	384,140	0	480	16,722	17,202	401,342	308,213	709,555	\$67,110	\$70,116	\$123,961	4.5%	80.2%		
D2. Direct Hire Program Foreign Nationals (DHFN)	440	438	431	17,131	18	4	911	933	18,064	4,424	22,488	\$39,747	\$41,912	\$52,176	5.4%	25.8%		
D3. Total Direct Hire	81,736	82,066	80,031	8,061,126	88,516	8,128	210,397	307,041	8,368,167	2,904,592	11,272,759	\$100,725	\$104,562	\$140,855	3.8%	36.0%		
D4. Indirect Hire Foreign Nationals (IHFN)	270	240	240	8,845	0	0	42	42	8,887	0	8,887	\$36,854	\$37,029	\$37,029	0.5%	0.0%		
Subtotal - Direct Funded (excludes OC 13)	82,006	82,306	80,271	8,069,971	88,516	8,128	210,439	307,083	8,377,054	2,904,592	11,281,646	\$100,534	\$104,360	\$140,544	3.8%	36.0%		
D5. Other Object Class 13 Benefits										22,744	22,744							
D5a. USDH - Benefits for Former Employees										6,278	6,278							
D5b. DHFN - Benefits for Former Employees										0	-							
D5c. Voluntary Separation Incentive Pay (VSIP)										16,466	16,466							
D5d. Foreign National Separation Liability Accrual										0	-							
Reimbursable Funded Personnel (includes OC 13)	1,955	1,974	1,871	245,493	1,018	54	6,462	7,534	253,027	76,205	329,232	\$131,210	\$135,236	\$175,966	3.1%	31.0%		
R1. US Direct Hire (USDH)	1,950	1,969	1,866	245,493	1,018	54	6,462	7,534	253,027	76,195	329,222	\$131,561	\$135,599	\$176,432	3.1%	31.0%		
R1a. Senior Executive Schedule	1	4	4	630	0	0	46	46	676	197	873	\$157,500	\$169,000	\$218,250	7.3%	31.3%		
R1b. General Schedule	1,882	1,827	1,751	238,805	1,018	54	6,049	7,121	245,926	72,560	318,486	\$136,382	\$140,449	\$181,888	3.0%	30.4%		
R1c. Special Schedule	0	73	39	4,865	0	0	15	15	4,880	1,117	5,997	\$124,744	\$125,128	\$153,769	0.3%	23.0%		
R1d. Wage System	9	0	0	4	0	0	5	5	9	35	44	-	-	-	125.0%	875.0%		
R1e. Highly Qualified Experts	0	4	3	487	0	0	0	-	487	112	599	\$162,333	\$162,333	\$199,667	0.0%	23.0%		
R1f. Other	58	61	69	702	0	0	347	347	1,049	2,174	3,223	\$10,174	\$15,203	\$46,710	49.4%	309.7%		
R2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	-	0	-	-	-	-	-	-		
R3. Total Direct Hire	1,950	1,969	1,866	245,493	1,018	54	6,462	7,534	253,027	76,195	329,222	\$131,561	\$135,599	\$176,432	3.1%	31.0%		
R4. Indirect Hire Foreign Nationals (IHFN)	5	5	5	0	0	0	0	0	-	0	-	\$0	\$0	\$0	-	-		
Subtotal - Reimbursable Funded (excludes OC 13)	1,955	1,974	1,871	245,493	1,018	54	6,462	7,534	253,027	76,195	329,222	\$131,210	\$135,236	\$175,960	3.1%	31.0%		
R5. Other Object Class 13 Benefits										10	10							
R5a. USDH - Benefits for Former Employees										0	-							
R5b. DHFN - Benefits for Former Employees										0	-							
R5c. Voluntary Separation Incentive Pay (VSIP)										10	10							
R5d. Foreign National Separation Liability Accrual										0	-							
Total Personnel (includes OC 13)	83,961	84,280	82,142	8,315,464	89,534	8,182	216,901	314,617	8,630,081	3,003,541	11,633,622	\$107,233	\$105,063	\$141,628	3.8%	36.1%		
T1. US Direct Hire (USDH)	83,246	83,597	81,466	8,289,488	89,516	8,178	215,948	313,642	8,603,130	2,976,363	11,579,493	\$101,754	\$105,604	\$142,139	3.8%	35.9%		
T1a. Senior Executive Schedule	1,134	1,105	1,060	188,976	2	141	8,937	9,080	198,056	59,831	257,887	\$178,279	\$186,845	\$243,290	4.8%	31.7%		
T1b. General Schedule	71,391	71,873	70,095	7,298,621	89,124	7,538	179,046	275,708	7,574,329	2,480,124	10,054,453	\$104,125	\$108,058	\$143,440	3.8%	34.0%		
T1c. Special Schedule	4,329	4,305	4,176	400,334	211	15	10,601	10,827	411,151	119,937	531,088	\$95,863	\$98,456	\$127,176	2.7%	30.0%		
T1d. Wage System	330	318	316	12,300	179	4	295	478	12,778	4,800	17,578	\$38,924	\$40,437	\$55,627	3.9%	39.0%		
T1e. Highly Qualified Experts	23	35	26	4,425	0	0	0	0	4,425	1,284	5,709	\$170,192	\$170,192	\$219,577	0.0%	29.0%		
T1f. Other	6,039	5,961	5,793	384,842	0	480	17,069	17,549	402,391	310,387	712,778	\$66,432	\$69,462	\$123,041	4.6%	80.7%		
T2. Direct Hire Program Foreign Nationals (DHFN)	440	438	431	17,131	18	4	911	933	18,064	4,424	22,488	\$39,747	\$41,912	\$52,176	5.4%	25.8%		
T3. Total Direct Hire	83,686	84,035	81,897	8,306,619	89,534	8,182	216,859	314,575	8,621,194	2,980,787	11,601,981	\$101,428	\$105,269	\$141,666	3.8%	35.9%		
T4. Indirect Hire Foreign Nationals (IHFN)	275	245	245	8,845	0	0	42	42	8,887	0	8,887	\$36,102	\$36,273	\$36,273	0.5%	0.0%		
Subtotal - Total Funded (excludes OC 13)	83,961	84,280	82,142	8,315,464	89,534	8,182	216,901	314,617	8,630,081	2,980,787	11,610,868	\$101,233	\$105,063	\$141,351	3.8%	35.8%		
T5. Other Object Class 13 Benefits										22,754	22,754							
T5a. USDH - Benefits for Former Employees										6,278	6,278							
T5b. DHFN - Benefits for Former Employees										0	-							
T5c. Voluntary Separation Incentive Pay (VSIP)										16,476	16,476							
T5d. Foreign National Separation Liability Accrual										0	0							

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Operation and Maintenance, Defense-Wide												Date: March 2019				
	Defense Wide Summary (Defense Agencies/Field Activities)															
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
	Strength	Strength	FTEs	Comp	Pay	Pay	O.C.11	Variables	O.C.11	O.C.12/13	& Benefits	Comp	Comp	& Benefits	Variables	Benefits
Direct Funded Personnel (includes OC 13)	80,608	82,437	57,706	8,172,366	128,933	7,391	230,380	366,704	8,539,070	2,980,134	11,519,204	\$141,621	\$147,975	\$199,619	4.5%	36.5%
D1. US Direct Hire (USDH)	79,924	81,757	57,026	8,144,250	128,928	7,390	229,172	365,490	8,509,740	2,958,476	11,468,216	\$142,816	\$149,226	\$201,105	4.5%	36.3%
D1b. General Schedule	69,891	71,971	47,474	7,394,094	128,758	6,904	204,763	340,425	7,734,519	2,541,155	10,275,674	\$155,750	\$162,921	\$216,448	4.6%	34.4%
D1c. Noncareer Schedule	1,190	1,414	5,999	612,595	46	4	1,124	1,182	620,557	95,404	415,821	\$91,967	\$94,750	\$122,516	2.3%	40.3%
D1d. Wage System	324	326	321	12,775	134	0	250	384	13,159	4,619	17,778	\$39,798	\$40,994	\$55,383	3.0%	36.2%
D1e. Highly Qualified Experts	23	45	45	7,209	0	0	0	0	7,209	925	8,134	\$160,200	\$160,200	\$180,756	0.0%	12.6%
D1f. Other	5,900	5,941	5,787	417,577	0	483	16,436	16,919	434,496	316,313	750,809	\$72,158	\$75,081	\$129,741	4.1%	75.7%
D2. Direct Hire Program Foreign Nationals (DHFN)	439	430	430	17,848	5	1	1,208	1,214	19,062	4,830	23,892	\$41,507	\$44,330	\$55,563	6.8%	27.1%
D3. Total Direct Hire	80,363	82,187	57,456	8,162,098	128,933	7,391	230,380	366,704	8,528,802	2,963,306	11,492,108	\$142,058	\$148,441	\$200,016	4.5%	36.3%
D4. Indirect Hire Foreign Nationals (IHFN)	245	250	250	10,268	0	0	0	0	10,268	0	10,268	\$41,072	\$41,072	\$41,072	0.0%	0.0%
<i>Subtotal - Direct Funded Personnel (OC 13)</i>	<i>80,608</i>	<i>82,437</i>	<i>57,706</i>	<i>8,172,366</i>	<i>128,933</i>	<i>7,391</i>	<i>230,380</i>	<i>366,704</i>	<i>8,539,070</i>	<i>2,980,134</i>	<i>11,519,204</i>	<i>\$141,621</i>	<i>\$147,975</i>	<i>\$199,619</i>	<i>4.5%</i>	<i>36.5%</i>
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees												5,683	5,683			
D5b. DHFN - Benefits for Former Employees												0	-			
D5c. Voluntary Separation Incentive Pay (VSIP)												11,145	11,145			
D5d. Foreign National Separation Liability Accrual												0	-			
Reimbursable Funded Personnel (includes OC 13)	1,959	1,922	1,922	241,818	1,819	92	4,609	6,520	248,338	78,634	326,972	\$125,816	\$129,208	\$170,121	2.7%	32.5%
R1. US Direct Hire (USDH)	1,954	1,917	1,917	241,818	1,819	92	4,609	6,520	248,338	78,634	326,972	\$126,144	\$129,545	\$170,564	2.7%	32.5%
R1a. Senior Executive Schedule	1	1	1	5,000	0	0	0	0	5,000	1,000	6,000	\$700,000	\$700,000	\$850,000	6.1%	75.3%
R1b. General Schedule	1,895	1,857	1,857	230,653	1,799	92	4,514	6,405	237,058	75,615	312,673	\$124,207	\$127,656	\$168,375	2.8%	32.8%
R1c. Noncareer Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1e. Highly Qualified Experts	1	1	1	155	0	0	0	0	155	0	155	\$155,000	\$155,000	\$155,000	0.0%	0.0%
R1f. Other	57	57	57	10,472	20	0	62	82	10,554	2,880	13,434	\$183,719	\$185,158	\$235,684	0.8%	27.5%
R2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R3. Total Direct Hire	1,954	1,917	1,917	241,818	1,819	92	4,609	6,520	248,338	78,634	326,972	\$126,144	\$129,545	\$170,564	2.7%	32.5%
R4. Indirect Hire Foreign Nationals (IHFN)	5	5	5	0	0	0	0	0	0	0	0	\$0	\$0	\$0	-	-
<i>Subtotal - Reimbursable Funded Personnel (OC 13)</i>	<i>1,959</i>	<i>1,922</i>	<i>1,922</i>	<i>241,818</i>	<i>1,819</i>	<i>92</i>	<i>4,609</i>	<i>6,520</i>	<i>248,338</i>	<i>78,634</i>	<i>326,972</i>	<i>\$125,816</i>	<i>\$129,208</i>	<i>\$170,121</i>	<i>2.7%</i>	<i>32.5%</i>
R5. Other Object Class 13 Benefits																
R5a. USDH - Benefits for Former Employees												0	-			
R5b. DHFN - Benefits for Former Employees												0	-			
R5c. Voluntary Separation Incentive Pay (VSIP)												0	-			
R5d. Foreign National Separation Liability Accrual												0	-			
Total Personnel (includes OC 13)	82,567	84,359	59,628	8,414,184	130,752	7,483	234,989	373,224	8,787,408	3,058,768	11,846,176	\$141,111	\$147,370	\$198,668	4.4%	36.4%
T1. US Direct Hire (USDH)	80,878	83,674	58,943	8,386,068	130,747	7,482	233,781	372,010	8,758,078	3,037,110	11,795,188	\$142,274	\$148,586	\$200,112	4.4%	36.2%
T1a. Senior Executive Schedule	1	1	1	5,000	0	0	0	0	5,000	1,000	6,000	\$700,000	\$700,000	\$850,000	6.1%	75.3%
T1b. General Schedule	71,786	73,828	49,331	7,624,747	130,557	6,996	209,277	346,830	7,971,577	2,616,770	10,588,347	\$154,363	\$161,594	\$214,639	4.5%	34.3%
T1c. Noncareer Schedule	1,196	1,424	6,109	612,595	46	4	1,124	1,182	620,557	95,404	415,821	\$91,967	\$94,750	\$122,516	2.3%	40.3%
T1d. Wage System	324	326	321	12,775	134	0	250	384	13,159	4,619	17,778	\$39,798	\$40,994	\$55,383	3.0%	36.2%
T1e. Highly Qualified Experts	24	46	46	7,364	0	0	0	0	7,364	925	8,289	\$160,087	\$160,087	\$180,196	0.0%	12.6%
T1f. Other	5,957	5,998	5,844	428,049	20	483	16,498	17,001	445,050	319,193	764,243	\$73,246	\$76,155	\$130,774	4.0%	74.6%
T2. Direct Hire Program Foreign Nationals (DHFN)	439	430	430	17,848	5	1	1,208	1,214	19,062	4,830	23,892	\$41,507	\$44,330	\$55,563	6.8%	27.1%
T3. Total Direct Hire	80,878	83,674	59,373	8,403,916	130,752	7,483	234,989	373,224	8,777,140	3,041,940	11,819,080	\$141,344	\$147,830	\$199,065	4.4%	36.2%
T4. Indirect Hire Foreign Nationals (IHFN)	250	255	255	10,268	0	0	0	0	10,268	0	10,268	\$40,267	\$40,267	\$40,267	0.0%	0.0%
<i>Subtotal - Total Personnel (includes OC 13)</i>	<i>82,567</i>	<i>84,359</i>	<i>59,628</i>	<i>8,414,184</i>	<i>130,752</i>	<i>7,483</i>	<i>234,989</i>	<i>373,224</i>	<i>8,787,408</i>	<i>3,058,768</i>	<i>11,846,176</i>	<i>\$141,111</i>	<i>\$147,370</i>	<i>\$198,668</i>	<i>4.4%</i>	<i>36.4%</i>
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees												5,683	5,683			
T5b. DHFN - Benefits for Former Employees												0	-			
T5c. Voluntary Separation Incentive Pay (VSIP)												11,145	11,145			
T5d. Foreign National Separation Liability Accrual												0	-			

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Operation and Maintenance, Defense-Wide													Date: March 2019				
Defense Wide Summary (Defense Agencies/Field Activities) (FY 2020)																	
	(S in Thousands)												Rates				
	a	b	c	d	e	f	g	e + f + g	d + h	i	j	i + j	d/c	i/c	k/c	h/d	j/d
Direct Funded Personnel (includes OC 13)	82,822	83,743	58,995	8,386,362	99,453	9,731	226,744	335,928	8,722,290	3,104,220	11,826,510	\$142,154	\$147,848	\$200,466	4.0%	37.0%	
D1. US Direct Hire (USDH)	82,165	83,090	58,320	8,358,944	99,448	9,730	225,512	334,690	8,693,634	3,081,818	11,775,452	\$143,329	\$149,068	\$201,911	4.0%	36.9%	
D1a. Senior Executive Schedule	1,163	1,159	1,158	188,993	2	217	8,911	9,130	198,123	60,666	258,789	\$163,206	\$171,091	\$223,479	4.8%	32.1%	
D1b. General Schedule	71,259	72,134	47,598	7,421,951	99,176	9,038	192,116	300,330	7,722,281	2,604,538	10,326,819	\$155,930	\$162,240	\$216,959	4.0%	35.1%	
D1c. Special Schedule	3,480	3,569	3,484	323,325	137	6	7,906	8,049	331,374	98,460	429,834	\$92,803	\$95,113	\$123,374	2.5%	30.5%	
D1d. Wage System	326	325	320	12,312	133	0	263	396	12,708	4,485	17,193	\$38,475	\$39,713	\$53,728	3.2%	36.4%	
D1f. Other	5,937	5,903	5,760	412,363	0	469	16,316	16,785	429,148	313,669	742,817	\$71,591	\$74,505	\$128,961	4.1%	76.1%	
D2. Direct Hire Program Foreign Nationals (DHFN)	430	430	430	18,018	5	1	1,232	1,238	19,256	4,903	24,159	\$41,902	\$44,781	\$56,184	6.9%	27.2%	
D3. Total Direct Hire	82,595	83,520	58,750	8,376,962	99,453	9,731	226,744	335,928	8,712,890	3,086,721	11,799,611	\$142,587	\$148,305	\$200,844	4.0%	36.8%	
D4. Indirect Hire Foreign Nationals (IHFN)	227	223	245	9,400	0	0	0	0	9,400	0	9,400	\$38,367	\$38,367	\$38,367	0.0%	0.0%	
Subtotal - Direct Funded (excludes OC 13)	82,822	83,743	58,995	8,386,362	99,453	9,731	226,744	335,928	8,722,290	3,086,721	11,809,011	\$142,154	\$147,848	\$200,170	4.0%	36.8%	
D5. Other Object Class 13 Benefits										17,499	17,499						
D5a. USDH - Benefits for Former Employees										5,862	5,862						
D5b. DHFN - Benefits for Former Employees										0	0						
D5c. Voluntary Separation Incentive Pay (VSIP)										11,637	11,637						
D5d. Foreign National Separation Liability Accrual										0	0						
Reimbursable Funded Personnel (includes OC 13)	1,937	1,964	1,935	258,265	2,013	99	4,723	6,835	265,100	83,259	348,359	\$133,470	\$137,003	\$180,030	2.6%	32.2%	
R1. US Direct Hire (USDH)	1,910	1,937	1,930	258,265	2,013	99	4,723	6,835	265,100	83,259	348,359	\$133,816	\$137,358	\$180,497	2.6%	32.2%	
R1a. Senior Executive Schedule	2	2	2	539	0	33	33	572	140	712	\$269,500	\$286,000	\$356,000	6.1%	26.0%		
R1b. General Schedule	1,850	1,877	1,870	246,985	1,993	99	4,628	6,720	253,705	80,166	333,871	\$132,078	\$135,671	\$178,541	2.7%	32.5%	
R1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
R1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
R1e. Health/Disability Benefits	1	1	1	155	0	0	0	0	155	0	155	\$155,000	\$155,000	\$155,000	0.0%	0.0%	
R1f. Other	57	57	57	10,586	20	62	82	10,668	2,953	13,621	\$185,719	\$187,158	\$238,965	0.8%	27.9%		
R2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
R3. Total Direct Hire	1,910	1,937	1,930	258,265	2,013	99	4,723	6,835	265,100	83,259	348,359	\$133,816	\$137,358	\$180,497	2.6%	32.2%	
R4. Indirect Hire Foreign Nationals (IHFN)	27	27	5	0	0	0	0	0	0	0	0	\$0	\$0	\$0	0.0%	0.0%	
Subtotal - Reimbursable Funded (excludes OC 13)	1,937	1,964	1,935	258,265	2,013	99	4,723	6,835	265,100	83,259	348,359	\$133,470	\$137,003	\$180,030	2.6%	32.2%	
R5. Other Object Class 13 Benefits																	
R5a. USDH - Benefits for Former Employees										0	0						
R5b. DHFN - Benefits for Former Employees										0	0						
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0						
R5d. Foreign National Separation Liability Accrual										0	0						
Total Personnel (includes OC 13)	84,759	85,707	60,930	8,644,627	101,466	9,830	231,467	342,763	8,987,990	3,187,479	12,174,869	\$141,878	\$147,504	\$199,817	4.0%	36.9%	
T1. US Direct Hire (USDH)	81,657	82,507	58,250	8,617,209	101,461	9,829	230,235	341,525	8,958,734	3,165,077	12,123,811	\$143,024	\$148,693	\$201,225	4.0%	36.7%	
T1a. Senior Executive Schedule	1,165	1,161	1,160	189,532	2	217	8,944	9,163	198,695	60,806	259,501	\$163,390	\$171,289	\$223,708	4.8%	32.1%	
T1b. General Schedule	73,109	74,011	49,468	7,668,936	101,169	9,137	196,744	307,050	7,975,986	2,684,704	10,660,690	\$155,028	\$161,235	\$215,507	4.0%	35.0%	
T1c. Special Schedule	3,480	3,569	3,484	323,325	137	6	7,906	8,049	331,374	98,460	429,834	\$92,803	\$95,113	\$123,374	2.5%	30.5%	
T1d. Wage System	326	325	320	12,312	133	0	263	396	12,708	4,485	17,193	\$38,475	\$39,713	\$53,728	3.2%	36.4%	
T1e. Health/Disability Benefits	1	1	1	155	0	0	0	0	155	0	155	\$155,000	\$155,000	\$155,000	0.0%	0.0%	
T1f. Other	5,994	5,960	5,817	422,949	20	469	16,378	16,867	439,816	316,622	756,438	\$72,709	\$75,609	\$130,039	4.0%	74.9%	
T2. Direct Hire Program Foreign Nationals (DHFN)	430	430	430	18,018	5	1	1,232	1,238	19,256	4,903	24,159	\$41,902	\$44,781	\$56,184	6.9%	27.2%	
T3. Total Direct Hire	81,657	82,507	58,250	8,635,227	101,466	9,830	231,467	342,763	8,977,990	3,169,980	12,147,970	\$142,308	\$147,956	\$200,197	4.0%	36.7%	
T4. Indirect Hire Foreign Nationals (IHFN)	254	250	250	9,400	0	0	0	0	9,400	0	9,400	\$37,600	\$37,600	\$37,600	0.0%	0.0%	
Subtotal - Total Funded (excludes OC 13)	81,657	82,507	58,250	8,644,627	101,466	9,830	231,467	342,763	8,987,390	3,169,980	12,157,370	\$141,878	\$147,504	\$199,530	4.0%	36.7%	
T5. Other Object Class 13 Benefits										17,499	17,499						
T5a. USDH - Benefits for Former Employees										5,862	5,862						
T5b. DHFN - Benefits for Former Employees										0	0						
T5c. Voluntary Separation Incentive Pay (VSIP)										11,637	11,637						
T5d. Foreign National Separation Liability Accrual										0	0						

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Research, Development, Test & Eval, DW												Date: March 2019				
Defense Wide Summary (Defense Agencies/Field Activities) (FY 2018)																
	(\$ in Thousands)											Rates				
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
Direct Funded Personnel (includes OC 13)	3,136	3,155	3,059	361,356	1,262	11,566	11,022	23,850	385,206	121,287	506,493	\$118,129	\$125,925	\$165,517	6.6%	33.6%
D1. US Direct Hire (USDH)	3,136	3,155	3,059	361,356	1,262	11,566	11,022	23,850	385,206	121,112	506,318	\$118,129	\$125,925	\$165,517	6.6%	33.5%
D1a. Senior Executive Schedule	32	31	27	4,535	0	132	563	695	5,230	1,348	6,578	\$167,963	\$193,704	\$243,630	15.3%	29.7%
D1b. General Schedule	3,020	3,031	2,945	341,943	1,260	11,434	9,770	22,464	364,407	113,255	477,662	\$116,110	\$123,738	\$162,194	6.6%	33.1%
D1c. Special Schedule	83	92	86	14,821	0	0	688	688	15,509	6,481	21,990	\$172,337	\$180,337	\$255,698	4.6%	43.7%
D1d. Wage System	1	1	1	57	2	0	1	3	60	28	88	\$57,000	\$60,000	\$88,000	5.3%	49.1%
D1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	-	0	-	-	-	-	-	-
D1f. Other	0	0	0	0	0	0	0	0	-	0	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	-	-	0	-	-	-	-	-	-
D3. Total Direct Hire	3,136	3,155	3,059	361,356	1,262	11,566	11,022	23,850	385,206	121,112	506,318	\$118,129	\$125,925	\$165,517	6.6%	33.5%
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	-	0	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	3,136	3,155	3,059	361,356	1,262	11,566	11,022	23,850	385,206	121,112	506,318	\$118,129	\$125,925	\$165,517	6.6%	33.5%
D5. Other Object Class 13 Benefits											175					
D5a. USDH - Benefits for Former Employees											19					
D5b. DHFN - Benefits for Former Employees											0					
D5c. Voluntary Separation Incentive Pay (VSIP)											156					
D5d. Foreign National Separation Liability Accrual											0					
Reimbursable Funded Personnel (includes OC 13)	161	153	179	19,613	179	0	96	275	19,888	5,178	25,066	\$109,570	\$111,106	\$140,034	1.4%	26.4%
R1. US Direct Hire (USDH)	161	153	179	19,613	179	-	96	275	19,888	5,178	25,066	\$109,570	\$111,106	\$140,034	1.4%	26.4%
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	-	0	-	-	-	-	-	-
R1b. General Schedule	161	153	179	19,613	179	0	96	275	19,888	5,178	25,066	\$109,570	\$111,106	\$140,034	1.4%	26.4%
R1c. Special Schedule	0	0	0	0	0	0	0	0	-	0	-	-	-	-	-	-
R1d. Wage System	0	0	0	0	0	0	0	0	-	0	-	-	-	-	-	-
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	-	0	-	-	-	-	-	-
R1f. Other	0	0	0	0	0	0	0	0	-	0	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	-	-	0	-	-	-	-	-	-
R3. Total Direct Hire	161	153	179	19,613	179	-	96	275	19,888	5,178	25,066	\$109,570	\$111,106	\$140,034	1.4%	26.4%
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	-	0	-	-	-	-	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	161	153	179	19,613	179	-	96	275	19,888	5,178	25,066	\$109,570	\$111,106	\$140,034	1.4%	26.4%
R5. Other Object Class 13 Benefits											-					
R5a. USDH - Benefits for Former Employees											0					
R5b. DHFN - Benefits for Former Employees											-					
R5c. Voluntary Separation Incentive Pay (VSIP)											-					
R5d. Foreign National Separation Liability Accrual											0					
Total Personnel (includes OC 13)	3,297	3,308	3,238	380,969	1,441	11,566	11,118	24,125	405,094	126,465	531,559	\$117,656	\$125,106	\$164,163	6.3%	33.2%
T1. US Direct Hire (USDH)	3,297	3,308	3,238	380,969	1,441	11,566	11,118	24,125	405,094	126,290	531,384	\$117,656	\$125,106	\$164,109	6.3%	33.1%
T1a. Senior Executive Schedule	32	31	27	4,535	0	132	563	695	5,230	1,348	6,578	\$167,963	\$193,704	\$243,630	15.3%	29.7%
T1b. General Schedule	3,181	3,184	3,124	361,556	1,439	11,434	9,866	22,739	384,295	118,433	502,728	\$115,735	\$123,014	\$160,924	6.3%	32.8%
T1c. Special Schedule	83	92	86	14,821	0	0	688	688	15,509	6,481	21,990	\$172,337	\$180,337	\$255,698	4.6%	43.7%
T1d. Wage System	1	1	1	57	2	0	1	3	60	28	88	\$57,000	\$60,000	\$88,000	5.3%	49.1%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	3,297	3,308	3,238	380,969	1,441	11,566	11,118	24,125	405,094	126,290	531,384	\$117,656	\$125,106	\$164,109	6.3%	33.1%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	3,297	3,308	3,238	380,969	1,441	11,566	11,118	24,125	405,094	126,290	531,384	\$117,656	\$125,106	\$164,109	6.3%	33.1%
T5. Other Object Class 13 Benefits											175					
T5a. USDH - Benefits for Former Employees											19					
T5b. DHFN - Benefits for Former Employees											0					
T5c. Voluntary Separation Incentive Pay (VSIP)											156					
T5d. Foreign National Separation Liability Accrual											0					

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Research, Development, Test & Eval, DW

Defense Wide Summary (Defense Agencies/Field Activities)
(FY 2019)

Date: March 2019

	(\$ in Thousands)											Rates				
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	k/c n Comp & Benefits	h/d o % BC	j/d p % BC
Direct Funded Personnel (includes OC 13)	3,183	3,128	3,122	365,240	755	12,827	11,071	24,653	389,893	121,677	511,570	\$116,989	\$124,886	\$163,860	6.7%	33.3%
D1. US Direct Hire (USDH)	3,183	3,128	3,122	365,240	755	12,827	11,071	24,653	389,893	121,435	511,328	\$116,989	\$124,886	\$163,782	6.7%	33.2%
D1a. Senior Executive Schedule	35	36	36	5,424	0	159	697	856	6,280	1,679	7,959	\$150,667	\$174,444	\$221,083	15.8%	31.0%
D1b. General Schedule	3,070	3,003	3,001	344,895	755	12,668	9,703	23,126	368,021	113,147	481,168	\$114,927	\$122,633	\$160,336	6.7%	32.8%
D1c. Special Schedule	78	89	85	14,921	0	0	671	671	15,592	6,609	22,201	\$175,541	\$183,435	\$261,188	4.5%	44.3%
D1d. Wage System	0	0	0	0	0	0	0	0	-	0	0	-	-	-	-	-
D1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	-	0	0	-	-	-	-	-
D1f. Other	0	0	0	0	0	0	0	0	-	0	0	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	-	0	0	-	-	-	-	-
D3. Total Direct Hire	3,183	3,128	3,122	365,240	755	12,827	11,071	24,653	389,893	121,435	511,328	\$116,989	\$124,886	\$163,782	6.7%	33.2%
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	-	0	0	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	3,183	3,128	3,122	365,240	755	12,827	11,071	24,653	389,893	121,435	511,328	\$116,989	\$124,886	\$163,782	6.7%	33.2%
D5. Other Object Class 13 Benefits											242					
D5a. USDH - Benefits for Former Employees											122					
D5b. DHFN - Benefits for Former Employees											0					
D5c. Voluntary Separation Incentive Pay (VSIP)											120					
D5d. Foreign National Separation Liability Accrual											0					
Reimbursable Funded Personnel (includes OC 13)	168	191	191	17,412	34	12	120	166	17,578	3,884	21,462	\$91,162	\$92,031	\$112,366	1.0%	22.3%
R1. US Direct Hire (USDH)	168	191	191	17,412	34	12	120	166	17,578	3,884	21,462	\$91,162	\$92,031	\$112,366	1.0%	22.3%
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	-	0	0	-	-	-	-	-
R1b. General Schedule	168	191	191	17,412	34	12	120	166	17,578	3,884	21,462	\$91,162	\$92,031	\$112,366	1.0%	22.3%
R1c. Special Schedule	0	0	0	0	0	0	0	0	-	0	0	-	-	-	-	-
R1d. Wage System	0	0	0	0	0	0	0	0	-	0	0	-	-	-	-	-
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	-	0	0	-	-	-	-	-
R1f. Other	0	0	0	0	0	0	0	0	-	0	0	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	-	0	0	-	-	-	-	-
R3. Total Direct Hire	168	191	191	17,412	34	12	120	166	17,578	3,884	21,462	\$91,162	\$92,031	\$112,366	1.0%	22.3%
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	-	0	0	-	-	-	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	168	191	191	17,412	34	12	120	166	17,578	3,884	21,462	\$91,162	\$92,031	\$112,366	1.0%	22.3%
R5. Other Object Class 13 Benefits											0					
R5a. USDH - Benefits for Former Employees											0					
R5b. DHFN - Benefits for Former Employees											0					
R5c. Voluntary Separation Incentive Pay (VSIP)											0					
R5d. Foreign National Separation Liability Accrual											0					
Total Personnel (includes OC 13)	3,351	3,319	3,313	382,652	789	12,839	11,191	24,819	407,471	125,561	533,032	\$115,500	\$122,992	\$160,891	6.5%	32.8%
T1. US Direct Hire (USDH)	3,351	3,319	3,313	382,652	789	12,839	11,191	24,819	407,471	125,319	532,790	\$115,500	\$122,992	\$160,818	6.5%	32.8%
T1a. Senior Executive Schedule	35	36	36	5,424	0	159	697	856	6,280	1,679	7,959	\$150,667	\$174,444	\$221,083	15.8%	31.0%
T1b. General Schedule	3,238	3,194	3,192	362,307	789	12,680	9,823	23,292	385,599	117,031	502,630	\$113,505	\$120,802	\$157,466	6.4%	32.3%
T1c. Special Schedule	78	89	85	14,921	0	0	671	671	15,592	6,609	22,201	\$175,541	\$183,435	\$261,188	4.5%	44.3%
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	3,351	3,319	3,313	382,652	789	12,839	11,191	24,819	407,471	125,319	532,790	\$115,500	\$122,992	\$160,818	6.5%	32.8%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	3,351	3,319	3,313	382,652	789	12,839	11,191	24,819	407,471	125,319	532,790	\$115,500	\$122,992	\$160,818	6.5%	32.8%
T5. Other Object Class 13 Benefits											242					
T5a. USDH - Benefits for Former Employees											122					
T5b. DHFN - Benefits for Former Employees											0					
T5c. Voluntary Separation Incentive Pay (VSIP)											120					
T5d. Foreign National Separation Liability Accrual											0					

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Defense Wide Summary (Defense Agencies/Field Activities) (FY 2020)																	
	(\$ in Thousands)												Rates				
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	k/c n Comp & Benefits	h/d o % BC	j/d p % BC	
Direct Funded Personnel (includes OC 13)	3,114	3,099	3,008	354,134	959	12,526	13,282	26,767	380,901	119,598	500,499	\$117,731	\$126,629	\$166,348	7.6%	33.8%	
D1. US Direct Hire (USDH)	3,114	3,099	3,008	354,134	959	12,526	13,282	26,767	380,901	119,475	500,376	\$117,731	\$126,629	\$166,348	7.6%	33.7%	
D1a. Senior Executive Schedule	33	34	34	5,799	0	180	912	1,092	6,891	1,742	8,633	\$170,559	\$202,676	\$253,912	18.8%	30.0%	
D1b. General Schedule	2,985	2,963	2,875	331,131	959	12,346	11,558	24,863	355,994	110,141	466,135	\$115,176	\$123,824	\$162,134	7.5%	33.3%	
D1c. Special Schedule	96	102	99	17,204	0	0	812	812	18,016	7,592	25,608	\$173,778	\$181,980	\$258,667	4.7%	44.1%	
D1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
D1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
D3. Total Direct Hire	3,114	3,099	3,008	354,134	959	12,526	13,282	26,767	380,901	119,475	500,376	\$117,731	\$126,629	\$166,348	7.6%	33.7%	
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
Subtotal - Direct Funded (excludes OC 13)	3,114	3,099	3,008	354,134	959	12,526	13,282	26,767	380,901	119,475	500,376	\$117,731	\$126,629	\$166,348	7.6%	33.7%	
D5. Other Object Class 13 Benefits											123						
D5a. USDH - Benefits for Former Employees											3						
D5b. DHFN - Benefits for Former Employees											0						
D5c. Voluntary Separation Incentive Pay (VSIP)											120						
D5d. Foreign National Separation Liability Accrual											0						
Reimbursable Funded Personnel (includes OC 13)	191	191	191	18,169	35	12	111	158	18,327	3,871	22,198	\$95,126	\$95,953	\$116,220	0.9%	21.3%	
R1. US Direct Hire (USDH)	191	191	191	18,169	35	12	111	158	18,327	3,871	22,198	\$95,126	\$95,953	\$116,220	0.9%	21.3%	
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
R1b. General Schedule	191	191	191	18,169	35	12	111	158	18,327	3,871	22,198	\$95,126	\$95,953	\$116,220	0.9%	21.3%	
R1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
R1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
R3. Total Direct Hire	191	191	191	18,169	35	12	111	158	18,327	3,871	22,198	\$95,126	\$95,953	\$116,220	0.9%	21.3%	
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
Subtotal - Reimbursable Funded (excludes OC 13)	191	191	191	18,169	35	12	111	158	18,327	3,871	22,198	\$95,126	\$95,953	\$116,220	0.9%	21.3%	
R5. Other Object Class 13 Benefits											0						
R5a. USDH - Benefits for Former Employees											0						
R5b. DHFN - Benefits for Former Employees											0						
R5c. Voluntary Separation Incentive Pay (VSIP)											0						
R5d. Foreign National Separation Liability Accrual											0						
Total Personnel (includes OC 13)	3,305	3,290	3,199	372,303	994	12,538	13,393	26,925	399,228	123,469	522,697	\$116,381	\$124,798	\$163,355	7.2%	33.2%	
T1. US Direct Hire (USDH)	3,305	3,290	3,199	372,303	994	12,538	13,393	26,925	399,228	123,346	522,574	\$116,381	\$124,798	\$163,355	7.2%	33.1%	
T1a. Senior Executive Schedule	33	34	34	5,799	0	180	912	1,092	6,891	1,742	8,633	\$170,559	\$202,676	\$253,912	18.8%	30.0%	
T1b. General Schedule	3,176	3,154	3,066	349,300	994	12,358	11,669	25,021	374,321	114,012	488,333	\$113,927	\$122,088	\$159,274	7.2%	32.6%	
T1c. Special Schedule	96	102	99	17,204	0	0	812	812	18,016	7,592	25,608	\$173,778	\$181,980	\$258,667	4.7%	44.1%	
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T3. Total Direct Hire	3,305	3,290	3,199	372,303	994	12,538	13,393	26,925	399,228	123,346	522,574	\$116,381	\$124,798	\$163,355	7.2%	33.1%	
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
Subtotal - Total Funded (excludes OC 13)	3,305	3,290	3,199	372,303	994	12,538	13,393	26,925	399,228	123,346	522,574	\$116,381	\$124,798	\$163,355	7.2%	33.1%	
T5. Other Object Class 13 Benefits											123						
T5a. USDH - Benefits for Former Employees											3						
T5b. DHFN - Benefits for Former Employees											0						
T5c. Voluntary Separation Incentive Pay (VSIP)											120						
T5d. Foreign National Separation Liability Accrual											0						