Department of War
Operation and Maintenance, Defense-Wide



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VOLUME II

DEFENSE-WIDE DATA BOOK

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Manpower Changes in Full-time Equivalent (FTE)

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CYBERCOM

United States Cyber Command	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
Summary				
1. FY 2025 FTEs	1,758	0	0	1,758
2. FY 2026 FTEs	1,838	0	0	1,838
3. FY 2027 FTEs	1,942	0	0	1,942
USCYBERCOM - Operation & Maintenance (O&M)				
1. FY 2025 FTEs	1,758	0	0	1,758
2. FY 2026 FTEs	1,838	0	0	1,838
3. FY 2027 FTEs	1,942	0	0	1,942
USCYBERCOM - Research, Development, Test and Evaluation (RDT&E)				
1. FY 2025 FTEs	0	0	0	0
2. FY 2026 FTEs	0	0	0	0
3. FY 2027 FTEs	0	0	0	0
USCYBERCOM - Defense Working Capital Fund (DWCF)				
1. FY 2025 FTEs	0	0	0	0
2. FY 2026 FTEs	0	0	0	0
3. FY 2027 FTEs	0	0	0	0

4. SUMMARY	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
FY 2025				
O&M Total	**1,758**	**0**	**0**	**1,758**
Direct Funded	1,758	0	0	1,758
Total Component	**1,758**	**0**	**0**	**1,758**
Direct Funded	1,758	0	0	1,758
Reimbursable Funded	0	0	0	0

4. SUMMARY	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
FY 2026				
O&M Total	**1,838**	**0**	**0**	**1,838**
Direct Funded	1,838	0	0	1,838
Total Component	**1,838**	**0**	**0**	**1,838**
Direct Funded	1,838	0	0	1,838
Reimbursable Funded	0	0	0	0
FY 2027				
O&M Total	**1,942**	**0**	**0**	**1,942**
Direct Funded	1,942	0	0	1,942
Total Component	**1,942**	**0**	**0**	**1,942**
Direct Funded	1,942	0	0	1,942
Reimbursable Funded	0	0	0	0

5. Summary of Changes

*Civilian net increase of +104 budgeted Full-Time Equivalents (FTEs) supports mission growth across Cyber Mission Force (CMF) teams. Additional civilian personnel provide the technical expertise and operational continuity required to improve readiness, meet validated mission demands, and sustain cyberspace operations across the enterprise.

12D - Cyberspace Operations
Cyber National Mission Force (CNMF): +26 Civilian Full-Time Equivalents (FTEs)
The FY 2027 increase of 26 civilian FTEs enables the Cyber National Mission Force to meet expanding operational requirements associated with defending the Nation against significant cyber threats. CNMF is the Department's highest-tempo cyberspace organization, conducting continuous operations to identify, disrupt, and mitigate foreign malicious cyber activity targeting U.S. critical infrastructure and national-level interests.

Additional civilian personnel provide the analytic depth, operational continuity, and mission management capacity required to sustain persistent operations and absorb increased national-level tasking. This growth reflects Departmental prioritization of CNMF's role in homeland defense and strengthens the Nation's ability to counter sophisticated adversary cyber campaigns.

DoW Cyber Defense Command (DCDC): +14 Civilian FTEs
The FY 2027 increase of 14 civilian FTEs supports DCDC's expanded responsibilities for defending the Department of War Information Network (DoWIN). As the global defensive cyberspace operations command, DCDC must maintain continuous monitoring, manage enterprise-wide defensive actions, and ensure the availability and resilience of DoW networks that underpin Joint Force operations.

Additional civilian personnel enhance DCDC's capacity to execute enterprise-level defensive operations, improve situational awareness, and meet the expanded scope of DoWIN protection required to counter increasingly sophisticated adversary activity.

Air Force Component: +57 Civilian FTEs
The FY 2027 increase of 57 civilian FTEs supports expanded Counter-Critical Infrastructure and Key Resources operations within the Air Force cyber component. Civilian personnel provide essential continuity and technical expertise for sustaining cyber training ranges, maintaining operational capabilities, and supporting specialized mission areas tied to national-level cyber defense.

This growth strengthens the component's ability to generate and sustain mission-ready forces and ensures the Air Force can meet rising operational demand across its cyberspace portfolio.

Cyber Mission Force (CMF) Teams: +7 Civilian FTEs
The FY 2027 net increase of 7 civilian FTEs across CMF teams enhances enterprise-wide readiness and operational throughput. These positions provide specialized technical skills aligned to mission requirements, increasing the CMF's capacity to meet rising operational demand and improving the Command's ability to conduct persistent, globally integrated cyberspace operations.

This growth ensures CMF teams remain fully staffed, trained, and capable of supporting Combatant Command and national-level missions.

These organizations are essential to executing USCYBERCOM 2.0 and meeting expanding statutory and operational responsibilities. The additional FTEs ensure the Command can generate, develop, and retain the specialized civilian expertise required for modern cyberspace operations and sustain the institutional capacity necessary to support Joint Force requirements.

WARU

Warfighting Acquisition University	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
Summary				
1. FY 2025 FTEs	572	0	0	572
2. FY 2026 FTEs	535	0	0	535
3. FY 2027 FTEs	535	0	0	535
WARU - Operation & Maintenance (O&M)				
1. FY 2025 FTEs	572	0	0	572
Workforce Optimization	-47			-47
Reduces civilian personnel full-time equivalents and funding to optimize the workforce in compliance with Executive Order 14210, “Implementing the President’s Department of Government Efficiency Workforce Optimization Initiative."				
10 Acquisition Workforce Educational Partnerships (AWEP) FTEs were realigned to Warfighting Acquisition University (WarU) O&M Appropriation.	10			10
10 Acquisition Workforce Educational Partnerships (AWEP) FTEs were transferred to Warfighting Acquisition University (WarU) O&M Appropriation.				
2. FY 2026 FTEs	535	0	0	535
3. FY 2027 FTEs	535	0	0	535
WARU - Research, Development, Test and Evaluation (RDT&E)				
1. FY 2024 FTEs	0	0	0	0
2. FY 2025 FTEs	0	0	0	0
3. FY 2026 FTEs	0	0	0	0

Warfighting Acquisition University		Foreign National		
	US Direct Hire	Direct Hire	Indirect Hire	Total
WARU - Defense Working Capital Fund (DWCF)				
1. FY 2024 FTEs	0	0	0	0
2. FY 2025 FTEs	0	0	0	0
3. FY 2026 FTEs	0	0	0	0

4. SUMMARY		Foreign National		
	US Direct Hire	Direct Hire	Indirect Hire	Total
FY 2025				
O&M Total	**572**	**0**	**0**	**572**
Direct Funded	572	0	0	572
Total Component	**572**	**0**	**0**	**572**
Direct Funded	572	0	0	572
Reimbursable Funded	0	0	0	0
FY 2026				
O&M Total	**535**	**0**	**0**	**535**
Direct Funded	535	0	0	535
Total Component	**535**	**0**	**0**	**535**
Direct Funded	535	0	0	535
Reimbursable Funded	0	0	0	0
FY 2027				
O&M Total	**535**	**0**	**0**	**535**
Direct Funded	535	0	0	535
Total Component	**535**	**0**	**0**	**535**
Direct Funded	535	0	0	535
Reimbursable Funded	0	0	0	0

5. Summary of Changes

DCAA

Defense Contract Audit Agency	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
Summary				
1. FY 2025 FTEs	3,675	0	0	3,675
2. FY 2026 FTEs	3,587	0	0	3,587
3. FY 2027 FTEs	3,564	0	0	3,564
DCAA - Operation & Maintenance (O&M)				
1. FY 2025 FTEs	3,675	0	0	3,675
Civilian Personnel Compensation	-95			-95
The decrease of 95 FTEs between 2025 to FY 2026 is due to Workforce Optimization. Compliance with Executive Order 14210, "Implementing the President's Department of Government Efficiency Workforce Optimization Initiative" has resulted in reduced civilian personnel full-time equivalents and funding to optimize the workforce.				
Civilian Personnel Compensation (Reimbursable)	7	0		7
The increase of 7 FTEs between FY2025 and FY2026 is due to increased Operational Workload Division projections.				
2. FY 2026 FTEs	3,587	0	0	3,587
Civilian Personnel Compensation (Reimbursable)	-7			-7
The decrease of 7 FTEs between 2026 to FY 2027 is due to Workforce Optimization. Compliance with Executive Order 14210, "Implementing the President's Department of Government Efficiency Workforce Optimization Initiative" has resulted in reduced civilian personnel full-time equivalents and funding to optimize the workforce.				

Defense Contract Audit Agency	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
Civilian Personnel Compensation	-16			-16
The decrease of 16 FTEs between 2025 to FY 2026 is due to Workforce Optimization. Compliance with Executive Order 14210, "Implementing the President's Department of Government Efficiency Workforce Optimization Initiative" has resulted in reduced civilian personnel full-time equivalents and funding to optimize the workforce.				
3. FY 2027 FTEs	3,564	0	0	3,564
DCAA - Research, Development, Test and Evaluation (RDT&E)				
1. FY 2024 FTEs	0	0	0	0
2. FY 2025 FTEs	0	0	0	0
3. FY 2026 FTEs	0	0	0	0
DCAA - Defense Working Capital Fund (DWCF)				
1. FY 2024 FTEs	0	0	0	0
2. FY 2025 FTEs	0	0	0	0
3. FY 2026 FTEs	0	0	0	0

4. SUMMARY	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
FY 2025				
O&M Total	**3,675**	**0**	**0**	**3,675**
Direct Funded	3,471	0	0	3,471
Reimbursable Funded	204	0	0	204
Total Component	**3,675**	**0**	**0**	**3,675**
Direct Funded	3,471	0	0	3,471
Reimbursable Funded	204	0	0	204
FY 2026				

4. SUMMARY

		Foreign National		
	US Direct Hire	**Direct Hire**	**Indirect Hire**	**Total**
O&M Total	**3,587**	**0**	**0**	**3,587**
Direct Funded	3,376	0	0	3,376
Reimbursable Funded	211	0	0	211
Total Component	**3,587**	**0**	**0**	**3,587**
Direct Funded	3,376	0	0	3,376
Reimbursable Funded	211	0	0	211
FY 2027				
O&M Total	**3,564**	**0**	**0**	**3,564**
Direct Funded	3,360	0	0	3,360
Reimbursable Funded	204	0	0	204
Total Component	**3,564**	**0**	**0**	**3,564**
Direct Funded	3,360	0	0	3,360
Reimbursable Funded	204	0	0	204

5. Summary of Changes

The net change from FY 2025 to FY 2026 is -88 FTEs. The net change from FY 2026 to FY 2027 is -23 FTEs.
These decreases are due to Workforce Optimization. Compliance with Executive Order 14210, "Implementing the President's Department of Government Efficiency Workforce Optimization Initiative" has resulted in reduced civilian personnel full-time equivalents and funding to optimize the workforce.

DCAA Cyber

Defense Contract Audit Agency Cyber	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
Summary				
1. FY 2025 FTEs	8	0	0	8
2. FY 2026 FTEs	9	0	0	9
3. FY 2027 FTEs	9	0	0	9
DCAA Cyber - Operation & Maintenance (O&M)				
1. FY 2025 FTEs	8	0	0	8
Compensation and Benefits	1			1
Increase is due to the addition of +1 FTE Zero Trust (ZT) expert in support of the DoW mandated implementation of a ZT network architecture no later than 2027.				
2. FY 2026 FTEs	9	0	0	9
3. FY 2027 FTEs	9	0	0	9
DCAA Cyber - Research, Development, Test and Evaluation (RDT&E)				
1. FY 2024 FTEs	0	0	0	0
2. FY 2025 FTEs	0	0	0	0
3. FY 2026 FTEs	0	0	0	0
DCAA Cyber - Defense Working Capital Fund (DWCF)				
1. FY 2024 FTEs	0	0	0	0
2. FY 2025 FTEs	0	0	0	0
3. FY 2026 FTEs	0	0	0	0

4. SUMMARY	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
FY 2025				

4. SUMMARY

	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
O&M Total	**8**	**0**	**0**	**8**
Direct Funded	8	0	0	8
Total Component	**8**	**0**	**0**	**8**
Direct Funded	8	0	0	8
Reimbursable Funded	0	0	0	0
FY 2026				
O&M Total	**9**	**0**	**0**	**9**
Direct Funded	9	0	0	9
Total Component	**9**	**0**	**0**	**9**
Direct Funded	9	0	0	9
Reimbursable Funded	0	0	0	0
FY 2027				
O&M Total	**9**	**0**	**0**	**9**
Direct Funded	9	0	0	9
Total Component	**9**	**0**	**0**	**9**
Direct Funded	9	0	0	9
Reimbursable Funded	0	0	0	0

5. Summary of Changes

The net change from FY 2025 to FY 2026 is +1 FTE.
Increase is due to the addition of a Zero Trust (ZT) expert in support of the DoW mandated implementation of a ZT network architecture no later than 2027.

DCMA

Defense Contract Management Agency	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
Summary				
1. FY 2025 FTEs	9,535	47	2	9,584
2. FY 2026 FTEs	7,400	50	3	7,453
3. FY 2027 FTEs	7,544	50	3	7,597
DCMA - Operation & Maintenance (O&M)				
1. FY 2025 FTEs	9,535	47	2	9,584
Product Acceptance	-414			-414
The DCMA will return Quality Assurance Engineering (QAE) support for Non-Conforming Materials and Material Review Board Activities to the Buying Command. Return all Request for Variance (RFV) / Nonconforming Material (NCM) to the program office for non-acquisition category (ACAT) I programs or ACAT I programs that are beyond 60 percent complete.				
Acquisition Insight	-36	0	0	-36
The DCMA will scale back Program Integration services starting with the lowest value and lowest risk programs and escalating the program list as required.				
Contract Administration	-206	3	1	-202
The DCMA will institute a $50 million threshold for conducting Property Management Systems Analyses (PMSA) and perform only high-priority Termination for Convenience settlements on flexibly priced contracts, returning much of the responsibility to the buying offices.				

Defense Contract Management Agency	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
Cost & Pricing	-90	0	0	-90
The DCMA will increase internal workload thresholds from $2 million to $4 million for commercial determinations (CD) and commercial pricing recommendations; will increase the threshold from $200 million to $400 million for monitoring costs on defense contractors; and will increase internal workload thresholds from $2 million to $4 million for proposal evaluations on major defense contractors and subcontractors.				
Civilian Personnel (Reimbursable)	-1,389		0	-1,389
FTE reduction is to account for Reimbursable work only, and remove FTEs associated with Title 22 FMS work.				
2. FY 2026 FTEs	7,400	50	3	7,453
Contract Administration	48	0		48
The personnel increases are to support mission critical duties in the areas of contract administration for the following programs: Sentinel (LGM-35A ICBM), Long-Range Standoff (LRSO) Weapon, Mk21A Reentry Vehicle, B-21 Raider, Blue List (Unleashing Military Drone Dominance), and Next-Generation Air Dominance (NGAD) family of programs.				
Product Acceptance	96			96
The personnel increases are to support mission critical duties in the areas of product acceptance for the following programs: Sentinel (LGM-35A ICBM), Long-Range Standoff (LRSO) Weapon,				

Defense Contract Management Agency	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
Mk21A Reentry Vehicle, B-21 Raider, Blue List (Unleashing Military Drone Dominance), and Next-Generation Air Dominance (NGAD) family of programs.				
3. FY 2027 FTEs	7,544	50	3	7,597
DCMA - Research, Development, Test and Evaluation (RDT&E)				
1. FY 2024 FTEs	0	0	0	0
2. FY 2025 FTEs	0	0	0	0
3. FY 2026 FTEs	0	0	0	0
DCMA - Defense Working Capital Fund (DWCF)				
1. FY 2024 FTEs	0	0	0	0
2. FY 2025 FTEs	0	0	0	0
3. FY 2026 FTEs	0	0	0	0

4. SUMMARY	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
FY 2025				
O&M Total	**9,535**	**47**	**2**	**9,584**
Direct Funded	7,993	47	2	8,042
Reimbursable Funded	1,542	0	0	1,542
Total Component	**9,535**	**47**	**2**	**9,584**
Direct Funded	7,993	47	2	8,042
Reimbursable Funded	1,542	0	0	1,542
FY 2026				
O&M Total	**7,400**	**50**	**3**	**7,453**
Direct Funded	7,247	50	3	7,300

4. SUMMARY

	Foreign National			
	US Direct Hire	**Direct Hire**	**Indirect Hire**	**Total**
Reimbursable Funded	153	0	0	153
Total Component	**7,400**	**50**	**3**	**7,453**
Direct Funded	7,247	50	3	7,300
Reimbursable Funded	153	0	0	153
FY 2027				
O&M Total	**7,544**	**50**	**3**	**7,597**
Direct Funded	7,391	50	3	7,444
Reimbursable Funded	153	0	0	153
Total Component	**7,544**	**50**	**3**	**7,597**
Direct Funded	7,391	50	3	7,444
Reimbursable Funded	153	0	0	153

5. Summary of Changes

Civilian FTEs: The change from FY 2026 to FY 2027 is 144 to reflect civilian personnel increases to support mission critical duties in the areas of product acceptance and contract administration for the following programs: Sentinel (LGM-35A ICBM), Long-Range Standoff (LRSO) Weapon, Mk21A Reentry Vehicle, B-21 Raider, Blue List (Unleashing Military Drone Dominance), and Next-Generation Air Dominance (NGAD) family of programs.

Civilian FTEs: The change from FY 2025 to FY 2026 is -742 to reflect civilian personnel reductions taking risks in the following programs:

Product Acceptance (-414 FTEs)
Cost & Pricing (-90 FTEs)
Contract Administration (-202 FTEs)
Acquisition Insight (-36 FTEs)

DCMA Cyber

Defense Contract Management Agency Cyber	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
Summary				
1. FY 2025 FTEs	141	0	0	141
2. FY 2026 FTEs	147	0	0	147
3. FY 2027 FTEs	167	0	0	167
DCMA Cyber - Operation & Maintenance (O&M)				
1. FY 2025 FTEs	141	0	0	141
Cybersecurity Maturity Model Certification (CMMC)	6	0	0	6
The FTE increase is required to establish an additional functional team, to perform approximately 20 cyber security assessments annually.				
2. FY 2026 FTEs	147	0	0	147
Cybersecurity Maturity Model Certification (CMMC)	20	0	0	20
The FTE increase allows the DCMA to establish three functional teams to perform 65 additional cybersecurity assessments. This increase supports the DCMA phased hiring plan to meet the demand specified in the CMMC compliance rule.				
3. FY 2027 FTEs	167	0	0	167
DCMA Cyber - Research, Development, Test and Evaluation (RDT&E)				
1. FY 2025 FTEs	0	0	0	0
2. FY 2026 FTEs	0	0	0	0
3. FY 2027 FTEs	0	0	0	0
DCMA Cyber - Defense Working Capital Fund (DWCF)				

Defense Contract Management Agency Cyber	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
1. FY 2025 FTEs	0	0	0	0
2. FY 2026 FTEs	0	0	0	0
3. FY 2027 FTEs	0	0	0	0

4. SUMMARY	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
FY 2025				
O&M Total	**141**	**0**	**0**	**141**
Direct Funded	141	0	0	141
Total Component	**141**	**0**	**0**	**141**
Direct Funded	141	0	0	141
Reimbursable Funded	0	0	0	0
FY 2026				
O&M Total	**147**	**0**	**0**	**147**
Direct Funded	147	0	0	147
Total Component	**147**	**0**	**0**	**147**
Direct Funded	147	0	0	147
Reimbursable Funded	0	0	0	0
FY 2027				
O&M Total	**167**	**0**	**0**	**167**
Direct Funded	167	0	0	167
Total Component	**167**	**0**	**0**	**167**
Direct Funded	167	0	0	167
Reimbursable Funded	0	0	0	0

5. Summary of Changes

Civilian FTEs: The change from FY 2025 to FY 2026 is +6 FTEs for the DCMA to establish an additional functional team, to perform approximately 20 cyber security assessments annually.

Civilian FTEs: The change from FY 2026 to FY 2027 is +20 FTEs for the DCMA to establish 3 functional teams, to perform 65 additional cyber security assessments annually.

DCSA

Defense Counterintelligence and Security Agency	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
Summary				
1. FY 2025 FTEs	5,494	0	0	5,494
2. FY 2026 FTEs	5,245	0	0	5,245
3. FY 2027 FTEs	5,097	0	0	5,097
DCSA - Operation & Maintenance (O&M)				
1. FY 2025 FTEs	1,179	0	0	1,179
FTE Change	172	0		172
2. FY 2026 FTEs	1,351	0	0	1,351
FTE Change	96	0		96
The net change from FY 2026 to FY 2027 is +96 FTEs. The net increase of +96 Direct FTEs reflects the transfer in of +55 FTEs in support of Counterintelligence Analysis (Details at a higher classification) +25 FTEs to support the expand capacity to the Security Review Proceedings Reform +5 FTE supporting the Operations Security Support Element +5 FTEs supporting Polygraph Next effort dedicated to introducing AI capabilities +6 FTEs to improve DCSA efforts for oversight and administration of the National Industrial Security Program				
3. FY 2027 FTEs	1,447	0	0	1,447
DCSA - Research, Development, Test and Evaluation (RDT&E)				
1. FY 2025 FTEs	0	0	0	0

Defense Counterintelligence and Security Agency		Foreign National		
	US Direct Hire	Direct Hire	Indirect Hire	Total
2. FY 2026 FTEs	0	0	0	0
3. FY 2027 FTEs	0	0	0	0

DCSA - Defense Working Capital Fund (DWCF)				
1. FY 2025 FTEs	4,315	0	0	4,315
FTE Change	-421			-421
2. FY 2026 FTEs	3,894	0	0	3,894
FTE change	-244			-244
3. FY 2027 FTEs	3,650	0	0	3,650

4. SUMMARY		Foreign National		
	US Direct Hire	Direct Hire	Indirect Hire	Total
FY 2025				
O&M Total	**1,179**	**0**	**0**	**1,179**
Direct Funded	1,179	0	0	1,179
DWCF Total	**4,315**	**0**	**0**	**4,315**
Reimbursable Funded	4,315	0	0	4,315
Total Component	**5,494**	**0**	**0**	**5,494**
Direct Funded	1,179	0	0	1,179
Reimbursable Funded	4,315	0	0	4,315
FY 2026				
O&M Total	**1,351**	**0**	**0**	**1,351**
Direct Funded	1,351	0	0	1,351
DWCF Total	**3,894**	**0**	**0**	**3,894**
Reimbursable Funded	3,894	0	0	3,894
Total Component	**5,245**	**0**	**0**	**5,245**
Direct Funded	1,351	0	0	1,351
Reimbursable Funded	3,894	0	0	3,894
FY 2027				
O&M Total	**1,447**	**0**	**0**	**1,447**

4. SUMMARY

		Foreign National		
	US Direct Hire	Direct Hire	Indirect Hire	Total
Direct Funded	1,447	0	0	1,447
DWCF Total	**3,650**	**0**	**0**	**3,650**
Reimbursable Funded	3,650	0	0	3,650
Total Component	**5,097**	**0**	**0**	**5,097**
Direct Funded	1,447	0	0	1,447
Reimbursable Funded	3,650	0	0	3,650

5. Summary of Changes

The net change from FY 2026 to FY 2027 is +96 FTEs.

The net increase of +96 Direct FTEs reflects the transfer in of +55 FTEs in support of Counterintelligence Analysis (Details at a higher classification)
+25 FTEs to support the expand capacity to the Security Review Proceedings Reform
+5 FTE supporting the Operations Security Support Element
+5 FTEs supporting Polygraph Next effort dedicated to introducing AI capabilities
+6 FTEs to improve DCSA efforts for oversight and administration of the National Industrial Security Program

DHRA

Defense Human Resources Activity	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
Summary				
1. FY 2025 FTEs	1,268	0	0	1,268
2. FY 2026 FTEs	1,198	0	0	1,198
3. FY 2027 FTEs	3,151	0	0	3,151
DHRA - Operation & Maintenance (O&M)				
1. FY 2025 FTEs	1,268	0	0	1,268
FTE Change	-70	0		-70
2. FY 2026 FTEs	1,198	0	0	1,198
FTE Change	1,953	0		1,953
3. FY 2027 FTEs	3,151	0	0	3,151
DHRA - Research, Development, Test and Evaluation (RDT&E)				
1. FY 2024 FTEs	0	0	0	0
2. FY 2025 FTEs	0	0	0	0
3. FY 2026 FTEs	0	0	0	0
DHRA - Defense Working Capital Fund (DWCF)				
1. FY 2024 FTEs	0	0	0	0
2. FY 2025 FTEs	0	0	0	0
3. FY 2026 FTEs	0	0	0	0

4. SUMMARY	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
FY 2025				
O&M Total	**1,268**	**0**	**0**	**1,268**
Direct Funded	1,257	0	0	1,257
Reimbursable Funded	11	0	0	11

4. SUMMARY	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
Total Component	**1,268**	**0**	**0**	**1,268**
Direct Funded	1,257	0	0	1,257
Reimbursable Funded	11	0	0	11
FY 2026				
O&M Total	**1,198**	**0**	**0**	**1,198**
Direct Funded	1,193	0	0	1,193
Reimbursable Funded	5	0	0	5
Total Component	**1,198**	**0**	**0**	**1,198**
Direct Funded	1,193	0	0	1,193
Reimbursable Funded	5	0	0	5
FY 2027				
O&M Total	**3,151**	**0**	**0**	**3,151**
Direct Funded	3,146	0	0	3,146
Reimbursable Funded	5	0	0	5
Total Component	**3,151**	**0**	**0**	**3,151**
Direct Funded	3,146	0	0	3,146
Reimbursable Funded	5	0	0	5

5. Summary of Changes

Explanation of Manpower Changes (FY 2025 to FY 2026):

Civilian direct workforce overall decrease of 64 from FY 2025 to FY 2026 reflects the following:
-67 for Deferred Hiring and Functional Alignments
+1 for Independent Review Commission on Sexual Assault
+2 for Suicide Prevention and Response Independent Review Committee
Reimbursable workforce decrease of 6 for National Language Corps Services.
Military personnel end strength remains unchanged.

Explanation of Manpower Changes (FY 2026 to FY 2027):

Civilian direct workforce overall increase of 1,953 from FY 2026 to FY 2027 reflects the following:
+1,937 for U.S. Military Entrance Processing Command (USMEPCOM) from Army
+40 for USMEPCOM applicant medical consultation support for the Services

+13 for Office of Command Climate and Well Being Integration Realignment from Office of Force Resiliency
+2 for Armed Service Vocational Aptitude Battery Career Exploration Program
-26 for Defense Suicide Prevention Office transfer to Defense Health Agency
-13 for Defense Civilian Personnel Advisory Service Realignment to Assistant Secretary of War for Manpower and Reserve Affairs
Reimbursable workforce remains unchanged.
Military personnel end strength increase of 533 reflects the transfer of operational resourcing costs associated with USMEPCOM from the Army.

DISA

Defense Information Systems Agency	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
Summary				
1. FY 2025 FTEs	6,440	0	5	6,445
2. FY 2026 FTEs	6,349	0	5	6,354
3. FY 2027FTEs	6,272	0	5	6,277
DISA - Operation & Maintenance (O&M)				
1. FY 2025 FTEs	2,610	0	5	2,615
FTE Change - Reimbursable	65			65
FTE Change - Direct	-238			-238
2. FY 2026 FTEs	2,437	0	5	2,442
FTE Change - Reimbursable	78			78
FTE Change - Direct	46			46
3. FY 2027 FTEs	2,561	0	5	2,566
DISA - Research, Development, Test and Evaluation (RDT&E)				
1. FY 2023 FTEs	221	0	0	221
FTE Change - Reimbursable	25			25
FTE Change - Direct	-17			-17
2. FY 2024 FTEs	229	0	0	229
FTE Change - Direct	-20			-20
3. FY 2025 FTEs	209	0	0	209
DISA - Defense Working Capital Fund (DWCF)				
1. FY 2023 FTEs	3,609	0	0	3,609
FTE Change - Direct	74			74
2. FY 2024 FTEs	3,683	0	0	3,683
FTE Change - Direct	-181			-181
3. FY 2025 FTEs	3,502	0	0	3,502

4. SUMMARY		Foreign National		
	US Direct Hire	Direct Hire	Indirect Hire	Total
FY 2025				
O&M Total	**2,610**	**0**	**5**	**2,615**
Direct Funded	2,477	0	5	2,482
Reimbursable Funded	133	0	0	133
RDT&E Total	**221**	**0**	**0**	**221**
Direct Funded	185	0	0	185
Reimbursable Funded	36	0	0	36
DWCF Total	**3,609**	**0**	**5**	**3,614**
Reimbursable Funded	3,609	0	5	3,614
Total Component	**6,440**	**0**	**10**	**6,450**
Direct Funded	2,662	0	5	2,667
Reimbursable Funded	3,778	0	5	3,783
FY 2026				
O&M Total	**2,437**	**0**	**10**	**2,447**
Direct Funded	2,239	0	5	2,244
Reimbursable Funded	198	0	5	203
RDT&E Total	**229**	**0**	**0**	**229**
Direct Funded	168	0	0	168
Reimbursable Funded	61	0	0	61
DWCF Total	**3,683**	**0**	**5**	**3,688**
Reimbursable Funded	3,683	0	5	3,688
Total Component	**6,349**	**0**	**15**	**6,364**
Direct Funded	2,407	0	5	2,412
Reimbursable Funded	3,942	0	10	3,952
FY 2027				
O&M Total	**2,561**	**0**	**10**	**2,571**
Direct Funded	2,285	0	5	2,290
Reimbursable Funded	276	0	5	281
RDT&E Total	**209**	**0**	**0**	**209**

4. SUMMARY

		Foreign National		
	US Direct Hire	**Direct Hire**	**Indirect Hire**	**Total**
Direct Funded	148	0	0	148
Reimbursable Funded	61	0	0	61
DWCF Total	**3,502**	**0**	**5**	**3,507**
Reimbursable Funded	3,502	0	5	3,507
Total Component	**6,272**	**0**	**15**	**6,287**
Direct Funded	2,433	0	5	2,438
Reimbursable Funded	3,839	0	10	3,849

5. Summary of Changes
O&M - Non-Cyber (Direct)

FY 2026 - FY 2027 is (+46) FTEs ($s are in Thousands).

DISA has an overall O&M non-cyber increase of +46 civilian FTEs.

There is an increase of 58 FTEs for critical mission needs. These are new FTEs to support White House Communication Agency as it addresses serious deficiencies in its communications environment, the Critical Time Dissemination Program, and the Mission Partner Environment (transfer from Department of the Air Force to DISA).

Decrease of -12 FTEs reflects workforce re-balancing. As part of rebalancing, eight FTEs are transferring to cyber and four are being eliminated. DISA continues to reevaluate its workforce to deploy personnel the most mission sensitive areas and achieve cost-savings through prudent utilization of FTEs.

Post-Departure Workforce Rebalancing (-12 FTEs, -8 transfer to Cyber and -4 overall decrease):
+15 FTEs to DISN EA
+12 FTEs to Network DoW Information Network Operations
+6 FTEs to Field Commands and Field Offices
+4 FTEs to Joint Planning and Execution Services
+4 FTEs to Data-Centric Enterprise Services
+3 FTEs to Global Command and Control System - Joint
+2 FTEs to DoW Cloud Computing Enterprise
+2 FTEs to White House Situation Support Staff
+1 FTE to Communication Management Control Activity

+1 FTE to Senior Leadership Enterprise
-1 FTE from Defense Spectrum Organization
-2 FTEs from DoW Teleport Program
-3 FTEs from Joint Service Provider
-3 FTEs from Combined Advanced Applications
-3 FTEs from Management Headquarters
-8 FTEs from Joint Staff Support Center
-10 FTEs from Shared Services
-32 FTEs from DoW Information Network Engineering Services

Increases for Critical Missions (+58 FTEs):
+40 FTEs to WHCA (includes 10 FTEs for the White House Military Office of Technology)
+9 FTEs to DISN EA
+9 FTEs to Mission Partner Environment (transfer from Department of the Air Force)

DISA Cyber

Defense Information Systems Agency Cyber	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
Summary				
1. FY 2025 FTEs	348	0	0	348
2. FY 2026 FTEs	364	0	0	364
3. FY 2027 FTEs	372	0	0	372
DISA Cyber - Operation & Maintenance (O&M)				
1. FY 2025 FTEs	348	0	0	348
FTE Change - Reimbursable	8			8
FTE Change - Direct	8	0	0	8
Decrease of Funding and FTEs reflects an internal realignment of DISA's workforce. The DISA included an agency-wide reconciliation between cyber and non cyber efforts; to better align the budgeted personnel distributions in its budgeting system to the agency's official manpower database. The DISA will continue to evaluate and make necessary adjustments to ensure civilian personnel counts and compensation rates are accurately budgeted and are in alignment with the manpower database.				
2. FY 2026 FTEs	364	0	0	364
FTE Change - Direct	8	0	0	8
Increase to conduct Cloud Provisional Authorizations. As DoW systems increasingly transfer to the cloud, the workload has tripled since this program's inception.				
3. FY 2027 FTEs	372	0	0	372
DISA Cyber - Research, Development, Test and Evaluation (RDT&E)				

Defense Information Systems Agency Cyber	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
1. FY 2024 FTEs	0	0	0	0
2. FY 2025 FTEs	0	0	0	0
3. FY 2026 FTEs	0	0	0	0

DISA Cyber - Defense Working Capital Fund (DWCF)				
1. FY 2024 FTEs	0	0	0	0
2. FY 2025 FTEs	0	0	0	0
3. FY 2026 FTEs	0	0	0	0

4. SUMMARY	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
FY 2025				
O&M Total	**348**	**0**	**0**	**348**
Direct Funded	214	0	0	214
Reimbursable Funded	134	0	0	134
Total Component	**348**	**0**	**0**	**348**
Direct Funded	214	0	0	214
Reimbursable Funded	134	0	0	134
FY 2026				
O&M Total	**364**	**0**	**0**	**364**
Direct Funded	222	0	0	222
Reimbursable Funded	142	0	0	142
Total Component	**364**	**0**	**0**	**364**
Direct Funded	222	0	0	222
Reimbursable Funded	142	0	0	142
FY 2027				
O&M Total	**372**	**0**	**0**	**372**
Direct Funded	230	0	0	230
Reimbursable Funded	142	0	0	142
Total Component	**372**	**0**	**0**	**372**

4. SUMMARY

	Foreign National			
	US Direct Hire	**Direct Hire**	**Indirect Hire**	**Total**
Direct Funded	230	0	0	230
Reimbursable Funded	142	0	0	142

5. Summary of Changes

O&M – Cyber - Direct

FY 2026 - FY 2027 is (+8) FTEs. As DISA completes workforce optimization, it determined that additional Cyber FTEs are important to mission success and rebalanced its FTE alignment between Cyber and Non-Cyber. Growing mission requirements in the areas of Perimeter Defense, Zero Trust, and ICAM necessitate additional FTEs in the Cyber domain. There is no net gain in overall DISA O&M FTEs.

DLA

Defense Logistics Agency	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
Summary				
1. FY 2025 FTEs	24,002	37	621	24,660
2. FY 2026 FTEs	24,173	35	621	24,829
3. FY 2027 FTEs	25,719	37	640	26,396
DLA - Operation & Maintenance (O&M)				
1. FY 2025 FTEs	219	0	0	219
Defense Agency Initiative &Logistics Support Activitie	29			29
For the Tier II Help Desk to meet the increased demand for support from DAI users.				
2. FY 2026 FTEs	246	0	0	246
Reimbursable	7			7
Additional Reimbursable FTEs were added in support of DSPO transferring in three FTEs from DSPAO (DLA Doc Services) as part of the ASSIST transfer. Additional Reimbursable FTEs were added in support of Logistic Support Activities- G2-DXT- to address evolving program needs. This is a Classified Program.				
Efficiency - Workforce Optimization	-12			-12
This reduces civilian personnel full-time equivalents and funding to optimize the workforce in compliance with Executive Order 14210, “Implementing the President’s Department of Government Efficiency Workforce Optimization Initiative.”				
Pacific Disaster Center	1			1
Increase of +1 FTE and associated resources will support on-going operation of IT applications				

Defense Logistics Agency	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
for Humanitarian Assistance/Disaster Relief (HA/DR) support to COCOMs.				
Defense Agency Initiative	2			2
For the Tier II Help Desk to meet the increased demand for support from DAI users.				
USD (A&S)	1			1
FTE support to USD(A&S) for data and activity modeling and benchmarking. Based on planned hiring activities.				
3. FY 2027 FTEs	1,305	0	0	1,305
DLA - Research, Development, Test and Evaluation (RDT&E)				
1. FY 2024 FTEs	211	0	0	211
2. FY 2025 FTEs	204	0	0	204
3. FY 2026 FTEs	242	0	0	242
DLA - Defense Working Capital Fund (DWCF)				
1. FY 2024 FTEs	23,572	37	621	24,230
2. FY 2025 FTEs	23,723	35	621	24,379
3. FY 2026 FTEs	24,172	37	640	24,849

4. SUMMARY	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
FY 2025				
O&M Total	**219**	**0**	**0**	**219**
Direct Funded	138	0	0	138
Reimbursable Funded	81	0	0	81
RDT&E Total	**204**	**0**	**0**	**204**
Direct Funded	170	0	0	170
Reimbursable Funded	34	0	0	34

4. SUMMARY	Foreign National			
	US Direct Hire	Direct Hire	Indirect Hire	Total
DWCF Total	**23,723**	**35**	**623**	**24,381**
Reimbursable Funded	23,723	35	623	24,381
Total Component	**24,146**	**35**	**623**	**24,804**
Direct Funded	308	0	0	308
Reimbursable Funded	23,838	35	623	24,496
FY 2026				
O&M Total	**246**	**0**	**0**	**246**
Direct Funded	140	0	0	140
Reimbursable Funded	106	0	0	106
RDT&E Total	**242**	**0**	**0**	**242**
Direct Funded	170	0	0	170
Reimbursable Funded	72	0	0	72
DWCF Total	**24,172**	**37**	**640**	**24,849**
Reimbursable Funded	24,172	37	640	24,849
Total Component	**24,660**	**37**	**640**	**25,337**
Direct Funded	310	0	0	310
Reimbursable Funded	24,350	37	640	25,027
FY 2027				
O&M Total	**1,305**	**0**	**0**	**1,305**
Direct Funded	1,196	0	0	1,196
Reimbursable Funded	109	0	0	109
RDT&E Total	**212**	**0**	**0**	**212**
Direct Funded	170	0	0	170
Reimbursable Funded	42	0	0	42
DWCF Total	**23,906**	**37**	**629**	**24,572**
Reimbursable Funded	23,906	37	629	24,572
Total Component	**25,423**	**37**	**629**	**26,089**
Direct Funded	1,366	0	0	1,366
Reimbursable Funded	24,057	37	629	24,723

5. Summary of Changes

Operations and Maintenance (O&M) total Full-Time Equivalents (FTEs) are increased to baseline level of 249 for 2027, supporting continuity in core mission functions. In response to workload balancing needs and resource alignment, two direct FTEs were strategically reclassified to reimbursable status—enabling targeted support to emerging program demands without increasing total headcount. Transferring in three reimbursable FTEs from DSPAO (DLA Doc Services) as part of the ASSIST transfer to DSPO.

Further workforce adjustments were implemented under the Efficiency Workforce Optimization initiative. This effort focused on streamlining personnel resources while preserving operational effectiveness. As a result, a reduction of 12 direct FTEs was enacted, lowering the total number from 152 to 140. These reductions were achieved through internal efficiencies, position realignments, and process improvements designed to minimize mission impact.

The realignments and reductions reflect DLA's ongoing commitment to fiscal responsibility, workforce agility, and mission readiness. Resources have been optimized to maintain high standards of service delivery while adapting to shifting demands and budget constraints. Additionally, 1056 direct FTEs were added in support of the transfer of Permanent Change of Station, Personal Property Activity to DLA O&M in support of the Personal Property Activity Implementation Memorandum dated January 21, 2026.

DLSA

Defense Legal Services Agency	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
Summary				
1. FY 2025 FTEs	279	0	0	279
2. FY 2026 FTEs	291	0	0	291
3. FY 2027 FTEs	286	0	0	286
DLSA - Operation & Maintenance (O&M)				
1. FY 2025 FTEs	279	0	0	279
FTE Change	15	0	0	15
2. FY 2026 FTEs	291	0	0	291
FTE Change	-5			-5
3. FY 2027 FTEs	286	0	0	286
DLSA - Research, Development, Test and Evaluation (RDT&E)				
1. FY 2023 FTEs	0	0	0	0
2. FY 2024 FTEs	0	0	0	0
3. FY 2025 FTEs	0	0	0	0
DLSA - Defense Working Capital Fund (DWCF)				
1. FY 2023 FTEs	0	0	0	0
2. FY 2024 FTEs	0	0	0	0
3. FY 2025 FTEs	0	0	0	0

4. SUMMARY	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
FY 2025				
O&M Total	**279**	**0**	**0**	**279**
Direct Funded	279	0	0	279
Total Component	**279**	**0**	**0**	**279**

4. SUMMARY	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
Direct Funded	279	0	0	279
Reimbursable Funded	0	0	0	0
FY 2026				
O&M Total	**291**	**0**	**0**	**291**
Direct Funded	291	0	0	291
Total Component	**291**	**0**	**0**	**291**
Direct Funded	291	0	0	291
Reimbursable Funded	0	0	0	0
FY 2027				
O&M Total	**286**	**0**	**0**	**286**
Direct Funded	286	0	0	286
Total Component	**286**	**0**	**0**	**286**
Direct Funded	286	0	0	286
Reimbursable Funded	0	0	0	0

5. Summary of Changes

The FY 2026 enactment for DLSA includes an increase of +33 FTEs across the organization to fill critical vacancies, and decrease of -25 FTEs to optimize the workforce in compliance with Executive Order 14210, "Implementing the President's Department of Government Efficiency Workforce Optimization Initiative."

The FY 2027 request for DLSA includes a reduction of -5 FTEs to support the transfer of manpower and associated dollars to United States Southern Command headquarters.

DMA

Defense Media Activity	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
Summary				
1. FY 2025 FTEs	472	0	54	526
2. FY 2026 FTEs	465	0	63	528
3. FY 2027 FTEs	464	0	63	527
DMA - Operation & Maintenance (O&M)				
1. FY 2025 FTEs	472	0	54	526
Execution Adjustment	-40	0	0	-40
2. FY 2026 FTEs	465	0	63	528
Efficiency – Workforce Optimization	-1	0	0	-1
3. FY 2027 FTEs	464	0	63	527
DMA - Research, Development, Test and Evaluation (RDT&E)				
1. FY 2024 FTEs	0	0	0	0
2. FY 2025 FTEs	0	0	0	0
3. FY 2026 FTEs	0	0	0	0
DMA - Defense Working Capital Fund (DWCF)				
1. FY 2024 FTEs	0	0	0	0
2. FY 2025 FTEs	0	0	0	0
3. FY 2026 FTEs	0	0	0	0

4. SUMMARY	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
FY 2025				
O&M Total	**472**	**0**	**54**	**526**
Direct Funded	472	0	54	526
Total Component	**472**	**0**	**54**	**526**

4. SUMMARY		Foreign National		
	US Direct Hire	Direct Hire	Indirect Hire	Total
Direct Funded	472	0	54	526
Reimbursable Funded	0	0	0	0
FY 2026				
O&M Total	**465**	**0**	**63**	**528**
Direct Funded	465	0	63	528
Total Component	**465**	**0**	**63**	**528**
Direct Funded	465	0	63	528
Reimbursable Funded	0	0	0	0
FY 2027				
O&M Total	**464**	**0**	**63**	**527**
Direct Funded	464	0	63	527
Total Component	**464**	**0**	**63**	**527**
Direct Funded	464	0	63	527
Reimbursable Funded	0	0	0	0

5. Summary of Changes

Civilian FTEs (Total): The decrease from FY 2026 to FY 2027 (-1) is due to the reduction of civilian personnel full-time equivalents and funding to optimize the workforce in compliance with Executive Order 14210, “Implementing the President’s Department of Government Efficiency Workforce Optimization Initiative."

DoWDE

DoW Dependents Education	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
Summary				
1. FY 2025 FTEs	11,342	72	170	11,584
2. FY 2026 FTEs	11,032	72	170	11,274
3. FY 2027 FTEs	11,035	72	170	11,277
DoWDE - Operation & Maintenance (O&M)				
1. FY 2025 FTEs	11,342	72	170	11,584
FTE Change	-365	0	0	-365
Reduces civilian personnel full-time equivalents and funding to optimize the workforce in compliance with Executive Order 14210, "Implementing the President's Department of Government Efficiency Workforce Optimization Initiative."				
2. FY 2026 FTEs	11,032	72	170	11,274
FTE Change	3	0	0	3
The change in FTEs from FY 2026 to FY 2027 of +3 FTEs is for SPRIRC initiatives.				
3. FY 2027 FTEs	11,035	72	170	11,277
DoWDE - Research, Development, Test and Evaluation (RDT&E)				
1. FY 2025 FTEs	0	0	0	0
2. FY 2026 FTEs	0	0	0	0
3. FY 2027 FTEs	0	0	0	0
DoWDE - Defense Working Capital Fund (DWCF)				
1. FY 2025 FTEs	0	0	0	0
2. FY 2026 FTEs	0	0	0	0
3. FY 2027 FTEs	0	0	0	0

4. SUMMARY

		Foreign National		
	US Direct Hire	**Direct Hire**	**Indirect Hire**	**Total**
FY 2025				
O&M Total	**11,342**	**72**	**170**	**11,584**
Direct Funded	11,342	72	170	11,584
Total Component	**11,342**	**72**	**170**	**11,584**
Direct Funded	11,342	72	170	11,584
Reimbursable Funded	0	0	0	0
FY 2026				
O&M Total	**11,032**	**72**	**170**	**11,274**
Direct Funded	11,032	72	170	11,274
Total Component	**11,032**	**72**	**170**	**11,274**
Direct Funded	11,032	72	170	11,274
Reimbursable Funded	0	0	0	0
FY 2027				
O&M Total	**11,035**	**72**	**170**	**11,277**
Direct Funded	11,035	72	170	11,277
Total Component	**11,035**	**72**	**170**	**11,277**
Direct Funded	11,035	72	170	11,277
Reimbursable Funded	0	0	0	0

5. Summary of Changes

The change in FTEs from FY 2026 to FY 2027 of +3 FTEs is for SPRIRC initiatives.

DPAA

Defense POW/MIA Accounting Agency	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
Summary				
1. FY 2025 FTEs	306	0	22	328
2. FY 2026 FTEs	298	0	22	320
3. FY 2027 FTEs	298	0	22	320
DPAA - Operation & Maintenance (O&M)				
1. FY 2025 FTEs	306	0	22	328
FTE Change	5			5
2. FY 2026 FTEs	298	0	22	320
FTE Change	-8			-8
3. FY 2027 FTEs	298	0	22	320
DPAA - Research, Development, Test and Evaluation (RDT&E)				
1. FY 2024 FTEs	0	0	0	0
2. FY 2025 FTEs	0	0	0	0
3. FY 2026 FTEs	0	0	0	0
DPAA - Defense Working Capital Fund (DWCF)				
1. FY 2024 FTEs	0	0	0	0
2. FY 2025 FTEs	0	0	0	0
3. FY 2026 FTEs	0	0	0	0

4. SUMMARY	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
FY 2025				
O&M Total	**306**	**0**	**22**	**328**
Direct Funded	306	0	22	328
Total Component	**306**	**0**	**22**	**328**

4. SUMMARY

	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
Direct Funded	306	0	22	328
Reimbursable Funded	0	0	0	0
FY 2026				
O&M Total	**298**	**0**	**22**	**320**
Direct Funded	298	0	22	320
Total Component	**298**	**0**	**22**	**320**
Direct Funded	298	0	22	320
Reimbursable Funded	0	0	0	0
FY 2027				
O&M Total	**298**	**0**	**22**	**320**
Direct Funded	298	0	22	320
Total Component	**298**	**0**	**22**	**320**
Direct Funded	298	0	22	320
Reimbursable Funded	0	0	0	0

5. Summary of Changes

The change from FY 2025 to FY 2026 reflects -8 FTEs for workforce optimization.

DSCA

Defense Security Cooperation Agency	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
Summary				
1. FY 2025 FTEs	570	15	0	585
2. FY 2026 FTEs	601	116	0	717
3. FY 2027 FTEs	611	116	0	727
DSCA - Operation & Maintenance (O&M)				
1. FY 2025 FTEs	570	15	0	585
FTE Change	98	0	0	98
Reimbursable FTE Change	28			28
2. FY 2026 FTEs	601	116	0	717
FTE Change	-31	101		70
Reimbursable FTE Change	-3			-3
3. FY 2027 FTEs	611	116	0	727
DSCA - Research, Development, Test and Evaluation (RDT&E)				
1. FY 2024 FTEs	0	0	0	0
2. FY 2025 FTEs	0	0	0	0
3. FY 2026 FTEs	0	0	0	0
DSCA - Defense Working Capital Fund (DWCF)				
1. FY 2024 FTEs	0	0	0	0
2. FY 2025 FTEs	0	0	0	0
3. FY 2026 FTEs	0	0	0	0

4. SUMMARY	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
FY 2025				
O&M Total	**570**	**15**	**0**	**585**

4. SUMMARY

	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
Direct Funded	529	15	0	544
Reimbursable Funded	41	0	0	41
Total Component	**570**	**15**	**0**	**585**
Direct Funded	529	15	0	544
Reimbursable Funded	41	0	0	41
FY 2026				
O&M Total	**601**	**116**	**0**	**717**
Direct Funded	563	116	0	679
Reimbursable Funded	38	0	0	38
Total Component	**601**	**116**	**0**	**717**
Direct Funded	563	116	0	679
Reimbursable Funded	38	0	0	38
FY 2027				
O&M Total	**611**	**116**	**0**	**727**
Direct Funded	563	116	0	679
Reimbursable Funded	48	0	0	48
Total Component	**611**	**116**	**0**	**727**
Direct Funded	563	116	0	679
Reimbursable Funded	48	0	0	48

5. Summary of Changes
Changes from FY 2025 to FY 2026:

Transfer: An increase of 133 FTEs (32 U.S. Direct and 1010 Foreign National Direct) for the Defense Security Cooperation Service (DSCS). Personnel support the transfer of Combatant Commanders to oversee the development and management of a professional workforce supporting security cooperation programs.

DSCA Internal Realignment: A realignment of 10 FTEs from the Defense Security Cooperation University to the DSCS provides support for professional and management services for the transferred service support.

Reductions: A decrease of -73 FTEs reflects the Enterprise-wide efforts to streamline and re-prioritize existing initiatives and workforce operations.

Changes from FY 2026 to FY 2027

Reimbursable FTE Increase: The 10 Reimbursable FTEs increase is a result of greater partner demand for advisory services. This demand stems from several factors, including the expansion of existing cases, a new partner-facing Foreign Military Sales curriculum, and the transition of legacy International Security Cooperation Program advisory services to partner funding, especially within the EUCOM area of responsibility

DTRA

Defense Threat Reduction Agency	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
Summary				
1. FY 2025 FTEs	1,272	0	0	1,272
2. FY 2026 FTEs	1,158	0	0	1,158
3. FY 2027 FTEs	1,188	0	0	1,188
DTRA - Operation & Maintenance (O&M)				
1. FY 2025 FTEs	1,272	0	0	1,272
FTE Change	-114			-114
2. FY 2026 FTEs	1,158	0	0	1,158
FTE Change	30	0		30
-97 FTEs to optimize the workforce in compliance with Executive Order 14210, "Implementing the President's 'Department of Government Efficiency' Workforce Optimization Initiative."				
3. FY 2027 FTEs	1,188	0	0	1,188
DTRA - Research, Development, Test and Evaluation (RDT&E)				
1. FY 2025 FTEs	0	0	0	0
2. FY 2026 FTEs	0	0	0	0
3. FY 2027 FTEs	0	0	0	0
DTRA - Defense Working Capital Fund (DWCF)				
1. FY 2025 FTEs	0	0	0	0
2. FY 2026 FTEs	0	0	0	0
3. FY 2027 FTEs	0	0	0	0

4. SUMMARY		Foreign National		
	US Direct Hire	Direct Hire	Indirect Hire	Total
FY 2025				
O&M Total	**1,272**	**0**	**0**	**1,272**
Direct Funded	1,159	0	0	1,159
Reimbursable Funded	113	0	0	113
Total Component	**1,272**	**0**	**0**	**1,272**
Direct Funded	1,159	0	0	1,159
Reimbursable Funded	113	0	0	113
FY 2026				
O&M Total	**1,158**	**0**	**0**	**1,158**
Direct Funded	1,027	0	0	1,027
Reimbursable Funded	131	0	0	131
Total Component	**1,158**	**0**	**0**	**1,158**
Direct Funded	1,027	0	0	1,027
Reimbursable Funded	131	0	0	131
FY 2027				
O&M Total	**1,188**	**0**	**0**	**1,188**
Direct Funded	1,057	0	0	1,057
Reimbursable Funded	131	0	0	131
Total Component	**1,188**	**0**	**0**	**1,188**
Direct Funded	1,057	0	0	1,057
Reimbursable Funded	131	0	0	131

5. Summary of Changes

FY2026-FY2027 increase in civilian FTEs reflects proper alignment with the critical expertise required to execute the Agency's national security mission.

* These numbers do not include Cyber.

DTRA Cyber

Defense Threat Reduction Agency Cyber	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
Summary				
1. FY 2025 FTEs	25	0	0	25
2. FY 2026 FTEs	31	0	0	31
3. FY 2027 FTEs	31	0	0	31
DTRA Cyber - Operation & Maintenance (O&M)				
1. FY 2025 FTEs	25	0	0	25
FTE Change	6	0	0	6
2. FY 2026 FTEs	31	0	0	31
FTE Change	0	0	0	0
3. FY 2027 FTEs	31	0	0	31
DTRA Cyber - Research, Development, Test and Evaluation (RDT&E)				
1. FY 2025 FTEs	0	0	0	0
2. FY 2026 FTEs	0	0	0	0
3. FY 2027 FTEs	0	0	0	0
DTRA Cyber - Defense Working Capital Fund (DWCF)				
1. FY 2025 FTEs	0	0	0	0
2. FY 2026 FTEs	0	0	0	0
3. FY 2027 FTEs	0	0	0	0

4. SUMMARY	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
FY 2025				
O&M Total	**25**	**0**	**0**	**25**
Direct Funded	25	0	0	25
Total Component	**25**	**0**	**0**	**25**

4. SUMMARY	Foreign National			
	US Direct Hire	Direct Hire	Indirect Hire	Total
Direct Funded	25	0	0	25
Reimbursable Funded	0	0	0	0
FY 2026				
O&M Total	**31**	**0**	**0**	**31**
Direct Funded	31	0	0	31
Total Component	**31**	**0**	**0**	**31**
Direct Funded	31	0	0	31
Reimbursable Funded	0	0	0	0
FY 2027				
O&M Total	**31**	**0**	**0**	**31**
Direct Funded	31	0	0	31
Total Component	**31**	**0**	**0**	**31**
Direct Funded	31	0	0	31
Reimbursable Funded	0	0	0	0

5. Summary of Changes

No change in civilian full-time equivalents (FTE) between FY 2026 to FY 2027.

DTSA

Defense Technology Security Administration	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
Summary				
1. FY 2025 FTEs	141	0	0	141
2. FY 2026 FTEs	141	0	0	141
3. FY 2027 FTEs	138	0	0	138
DTSA - Operation & Maintenance (O&M)				
1. FY 2025 FTEs	141	0	0	141
2. FY 2026 FTEs	141	0	0	141
3. FY 2027 FTEs	138	0	0	138
DTSA - Research, Development, Test and Evaluation (RDT&E)				
1. FY 2025 FTEs	0	0	0	0
2. FY 2026 FTEs	0	0	0	0
3. FY 2027 FTEs	0	0	0	0
DTSA - Defense Working Capital Fund (DWCF)				
1. FY 2025 FTEs	0	0	0	0
2. FY 2026 FTEs	0	0	0	0
3. FY 2027 FTEs	0	0	0	0

4. SUMMARY	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
FY 2025				
O&M Total	**141**	**0**	**0**	**141**
Direct Funded	138	0	0	138
Reimbursable Funded	3	0	0	3
Total Component	**141**	**0**	**0**	**141**
Direct Funded	138	0	0	138

4. SUMMARY		Foreign National		
	US Direct Hire	Direct Hire	Indirect Hire	Total
Reimbursable Funded	3	0	0	3
FY 2026				
O&M Total	**141**	**0**	**0**	**141**
Direct Funded	138	0	0	138
Reimbursable Funded	3	0	0	3
Total Component	**141**	**0**	**0**	**141**
Direct Funded	138	0	0	138
Reimbursable Funded	3	0	0	3
FY 2027				
O&M Total	**138**	**0**	**0**	**138**
Direct Funded	137	0	0	137
Reimbursable Funded	1	0	0	1
Total Component	**138**	**0**	**0**	**138**
Direct Funded	137	0	0	137
Reimbursable Funded	1	0	0	1

5. Summary of Changes

FY 2025 to FY 2026: No changes.

FY 2026 to FY 2027: These changes include a personnel reduction of three billets, decreasing the workforce from 141 to 138. This reduction is composed of one direct hire and two reimbursable billets. Critically, the reimbursable billets directly support DTSA's legally mandated space launch monitoring activities under Public Law (PL) 105-261 Section 1514 and PL 106-65 Section 1404. DTSA is undertaking a thorough assessment of its workload and resource allocation to identify potential mitigation strategies and maintain its core mission capabilities.

MDA

Missile Defense Agency	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
Summary				
1. FY 2025 FTEs	2,697	0	0	2,697
2. FY 2026 FTEs	2,428	0	0	2,428
3. FY 2027 FTEs	2,738	0	0	2,738
MDA - Operation & Maintenance (O&M)				
1. FY 2025 FTEs	0	0	0	0
2. FY 2026 FTEs	0	0	0	0
3. FY 2027 FTEs	0	0	0	0
MDA - Research, Development, Test and Evaluation (RDT&E)				
1. FY 2025 FTEs	2,697	0	0	2,697
Civilian FTE change	-269			-269
Decrease from 2,697 to 2,428 FTEs reflects the implementation of Executive Order 14210. "Implementing The President's "Department of Government Efficiency" Workforce Optimization Initiative."				
2. FY 2026 FTEs	2,428	0	0	2,428
Civilian FTE change	310			310
Increase of 310 FTEs implements Executive Order 14186. "The Iron Dome for America." Increasing personnel directly strengthens missile defense capability by expanding the workforce needed to design, integrate, and sustain the systems that underpin the Golden Dome architecture.				

Missile Defense Agency	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
3. FY 2027 FTEs	2,738	0	0	2,738
MDA - Defense Working Capital Fund (DWCF)				
1. FY 2025 FTEs	0	0	0	0
2. FY 2026 FTEs	0	0	0	0
3. FY 2027 FTEs	0	0	0	0

4. SUMMARY	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
FY 2025				
RDT&E Total	**2,697**	**0**	**0**	**2,697**
Direct Funded	2,697	0		2,697
Total Component	**2,697**	**0**	**0**	**2,697**
Direct Funded	2,697	0	0	2,697
Reimbursable Funded	0	0	0	0
FY 2026				
RDT&E Total	**2,428**	**0**	**0**	**2,428**
Direct Funded	2,428	0	0	2,428
Total Component	**2,428**	**0**	**0**	**2,428**
Direct Funded	2,428	0	0	2,428
Reimbursable Funded	0	0	0	0
FY 2027				
RDT&E Total	**2,738**	**0**	**0**	**2,738**
Direct Funded	2,738	0	0	2,738
Total Component	**2,738**	**0**	**0**	**2,738**
Direct Funded	2,738	0	0	2,738
Reimbursable Funded	0	0	0	0

5. Summary of Changes

Research, Development, Test and Evaluation (RDT&E)

Change from FY 2025 to FY 2026:

Decrease from 2,697 to 2,428 FTEs reflects the implementation of Executive Order 14210. "Implementing The President's "Department of Government Efficiency" Workforce Optimization Initiative."

Change from FY 2026 to FY 2027:
Increase of 310 FTEs implements Executive Order 14186. "The Iron Dome for America." Increasing personnel directly strengthens missile defense capability by expanding the workforce needed to design, integrate, and sustain the systems that underpin the Golden Dome architecture.

OLDCC

Office of Local Defense Community Cooperation	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
Summary				
1. FY 2025 FTEs	55	0	0	55
2. FY 2026 FTEs	47	0	0	47
3. FY 2027 FTEs	47	0	0	47
OLDCC - Operation & Maintenance (O&M)				
1. FY 2025 FTEs	55	0	0	55
Efficiency - Workforce Optimization	-8			-8
2. FY 2026 FTEs	47	0	0	47
3. FY 2027 FTEs	47	0	0	47
OLDCC - Research, Development, Test and Evaluation (RDT&E)				
1. FY 2024 FTEs	0	0	0	0
2. FY 2025 FTEs	0	0	0	0
3. FY 2026 FTEs	0	0	0	0
OLDCC - Defense Working Capital Fund (DWCF)				
1. FY 2024 FTEs	0	0	0	0
2. FY 2025 FTEs	0	0	0	0
3. FY 2026 FTEs	0	0	0	0

4. SUMMARY	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
FY 2025				
O&M Total	**55**	**0**	**0**	**55**
Direct Funded	55	0	0	55
Total Component	**55**	**0**	**0**	**55**

4. SUMMARY

	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
Direct Funded	55	0	0	55
Reimbursable Funded	0	0	0	0
FY 2026				
O&M Total	**47**	**0**	**0**	**47**
Direct Funded	47	0	0	47
Total Component	**47**	**0**	**0**	**47**
Direct Funded	47	0	0	47
Reimbursable Funded	0	0	0	0
FY 2027				
O&M Total	**47**	**0**	**0**	**47**
Direct Funded	47	0	0	47
Total Component	**47**	**0**	**0**	**47**
Direct Funded	47	0	0	47
Reimbursable Funded	0	0	0	0

5. Summary of Changes

The net change from FY 2025 to FY 2026 is -8 FTEs. This reduces civilian personnel full-time equivalents and funding to optimize the workforce in compliance with Executive Order 14210, “Implementing the President’s Department of Government Efficiency Workforce Optimization Initiative.”

OIG

Office of Inspector General	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
Summary				
1. FY 2025 FTEs	1,840	0	2	1,842
2. FY 2026 FTEs	1,630	0	2	1,632
3. FY 2027 FTEs	1,598	0	2	1,600
OIG - Operation & Maintenance (O&M)				
1. FY 2025 FTEs	1,840	0	2	1,842
Force Shaping	-210			-210
Workforce shaping use to facilitate workforce reduction.				
2. FY 2026 FTEs	1,630	0	2	1,632
Workforce Optimization	-32			-32
Reduces civilian personnel full-time equivalents and funding to optimize the workforce in compliance with Executive Order 14210, "Implementing the President's Department of Government Efficiency Workforce Optimization Initiative."				
3. FY 2027 FTEs	1,598	0	2	1,600
OIG - Research, Development, Test and Evaluation (RDT&E)				
1. FY 2024 FTEs	0	0	0	0
2. FY 2025 FTEs	0	0	0	0
3. FY 2026 FTEs	0	0	0	0
OIG - Defense Working Capital Fund (DWCF)				
1. FY 2024 FTEs	0	0	0	0
2. FY 2025 FTEs	0	0	0	0
3. FY 2026 FTEs	0	0	0	0

4. SUMMARY	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
FY 2025				
O&M Total	**1,840**	**0**	**2**	**1,842**
Direct Funded	1,838	0	2	1,840
Reimbursable Funded	2	0	0	2
Total Component	**1,840**	**0**	**2**	**1,842**
Direct Funded	1,838	0	2	1,840
Reimbursable Funded	2	0	0	2
FY 2026				
O&M Total	**1,630**	**0**	**2**	**1,632**
Direct Funded	1,628	0	2	1,630
Reimbursable Funded	2	0	0	2
Total Component	**1,630**	**0**	**2**	**1,632**
Direct Funded	1,628	0	2	1,630
Reimbursable Funded	2	0	0	2
FY 2027				
O&M Total	**1,598**	**0**	**2**	**1,600**
Direct Funded	1,596	0	2	1,598
Reimbursable Funded	2	0	0	2
Total Component	**1,598**	**0**	**2**	**1,600**
Direct Funded	1,596	0	2	1,598
Reimbursable Funded	2	0	0	2

5. Summary of Changes

Changes FY 2025 to FY 2026
- 210 Force Shaping: workforce shaping use to facilitate workforce reduction.

Changes FY 2026 to FY 2027
- 32 Workforce Optimization - reduces civilian personnel full-time equivalents and funding to optimize the workforce in compliance with Executive Order 14210, "Implementing the President's Department of Government Efficiency Workforce Optimization Initiative."

OIG Cyber

Office of Inspector General Cyber	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
Summary				
1. FY 2025 FTEs	10	0	0	10
2. FY 2026 FTEs	10	0	0	10
3. FY 2027 FTEs	10	0	0	10
OIG Cyber - Operation & Maintenance (O&M)				
1. FY 2025 FTEs	10	0	0	10
2. FY 2026 FTEs	10	0	0	10
3. FY 2027 FTEs	10	0	0	10
OIG Cyber - Research, Development, Test and Evaluation (RDT&E)				
1. FY 2025 FTEs	0	0	0	0
2. FY 2026 FTEs	0	0	0	0
3. FY 2027 FTEs	0	0	0	0
OIG Cyber - Defense Working Capital Fund (DWCF)				
1. FY 2025 FTEs	0	0	0	0
2. FY 2026 FTEs	0	0	0	0
3. FY 2027 FTEs	0	0	0	0

4. SUMMARY	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
FY 2025				
O&M Total	**10**	**0**	**0**	**10**
Direct Funded	10	0	0	10
Total Component	**10**	**0**	**0**	**10**
Direct Funded	10	0	0	10
Reimbursable Funded	0	0	0	0

4. SUMMARY		Foreign National		
	US Direct Hire	Direct Hire	Indirect Hire	Total
FY 2026				
O&M Total	**10**	**0**	**0**	**10**
Direct Funded	10	0	0	10
Total Component	**10**	**0**	**0**	**10**
Direct Funded	10	0	0	10
Reimbursable Funded	0	0	0	0
FY 2027				
O&M Total	**10**	**0**	**0**	**10**
Direct Funded	10	0	0	10
Total Component	**10**	**0**	**0**	**10**
Direct Funded	10	0	0	10
Reimbursable Funded	0	0	0	0

OSW

Office of the Secretary of War	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
Summary				
1. FY 2025 FTEs	2,435	0	0	2,435
2. FY 2026 FTEs	2,500	0	0	2,500
3. FY 2027 FTEs	2,990	0	0	2,990
OSW - Operation & Maintenance (O&M)				
1. FY 2025 FTEs	2,435	0	0	2,435
OSW Direct Civilian Growth	17	0	0	17
OSW Reimbursable Civilian Growth	48	0	0	48
2. FY 2026 FTEs	2,500	0	0	2,500
OSW Direct Civilian Growth	490			490
OSW Reimbursable Civilian Growth	0	0	0	0
3. FY 2027 FTEs	2,990	0	0	2,990
OSW - Research, Development, Test and Evaluation (RDT&E)				
1. FY 2025 FTEs	0	0	0	0
2. FY 2026 FTEs	0	0	0	0
3. FY 2027 FTEs	0	0	0	0
OSW - Defense Working Capital Fund (DWCF)				
1. FY 2025 FTEs	0	0	0	0
2. FY 2026 FTEs	0	0	0	0
3. FY 2027 FTEs	0	0	0	0

4. SUMMARY	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
FY 2025				
O&M Total	**2,435**	**0**	**0**	**2,435**

4. SUMMARY

	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
Direct Funded	2,430	0	0	2,430
Reimbursable Funded	5	0	0	5
Total Component	**2,435**	**0**	**0**	**2,435**
Direct Funded	2,430	0	0	2,430
Reimbursable Funded	5	0	0	5
FY 2026				
O&M Total	**2,500**	**0**	**0**	**2,500**
Direct Funded	2,447	0	0	2,447
Reimbursable Funded	53	0	0	53
Total Component	**2,500**	**0**	**0**	**2,500**
Direct Funded	2,447	0	0	2,447
Reimbursable Funded	53	0	0	53
FY 2027				
O&M Total	**2,990**	**0**	**0**	**2,990**
Direct Funded	2,937	0	0	2,937
Reimbursable Funded	53	0	0	53
Total Component	**2,990**	**0**	**0**	**2,990**
Direct Funded	2,937	0	0	2,937
Reimbursable Funded	53	0	0	53

5. Summary of Changes

This budget requests 2,937 direct civilian Full Time Equivalents (FTE) which represents an increase of +490 FTEs from FY 2026. The increase is driven through a combination of the following changes:

1. +26 for Biosurveillance Program Transfer - OUSW(A&S)
2. +13 for Defense Civilian Personnel Advisory Service Realignment from Defense Human Resources Activity to the Assistant Secretary of War for Manpower and Reserve Affairs - OUSW(P&R)
3. +8 for Mission Partner Environment Transfer from Air Force - DoW CIO
4. +1 for Organizational Realignment from Defense Health Agency (DHA) to OUSW(P&R) - OUSW(P&R)
5. +20 for Build and Scale Office of Strategic Capital Loan Infrastructure - OUSW(R&E)
6. +2 for Classified Increase 1 - SCO

7. +3 for Classified Increase 2 – SCO
8. +90 for Deferred Hiring and Functional Alignments - OSW
9. +10 for Direct Reporting Portfolio Manager for Critical Major Weapon Systems (CMWS) - IO SECWAR
10. +30 for Direct Reporting Portfolio Manager for Submarines - IO SECWAR
11. +1 for DoW Special Access Program Central Office Support to the Executive Office of the President - DA&M
12. +33 for Economic Defense Unit - OUSW(A&S)
13. +60 for Financial Management Initiatives - OUSW(C)
14. +75 for Industrial Base Analysis and Sustainment Support - OUSW(A&S)
15. +2 for Legislative Liaison Support - OASW(LA)
16. +22 for Office of Strategic Capital - OUSW(R&E)
17. +9 for Presidential and SECWAR Travel Requirements - DoW CIO
18. +30 for Rebuild Analytic Capacity – OSW
19. +50 for Resource Realignment to Fund Manpower Increase - OUSW(R&E)
20. +28 for Resource Realignment to Fund Manpower Increase – TRMC
21. -9 for Manpower Transfer to U.S. Southern Command - OUSW(A&S)
22. -13 for Office of Command Climate and Well-Being Integration Realignment from Office of Force Resiliency from OUSW(P&R) to Defense Human Resources Activity - OUSW(P&R)
23. -1 for Organizational Realignment from OUSW(P&R) to Defense Health Agency - OUSW(P&R)

Additionally, this budget requests 53 reimbursable civilian FTEs which does not represent a change from FY 2026.

OSW Cyber

Office of the Secretary of War Cyber	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
Summary				
1. FY 2025 FTEs	52	0	0	52
2. FY 2026 FTEs	57	0	0	57
3. FY 2027 FTEs	60	0	0	60
OSW Cyber - Operation & Maintenance (O&M)				
1. FY 2025 FTEs	52	0	0	52
FTE Change	5			5
2. FY 2026 FTEs	57	0	0	57
FTE Change	3	0		3
3. FY 2027 FTEs	60	0	0	60
OSW Cyber - Research, Development, Test and Evaluation (RDT&E)				
1. FY 2024 FTEs	0	0	0	0
2. FY 2025 FTEs	0	0	0	0
3. FY 2026 FTEs	0	0	0	0
OSW Cyber - Defense Working Capital Fund (DWCF)				
1. FY 2024 FTEs	0	0	0	0
2. FY 2025 FTEs	0	0	0	0
3. FY 2026 FTEs	0	0	0	0

4. SUMMARY	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
FY 2025				
O&M Total	**52**	**0**	**0**	**52**
Direct Funded	52	0	0	52
Total Component	**52**	**0**	**0**	**52**

4. SUMMARY	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
Direct Funded	52	0	0	52
Reimbursable Funded	0	0	0	0
FY 2026				
O&M Total	**57**	**0**	**0**	**57**
Direct Funded	57	0	0	57
Total Component	**57**	**0**	**0**	**57**
Direct Funded	57	0	0	57
Reimbursable Funded	0	0	0	0
FY 2027				
O&M Total	**60**	**0**	**0**	**60**
Direct Funded	60	0	0	60
Total Component	**60**	**0**	**0**	**60**
Direct Funded	60	0	0	60
Reimbursable Funded	0	0	0	0

5. Summary of Changes

+2 FTEs SCO - Management Headquarters Strategic Capabilities Office (SCO)
+1 FTE DoW CIO - Management Headquarters OSW (DoW CIO)

SOCOM

United States Special Operations Command	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
Summary				
1. FY 2025 FTEs	6,185	0	0	6,185
2. FY 2026 FTEs	5,946	0	0	5,946
3. FY 2027 FTEs	6,159	0	0	6,159

United States Special Operations Command	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
SOCOM - Operation & Maintenance (O&M)				
1. FY 2025 FTEs	6,185	0	0	6,185
FY 2025 to FY 2026 Change	-239			-239
2. FY 2026 FTEs	5,946	0	0	5,946
Professional Development Education	1			1
+1 FTE reflects database reconciliation.				
Combat Development Activities	-17	0		-17
+1 FTE reflects database reconciliation.				
-18 FTEs reflects USSOCOM strategic tradeoff priorities.				
Intelligence	-15			-15
-11 FTEs for modernization.				
-4 FTEs reflects database reconciliation.				
Theater Forces	132	0		132
+243 FTEs expected execution				
-105 FTEs reflects database reconciliation.				
-6 FTEs for modernization.				
Management Operational Headquarters	31			31
+31 FTEs reflects database reconciliation.				
Operational Support	81	0		81
+76 FTEs reflects database reconciliation.				
+3 FTEs for vendor threat.				
+2 FTEs for technical correction.				
3. FY 2027 FTEs	6,159	0	0	6,159
SOCOM - Research, Development, Test and Evaluation (RDT&E)				
1. FY 2019 FTEs	0	0	0	0
2. FY 2020 FTEs	0	0	0	0
3. FY 2021 FTEs	0	0	0	0
SOCOM - Defense Working Capital Fund (DWCF)				

United States Special Operations Command		Foreign National		
	US Direct Hire	Direct Hire	Indirect Hire	Total
1. FY 2019 FTEs	0	0	0	0
2. FY 2020 FTEs	0	0	0	0
3. FY 2021 FTEs	0	0	0	0

4. SUMMARY		Foreign National		
	US Direct Hire	Direct Hire	Indirect Hire	Total
FY 2025				
O&M Total	**6,185**	**0**	**0**	**6,185**
Direct Funded	6,185	0	0	6,185
Total Component	**6,185**	**0**	**0**	**6,185**
Direct Funded	6,185	0	0	6,185
Reimbursable Funded	0	0	0	0
FY 2026				
O&M Total	**5,946**	**0**	**0**	**5,946**
Direct Funded	5,946	0	0	5,946
Total Component	**5,946**	**0**	**0**	**5,946**
Direct Funded	5,946	0	0	5,946
Reimbursable Funded	0	0	0	0
FY 2027				
O&M Total	**6,159**	**0**	**0**	**6,159**
Direct Funded	6,159	0	0	6,159
Total Component	**6,159**	**0**	**0**	**6,159**
Direct Funded	6,159	0	0	6,159
Reimbursable Funded	0	0	0	0

5. Summary of Changes

This exhibit represents the total civilian FTEs associated with the O&M, 0100 appropriation.

Civilian net increase of +213 authorized FTEs due to:

-17 FTE net decrease in the 1PL6-Combat Development Activities SAG.
-15 FTE net decrease in the 1PLU-Intelligence SAG.
+1 FTE net increase in the 3EV8-Professional Development Education SAG
+31 FTE net increase in the 1PLM-Management/Operational Headquarters SAG.
+81 FTE net increase in the 1PLV-Operational Support SAG.
+132 FTE net increase in the 1PLR-Theater Forces SAG.

TJS

The Joint Staff	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
Summary				
1. FY 2025 FTEs	1,249	0	0	1,249
2. FY 2026 FTEs	1,198	0	0	1,198
3. FY 2027 FTEs	1,351	0	0	1,351
TJS - Operation & Maintenance (O&M)				
1. FY 2025 FTEs	1,249	0	0	1,249
FTE Change	-51			-51
FY 2026 Changes reduced civilian personnel full-time equivalents and funding to optimize the workforce in compliance with Executive Order 14210 "Implementing the President's Department of Government Efficiency Workforce Optimization Initiative."				
2. FY 2026 FTEs	1,198	0	0	1,198
FTE Change	153			153
FY27 Budget Adds 153 CIV FTEs: +50 CIV FTEs and 82 MIL billets supporting the establishment of Joint Inter-Agency Task Force 401 as a Chairman's Controlled Activity within the Joint Staff portfolio. +64 CIV FTEs associated with the establishment of the National Intelligence College under National Defense University. +39 CIV FTEs Joint Staff operations personnel distributed across several key areas to enhance operational effectiveness.				
3. FY 2027 FTEs	1,351	0	0	1,351

The Joint Staff	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
TJS - Research, Development, Test and Evaluation (RDT&E)				
1. FY 2025 FTEs	0	0	0	0
2. FY 2026 FTEs	0	0	0	0
3. FY 2027 FTEs	0	0	0	0
TJS - Defense Working Capital Fund (DWCF)				
1. FY 2025 FTEs	0	0	0	0
2. FY 2026 FTEs	0	0	0	0
3. FY 2027 FTEs	0	0	0	0

4. SUMMARY	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
FY 2025				
O&M Total	**1,249**	**0**	**0**	**1,249**
Direct Funded	1,162	0	0	1,162
Reimbursable Funded	87	0	0	87
Total Component	**1,249**	**0**	**0**	**1,249**
Direct Funded	1,162	0	0	1,162
Reimbursable Funded	87	0	0	87
FY 2026				
O&M Total	**1,198**	**0**	**0**	**1,198**
Direct Funded	1,111	0	0	1,111
Reimbursable Funded	87	0	0	87
Total Component	**1,198**	**0**	**0**	**1,198**
Direct Funded	1,111	0	0	1,111
Reimbursable Funded	87	0	0	87
FY 2027				
O&M Total	**1,351**	**0**	**0**	**1,351**
Direct Funded	1,264	0	0	1,264

4. SUMMARY

		Foreign National		
	US Direct Hire	**Direct Hire**	**Indirect Hire**	**Total**
Reimbursable Funded	87	0	0	87
Total Component	**1,351**	**0**	**0**	**1,351**
Direct Funded	1,264	0	0	1,264
Reimbursable Funded	87	0	0	87

5. Summary of Changes

FY 2027 Budget Adds 153 CIV FTEs:
+50 CIV FTEs and 82 MIL billets supporting the establishment of Joint Inter-Agency Task Force 401 as a Chairman's Controlled Activity within the Joint Staff portfolio.
+64 CIV FTEs associated with the establishment of the National Intelligence College under National Defense University.
+39 CIV FTEs Joint Staff operations personnel distributed across several key areas to enhance operational effectiveness.

WHS

Washington Headquarters Service	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
Summary				
1. FY 2025 FTEs	874	0	0	874
2. FY 2026 FTEs	910	0	0	910
3. FY 2027 FTEs	979	0	0	979
WHS - Operation & Maintenance (O&M)				
1. FY 2025 FTEs	874	0	0	874
FY 2024 Actuals to FY 2025 Enacted Budget Reality	72			72
Workforce Optimization Initiative	-43			-43
HRD Staffing Support	7	0		7
2. FY 2026 FTEs	910	0	0	910
Joint Analysis Center of Excellence	70			70
HLD to Support	-1	0		-1
3. FY 2026 FTEs	979	0	0	979
WHS - Research, Development, Test and Evaluation (RDT&E)				
1. FY 2024 FTEs	0	0	0	0
2. FY 2025 FTEs	0	0	0	0
3. FY 2026 FTEs	0	0	0	0
WHS - Defense Working Capital Fund (DWCF)				
1. FY 2024 FTEs	0	0	0	0
2. FY 2025 FTEs	0	0	0	0
3. FY 2026 FTEs	0	0	0	0

4. SUMMARY	US Direct Hire	Foreign National Direct Hire	Foreign National Indirect Hire	Total
FY 2025				

4. SUMMARY

		Foreign National		
	US Direct Hire	**Direct Hire**	**Indirect Hire**	**Total**
O&M Total	**874**	**0**	**0**	**874**
Direct Funded	603	0	0	603
Reimbursable Funded	271	0	0	271
Total Component	**874**	**0**	**0**	**874**
Direct Funded	603	0	0	603
Reimbursable Funded	271	0	0	271
FY 2026				
O&M Total	**910**	**0**	**0**	**910**
Direct Funded	639	0	0	639
Reimbursable Funded	271	0	0	271
Total Component	**910**	**0**	**0**	**910**
Direct Funded	639	0	0	639
Reimbursable Funded	271	0	0	271
FY 2027				
O&M Total	**979**	**0**	**0**	**979**
Direct Funded	708	0	0	708
Reimbursable Funded	271	0	0	271
Total Component	**979**	**0**	**0**	**979**
Direct Funded	708	0	0	708
Reimbursable Funded	271	0	0	271

5. Summary of Changes

Change of -36 total FTEs from FY 2025 to FY 2026: -36 FTEs, +7 FTE for HRD Staffing Support and -43 FTEs Workforce Optimization Initiative

Change of +69 total FTEs from FY 2026 to FY 2027; +70 FTEs to support Joint Analysis Center for Excellence and the realignment of -1 FTE from HLD (Library) labor to support organization requirements.

Footnote:

1. This exhibit represents the total civilian FTEs associated with the O&M, 0100 appropriation.

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Professional Military Education Schools

I. Narrative Description: The Eisenhower School's mission is to prepare selected military officers and civilians for senior leadership and success in developing our national security strategy and in evaluating, marshalling, and managing resources in the execution of that strategy.

II. Description of Operations Financed: Senior-level course of study in national security resource strategy to prepare selected military officers, federal officials, private sector employees, and international officers for high-level policy, command, and staff responsibilities. Prepares graduates for strategic leadership roles in the integrated development and resource execution of national security and national defense strategies. The academic program includes courses in national security studies, economics, defense strategy and resourcing, acquisition, the global industrial base, and strategic leadership. The curriculum includes a one-of-a-kind study of industry that requires the development of a strategic perspective on the U.S. and global industrial base and its role in supporting the resource requirements of national security.

III. Financial Summary ($ in Thousands): Eisenhower School

		FY 2026				
	FY 2025	Requested	Appropriated	Current Estimate	FY 2027 Estimated	FY 2026 / FY 2027 Change
Mission (O&M)	7,278	7,864	7,864	7,864	6,909	(955)
Military Personnel	10,515	10,775	10,775	10,775	11,001	226
Total Direct Program	17,793	18,639	18,639	18,639	17,910	(729)
Reimbursable program	3,514	3,409	3,409	3,409	3,478	69
Total Direct and Reimbursable	21,307	22,048	22,048	22,048	21,388	(660)

IV. Performance Criteria and Evaluation: - Eisenhower School

	FY 2025 Estimate	FY 2026 Estimate	FY 2027 Estimate	FY 2025 / FY 2026 Change	FY 2026 / FY 2027 Change
Direct Funded:					
Student Input	167	164	159	-3	-5
Student Load	167	164	159	-3	-5
Graduates	167	164	159	-3	-5
Reimbursable Funded:					
Student Input	161	161	154	0	-7
Student Load	161	161	154	0	-7
Graduates	161	161	154	0	-7
Avg Cost per Student Load ($K)	$ 81	$ 68	$ 68	$ (13)	$ -

V. Personnel Summary: - Eisenhower School

	FY 2025 Estimate	FY 2026 Estimate	FY 2027 Estimate	FY 2025 / FY 2026 Change	FY 2026 / FY 2027 Change
Military End Strength (Total)	**27**	**28**	**33**	**1**	**5**
Officers	27	28	33	1	5
Enlisted	0	0	0	0	0
					0
Military Average Strength (Total)	**27**	**28**	**33**	**1**	**5**
Officers	27	28	33	1	5
Enlisted	0	0	0	0	0
					0
Civilian End Strength (Total)	**32**	**32**	**45**	**0**	**13**
US Direct Hires	26	26	31	0	5
Reimbursable Civilians	6	6	14	0	8
					0
Civilian FTEs (Total)	**32**	**32**	**39**	**0**	**7**
US Direct Hires	26	26	25	0	-1
Reimbursable Civilians	6	6	14	0	8

I. Narrative Description: The National War College's mission is to prepare future leaders of the Armed Forces, Department of State, other civilian agencies, and international students for high-level policy, command, and staff responsibilities by conducting a senior-level course of study in national security strategy development and national security policy process. A fundamental strength of the College is its joint, interagency, and multinational environment and approach. Students and faculty are drawn from all U.S. armed forces evenly, from U.S. civilian departments and agencies concerned with national security policy, and from a broad coalition of foreign militaries. The College program stresses the interrelationship of domestic, foreign, and defense policies, and the necessity of inclusion and coordination of Service, interagency, and multinational capabilities, perspectives, and other factors in national security strategy planning and national security policy execution.

II. Description of Operations Financed: Funding provides for academic requirements: books, copyrights, and all those operations associated with the academic program. Maintenance to support operations requires significant funding: this includes facility support in classrooms, seminar rooms, committee rooms, and the auditorium. The Regional Studies program, a centerpiece within the curriculum, requires funding for guest lectures, embassy coordination, regional preparation, and travel.

III. Financial Summary ($ Thousands): National War College

		FY 2026				
	FY 2025	Requested	Appropriated	Current Estimate	FY 2027 Estimated	FY 2026/ FY 2027 Change
Mission (O&M)	5,716	6,280	6,280	6,280	5,348	(932)
Military Personnel	10,515	8,995	8,995	8,995	9,184	189
Total Direct Program	16,231	15,275	15,275	15,275	14,532	(743)
Reimbursable program	1,390	1,310	1,310	1,310	1,338	28
Total Direct and Reimbursable	17,621	16,585	16,585	16,585	15,870	(715)

IV. Performance Criteria and Evaluation: National War College

	FY 2025 Estimate	FY 2026 Estimate	FY 2027 Estimate	FY 2025 / FY 2026 Change	FY 2026 / FY 2027 Change
Direct Funded:					
Student Input	122	122	116	0	-6
Student Load	122	122	116	0	-6
Graduates	122	122	116	0	-6
Reimbursable Funded:					
Student Input	93	93	91	0	-2
Student Load	93	93	91	0	-2
Graduates	93	93	91	0	-2
Avg Cost per Student Load ($K)	$ 81	$ 77	$ 75	$ (4)	$ (2)

V. Personnel Summary: National War College

	FY 2025 Estimate	FY 2026 Estimate	FY 2027 Estimate	FY 2025 / FY 2026 Change	FY 2026 / FY 2027 Change
Military End Strength (Total)	**27**	**28**	**28**	**1**	**0**
Officers	27	28	28	1	0
Enlisted	0	0	0	0	0
Military Average Strength (Total)	**27**	**28**	**0**	**1**	**-28**
Officers	27	28	0	1	-28
Enlisted	0	0	0	0	0
Civilian End Strength (Total)	**32**	**32**	**35**	**0**	**3**
US Direct Hires	26	26	29	0	3
Reimbursable Civilians	6	6	6	0	0
Civilian FTEs (Total)	**32**	**32**	**32**	**0**	**0**
US Direct Hires	26	26	26	0	0
Reimbursable Civilians	6	6	6	0	0

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Advisory and Assistance Services

Summary

Appropriation/Fund	FY 2025 Actuals	FY 2026 Enacted	FY 2027 Request
I. Management & Professional Support Services			
FFRDC Work	741,969	640,206	469,568
Non-FFRDC Work	5,140,311	3,358,401	3,245,440
Subtotal	**5,882,280**	**3,998,607**	**3,715,008**
II. Studies, Analysis & Evaluations			
FFRDC Work	172,201	163,116	228,008
Non-FFRDC Work	668,281	507,181	489,409
Subtotal	**840,482**	**670,297**	**717,417**
III. Engineering & Technical Services			
FFRDC Work	418,322	285,821	298,274
Non-FFRDC Work	3,786,458	4,810,748	3,544,128
Subtotal	**4,204,780**	**5,096,569**	**3,842,402**
IV: Training & Leadership Development			
FFRDC Work	19	12	439
Non-FFRDC Work	97,138	107,013	88,242
Subtotal	**97,157**	**107,025**	**88,681**
TOTAL			
FFRDC Work	1,332,511	1,089,155	996,289
Non-FFRDC Work	9,692,188	8,783,343	7,367,219
GRAND Total	**11,024,699**	**9,872,498**	**8,363,508**
Reimbursable	7,309	7,045	7,045

O&M, Defense-Wide

Appropriation/Fund	FY 2025 Actuals	FY 2026 Enacted	FY 2027 Request
I. Management & Professional Support Services			
FFRDC Work	14,788	20,976	15,517
Non-FFRDC Work	2,951,232	1,303,236	1,819,819
Subtotal	**2,966,020**	**1,324,212**	**1,835,336**
II. Studies, Analysis & Evaluations			
FFRDC Work	44,827	27,064	24,258
Non-FFRDC Work	232,484	186,779	239,766
Subtotal	**277,311**	**213,843**	**264,024**
III. Engineering & Technical Services			
FFRDC Work	13,040	15,083	17,404
Non-FFRDC Work	944,136	683,254	963,752
Subtotal	**957,176**	**698,337**	**981,156**
IV: Training & Leadership Development			
FFRDC Work	0	0	0
Non-FFRDC Work	96,421	98,157	82,274
Subtotal	**96,421**	**98,157**	**82,274**
TOTAL			
FFRDC Work	72,655	63,123	57,179
Non-FFRDC Work	4,224,273	2,271,426	3,105,611
GRAND Total	**4,296,928**	**2,334,549**	**3,162,790**
Reimbursable	7,309	7,045	7,045

Explanation of Funding Changes (FY 2025 to FY 2026):
Excludes classified programs, which may be found in Volume III of the Operation and Maintenance, Defense-Wide justification entitled "Other Programs, Classified Justification Book."

The decrease from FY 2025 to FY 2026 in Advisory and Assistance Services is a direct implementation to promote efficiencies and advance policies of the Administration in alignment with Executive Order 14222, "Implementing the President's Department of Government Efficiency Cost Efficiency Initiative."

Explanation of Funding Changes (FY 2026 to FY 2027):
The major driver of the FY 2026 to FY 2027 increase in Advisory and Assistance Services is attributed to the Department of War's strategic pivot towards next-generation capabilities to accelerate modernization efforts in artificial intelligence, automation, and modernized financial systems. A significant portion of this increase is allocated to cover increased costs in specialized expertise crucial for navigating this complexity to include advanced systems analysis and mission engineering, modeling and simulation, and target-system vulnerability assessments.

Defense Acquisition Workforce Development Fund

Appropriation/Fund	FY 2025 Actuals	FY 2026 Enacted	FY 2027 Request
I. Management & Professional Support Services			
FFRDC Work	0	0	0
Non-FFRDC Work	15,334	10,365	2,522
Subtotal	**15,334**	**10,365**	**2,522**
II. Studies, Analysis & Evaluations			
FFRDC Work	0	0	0
Non-FFRDC Work	6,637	6,776	6,918
Subtotal	**6,637**	**6,776**	**6,918**
III. Engineering & Technical Services			
FFRDC Work	0	0	0
Non-FFRDC Work	0	0	0
Subtotal	**0**	**0**	**0**
IV: Training & Leadership Development			
FFRDC Work	0	0	0
Non-FFRDC Work	0	0	0
Subtotal	**0**	**0**	**0**
TOTAL			
FFRDC Work	0	0	0
Non-FFRDC Work	21,971	17,141	9,440
GRAND Total	**21,971**	**17,141**	**9,440**
Reimbursable	0	0	0

Explanation of Funding Changes (FY 2025 to FY 2026):
PB15 has been reduced between FY2025 and FY 2026 which reduces contracts for Advisory and Assistance Services to promote efficiencies and advance the policies of the Administration in alignment with Executive Order 14222, “Implementing the President’s Department of Government Efficiency Cost Efficiency Initiative.”

Explanation of Funding Changes (FY 2026 to FY 2027):
Reduces contracts for Advisory and Assistance Services to promote efficiencies and advance the policies of the Administration in alignment with Executive Order 14222, “Implementing the President’s Department of Government Efficiency Cost Efficiency Initiative.”

Defense Health Agency

Appropriation/Fund	FY 2025 Actuals	FY 2026 Enacted	FY 2027 Request
I. Management & Professional Support Services			
FFRDC Work	693,614	577,930	440,576
Non-FFRDC Work	6,511	5,425	4,136
Subtotal	**700,125**	**583,355**	**444,712**
II. Studies, Analysis & Evaluations			
FFRDC Work	74,575	77,166	127,059
Non-FFRDC Work	4,174	4,318	7,111
Subtotal	**78,749**	**81,484**	**134,170**
III. Engineering & Technical Services			
FFRDC Work	48,787	16,120	27,028
Non-FFRDC Work	0	0	0
Subtotal	**48,787**	**16,120**	**27,028**
IV: Training & Leadership Development			
FFRDC Work	0	0	0
Non-FFRDC Work	0	0	0
Subtotal	**0**	**0**	**0**
TOTAL			
FFRDC Work	816,976	671,216	594,663
Non-FFRDC Work	10,685	9,743	11,247
GRAND Total	**827,661**	**680,959**	**605,910**
Reimbursable	0	0	0

Cooperative Threat Reduction

Appropriation/Fund	FY 2025 Actuals	FY 2026 Enacted	FY 2027 Request
I. Management & Professional Support Services			
FFRDC Work	0	0	0
Non-FFRDC Work	3,734	8,452	2,975
Subtotal	**3,734**	**8,452**	**2,975**
II. Studies, Analysis & Evaluations			
FFRDC Work	0	0	0
Non-FFRDC Work	0	0	400
Subtotal	**0**	**0**	**400**
III. Engineering & Technical Services			
FFRDC Work	0	0	0
Non-FFRDC Work	74,573	44,459	42,241
Subtotal	**74,573**	**44,459**	**42,241**
IV: Training & Leadership Development			
FFRDC Work	0	0	0
Non-FFRDC Work	0	0	0
Subtotal	**0**	**0**	**0**
TOTAL			
FFRDC Work	0	0	0
Non-FFRDC Work	78,307	52,911	45,616
GRAND Total	**78,307**	**52,911**	**45,616**
Reimbursable	0	0	0

Explanation of Funding Changes (FY 2025 to FY 2026):
The overall decrease from FY 2025 to FY 2026 reflects a reduction in advisory and assistance support services due to the transition of projects to partner country sustainment. The decrease also reflects a reduction to promote efficiencies and advance the policies of the Administration in alignment with Executive Order 14222, “Implementing the President’s Department of Government Efficiency Cost Efficiency Initiative.”

Note: This is a 3-year appropriation. FY 2025 is based on obligations (not annual program budget) and ties to the OP32 data entered into the Next Generation Resource Management System (NGRMS).

Explanation of Funding Changes (FY 2026 to FY 2027):
The decrease from FY 2026 to FY 2027 reflects reduced requirements for weapons of mass destruction proliferation prevention in Jordan, construction observation activities in Africa, and the realignment of program activities to the new Transportation Elimination Disposition program. Separately, an increase in Studies, Analysis and Evaluations reflects projected costs for initial counter weapons of mass destruction assessments in the Middle East to establish new transnational counterproliferation activities.

Office of Inspector General

Appropriation/Fund	FY 2025 Actuals	FY 2026 Enacted	FY 2027 Request
I. Management & Professional Support Services			
FFRDC Work	0	0	0
Non-FFRDC Work	14,225	3,373	8,068
Subtotal	**14,225**	**3,373**	**8,068**
II. Studies, Analysis & Evaluations			
FFRDC Work	0	0	0
Non-FFRDC Work	0	0	0
Subtotal	**0**	**0**	**0**
III. Engineering & Technical Services			
FFRDC Work	0	0	0
Non-FFRDC Work	701	0	6,851
Subtotal	**701**	**0**	**6,851**
IV: Training & Leadership Development			
FFRDC Work	0	0	0
Non-FFRDC Work	62	2,846	0
Subtotal	**62**	**2,846**	**0**
TOTAL			
FFRDC Work	0	0	0
Non-FFRDC Work	14,988	6,219	14,919
GRAND Total	**14,988**	**6,219**	**14,919**
Reimbursable	0	0	0

United States Court of Appeals for the Armed Force

Appropriation/Fund	FY 2025 Actuals	FY 2026 Enacted	FY 2027 Request
I. Management & Professional Support Services			
FFRDC Work	0	0	0
Non-FFRDC Work	0	0	0
Subtotal	**0**	**0**	**0**
II. Studies, Analysis & Evaluations			
FFRDC Work	0	0	0
Non-FFRDC Work	0	0	0
Subtotal	**0**	**0**	**0**
III. Engineering & Technical Services			
FFRDC Work	0	0	0
Non-FFRDC Work	0	45	46
Subtotal	**0**	**45**	**46**
IV: Training & Leadership Development			
FFRDC Work	0	0	0
Non-FFRDC Work	0	0	0
Subtotal	**0**	**0**	**0**
TOTAL			
FFRDC Work	0	0	0
Non-FFRDC Work	0	45	46
GRAND Total	**0**	**45**	**46**
Reimbursable	0	0	0

Explanation of Funding Changes (FY 2025 to FY 2026):
The requested increase reflects an older set of budget estimates that do not reflect current spending trends in the year of execution. This is remedied in the FY 2027 request.

Explanation of Funding Changes (FY 2026 to FY 2027):
The decrease reflects a realignment of Studies, Analysis & Evaluations funds towards other services to better reflect and plan for spending realities in the year of execution.

Procurement, Defense-Wide

Appropriation/Fund	FY 2025 Actuals	FY 2026 Enacted	FY 2027 Request
I. Management & Professional Support Services			
FFRDC Work	0	0	0
Non-FFRDC Work	168,050	883,424	32,502
Subtotal	**168,050**	**883,424**	**32,502**
II. Studies, Analysis & Evaluations			
FFRDC Work	0	0	0
Non-FFRDC Work	315	350	0
Subtotal	**315**	**350**	**0**
III. Engineering & Technical Services			
FFRDC Work	0	0	0
Non-FFRDC Work	112,641	62,538	4,554
Subtotal	**112,641**	**62,538**	**4,554**
IV: Training & Leadership Development			
FFRDC Work	0	0	0
Non-FFRDC Work	0	0	0
Subtotal	**0**	**0**	**0**
TOTAL			
FFRDC Work	0	0	0
Non-FFRDC Work	281,006	946,312	37,056
GRAND Total	**281,006**	**946,312**	**37,056**
Reimbursable	0	0	0

Research, Development, Test and Evaluation, D-W

Appropriation/Fund	FY 2025 Actuals	FY 2026 Enacted	FY 2027 Request
I. Management & Professional Support Services			
FFRDC Work	33,567	41,300	13,475
Non-FFRDC Work	1,976,264	1,131,972	1,364,565
Subtotal	**2,009,831**	**1,173,272**	**1,378,040**
II. Studies, Analysis & Evaluations			
FFRDC Work	51,460	50,015	71,799
Non-FFRDC Work	397,736	267,243	216,420
Subtotal	**449,196**	**317,258**	**288,219**
III. Engineering & Technical Services			
FFRDC Work	265,386	189,467	196,262
Non-FFRDC Work	2,633,007	3,933,109	2,510,243
Subtotal	**2,898,393**	**4,122,576**	**2,706,505**
IV: Training & Leadership Development			
FFRDC Work	19	12	439
Non-FFRDC Work	655	6,004	5,968
Subtotal	**674**	**6,016**	**6,407**
TOTAL			
FFRDC Work	350,432	280,794	281,975
Non-FFRDC Work	5,007,662	5,338,328	4,097,196
GRAND Total	**5,358,094**	**5,619,122**	**4,379,171**
Reimbursable	0	0	0

Operational Test and Evaluation

Appropriation/Fund	FY 2025 Actuals	FY 2026 Enacted	FY 2027 Request
I. Management & Professional Support Services			
FFRDC Work	0	0	0
Non-FFRDC Work	4,961	12,154	10,853
Subtotal	**4,961**	**12,154**	**10,853**
II. Studies, Analysis & Evaluations			
FFRDC Work	1,339	8,871	4,892
Non-FFRDC Work	26,935	41,715	18,794
Subtotal	**28,274**	**50,586**	**23,686**
III. Engineering & Technical Services			
FFRDC Work	91,109	65,151	57,580
Non-FFRDC Work	21,400	87,343	16,441
Subtotal	**112,509**	**152,494**	**74,021**
IV: Training & Leadership Development			
FFRDC Work	0	0	0
Non-FFRDC Work	0	6	0
Subtotal	**0**	**6**	**0**
TOTAL			
FFRDC Work	92,448	74,022	62,472
Non-FFRDC Work	53,296	141,218	46,088
GRAND Total	**145,744**	**215,240**	**108,560**
Reimbursable	0	0	0

Appropriated Fund Support for Morale, Welfare, and Recreational Activities

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0100 O&M, DW (Current $ Millions)	FY 2025 Actual	FY 2026 Enacted	FY 2027 Request
Civilian MWR			
Civilian MWR - Direct Program Operation	0.713	0.728	0.743
Total Support - Revenue-Generating Programs	**0.713**	**0.728**	**0.743**
Military MWR Programs (without Child Development Program, Youth Program, and Warfighter and Family Support)			
Category A--Mission Sustaining Programs			
A.3 Physical Fitness	3.000	3.160	3.000
A.10 Sports and Athletics	0.325	0.395	0.395
Total Cat. A - Direct Program Operation	**3.325**	**3.555**	**3.395**
Cat. A - Direct Overhead	1.375	1.495	1.505
Total Direct Support	**1.375**	**1.495**	**1.505**
Total Support - Mission Sustaining Programs	**4.700**	**5.050**	**4.900**
Category B--Community Support			
B.2 Programs			
B.2.2 Recreation Information, Tickets, Tours and Travel Services	0.380	0.385	0.390
B.2.3 Recreational Swimming	0.146	0.151	0.151

0100 O&M, DW (Current $ Millions) (continued)	FY 2025 Actual	FY 2026 Enacted	FY 2027 Request
Military MWR Programs (without Child Development Program, Youth Program, and Warfighter and Family Support)(continued)			
B.3 Programs			
B.3.1 Directed Outdoor Recreation	0.400	0.434	0.444
B.4 Programs			
B.4.4 Automotive Skill Development	0.124	0.132	0.138
Total Cat. B - Direct Program Operation	**1.124**	**1.132**	**1.138**
Cat. B – Direct Overhead	.398	.414	.414
Total Direct Support	**.395**	**.414**	**.414**
Total Funding - Community Support	**1.448**	**1.516**	**1.537**
Category C--Revenue-Generating Programs			
Cat. C - Direct Overhead	-	-	-
Total Support - Revenue-Generating Programs	-	-	-
Warfighter and Family Support			
Family Support (Non-MWR)			
Family Support - Direct Program Operation	.585	.592	.595
Total Funding – Family Support (Non-MWR)	**.585**	**.592**	**.595**
Family Support (MWR Category A)			
Family Support – Direct Program Operation	1,051.939	1,058,588	1,022,262
Total Funding – Family Support (MWR Category A)	**1,051.939**	**1,058.588**	**1,022.262**

0100 O&M, DW (Current $ Millions)	FY 2025 Actual	FY 2026 Enacted	FY 2027 Request
Child Development and Youth Programs			
Youth Program (MWR Category B)			
Youth Program - Direct Program Operation	0.227	0.231	0.236
Total Funding - Youth Program (MWR Category B)	**0.227**	**0.231**	**0.236**
Child Development Program (MWR Category B)			
Child Development - Direct Program Operation	164.021	165.372	159.368
Total Support - Child Development Program (MWR Category B)	**164.021**	**165.372**	**159.368**
Child Development – OCO 20	**-**	**-**	**-**
Total Support - Revenue-Generating Programs	**164.248**	**165.603**	**159.604**

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Depot Maintenance Program

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U.S Special Operations Command
Operation and Maintenance, Defense-Wide
Depot Maintenance Program

Maintenance Activity	Maintenance Type	Weapon System	FY 2025 TOA Funded	FY 2025 TOA Required	FY 2025 TOA Funded Supplementa	FY 2026 TOA Funded	FY 2026 TOA Required	FY 2026 TOA Funded Supplementa	FY 2027 TOA Funded	FY 2027 TOA Required	FY 2027 TOA Funded Supplementa
Aircraft	Basic Aircraft	AC-130 PSP Sustainment	87,460	87,460	110	86,167	86,167	-	90,016	90,016	-
		Armed Overwatch/OA-1K (Skyraider)	8,139	8,139	-	65,024	65,024	-	89,710	89,710	-
		CASA/C-27J	22,836	22,836	-	2,863	2,863	-	2,387	2,387	-
		EC-130J Sustainment	1,210	1,210	-	591	591	-	-	-	-
		MALET MQ-9/MQ-1C	58,429	58,429	48,249	60,653	60,653	49,475	109,590	109,590	-
		MC-12W ANG	31,430	31,430	870	3,579	3,579	831	834	834	-
		MC-130J Sustainment	35,029	35,029	-	35,332	35,332	-	38,797	38,797	-
		MH-47G/MH-60M (A/MH-6M/R) 160SR	17,364	17,364	-	16,145	16,145	-	15,412	15,412	-
		MH-47G/MH-60M (A/MH-6M/R) 64760	65,890	65,890	-	69,125	69,125	-	76,532	76,532	-
		MH-47G/MH-60M (A/MH-6M/R) ARSOASOA	17,958	17,958	-	18,890	18,890	-	15,072	15,072	-
		MH-47G/MH-60M (A/MH-6M/R) UFC	-	-	-	11,840	11,840	-	12,324	12,324	-
		C-146A Non-Stan Aviation (NSAV)	90,382	90,382	7,248	105,619	105,619	7,410	74,900	74,900	-
		U-28A Aircraft	85,852	85,852	116,717	90,960	90,960	84,628	149,413	149,413	-
		CV-22B Sustainment	45,007	45,007	-	48,745	48,745	-	45,016	45,016	-
	Basic Aircraft Total		**566,986**	**566,986**	**173,194**	**615,533**	**615,533**	**142,344**	**720,003**	**720,003**	**-**
	Engine										
		CV-22 (POWER BY HOUR)	6,554	6,554	-	10,636	10,636	-	28,584	28,584	-
		EC-130J (POWER BY HOUR)	-	-	-	1,162	1,162	-	-	-	-
		AC-130J (POWER BY HOUR)	27,637	27,637	-	24,211	24,211	-	27,394	27,394	-
		MC-130J (POWER BY HOUR)	63,855	63,855	-	68,402	68,402	-	69,283	69,283	-
	Engine Total		**98,046**	**98,046**	**-**	**104,411**	**104,411**	**-**	**125,261**	**125,261**	**-**
Aircraft Total			**665,032**	**665,032**	**173,194**	**719,944**	**719,944**	**142,344**	**845,264**	**845,264**	**-**

Maintenance Activity	Maintenance Type	Weapon System	FY 2025 TOA Funded	FY 2025 TOA Required	FY 2025 TOA Funded Supplemental	FY 2026 TOA Funded	FY 2026 TOA Required	FY 2026 TOA Funded Supplemental	FY 2027 TOA Funded	FY 2027 TOA Required	FY 2027 TOA Funded Supplemental
All Other Items Not Indentified	Maritime										
		Combat Craft Medium	31,527	31,527	-	38,778	38,778	-	51,384	51,384	-
		Combat Craft	26,887	26,887	-	24,644	24,644	-	25,767	25,767	-
		Combat Craft Heavy	5,190	5,190	-	8,596	8,596	-	8,973	8,973	-
		Dry Deck Shelter	20,086	20,086	-	21,449	21,449	-	24,346	24,346	-
		SEAL Delivery Vehicle/Shallow	34,219	34,219	-	33,623	33,623	-	32,472	32,472	-
		Speical Operations Craft-Riverine (SOC-	2,515	2,515	-	1,437	1,437	-	1,511	1,511	-
		Dry Combat Submersible and	12,679	12,679	-	20,266	20,266	-	35,901	35,901	-
	Maritime Total		**133,103**	**133,103**	**-**	**148,793**	**148,793**	**-**	**180,354**	**180,354**	**-**
	Other										
		Adaptive Airborne Enterprise	-	-	1,372	6,024	6,024	-	8,274	8,274	-
		Electromagnetic Warfare Family of	1,266	1,266	-	2,587	2,587	-	36,237	36,237	-
		Joint Close Air Support Training	-	-		363	363	-	379	379	-
		Maritime Precision Engagement	442	442	-	-	-	-	-	-	-
		Multi-Mission Tactical Unmanned	-	-		-	-	-	5,200	5,200	-
		Personal Signature Management	19,687	19,687	-	32,809	32,809	-	4,061	4,061	-
		Simulator Block Updates	13,082	13,082	-	17,212	17,212	-	21,047	21,047	-
		SOF Personal Equipment Advanced	56,754	56,754	5,054	67,401	67,401	2,804	75,881	75,881	-
		Tactical Combat Casualty Care	8,677	8,677	3,950	9,158	9,158	3,964	14,789	14,789	-
		Unmanned Undersea Vehicle	978	978	-	1,109	1,109	-	2,606	2,606	-
		Visual Augmentation Systems	11,549	11,549	-	9,420	9,420	-	10,539	10,539	-
		Weapons	8,281	8,281	2,616	7,374	7,374	3,781	11,552	11,552	-
		Ammunition	7,583	7,583	-	6,349	6,349	-	9,256	9,256	-
	Other Total		**128,299**	**128,299**	**12,992**	**159,806**	**159,806**	**10,549**	**199,821**	**199,821**	**-**

Maintenance Activity	Maintenance Type	Weapon System	FY 2025 TOA Funded	FY 2025 TOA Required	FY 2025 TOA Funded Supplemental	FY 2026 TOA Funded	FY 2026 TOA Required	FY 2026 TOA Funded Supplemental	FY 2027 TOA Funded	FY 2027 TOA Required	FY 2027 TOA Funded Supplemental
All Other Items Not Indentified Total			**261,402**	**261,402**	**12,992**	**308,599**	**308,599**	**10,549**	**380,175**	**380,175**	**-**
		Family of SOF Vehicles (FSOV)	34,084	34,084	108,371	32,543	32,543	104,703	130,842	130,842	-
Combat Vehicles Total *			**34,084**	**34,084**	**108,371**	**32,543**	**32,543**	**104,703**	**130,842**	**130,842**	**0**
Grand Total			**960,518**	**960,518**	**294,557**	**1,061,086**	**1,061,086**	**257,596**	**1,356,281**	**1,356,281**	**0**

Missile Defense Agency
Operation and Maintenance, Defense-Wide
Depot Maintenance Program

Fiscal Year (FY) 2027 Budget Estimates
PB 2027
($ in Thousands)

	Method of Accomplishment	Weapon System	FY 2025	FY 2026	FY 2027
Operation and Maintenance Funding					
	Contractor Logistics Support (CLS)	AN/TPY-2 Radar	-	-	-
		Ballistic Missile Defense	23,596	16,147	8,577
		Long Range Discrim Radar	3,882	3,895	4,855
		Standard Missile-3	42,278	52,136	53,320
		THAAD	36,980	34,156	-
	Contractor Logistics Support (CLS) Total		**106,736**	**106,334**	**66,752**
	Interim Contractor Support	THAAD	1,632	2,696	-
	Interim Contractor Support		**1,632**	**2,696**	**-**
		THAAD	327	8,122	-
	Inter-Service Total		**327**	**8,122**	**-**
	Organic	AN/TPY-2 Radar	10,238	10,000	4,856
		Ballistic Missile Defense	10,131	5,699	1,254
		THAAD	469	140	-
	Organic Total		**20,838**	**15,839**	**6,110**
	Other Contract	THAAD	26,041	16,523	-
	Other Contract Total		**26,041**	**16,523**	**-**
Total Operation and Maintenance Funding			**155,574**	**149,514**	**72,862**
Total MDA Depot Maintenance Program			**155,574**	**149,514**	**72,862**

Service-Provided Support and Enabling Capabilities to United States Special Operations Forces

* Exhibits are in response to the Committee requirement contained on page 54 of the Joint Explanatory Statement of the FY 2021 Omnibus Appropriations Bill and page 156 in the Conference report of the National Defense Authorization Act for FY 2021

**Additional agency submissions are classified. Details will be provided upon request.

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CHEMICAL AND BIOLOGICAL DEFENSE PROGRAM

FY 2027 Budget Estimate Submission

Support to Special Operations Forces (SOF)

$ in Millions

SOF Activity	Appropriation Name	Budget Activity Title	Budget Line Item Title	FY 2025 Actuals	FY 2026 Estimate	FY 2027 Request
Combat Service Support						
	Procurement	03 Chemical/Biological Defense	01-7001SA1000 CHEMICAL BIOLOGICAL SITUATIONAL AWARENESS	$12.7	$16.8	$35.7
	Procurement	03 Chemical/Biological Defense	01-8001PH1000 CB PROTECTION & HAZARD MITIGATION	$49.6	$58.1	$61.0
	Research, Development, Test, and Evaluation (RDT&E)	04 Advanced Component Development and Prototypes	UN4 Understand (ACD&P)	$0.0	$3.3	$5.8
	Research, Development, Test, and Evaluation (RDT&E)	05 System development and demonstration	MT5 Mitigate (SDD)	$0.0	$0.0	$2.5
	Research, Development, Test, and Evaluation (RDT&E)	05 System development and demonstration	UN5 Understand (SDD)	$29.6	$21.1	$55.8
	Research, Development, Test, and Evaluation (RDT&E)	07 Operational system development	UN7 Understand (Op Sys Dev)	$1.8	$1.9	$4.0
Combat Service Support Subtotal				**$93.7**	**$101.2**	**$164.7**
Chemical and Biological Defense Program Total				**$93.7**	**$101.2**	**$164.7**

NOTE: Numbers may NOT add due to rounding.

CHEMICAL AND BIOLOGICAL DEFENSE PROGRAM

FY 2027 Budget Estimate Submission

Support to Special Operations Forces (SOF)

$ in Millions

SOF Activity	Appropriation Name	Budget Activity Title	Budget Line Item Title	FY 2025 Actuals	FY 2026 Estimate	FY 2027 Request
Combat Service Support						
	Procurement	03 Chemical/Biological Defense	01-7001SA1000 CHEMICAL BIOLOGICAL SITUATIONAL AWARENESS	$12.7	$16.8	$35.7

Identification of changes from FY 2025 to FY 2027

Activities Reconciliation

Wearable All-hazard Remote-monitoring Program (WARP) - FY 2027 funds procure 2,265 remote physiological and Chemical Biological Radiological and Nuclear (CBRN) environmental monitoring, communications items, and technical support. Full Operational Capability of the first United States Special Operations Command (USSOCOM) requirement will be reached with 5,000 kits.

Far-Forward Biological Sequencing (FFBS) - FY 2027 funds procure 24 Increment 1 systems, systems engineering, training consumables, and new equipment training for USSOCOM.

Next Generation Man Portable Diagnostic System (NGDS MPDS) - FY 2027 funds procure 370 MPDS systems, provide "Train-the-trainer" training at U.S. Army Medical Center of Excellence, Ft. Sam Houston, TX, and fund product support activities for systems fielded in FY 2026.

Next Generation Chemical Diagnostics System (NGDS ChemDX) - FY 2027 funds procure 2,200 ChemDx systems and 110 ChemDx Replacement Meters, plus 2,200 Consumable Refills.

Chemical Biological Radiological Nuclear Dismounted Reconnaissance Systems (CBRN DRS) System Modernization Program USASOC Tailored Configuration: Procures 4 system packages in FY 2027.

NOTE: Numbers may NOT add due to rounding.

CHEMICAL AND BIOLOGICAL DEFENSE PROGRAM

FY 2027 Budget Estimate Submission

Support to Special Operations Forces (SOF)

$ in Millions

SOF Activity	Appropriation Name	Budget Activity Title	Budget Line Item Title	FY 2025 Actuals	FY 2026 Estimate	FY 2027 Request
Combat Service Support						

Aerosol Vapor Chemical Agent Detector - FY 2027 funds support the purchase of 9 systems to be fielded to Army SOCOM users.

Proximate Chemical Agent Detector - FY 2027 funds support the purchase of 60 systems to be fielded to SOCOM users.

The FY 2025 to FY 2026 funding increase is due to Next Generation Man Portable Diagnostic System (NGDS MPDS), Far-Forward Biological Sequencing (FFBS), and Proximate Chemical Agent Detector transitioning to Production and Deployment after Milestone C.

The FY 2026 to FY 2027 funding increase results from Far-Forward Biological Sequencing (FFBS) Increment 1 delivery of remaining quantities to achieve Full Operational Capability in FY 2027. Wearable All-hazard Remote-monitoring Program (WARP) achieves Full Operational Capability in FY 2027. Aerosol Vapor Chemical Agent Detector transitions to production and deployment after Milestone C in FY 2027.

Assessment
These activities provide critical remote physiological, Chemical Biological Radiological and Nuclear (CBRN) environmental monitoring, and Far-Forward Biological Sequencing (FFBS) capabilities to Special Operations Forces and ensure the Joint Force is equipped to fight and win in chemical and biological-contested environments.

NOTE: Numbers may NOT add due to rounding.

CHEMICAL AND BIOLOGICAL DEFENSE PROGRAM

FY 2027 Budget Estimate Submission

Support to Special Operations Forces (SOF)

$ in Millions

SOF Activity	Appropriation Name	Budget Activity Title	Budget Line Item Title	FY 2025 Actuals	FY 2026 Estimate	FY 2027 Request
Combat Service Support						
	Procurement	03 Chemical/Biological Defense	01-8001PH1000 CB PROTECTION & HAZARD MITIGATION	$49.6	$58.1	$61.0

Identification of changes from FY 2025 to FY 2027

Activities Reconciliation

Special Operations Forces (SOF) Critical Equipment Decontamination Systems (CEDS) - FY 2027 funds will procure 50 SOF CEDS small systems with 50 spares packages and 10 SOF CEDS large systems with 10 spares packages in support of Full Operational Capability in 4QFY 2028.

Forward Area Mobility Spray - System (FAMS-S) - FY 2027 funds procure 32 FAMS-S Small variants to close SOF's highest priority forward deployable decontamination capability gaps. The units procured with FY 2027 will contribute to meeting Full Operational Capability in FY 2028 of total 104 FAMS-S Small variant.

Special Purpose Unit Rapid Capability Development and Demonstration (SPU RCDD) - FY 2027 funds procure 188 Modular Self Contained Breathing Apparatuses, 5 Low Temperature Plasma Mass Spectrometer units, 1,250 Multipurpose Chemical Biological Radiological and Nuclear (CBRN) Uniforms, 52,876 components of All Purpose Personal Protective Ensembles ensembles, and many Individual Protection, Contamination Mitigate, and Integrated Early Warning End Items that are less than $5M. FY 2027 funds also provide the program management, technical support, and product acceptance and verification testing associated with each system.

The FY 2025 to FY 2026 increase results from increased SOF Critical Equipment Decontamination Systems (CEDS) and Special Purpose Unit Rapid Capability Development and Demonstration (SPU RCDD) equipment purchases towards capability requirements.

NOTE: Numbers may NOT add due to rounding.

CHEMICAL AND BIOLOGICAL DEFENSE PROGRAM

FY 2027 Budget Estimate Submission

Support to Special Operations Forces (SOF)

$ in Millions

SOF Activity	Appropriation Name	Budget Activity Title	Budget Line Item Title	FY 2025 Actuals	FY 2026 Estimate	FY 2027 Request
Combat Service Support						

The FY 2026 to FY 2027 increase is due to increased SOF Critical Equipment Decontamination Systems (CEDS) and Forward Area Mobility Spray - System (FAMS-S) procurement to accelerate Full Operational Capability. There is also an increase in Special Purpose Unit Rapid Capability Development and Demonstration (SPU RCDD) equipment purchases towards additional capability requirements.

Assessment
These activities provide critical rapid decontamination, detection, and protection capabilities to Special Operations Forces and ensure the Joint Force is equipped to fight and win in chemical and biological-contested environments.

NOTE: Numbers may NOT add due to rounding.

CHEMICAL AND BIOLOGICAL DEFENSE PROGRAM

FY 2027 Budget Estimate Submission

Support to Special Operations Forces (SOF)

$ in Millions

SOF Activity	Appropriation Name	Budget Activity Title	Budget Line Item Title	FY 2025 Actuals	FY 2026 Estimate	FY 2027 Request
Combat Service Support						
	Research, Development, Test, and Evaluation (RDT&E)	04 Advanced Component Development and Prototypes	UN4 Understand (ACD&P)	$0.0	$3.3	$5.8

Identification of changes from FY 2025 to FY 2027

Activities Reconciliation

FY 2027 will continue prototype development of Far-Forward Biological Sequencing (FFBS) Increment 2 and testing of up to two promising performers with a planned selection to perform engineering and manufacturing development.

The FY 2025 to FY 2026 increase is due to program/project transition to Advanced Technology Development. Funding initiates development for Far-Forward Biological Sequencing (FFBS) Increment 2 to automate sampling capability for Deoxyribonucleic Acid and Ribonucleic acid for biological sequencing.

The FY 2026 to FY 2027 increase is due to continued development for Far-Forward Biological Sequencing (FFBS) Increment 2.

Assessment

Far-Forward Biological Sequencing (FFBS) will significantly increase the situational awareness of biological threats to SOF forces operating in a far forward environment and decrease the tactical decision timeline from weeks to hours.

NOTE: Numbers may NOT add due to rounding.

CHEMICAL AND BIOLOGICAL DEFENSE PROGRAM

FY 2027 Budget Estimate Submission

Support to Special Operations Forces (SOF)

$ in Millions

SOF Activity	Appropriation Name	Budget Activity Title	Budget Line Item Title	FY 2025 Actuals	FY 2026 Estimate	FY 2027 Request
Combat Service Support						
	Research, Development, Test, and Evaluation (RDT&E)	05 System development and demonstration	MT5 Mitigate (SDD)	$0.0	$0.0	$2.5

Identification of changes from FY 2025 to FY 2027

Activities Reconciliation

Forward Area Mobility Spray - System (FAMS-S): FY 2027 funds allow the program to enter the engineering and manufacturing development phase at Milestone B as a new variant to the FAMS-S Major Capability Acquisition (MCA) Acquisition Category IV program. The program will award a competitive request for prototype contracting action and select a candidate technology to mature through the program's lifecycle. The program will complete a Preliminary Design Review to confirm the maturity and technical adequacy of the design and its ability to meet the capability development document requirements.

Assessment

This activity will develop reliable and modular hardware intended to decontaminate military equipment in operational environments, including personal effects and weapons, to pre-contamination conditions. This capability provides Special Operations Forces and the Joint Force reduced logistical burdens in order to increase tactical agility and sustain a resilient force posture and align with the National Defense Strategy.

NOTE: Numbers may NOT add due to rounding.

CHEMICAL AND BIOLOGICAL DEFENSE PROGRAM

FY 2027 Budget Estimate Submission

Support to Special Operations Forces (SOF)

$ in Millions

SOF Activity	Appropriation Name	Budget Activity Title	Budget Line Item Title	FY 2025 Actuals	FY 2026 Estimate	FY 2027 Request
Combat Service Support						
	Research, Development, Test, and Evaluation (RDT&E)	05 System development and demonstration	UN5 Understand (SDD)	$29.6	$21.1	$55.8

Identification of changes from FY 2025 to FY 2027

Activities Reconciliation

Far-Forward Biological Sequencing (FFBS) - FY 2027 will support the down select between up to two FFBS Increment 2 technology maturation and risk reduction performers to move into the Engineering and Manufacturing Development phase and initiates development testing/operational testing.

Special Purpose Unit Rapid Capability Development and Demonstration (SPU RCDD) - FY 2027 funds continue developing, prototyping, and maturing Special Operations-Peculiar (SO-P) Chemical Biological technologies to rapidly equip users with capabilities in response to new and emerging threats and opportunities. SPU RCDD develops multiple SO-P Chemical Biological products that close rapid response gaps and reduce risk across the Enterprise through high risk / high reward advanced development. SPU RCDD aligns to Integrated Early Warning, Contamination Mitigation, and Individual Protection.

Wearable All-hazard Remote-monitoring Program (WARP) - FY 2027 will facilitate the transition from WARP to Monitor for Acute CBRN Exposure (MACE) as the next increment of development. MACE will continue the development of WARP technologies in support of SOCOM Theater requirements. Increment 2 will focus on additional personnel chemical analysis, sweat evaluations, and algorithms, expanding to include additional tactical radios with more cyber testing, and additional environmental and operational testing.

Next Generation Diagnostic System Increment 2 - Man Portable Diagnostic System (NGDS 2 MPDS) - Food and Drug Administration clearance of second and third panels, conduct remainder of Operational Tests for Services.

NOTE: Numbers may NOT add due to rounding.

CHEMICAL AND BIOLOGICAL DEFENSE PROGRAM

FY 2027 Budget Estimate Submission

Support to Special Operations Forces (SOF)

$ in Millions

SOF Activity	Appropriation Name	Budget Activity Title	Budget Line Item Title	FY 2025 Actuals	FY 2026 Estimate	FY 2027 Request
Combat Service Support						

Next Generation Diagnostic System Increment 2 - Chemical Diagnostic System (NGDS 2 ChemDX) - Clinical trials, Food and Drug Administration submission, and Milestone C will be completed.

The FY 2025 to FY 2026 decrease is due to Next Generation Diagnostic System Increment 2 - Man Portable Diagnostic System (NGDS 2 MPDS) transition to procurement.

The FY 2026 to FY 2027 increase is the net result of:-Far-Forward Biological Sequencing (FFBS) Increment 2 program/project transitioned to Engineering and Manufacturing Development Phase.
-Special Purpose Unit Rapid Capability Development and Demonstration (SPU RCDD) increase due to increasing requirements through USSOCOM special category process and Doctrine, Organization, Training, Materiel, Leadership and Education, Personnel, Facilities, and Policy (DOTmLPF-P) Change Recommendation mechanisms.
-Wearable All-hazard Remote-monitoring Program (WARP) increasing due to scale necessary for the expansion of capability for multiple additional requirements from USSOCOM in the shift from WARP to Monitor for Acute CBRN Exposure (MACE).
-Chemical Biological Radiological Nuclear Sensor Integration on Robotic Platforms (CSIRP) cost decreases due to completing development of Capability Set 2.0, program is now in the testing phase.

Assessment
Far-Forward Biological Sequencing (FFBS) will significantly increase the situational awareness of biological threats to SOF forces operating in a far forward environment and decrease the tactical decision timeline from weeks to hours.

The Special Purpose Unit Rapid Capability Development and Demonstration (SPU RCDD) effort provides a portfolio of operationally relevant Chemical, Biological, Radiological, and Nuclear Defense (CBRND) capabilities that can be quickly transitioned in response to the articulated, developing capability needs of the geographic combatant commanders.

Wearable All-hazard Remote-monitoring Program (WARP) is a family of wearable and attachable sensors to collect, transmit, and integrate information about the Chemical, Biological, Radiological, and Nuclear Defense (CBRND)

NOTE: Numbers may NOT add due to rounding.

CHEMICAL AND BIOLOGICAL DEFENSE PROGRAM

FY 2027 Budget Estimate Submission

Support to Special Operations Forces (SOF)

$ in Millions

SOF Activity	Appropriation Name	Budget Activity Title	Budget Line Item Title	FY 2025 Actuals	FY 2026 Estimate	FY 2027 Request
Combat Service Support						
			operational environment, disposition of warfighters, and key mission equipment status to optimize actions on the objective, provide real-time tactical data for decision makers, and facilitate unit readiness post mission. The Next Generation Diagnostic System Man Portable and Chemical Diagnostic (NGDS MPDS) platforms provide portable, rapid diagnostic equipment for SOF elements. These capabilities support the Special Operations Forces and ensure the Joint Force is equipped to fight and win in Chemical Biological-contested environments.			

NOTE: Numbers may NOT add due to rounding.

CHEMICAL AND BIOLOGICAL DEFENSE PROGRAM

FY 2027 Budget Estimate Submission

Support to Special Operations Forces (SOF)

$ in Millions

SOF Activity	Appropriation Name	Budget Activity Title	Budget Line Item Title	FY 2025 Actuals	FY 2026 Estimate	FY 2027 Request
Combat Service Support						
	Research, Development, Test, and Evaluation (RDT&E)	07 Operational system development	UN7 Understand (Op Sys Dev)	$1.8	$1.9	$4.0

Identification of changes from FY 2025 to FY 2027

Activities Reconciliation
FY 2027 funds continue developing, prototyping, and maturing Special Operations-Peculiar (SO-P) Chemical Biological technologies to rapidly equip users with capabilities in response to new and emerging threats and opportunities. Special Purpose Unit Rapid Capability Development and Demonstration (SPU RCDD) develops multiple SO-P Chemical Biological products that close rapid response gaps and reduce risk across the Enterprise through high risk / high reward advanced development. SPU RCDD aligns to Integrated Early Warning, Contamination Mitigation, and Individual Protection

FY 2026 and FY 2027 increased due to expanding requirements through special category and Doctrine, Organization, Training, Materiel, Leadership and Education, Personnel, Facilities, and Policy (DOTmLPF-P) Change Recommendation mechanisms.

Assessment
These activities provide critical capabilities to Special Operations Forces and ensure the Joint Force is equipped to fight and win in Chemical Biological-contested environments.

Combat Service Support Subtotal	**$93.7**	**$101.2**	**$164.7**
Chemical and Biological Defense Program Total	**$93.7**	**$101.2**	**$164.7**

NOTE: Numbers may NOT add due to rounding.

DEFENSE HUMAN RESOURCES ACTIVITY

FY 2027 Budget Estimate Submission

Support to Special Operations Forces (SOF)

$ in Millions

SOF Activity	Appropriation Name	Budget Activity Title	Budget Line Item Title	FY 2025 Actuals	FY 2026 Estimate	FY 2027 Request
Enabling Capabilities						
	Operation and Maintenance (O&M)	04 Administration and service-wide activities	4G-4GT8 Defense Human Resources Activity	$0.0	$10.0	$0.0
Enabling Capabilities Subtotal				**$0.0**	**$10.0**	**$0.0**
Defense Human Resources Activity Total				**$0.0**	**$10.0**	**$0.0**

NOTE: Numbers may NOT add due to rounding.

DEFENSE HUMAN RESOURCES ACTIVITY

FY 2027 Budget Estimate Submission

Support to Special Operations Forces (SOF)

$ in Millions

SOF Activity	Appropriation Name	Budget Activity Title	Budget Line Item Title	FY 2025 Actuals	FY 2026 Estimate	FY 2027 Request
Enabling Capabilities						
	Operation and Maintenance (O&M)	04 Administration and service-wide activities	4G-4GT8 Defense Human Resources Activity	$0.0	$10.0	$0.0

Identification of changes from FY 2025 to FY 2027

Activities Reconciliation

No funding was provided in FY 2025 for Language Training Centers, including those supporting Special Operations Forces. The FY 2026 defense appropriation included a $10M Congressional add for Language Training Centers. The Defense Language and National Security Education Office is awaiting approval of the FY 2026 Language Training Center program funding allocation plan, which will include funding for Language Training Centers supporting SOF.

Assessment

The full-year continuing resolution in FY 2025 did not include supplemental Congressional funding that supported the Language Training Center Program in previous FYs. Grants supporting language acquisition, sustainment, and enhancement for SOF, Cryptologic Language Analysts, and other Service personnel and National Guard units were discontinued as of 31 May 2025. Pending approval of the Language Training Center program funding allocation plan, the $10M Congressional add in FY 2026 will be allocated to fund critical acquisition, sustainment, and enhancement language training for SOF and other Department of War (DoW) personnel. These programs focus on languages critical to the National Defense Strategy such as Mandarin Chinese and Russian to enhance mission operations.

Enabling Capabilities Subtotal				**$0.0**	**$10.0**	**$0.0**
Defense Human Resources Activity Total				**$0.0**	**$10.0**	**$0.0**

NOTE: Numbers may NOT add due to rounding.

DEFENSE THREAT REDUCTION AGENCY

FY 2027 Budget Estimate Submission

Support to Special Operations Forces (SOF)

$ in Millions

SOF Activity	Appropriation Name	Budget Activity Title	Budget Line Item Title	FY 2025 Actuals	FY 2026 Estimate	FY 2027 Request
Enabling Capabilities						
	Operation and Maintenance (O&M)	04 Administration and service-wide activities	4G-4GTI Defense Threat Reduction Agency	$17.6	$8.3	$8.8
	Research, Development, Test, and Evaluation (RDT&E)	03 Advanced technology development	RG Defeat Technologies	$32.5	$33.9	$35.8
Enabling Capabilities Subtotal				**$50.1**	**$42.1**	**$44.6**
Defense Threat Reduction Agency Total				**$50.1**	**$42.1**	**$44.6**

NOTE: Numbers may NOT add due to rounding.

DEFENSE THREAT REDUCTION AGENCY

FY 2027 Budget Estimate Submission

Support to Special Operations Forces (SOF)

$ in Millions

SOF Activity	Appropriation Name	Budget Activity Title	Budget Line Item Title	FY 2025 Actuals	FY 2026 Estimate	FY 2027 Request
Enabling Capabilities						
	Operation and Maintenance (O&M)	04 Administration and service-wide activities	4G-4GTI Defense Threat Reduction Agency	$17.6	$8.3	$8.8

Identification of changes from FY 2025 to FY 2027

Activities Reconciliation

The decrease from FY 2025 to FY 2026 reflects a decrease in program support embedded with named National Mission Force Task Forces to fund higher Department of War (DoW) priorities. The increase from FY 2026 to FY 2027 is primarily driven by inflation and includes minor contract rate changes.

Assessment

The FY 2025 - 2027 resource position reflects Defense Threat Reduction Agency (DTRA) support to a Special Operations Command subordinate command strictly within the bounds of DTRA's chartered combat support mission to provide combating weapons of mass destruction planning and operational support to combatant commands. Beginning in FY 2026, DTRA consolidated operations and maintenance activities within a single program (Upstream Defeat) to streamline support to validated Special Operations Forces requirements. The restructuring of these activities will directly increase government oversight of the activities associated with the program and will reduce risk to DTRA's forward embedded support by ensuring that all Upstream Defeat program capabilities are applied consistent with DTRA's chartered combat support authorities, specifically focused on DTRA's combating weapons of mass destruction mission.

NOTE: Numbers may NOT add due to rounding.

DEFENSE THREAT REDUCTION AGENCY

FY 2027 Budget Estimate Submission

Support to Special Operations Forces (SOF)

$ in Millions

SOF Activity	Appropriation Name	Budget Activity Title	Budget Line Item Title	FY 2025 Actuals	FY 2026 Estimate	FY 2027 Request
Enabling Capabilities						
	Research, Development, Test, and Evaluation (RDT&E)	03 Advanced technology development	RG Defeat Technologies	$32.5	$33.9	$35.8

Identification of changes from FY 2025 to FY 2027

Activities Reconciliation
The increase from FY 2025 to FY 2026 reflects a partial return to prior programmed levels in FY 2026 following realignments to fund higher Department of War (DoW) priorities in FY 2025. The funding increase from FY 2026 to FY 2027 represents a return to prior programmed levels, following realignments to fund higher DoW priorities in FY 2025 and FY 2026.

Assessment
The FY 2025 - 2027 resource position provides enhanced capabilities supporting USSOCOM through rapid refinement of mature technologies, development of tactics, techniques and procedures, proof of concept, and transition of new technologies for Special Operations Forces to counter state and rogue organization emergent weapons of mass destruction threats. There are no planned manpower and/or force structure changes.

Enabling Capabilities Subtotal	**$50.1**	**$42.1**	**$44.6**
Defense Threat Reduction Agency Total	**$50.1**	**$42.1**	**$44.6**

NOTE: Numbers may NOT add due to rounding.

JOINT CHIEFS OF STAFF

FY 2027 Budget Estimate Submission

Support to Special Operations Forces (SOF)

$ in Millions

SOF Activity	Appropriation Name	Budget Activity Title	Budget Line Item Title	FY 2025 Actuals	FY 2026 Estimate	FY 2027 Request
Enabling Capabilities						
	Operation and Maintenance (O&M)	01 Operating forces	1P-8PL1 Joint Chiefs of Staff - JTEEP	$19.9	$20.2	$20.9
	Operation and Maintenance (O&M)	03 Training and recruiting	33-3PL1 Joint Chiefs of Staff	$1.5	$1.5	$1.5
	Research, Development, Test, and Evaluation (RDT&E)	06 Management support	769 Joint Knowledge Development & Distribution	$1.0	$1.0	$0.8
Enabling Capabilities Subtotal				**$22.3**	**$22.7**	**$23.2**
Joint Chiefs of Staff Total				**$22.3**	**$22.7**	**$23.2**

NOTE: Numbers may NOT add due to rounding.

JOINT CHIEFS OF STAFF

FY 2027 Budget Estimate Submission

Support to Special Operations Forces (SOF)

$ in Millions

SOF Activity	Appropriation Name	Budget Activity Title	Budget Line Item Title	FY 2025 Actuals	FY 2026 Estimate	FY 2027 Request
Enabling Capabilities						
	Operation and Maintenance (O&M)	01 Operating forces	1P-8PL1 Joint Chiefs of Staff - JTEEP	$19.9	$20.2	$20.9

Identification of changes from FY 2025 to FY 2027

Activities Reconciliation

The Joint Training Coordination Program (JTCP) allows Service and USSOCOM event planners to identify annual opportunities for mutually beneficial joint training and offset costs for non-host Service/USSOCOM participation. Historically, not all Joint National Training Capability (JNTC) accredited training events receive JTCP funding since demand exceeds available funding. Funding is allocated based on the priorities of the hosting Service/USSOCOM and availability of supporting forces. Program effectiveness is measured through quarterly tracking of event/units funded and percentage of Service training events supported.

The Joint National Training Capability (JNTC) program provides accreditation and/or certification for Service and U.S. Special Operations Command training programs and/or sites. As a result of this accreditation/certification, funding mitigates joint exercise control shortfalls to plan, coordinate, synchronize, and execute five SOCOM component JNTC programs.

The Joint Training Exercise and Evaluation Program develops increased readiness and agility for U.S. forces and battle staffs through realistic and challenging joint/combined training at the strategic, operational, and tactical levels.

Assessment

No known impact to provide Service-Common support and enabling capabilities to Special Operations Forces.

NOTE: Numbers may NOT add due to rounding.

JOINT CHIEFS OF STAFF

FY 2027 Budget Estimate Submission

Support to Special Operations Forces (SOF)

$ in Millions

SOF Activity	Appropriation Name	Budget Activity Title	Budget Line Item Title	FY 2025 Actuals	FY 2026 Estimate	FY 2027 Request
Enabling Capabilities						
	Operation and Maintenance (O&M)	03 Training and recruiting	33-3PL1 Joint Chiefs of Staff	$1.5	$1.5	$1.5

Identification of changes from FY 2025 to FY 2027

Activities Reconciliation

Funding provides for the delivery of the Joint Special Operations Master of Arts (JSOMA) program at Fort Bragg, NC. Through JSOMA, a department of National Defense University's (NDU) College of International Security Affairs (CISA), competitively-selected students earn an accredited NDU Master's degree with a focus on irregular warfare, and Advanced Operations Course credit. Faculty provide input to doctrine and warfighter development at Fort Bragg and beyond, in addition to providing rigorous instruction. All JSOMA students offer an immediate return on investment through their applied research portfolios which have actionable recommendations. Graduates incur a 3-year additional service obligation, aiding retention. Through JSOMA, DoW builds cognitive advantage in U.S. Special Operations Forces, ahead of U.S. competitors, geared toward deterring America's adversaries and supporting the ability of U.S. forces to prevail in conflict. JSOMA provides the CJCS's University a vital bridge to the special operations community encouraging SOF-conventional learning opportunities and synchronization.

Assessment

No known impact to provide Service-Common support and enabling capabilities to Special Operations Forces.

NOTE: Numbers may NOT add due to rounding.

JOINT CHIEFS OF STAFF

FY 2027 Budget Estimate Submission

Support to Special Operations Forces (SOF)

$ in Millions

SOF Activity	Appropriation Name	Budget Activity Title	Budget Line Item Title	FY 2025 Actuals	FY 2026 Estimate	FY 2027 Request
Enabling Capabilities						
	Research, Development, Test, and Evaluation (RDT&E)	06 Management support	769 Joint Knowledge Development & Distribution	$1.0	$1.0	$0.8

Identification of changes from FY 2025 to FY 2027

Activities Reconciliation
The mission of the Joint National Training Capability (JNTC) program is to advance joint capabilities and interoperability by concentrating on emerging joint training requirements through collective training using a managed set of globally distributed capabilities and activities. The program resources Service and Special Operations Forces joint training to improve interoperability and create realistic tactical and operational joint training.

Assessment
No known impact to provide Service-Common support and enabling capabilities to Special Operations Forces.

Enabling Capabilities Subtotal	**$22.3**	**$22.7**	**$23.2**
Joint Chiefs of Staff Total	**$22.3**	**$22.7**	**$23.2**

NOTE: Numbers may NOT add due to rounding.

UNDER SECRETARY OF WAR FOR POLICY

FY 2027 Budget Estimate Submission

Support to Special Operations Forces (SOF)

$ in Millions

SOF Activity	Appropriation Name	Budget Activity Title	Budget Line Item Title	FY 2025 Actuals	FY 2026 Estimate	FY 2027 Request
Combat Service Support						
	Research, Development, Test, and Evaluation (RDT&E)	03 Advanced technology development	121 SO/LIC Advanced Development	$0.4	$0.0	$0.0
Combat Service Support Subtotal				**$0.4**	**$0.0**	**$0.0**
Enabling Capabilities						
	Research, Development, Test, and Evaluation (RDT&E)	03 Advanced technology development	484 Combatting Terrorism Technical Support	$89.5	$210.1	$6.6
Enabling Capabilities Subtotal				**$89.5**	**$210.1**	**$6.6**
Under Secretary of Defense for Policy Total				**$89.8**	**$210.1**	**$6.6**

NOTE: Numbers may NOT add due to rounding.

UNDER SECRETARY OF WAR FOR POLICY

FY 2027 Budget Estimate Submission

Support to Special Operations Forces (SOF)

$ in Millions

SOF Activity	Appropriation Name	Budget Activity Title	Budget Line Item Title	FY 2025 Actuals	FY 2026 Estimate	FY 2027 Request
Combat Service Support						
	Research, Development, Test, and Evaluation (RDT&E)	03 Advanced technology development	121 SO/LIC Advanced Development	$0.4	$0.0	$0.0

Identification of changes from FY 2025 to FY 2027

Activities Reconciliation
The decrease of $378 thousand from FY 2025 to FY 2026 is due to funding transferred to Enabling Capabilities in FY 2026.

Assessment
No known impact to provide Service-Common support and enabling capabilities to Special Operations Forces.

Combat Service Support Subtotal				**$0.4**	**$0.0**	**$0.0**

NOTE: Numbers may NOT add due to rounding.

UNDER SECRETARY OF WAR FOR POLICY

FY 2027 Budget Estimate Submission

Support to Special Operations Forces (SOF)

$ in Millions

SOF Activity	Appropriation Name	Budget Activity Title	Budget Line Item Title	FY 2025 Actuals	FY 2026 Estimate	FY 2027 Request
Enabling Capabilities						
	Research, Development, Test, and Evaluation (RDT&E)	03 Advanced technology development	484 Combatting Terrorism Technical Support	$89.5	$210.1	$6.6
	Identification of changes from FY 2025 to FY 2027 **Activities Reconciliation** The increase of $120.7 million from FY 2025 to FY 2026 is due to FY 2026 Congressional Adds. The $203.6M decrease in FY 2027 is due to the FY 2026 Congressional adds and a reduction in funding identified for SOF support from other Agencies and Countries. **Assessment** No known impact to provide Service-Common support and enabling capabilities to Special Operations Forces.					
Enabling Capabilities Subtotal				**$89.5**	**$210.1**	**$6.6**
Under Secretary of Defense for Policy Total				**$89.8**	**$210.1**	**$6.6**

NOTE: Numbers may NOT add due to rounding.

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ENVIRONMENTAL RESTORATION PROGRAM

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ENV 30 DERA and BRAC Funds for Environmental Cleanup - Budget Years

(Current $ Millions - Sites/Installations in Eaches)

Defense Logistics Agency

	---- FY 25 ----		---- FY 26 ----		---- FY 27 ----	
	$ Millions	# Sites	$ Millions	# Sites	$ Millions	# Sites
Defense Agency Defense-Wide (DADW)						
Environmental Restoration						
Installation Restoration Program (IRP)						
Investigation:						
Preliminary Assessment/Site Inspection	0.288	1	0.000	0	0.000	0
Remedial Investigation/Feasibility Study (including Records of Decision/Decision Documents)	1.690	8	1.899	19	3.189	20
Potentially Responsible Parties	0.000	0	0.000	0	0.000	0
Investigation Subtotal	**1.978**	**9**	**1.899**	**19**	**3.189**	**20**
Remedial Action (RA):						
Interim Remedial Actions	0.000	0	0.000	0	0.000	0
Remedial Design	0.000	0	0.000	0	0.000	0
Remedial Action Construction	0.000	0	0.000	0	0.000	0
Remedial Action Operations	4.988	8	4.412	6	4.504	9
Building Demolition/Debris Removal	0.000	0	0.000	0	0.000	0
Potentially Responsible Parties	0.000	0	0.000	0	0.000	0
RA Subtotal	**4.988**	**8**	**4.412**	**6**	**4.504**	**9**
Post RA:						
Long-Term Management	0.276	33	0.318	40	0.448	52
Project Closeout	0.000	0	0.000	0	0.000	0
Post RA Subtotal	**0.276**	**33**	**0.318**	**40**	**0.448**	**52**
IRP Subtotal	**7.243**	**50**	**6.630**	**65**	**8.140**	**81**
Military Munitions Response Program (MMRP)						
Investigation						
Preliminary Assessment/Site Inspection	0.000	0	0.000	0	0.000	0
Remedial Investigation/Feasibility Study (including Records of Decision/Decision Documents)	0.000	0	0.000	0	0.000	0
Potentially Responsible Parties	0.000	0	0.000	0	0.000	0
Investigation Subtotal	**0.000**	**0**	**0.000**	**0**	**0.000**	**0**

ENV 30 DERA and BRAC Funds for Environmental Cleanup - Budget Years

(Current $ Millions - Sites/Installations in Eaches)

Defense Logistics Agency

	---- FY 25 ----		---- FY 26 ----		---- FY 27 ----	
	$ Millions	# Sites	$ Millions	# Sites	$ Millions	# Sites
DADW						
Environmental Restoration						
MMRP (Continued)						
Remedial Action (RA):						
Interim Remedial Actions	0.000	0	0.000	0	0.000	0
Remedial Design	0.000	0	0.000	0	0.000	0
Remedial Action Construction	0.000	0	0.000	0	0.000	0
Remedial Action Operations	0.000	0	0.000	0	2.147	5
Potentially Responsible Parties	0.000	0	0.000	0	0.000	0
RA Subtotal	**0.000**	**0**	**0.000**	**0**	**2.147**	**5**
Post RA:						
Long-Term Management	0.000	0	0.000	0	0.009	2
Project Closeout	0.000	0	0.000	0	0.000	0
Post RA Subtotal	**0.000**	**0**	**0.000**	**0**	**0.009**	**2**
MMRP Subtotal	**0.000**	**0**	**0.000**	**0**	**2.156**	**7**
IRP and MMRP Subtotal	**7.243**	**50**	**6.630**	**65**	**10.297**	**88**
Management						
Defense State Memo of Agreement (DSMOA)	0.469	-	0.347	-	0.354	-
Agency Toxic Substances Disease Registry	0.000	-	0.000	-	0.000	-
Manpower						
Government	0.623	-	0.629	-	0.642	-
Contractor	0.000	-	0.000	-	0.000	-
Manpower Subtotal	**0.623**	**-**	**0.629**	**-**	**0.642**	**-**
Environmental Protection Agency (EPA)	0.000	-	0.000	-	0.000	-
Other	0.025	-	0.052	-	0.053	-
Management Subtotal	**1.118**	**-**	**1.028**	**-**	**1.049**	**-**
DADW Environmental Restoration Total	**8.360**	**50**	**7.657**	**65**	**11.346**	**88**
Reprogrammed Funds	2.100	-	2.882	-	6.689	-
DADW Environmental Restoration Appropriated Funding	**6.260**	**50**	**4.775**	**65**	**4.657**	**88**

ENV 30 DERA and BRAC Funds for Environmental Cleanup - Budget Years

(Current $ Millions - Sites/Installations in Eaches)

Defense Logistics Agency

	---- FY 25 ----		---- FY 26 ----		---- FY 27 ----	
	$ Millions	# Sites	$ Millions	# Sites	$ Millions	# Sites
DADW						
BRAC						
IRP						
Investigation:						
Preliminary Assessment/Site Inspection	0.000	0	0.000	0	0.000	0
Remedial Investigation/Feasibility Study (including Records of Decision/Decision Documents)	0.000	0	0.000	0	0.000	0
Investigation Subtotal	**0.000**	**0**	**0.000**	**0**	**0.000**	**0**
Remedial Action (RA):						
Interim Remedial Actions	0.000	0	0.000	0	0.000	0
Remedial Design	0.000	0	0.000	0	0.000	0
Remedial Action Construction	0.000	0	0.000	0	0.000	0
Remedial Action Operations	1.674	1	1.221	1	1.235	1
RA Subtotal	**1.674**	**1**	**1.221**	**1**	**1.235**	**1**
Post RA:						
Long-Term Management	0.000	0	0.000	0	0.000	0
Project Closeout	0.000	0	0.000	0	0.000	0
Post RA Subtotal	**0.000**	**0**	**0.000**	**0**	**0.000**	**0**
IRP Subtotal	**1.674**	**1**	**1.221**	**1**	**1.235**	**1**
MMRP						
Investigation:						
Preliminary Assessment/Site Inspection	0.000	0	0.000	0	0.000	0
Remedial Investigation/Feasibility Study (including Records of Decision/Decision Documents)	0.000	0	0.000	0	0.000	0
Investigation Subtotal	**0.000**	**0**	**0.000**	**0**	**0.000**	**0**

ENV 30 DERA and BRAC Funds for Environmental Cleanup - Budget Years

(Current $ Millions - Sites/Installations in Eaches)

Defense Logistics Agency

	---- FY 25 ----		---- FY 26 ----		---- FY 27 ----	
	$ Millions	# Sites	$ Millions	# Sites	$ Millions	# Sites
DADW						
BRAC						
MMRP (Continued)						
Remedial Action (RA):						
Interim Remedial Actions	0.000	0	0.000	0	0.000	0
Remedial Design	0.000	0	0.000	0	0.000	0
Remedial Action Construction	0.000	0	0.000	0	0.000	0
Remedial Action Operations	0.000	0	0.000	0	0.000	0
RA Subtotal	**0.000**	**0**	**0.000**	**0**	**0.000**	**0**
Post RA:						
Long-Term Management	0.000	0	0.000	0	0.000	0
Project Closeout	0.000	0	0.000	0	0.000	0
Post RA Subtotal	**0.000**	**0**	**0.000**	**0**	**0.000**	**0**
MMRP Subtotal	**0.000**	**0**	**0.000**	**0**	**0.000**	**0**
IRP and MMRP Subtotal	**1.674**	**1**	**1.221**	**1**	**1.235**	**1**
Planning	**0.000**	**0**	**0.000**	**0**	**0.000**	**0**
Compliance	**0.000**	**0**	**0.000**	**0**	**0.000**	**0**
Management						
DSMOA	0.081	-	0.081	-	0.081	-
Agency Toxic Substances Disease Registry	0.000	-	0.000	-	0.000	-
Manpower						
Government	0.000	-	0.000	-	0.000	-
Contractor	0.000	-	0.000	-	0.000	-
Manpower Subtotal	**0.000**	**-**	**0.000**	**-**	**0.000**	**-**
EPA Funding	0.000	-	0.000	-	0.000	-
Other	0.001	-	0.003	-	0.003	-
Management Subtotal	**0.082**	**-**	**0.083**	**-**	**0.083**	**-**
DADW Environmental Restoration Total	**1.756**	**1**	**1.304**	**1**	**1.318**	**1**
Land Sale Revenue	**0.000**	**-**	**0.000**	**-**	**0.000**	**-**
Prior Year Funds	**1.756**	**-**	**0.000**	**-**	**0.000**	**-**
DADW Appropriated Funding	**0.000**	**1**	**1.304**	**1**	**1.318**	**1**

ENV 30 DERA and BRAC Funds for Environmental Cleanup - Budget Years

(Current $ Millions - Sites/Installations in Eaches)

Formerly Used Defense Sites (FUDS)

	---- FY 25 ----		---- FY 26 ----		---- FY 27 ----	
	$ Millions	# Sites	$ Millions	# Sites	$ Millions	# Sites
DADW						
Environmental Restoration						
IRP						
Investigation:						
Preliminary Assessment/Site Inspection	2.062	16	1.501	12	1.451	11
Remedial Investigation/Feasibility Study (including Records of Decision/Decision Documents)	38.455	110	38.516	93	31.269	92
Potentially Responsible Parties	0.847	25	1.013	34	0.914	32
Investigation Subtotal	**41.364**	**151**	**41.030**	**139**	**33.634**	**135**
Remedial Action (RA):						
Interim Remedial Actions	0.174	1	0.756	1	0.650	1
Remedial Design	24.839	19	4.736	18	3.599	23
Remedial Action Construction	14.941	54	27.828	45	25.808	49
Remedial Action Operations	17.135	53	29.373	51	27.015	51
Building Demolition/Debris Removal	0.000	0	0.000	0	0.000	0
Potentially Responsible Parties	0.000	0	0.000	0	0.000	0
RA Subtotal	**57.089**	**127**	**62.693**	**115**	**57.072**	**124**
Post RA:						
Long-Term Management	6.512	34	6.731	32	11.290	29
Project Closeout	0.000	0	0.000	0	0.000	0
Post RA Subtotal	**6.512**	**34**	**6.731**	**32**	**11.290**	**29**
IRP Subtotal	**104.965**	**312**	**110.454**	**286**	**101.996**	**288**
MMRP						
Investigation:						
Preliminary Assessment/Site Inspection	0.303	5	0.095	2	0.221	2
Remedial Investigation/Feasibility Study (including Records of Decision/Decision Documents)	30.692	136	33.787	118	43.078	118
Potentially Responsible Parties	0.060	3	0.104	8	0.085	6
Investigation Subtotal	**31.055**	**144**	**33.986**	**128**	**43.384**	**126**

ENV 30 DERA and BRAC Funds for Environmental Cleanup - Budget Years

(Current $ Millions - Sites/Installations in Eaches)

Army Formerly Used Defense Sites (FUDS)

	---- FY 25 ----		---- FY 26 ----		---- FY 27 ----	
	$ Millions	# Sites	$ Millions	# Sites	$ Millions	# Sites
DADW						
Environmental Restoration						
MMRP (Continued)						
Remedial Action (RA):						
Interim Remedial Actions	0.000	0	0.000	0	0.000	0
Remedial Design	2.773	26	11.351	22	1.672	17
Remedial Action Construction	55.456	80	28.998	73	42.899	77
Remedial Action Operations	0.000	0	0.000	0	0.000	0
Potentially Responsible Parties	0.000	0	0.000	0	0.000	0
RA Subtotal	**58.229**	**106**	**40.349**	**95**	**44.571**	**94**
Post RA:						
Long-Term Management	3.059	55	6.718	75	4.505	73
Project Closeout	0.000	0	0.000	0	0.000	0
Post RA Subtotal	**3.059**	**55**	**6.718**	**75**	**4.505**	**73**
MMRP Subtotal	**92.343**	**305**	**81.053**	**298**	**92.460**	**293**
IRP and MMRP Subtotal	**197.308**	**617**	**191.507**	**584**	**194.456**	**581**
Management						
DSMOA	12.098	-	6.302	-	6.254	-
Agency Toxic Substances Disease Registry	0.000	-	0.000	-	0.000	-
Manpower						
Government	20.769	-	27.485	-	28.919	-
Contractor	0.000	-	0.000	-	0.000	-
Manpower Subtotal	**20.769**	**-**	**27.485**	**-**	**28.919**	**-**
EPA Funding	0.000	-	0.000	-	0.000	-
Other	6.300	-	9.862	-	9.298	-
Management Subtotal	**39.167**	**-**	**43.649**	**-**	**44.471**	**-**
DADW Environmental Restoration Total	**236.475**	**617**	**235.156**	**584**	**238.927**	**581**
Reprogrammed Funds	0.000	-	0.000	-	0.000	-
DADW Environmental Restoration Appropriated Funding	**236.475**	**617**	**235.156**	**584**	**238.927**	**581**

ENV 30 DERA and BRAC Funds for Environmental Cleanup - Budget Years

(Current $ Millions - Sites/Installations in Eaches)

Under Secretary of Defense for Acquisition and Sustainment

	---- FY 25 ----		---- FY 26 ----		---- FY 27 ----	
	$ Millions	# Sites	$ Millions	# Sites	$ Millions	# Sites
DADW						
Environmental Restoration						
IRP						
Investigation:						
Preliminary Assessment/Site Inspection	0.000	0	0.000	0	0.000	0
Remedial Investigation/Feasibility Study (including Records of Decision/Decision Documents)	0.000	0	0.000	0	0.000	0
Potentially Responsible Parties	0.000	0	0.000	0	0.000	0
Investigation Subtotal	**0.000**	**0**	**0.000**	**0**	**0.000**	**0**
Remedial Action (RA):						
Interim Remedial Actions	0.000	0	0.000	0	0.000	0
Remedial Design	0.000	0	0.000	0	0.000	0
Remedial Action Construction	0.000	0	0.000	0	0.000	0
Remedial Action Operations	0.000	0	0.000	0	0.000	0
Building Demolition/Debris Removal	0.000	0	0.000	0	0.000	0
Potentially Responsible Parties	0.000	0	0.000	0	0.000	0
RA Subtotal	**0.000**	**0**	**0.000**	**0**	**0.000**	**0**
Post RA:						
Long-Term Management	0.000	0	0.000	0	0.000	0
Project Closeout	0.000	0	0.000	0	0.000	0
Post RA Subtotal	**0.000**	**0**	**0.000**	**0**	**0.000**	**0**
IRP Subtotal	**0.000**	**0**	**0.000**	**0**	**0.000**	**0**
MMRP						
Investigation:						
Preliminary Assessment/Site Inspection	0.000	0	0.000	0	0.000	0
Remedial Investigation/Feasibility Study (including Records of Decision/Decision Documents)	0.000	0	0.000	0	0.000	0
Potentially Responsible Parties	0.000	0	0.000	0	0.000	0
Investigation Subtotal	**0.000**	**0**	**0.000**	**0**	**0.000**	**0**

ENV 30 DERA and BRAC Funds for Environmental Cleanup - Budget Years

(Current $ Millions - Sites/Installations in Eaches)

Under Secretary of Defense for Acquisition and Sustainment

	---- FY 25 ----		---- FY 26 ----		---- FY 27 ----	
	$ Millions	# Sites	$ Millions	# Sites	$ Millions	# Sites
DADW						
Environmental Restoration						
MMRP (Continued)						
Remedial Action (RA):						
Interim Remedial Actions	0.000	0	0.000	0	0.000	0
Remedial Design	0.000	0	0.000	0	0.000	0
Remedial Action Construction	0.000	0	0.000	0	0.000	0
Remedial Action Operations	0.000	0	0.000	0	0.000	0
Potentially Responsible Parties	0.000	0	0.000	0	0.000	0
RA Subtotal	**0.000**	**0**	**0.000**	**0**	**0.000**	**0**
Post RA:						
Long-Term Management	0.000	0	0.000	0	0.000	0
Project Closeout	0.000	0	0.000	0	0.000	0
Post RA Subtotal	**0.000**	**0**	**0.000**	**0**	**0.000**	**0**
MMRP Subtotal	**0.000**	**0**	**0.000**	**0**	**0.000**	**0**
IRP and MMRP Subtotal	**0.000**	**0**	**0.000**	**0**	**0.000**	**0**
Management						
DSMOA	0.000	-	0.000	-	0.000	-
Agency Toxic Substances Disease Registry	0.000	-	0.000	-	0.000	-
Manpower						
Government	0.000	-	0.000	-	0.000	-
Contractor	3.169	-	6.628	-	4.383	-
Manpower Subtotal	**3.169**	**-**	**6.628**	**-**	**4.383**	**-**
EPA Funding	0.000	-	0.000	-	0.000	-
Other	0.000	-	0.000	-	0.000	-
Management Subtotal	**3.169**	**-**	**6.628**	**-**	**4.383**	**-**
DADW Environmental Restoration Total	**3.169**	**0**	**6.628**	**0**	**4.383**	**0**
Reprogrammed Funds	0.000	-	2.518	-	0.083	-
DADW Environmental Restoration Appropriated Funding	**3.169**	**0**	**4.110**	**0**	**4.300**	**0**

Summary of Funds Budgeted for Environmental Projects

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PB28A Environmental Technology - Budget Years

(Current $ Millions)

Under Secretary of Defense for Acquisition and Sustainment

APPROPRIATION TOTALS	FY 25	FY 26	FY 27
RDT&E, DW			
Cleanup	40.529	25.949	28.305
Compliance	0.000	0.000	0.000
Conservation	72.867	64.258	60.676
Pollution Prevention	38.875	32.854	40.820
Unexploded Ordnance	10.484	8.833	9.124
Total	**162.755**	**131.894**	**138.925**
Grand Total	**162.755**	**131.894**	**138.925**

PB28A Environmental Technology - Budget Years

(Current $ Millions)

Under Secretary of Defense for Acquisition and Sustainment

ENVIRONMENTAL PROGRAM TOTALS	FY 25	FY 26	FY 27
Cleanup	40.529	25.949	28.305
Compliance	0.000	0.000	0.000
Conservation	72.867	64.258	60.676
Pollution Prevention	38.875	32.854	40.820
Unexploded Ordnance	10.484	8.833	9.124
Grand Total	**162.755**	**131.894**	**138.925**

PB28 Environmental Quality Funding - Budget Years

(Current $ Millions)

Defense Health Agency

OPR & MAINT	FY 2025	FY 2026	FY 2027
Active			
Domestic			
Compliance			
Air			
Stationary and Mobile Sources	0.000	0.021	0.027
Compliance Cross-Cutting Programs			
Compliance Education and Training	0.352	0.505	0.507
Multi-Program Management	0.680	0.847	0.853
Total Compliance Cross-Cutting Programs	**1.032**	**1.352**	**1.360**
Compliance Manpower			
Compliance Manpower	3.052	2.695	2.195
Compliance Other			
Miscellaneous Compliance Activities	1.232	0.887	0.868
Planning			
Environmental Impact Analysis	0.061	0.085	0.085
Storage and Disposal			
Hazardous Waste ((Resource Conservation Recovery Act (RCRA) – C))	8.195	7.662	4.961
Solid Waste (RCRA - D)	1.481	1.712	1.798
Total Storage and Disposal	**9.676**	**9.374**	**6.759**
Toxic Substances			
Emergency Planning Community Right Act (EPCRA) Reporting	0.005	0.005	0.005
Water			
Safe Drinking Water	0.717	0.795	0.814
Spill Prevention and Response/Aboveground Storage Tanks (ASTs)	0.000	0.021	0.022
Wastewater	0.025	0.025	0.025
Total Water	**0.742**	**0.841**	**0.861**
Total Compliance	**15.800**	**15.260**	**12.160**
Pollution Prevention			
Pollution Prevention Other			
Miscellaneous Pollution Prevention Activities	0.000	0.180	0.000

PB28 Environmental Quality Funding - Budget Years

(Current $ Millions)

Defense Health Agency

	FY 2025	FY 2026	FY 2027
OPR & MAINT			
Active (Continued)			
Domestic (Continued)			
Pollution Prevention (Continued)			
Pollution Prevention Projects			
Hazardous Material / Hazardous and Solid Waste	0.714	0.142	0.145
Total Pollution Prevention	**0.714**	**0.322**	**0.145**
Total Domestic	**16.514**	**15.582**	**12.305**

PB28 Environmental Quality Funding - Budget Years

(Current $ Millions)

Defense Health Agency

	FY 2025	FY 2026	FY 2027
OPR & MAINT			
Active (Continued)			
Foreign			
Compliance			
Air			
Stationary and Mobile Sources	0.002	0.002	0.003
Compliance Cross-Cutting Programs			
Compliance Education and Training	0.113	0.138	0.177
Multi-Program Management	0.115	0.115	0.120
Total Compliance Cross-Cutting Programs	**0.228**	**0.253**	**0.297**
Compliance Manpower			
Compliance Manpower	0.573	0.590	0.608
Compliance Other			
Miscellaneous Compliance Activities	0.026	0.026	0.027
Storage and Disposal			
Hazardous Waste (RCRA - C)	0.592	0.617	0.630
Solid Waste (RCRA - D)	0.580	0.580	0.590
Total Storage and Disposal	**1.172**	**1.197**	**1.220**
Water			
Safe Drinking Water	0.367	0.524	0.534
Total Compliance	**2.368**	**2.592**	**2.689**
Total Foreign	**2.368**	**2.592**	**2.689**

PB28 Environmental Quality Funding - Budget Years

(Current $ Millions)

Defense Health Agency

	FY 2025	FY 2026	FY 2027
OPR & MAINT			
Active (Summary)			
Environmental Activity Cost Type Totals			
Compliance	18.168	17.852	14.849
Pollution Prevention	0.714	0.322	0.145
Conservation	0.000	0.000	0.000
Total	**18.882**	**18.174**	**14.994**
Location Totals			
Domestic	16.514	15.582	12.305
Foreign	2.368	2.592	2.689
Total	**18.882**	**18.174**	**14.994**
DHA TOTALS			
Environmental Activity Cost Type Totals			
Compliance	18.168	17.852	14.849
Pollution Prevention	0.714	0.322	0.145
Conservation	0.000	0.000	0.000
Total	**18.882**	**18.174**	**14.994**
Location Totals			
Domestic	16.514	15.582	12.305
Foreign	2.368	2.592	2.689
Total	**18.882**	**18.174**	**14.994**

PB28 Environmental Quality Funding - Budget Years

(Current $ Millions)

Defense Logistics Agency

	FY 2025	FY 2026	FY 2027
MIL CON			
Defense Agency Defense-Wide (DADW)			
Domestic			
Compliance			
Compliance Other			
Miscellaneous Compliance Activities	0.000	0.000	0.000
Total Compliance	**0.000**	**0.000**	**0.000**
Total Domestic	**0.000**	**0.000**	**0.000**

PB28 Environmental Quality Funding - Budget Years

(Current $ Millions)

Defense Logistics Agency

MIL CON	FY 2025	FY 2026	FY 2027
DADW (Continued)			
Foreign			
Compliance			
Compliance Other			
Miscellaneous Compliance Activities	0.000	0.000	0.000
Total Compliance	**0.000**	**0.000**	**0.000**
Total Foreign	**0.000**	**0.000**	**0.000**

PB28 Environmental Quality Funding - Budget Years

(Current $ Millions)

Defense Logistics Agency

MIL CON	FY 2025	FY 2026	FY 2027
DADW (Summary)			
Environmental Activity Cost Type Totals			
Compliance	0.000	0.000	0.000
Pollution Prevention	0.000	0.000	0.000
Conservation	0.000	0.000	0.000
Total	**0.000**	**0.000**	**0.000**
Location Totals			
Domestic	0.000	0.000	0.000
Foreign	0.000	0.000	0.000
Total	**0.000**	**0.000**	**0.000**

PB28 Environmental Quality Funding - Budget Years

(Current $ Millions)

Defense Logistics Agency

OPR & MAINT	FY 2025	FY 2026	FY 2027
DADW			
Domestic			
Compliance			
Compliance Cross-Cutting Programs			
Multi-Program Management	0.000	0.000	0.000
Compliance Manpower			
Compliance Manpower	0.652	0.800	0.824
Compliance Other			
Miscellaneous Compliance Activities	3.011	6.139	6.828
Planning			
Environmental Impact Analysis	0.000	0.000	0.000
Total Compliance	**3.663**	**6.939**	**7.652**
Pollution Prevention			
Pollution Prevention Manpower			
Pollution Prevention Manpower	4.379	4.894	5.041
Pollution Prevention Projects			
Hazardous Material / Hazardous and Solid Waste	0.000	0.000	0.000
Total Pollution Prevention	**4.379**	**4.894**	**5.041**
Total Domestic	**8.042**	**11.833**	**12.693**

PB28 Environmental Quality Funding - Budget Years

(Current $ Millions)

Defense Logistics Agency

	FY 2025	FY 2026	FY 2027
OPR & MAINT			
DADW (Continued)			
Foreign			
Compliance			
Storage and Disposal			
Hazardous Waste (RCRA - C)	0.000	0.000	0.000
Total Compliance	**0.000**	**0.000**	**0.000**
Total Foreign	**0.000**	**0.000**	**0.000**

PB28 Environmental Quality Funding - Budget Years

(Current $ Millions)

Defense Logistics Agency

OPR & MAINT	FY 2025	FY 2026	FY 2027
DADW (Summary)			
Environmental Activity Cost Type Totals			
Compliance	3.663	6.939	7.652
Pollution Prevention	4.379	4.894	5.041
Conservation	0.000	0.000	0.000
Total	**8.042**	**11.833**	**12.693**
Location Totals			
Domestic	8.042	11.833	12.693
Foreign	0.000	0.000	0.000
Total	**8.042**	**11.833**	**12.693**

PB28 Environmental Quality Funding - Budget Years

(Current $ Millions)

Defense Logistics Agency

REV & MGT FNDS	FY 2025	FY 2026	FY 2027
DADW			
Domestic			
Compliance			
Air			
Stationary and Mobile Sources	0.265	0.278	0.222
Compliance Cross-Cutting Programs			
Compliance Education and Training	0.141	0.272	0.282
Geospatial Information Systems (GIS) and Information	0.051	0.046	0.033
Multi-Program Management	0.571	0.556	0.554
Total Compliance Cross-Cutting Programs	**0.763**	**0.874**	**0.868**
Compliance Manpower			
Compliance Manpower	21.909	30.289	30.950
Compliance Other			
Miscellaneous Compliance Activities	1.694	1.918	1.934
Compliance Related Cleanup			
Other Compliance-Related Assessment and Cleanup	44.146	122.361	103.307
Planning			
Environmental Impact Analysis	0.857	3.253	3.479
Storage and Disposal			
Hazardous Waste (RCRA - C)	10.757	0.766	0.781
Solid Waste (RCRA - D)	0.411	0.147	0.163
Underground Storage Tanks (USTs) (RCRA - I)	41.568	45.056	48.056
Total Storage and Disposal	**52.737**	**45.970**	**49.000**
Toxic Substances			
Controlled Substances	0.026	0.152	0.032
EPCRA Reporting	0.344	0.285	0.251
Total Toxic Substances	**0.370**	**0.437**	**0.282**

PB28 Environmental Quality Funding - Budget Years

(Current $ Millions)

Defense Logistics Agency

REV & MGT FNDS	FY 2025	FY 2026	FY 2027
DADW (Continued)			
Domestic (Continued)			
Compliance (Continued)			
Water			
Safe Drinking Water	0.106	0.117	0.118
Spill Prevention and Response/ASTs	2.172	6.541	6.816
Stormwater	0.208	0.265	0.165
Wastewater	0.293	0.263	0.268
Total Water	**2.779**	**7.186**	**7.367**
Total Compliance	**125.519**	**212.565**	**197.410**
Pollution Prevention			
Pollution Prevention Manpower			
Pollution Prevention Manpower	1.075	0.829	0.840
Pollution Prevention Other			
Miscellaneous Pollution Prevention Activities	0.000	0.052	0.053
Pollution Prevention Projects			
Air Pollution Reduction	0.000	0.001	0.001
Hazardous Material / Hazardous and Solid Waste	0.020	0.290	0.290
Water Pollution Reduction	0.015	0.016	0.016
Total Pollution Prevention Projects	**0.035**	**0.308**	**0.308**
Total Pollution Prevention	**1.111**	**1.189**	**1.201**
Conservation			
Archaeology			
Archeological/ Curation	0.005	0.013	0.010
Tribal Consultation/ Repatriation	0.000	0.004	0.004
Total Archaeology	**0.005**	**0.016**	**0.014**
Conservation Cross-Cutting Programs			
Conservation Education and Training	0.010	0.015	0.015

PB28 Environmental Quality Funding - Budget Years

(Current $ Millions)

Defense Logistics Agency

REV & MGT FNDS	FY 2025	FY 2026	FY 2027
DADW (Continued)			
Domestic (Continued)			
Conservation (Continued)			
Conservation Manpower			
Cultural Resources Manpower	0.222	0.221	0.225
Natural Resources Manpower	0.235	0.243	0.244
Total Conservation Manpower	**0.457**	**0.464**	**0.469**
Cultural Resources Other			
Miscellaneous Cultural Resources Activities	0.084	0.160	0.050
Historic Structures			
Historic Built Environment	0.017	0.004	0.004
Integrated Natural Resource Planning			
Integrated Natural Resources Planning	0.036	0.118	0.066
Listed and At-Risk Species			
Threatened and Endangered Species; Candidate Species	0.000	0.013	0.013
Natural Resources Other			
Miscellaneous Natural Resources Activities	0.000	0.004	0.004
Wetlands			
Wetlands	0.031	0.036	0.036
Total Conservation	**0.639**	**0.830**	**0.671**
Total Domestic	**127.269**	**214.584**	**199.282**

PB28 Environmental Quality Funding - Budget Years

(Current $ Millions)

Defense Logistics Agency

REV & MGT FNDS	FY 2025	FY 2026	FY 2027
DADW (Continued)			
Foreign			
Compliance			
Compliance Cross-Cutting Programs			
Compliance Education and Training	0.021	0.044	0.044
Compliance Manpower			
Compliance Manpower	2.363	5.307	5.475
Compliance Related Cleanup			
Overseas Remediation	0.000	0.739	0.675
Planning			
Environmental Impact Analysis	0.000	0.370	0.390
Storage and Disposal			
Hazardous Waste (RCRA - C)	0.000	0.153	0.153
USTs (RCRA - I)	20.800	11.000	12.000
Total Storage and Disposal	**20.800**	**11.153**	**12.153**
Toxic Substances			
Controlled Substances	0.000	0.001	0.001
Water			
Spill Prevention and Response/ASTs	1.060	0.510	0.520
Total Compliance	**24.244**	**18.123**	**19.257**
Total Foreign	**24.244**	**18.123**	**19.257**

PB28 Environmental Quality Funding - Budget Years

(Current $ Millions)

Defense Logistics Agency

	FY 2025	FY 2026	FY 2027
REV & MGT FNDS			
DADW (Summary)			
Environmental Activity Cost Type Totals			
Compliance	149.763	230.688	216.667
Pollution Prevention	1.111	1.189	1.201
Conservation	0.639	0.830	0.671
Total	**151.513**	**232.707**	**218.539**
Location Totals			
Domestic	127.269	214.584	199.282
Foreign	24.244	18.123	19.257
Total	**151.513**	**232.707**	**218.539**
DLA TOTALS			
Environmental Activity Cost Type Totals			
Compliance	153.426	237.628	224.318
Pollution Prevention	5.490	6.082	6.243
Conservation	0.639	0.830	0.671
Total	**159.555**	**244.540**	**231.232**
Location Totals			
Domestic	135.311	226.417	211.975
Foreign	24.244	18.123	19.257
Total	**159.555**	**244.540**	**231.232**

PB28 Environmental Quality Funding - Budget Years

(Current $ Millions)

Defense Education Activity

	FY 2025	FY 2026	FY 2027
OPR & MAINT			
DADW			
Domestic			
Compliance			
Compliance Other			
Miscellaneous Compliance Activities	0.510	0.520	0.531
Storage and Disposal			
Hazardous Waste (RCRA - C)	1.400	0.000	0.000
Total Compliance	**1.910**	**0.520**	**0.531**
Total Domestic	**1.910**	**0.520**	**0.531**

PB28 Environmental Quality Funding - Budget Years

(Current $ Millions)

Defense Education Activity

	FY 2025	FY 2026	FY 2027
OPR & MAINT			
DADW (Continued)			
Foreign			
Compliance			
Storage and Disposal			
Hazardous Waste (RCRA - C)	0.000	1.900	1.900
Total Compliance	**0.000**	**1.900**	**1.900**
Total Foreign	**0.000**	**1.900**	**1.900**

PB28 Environmental Quality Funding - Budget Years

(Current $ Millions)

Defense Education Activity

OPR & MAINT	FY 2025	FY 2026	FY 2027
DADW (Summary)			
Environmental Activity Cost Type Totals			
Compliance	1.910	2.420	2.431
Pollution Prevention	0.000	0.000	0.000
Conservation	0.000	0.000	0.000
Total	**1.910**	**2.420**	**2.431**
Location Totals			
Domestic	1.910	0.520	0.531
Foreign	0.000	1.900	1.900
Total	**1.910**	**2.420**	**2.431**
DODEA TOTALS			
Environmental Activity Cost Type Totals			
Compliance	1.910	2.420	2.431
Pollution Prevention	0.000	0.000	0.000
Conservation	0.000	0.000	0.000
Total	**1.910**	**2.420**	**2.431**
Location Totals			
Domestic	1.910	0.520	0.531
Foreign	0.000	1.900	1.900
Total	**1.910**	**2.420**	**2.431**

PB28 Environmental Quality Funding - Budget Years

(Current $ Millions)

Missile Defense Agency

RDT&E	FY 2025	FY 2026	FY 2027
DADW			
Domestic			
Compliance			
Air			
Stationary and Mobile Sources	0.830	0.580	0.610
Compliance Cross-Cutting Programs			
Compliance Education and Training	0.000	0.000	0.001
Geospatial Information Systems (GIS) and Information	0.050	0.050	0.050
Multi-Program Management	0.014	0.040	0.015
Total Compliance Cross-Cutting Programs	**0.064**	**0.090**	**0.066**
Compliance Manpower			
Compliance Manpower	5.501	4.666	4.769
Compliance Other			
Miscellaneous Compliance Activities	0.001	0.001	0.001
Planning			
Environmental Impact Analysis	7.350	6.906	5.906
Storage and Disposal			
Hazardous Waste (RCRA - C)	0.790	0.680	0.690
Solid Waste (RCRA - D)	0.041	0.042	0.043
Total Storage and Disposal	**0.831**	**0.722**	**0.733**
Toxic Substances			
Controlled Substances	0.003	0.004	0.004
EPCRA Reporting	0.002	0.002	0.002
Total Toxic Substances	**0.005**	**0.006**	**0.006**
Water			
Safe Drinking Water	0.005	0.006	0.011
Spill Prevention and Response/ASTs	0.007	0.007	0.007
Stormwater	0.007	0.007	0.008
Wastewater	0.001	0.001	0.001
Total Water	**0.020**	**0.021**	**0.027**
Total Compliance	**14.603**	**12.992**	**12.117**

PB28 Environmental Quality Funding - Budget Years

(Current $ Millions)

Missile Defense Agency

RDT&E	FY 2025	FY 2026	FY 2027
DADW (Continued)			
Domestic (Continued)			
Pollution Prevention			
Pollution Prevention Other			
Miscellaneous Pollution Prevention Activities	0.010	0.010	0.010
Pollution Prevention Projects			
Air Pollution Reduction	0.065	0.065	0.065
Hazardous Material / Hazardous and Solid Waste	0.025	0.025	0.025
Total Pollution Prevention Projects	**0.090**	**0.090**	**0.090**
Total Pollution Prevention	**0.100**	**0.100**	**0.100**
Conservation			
Conservation Manpower			
Natural Resources Manpower	0.002	0.002	0.002
Cultural Resources Other			
Miscellaneous Cultural Resources Activities	1.500	0.750	0.750
Integrated Natural Resource Planning			
Integrated Natural Resources Planning	0.010	0.000	0.000
Listed and At-Risk Species			
Threatened and Endangered Species; Candidate Species	2.000	4.000	2.000
Natural Resources Other			
Miscellaneous Natural Resources Activities	0.003	0.003	0.003
Wetlands			
Wetlands	0.250	0.250	0.250
Total Conservation	**3.765**	**5.005**	**3.005**
Total Domestic	**18.468**	**18.097**	**15.222**

PB28 Environmental Quality Funding - Budget Years

(Current $ Millions)

Missile Defense Agency

	FY 2025	FY 2026	FY 2027
RDT&E			
DADW (Summary)			
Environmental Activity Cost Type Totals			
Compliance	14.603	12.992	12.117
Pollution Prevention	0.100	0.100	0.100
Conservation	3.765	5.005	3.005
Total	**18.468**	**18.097**	**15.222**
Location Totals			
Domestic	18.468	18.097	15.222
Foreign	0.000	0.000	0.000
Total	**18.468**	**18.097**	**15.222**
MDA TOTALS			
Environmental Activity Cost Type Totals			
Compliance	14.603	12.992	12.117
Pollution Prevention	0.100	0.100	0.100
Conservation	3.765	5.005	3.005
Total	**18.468**	**18.097**	**15.222**
Location Totals			
Domestic	18.468	18.097	15.222
Foreign	0.000	0.000	0.000
Total	**18.468**	**18.097**	**15.222**

PB28 Environmental Quality Funding - Budget Years

(Current $ Millions)

Under Secretary of Defense for Acquisition and Sustainment

OPR & MAINT	FY 2025	FY 2026	FY 2027
DADW			
Domestic			
Compliance			
Compliance Cross-Cutting Programs			
Multi-Program Management	23.337	1.229	5.616
Compliance Related Cleanup			
Other Compliance-Related Assessment and Cleanup	13.162	2.854	13.109
Total Compliance	**36.499**	**4.083**	**18.725**
Pollution Prevention			
Pollution Prevention Other			
Miscellaneous Pollution Prevention Activities	9.023	0.497	2.328
Total Pollution Prevention	**9.023**	**0.497**	**2.328**
Conservation			
Natural Resources Other			
Miscellaneous Natural Resources Activities	155.738	178.701	127.058
Total Conservation	**155.738**	**178.701**	**127.058**
Total Domestic	**201.260**	**183.281**	**148.111**

PB28 Environmental Quality Funding - Budget Years

(Current $ Millions)

Under Secretary of Defense for Acquisition and Sustainment

OPR & MAINT	FY 2025	FY 2026	FY 2027
DADW (Continued)			
Foreign			
Pollution Prevention			
Pollution Prevention Other			
Miscellaneous Pollution Prevention Activities	0.000	0.000	0.000
Total Pollution Prevention	**0.000**	**0.000**	**0.000**
Total Foreign	**0.000**	**0.000**	**0.000**

PB28 Environmental Quality Funding - Budget Years

(Current $ Millions)

Under Secretary of Defense for Acquisition and Sustainment

	FY 2025	FY 2026	FY 2027
OPR & MAINT			
DADW (Summary)			
Environmental Activity Cost Type Totals			
Compliance	36.499	4.083	18.725
Pollution Prevention	9.023	0.497	2.328
Conservation	155.738	178.701	127.058
Total	**201.260**	**183.281**	**148.111**
Location Totals			
Domestic	201.260	183.281	148.111
Foreign	0.000	0.000	0.000
Total	**201.260**	**183.281**	**148.111**
OUSD(A&S) TOTALS			
Environmental Activity Cost Type Totals			
Compliance	36.499	4.083	18.725
Pollution Prevention	9.023	0.497	2.328
Conservation	155.738	178.701	127.058
Total	**201.260**	**183.281**	**148.111**
Location Totals			
Domestic	201.260	183.281	148.111
Foreign	0.000	0.000	0.000
Total	**201.260**	**183.281**	**148.111**

Spares and Repair Parts

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	FY 2025 ($ in M)	FY 2026 ($ in M)	FY 2027 ($ in M)	FY 2026-FY 2027 Change ($ in M)
DEPOT LEVEL REPARABLES (DLRs)				
COMMODITY:				
AIRFRAMES	205.1	214.8	242	27.2
AIRCRAFT ENGINES	37.3	50.3	56.2	5.9
COMBAT VEHICLES	0.3	0	0	0
OTHER				
MISSILES	0	0	0	0
COMMUNICATIONS EQUIPMENT	2.4	3.2	3.2	0
OTHER MISC	1.7	1.4	1.6	0.2
TOTAL	246.8	269.7	303	33.3
CONSUMABLES				
COMMODITY:				
AIRFRAMES	84.6	96.4	107.2	10.8
AIRCRAFT ENGINES	18.8	26.3	34	7.7
COMBAT VEHICLES	1.3	0	0	0
OTHER				
MISSILES	0	0	0	0
COMMUNICATIONS EQUIPMENT	5.4	5.5	5.1	-0.4
OTHER MISC	28.2	7.6	7.6	0
TOTAL	138.3	135.8	153.9	18.1
	385.1	405.5	456.9	
FY 2026 - FY 2027 Changes:				
AIRFRAMES: Change driven by an eight percent price increase for CV-22 rotor system depot level reparable parts, coupled with an increased consumption of consumable parts.				

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Operation and Maintenance, Defense-Wide

FY 2025

United States Cyber Command
($ in Thousands)

	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
Direct Funded Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1,865**	**324,250**	**0**	**345,158**
D1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1,865**	**324,250**	**0**	**345,158**
D1a. Senior Executive Schedule	4	4	4	496	0	0	6	6	502	32	534
D1b. General Schedule	1,631	1,770	1,732	321,889	115	52	1,692	1,859	323,748	20,876	344,624
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0
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 Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0
D3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1,865**	**324,250**	**0**	**345,158**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0
Subtotal - Direct Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1,865**	**324,250**	**0**	**345,158**
D5. Other Object Class 13 Benefits										**0**	**0**
D5a. USDH - Benefits of Former Employees										0	0
D5b. DHFN - Benefits of Former Employees										0	0
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0
D5d. Foreign National Separation Liability										0	0
Reimbursable Funded Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
R1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0
R1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0
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 Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0
R3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0
Subtotal - Reimbursable Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
R5. Other Object Class 13 Benefits										**0**	**0**
R5a. USDH - Benefits of Former Employees										0	0
R5b. DHFN - Benefits of Former Employees										0	0
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0
R5d. Foreign National Separation Liability										0	0
Total Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1,865**	**324,250**	**0**	**345,158**
T1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1,865**	**324,250**	**0**	**345,158**
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	6	502	0	534
T1b. General Schedule	0	0	0	0	0	0	0	1,859	323,748	0	344,624
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 Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0
T3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1,865**	**324,250**	**0**	**345,158**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0
Subtotal - Total Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1,865**	**324,250**	**0**	**345,158**
T5. Other Object Class 13 Benefits										**0**	**0**
T5a. USDH - Benefits of Former Employees										0	0
T5b. DHFN - Benefits of Former Employees										0	0
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0
T5d. Foreign National Separation Liability										0	0

Rates

	Basic Comp	Total Comp	Comp & Benefits	% BC Variables	% BC Benefits
Direct Funded Personnel (includes OC 13)	**$185,706**	**$186,780**	**$198,824**	**0.6%**	**6.5%**
D1. US Direct Hire (USDH)	**$185,706**	**$186,780**	**$198,824**	**0.6%**	**6.5%**
D1a. Senior Executive Schedule	$124,000	$125,500	$133,500	1.2%	6.5%
D1b. General Schedule	$185,848	$186,921	$198,975	0.6%	6.5%
D1c. Special Schedule	$0	$0	$0	0.0%	0.0%
D1d. Wage System	$0	$0	$0	0.0%	0.0%
D1e. Highly Qualified Experts	$0	$0	$0	0.0%	0.0%
D1f. Other	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**$185,706**	**$186,780**	**$198,824**	**0.6%**	**6.5%**
D4. Indirect Hire Foreign Nationals (IHFN)	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**$185,706**	**$186,780**	**$198,824**	**0.6%**	**6.5%**
D5. Other Object Class 13 Benefits					
D5a. USDH - Benefits of Former Employees					
D5b. DHFN - Benefits of Former Employees					
D5c. Voluntary Separation Incentive Pay (VSIP)					
D5d. Foreign National Separation Liability					
Reimbursable Funded Personnel (includes OC 13)	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1. US Direct Hire (USDH)	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1a. Senior Executive Schedule	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	$0	$0	$0	0.0%	0.0%
R1c. Special Schedule	$0	$0	$0	0.0%	0.0%
R1d. Wage System	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	$0	$0	$0	0.0%	0.0%
R1f. Other	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R5. Other Object Class 13 Benefits					
R5a. USDH - Benefits of Former Employees					
R5b. DHFN - Benefits of Former Employees					
R5c. Voluntary Separation Incentive Pay (VSIP)					
R5d. Foreign National Separation Liability					
Total Personnel (includes OC 13)	**$185,706**	**$186,780**	**$198,824**	**0.6%**	**6.5%**
T1. US Direct Hire (USDH)	**$185,706**	**$186,780**	**$198,824**	**0.6%**	**6.5%**
T1a. Senior Executive Schedule	$124,000	$125,500	$133,500	1.2%	6.5%
T1b. General Schedule	$185,848	$186,921	$198,975	0.6%	6.5%
T1c. Special Schedule	$0	$0	$0	0.0%	0.0%
T1d. Wage System	$0	$0	$0	0.0%	0.0%
T1e. Highly Qualified Experts	$0	$0	$0	0.0%	0.0%
T1f. Other	$0	$0	$0	0.0%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**$185,706**	**$186,780**	**$198,824**	**0.6%**	**6.5%**
T4. Indirect Hire Foreign Nationals (IHFN)	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**$185,706**	**$186,780**	**$198,824**	**0.6%**	**6.5%**
T5. Other Object Class 13 Benefits					
T5a. USDH - Benefits of Former Employees					
T5b. DHFN - Benefits of Former Employees					
T5c. Voluntary Separation Incentive Pay (VSIP)					
T5d. Foreign National Separation Liability					

Operation and Maintenance, Defense-Wide

FY 2026

United States Cyber Command
($ in Thousands)

	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	Rates: Basic Comp	Rates: Total Comp	Rates: Comp & Benefits	Rates: % BC Variables	Rates: % BC Benefits
Direct Funded Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**11,262**	**245,334**	**0**	**355,486**	**$128,752**	**$134,947**	**$195,537**	**4.8%**	**47.1%**
D1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**11,262**	**245,334**	**0**	**355,486**	**$128,752**	**$134,947**	**$195,537**	**4.8%**	**47.1%**
D1a. Senior Executive Schedule	4	4	4	839	0	10	0	10	849	381	1,230	$209,750	$212,250	$307,500	1.2%	45.4%
D1b. General Schedule	2,356	2,344	1,814	233,233	2,125	627	8,500	11,252	244,485	109,771	354,256	$128,574	$134,777	$195,290	4.8%	47.1%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**11,262**	**245,334**	**0**	**355,486**	**$128,752**	**$134,947**	**$195,537**	**4.8%**	**47.1%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**11,262**	**245,334**	**0**	**355,486**	**$128,752**	**$134,947**	**$195,537**	**4.8%**	**47.1%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**11,262**	**245,334**	**0**	**355,486**	**$128,752**	**$134,947**	**$195,537**	**4.8%**	**47.1%**
T1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**11,262**	**245,334**	**0**	**355,486**	**$128,752**	**$134,947**	**$195,537**	**4.8%**	**47.1%**
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	10	849	0	1,230	$209,750	$212,250	$307,500	1.2%	45.4%
T1b. General Schedule	0	0	0	0	0	0	0	11,252	244,485	0	354,256	$128,574	$134,777	$195,290	4.8%	47.1%
T1c. Special Schedule	0	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%	0.0%
T1e. Highly Qualified Experts	0	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%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**11,262**	**245,334**	**0**	**355,486**	**$128,752**	**$134,947**	**$195,537**	**4.8%**	**47.1%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**11,262**	**245,334**	**0**	**355,486**	**$128,752**	**$134,947**	**$195,537**	**4.8%**	**47.1%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Operation and Maintenance, Defense-Wide

FY 2027

United States Cyber Command
($ in Thousands)

	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	Rates: Basic Comp	Rates: Total Comp	Rates: Comp & Benefits	Rates: % BC Variables	Rates: % BC Benefits
Direct Funded Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**22,461**	**293,888**	**0**	**425,925**	**$139,767**	**$151,333**	**$219,323**	**8.3%**	**48.6%**
D1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**22,461**	**293,888**	**0**	**425,925**	**$139,767**	**$151,333**	**$219,323**	**8.3%**	**48.6%**
D1a. Senior Executive Schedule	4	4	4	854	0	10	0	10	864	388	1,252	$213,500	$216,000	$313,000	1.2%	45.4%
D1b. General Schedule	2,369	2,460	1,938	270,573	4,247	1,217	16,987	22,451	293,024	131,649	424,673	$139,615	$151,199	$219,130	8.3%	48.7%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**22,461**	**293,888**	**0**	**425,925**	**$139,767**	**$151,333**	**$219,323**	**8.3%**	**48.6%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**22,461**	**293,888**	**0**	**425,925**	**$139,767**	**$151,333**	**$219,323**	**8.3%**	**48.6%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**22,461**	**293,888**	**0**	**425,925**	**$139,767**	**$151,333**	**$219,323**	**8.3%**	**48.6%**
T1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**22,461**	**293,888**	**0**	**425,925**	**$139,767**	**$151,333**	**$219,323**	**8.3%**	**48.6%**
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	10	864	0	1,252	$213,500	$216,000	$313,000	1.2%	45.4%
T1b. General Schedule	0	0	0	0	0	0	0	22,451	293,024	0	424,673	$139,615	$151,199	$219,130	8.3%	48.7%
T1c. Special Schedule	0	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%	0.0%
T1e. Highly Qualified Experts	0	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%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**22,461**	**293,888**	**0**	**425,925**	**$139,767**	**$151,333**	**$219,323**	**8.3%**	**48.6%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**22,461**	**293,888**	**0**	**425,925**	**$139,767**	**$151,333**	**$219,323**	**8.3%**	**48.6%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Operation and Maintenance, Defense-Wide

FY 2025

Warfighting Acquisition University
($ in Thousands)

	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	Rates: Basic Comp	Rates: Total Comp	Rates: Comp & Benefits	Rates: % BC Variables	Rates: % BC Benefits
Direct Funded Personnel (includes OC 13)	**613**	**613**	**572**	**91,236**	**12**	**2**	**3,486**	**3,500**	**94,736**	**29,985**	**124,721**	**$159,503**	**$165,622**	**$218,044**	**3.8%**	**32.9%**
D1. US Direct Hire (USDH)	**613**	**613**	**572**	**91,236**	**12**	**2**	**3,486**	**3,500**	**94,736**	**29,985**	**124,721**	**$159,503**	**$165,622**	**$218,044**	**3.8%**	**32.9%**
D1a. Senior Executive Schedule	1	1	1	226	0	0	84	84	310	84	394	$226,000	$310,000	$394,000	37.2%	37.2%
D1b. General Schedule	154	154	151	19,498	7	1	916	924	20,422	7,421	27,843	$129,126	$135,245	$184,391	4.7%	38.1%
D1c. Special Schedule	458	458	420	71,512	5	1	2,486	2,492	74,004	22,480	96,484	$170,267	$176,200	$229,724	3.5%	31.4%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**613**	**613**	**572**	**91,236**	**12**	**2**	**3,486**	**3,500**	**94,736**	**29,985**	**124,721**	**$159,503**	**$165,622**	**$218,044**	**3.8%**	**32.9%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**613**	**613**	**572**	**91,236**	**12**	**2**	**3,486**	**3,500**	**94,736**	**29,985**	**124,721**	**$159,503**	**$165,622**	**$218,044**	**3.8%**	**32.9%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**613**	**613**	**572**	**91,236**	**12**	**2**	**3,486**	**3,500**	**94,736**	**29,985**	**124,721**	**$159,503**	**$165,622**	**$218,044**	**3.8%**	**32.9%**
T1. US Direct Hire (USDH)	**613**	**613**	**572**	**91,236**	**12**	**2**	**3,486**	**3,500**	**94,736**	**29,985**	**124,721**	**$159,503**	**$165,622**	**$218,044**	**3.8%**	**32.9%**
T1a. Senior Executive Schedule	1	1	1	226	0	0	84	84	310	84	394	$226,000	$310,000	$394,000	37.2%	37.2%
T1b. General Schedule	154	154	151	19,498	7	1	916	924	20,422	7,421	27,843	$129,126	$135,245	$184,391	4.7%	38.1%
T1c. Special Schedule	458	458	420	71,512	5	1	2,486	2,492	74,004	22,480	96,484	$170,267	$176,200	$229,724	3.5%	31.4%
T1d. Wage System	0	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%	0.0%
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**613**	**613**	**572**	**91,236**	**12**	**2**	**3,486**	**3,500**	**94,736**	**29,985**	**124,721**	**$159,503**	**$165,622**	**$218,044**	**3.8%**	**32.9%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**613**	**613**	**572**	**91,236**	**12**	**2**	**3,486**	**3,500**	**94,736**	**29,985**	**124,721**	**$159,503**	**$165,622**	**$218,044**	**3.8%**	**32.9%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Operation and Maintenance, Defense-Wide

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Warfighting Acquisition University
($ in Thousands)

	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	Rates: Basic Comp	Rates: Total Comp	Rates: Comp & Benefits	Rates: % BC Variables	Rates: % BC Benefits
Direct Funded Personnel (includes OC 13)	**626**	**626**	**535**	**88,825**	**12**	**2**	**3,346**	**3,360**	**92,185**	**27,895**	**120,080**	**$166,028**	**$172,308**	**$224,449**	**3.8%**	**31.4%**
D1. US Direct Hire (USDH)	**626**	**626**	**535**	**88,825**	**12**	**2**	**3,346**	**3,360**	**92,185**	**27,895**	**120,080**	**$166,028**	**$172,308**	**$224,449**	**3.8%**	**31.4%**
D1a. Senior Executive Schedule	1	1	1	227	0	0	84	84	311	84	395	$227,000	$311,000	$395,000	37.0%	37.0%
D1b. General Schedule	154	154	104	19,607	7	1	921	929	20,536	6,491	27,027	$188,529	$197,462	$259,875	4.7%	33.1%
D1c. Special Schedule	471	471	430	68,991	5	1	2,341	2,347	71,338	21,320	92,658	$160,444	$165,902	$215,484	3.4%	30.9%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**626**	**626**	**535**	**88,825**	**12**	**2**	**3,346**	**3,360**	**92,185**	**27,895**	**120,080**	**$166,028**	**$172,308**	**$224,449**	**3.8%**	**31.4%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**626**	**626**	**535**	**88,825**	**12**	**2**	**3,346**	**3,360**	**92,185**	**27,895**	**120,080**	**$166,028**	**$172,308**	**$224,449**	**3.8%**	**31.4%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**626**	**626**	**535**	**88,825**	**12**	**2**	**3,346**	**3,360**	**92,185**	**27,895**	**120,080**	**$166,028**	**$172,308**	**$224,449**	**3.8%**	**31.4%**
T1. US Direct Hire (USDH)	**626**	**626**	**535**	**88,825**	**12**	**2**	**3,346**	**3,360**	**92,185**	**27,895**	**120,080**	**$166,028**	**$172,308**	**$224,449**	**3.8%**	**31.4%**
T1a. Senior Executive Schedule	1	1	1	227	0	0	84	84	311	84	395	$227,000	$311,000	$395,000	37.0%	37.0%
T1b. General Schedule	154	154	104	19,607	7	1	921	929	20,536	6,491	27,027	$188,529	$197,462	$259,875	4.7%	33.1%
T1c. Special Schedule	471	471	430	68,991	5	1	2,341	2,347	71,338	21,320	92,658	$160,444	$165,902	$215,484	3.4%	30.9%
T1d. Wage System	0	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%	0.0%
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**626**	**626**	**535**	**88,825**	**12**	**2**	**3,346**	**3,360**	**92,185**	**27,895**	**120,080**	**$166,028**	**$172,308**	**$224,449**	**3.8%**	**31.4%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**626**	**626**	**535**	**88,825**	**12**	**2**	**3,346**	**3,360**	**92,185**	**27,895**	**120,080**	**$166,028**	**$172,308**	**$224,449**	**3.8%**	**31.4%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Operation and Maintenance, Defense-Wide

FY 2027

Warfighting Acquisition University
($ in Thousands)

	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	Rates: Basic Comp	Rates: Total Comp	Rates: Comp & Benefits	Rates: % BC Variables	Rates: % BC Benefits
Direct Funded Personnel (includes OC 13)	**626**	**626**	**535**	**90,488**	**12**	**2**	**3,412**	**3,426**	**93,914**	**28,024**	**121,938**	**$169,136**	**$175,540**	**$227,921**	**3.8%**	**31.0%**
D1. US Direct Hire (USDH)	**626**	**626**	**535**	**90,488**	**12**	**2**	**3,412**	**3,426**	**93,914**	**28,024**	**121,938**	**$169,136**	**$175,540**	**$227,921**	**3.8%**	**31.0%**
D1a. Senior Executive Schedule	1	1	1	187	0	0	69	69	256	69	325	$187,000	$256,000	$325,000	36.9%	36.9%
D1b. General Schedule	154	154	151	20,261	7	1	966	974	21,235	6,311	27,546	$134,179	$140,629	$182,424	4.8%	31.1%
D1c. Special Schedule	471	471	383	70,040	5	1	2,377	2,383	72,423	21,644	94,067	$182,872	$189,094	$245,606	3.4%	30.9%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**626**	**626**	**535**	**90,488**	**12**	**2**	**3,412**	**3,426**	**93,914**	**28,024**	**121,938**	**$169,136**	**$175,540**	**$227,921**	**3.8%**	**31.0%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**626**	**626**	**535**	**90,488**	**12**	**2**	**3,412**	**3,426**	**93,914**	**28,024**	**121,938**	**$169,136**	**$175,540**	**$227,921**	**3.8%**	**31.0%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**626**	**626**	**535**	**90,488**	**12**	**2**	**3,412**	**3,426**	**93,914**	**28,024**	**121,938**	**$169,136**	**$175,540**	**$227,921**	**3.8%**	**31.0%**
T1. US Direct Hire (USDH)	**626**	**626**	**535**	**90,488**	**12**	**2**	**3,412**	**3,426**	**93,914**	**28,024**	**121,938**	**$169,136**	**$175,540**	**$227,921**	**3.8%**	**31.0%**
T1a. Senior Executive Schedule	1	1	1	187	0	0	69	69	256	69	325	$187,000	$256,000	$325,000	36.9%	36.9%
T1b. General Schedule	154	154	151	20,261	7	1	966	974	21,235	6,311	27,546	$134,179	$140,629	$182,424	4.8%	31.1%
T1c. Special Schedule	471	471	383	70,040	5	1	2,377	2,383	72,423	21,644	94,067	$182,872	$189,094	$245,606	3.4%	30.9%
T1d. Wage System	0	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%	0.0%
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**626**	**626**	**535**	**90,488**	**12**	**2**	**3,412**	**3,426**	**93,914**	**28,024**	**121,938**	**$169,136**	**$175,540**	**$227,921**	**3.8%**	**31.0%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**626**	**626**	**535**	**90,488**	**12**	**2**	**3,412**	**3,426**	**93,914**	**28,024**	**121,938**	**$169,136**	**$175,540**	**$227,921**	**3.8%**	**31.0%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Operation and Maintenance, Defense-Wide

FY 2025

Defense Contract Audit Agency
($ in Thousands)

	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	Rates: Basic Comp	Rates: Total Comp	Rates: Comp & Benefits	Rates: % BC Variables	Rates: % BC Benefits
Direct Funded Personnel (includes OC 13)	**3,653**	**3,474**	**3,479**	**394,427**	**162**	**7**	**7,111**	**7,280**	**401,707**	**157,688**	**559,395**	**$113,374**	**$115,466**	**$160,792**	**1.8%**	**40.0%**
D1. US Direct Hire (USDH)	**3,653**	**3,474**	**3,479**	**394,427**	**162**	**7**	**7,111**	**7,280**	**401,707**	**157,538**	**559,245**	**$113,374**	**$115,466**	**$160,749**	**1.8%**	**39.9%**
D1a. Senior Executive Schedule	16	16	16	3,561	0	0	285	285	3,846	1,225	5,071	$222,563	$240,375	$316,938	8.0%	34.4%
D1b. General Schedule	3,637	3,458	3,463	390,866	162	7	6,826	6,995	397,861	156,313	554,174	$112,869	$114,889	$160,027	1.8%	40.0%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**3,653**	**3,474**	**3,479**	**394,427**	**162**	**7**	**7,111**	**7,280**	**401,707**	**157,538**	**559,245**	**$113,374**	**$115,466**	**$160,749**	**1.8%**	**39.9%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**3,653**	**3,474**	**3,479**	**394,427**	**162**	**7**	**7,111**	**7,280**	**401,707**	**157,538**	**559,245**	**$113,374**	**$115,466**	**$160,749**	**1.8%**	**39.9%**
D5. Other Object Class 13 Benefits										**150**	**150**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										150	150					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**204**	**204**	**204**	**20,094**	**0**	**0**	**0**	**0**	**20,094**	**7,778**	**27,872**	**$98,500**	**$98,500**	**$136,627**	**0.0%**	**38.7%**
R1. US Direct Hire (USDH)	**204**	**204**	**204**	**20,094**	**0**	**0**	**0**	**0**	**20,094**	**7,778**	**27,872**	**$98,500**	**$98,500**	**$136,627**	**0.0%**	**38.7%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	204	204	204	20,094	0	0	0	0	20,094	7,778	27,872	$98,500	$98,500	$136,627	0.0%	38.7%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**204**	**204**	**204**	**20,094**	**0**	**0**	**0**	**0**	**20,094**	**7,778**	**27,872**	**$98,500**	**$98,500**	**$136,627**	**0.0%**	**38.7%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**204**	**204**	**204**	**20,094**	**0**	**0**	**0**	**0**	**20,094**	**7,778**	**27,872**	**$98,500**	**$98,500**	**$136,627**	**0.0%**	**38.7%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**3,857**	**3,678**	**3,683**	**414,521**	**162**	**7**	**7,111**	**7,280**	**421,801**	**165,466**	**587,267**	**$112,550**	**$114,526**	**$159,453**	**1.8%**	**39.9%**
T1. US Direct Hire (USDH)	**3,857**	**3,678**	**3,683**	**414,521**	**162**	**7**	**7,111**	**7,280**	**421,801**	**165,316**	**587,117**	**$112,550**	**$114,526**	**$159,413**	**1.8%**	**39.9%**
T1a. Senior Executive Schedule	16	16	16	3,561	0	0	285	285	3,846	1,225	5,071	$222,563	$240,375	$316,938	8.0%	34.4%
T1b. General Schedule	3,841	3,662	3,667	410,960	162	7	6,826	6,995	417,955	164,091	582,046	$112,070	$113,977	$158,725	1.7%	39.9%
T1c. Special Schedule	0	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%	0.0%
T1e. Highly Qualified Experts	0	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%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**3,857**	**3,678**	**3,683**	**414,521**	**162**	**7**	**7,111**	**7,280**	**421,801**	**165,316**	**587,117**	**$112,550**	**$114,526**	**$159,413**	**1.8%**	**39.9%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**3,857**	**3,678**	**3,683**	**414,521**	**162**	**7**	**7,111**	**7,280**	**421,801**	**165,316**	**587,117**	**$112,550**	**$114,526**	**$159,413**	**1.8%**	**39.9%**
T5. Other Object Class 13 Benefits										**150**	**150**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										150	150					
T5d. Foreign National Separation Liability										0	0					

Operation and Maintenance, Defense-Wide

FY 2026

Defense Contract Audit Agency
($ in Thousands)

	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	Rates: Basic Comp	Rates: Total Comp	Rates: Comp & Benefits	Rates: % BC Variables	Rates: % BC Benefits
Direct Funded Personnel (includes OC 13)	**3,585**	**3,401**	**3,385**	**366,060**	**585**	**87**	**11,580**	**12,252**	**378,312**	**148,706**	**527,018**	**$108,142**	**$111,761**	**$155,692**	**3.3%**	**40.6%**
D1. US Direct Hire (USDH)	**3,585**	**3,401**	**3,385**	**366,060**	**585**	**87**	**11,580**	**12,252**	**378,312**	**148,706**	**527,018**	**$108,142**	**$111,761**	**$155,692**	**3.3%**	**40.6%**
D1a. Senior Executive Schedule	17	17	17	3,544	0	0	310	310	3,854	1,390	5,244	$208,471	$226,706	$308,471	8.7%	39.2%
D1b. General Schedule	3,568	3,384	3,368	362,516	585	87	11,270	11,942	374,458	147,316	521,774	$107,635	$111,181	$154,921	3.3%	40.6%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**3,585**	**3,401**	**3,385**	**366,060**	**585**	**87**	**11,580**	**12,252**	**378,312**	**148,706**	**527,018**	**$108,142**	**$111,761**	**$155,692**	**3.3%**	**40.6%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**3,585**	**3,401**	**3,385**	**366,060**	**585**	**87**	**11,580**	**12,252**	**378,312**	**148,706**	**527,018**	**$108,142**	**$111,761**	**$155,692**	**3.3%**	**40.6%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**204**	**211**	**211**	**22,000**	**0**	**0**	**0**	**0**	**22,000**	**8,000**	**30,000**	**$104,265**	**$104,265**	**$142,180**	**0.0%**	**36.4%**
R1. US Direct Hire (USDH)	**204**	**211**	**211**	**22,000**	**0**	**0**	**0**	**0**	**22,000**	**8,000**	**30,000**	**$104,265**	**$104,265**	**$142,180**	**0.0%**	**36.4%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	204	211	211	22,000	0	0	0	0	22,000	8,000	30,000	$104,265	$104,265	$142,180	0.0%	36.4%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**204**	**211**	**211**	**22,000**	**0**	**0**	**0**	**0**	**22,000**	**8,000**	**30,000**	**$104,265**	**$104,265**	**$142,180**	**0.0%**	**36.4%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**204**	**211**	**211**	**22,000**	**0**	**0**	**0**	**0**	**22,000**	**8,000**	**30,000**	**$104,265**	**$104,265**	**$142,180**	**0.0%**	**36.4%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**3,789**	**3,612**	**3,596**	**388,060**	**585**	**87**	**11,580**	**12,252**	**400,312**	**156,706**	**557,018**	**$107,914**	**$111,321**	**$154,899**	**3.2%**	**40.4%**
T1. US Direct Hire (USDH)	**3,789**	**3,612**	**3,596**	**388,060**	**585**	**87**	**11,580**	**12,252**	**400,312**	**156,706**	**557,018**	**$107,914**	**$111,321**	**$154,899**	**3.2%**	**40.4%**
T1a. Senior Executive Schedule	17	17	17	3,544	0	0	310	310	3,854	1,390	5,244	$208,471	$226,706	$308,471	8.7%	39.2%
T1b. General Schedule	3,772	3,595	3,579	384,516	585	87	11,270	11,942	396,458	155,316	551,774	$107,437	$110,773	$154,170	3.1%	40.4%
T1c. Special Schedule	0	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%	0.0%
T1e. Highly Qualified Experts	0	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%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**3,789**	**3,612**	**3,596**	**388,060**	**585**	**87**	**11,580**	**12,252**	**400,312**	**156,706**	**557,018**	**$107,914**	**$111,321**	**$154,899**	**3.2%**	**40.4%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**3,789**	**3,612**	**3,596**	**388,060**	**585**	**87**	**11,580**	**12,252**	**400,312**	**156,706**	**557,018**	**$107,914**	**$111,321**	**$154,899**	**3.2%**	**40.4%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Operation and Maintenance, Defense-Wide

Defense Contract Audit Agency
($ in Thousands)

FY 2027	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	Rates: Basic Comp	Rates: Total Comp	Rates: Comp & Benefits	Rates: % BC Variables	Rates: % BC Benefits
Direct Funded Personnel (includes OC 13)	**3,401**	**3,493**	**3,369**	**360,750**	**911**	**18**	**16,001**	**16,930**	**377,680**	**146,627**	**524,307**	**$107,079**	**$112,104**	**$155,627**	**4.7%**	**40.6%**
D1. US Direct Hire (USDH)	**3,401**	**3,493**	**3,369**	**360,750**	**911**	**18**	**16,001**	**16,930**	**377,680**	**146,627**	**524,307**	**$107,079**	**$112,104**	**$155,627**	**4.7%**	**40.6%**
D1a. Senior Executive Schedule	17	16	16	3,282	0	0	324	324	3,606	1,413	5,019	$205,125	$225,375	$313,688	9.9%	43.1%
D1b. General Schedule	3,384	3,477	3,353	357,468	911	18	15,677	16,606	374,074	145,214	519,288	$106,611	$111,564	$154,873	4.6%	40.6%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**3,401**	**3,493**	**3,369**	**360,750**	**911**	**18**	**16,001**	**16,930**	**377,680**	**146,627**	**524,307**	**$107,079**	**$112,104**	**$155,627**	**4.7%**	**40.6%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**3,401**	**3,493**	**3,369**	**360,750**	**911**	**18**	**16,001**	**16,930**	**377,680**	**146,627**	**524,307**	**$107,079**	**$112,104**	**$155,627**	**4.7%**	**40.6%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**211**	**204**	**204**	**22,661**	**0**	**0**	**0**	**0**	**22,661**	**8,769**	**31,430**	**$111,083**	**$111,083**	**$154,069**	**0.0%**	**38.7%**
R1. US Direct Hire (USDH)	**211**	**204**	**204**	**22,661**	**0**	**0**	**0**	**0**	**22,661**	**8,769**	**31,430**	**$111,083**	**$111,083**	**$154,069**	**0.0%**	**38.7%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	211	204	204	22,661	0	0	0	0	22,661	8,769	31,430	$111,083	$111,083	$154,069	0.0%	38.7%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**211**	**204**	**204**	**22,661**	**0**	**0**	**0**	**0**	**22,661**	**8,769**	**31,430**	**$111,083**	**$111,083**	**$154,069**	**0.0%**	**38.7%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**211**	**204**	**204**	**22,661**	**0**	**0**	**0**	**0**	**22,661**	**8,769**	**31,430**	**$111,083**	**$111,083**	**$154,069**	**0.0%**	**38.7%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**3,612**	**3,697**	**3,573**	**383,411**	**911**	**18**	**16,001**	**16,930**	**400,341**	**155,396**	**555,737**	**$107,308**	**$112,046**	**$155,538**	**4.4%**	**40.5%**
T1. US Direct Hire (USDH)	**3,612**	**3,697**	**3,573**	**383,411**	**911**	**18**	**16,001**	**16,930**	**400,341**	**155,396**	**555,737**	**$107,308**	**$112,046**	**$155,538**	**4.4%**	**40.5%**
T1a. Senior Executive Schedule	17	16	16	3,282	0	0	324	324	3,606	1,413	5,019	$205,125	$225,375	$313,688	9.9%	43.1%
T1b. General Schedule	3,595	3,681	3,557	380,129	911	18	15,677	16,606	396,735	153,983	550,718	$106,868	$111,536	$154,827	4.4%	40.5%
T1c. Special Schedule	0	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%	0.0%
T1e. Highly Qualified Experts	0	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%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**3,612**	**3,697**	**3,573**	**383,411**	**911**	**18**	**16,001**	**16,930**	**400,341**	**155,396**	**555,737**	**$107,308**	**$112,046**	**$155,538**	**4.4%**	**40.5%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**3,612**	**3,697**	**3,573**	**383,411**	**911**	**18**	**16,001**	**16,930**	**400,341**	**155,396**	**555,737**	**$107,308**	**$112,046**	**$155,538**	**4.4%**	**40.5%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Operation and Maintenance, Defense-Wide

Defense Contract Management Agency

FY 2025	($ in Thousands)											Rates				
	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)	**8,517**	**8,281**	**8,183**	**931,454**	**5,823**	**260**	**25,437**	**31,520**	**962,974**	**380,334**	**1,343,308**	**$113,828**	**$117,680**	**$164,158**	**3.4%**	**40.8%**
D1. US Direct Hire (USDH)	**8,457**	**8,222**	**8,134**	**927,626**	**5,823**	**260**	**25,411**	**31,494**	**959,120**	**380,036**	**1,339,156**	**$114,043**	**$117,915**	**$164,637**	**3.4%**	**41.0%**
D1a. Senior Executive Schedule	10	9	11	2,059	0	57	121	178	2,237	695	2,932	$187,182	$203,364	$266,545	8.6%	33.8%
D1b. General Schedule	8,447	8,213	8,122	925,567	5,823	203	25,290	31,316	956,883	379,341	1,336,224	$113,958	$117,814	$164,519	3.4%	41.0%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	1	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	57	57	47	3,668	0	0	26	26	3,694	298	3,992	$78,043	$78,596	$84,936	0.7%	8.1%
D3. Total Direct Hire	**8,514**	**8,279**	**8,181**	**931,294**	**5,823**	**260**	**25,437**	**31,520**	**962,814**	**380,334**	**1,343,148**	**$113,836**	**$117,689**	**$164,179**	**3.4%**	**40.8%**
D4. Indirect Hire Foreign Nationals (IHFN)	3	2	2	160	0	0	0	0	160	0	160	$80,000	$80,000	$80,000	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**8,517**	**8,281**	**8,183**	**931,454**	**5,823**	**260**	**25,437**	**31,520**	**962,974**	**380,334**	**1,343,308**	**$113,828**	**$117,680**	**$164,158**	**3.4%**	**40.8%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**1,571**	**1,542**	**1,542**	**22,643**	**560**	**0**	**20**	**580**	**23,223**	**1,618**	**24,841**	**$14,684**	**$15,060**	**$16,110**	**2.6%**	**7.1%**
R1. US Direct Hire (USDH)	**1,571**	**1,542**	**1,542**	**22,643**	**560**	**0**	**20**	**580**	**23,223**	**1,618**	**24,841**	**$14,684**	**$15,060**	**$16,110**	**2.6%**	**7.1%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	1,571	1,542	1,542	22,643	560	0	20	580	23,223	1,618	24,841	$14,684	$15,060	$16,110	2.6%	7.1%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**1,571**	**1,542**	**1,542**	**22,643**	**560**	**0**	**20**	**580**	**23,223**	**1,618**	**24,841**	**$14,684**	**$15,060**	**$16,110**	**2.6%**	**7.1%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**1,571**	**1,542**	**1,542**	**22,643**	**560**	**0**	**20**	**580**	**23,223**	**1,618**	**24,841**	**$14,684**	**$15,060**	**$16,110**	**2.6%**	**7.1%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**10,088**	**9,823**	**9,725**	**954,097**	**6,383**	**260**	**25,457**	**32,100**	**986,197**	**381,952**	**1,368,149**	**$98,108**	**$101,408**	**$140,684**	**3.4%**	**40.0%**
T1. US Direct Hire (USDH)	**10,028**	**9,764**	**9,676**	**950,269**	**6,383**	**260**	**25,431**	**32,074**	**982,343**	**381,654**	**1,363,997**	**$98,209**	**$101,524**	**$140,967**	**3.4%**	**40.2%**
T1a. Senior Executive Schedule	10	9	11	2,059	0	57	121	178	2,237	695	2,932	$187,182	$203,364	$266,545	8.6%	33.8%
T1b. General Schedule	10,018	9,755	9,664	948,210	6,383	203	25,310	31,896	980,106	380,959	1,361,065	$98,118	$101,418	$140,839	3.4%	40.2%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T1d. Wage System	0	0	1	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%	0.0%
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	57	57	47	3,668	0	0	26	26	3,694	298	3,992	$78,043	$78,596	$84,936	0.7%	8.1%
T3. Total Direct Hire	**10,085**	**9,821**	**9,723**	**953,937**	**6,383**	**260**	**25,457**	**32,100**	**986,037**	**381,952**	**1,367,989**	**$98,111**	**$101,413**	**$140,696**	**3.4%**	**40.0%**
T4. Indirect Hire Foreign Nationals (IHFN)	3	2	2	160	0	0	0	0	160	0	160	$80,000	$80,000	$80,000	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**10,088**	**9,823**	**9,725**	**954,097**	**6,383**	**260**	**25,457**	**32,100**	**986,197**	**381,952**	**1,368,149**	**$98,108**	**$101,408**	**$140,684**	**3.4%**	**40.0%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Operation and Maintenance, Defense-Wide

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Defense Contract Management Agency
($ in Thousands)

	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
Direct Funded Personnel (includes OC 13)	**7,951**	**7,223**	**7,447**	**861,660**	**4,556**	**731**	**21,613**	**26,900**	**888,560**	**355,211**	**1,243,771**
D1. US Direct Hire (USDH)	**7,893**	**7,165**	**7,394**	**856,973**	**4,556**	**731**	**21,588**	**26,875**	**883,848**	**354,907**	**1,238,755**
D1a. Senior Executive Schedule	11	11	11	1,840	0	61	171	232	2,072	701	2,773
D1b. General Schedule	7,882	7,154	7,382	855,133	4,556	670	21,417	26,643	881,776	354,206	1,235,982
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0
D1d. Wage System	0	0	1	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 Foreign Nationals (DHFN)	55	55	50	4,435	0	0	25	25	4,460	304	4,764
D3. Total Direct Hire	**7,948**	**7,220**	**7,444**	**861,408**	**4,556**	**731**	**21,613**	**26,900**	**888,308**	**355,211**	**1,243,519**
D4. Indirect Hire Foreign Nationals (IHFN)	3	3	3	252	0	0	0	0	252	0	252
Subtotal - Direct Funded (excludes OC 13)	**7,951**	**7,223**	**7,447**	**861,660**	**4,556**	**731**	**21,613**	**26,900**	**888,560**	**355,211**	**1,243,771**
D5. Other Object Class 13 Benefits										**0**	**0**
D5a. USDH - Benefits of Former Employees										0	0
D5b. DHFN - Benefits of Former Employees										0	0
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0
D5d. Foreign National Separation Liability										0	0
Reimbursable Funded Personnel (includes OC 13)	**153**	**153**	**153**	**23,119**	**426**	**0**	**19**	**445**	**23,564**	**900**	**24,464**
R1. US Direct Hire (USDH)	**153**	**153**	**153**	**23,119**	**426**	**0**	**19**	**445**	**23,564**	**900**	**24,464**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0
R1b. General Schedule	153	153	153	23,119	426	0	19	445	23,564	900	24,464
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 Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0
R3. Total Direct Hire	**153**	**153**	**153**	**23,119**	**426**	**0**	**19**	**445**	**23,564**	**900**	**24,464**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0
Subtotal - Reimbursable Funded (excludes OC 13)	**153**	**153**	**153**	**23,119**	**426**	**0**	**19**	**445**	**23,564**	**900**	**24,464**
R5. Other Object Class 13 Benefits										**0**	**0**
R5a. USDH - Benefits of Former Employees										0	0
R5b. DHFN - Benefits of Former Employees										0	0
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0
R5d. Foreign National Separation Liability										0	0
Total Personnel (includes OC 13)	**8,104**	**7,376**	**7,600**	**884,779**	**4,982**	**731**	**21,632**	**27,345**	**912,124**	**356,111**	**1,268,235**
T1. US Direct Hire (USDH)	**8,046**	**7,318**	**7,547**	**880,092**	**4,982**	**731**	**21,607**	**27,320**	**907,412**	**355,807**	**1,263,219**
T1a. Senior Executive Schedule	11	11	11	1,840	0	61	171	232	2,072	701	2,773
T1b. General Schedule	8,035	7,307	7,535	878,252	4,982	670	21,436	27,088	905,340	355,106	1,260,446
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0
T1d. Wage System	0	0	1	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 Foreign Nationals (DHFN)	55	55	50	4,435	0	0	25	25	4,460	304	4,764
T3. Total Direct Hire	**8,101**	**7,373**	**7,597**	**884,527**	**4,982**	**731**	**21,632**	**27,345**	**911,872**	**356,111**	**1,267,983**
T4. Indirect Hire Foreign Nationals (IHFN)	3	3	3	252	0	0	0	0	252	0	252
Subtotal - Total Funded (excludes OC 13)	**8,104**	**7,376**	**7,600**	**884,779**	**4,982**	**731**	**21,632**	**27,345**	**912,124**	**356,111**	**1,268,235**
T5. Other Object Class 13 Benefits										**0**	**0**
T5a. USDH - Benefits of Former Employees										0	0
T5b. DHFN - Benefits of Former Employees										0	0
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0
T5d. Foreign National Separation Liability										0	0

Rates

	Basic Comp	Total Comp	Comp & Benefits	% BC Variables	% BC Benefits
Direct Funded Personnel (includes OC 13)	**$115,706**	**$119,318**	**$167,016**	**3.1%**	**41.2%**
D1. US Direct Hire (USDH)	**$115,901**	**$119,536**	**$167,535**	**3.1%**	**41.4%**
D1a. Senior Executive Schedule	$167,273	$188,364	$252,091	12.6%	38.1%
D1b. General Schedule	$115,840	$119,449	$167,432	3.1%	41.4%
D1c. Special Schedule	$0	$0	$0	0.0%	0.0%
D1d. Wage System	$0	$0	$0	0.0%	0.0%
D1e. Highly Qualified Experts	$0	$0	$0	0.0%	0.0%
D1f. Other	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	$88,700	$89,200	$95,280	0.6%	6.9%
D3. Total Direct Hire	**$115,718**	**$119,332**	**$167,050**	**3.1%**	**41.2%**
D4. Indirect Hire Foreign Nationals (IHFN)	$84,000	$84,000	$84,000	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**$115,706**	**$119,318**	**$167,016**	**3.1%**	**41.2%**
D5. Other Object Class 13 Benefits					
D5a. USDH - Benefits of Former Employees					
D5b. DHFN - Benefits of Former Employees					
D5c. Voluntary Separation Incentive Pay (VSIP)					
D5d. Foreign National Separation Liability					
Reimbursable Funded Personnel (includes OC 13)	**$151,105**	**$154,013**	**$159,895**	**1.9%**	**3.9%**
R1. US Direct Hire (USDH)	**$151,105**	**$154,013**	**$159,895**	**1.9%**	**3.9%**
R1a. Senior Executive Schedule	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	$151,105	$154,013	$159,895	1.9%	3.9%
R1c. Special Schedule	$0	$0	$0	0.0%	0.0%
R1d. Wage System	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	$0	$0	$0	0.0%	0.0%
R1f. Other	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**$151,105**	**$154,013**	**$159,895**	**1.9%**	**3.9%**
R4. Indirect Hire Foreign Nationals (IHFN)	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**$151,105**	**$154,013**	**$159,895**	**1.9%**	**3.9%**
R5. Other Object Class 13 Benefits					
R5a. USDH - Benefits of Former Employees					
R5b. DHFN - Benefits of Former Employees					
R5c. Voluntary Separation Incentive Pay (VSIP)					
R5d. Foreign National Separation Liability					
Total Personnel (includes OC 13)	**$116,418**	**$120,016**	**$166,873**	**3.1%**	**40.2%**
T1. US Direct Hire (USDH)	**$116,615**	**$120,235**	**$167,380**	**3.1%**	**40.4%**
T1a. Senior Executive Schedule	$167,273	$188,364	$252,091	12.6%	38.1%
T1b. General Schedule	$116,556	$120,151	$167,279	3.1%	40.4%
T1c. Special Schedule	$0	$0	$0	0.0%	0.0%
T1d. Wage System	$0	$0	$0	0.0%	0.0%
T1e. Highly Qualified Experts	$0	$0	$0	0.0%	0.0%
T1f. Other	$0	$0	$0	0.0%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	$88,700	$89,200	$95,280	0.6%	6.9%
T3. Total Direct Hire	**$116,431**	**$120,031**	**$166,906**	**3.1%**	**40.3%**
T4. Indirect Hire Foreign Nationals (IHFN)	$84,000	$84,000	$84,000	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**$116,418**	**$120,016**	**$166,873**	**3.1%**	**40.2%**
T5. Other Object Class 13 Benefits					
T5a. USDH - Benefits of Former Employees					
T5b. DHFN - Benefits of Former Employees					
T5c. Voluntary Separation Incentive Pay (VSIP)					
T5d. Foreign National Separation Liability					

Operation and Maintenance, Defense-Wide

Defense Contract Management Agency

FY 2027	($ in Thousands)											Rates				
	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)	**7,223**	**7,541**	**7,611**	**881,618**	**4,969**	**228**	**40,288**	**45,485**	**927,103**	**355,143**	**1,282,246**	**$115,835**	**$121,811**	**$168,473**	**5.2%**	**40.3%**
D1. US Direct Hire (USDH)	**7,165**	**7,488**	**7,558**	**876,831**	**4,969**	**228**	**40,260**	**45,457**	**922,288**	**354,833**	**1,277,121**	**$116,014**	**$122,028**	**$168,976**	**5.2%**	**40.5%**
D1a. Senior Executive Schedule	11	11	11	2,080	0	22	255	277	2,357	777	3,134	$189,091	$214,273	$284,909	13.3%	37.4%
D1b. General Schedule	7,154	7,477	7,546	874,751	4,969	206	40,005	45,180	919,931	354,056	1,273,987	$115,922	$121,910	$168,829	5.2%	40.5%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	1	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	55	50	50	4,528	0	0	28	28	4,556	310	4,866	$90,560	$91,120	$97,320	0.6%	6.8%
D3. Total Direct Hire	**7,220**	**7,538**	**7,608**	**881,359**	**4,969**	**228**	**40,288**	**45,485**	**926,844**	**355,143**	**1,281,987**	**$115,846**	**$121,825**	**$168,505**	**5.2%**	**40.3%**
D4. Indirect Hire Foreign Nationals (IHFN)	3	3	3	259	0	0	0	0	259	0	259	$86,333	$86,333	$86,333	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**7,223**	**7,541**	**7,611**	**881,618**	**4,969**	**228**	**40,288**	**45,485**	**927,103**	**355,143**	**1,282,246**	**$115,835**	**$121,811**	**$168,473**	**5.2%**	**40.3%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**153**	**153**	**153**	**23,183**	**421**	**0**	**25**	**446**	**23,629**	**902**	**24,531**	**$151,523**	**$154,438**	**$160,333**	**1.9%**	**3.9%**
R1. US Direct Hire (USDH)	**153**	**153**	**153**	**23,183**	**421**	**0**	**25**	**446**	**23,629**	**902**	**24,531**	**$151,523**	**$154,438**	**$160,333**	**1.9%**	**3.9%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	153	153	153	23,183	421	0	25	446	23,629	902	24,531	$151,523	$154,438	$160,333	1.9%	3.9%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**153**	**153**	**153**	**23,183**	**421**	**0**	**25**	**446**	**23,629**	**902**	**24,531**	**$151,523**	**$154,438**	**$160,333**	**1.9%**	**3.9%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**153**	**153**	**153**	**23,183**	**421**	**0**	**25**	**446**	**23,629**	**902**	**24,531**	**$151,523**	**$154,438**	**$160,333**	**1.9%**	**3.9%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**7,376**	**7,694**	**7,764**	**904,801**	**5,390**	**228**	**40,313**	**45,931**	**950,732**	**356,045**	**1,306,777**	**$116,538**	**$122,454**	**$168,312**	**5.1%**	**39.4%**
T1. US Direct Hire (USDH)	**7,318**	**7,641**	**7,711**	**900,014**	**5,390**	**228**	**40,285**	**45,903**	**945,917**	**355,735**	**1,301,652**	**$116,718**	**$122,671**	**$168,805**	**5.1%**	**39.5%**
T1a. Senior Executive Schedule	11	11	11	2,080	0	22	255	277	2,357	777	3,134	$189,091	$214,273	$284,909	13.3%	37.4%
T1b. General Schedule	7,307	7,630	7,699	897,934	5,390	206	40,030	45,626	943,560	354,958	1,298,518	$116,630	$122,556	$168,661	5.1%	39.5%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T1d. Wage System	0	0	1	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%	0.0%
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	55	50	50	4,528	0	0	28	28	4,556	310	4,866	$90,560	$91,120	$97,320	0.6%	6.8%
T3. Total Direct Hire	**7,373**	**7,691**	**7,761**	**904,542**	**5,390**	**228**	**40,313**	**45,931**	**950,473**	**356,045**	**1,306,518**	**$116,550**	**$122,468**	**$168,344**	**5.1%**	**39.4%**
T4. Indirect Hire Foreign Nationals (IHFN)	3	3	3	259	0	0	0	0	259	0	259	$86,333	$86,333	$86,333	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**7,376**	**7,694**	**7,764**	**904,801**	**5,390**	**228**	**40,313**	**45,931**	**950,732**	**356,045**	**1,306,777**	**$116,538**	**$122,454**	**$168,312**	**5.1%**	**39.4%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Operation and Maintenance, Defense-Wide

Defense Counterintelligence Security Agency

FY 2025	($ in Thousands)											Rates				
	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)	**2,065**	**1,366**	**1,179**	**160,967**	**664**	**6**	**5,286**	**5,956**	**166,923**	**59,540**	**226,463**	**$136,528**	**$141,580**	**$192,081**	**3.7%**	**37.0%**
D1. US Direct Hire (USDH)	**2,065**	**1,366**	**1,179**	**160,967**	**664**	**6**	**5,286**	**5,956**	**166,923**	**59,540**	**226,463**	**$136,528**	**$141,580**	**$192,081**	**3.7%**	**37.0%**
D1a. Senior Executive Schedule	10	11	11	1,978	0	0	374	374	2,352	595	2,947	$179,818	$213,818	$267,909	18.9%	30.1%
D1b. General Schedule	2,044	1,342	1,155	156,538	664	6	4,527	5,197	161,735	51,975	213,710	$135,531	$140,030	$185,030	3.3%	33.2%
D1c. Special Schedule	11	13	13	2,451	0	0	385	385	2,836	740	3,576	$188,538	$218,154	$275,077	15.7%	30.2%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	6,230	6,230	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**2,065**	**1,366**	**1,179**	**160,967**	**664**	**6**	**5,286**	**5,956**	**166,923**	**59,540**	**226,463**	**$136,528**	**$141,580**	**$192,081**	**3.7%**	**37.0%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**2,065**	**1,366**	**1,179**	**160,967**	**664**	**6**	**5,286**	**5,956**	**166,923**	**59,540**	**226,463**	**$136,528**	**$141,580**	**$192,081**	**3.7%**	**37.0%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**2,065**	**1,366**	**1,179**	**160,967**	**664**	**6**	**5,286**	**5,956**	**166,923**	**59,540**	**226,463**	**$136,528**	**$141,580**	**$192,081**	**3.7%**	**37.0%**
T1. US Direct Hire (USDH)	**2,065**	**1,366**	**1,179**	**160,967**	**664**	**6**	**5,286**	**5,956**	**166,923**	**59,540**	**226,463**	**$136,528**	**$141,580**	**$192,081**	**3.7%**	**37.0%**
T1a. Senior Executive Schedule	10	11	11	1,978	0	0	374	374	2,352	595	2,947	$179,818	$213,818	$267,909	18.9%	30.1%
T1b. General Schedule	2,044	1,342	1,155	156,538	664	6	4,527	5,197	161,735	51,975	213,710	$135,531	$140,030	$185,030	3.3%	33.2%
T1c. Special Schedule	11	13	13	2,451	0	0	385	385	2,836	740	3,576	$188,538	$218,154	$275,077	15.7%	30.2%
T1d. Wage System	0	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%	0.0%
T1f. Other	0	0	0	0	0	0	0	0	0	6,230	6,230	$0	$0	$0	0.0%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**2,065**	**1,366**	**1,179**	**160,967**	**664**	**6**	**5,286**	**5,956**	**166,923**	**59,540**	**226,463**	**$136,528**	**$141,580**	**$192,081**	**3.7%**	**37.0%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**2,065**	**1,366**	**1,179**	**160,967**	**664**	**6**	**5,286**	**5,956**	**166,923**	**59,540**	**226,463**	**$136,528**	**$141,580**	**$192,081**	**3.7%**	**37.0%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Operation and Maintenance, Defense-Wide

Defense Counterintelligence Security Agency

FY 2026	($ in Thousands)											Rates				
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC Variables	% BC Benefits
Direct Funded Personnel (includes OC 13)	**1,366**	**1,432**	**1,351**	**172,115**	**664**	**6**	**5,286**	**5,956**	**178,071**	**55,374**	**233,445**	**$127,398**	**$131,807**	**$172,794**	**3.5%**	**32.2%**
D1. US Direct Hire (USDH)	**1,366**	**1,432**	**1,351**	**172,115**	**664**	**6**	**5,286**	**5,956**	**178,071**	**55,374**	**233,445**	**$127,398**	**$131,807**	**$172,794**	**3.5%**	**32.2%**
D1a. Senior Executive Schedule	11	11	11	2,002	0	0	374	374	2,376	598	2,974	$182,000	$216,000	$270,364	18.7%	29.9%
D1b. General Schedule	1,342	1,408	1,329	167,922	664	6	4,527	5,197	173,119	53,529	226,648	$126,352	$130,263	$170,540	3.1%	31.9%
D1c. Special Schedule	13	13	11	2,191	0	0	385	385	2,576	647	3,223	$199,182	$234,182	$293,000	17.6%	29.5%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	600	600	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**1,366**	**1,432**	**1,351**	**172,115**	**664**	**6**	**5,286**	**5,956**	**178,071**	**55,374**	**233,445**	**$127,398**	**$131,807**	**$172,794**	**3.5%**	**32.2%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**1,366**	**1,432**	**1,351**	**172,115**	**664**	**6**	**5,286**	**5,956**	**178,071**	**55,374**	**233,445**	**$127,398**	**$131,807**	**$172,794**	**3.5%**	**32.2%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**1,366**	**1,432**	**1,351**	**172,115**	**664**	**6**	**5,286**	**5,956**	**178,071**	**55,374**	**233,445**	**$127,398**	**$131,807**	**$172,794**	**3.5%**	**32.2%**
T1. US Direct Hire (USDH)	**1,366**	**1,432**	**1,351**	**172,115**	**664**	**6**	**5,286**	**5,956**	**178,071**	**55,374**	**233,445**	**$127,398**	**$131,807**	**$172,794**	**3.5%**	**32.2%**
T1a. Senior Executive Schedule	11	11	11	2,002	0	0	374	374	2,376	598	2,974	$182,000	$216,000	$270,364	18.7%	29.9%
T1b. General Schedule	1,342	1,408	1,329	167,922	664	6	4,527	5,197	173,119	53,529	226,648	$126,352	$130,263	$170,540	3.1%	31.9%
T1c. Special Schedule	13	13	11	2,191	0	0	385	385	2,576	647	3,223	$199,182	$234,182	$293,000	17.6%	29.5%
T1d. Wage System	0	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%	0.0%
T1f. Other	0	0	0	0	0	0	0	0	0	600	600	$0	$0	$0	0.0%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**1,366**	**1,432**	**1,351**	**172,115**	**664**	**6**	**5,286**	**5,956**	**178,071**	**55,374**	**233,445**	**$127,398**	**$131,807**	**$172,794**	**3.5%**	**32.2%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**1,366**	**1,432**	**1,351**	**172,115**	**664**	**6**	**5,286**	**5,956**	**178,071**	**55,374**	**233,445**	**$127,398**	**$131,807**	**$172,794**	**3.5%**	**32.2%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Operation and Maintenance, Defense-Wide

Defense Counterintelligence Security Agency

FY 2027	($ in Thousands)											Rates				
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC Variables	% BC Benefits
Direct Funded Personnel (includes OC 13)	**1,487**	**1,530**	**1,447**	**187,706**	**664**	**6**	**5,687**	**6,357**	**194,063**	**77,289**	**271,352**	**$129,721**	**$134,114**	**$187,527**	**3.4%**	**41.2%**
D1. US Direct Hire (USDH)	**1,487**	**1,530**	**1,447**	**187,706**	**664**	**6**	**5,687**	**6,357**	**194,063**	**77,289**	**271,352**	**$129,721**	**$134,114**	**$187,527**	**3.4%**	**41.2%**
D1a. Senior Executive Schedule	11	11	13	2,002	0	0	224	224	2,226	598	2,824	$154,000	$171,231	$217,231	11.2%	29.9%
D1b. General Schedule	1,463	1,508	1,423	183,513	664	6	5,228	5,898	189,411	75,444	264,855	$128,962	$133,107	$186,124	3.2%	41.1%
D1c. Special Schedule	13	11	11	2,191	0	0	235	235	2,426	647	3,073	$199,182	$220,545	$279,364	10.7%	29.5%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	600	600	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**1,487**	**1,530**	**1,447**	**187,706**	**664**	**6**	**5,687**	**6,357**	**194,063**	**77,289**	**271,352**	**$129,721**	**$134,114**	**$187,527**	**3.4%**	**41.2%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**1,487**	**1,530**	**1,447**	**187,706**	**664**	**6**	**5,687**	**6,357**	**194,063**	**77,289**	**271,352**	**$129,721**	**$134,114**	**$187,527**	**3.4%**	**41.2%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**1,487**	**1,530**	**1,447**	**187,706**	**664**	**6**	**5,687**	**6,357**	**194,063**	**77,289**	**271,352**	**$129,721**	**$134,114**	**$187,527**	**3.4%**	**41.2%**
T1. US Direct Hire (USDH)	**1,487**	**1,530**	**1,447**	**187,706**	**664**	**6**	**5,687**	**6,357**	**194,063**	**77,289**	**271,352**	**$129,721**	**$134,114**	**$187,527**	**3.4%**	**41.2%**
T1a. Senior Executive Schedule	11	11	13	2,002	0	0	224	224	2,226	598	2,824	$154,000	$171,231	$217,231	11.2%	29.9%
T1b. General Schedule	1,463	1,508	1,423	183,513	664	6	5,228	5,898	189,411	75,444	264,855	$128,962	$133,107	$186,124	3.2%	41.1%
T1c. Special Schedule	13	11	11	2,191	0	0	235	235	2,426	647	3,073	$199,182	$220,545	$279,364	10.7%	29.5%
T1d. Wage System	0	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%	0.0%
T1f. Other	0	0	0	0	0	0	0	0	0	600	600	$0	$0	$0	0.0%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**1,487**	**1,530**	**1,447**	**187,706**	**664**	**6**	**5,687**	**6,357**	**194,063**	**77,289**	**271,352**	**$129,721**	**$134,114**	**$187,527**	**3.4%**	**41.2%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**1,487**	**1,530**	**1,447**	**187,706**	**664**	**6**	**5,687**	**6,357**	**194,063**	**77,289**	**271,352**	**$129,721**	**$134,114**	**$187,527**	**3.4%**	**41.2%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Operation and Maintenance, Defense-Wide

FY 2025

Defense Human Resources Activity
($ in Thousands)

	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
												Rates				
Direct Funded Personnel (includes OC 13)	**1,279**	**1,377**	**1,257**	**183,147**	**128**	**7**	**4,693**	**4,828**	**187,975**	**64,715**	**252,690**	**$145,702**	**$149,543**	**$201,026**	**2.6%**	**35.3%**
D1. US Direct Hire (USDH)	**1,279**	**1,377**	**1,257**	**183,147**	**128**	**7**	**4,693**	**4,828**	**187,975**	**64,715**	**252,690**	**$145,702**	**$149,543**	**$201,026**	**2.6%**	**35.3%**
D1a. Senior Executive Schedule	8	9	9	2,019	0	0	222	222	2,241	719	2,960	$224,333	$249,000	$328,889	11.0%	35.6%
D1b. General Schedule	1,268	1,365	1,246	180,778	128	7	4,449	4,584	185,362	63,873	249,235	$145,087	$148,766	$200,028	2.5%	35.3%
D1c. Special Schedule	3	3	2	350	0	0	22	22	372	123	495	$175,000	$186,000	$247,500	6.3%	35.1%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**1,279**	**1,377**	**1,257**	**183,147**	**128**	**7**	**4,693**	**4,828**	**187,975**	**64,715**	**252,690**	**$145,702**	**$149,543**	**$201,026**	**2.6%**	**35.3%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**1,279**	**1,377**	**1,257**	**183,147**	**128**	**7**	**4,693**	**4,828**	**187,975**	**64,715**	**252,690**	**$145,702**	**$149,543**	**$201,026**	**2.6%**	**35.3%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**15**	**13**	**11**	**1,469**	**0**	**0**	**65**	**65**	**1,534**	**2,334**	**3,868**	**$133,545**	**$139,455**	**$351,636**	**4.4%**	**158.9%**
R1. US Direct Hire (USDH)	**15**	**13**	**11**	**1,469**	**0**	**0**	**65**	**65**	**1,534**	**2,334**	**3,868**	**$133,545**	**$139,455**	**$351,636**	**4.4%**	**158.9%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	15	13	11	1,469	0	0	65	65	1,534	2,334	3,868	$133,545	$139,455	$351,636	4.4%	158.9%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**15**	**13**	**11**	**1,469**	**0**	**0**	**65**	**65**	**1,534**	**2,334**	**3,868**	**$133,545**	**$139,455**	**$351,636**	**4.4%**	**158.9%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**15**	**13**	**11**	**1,469**	**0**	**0**	**65**	**65**	**1,534**	**2,334**	**3,868**	**$133,545**	**$139,455**	**$351,636**	**4.4%**	**158.9%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**1,294**	**1,390**	**1,268**	**184,616**	**128**	**7**	**4,758**	**4,893**	**189,509**	**67,049**	**256,558**	**$145,596**	**$149,455**	**$202,333**	**2.7%**	**36.3%**
T1. US Direct Hire (USDH)	**1,294**	**1,390**	**1,268**	**184,616**	**128**	**7**	**4,758**	**4,893**	**189,509**	**67,049**	**256,558**	**$145,596**	**$149,455**	**$202,333**	**2.7%**	**36.3%**
T1a. Senior Executive Schedule	8	9	9	2,019	0	0	222	222	2,241	719	2,960	$224,333	$249,000	$328,889	11.0%	35.6%
T1b. General Schedule	1,283	1,378	1,257	182,247	128	7	4,514	4,649	186,896	66,207	253,103	$144,986	$148,684	$201,355	2.6%	36.3%
T1c. Special Schedule	3	3	2	350	0	0	22	22	372	123	495	$175,000	$186,000	$247,500	6.3%	35.1%
T1d. Wage System	0	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%	0.0%
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**1,294**	**1,390**	**1,268**	**184,616**	**128**	**7**	**4,758**	**4,893**	**189,509**	**67,049**	**256,558**	**$145,596**	**$149,455**	**$202,333**	**2.7%**	**36.3%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**1,294**	**1,390**	**1,268**	**184,616**	**128**	**7**	**4,758**	**4,893**	**189,509**	**67,049**	**256,558**	**$145,596**	**$149,455**	**$202,333**	**2.7%**	**36.3%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Operation and Maintenance, Defense-Wide

Defense Human Resources Activity
($ in Thousands)

FY 2026	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
												Rates				
Direct Funded Personnel (includes OC 13)	**1,237**	**1,193**	**1,193**	**159,358**	**106**	**7**	**4,846**	**4,959**	**164,317**	**55,628**	**219,945**	**$133,578**	**$137,734**	**$184,363**	**3.1%**	**34.9%**
D1. US Direct Hire (USDH)	**1,237**	**1,193**	**1,193**	**159,358**	**106**	**7**	**4,846**	**4,959**	**164,317**	**55,628**	**219,945**	**$133,578**	**$137,734**	**$184,363**	**3.1%**	**34.9%**
D1a. Senior Executive Schedule	8	6	6	1,210	0	0	86	86	1,296	426	1,722	$201,667	$216,000	$287,000	7.1%	35.2%
D1b. General Schedule	1,226	1,185	1,185	157,749	106	7	4,712	4,825	162,574	55,060	217,634	$133,122	$137,193	$183,657	3.1%	34.9%
D1c. Special Schedule	3	2	2	399	0	0	48	48	447	142	589	$199,500	$223,500	$294,500	12.0%	35.6%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**1,237**	**1,193**	**1,193**	**159,358**	**106**	**7**	**4,846**	**4,959**	**164,317**	**55,628**	**219,945**	**$133,578**	**$137,734**	**$184,363**	**3.1%**	**34.9%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**1,237**	**1,193**	**1,193**	**159,358**	**106**	**7**	**4,846**	**4,959**	**164,317**	**55,628**	**219,945**	**$133,578**	**$137,734**	**$184,363**	**3.1%**	**34.9%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**13**	**5**	**5**	**765**	**0**	**0**	**34**	**34**	**799**	**216**	**1,015**	**$153,000**	**$159,800**	**$203,000**	**4.4%**	**28.2%**
R1. US Direct Hire (USDH)	**13**	**5**	**5**	**765**	**0**	**0**	**34**	**34**	**799**	**216**	**1,015**	**$153,000**	**$159,800**	**$203,000**	**4.4%**	**28.2%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	13	5	5	765	0	0	34	34	799	216	1,015	$153,000	$159,800	$203,000	4.4%	28.2%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**13**	**5**	**5**	**765**	**0**	**0**	**34**	**34**	**799**	**216**	**1,015**	**$153,000**	**$159,800**	**$203,000**	**4.4%**	**28.2%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**13**	**5**	**5**	**765**	**0**	**0**	**34**	**34**	**799**	**216**	**1,015**	**$153,000**	**$159,800**	**$203,000**	**4.4%**	**28.2%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**1,250**	**1,198**	**1,198**	**160,123**	**106**	**7**	**4,880**	**4,993**	**165,116**	**55,844**	**220,960**	**$133,659**	**$137,826**	**$184,441**	**3.1%**	**34.9%**
T1. US Direct Hire (USDH)	**1,250**	**1,198**	**1,198**	**160,123**	**106**	**7**	**4,880**	**4,993**	**165,116**	**55,844**	**220,960**	**$133,659**	**$137,826**	**$184,441**	**3.1%**	**34.9%**
T1a. Senior Executive Schedule	8	6	6	1,210	0	0	86	86	1,296	426	1,722	$201,667	$216,000	$287,000	7.1%	35.2%
T1b. General Schedule	1,239	1,190	1,190	158,514	106	7	4,746	4,859	163,373	55,276	218,649	$133,205	$137,288	$183,739	3.1%	34.9%
T1c. Special Schedule	3	2	2	399	0	0	48	48	447	142	589	$199,500	$223,500	$294,500	12.0%	35.6%
T1d. Wage System	0	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%	0.0%
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**1,250**	**1,198**	**1,198**	**160,123**	**106**	**7**	**4,880**	**4,993**	**165,116**	**55,844**	**220,960**	**$133,659**	**$137,826**	**$184,441**	**3.1%**	**34.9%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**1,250**	**1,198**	**1,198**	**160,123**	**106**	**7**	**4,880**	**4,993**	**165,116**	**55,844**	**220,960**	**$133,659**	**$137,826**	**$184,441**	**3.1%**	**34.9%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Operation and Maintenance, Defense-Wide

Defense Human Resources Activity
($ in Thousands)

FY 2027	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
												Rates				
Direct Funded Personnel (includes OC 13)	**3,268**	**3,146**	**3,146**	**306,866**	**205**	**13**	**9,275**	**9,493**	**316,359**	**107,398**	**423,757**	**$97,542**	**$100,559**	**$134,697**	**3.1%**	**35.0%**
D1. US Direct Hire (USDH)	**3,268**	**3,146**	**3,146**	**306,866**	**205**	**13**	**9,275**	**9,493**	**316,359**	**107,398**	**423,757**	**$97,542**	**$100,559**	**$134,697**	**3.1%**	**35.0%**
D1a. Senior Executive Schedule	6	7	7	1,412	0	0	100	100	1,512	497	2,009	$201,714	$216,000	$287,000	7.1%	35.2%
D1b. General Schedule	3,260	3,137	3,137	305,055	205	13	9,127	9,345	314,400	106,759	421,159	$97,244	$100,223	$134,255	3.1%	35.0%
D1c. Special Schedule	2	2	2	399	0	0	48	48	447	142	589	$199,500	$223,500	$294,500	12.0%	35.6%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**3,268**	**3,146**	**3,146**	**306,866**	**205**	**13**	**9,275**	**9,493**	**316,359**	**107,398**	**423,757**	**$97,542**	**$100,559**	**$134,697**	**3.1%**	**35.0%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**3,268**	**3,146**	**3,146**	**306,866**	**205**	**13**	**9,275**	**9,493**	**316,359**	**107,398**	**423,757**	**$97,542**	**$100,559**	**$134,697**	**3.1%**	**35.0%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**37**	**5**	**5**	**775**	**0**	**0**	**20**	**20**	**795**	**271**	**1,066**	**$155,000**	**$159,000**	**$213,200**	**2.6%**	**35.0%**
R1. US Direct Hire (USDH)	**37**	**5**	**5**	**775**	**0**	**0**	**20**	**20**	**795**	**271**	**1,066**	**$155,000**	**$159,000**	**$213,200**	**2.6%**	**35.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	37	5	5	775	0	0	20	20	795	271	1,066	$155,000	$159,000	$213,200	2.6%	35.0%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**37**	**5**	**5**	**775**	**0**	**0**	**20**	**20**	**795**	**271**	**1,066**	**$155,000**	**$159,000**	**$213,200**	**2.6%**	**35.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**37**	**5**	**5**	**775**	**0**	**0**	**20**	**20**	**795**	**271**	**1,066**	**$155,000**	**$159,000**	**$213,200**	**2.6%**	**35.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**3,305**	**3,151**	**3,151**	**307,641**	**205**	**13**	**9,295**	**9,513**	**317,154**	**107,669**	**424,823**	**$97,633**	**$100,652**	**$134,822**	**3.1%**	**35.0%**
T1. US Direct Hire (USDH)	**3,305**	**3,151**	**3,151**	**307,641**	**205**	**13**	**9,295**	**9,513**	**317,154**	**107,669**	**424,823**	**$97,633**	**$100,652**	**$134,822**	**3.1%**	**35.0%**
T1a. Senior Executive Schedule	6	7	7	1,412	0	0	100	100	1,512	497	2,009	$201,714	$216,000	$287,000	7.1%	35.2%
T1b. General Schedule	3,297	3,142	3,142	305,830	205	13	9,147	9,365	315,195	107,030	422,225	$97,336	$100,317	$134,381	3.1%	35.0%
T1c. Special Schedule	2	2	2	399	0	0	48	48	447	142	589	$199,500	$223,500	$294,500	12.0%	35.6%
T1d. Wage System	0	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%	0.0%
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**3,305**	**3,151**	**3,151**	**307,641**	**205**	**13**	**9,295**	**9,513**	**317,154**	**107,669**	**424,823**	**$97,633**	**$100,652**	**$134,822**	**3.1%**	**35.0%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**3,305**	**3,151**	**3,151**	**307,641**	**205**	**13**	**9,295**	**9,513**	**317,154**	**107,669**	**424,823**	**$97,633**	**$100,652**	**$134,822**	**3.1%**	**35.0%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Operation and Maintenance, Defense-Wide

Defense Information Systems Agency

FY 2025	($ in Thousands)											Rates				
	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)	**2,697**	**2,625**	**2,691**	**383,169**	**2,607**	**525**	**9,676**	**12,808**	**395,977**	**140,634**	**536,611**	**$142,389**	**$147,149**	**$199,410**	**3.3%**	**36.7%**
D1. US Direct Hire (USDH)	**2,697**	**2,625**	**2,691**	**383,169**	**2,607**	**525**	**9,676**	**12,808**	**395,977**	**140,634**	**536,611**	**$142,389**	**$147,149**	**$199,410**	**3.3%**	**36.7%**
D1a. Senior Executive Schedule	13	12	11	2,679	0	0	293	293	2,972	1,134	4,106	$243,545	$270,182	$373,273	10.9%	42.3%
D1b. General Schedule	2,680	2,607	2,672	379,019	2,607	525	9,293	12,425	391,444	138,931	530,375	$141,848	$146,499	$198,494	3.3%	36.7%
D1c. Special Schedule	2	3	3	691	0	0	57	57	748	268	1,016	$230,333	$249,333	$338,667	8.2%	38.8%
D1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1e. Highly Qualified Experts	2	3	5	780	0	0	33	33	813	301	1,114	$156,000	$162,600	$222,800	4.2%	38.6%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**2,697**	**2,625**	**2,691**	**383,169**	**2,607**	**525**	**9,676**	**12,808**	**395,977**	**140,634**	**536,611**	**$142,389**	**$147,149**	**$199,410**	**3.3%**	**36.7%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**2,697**	**2,625**	**2,691**	**383,169**	**2,607**	**525**	**9,676**	**12,808**	**395,977**	**140,634**	**536,611**	**$142,389**	**$147,149**	**$199,410**	**3.3%**	**36.7%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**316**	**263**	**272**	**39,328**	**369**	**87**	**923**	**1,379**	**40,707**	**14,794**	**55,501**	**$144,588**	**$149,658**	**$204,048**	**3.5%**	**37.6%**
R1. US Direct Hire (USDH)	**311**	**258**	**267**	**38,690**	**367**	**86**	**910**	**1,363**	**40,053**	**14,578**	**54,631**	**$144,906**	**$150,011**	**$204,610**	**3.5%**	**37.7%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	311	257	266	38,495	367	86	900	1,353	39,848	14,519	54,367	$144,718	$149,805	$204,387	3.5%	37.7%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	1	1	195	0	0	10	10	205	59	264	$195,000	$205,000	$264,000	5.1%	30.3%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**311**	**258**	**267**	**38,690**	**367**	**86**	**910**	**1,363**	**40,053**	**14,578**	**54,631**	**$144,906**	**$150,011**	**$204,610**	**3.5%**	**37.7%**
R4. Indirect Hire Foreign Nationals (IHFN)	5	5	5	638	2	1	13	16	654	216	870	$127,600	$130,800	$174,000	2.5%	33.9%
Subtotal - Reimbursable Funded (excludes OC 13)	**316**	**263**	**272**	**39,328**	**369**	**87**	**923**	**1,379**	**40,707**	**14,794**	**55,501**	**$144,588**	**$149,658**	**$204,048**	**3.5%**	**37.6%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**3,013**	**2,888**	**2,963**	**422,497**	**2,976**	**612**	**10,599**	**14,187**	**436,684**	**155,428**	**592,112**	**$142,591**	**$147,379**	**$199,835**	**3.4%**	**36.8%**
T1. US Direct Hire (USDH)	**3,008**	**2,883**	**2,958**	**421,859**	**2,974**	**611**	**10,586**	**14,171**	**436,030**	**155,212**	**591,242**	**$142,616**	**$147,407**	**$199,879**	**3.4%**	**36.8%**
T1a. Senior Executive Schedule	13	12	11	2,679	0	0	293	293	2,972	1,134	4,106	$243,545	$270,182	$373,273	10.9%	42.3%
T1b. General Schedule	2,991	2,864	2,938	417,514	2,974	611	10,193	13,778	431,292	153,450	584,742	$142,108	$146,798	$199,027	3.3%	36.8%
T1c. Special Schedule	2	3	3	691	0	0	57	57	748	268	1,016	$230,333	$249,333	$338,667	8.2%	38.8%
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T1e. Highly Qualified Experts	2	4	6	975	0	0	43	43	1,018	360	1,378	$162,500	$169,667	$229,667	4.4%	36.9%
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**3,008**	**2,883**	**2,958**	**421,859**	**2,974**	**611**	**10,586**	**14,171**	**436,030**	**155,212**	**591,242**	**$142,616**	**$147,407**	**$199,879**	**3.4%**	**36.8%**
T4. Indirect Hire Foreign Nationals (IHFN)	5	5	5	638	2	1	13	16	654	216	870	$127,600	$130,800	$174,000	2.5%	33.9%
Subtotal - Total Funded (excludes OC 13)	**3,013**	**2,888**	**2,963**	**422,497**	**2,976**	**612**	**10,599**	**14,187**	**436,684**	**155,428**	**592,112**	**$142,591**	**$147,379**	**$199,835**	**3.4%**	**36.8%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Operation and Maintenance, Defense-Wide

FY 2026	Defense Information Systems Agency ($ in Thousands)											Rates				
	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)	**2,457**	**2,485**	**2,461**	**355,166**	**1,070**	**419**	**7,392**	**8,881**	**364,047**	**129,599**	**493,646**	**$144,318**	**$147,926**	**$200,588**	**2.5%**	**36.5%**
D1. US Direct Hire (USDH)	**2,457**	**2,485**	**2,461**	**355,166**	**1,070**	**419**	**7,392**	**8,881**	**364,047**	**129,599**	**493,646**	**$144,318**	**$147,926**	**$200,588**	**2.5%**	**36.5%**
D1a. Senior Executive Schedule	12	15	15	3,392	0	0	371	371	3,763	1,436	5,199	$226,133	$250,867	$346,600	10.9%	42.3%
D1b. General Schedule	2,439	2,460	2,436	349,692	1,070	419	6,905	8,394	358,086	127,359	485,445	$143,552	$146,998	$199,280	2.4%	36.4%
D1c. Special Schedule	3	3	3	700	0	0	58	58	758	271	1,029	$233,333	$252,667	$343,000	8.3%	38.7%
D1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1e. Highly Qualified Experts	3	7	7	1,382	0	0	58	58	1,440	533	1,973	$197,429	$205,714	$281,857	4.2%	38.6%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**2,457**	**2,485**	**2,461**	**355,166**	**1,070**	**419**	**7,392**	**8,881**	**364,047**	**129,599**	**493,646**	**$144,318**	**$147,926**	**$200,588**	**2.5%**	**36.5%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**2,457**	**2,485**	**2,461**	**355,166**	**1,070**	**419**	**7,392**	**8,881**	**364,047**	**129,599**	**493,646**	**$144,318**	**$147,926**	**$200,588**	**2.5%**	**36.5%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**334**	**348**	**345**	**47,110**	**141**	**50**	**944**	**1,135**	**48,245**	**15,940**	**64,185**	**$136,551**	**$139,841**	**$186,043**	**2.4%**	**33.8%**
R1. US Direct Hire (USDH)	**329**	**343**	**340**	**46,472**	**139**	**49**	**931**	**1,119**	**47,591**	**15,724**	**63,315**	**$136,682**	**$139,974**	**$186,221**	**2.4%**	**33.8%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	328	342	339	46,275	139	49	921	1,109	47,384	15,665	63,049	$136,504	$139,776	$185,985	2.4%	33.9%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	1	1	1	197	0	0	10	10	207	59	266	$197,000	$207,000	$266,000	5.1%	29.9%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**329**	**343**	**340**	**46,472**	**139**	**49**	**931**	**1,119**	**47,591**	**15,724**	**63,315**	**$136,682**	**$139,974**	**$186,221**	**2.4%**	**33.8%**
R4. Indirect Hire Foreign Nationals (IHFN)	5	5	5	638	2	1	13	16	654	216	870	$127,600	$130,800	$174,000	2.5%	33.9%
Subtotal - Reimbursable Funded (excludes OC 13)	**334**	**348**	**345**	**47,110**	**141**	**50**	**944**	**1,135**	**48,245**	**15,940**	**64,185**	**$136,551**	**$139,841**	**$186,043**	**2.4%**	**33.8%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**2,791**	**2,833**	**2,806**	**402,276**	**1,211**	**469**	**8,336**	**10,016**	**412,292**	**145,539**	**557,831**	**$143,363**	**$146,932**	**$198,799**	**2.5%**	**36.2%**
T1. US Direct Hire (USDH)	**2,786**	**2,828**	**2,801**	**401,638**	**1,209**	**468**	**8,323**	**10,000**	**411,638**	**145,323**	**556,961**	**$143,391**	**$146,961**	**$198,844**	**2.5%**	**36.2%**
T1a. Senior Executive Schedule	12	15	15	3,392	0	0	371	371	3,763	1,436	5,199	$226,133	$250,867	$346,600	10.9%	42.3%
T1b. General Schedule	2,767	2,802	2,775	395,967	1,209	468	7,826	9,503	405,470	143,024	548,494	$142,691	$146,115	$197,655	2.4%	36.1%
T1c. Special Schedule	3	3	3	700	0	0	58	58	758	271	1,029	$233,333	$252,667	$343,000	8.3%	38.7%
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T1e. Highly Qualified Experts	4	8	8	1,579	0	0	68	68	1,647	592	2,239	$197,375	$205,875	$279,875	4.3%	37.5%
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**2,786**	**2,828**	**2,801**	**401,638**	**1,209**	**468**	**8,323**	**10,000**	**411,638**	**145,323**	**556,961**	**$143,391**	**$146,961**	**$198,844**	**2.5%**	**36.2%**
T4. Indirect Hire Foreign Nationals (IHFN)	5	5	5	638	2	1	13	16	654	216	870	$127,600	$130,800	$174,000	2.5%	33.9%
Subtotal - Total Funded (excludes OC 13)	**2,791**	**2,833**	**2,806**	**402,276**	**1,211**	**469**	**8,336**	**10,016**	**412,292**	**145,539**	**557,831**	**$143,363**	**$146,932**	**$198,799**	**2.5%**	**36.2%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Operation and Maintenance, Defense-Wide

FY 2027	Defense Information Systems Agency ($ in Thousands)											Rates				
	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)	**2,485**	**2,540**	**2,515**	**367,909**	**1,091**	**429**	**14,092**	**15,612**	**383,521**	**127,419**	**510,940**	**$146,286**	**$152,493**	**$203,157**	**4.2%**	**34.6%**
D1. US Direct Hire (USDH)	**2,485**	**2,540**	**2,515**	**367,909**	**1,091**	**429**	**14,092**	**15,612**	**383,521**	**127,419**	**510,940**	**$146,286**	**$152,493**	**$203,157**	**4.2%**	**34.6%**
D1a. Senior Executive Schedule	15	15	15	3,401	0	0	372	372	3,773	1,440	5,213	$226,733	$251,533	$347,533	10.9%	42.3%
D1b. General Schedule	2,460	2,510	2,485	361,430	1,091	429	13,562	15,082	376,512	124,791	501,303	$145,445	$151,514	$201,732	4.2%	34.5%
D1c. Special Schedule	3	3	3	702	0	0	58	58	760	272	1,032	$234,000	$253,333	$344,000	8.3%	38.7%
D1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1e. Highly Qualified Experts	7	12	12	2,376	0	0	100	100	2,476	916	3,392	$198,000	$206,333	$282,667	4.2%	38.6%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**2,485**	**2,540**	**2,515**	**367,909**	**1,091**	**429**	**14,092**	**15,612**	**383,521**	**127,419**	**510,940**	**$146,286**	**$152,493**	**$203,157**	**4.2%**	**34.6%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**2,485**	**2,540**	**2,515**	**367,909**	**1,091**	**429**	**14,092**	**15,612**	**383,521**	**127,419**	**510,940**	**$146,286**	**$152,493**	**$203,157**	**4.2%**	**34.6%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**348**	**427**	**423**	**47,243**	**140**	**51**	**943**	**1,134**	**48,377**	**15,738**	**64,115**	**$111,686**	**$114,366**	**$151,572**	**2.4%**	**33.3%**
R1. US Direct Hire (USDH)	**343**	**422**	**418**	**46,468**	**125**	**35**	**922**	**1,082**	**47,550**	**15,572**	**63,122**	**$111,167**	**$113,756**	**$151,010**	**2.3%**	**33.5%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	342	421	417	46,270	125	35	912	1,072	47,342	15,507	62,849	$110,959	$113,530	$150,717	2.3%	33.5%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	1	1	1	198	0	0	10	10	208	65	273	$198,000	$208,000	$273,000	5.1%	32.8%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**343**	**422**	**418**	**46,468**	**125**	**35**	**922**	**1,082**	**47,550**	**15,572**	**63,122**	**$111,167**	**$113,756**	**$151,010**	**2.3%**	**33.5%**
R4. Indirect Hire Foreign Nationals (IHFN)	5	5	5	775	15	16	21	52	827	166	993	$155,000	$165,400	$198,600	6.7%	21.4%
Subtotal - Reimbursable Funded (excludes OC 13)	**348**	**427**	**423**	**47,243**	**140**	**51**	**943**	**1,134**	**48,377**	**15,738**	**64,115**	**$111,686**	**$114,366**	**$151,572**	**2.4%**	**33.3%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**2,833**	**2,967**	**2,938**	**415,152**	**1,231**	**480**	**15,035**	**16,746**	**431,898**	**143,157**	**575,055**	**$141,304**	**$147,004**	**$195,730**	**4.0%**	**34.5%**
T1. US Direct Hire (USDH)	**2,828**	**2,962**	**2,933**	**414,377**	**1,216**	**464**	**15,014**	**16,694**	**431,071**	**142,991**	**574,062**	**$141,281**	**$146,973**	**$195,725**	**4.0%**	**34.5%**
T1a. Senior Executive Schedule	15	15	15	3,401	0	0	372	372	3,773	1,440	5,213	$226,733	$251,533	$347,533	10.9%	42.3%
T1b. General Schedule	2,802	2,931	2,902	407,700	1,216	464	14,474	16,154	423,854	140,298	564,152	$140,489	$146,056	$194,401	4.0%	34.4%
T1c. Special Schedule	3	3	3	702	0	0	58	58	760	272	1,032	$234,000	$253,333	$344,000	8.3%	38.7%
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T1e. Highly Qualified Experts	8	13	13	2,574	0	0	110	110	2,684	981	3,665	$198,000	$206,462	$281,923	4.3%	38.1%
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**2,828**	**2,962**	**2,933**	**414,377**	**1,216**	**464**	**15,014**	**16,694**	**431,071**	**142,991**	**574,062**	**$141,281**	**$146,973**	**$195,725**	**4.0%**	**34.5%**
T4. Indirect Hire Foreign Nationals (IHFN)	5	5	5	775	15	16	21	52	827	166	993	$155,000	$165,400	$198,600	6.7%	21.4%
Subtotal - Total Funded (excludes OC 13)	**2,833**	**2,967**	**2,938**	**415,152**	**1,231**	**480**	**15,035**	**16,746**	**431,898**	**143,157**	**575,055**	**$141,304**	**$147,004**	**$195,730**	**4.0%**	**34.5%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Operation and Maintenance, Defense-Wide

FY 2025	Defense Logistics Agency ($ in Thousands)											Rates				
	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)	**148**	**138**	**138**	**21,048**	**66**	**121**	**980**	**1,167**	**22,215**	**14,694**	**36,909**	**$152,522**	**$160,978**	**$267,457**	**5.5%**	**69.8%**
D1. US Direct Hire (USDH)	**148**	**138**	**138**	**21,048**	**66**	**121**	**980**	**1,167**	**22,215**	**10,324**	**32,539**	**$152,522**	**$160,978**	**$235,790**	**5.5%**	**49.0%**
D1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1b. General Schedule	148	138	138	21,048	66	121	980	1,167	22,215	10,324	32,539	$152,522	$160,978	$235,790	5.5%	49.0%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**148**	**138**	**138**	**21,048**	**66**	**121**	**980**	**1,167**	**22,215**	**10,324**	**32,539**	**$152,522**	**$160,978**	**$235,790**	**5.5%**	**49.0%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**148**	**138**	**138**	**21,048**	**66**	**121**	**980**	**1,167**	**22,215**	**10,324**	**32,539**	**$152,522**	**$160,978**	**$235,790**	**5.5%**	**49.0%**
D5. Other Object Class 13 Benefits										**4,370**	**4,370**					
D5a. USDH - Benefits of Former Employees										4,370	4,370					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**99**	**81**	**81**	**11,154**	**175**	**77**	**381**	**633**	**11,787**	**3,993**	**15,780**	**$137,704**	**$145,519**	**$194,815**	**5.7%**	**35.8%**
R1. US Direct Hire (USDH)	**99**	**81**	**81**	**11,154**	**175**	**77**	**381**	**633**	**11,787**	**3,993**	**15,780**	**$137,704**	**$145,519**	**$194,815**	**5.7%**	**35.8%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	99	81	81	11,154	175	77	381	633	11,787	3,993	15,780	$137,704	$145,519	$194,815	5.7%	35.8%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**99**	**81**	**81**	**11,154**	**175**	**77**	**381**	**633**	**11,787**	**3,993**	**15,780**	**$137,704**	**$145,519**	**$194,815**	**5.7%**	**35.8%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**99**	**81**	**81**	**11,154**	**175**	**77**	**381**	**633**	**11,787**	**3,993**	**15,780**	**$137,704**	**$145,519**	**$194,815**	**5.7%**	**35.8%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**247**	**219**	**219**	**32,202**	**241**	**198**	**1,361**	**1,800**	**34,002**	**18,687**	**52,689**	**$147,041**	**$155,260**	**$240,589**	**5.6%**	**58.0%**
T1. US Direct Hire (USDH)	**247**	**219**	**219**	**32,202**	**241**	**198**	**1,361**	**1,800**	**34,002**	**14,317**	**48,319**	**$147,041**	**$155,260**	**$220,635**	**5.6%**	**44.5%**
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T1b. General Schedule	247	219	219	32,202	241	198	1,361	1,800	34,002	14,317	48,319	$147,041	$155,260	$220,635	5.6%	44.5%
T1c. Special Schedule	0	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%	0.0%
T1e. Highly Qualified Experts	0	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%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**247**	**219**	**219**	**32,202**	**241**	**198**	**1,361**	**1,800**	**34,002**	**14,317**	**48,319**	**$147,041**	**$155,260**	**$220,635**	**5.6%**	**44.5%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**247**	**219**	**219**	**32,202**	**241**	**198**	**1,361**	**1,800**	**34,002**	**14,317**	**48,319**	**$147,041**	**$155,260**	**$220,635**	**5.6%**	**44.5%**
T5. Other Object Class 13 Benefits										**4,370**	**4,370**					
T5a. USDH - Benefits of Former Employees										4,370	4,370					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Operation and Maintenance, Defense-Wide

FY 2026	Defense Logistics Agency ($ in Thousands)											Rates				
	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)	**148**	**151**	**140**	**18,793**	**886**	**0**	**275**	**1,161**	**19,954**	**10,467**	**30,421**	**$134,236**	**$142,529**	**$217,293**	**6.2%**	**55.7%**
D1. US Direct Hire (USDH)	**148**	**151**	**140**	**18,793**	**886**	**0**	**275**	**1,161**	**19,954**	**6,808**	**26,762**	**$134,236**	**$142,529**	**$191,157**	**6.2%**	**36.2%**
D1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1b. General Schedule	148	151	140	18,793	886	0	275	1,161	19,954	6,808	26,762	$134,236	$142,529	$191,157	6.2%	36.2%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**148**	**151**	**140**	**18,793**	**886**	**0**	**275**	**1,161**	**19,954**	**6,808**	**26,762**	**$134,236**	**$142,529**	**$191,157**	**6.2%**	**36.2%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**148**	**151**	**140**	**18,793**	**886**	**0**	**275**	**1,161**	**19,954**	**6,808**	**26,762**	**$134,236**	**$142,529**	**$191,157**	**6.2%**	**36.2%**
D5. Other Object Class 13 Benefits										**3,659**	**3,659**					
D5a. USDH - Benefits of Former Employees										3,659	3,659					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**99**	**96**	**106**	**15,695**	**836**	**0**	**177**	**1,013**	**16,708**	**4,078**	**20,786**	**$148,066**	**$157,623**	**$196,094**	**6.5%**	**26.0%**
R1. US Direct Hire (USDH)	**99**	**96**	**106**	**15,695**	**836**	**0**	**177**	**1,013**	**16,708**	**4,078**	**20,786**	**$148,066**	**$157,623**	**$196,094**	**6.5%**	**26.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	99	96	106	15,695	836	0	177	1,013	16,708	4,078	20,786	$148,066	$157,623	$196,094	6.5%	26.0%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**99**	**96**	**106**	**15,695**	**836**	**0**	**177**	**1,013**	**16,708**	**4,078**	**20,786**	**$148,066**	**$157,623**	**$196,094**	**6.5%**	**26.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**99**	**96**	**106**	**15,695**	**836**	**0**	**177**	**1,013**	**16,708**	**4,078**	**20,786**	**$148,066**	**$157,623**	**$196,094**	**6.5%**	**26.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**247**	**247**	**246**	**34,488**	**1,722**	**0**	**452**	**2,174**	**36,662**	**14,545**	**51,207**	**$140,195**	**$149,033**	**$208,159**	**6.3%**	**42.2%**
T1. US Direct Hire (USDH)	**247**	**247**	**246**	**34,488**	**1,722**	**0**	**452**	**2,174**	**36,662**	**10,886**	**47,548**	**$140,195**	**$149,033**	**$193,285**	**6.3%**	**31.6%**
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T1b. General Schedule	247	247	246	34,488	1,722	0	452	2,174	36,662	10,886	47,548	$140,195	$149,033	$193,285	6.3%	31.6%
T1c. Special Schedule	0	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%	0.0%
T1e. Highly Qualified Experts	0	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%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**247**	**247**	**246**	**34,488**	**1,722**	**0**	**452**	**2,174**	**36,662**	**10,886**	**47,548**	**$140,195**	**$149,033**	**$193,285**	**6.3%**	**31.6%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**247**	**247**	**246**	**34,488**	**1,722**	**0**	**452**	**2,174**	**36,662**	**10,886**	**47,548**	**$140,195**	**$149,033**	**$193,285**	**6.3%**	**31.6%**
T5. Other Object Class 13 Benefits										**3,659**	**3,659**					
T5a. USDH - Benefits of Former Employees										3,659	3,659					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Operation and Maintenance, Defense-Wide

FY 2027	Defense Logistics Agency ($ in Thousands)											Rates				
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC Variables	% BC Benefits
Direct Funded Personnel (includes OC 13)	**1,196**	**1,196**	**1,196**	**151,404**	**5,606**	**0**	**2,672**	**8,278**	**159,682**	**40,164**	**199,846**	**$126,592**	**$133,513**	**$167,095**	**5.5%**	**26.5%**
D1. US Direct Hire (USDH)	**1,196**	**1,196**	**1,196**	**151,404**	**5,606**	**0**	**2,672**	**8,278**	**159,682**	**36,483**	**196,165**	**$126,592**	**$133,513**	**$164,018**	**5.5%**	**24.1%**
D1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1b. General Schedule	1,196	1,196	1,195	151,404	5,606	0	2,672	8,278	159,682	36,483	196,165	$126,698	$133,625	$164,155	5.5%	24.1%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	1	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**1,196**	**1,196**	**1,196**	**151,404**	**5,606**	**0**	**2,672**	**8,278**	**159,682**	**36,483**	**196,165**	**$126,592**	**$133,513**	**$164,018**	**5.5%**	**24.1%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**1,196**	**1,196**	**1,196**	**151,404**	**5,606**	**0**	**2,672**	**8,278**	**159,682**	**36,483**	**196,165**	**$126,592**	**$133,513**	**$164,018**	**5.5%**	**24.1%**
D5. Other Object Class 13 Benefits										**3,681**	**3,681**					
D5a. USDH - Benefits of Former Employees										3,681	3,681					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**109**	**109**	**109**	**15,907**	**1,124**	**0**	**181**	**1,305**	**17,212**	**3,756**	**20,968**	**$145,936**	**$157,908**	**$192,367**	**8.2%**	**23.6%**
R1. US Direct Hire (USDH)	**109**	**109**	**109**	**15,907**	**1,124**	**0**	**181**	**1,305**	**17,212**	**3,756**	**20,968**	**$145,936**	**$157,908**	**$192,367**	**8.2%**	**23.6%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	109	109	109	15,907	1,124	0	181	1,305	17,212	3,756	20,968	$145,936	$157,908	$192,367	8.2%	23.6%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**109**	**109**	**109**	**15,907**	**1,124**	**0**	**181**	**1,305**	**17,212**	**3,756**	**20,968**	**$145,936**	**$157,908**	**$192,367**	**8.2%**	**23.6%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**109**	**109**	**109**	**15,907**	**1,124**	**0**	**181**	**1,305**	**17,212**	**3,756**	**20,968**	**$145,936**	**$157,908**	**$192,367**	**8.2%**	**23.6%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**1,305**	**1,305**	**1,305**	**167,311**	**6,730**	**0**	**2,853**	**9,583**	**176,894**	**43,920**	**220,814**	**$128,208**	**$135,551**	**$169,206**	**5.7%**	**26.3%**
T1. US Direct Hire (USDH)	**1,305**	**1,305**	**1,305**	**167,311**	**6,730**	**0**	**2,853**	**9,583**	**176,894**	**40,239**	**217,133**	**$128,208**	**$135,551**	**$166,385**	**5.7%**	**24.1%**
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T1b. General Schedule	1,305	1,305	1,304	167,311	6,730	0	2,853	9,583	176,894	40,239	217,133	$128,306	$135,655	$166,513	5.7%	24.1%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T1d. Wage System	0	0	1	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%	0.0%
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**1,305**	**1,305**	**1,305**	**167,311**	**6,730**	**0**	**2,853**	**9,583**	**176,894**	**40,239**	**217,133**	**$128,208**	**$135,551**	**$166,385**	**5.7%**	**24.1%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**1,305**	**1,305**	**1,305**	**167,311**	**6,730**	**0**	**2,853**	**9,583**	**176,894**	**40,239**	**217,133**	**$128,208**	**$135,551**	**$166,385**	**5.7%**	**24.1%**
T5. Other Object Class 13 Benefits										**3,681**	**3,681**					
T5a. USDH - Benefits of Former Employees										3,681	3,681					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Operation and Maintenance, Defense-Wide

Defense Legal Services Agency
($ in Thousands)

FY 2025	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
												Rates				
Direct Funded Personnel (includes OC 13)	**279**	**287**	**279**	**48,341**	**124**	**0**	**2,211**	**2,335**	**50,676**	**15,985**	**66,661**	**$173,265**	**$181,634**	**$238,928**	**4.8%**	**33.1%**
D1. US Direct Hire (USDH)	**279**	**287**	**279**	**48,341**	**124**	**0**	**2,211**	**2,335**	**50,676**	**15,985**	**66,661**	**$173,265**	**$181,634**	**$238,928**	**4.8%**	**33.1%**
D1a. Senior Executive Schedule	4	5	5	929	0	0	21	21	950	292	1,242	$185,800	$190,000	$248,400	2.3%	31.4%
D1b. General Schedule	268	276	268	46,324	122	0	2,165	2,287	48,611	15,357	63,968	$172,851	$181,384	$238,687	4.9%	33.2%
D1c. Special Schedule	7	5	5	906	2	0	21	23	929	280	1,209	$181,200	$185,800	$241,800	2.5%	30.9%
D1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1e. Highly Qualified Experts	0	1	1	182	0	0	4	4	186	56	242	$182,000	$186,000	$242,000	2.2%	30.8%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**279**	**287**	**279**	**48,341**	**124**	**0**	**2,211**	**2,335**	**50,676**	**15,985**	**66,661**	**$173,265**	**$181,634**	**$238,928**	**4.8%**	**33.1%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**279**	**287**	**279**	**48,341**	**124**	**0**	**2,211**	**2,335**	**50,676**	**15,985**	**66,661**	**$173,265**	**$181,634**	**$238,928**	**4.8%**	**33.1%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**279**	**287**	**279**	**48,341**	**124**	**0**	**2,211**	**2,335**	**50,676**	**15,985**	**66,661**	**$173,265**	**$181,634**	**$238,928**	**4.8%**	**33.1%**
T1. US Direct Hire (USDH)	**279**	**287**	**279**	**48,341**	**124**	**0**	**2,211**	**2,335**	**50,676**	**15,985**	**66,661**	**$173,265**	**$181,634**	**$238,928**	**4.8%**	**33.1%**
T1a. Senior Executive Schedule	4	5	5	929	0	0	21	21	950	292	1,242	$185,800	$190,000	$248,400	2.3%	31.4%
T1b. General Schedule	268	276	268	46,324	122	0	2,165	2,287	48,611	15,357	63,968	$172,851	$181,384	$238,687	4.9%	33.2%
T1c. Special Schedule	7	5	5	906	2	0	21	23	929	280	1,209	$181,200	$185,800	$241,800	2.5%	30.9%
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T1e. Highly Qualified Experts	0	1	1	182	0	0	4	4	186	56	242	$182,000	$186,000	$242,000	2.2%	30.8%
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**279**	**287**	**279**	**48,341**	**124**	**0**	**2,211**	**2,335**	**50,676**	**15,985**	**66,661**	**$173,265**	**$181,634**	**$238,928**	**4.8%**	**33.1%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**279**	**287**	**279**	**48,341**	**124**	**0**	**2,211**	**2,335**	**50,676**	**15,985**	**66,661**	**$173,265**	**$181,634**	**$238,928**	**4.8%**	**33.1%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Operation and Maintenance, Defense-Wide

FY 2026	Defense Legal Services Agency ($ in Thousands)											Rates				
	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)	**287**	**295**	**291**	**51,523**	**130**	**0**	**1,279**	**1,409**	**52,932**	**16,131**	**69,063**	**$177,055**	**$181,897**	**$237,330**	**2.7%**	**31.3%**
D1. US Direct Hire (USDH)	**287**	**295**	**291**	**51,523**	**130**	**0**	**1,279**	**1,409**	**52,932**	**16,131**	**69,063**	**$177,055**	**$181,897**	**$237,330**	**2.7%**	**31.3%**
D1a. Senior Executive Schedule	5	5	5	1,011	0	0	25	25	1,036	324	1,360	$202,200	$207,200	$272,000	2.5%	32.0%
D1b. General Schedule	276	284	280	49,321	127	0	1,224	1,351	50,672	15,435	66,107	$176,146	$180,971	$236,096	2.7%	31.3%
D1c. Special Schedule	5	5	5	992	2	0	25	27	1,019	308	1,327	$198,400	$203,800	$265,400	2.7%	31.0%
D1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1e. Highly Qualified Experts	1	1	1	199	1	0	5	6	205	64	269	$199,000	$205,000	$269,000	3.0%	32.2%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**287**	**295**	**291**	**51,523**	**130**	**0**	**1,279**	**1,409**	**52,932**	**16,131**	**69,063**	**$177,055**	**$181,897**	**$237,330**	**2.7%**	**31.3%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**287**	**295**	**291**	**51,523**	**130**	**0**	**1,279**	**1,409**	**52,932**	**16,131**	**69,063**	**$177,055**	**$181,897**	**$237,330**	**2.7%**	**31.3%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**287**	**295**	**291**	**51,523**	**130**	**0**	**1,279**	**1,409**	**52,932**	**16,131**	**69,063**	**$177,055**	**$181,897**	**$237,330**	**2.7%**	**31.3%**
T1. US Direct Hire (USDH)	**287**	**295**	**291**	**51,523**	**130**	**0**	**1,279**	**1,409**	**52,932**	**16,131**	**69,063**	**$177,055**	**$181,897**	**$237,330**	**2.7%**	**31.3%**
T1a. Senior Executive Schedule	5	5	5	1,011	0	0	25	25	1,036	324	1,360	$202,200	$207,200	$272,000	2.5%	32.0%
T1b. General Schedule	276	284	280	49,321	127	0	1,224	1,351	50,672	15,435	66,107	$176,146	$180,971	$236,096	2.7%	31.3%
T1c. Special Schedule	5	5	5	992	2	0	25	27	1,019	308	1,327	$198,400	$203,800	$265,400	2.7%	31.0%
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T1e. Highly Qualified Experts	1	1	1	199	1	0	5	6	205	64	269	$199,000	$205,000	$269,000	3.0%	32.2%
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**287**	**295**	**291**	**51,523**	**130**	**0**	**1,279**	**1,409**	**52,932**	**16,131**	**69,063**	**$177,055**	**$181,897**	**$237,330**	**2.7%**	**31.3%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**287**	**295**	**291**	**51,523**	**130**	**0**	**1,279**	**1,409**	**52,932**	**16,131**	**69,063**	**$177,055**	**$181,897**	**$237,330**	**2.7%**	**31.3%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Operation and Maintenance, Defense-Wide

FY 2027

Defense Legal Services Agency
($ in Thousands)

	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
												Rates				
Direct Funded Personnel (includes OC 13)	**283**	**276**	**286**	**51,549**	**131**	**0**	**2,076**	**2,207**	**53,756**	**15,844**	**69,600**	**$180,241**	**$187,958**	**$243,357**	**4.3%**	**30.7%**
D1. US Direct Hire (USDH)	**283**	**276**	**286**	**51,549**	**131**	**0**	**2,076**	**2,207**	**53,756**	**15,844**	**69,600**	**$180,241**	**$187,958**	**$243,357**	**4.3%**	**30.7%**
D1a. Senior Executive Schedule	8	2	5	1,060	0	0	40	40	1,100	330	1,430	$212,000	$220,000	$286,000	3.8%	31.1%
D1b. General Schedule	274	265	275	49,250	128	0	1,988	2,116	51,366	15,136	66,502	$179,091	$186,785	$241,825	4.3%	30.7%
D1c. Special Schedule	1	9	5	1,032	2	0	40	42	1,074	313	1,387	$206,400	$214,800	$277,400	4.1%	30.3%
D1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1e. Highly Qualified Experts	0	0	1	207	1	0	8	9	216	65	281	$207,000	$216,000	$281,000	4.3%	31.4%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**283**	**276**	**286**	**51,549**	**131**	**0**	**2,076**	**2,207**	**53,756**	**15,844**	**69,600**	**$180,241**	**$187,958**	**$243,357**	**4.3%**	**30.7%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**283**	**276**	**286**	**51,549**	**131**	**0**	**2,076**	**2,207**	**53,756**	**15,844**	**69,600**	**$180,241**	**$187,958**	**$243,357**	**4.3%**	**30.7%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**283**	**276**	**286**	**51,549**	**131**	**0**	**2,076**	**2,207**	**53,756**	**15,844**	**69,600**	**$180,241**	**$187,958**	**$243,357**	**4.3%**	**30.7%**
T1. US Direct Hire (USDH)	**283**	**276**	**286**	**51,549**	**131**	**0**	**2,076**	**2,207**	**53,756**	**15,844**	**69,600**	**$180,241**	**$187,958**	**$243,357**	**4.3%**	**30.7%**
T1a. Senior Executive Schedule	8	2	5	1,060	0	0	40	40	1,100	330	1,430	$212,000	$220,000	$286,000	3.8%	31.1%
T1b. General Schedule	274	265	275	49,250	128	0	1,988	2,116	51,366	15,136	66,502	$179,091	$186,785	$241,825	4.3%	30.7%
T1c. Special Schedule	1	9	5	1,032	2	0	40	42	1,074	313	1,387	$206,400	$214,800	$277,400	4.1%	30.3%
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T1e. Highly Qualified Experts	0	0	1	207	1	0	8	9	216	65	281	$207,000	$216,000	$281,000	4.3%	31.4%
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**283**	**276**	**286**	**51,549**	**131**	**0**	**2,076**	**2,207**	**53,756**	**15,844**	**69,600**	**$180,241**	**$187,958**	**$243,357**	**4.3%**	**30.7%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**283**	**276**	**286**	**51,549**	**131**	**0**	**2,076**	**2,207**	**53,756**	**15,844**	**69,600**	**$180,241**	**$187,958**	**$243,357**	**4.3%**	**30.7%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Operation and Maintenance, Defense-Wide

Defense Media Activity
($ in Thousands)

FY 2025	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
												Rates				
Direct Funded Personnel (includes OC 13)	**530**	**519**	**526**	**60,847**	**492**	**482**	**1,667**	**2,641**	**63,488**	**21,951**	**85,439**	**$115,679**	**$120,700**	**$162,432**	**4.3%**	**36.1%**
D1. US Direct Hire (USDH)	**476**	**466**	**472**	**59,135**	**492**	**482**	**1,667**	**2,641**	**61,776**	**21,851**	**83,627**	**$125,286**	**$130,881**	**$177,176**	**4.5%**	**37.0%**
D1a. Senior Executive Schedule	0	0	1	116	0	0	0	0	116	39	155	$116,000	$116,000	$155,000	0.0%	33.6%
D1b. General Schedule	470	462	467	58,619	487	481	1,657	2,625	61,244	21,640	82,884	$125,522	$131,143	$177,482	4.5%	36.9%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	5	4	4	299	5	0	10	15	314	139	453	$74,750	$78,500	$113,250	5.0%	46.5%
D1e. Highly Qualified Experts	1	0	0	101	0	1	0	1	102	33	135	$0	$0	$0	1.0%	32.7%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**476**	**466**	**472**	**59,135**	**492**	**482**	**1,667**	**2,641**	**61,776**	**21,851**	**83,627**	**$125,286**	**$130,881**	**$177,176**	**4.5%**	**37.0%**
D4. Indirect Hire Foreign Nationals (IHFN)	54	53	54	1,712	0	0	0	0	1,712	0	1,712	$31,704	$31,704	$31,704	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**530**	**519**	**526**	**60,847**	**492**	**482**	**1,667**	**2,641**	**63,488**	**21,851**	**85,339**	**$115,679**	**$120,700**	**$162,241**	**4.3%**	**35.9%**
D5. Other Object Class 13 Benefits										**100**	**100**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										100	100					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**530**	**519**	**526**	**60,847**	**492**	**482**	**1,667**	**2,641**	**63,488**	**21,951**	**85,439**	**$115,679**	**$120,700**	**$162,432**	**4.3%**	**36.1%**
T1. US Direct Hire (USDH)	**476**	**466**	**472**	**59,135**	**492**	**482**	**1,667**	**2,641**	**61,776**	**21,851**	**83,627**	**$125,286**	**$130,881**	**$177,176**	**4.5%**	**37.0%**
T1a. Senior Executive Schedule	0	0	1	116	0	0	0	0	116	39	155	$116,000	$116,000	$155,000	0.0%	33.6%
T1b. General Schedule	470	462	467	58,619	487	481	1,657	2,625	61,244	21,640	82,884	$125,522	$131,143	$177,482	4.5%	36.9%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T1d. Wage System	5	4	4	299	5	0	10	15	314	139	453	$74,750	$78,500	$113,250	5.0%	46.5%
T1e. Highly Qualified Experts	1	0	0	101	0	1	0	1	102	33	135	$0	$0	$0	1.0%	32.7%
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**476**	**466**	**472**	**59,135**	**492**	**482**	**1,667**	**2,641**	**61,776**	**21,851**	**83,627**	**$125,286**	**$130,881**	**$177,176**	**4.5%**	**37.0%**
T4. Indirect Hire Foreign Nationals (IHFN)	54	53	54	1,712	0	0	0	0	1,712	0	1,712	$31,704	$31,704	$31,704	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**530**	**519**	**526**	**60,847**	**492**	**482**	**1,667**	**2,641**	**63,488**	**21,851**	**85,339**	**$115,679**	**$120,700**	**$162,241**	**4.3%**	**35.9%**
T5. Other Object Class 13 Benefits										**100**	**100**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										100	100					
T5d. Foreign National Separation Liability										0	0					

Operation and Maintenance, Defense-Wide

Defense Media Activity
($ in Thousands)

FY 2026	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
												Rates				
Direct Funded Personnel (includes OC 13)	**484**	**547**	**528**	**59,155**	**476**	**465**	**1,612**	**2,553**	**61,708**	**21,207**	**82,915**	**$112,036**	**$116,871**	**$157,036**	**4.3%**	**35.8%**
D1. US Direct Hire (USDH)	**431**	**476**	**465**	**57,100**	**476**	**465**	**1,612**	**2,553**	**59,653**	**21,104**	**80,757**	**$122,796**	**$128,286**	**$173,671**	**4.5%**	**37.0%**
D1a. Senior Executive Schedule	0	1	1	117	0	0	0	0	117	39	156	$117,000	$117,000	$156,000	0.0%	33.3%
D1b. General Schedule	427	471	460	56,680	471	465	1,602	2,538	59,218	20,924	80,142	$123,217	$128,735	$174,222	4.5%	36.9%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	4	4	4	303	5	0	10	15	318	141	459	$75,750	$79,500	$114,750	5.0%	46.5%
D1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**431**	**476**	**465**	**57,100**	**476**	**465**	**1,612**	**2,553**	**59,653**	**21,104**	**80,757**	**$122,796**	**$128,286**	**$173,671**	**4.5%**	**37.0%**
D4. Indirect Hire Foreign Nationals (IHFN)	53	71	63	2,055	0	0	0	0	2,055	0	2,055	$32,619	$32,619	$32,619	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**484**	**547**	**528**	**59,155**	**476**	**465**	**1,612**	**2,553**	**61,708**	**21,104**	**82,812**	**$112,036**	**$116,871**	**$156,841**	**4.3%**	**35.7%**
D5. Other Object Class 13 Benefits										**103**	**103**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										103	103					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**484**	**547**	**528**	**59,155**	**476**	**465**	**1,612**	**2,553**	**61,708**	**21,207**	**82,915**	**$112,036**	**$116,871**	**$157,036**	**4.3%**	**35.8%**
T1. US Direct Hire (USDH)	**431**	**476**	**465**	**57,100**	**476**	**465**	**1,612**	**2,553**	**59,653**	**21,104**	**80,757**	**$122,796**	**$128,286**	**$173,671**	**4.5%**	**37.0%**
T1a. Senior Executive Schedule	0	1	1	117	0	0	0	0	117	39	156	$117,000	$117,000	$156,000	0.0%	33.3%
T1b. General Schedule	427	471	460	56,680	471	465	1,602	2,538	59,218	20,924	80,142	$123,217	$128,735	$174,222	4.5%	36.9%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T1d. Wage System	4	4	4	303	5	0	10	15	318	141	459	$75,750	$79,500	$114,750	5.0%	46.5%
T1e. Highly Qualified Experts	0	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%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**431**	**476**	**465**	**57,100**	**476**	**465**	**1,612**	**2,553**	**59,653**	**21,104**	**80,757**	**$122,796**	**$128,286**	**$173,671**	**4.5%**	**37.0%**
T4. Indirect Hire Foreign Nationals (IHFN)	53	71	63	2,055	0	0	0	0	2,055	0	2,055	$32,619	$32,619	$32,619	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**484**	**547**	**528**	**59,155**	**476**	**465**	**1,612**	**2,553**	**61,708**	**21,104**	**82,812**	**$112,036**	**$116,871**	**$156,841**	**4.3%**	**35.7%**
T5. Other Object Class 13 Benefits										**103**	**103**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										103	103					
T5d. Foreign National Separation Liability										0	0					

Operation and Maintenance, Defense-Wide

Defense Media Activity
($ in Thousands)

FY 2027	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
												Rates				
Direct Funded Personnel (includes OC 13)	**547**	**546**	**527**	**59,234**	**476**	**465**	**1,613**	**2,554**	**61,788**	**21,222**	**83,010**	**$112,398**	**$117,245**	**$157,514**	**4.3%**	**35.8%**
D1. US Direct Hire (USDH)	**476**	**475**	**464**	**57,136**	**476**	**465**	**1,613**	**2,554**	**59,690**	**21,117**	**80,807**	**$123,138**	**$128,642**	**$174,153**	**4.5%**	**37.0%**
D1a. Senior Executive Schedule	1	1	1	117	0	0	0	0	117	39	156	$117,000	$117,000	$156,000	0.0%	33.3%
D1b. General Schedule	471	470	459	56,715	471	465	1,603	2,539	59,254	20,937	80,191	$123,562	$129,094	$174,708	4.5%	36.9%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	4	4	4	304	5	0	10	15	319	141	460	$76,000	$79,750	$115,000	4.9%	46.4%
D1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**476**	**475**	**464**	**57,136**	**476**	**465**	**1,613**	**2,554**	**59,690**	**21,117**	**80,807**	**$123,138**	**$128,642**	**$174,153**	**4.5%**	**37.0%**
D4. Indirect Hire Foreign Nationals (IHFN)	71	71	63	2,098	0	0	0	0	2,098	0	2,098	$33,302	$33,302	$33,302	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**547**	**546**	**527**	**59,234**	**476**	**465**	**1,613**	**2,554**	**61,788**	**21,117**	**82,905**	**$112,398**	**$117,245**	**$157,315**	**4.3%**	**35.7%**
D5. Other Object Class 13 Benefits										**105**	**105**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										105	105					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**547**	**546**	**527**	**59,234**	**476**	**465**	**1,613**	**2,554**	**61,788**	**21,222**	**83,010**	**$112,398**	**$117,245**	**$157,514**	**4.3%**	**35.8%**
T1. US Direct Hire (USDH)	**476**	**475**	**464**	**57,136**	**476**	**465**	**1,613**	**2,554**	**59,690**	**21,117**	**80,807**	**$123,138**	**$128,642**	**$174,153**	**4.5%**	**37.0%**
T1a. Senior Executive Schedule	1	1	1	117	0	0	0	0	117	39	156	$117,000	$117,000	$156,000	0.0%	33.3%
T1b. General Schedule	471	470	459	56,715	471	465	1,603	2,539	59,254	20,937	80,191	$123,562	$129,094	$174,708	4.5%	36.9%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T1d. Wage System	4	4	4	304	5	0	10	15	319	141	460	$76,000	$79,750	$115,000	4.9%	46.4%
T1e. Highly Qualified Experts	0	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%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**476**	**475**	**464**	**57,136**	**476**	**465**	**1,613**	**2,554**	**59,690**	**21,117**	**80,807**	**$123,138**	**$128,642**	**$174,153**	**4.5%**	**37.0%**
T4. Indirect Hire Foreign Nationals (IHFN)	71	71	63	2,098	0	0	0	0	2,098	0	2,098	$33,302	$33,302	$33,302	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**547**	**546**	**527**	**59,234**	**476**	**465**	**1,613**	**2,554**	**61,788**	**21,117**	**82,905**	**$112,398**	**$117,245**	**$157,315**	**4.3%**	**35.7%**
T5. Other Object Class 13 Benefits										**105**	**105**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										105	105					
T5d. Foreign National Separation Liability										0	0					

Operation and Maintenance, Defense-Wide

FY 2025	DoW Dependents Education ($ in Thousands)											Rates				
	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)	**13,031**	**13,112**	**11,584**	**823,740**	**618**	**833**	**159,966**	**161,417**	**985,157**	**553,701**	**1,538,858**	**$71,110**	**$85,045**	**$132,843**	**19.6%**	**67.2%**
D1. US Direct Hire (USDH)	**12,790**	**12,870**	**11,342**	**815,744**	**618**	**833**	**159,966**	**161,417**	**977,161**	**553,246**	**1,530,407**	**$71,922**	**$86,154**	**$134,933**	**19.8%**	**67.8%**
D1a. Senior Executive Schedule	5	5	5	999	0	0	128	128	1,127	443	1,570	$199,800	$225,400	$314,000	12.8%	44.3%
D1b. General Schedule	3,531	3,290	2,972	171,278	511	61	58,919	59,491	230,769	102,443	333,212	$57,631	$77,648	$112,117	34.7%	59.8%
D1c. Special Schedule	8,945	9,273	8,090	632,092	7	769	97,861	98,637	730,729	444,115	1,174,844	$78,133	$90,325	$145,222	15.6%	70.3%
D1d. Wage System	309	302	275	11,375	100	3	3,058	3,161	14,536	6,245	20,781	$41,364	$52,858	$75,567	27.8%	54.9%
D1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	71	72	72	6,279	0	0	0	0	6,279	0	6,279	$87,208	$87,208	$87,208	0.0%	0.0%
D3. Total Direct Hire	**12,861**	**12,942**	**11,414**	**822,023**	**618**	**833**	**159,966**	**161,417**	**983,440**	**553,246**	**1,536,686**	**$72,019**	**$86,161**	**$134,632**	**19.6%**	**67.3%**
D4. Indirect Hire Foreign Nationals (IHFN)	170	170	170	1,717	0	0	0	0	1,717	0	1,717	$10,100	$10,100	$10,100	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**13,031**	**13,112**	**11,584**	**823,740**	**618**	**833**	**159,966**	**161,417**	**985,157**	**553,246**	**1,538,403**	**$71,110**	**$85,045**	**$132,804**	**19.6%**	**67.2%**
D5. Other Object Class 13 Benefits										**455**	**455**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										455	455					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**0**	**0**	**0**	**49,650**	**0**	**0**	**0**	**0**	**49,650**	**0**	**49,650**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1. US Direct Hire (USDH)	**0**	**0**	**0**	**49,650**	**0**	**0**	**0**	**0**	**49,650**	**0**	**49,650**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1c. Special Schedule	0	0	0	49,650	0	0	0	0	49,650	0	49,650	$0	$0	$0	0.0%	0.0%
R1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**0**	**0**	**0**	**49,650**	**0**	**0**	**0**	**0**	**49,650**	**0**	**49,650**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**0**	**0**	**0**	**49,650**	**0**	**0**	**0**	**0**	**49,650**	**0**	**49,650**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**13,031**	**13,112**	**11,584**	**873,390**	**618**	**833**	**159,966**	**161,417**	**1,034,807**	**553,701**	**1,588,508**	**$75,396**	**$89,331**	**$137,129**	**18.5%**	**63.4%**
T1. US Direct Hire (USDH)	**12,790**	**12,870**	**11,342**	**865,394**	**618**	**833**	**159,966**	**161,417**	**1,026,811**	**553,246**	**1,580,057**	**$76,300**	**$90,532**	**$139,310**	**18.7%**	**63.9%**
T1a. Senior Executive Schedule	5	5	5	999	0	0	128	128	1,127	443	1,570	$199,800	$225,400	$314,000	12.8%	44.3%
T1b. General Schedule	3,531	3,290	2,972	171,278	511	61	58,919	59,491	230,769	102,443	333,212	$57,631	$77,648	$112,117	34.7%	59.8%
T1c. Special Schedule	8,945	9,273	8,090	681,742	7	769	97,861	98,637	780,379	444,115	1,224,494	$84,270	$96,462	$151,359	14.5%	65.1%
T1d. Wage System	309	302	275	11,375	100	3	3,058	3,161	14,536	6,245	20,781	$41,364	$52,858	$75,567	27.8%	54.9%
T1e. Highly Qualified Experts	0	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%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	71	72	72	6,279	0	0	0	0	6,279	0	6,279	$87,208	$87,208	$87,208	0.0%	0.0%
T3. Total Direct Hire	**12,861**	**12,942**	**11,414**	**871,673**	**618**	**833**	**159,966**	**161,417**	**1,033,090**	**553,246**	**1,586,336**	**$76,369**	**$90,511**	**$138,982**	**18.5%**	**63.5%**
T4. Indirect Hire Foreign Nationals (IHFN)	170	170	170	1,717	0	0	0	0	1,717	0	1,717	$10,100	$10,100	$10,100	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**13,031**	**13,112**	**11,584**	**873,390**	**618**	**833**	**159,966**	**161,417**	**1,034,807**	**553,246**	**1,588,053**	**$75,396**	**$89,331**	**$137,090**	**18.5%**	**63.3%**
T5. Other Object Class 13 Benefits										**455**	**455**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										455	455					
T5d. Foreign National Separation Liability										0	0					

Operation and Maintenance, Defense-Wide

FY 2026	DoW Dependents Education ($ in Thousands)											Rates				
	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)	**13,112**	**12,464**	**11,274**	**814,374**	**829**	**808**	**165,911**	**167,548**	**981,922**	**537,484**	**1,519,406**	**$72,235**	**$87,096**	**$134,771**	**20.6%**	**66.0%**
D1. US Direct Hire (USDH)	**12,870**	**12,222**	**11,032**	**806,155**	**829**	**808**	**165,911**	**167,548**	**973,703**	**537,476**	**1,511,179**	**$73,074**	**$88,262**	**$136,981**	**20.8%**	**66.7%**
D1a. Senior Executive Schedule	5	6	6	1,013	0	0	129	129	1,142	449	1,591	$168,833	$190,333	$265,167	12.7%	44.3%
D1b. General Schedule	3,290	3,447	3,106	184,061	501	70	64,748	65,319	249,380	109,988	359,368	$59,260	$80,290	$115,701	35.5%	59.8%
D1c. Special Schedule	9,273	8,468	7,625	606,101	4	737	96,483	97,224	703,325	419,119	1,122,444	$79,489	$92,239	$147,206	16.0%	69.2%
D1d. Wage System	302	301	295	14,980	324	1	4,551	4,876	19,856	7,920	27,776	$50,780	$67,308	$94,156	32.6%	52.9%
D1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	72	72	72	6,386	0	0	0	0	6,386	8	6,394	$88,694	$88,694	$88,806	0.0%	0.1%
D3. Total Direct Hire	**12,942**	**12,294**	**11,104**	**812,541**	**829**	**808**	**165,911**	**167,548**	**980,089**	**537,484**	**1,517,573**	**$73,176**	**$88,264**	**$136,669**	**20.6%**	**66.1%**
D4. Indirect Hire Foreign Nationals (IHFN)	170	170	170	1,833	0	0	0	0	1,833	0	1,833	$10,782	$10,782	$10,782	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**13,112**	**12,464**	**11,274**	**814,374**	**829**	**808**	**165,911**	**167,548**	**981,922**	**537,484**	**1,519,406**	**$72,235**	**$87,096**	**$134,771**	**20.6%**	**66.0%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**0**	**0**	**0**	**54,800**	**0**	**0**	**0**	**0**	**54,800**	**0**	**54,800**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1. US Direct Hire (USDH)	**0**	**0**	**0**	**54,800**	**0**	**0**	**0**	**0**	**54,800**	**0**	**54,800**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1c. Special Schedule	0	0	0	54,800	0	0	0	0	54,800	0	54,800	$0	$0	$0	0.0%	0.0%
R1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**0**	**0**	**0**	**54,800**	**0**	**0**	**0**	**0**	**54,800**	**0**	**54,800**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**0**	**0**	**0**	**54,800**	**0**	**0**	**0**	**0**	**54,800**	**0**	**54,800**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**13,112**	**12,464**	**11,274**	**869,174**	**829**	**808**	**165,911**	**167,548**	**1,036,722**	**537,484**	**1,574,206**	**$77,095**	**$91,957**	**$139,632**	**19.3%**	**61.8%**
T1. US Direct Hire (USDH)	**12,870**	**12,222**	**11,032**	**860,955**	**829**	**808**	**165,911**	**167,548**	**1,028,503**	**537,476**	**1,565,979**	**$78,042**	**$93,229**	**$141,949**	**19.5%**	**62.4%**
T1a. Senior Executive Schedule	5	6	6	1,013	0	0	129	129	1,142	449	1,591	$168,833	$190,333	$265,167	12.7%	44.3%
T1b. General Schedule	3,290	3,447	3,106	184,061	501	70	64,748	65,319	249,380	109,988	359,368	$59,260	$80,290	$115,701	35.5%	59.8%
T1c. Special Schedule	9,273	8,468	7,625	660,901	4	737	96,483	97,224	758,125	419,119	1,177,244	$86,676	$99,426	$154,393	14.7%	63.4%
T1d. Wage System	302	301	295	14,980	324	1	4,551	4,876	19,856	7,920	27,776	$50,780	$67,308	$94,156	32.6%	52.9%
T1e. Highly Qualified Experts	0	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%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	72	72	72	6,386	0	0	0	0	6,386	8	6,394	$88,694	$88,694	$88,806	0.0%	0.1%
T3. Total Direct Hire	**12,942**	**12,294**	**11,104**	**867,341**	**829**	**808**	**165,911**	**167,548**	**1,034,889**	**537,484**	**1,572,373**	**$78,111**	**$93,200**	**$141,604**	**19.3%**	**62.0%**
T4. Indirect Hire Foreign Nationals (IHFN)	170	170	170	1,833	0	0	0	0	1,833	0	1,833	$10,782	$10,782	$10,782	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**13,112**	**12,464**	**11,274**	**869,174**	**829**	**808**	**165,911**	**167,548**	**1,036,722**	**537,484**	**1,574,206**	**$77,095**	**$91,957**	**$139,632**	**19.3%**	**61.8%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Operation and Maintenance, Defense-Wide

FY 2027	DoW Dependents Education ($ in Thousands)											Rates				
	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)	**12,464**	**12,467**	**11,277**	**817,052**	**826**	**811**	**172,478**	**174,115**	**991,167**	**539,148**	**1,530,315**	**$72,453**	**$87,893**	**$135,702**	**21.3%**	**66.0%**
D1. US Direct Hire (USDH)	**12,222**	**12,225**	**11,035**	**808,776**	**826**	**811**	**172,478**	**174,115**	**982,891**	**539,140**	**1,522,031**	**$73,292**	**$89,070**	**$137,928**	**21.5%**	**66.7%**
D1a. Senior Executive Schedule	6	6	6	1,016	0	0	129	129	1,145	449	1,594	$169,333	$190,833	$265,667	12.7%	44.2%
D1b. General Schedule	3,447	3,450	3,109	184,853	497	71	66,624	67,192	252,045	110,447	362,492	$59,457	$81,069	$116,594	36.3%	59.7%
D1c. Special Schedule	8,468	8,468	7,625	607,882	4	739	101,043	101,786	709,668	420,301	1,129,969	$79,722	$93,071	$148,193	16.7%	69.1%
D1d. Wage System	301	301	295	15,025	325	1	4,682	5,008	20,033	7,943	27,976	$50,932	$67,908	$94,834	33.3%	52.9%
D1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	72	72	72	6,404	0	0	0	0	6,404	8	6,412	$88,944	$88,944	$89,056	0.0%	0.1%
D3. Total Direct Hire	**12,294**	**12,297**	**11,107**	**815,180**	**826**	**811**	**172,478**	**174,115**	**989,295**	**539,148**	**1,528,443**	**$73,393**	**$89,070**	**$137,611**	**21.4%**	**66.1%**
D4. Indirect Hire Foreign Nationals (IHFN)	170	170	170	1,872	0	0	0	0	1,872	0	1,872	$11,012	$11,012	$11,012	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**12,464**	**12,467**	**11,277**	**817,052**	**826**	**811**	**172,478**	**174,115**	**991,167**	**539,148**	**1,530,315**	**$72,453**	**$87,893**	**$135,702**	**21.3%**	**66.0%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**0**	**0**	**0**	**54,800**	**0**	**0**	**0**	**0**	**54,800**	**0**	**54,800**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1. US Direct Hire (USDH)	**0**	**0**	**0**	**54,800**	**0**	**0**	**0**	**0**	**54,800**	**0**	**54,800**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1c. Special Schedule	0	0	0	54,800	0	0	0	0	54,800	0	54,800	$0	$0	$0	0.0%	0.0%
R1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**0**	**0**	**0**	**54,800**	**0**	**0**	**0**	**0**	**54,800**	**0**	**54,800**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**0**	**0**	**0**	**54,800**	**0**	**0**	**0**	**0**	**54,800**	**0**	**54,800**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**12,464**	**12,467**	**11,277**	**871,852**	**826**	**811**	**172,478**	**174,115**	**1,045,967**	**539,148**	**1,585,115**	**$77,312**	**$92,752**	**$140,562**	**20.0%**	**61.8%**
T1. US Direct Hire (USDH)	**12,222**	**12,225**	**11,035**	**863,576**	**826**	**811**	**172,478**	**174,115**	**1,037,691**	**539,140**	**1,576,831**	**$78,258**	**$94,036**	**$142,894**	**20.2%**	**62.4%**
T1a. Senior Executive Schedule	6	6	6	1,016	0	0	129	129	1,145	449	1,594	$169,333	$190,833	$265,667	12.7%	44.2%
T1b. General Schedule	3,447	3,450	3,109	184,853	497	71	66,624	67,192	252,045	110,447	362,492	$59,457	$81,069	$116,594	36.3%	59.7%
T1c. Special Schedule	8,468	8,468	7,625	662,682	4	739	101,043	101,786	764,468	420,301	1,184,769	$86,909	$100,258	$155,380	15.4%	63.4%
T1d. Wage System	301	301	295	15,025	325	1	4,682	5,008	20,033	7,943	27,976	$50,932	$67,908	$94,834	33.3%	52.9%
T1e. Highly Qualified Experts	0	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%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	72	72	72	6,404	0	0	0	0	6,404	8	6,412	$88,944	$88,944	$89,056	0.0%	0.1%
T3. Total Direct Hire	**12,294**	**12,297**	**11,107**	**869,980**	**826**	**811**	**172,478**	**174,115**	**1,044,095**	**539,148**	**1,583,243**	**$78,327**	**$94,003**	**$142,545**	**20.0%**	**62.0%**
T4. Indirect Hire Foreign Nationals (IHFN)	170	170	170	1,872	0	0	0	0	1,872	0	1,872	$11,012	$11,012	$11,012	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**12,464**	**12,467**	**11,277**	**871,852**	**826**	**811**	**172,478**	**174,115**	**1,045,967**	**539,148**	**1,585,115**	**$77,312**	**$92,752**	**$140,562**	**20.0%**	**61.8%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Operation and Maintenance, Defense-Wide

Defense POW/MIA Accounting Agency
($ in Thousands)

FY 2025	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	Rates: Basic Comp	Rates: Total Comp	Rates: Comp & Benefits	Rates: % BC Variables	Rates: % BC Benefits
Direct Funded Personnel (includes OC 13)	**336**	**340**	**341**	**43,005**	**0**	**0**	**0**	**0**	**43,005**	**16,796**	**59,801**	**$126,114**	**$126,114**	**$175,370**	**0.0%**	**39.1%**
D1. US Direct Hire (USDH)	**314**	**318**	**319**	**42,134**	**0**	**0**	**0**	**0**	**42,134**	**16,796**	**58,930**	**$132,082**	**$132,082**	**$184,734**	**0.0%**	**39.9%**
D1a. Senior Executive Schedule	2	2	2	600	0	0	0	0	600	150	750	$300,000	$300,000	$375,000	0.0%	25.0%
D1b. General Schedule	312	316	317	41,534	0	0	0	0	41,534	16,646	58,180	$131,022	$131,022	$183,533	0.0%	40.1%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**314**	**318**	**319**	**42,134**	**0**	**0**	**0**	**0**	**42,134**	**16,796**	**58,930**	**$132,082**	**$132,082**	**$184,734**	**0.0%**	**39.9%**
D4. Indirect Hire Foreign Nationals (IHFN)	22	22	22	871	0	0	0	0	871	0	871	$39,591	$39,591	$39,591	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**336**	**340**	**341**	**43,005**	**0**	**0**	**0**	**0**	**43,005**	**16,796**	**59,801**	**$126,114**	**$126,114**	**$175,370**	**0.0%**	**39.1%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**0**	**0**	**0**	**150**	**0**	**0**	**0**	**0**	**150**	**0**	**150**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1. US Direct Hire (USDH)	**0**	**0**	**0**	**150**	**0**	**0**	**0**	**0**	**150**	**0**	**150**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	0	0	0	150	0	0	0	0	150	0	150	$0	$0	$0	0.0%	0.0%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**0**	**0**	**0**	**150**	**0**	**0**	**0**	**0**	**150**	**0**	**150**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**0**	**0**	**0**	**150**	**0**	**0**	**0**	**0**	**150**	**0**	**150**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**336**	**340**	**341**	**43,155**	**0**	**0**	**0**	**0**	**43,155**	**16,796**	**59,951**	**$126,554**	**$126,554**	**$175,809**	**0.0%**	**38.9%**
T1. US Direct Hire (USDH)	**314**	**318**	**319**	**42,284**	**0**	**0**	**0**	**0**	**42,284**	**16,796**	**59,080**	**$132,552**	**$132,552**	**$185,204**	**0.0%**	**39.7%**
T1a. Senior Executive Schedule	2	2	2	600	0	0	0	0	600	150	750	$300,000	$300,000	$375,000	0.0%	25.0%
T1b. General Schedule	312	316	317	41,684	0	0	0	0	41,684	16,646	58,330	$131,495	$131,495	$184,006	0.0%	39.9%
T1c. Special Schedule	0	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%	0.0%
T1e. Highly Qualified Experts	0	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%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**314**	**318**	**319**	**42,284**	**0**	**0**	**0**	**0**	**42,284**	**16,796**	**59,080**	**$132,552**	**$132,552**	**$185,204**	**0.0%**	**39.7%**
T4. Indirect Hire Foreign Nationals (IHFN)	22	22	22	871	0	0	0	0	871	0	871	$39,591	$39,591	$39,591	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**336**	**340**	**341**	**43,155**	**0**	**0**	**0**	**0**	**43,155**	**16,796**	**59,951**	**$126,554**	**$126,554**	**$175,809**	**0.0%**	**38.9%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Operation and Maintenance, Defense-Wide

Defense POW/MIA Accounting Agency

FY 2026 — **($ in Thousands)**

	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	Rates: Basic Comp	Rates: Total Comp	Rates: Comp & Benefits	Rates: % BC Variables	Rates: % BC Benefits
Direct Funded Personnel (includes OC 13)	**333**	**317**	**320**	**39,902**	**0**	**0**	**0**	**0**	**39,902**	**15,069**	**54,971**	**$124,694**	**$124,694**	**$171,784**	**0.0%**	**37.8%**
D1. US Direct Hire (USDH)	**311**	**295**	**298**	**38,602**	**0**	**0**	**0**	**0**	**38,602**	**15,069**	**53,671**	**$129,537**	**$129,537**	**$180,104**	**0.0%**	**39.0%**
D1a. Senior Executive Schedule	2	2	2	400	0	0	0	0	400	125	525	$200,000	$200,000	$262,500	0.0%	31.3%
D1b. General Schedule	309	293	296	38,202	0	0	0	0	38,202	14,444	52,646	$129,061	$129,061	$177,858	0.0%	37.8%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	500	500	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**311**	**295**	**298**	**38,602**	**0**	**0**	**0**	**0**	**38,602**	**15,069**	**53,671**	**$129,537**	**$129,537**	**$180,104**	**0.0%**	**39.0%**
D4. Indirect Hire Foreign Nationals (IHFN)	22	22	22	1,300	0	0	0	0	1,300	0	1,300	$59,091	$59,091	$59,091	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**333**	**317**	**320**	**39,902**	**0**	**0**	**0**	**0**	**39,902**	**15,069**	**54,971**	**$124,694**	**$124,694**	**$171,784**	**0.0%**	**37.8%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**333**	**317**	**320**	**39,902**	**0**	**0**	**0**	**0**	**39,902**	**15,069**	**54,971**	**$124,694**	**$124,694**	**$171,784**	**0.0%**	**37.8%**
T1. US Direct Hire (USDH)	**311**	**295**	**298**	**38,602**	**0**	**0**	**0**	**0**	**38,602**	**15,069**	**53,671**	**$129,537**	**$129,537**	**$180,104**	**0.0%**	**39.0%**
T1a. Senior Executive Schedule	2	2	2	400	0	0	0	0	400	125	525	$200,000	$200,000	$262,500	0.0%	31.3%
T1b. General Schedule	309	293	296	38,202	0	0	0	0	38,202	14,444	52,646	$129,061	$129,061	$177,858	0.0%	37.8%
T1c. Special Schedule	0	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%	0.0%
T1e. Highly Qualified Experts	0	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	500	500	$0	$0	$0	0.0%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**311**	**295**	**298**	**38,602**	**0**	**0**	**0**	**0**	**38,602**	**15,069**	**53,671**	**$129,537**	**$129,537**	**$180,104**	**0.0%**	**39.0%**
T4. Indirect Hire Foreign Nationals (IHFN)	22	22	22	1,300	0	0	0	0	1,300	0	1,300	$59,091	$59,091	$59,091	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**333**	**317**	**320**	**39,902**	**0**	**0**	**0**	**0**	**39,902**	**15,069**	**54,971**	**$124,694**	**$124,694**	**$171,784**	**0.0%**	**37.8%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Operation and Maintenance, Defense-Wide

Defense POW/MIA Accounting Agency

FY 2027 **($ in Thousands)** **Rates**

	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)	**324**	**320**	**320**	**44,983**	**0**	**0**	**0**	**0**	**44,983**	**17,451**	**62,434**	**$140,572**	**$140,572**	**$195,106**	**0.0%**	**38.8%**
D1. US Direct Hire (USDH)	**302**	**298**	**298**	**43,983**	**0**	**0**	**0**	**0**	**43,983**	**17,451**	**61,434**	**$147,594**	**$147,594**	**$206,154**	**0.0%**	**39.7%**
D1a. Senior Executive Schedule	2	2	2	400	0	0	0	0	400	125	525	$200,000	$200,000	$262,500	0.0%	31.3%
D1b. General Schedule	300	296	296	43,583	0	0	0	0	43,583	16,826	60,409	$147,240	$147,240	$204,084	0.0%	38.6%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	500	500	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**302**	**298**	**298**	**43,983**	**0**	**0**	**0**	**0**	**43,983**	**17,451**	**61,434**	**$147,594**	**$147,594**	**$206,154**	**0.0%**	**39.7%**
D4. Indirect Hire Foreign Nationals (IHFN)	22	22	22	1,000	0	0	0	0	1,000	0	1,000	$45,455	$45,455	$45,455	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**324**	**320**	**320**	**44,983**	**0**	**0**	**0**	**0**	**44,983**	**17,451**	**62,434**	**$140,572**	**$140,572**	**$195,106**	**0.0%**	**38.8%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**324**	**320**	**320**	**44,983**	**0**	**0**	**0**	**0**	**44,983**	**17,451**	**62,434**	**$140,572**	**$140,572**	**$195,106**	**0.0%**	**38.8%**
T1. US Direct Hire (USDH)	**302**	**298**	**298**	**43,983**	**0**	**0**	**0**	**0**	**43,983**	**17,451**	**61,434**	**$147,594**	**$147,594**	**$206,154**	**0.0%**	**39.7%**
T1a. Senior Executive Schedule	2	2	2	400	0	0	0	0	400	125	525	$200,000	$200,000	$262,500	0.0%	31.3%
T1b. General Schedule	300	296	296	43,583	0	0	0	0	43,583	16,826	60,409	$147,240	$147,240	$204,084	0.0%	38.6%
T1c. Special Schedule	0	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%	0.0%
T1e. Highly Qualified Experts	0	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	500	500	$0	$0	$0	0.0%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**302**	**298**	**298**	**43,983**	**0**	**0**	**0**	**0**	**43,983**	**17,451**	**61,434**	**$147,594**	**$147,594**	**$206,154**	**0.0%**	**39.7%**
T4. Indirect Hire Foreign Nationals (IHFN)	22	22	22	1,000	0	0	0	0	1,000	0	1,000	$45,455	$45,455	$45,455	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**324**	**320**	**320**	**44,983**	**0**	**0**	**0**	**0**	**44,983**	**17,451**	**62,434**	**$140,572**	**$140,572**	**$195,106**	**0.0%**	**38.8%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Operation and Maintenance, Defense-Wide

FY 2025	Defense Security Cooperation Agency ($ in Thousands)											Rates				
	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)	**609**	**544**	**544**	**75,664**	**68**	**5**	**2,112**	**2,185**	**77,849**	**31,130**	**108,979**	**$139,088**	**$143,105**	**$200,329**	**2.9%**	**41.1%**
D1. US Direct Hire (USDH)	**594**	**529**	**529**	**73,465**	**68**	**5**	**2,112**	**2,185**	**75,650**	**31,130**	**106,780**	**$138,875**	**$143,006**	**$201,853**	**3.0%**	**42.4%**
D1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1b. General Schedule	354	315	357	46,650	68	5	2,112	2,185	48,835	18,367	67,202	$130,672	$136,793	$188,241	4.7%	39.4%
D1c. Special Schedule	240	214	172	26,815	0	0	0	0	26,815	12,763	39,578	$155,901	$155,901	$230,105	0.0%	47.6%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	15	15	15	2,199	0	0	0	0	2,199	0	2,199	$146,600	$146,600	$146,600	0.0%	0.0%
D3. Total Direct Hire	**609**	**544**	**544**	**75,664**	**68**	**5**	**2,112**	**2,185**	**77,849**	**31,130**	**108,979**	**$139,088**	**$143,105**	**$200,329**	**2.9%**	**41.1%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**609**	**544**	**544**	**75,664**	**68**	**5**	**2,112**	**2,185**	**77,849**	**31,130**	**108,979**	**$139,088**	**$143,105**	**$200,329**	**2.9%**	**41.1%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**13**	**41**	**41**	**5,530**	**9**	**5**	**208**	**222**	**5,752**	**1,917**	**7,669**	**$134,878**	**$140,293**	**$187,049**	**4.0%**	**34.7%**
R1. US Direct Hire (USDH)	**13**	**41**	**41**	**5,530**	**9**	**5**	**208**	**222**	**5,752**	**1,917**	**7,669**	**$134,878**	**$140,293**	**$187,049**	**4.0%**	**34.7%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	13	41	41	5,530	9	5	208	222	5,752	1,917	7,669	$134,878	$140,293	$187,049	4.0%	34.7%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**13**	**41**	**41**	**5,530**	**9**	**5**	**208**	**222**	**5,752**	**1,917**	**7,669**	**$134,878**	**$140,293**	**$187,049**	**4.0%**	**34.7%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**13**	**41**	**41**	**5,530**	**9**	**5**	**208**	**222**	**5,752**	**1,917**	**7,669**	**$134,878**	**$140,293**	**$187,049**	**4.0%**	**34.7%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**622**	**585**	**585**	**81,194**	**77**	**10**	**2,320**	**2,407**	**83,601**	**33,047**	**116,648**	**$138,793**	**$142,908**	**$199,398**	**3.0%**	**40.7%**
T1. US Direct Hire (USDH)	**607**	**570**	**570**	**78,995**	**77**	**10**	**2,320**	**2,407**	**81,402**	**33,047**	**114,449**	**$138,588**	**$142,811**	**$200,788**	**3.0%**	**41.8%**
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T1b. General Schedule	367	356	398	52,180	77	10	2,320	2,407	54,587	20,284	74,871	$131,106	$137,153	$188,118	4.6%	38.9%
T1c. Special Schedule	240	214	172	26,815	0	0	0	0	26,815	12,763	39,578	$155,901	$155,901	$230,105	0.0%	47.6%
T1d. Wage System	0	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%	0.0%
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	15	15	15	2,199	0	0	0	0	2,199	0	2,199	$146,600	$146,600	$146,600	0.0%	0.0%
T3. Total Direct Hire	**622**	**585**	**585**	**81,194**	**77**	**10**	**2,320**	**2,407**	**83,601**	**33,047**	**116,648**	**$138,793**	**$142,908**	**$199,398**	**3.0%**	**40.7%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**622**	**585**	**585**	**81,194**	**77**	**10**	**2,320**	**2,407**	**83,601**	**33,047**	**116,648**	**$138,793**	**$142,908**	**$199,398**	**3.0%**	**40.7%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Operation and Maintenance, Defense-Wide

Defense Security Cooperation Agency

FY 2026	($ in Thousands)											Rates				
	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)	**628**	**628**	**679**	**74,142**	**329**	**130**	**4,476**	**4,935**	**79,077**	**45,258**	**124,335**	**$109,193**	**$116,461**	**$183,115**	**6.7%**	**61.0%**
D1. US Direct Hire (USDH)	**512**	**512**	**563**	**64,082**	**329**	**130**	**4,476**	**4,935**	**69,017**	**45,258**	**114,275**	**$113,822**	**$122,588**	**$202,975**	**7.7%**	**70.6%**
D1a. Senior Executive Schedule	0	0	0	657	0	0	46	46	703	409	1,112	$0	$0	$0	7.0%	62.3%
D1b. General Schedule	314	314	345	39,731	329	130	4,430	4,889	44,620	26,294	70,914	$115,162	$129,333	$205,548	12.3%	66.2%
D1c. Special Schedule	198	198	218	23,694	0	0	0	0	23,694	18,555	42,249	$108,688	$108,688	$193,803	0.0%	78.3%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	116	116	116	10,060	0	0	0	0	10,060	0	10,060	$86,724	$86,724	$86,724	0.0%	0.0%
D3. Total Direct Hire	**628**	**628**	**679**	**74,142**	**329**	**130**	**4,476**	**4,935**	**79,077**	**45,258**	**124,335**	**$109,193**	**$116,461**	**$183,115**	**6.7%**	**61.0%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**628**	**628**	**679**	**74,142**	**329**	**130**	**4,476**	**4,935**	**79,077**	**45,258**	**124,335**	**$109,193**	**$116,461**	**$183,115**	**6.7%**	**61.0%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**38**	**38**	**38**	**2,708**	**0**	**0**	**182**	**182**	**2,890**	**1,654**	**4,544**	**$71,263**	**$76,053**	**$119,579**	**6.7%**	**61.1%**
R1. US Direct Hire (USDH)	**38**	**38**	**38**	**2,708**	**0**	**0**	**182**	**182**	**2,890**	**1,654**	**4,544**	**$71,263**	**$76,053**	**$119,579**	**6.7%**	**61.1%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	38	38	38	2,708	0	0	182	182	2,890	1,654	4,544	$71,263	$76,053	$119,579	6.7%	61.1%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**38**	**38**	**38**	**2,708**	**0**	**0**	**182**	**182**	**2,890**	**1,654**	**4,544**	**$71,263**	**$76,053**	**$119,579**	**6.7%**	**61.1%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**38**	**38**	**38**	**2,708**	**0**	**0**	**182**	**182**	**2,890**	**1,654**	**4,544**	**$71,263**	**$76,053**	**$119,579**	**6.7%**	**61.1%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**666**	**666**	**717**	**76,850**	**329**	**130**	**4,658**	**5,117**	**81,967**	**46,912**	**128,879**	**$107,183**	**$114,319**	**$179,748**	**6.7%**	**61.0%**
T1. US Direct Hire (USDH)	**550**	**550**	**601**	**66,790**	**329**	**130**	**4,658**	**5,117**	**71,907**	**46,912**	**118,819**	**$111,131**	**$119,646**	**$197,702**	**7.7%**	**70.2%**
T1a. Senior Executive Schedule	0	0	0	657	0	0	46	46	703	409	1,112	$0	$0	$0	7.0%	62.3%
T1b. General Schedule	352	352	383	42,439	329	130	4,612	5,071	47,510	27,948	75,458	$110,807	$124,047	$197,018	11.9%	65.9%
T1c. Special Schedule	198	198	218	23,694	0	0	0	0	23,694	18,555	42,249	$108,688	$108,688	$193,803	0.0%	78.3%
T1d. Wage System	0	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%	0.0%
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	116	116	116	10,060	0	0	0	0	10,060	0	10,060	$86,724	$86,724	$86,724	0.0%	0.0%
T3. Total Direct Hire	**666**	**666**	**717**	**76,850**	**329**	**130**	**4,658**	**5,117**	**81,967**	**46,912**	**128,879**	**$107,183**	**$114,319**	**$179,748**	**6.7%**	**61.0%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**666**	**666**	**717**	**76,850**	**329**	**130**	**4,658**	**5,117**	**81,967**	**46,912**	**128,879**	**$107,183**	**$114,319**	**$179,748**	**6.7%**	**61.0%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Operation and Maintenance, Defense-Wide

Defense Security Cooperation Agency

FY 2027	($ in Thousands)											Rates				
	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)	**628**	**628**	**679**	**73,922**	**322**	**124**	**4,444**	**4,890**	**78,812**	**44,887**	**123,699**	**$108,869**	**$116,071**	**$182,178**	**6.6%**	**60.7%**
D1. US Direct Hire (USDH)	**512**	**512**	**563**	**63,583**	**322**	**124**	**4,444**	**4,890**	**68,473**	**44,887**	**113,360**	**$112,936**	**$121,622**	**$201,350**	**7.7%**	**70.6%**
D1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1b. General Schedule	314	314	345	38,985	322	124	4,399	4,845	43,830	26,261	70,091	$113,000	$127,043	$203,162	12.4%	67.4%
D1c. Special Schedule	198	198	218	24,598	0	0	45	45	24,643	18,626	43,269	$112,835	$113,041	$198,482	0.2%	75.7%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	116	116	116	10,339	0	0	0	0	10,339	0	10,339	$89,129	$89,129	$89,129	0.0%	0.0%
D3. Total Direct Hire	**628**	**628**	**679**	**73,922**	**322**	**124**	**4,444**	**4,890**	**78,812**	**44,887**	**123,699**	**$108,869**	**$116,071**	**$182,178**	**6.6%**	**60.7%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**628**	**628**	**679**	**73,922**	**322**	**124**	**4,444**	**4,890**	**78,812**	**44,887**	**123,699**	**$108,869**	**$116,071**	**$182,178**	**6.6%**	**60.7%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**38**	**38**	**48**	**3,500**	**0**	**0**	**235**	**235**	**3,735**	**2,134**	**5,869**	**$72,917**	**$77,813**	**$122,271**	**6.7%**	**61.0%**
R1. US Direct Hire (USDH)	**38**	**38**	**48**	**3,500**	**0**	**0**	**235**	**235**	**3,735**	**2,134**	**5,869**	**$72,917**	**$77,813**	**$122,271**	**6.7%**	**61.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	38	38	48	3,500	0	0	235	235	3,735	2,134	5,869	$72,917	$77,813	$122,271	6.7%	61.0%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**38**	**38**	**48**	**3,500**	**0**	**0**	**235**	**235**	**3,735**	**2,134**	**5,869**	**$72,917**	**$77,813**	**$122,271**	**6.7%**	**61.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**38**	**38**	**48**	**3,500**	**0**	**0**	**235**	**235**	**3,735**	**2,134**	**5,869**	**$72,917**	**$77,813**	**$122,271**	**6.7%**	**61.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**666**	**666**	**727**	**77,422**	**322**	**124**	**4,679**	**5,125**	**82,547**	**47,021**	**129,568**	**$106,495**	**$113,545**	**$178,223**	**6.6%**	**60.7%**
T1. US Direct Hire (USDH)	**550**	**550**	**611**	**67,083**	**322**	**124**	**4,679**	**5,125**	**72,208**	**47,021**	**119,229**	**$109,792**	**$118,180**	**$195,137**	**7.6%**	**70.1%**
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T1b. General Schedule	352	352	393	42,485	322	124	4,634	5,080	47,565	28,395	75,960	$108,104	$121,031	$193,282	12.0%	66.8%
T1c. Special Schedule	198	198	218	24,598	0	0	45	45	24,643	18,626	43,269	$112,835	$113,041	$198,482	0.2%	75.7%
T1d. Wage System	0	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%	0.0%
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	116	116	116	10,339	0	0	0	0	10,339	0	10,339	$89,129	$89,129	$89,129	0.0%	0.0%
T3. Total Direct Hire	**666**	**666**	**727**	**77,422**	**322**	**124**	**4,679**	**5,125**	**82,547**	**47,021**	**129,568**	**$106,495**	**$113,545**	**$178,223**	**6.6%**	**60.7%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**666**	**666**	**727**	**77,422**	**322**	**124**	**4,679**	**5,125**	**82,547**	**47,021**	**129,568**	**$106,495**	**$113,545**	**$178,223**	**6.6%**	**60.7%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Operation and Maintenance, Defense-Wide

Defense Threat Reduction Agency
($ in Thousands)

FY 2025	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	Rates: Basic Comp	Rates: Total Comp	Rates: Comp & Benefits	Rates: % BC Variables	Rates: % BC Benefits
Direct Funded Personnel (includes OC 13)	**1,216**	**1,171**	**1,184**	**180,596**	**328**	**188**	**5,569**	**6,085**	**186,681**	**64,278**	**250,959**	**$152,530**	**$157,670**	**$211,959**	**3.4%**	**35.6%**
D1. US Direct Hire (USDH)	**1,216**	**1,171**	**1,184**	**180,596**	**328**	**188**	**5,569**	**6,085**	**186,681**	**64,217**	**250,898**	**$152,530**	**$157,670**	**$211,907**	**3.4%**	**35.6%**
D1a. Senior Executive Schedule	10	12	12	2,732	0	0	227	227	2,959	905	3,864	$227,667	$246,583	$322,000	8.3%	33.1%
D1b. General Schedule	1,206	1,159	1,172	177,864	328	188	5,342	5,858	183,722	63,312	247,034	$151,761	$156,759	$210,780	3.3%	35.6%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**1,216**	**1,171**	**1,184**	**180,596**	**328**	**188**	**5,569**	**6,085**	**186,681**	**64,217**	**250,898**	**$152,530**	**$157,670**	**$211,907**	**3.4%**	**35.6%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**1,216**	**1,171**	**1,184**	**180,596**	**328**	**188**	**5,569**	**6,085**	**186,681**	**64,217**	**250,898**	**$152,530**	**$157,670**	**$211,907**	**3.4%**	**35.6%**
D5. Other Object Class 13 Benefits										**61**	**61**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										61	61					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**113**	**115**	**113**	**18,362**	**9**	**4**	**512**	**525**	**18,887**	**6,377**	**25,264**	**$162,496**	**$167,142**	**$223,575**	**2.9%**	**34.7%**
R1. US Direct Hire (USDH)	**113**	**115**	**113**	**18,362**	**9**	**4**	**512**	**525**	**18,887**	**6,377**	**25,264**	**$162,496**	**$167,142**	**$223,575**	**2.9%**	**34.7%**
R1a. Senior Executive Schedule	1	1	1	213	0	0	10	10	223	81	304	$213,000	$223,000	$304,000	4.7%	38.0%
R1b. General Schedule	112	114	112	18,149	9	4	502	515	18,664	6,296	24,960	$162,045	$166,643	$222,857	2.8%	34.7%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**113**	**115**	**113**	**18,362**	**9**	**4**	**512**	**525**	**18,887**	**6,377**	**25,264**	**$162,496**	**$167,142**	**$223,575**	**2.9%**	**34.7%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**113**	**115**	**113**	**18,362**	**9**	**4**	**512**	**525**	**18,887**	**6,377**	**25,264**	**$162,496**	**$167,142**	**$223,575**	**2.9%**	**34.7%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**1,329**	**1,286**	**1,297**	**198,958**	**337**	**192**	**6,081**	**6,610**	**205,568**	**70,655**	**276,223**	**$153,399**	**$158,495**	**$212,971**	**3.3%**	**35.5%**
T1. US Direct Hire (USDH)	**1,329**	**1,286**	**1,297**	**198,958**	**337**	**192**	**6,081**	**6,610**	**205,568**	**70,594**	**276,162**	**$153,399**	**$158,495**	**$212,924**	**3.3%**	**35.5%**
T1a. Senior Executive Schedule	11	13	13	2,945	0	0	237	237	3,182	986	4,168	$226,538	$244,769	$320,615	8.0%	33.5%
T1b. General Schedule	1,318	1,273	1,284	196,013	337	192	5,844	6,373	202,386	69,608	271,994	$152,658	$157,621	$211,833	3.3%	35.5%
T1c. Special Schedule	0	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%	0.0%
T1e. Highly Qualified Experts	0	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%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**1,329**	**1,286**	**1,297**	**198,958**	**337**	**192**	**6,081**	**6,610**	**205,568**	**70,594**	**276,162**	**$153,399**	**$158,495**	**$212,924**	**3.3%**	**35.5%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**1,329**	**1,286**	**1,297**	**198,958**	**337**	**192**	**6,081**	**6,610**	**205,568**	**70,594**	**276,162**	**$153,399**	**$158,495**	**$212,924**	**3.3%**	**35.5%**
T5. Other Object Class 13 Benefits										**61**	**61**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										61	61					
T5d. Foreign National Separation Liability										0	0					

Operation and Maintenance, Defense-Wide

Defense Threat Reduction Agency

FY 2026	($ in Thousands)											Rates				
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC Variables	% BC Benefits
Direct Funded Personnel (includes OC 13)	**1,171**	**1,083**	**1,058**	**158,348**	**281**	**175**	**5,028**	**5,484**	**163,832**	**57,790**	**221,622**	**$149,667**	**$154,851**	**$209,473**	**3.5%**	**36.5%**
D1. US Direct Hire (USDH)	**1,171**	**1,083**	**1,058**	**158,348**	**281**	**175**	**5,028**	**5,484**	**163,832**	**57,790**	**221,622**	**$149,667**	**$154,851**	**$209,473**	**3.5%**	**36.5%**
D1a. Senior Executive Schedule	12	13	13	2,810	0	0	248	248	3,058	921	3,979	$216,154	$235,231	$306,077	8.8%	32.8%
D1b. General Schedule	1,159	1,070	1,045	155,538	281	175	4,780	5,236	160,774	56,869	217,643	$148,840	$153,851	$208,271	3.4%	36.6%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**1,171**	**1,083**	**1,058**	**158,348**	**281**	**175**	**5,028**	**5,484**	**163,832**	**57,790**	**221,622**	**$149,667**	**$154,851**	**$209,473**	**3.5%**	**36.5%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**1,171**	**1,083**	**1,058**	**158,348**	**281**	**175**	**5,028**	**5,484**	**163,832**	**57,790**	**221,622**	**$149,667**	**$154,851**	**$209,473**	**3.5%**	**36.5%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**115**	**138**	**131**	**20,790**	**5**	**6**	**654**	**665**	**21,455**	**7,402**	**28,857**	**$158,702**	**$163,779**	**$220,282**	**3.2%**	**35.6%**
R1. US Direct Hire (USDH)	**115**	**138**	**131**	**20,790**	**5**	**6**	**654**	**665**	**21,455**	**7,402**	**28,857**	**$158,702**	**$163,779**	**$220,282**	**3.2%**	**35.6%**
R1a. Senior Executive Schedule	1	1	1	211	0	0	16	16	227	80	307	$211,000	$227,000	$307,000	7.6%	37.9%
R1b. General Schedule	114	137	130	20,579	5	6	638	649	21,228	7,322	28,550	$158,300	$163,292	$219,615	3.2%	35.6%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**115**	**138**	**131**	**20,790**	**5**	**6**	**654**	**665**	**21,455**	**7,402**	**28,857**	**$158,702**	**$163,779**	**$220,282**	**3.2%**	**35.6%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**115**	**138**	**131**	**20,790**	**5**	**6**	**654**	**665**	**21,455**	**7,402**	**28,857**	**$158,702**	**$163,779**	**$220,282**	**3.2%**	**35.6%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**1,286**	**1,221**	**1,189**	**179,138**	**286**	**181**	**5,682**	**6,149**	**185,287**	**65,192**	**250,479**	**$150,663**	**$155,834**	**$210,664**	**3.4%**	**36.4%**
T1. US Direct Hire (USDH)	**1,286**	**1,221**	**1,189**	**179,138**	**286**	**181**	**5,682**	**6,149**	**185,287**	**65,192**	**250,479**	**$150,663**	**$155,834**	**$210,664**	**3.4%**	**36.4%**
T1a. Senior Executive Schedule	13	14	14	3,021	0	0	264	264	3,285	1,001	4,286	$215,786	$234,643	$306,143	8.7%	33.1%
T1b. General Schedule	1,273	1,207	1,175	176,117	286	181	5,418	5,885	182,002	64,191	246,193	$149,887	$154,895	$209,526	3.3%	36.4%
T1c. Special Schedule	0	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%	0.0%
T1e. Highly Qualified Experts	0	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%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**1,286**	**1,221**	**1,189**	**179,138**	**286**	**181**	**5,682**	**6,149**	**185,287**	**65,192**	**250,479**	**$150,663**	**$155,834**	**$210,664**	**3.4%**	**36.4%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**1,286**	**1,221**	**1,189**	**179,138**	**286**	**181**	**5,682**	**6,149**	**185,287**	**65,192**	**250,479**	**$150,663**	**$155,834**	**$210,664**	**3.4%**	**36.4%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Operation and Maintenance, Defense-Wide

FY 2027 — **Defense Threat Reduction Agency** — **($ in Thousands)**

	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	Rates: Basic Comp	Rates: Total Comp	Rates: Comp & Benefits	Rates: % BC Variables	Rates: % BC Benefits
Direct Funded Personnel (includes OC 13)	**1,083**	**1,113**	**1,088**	**164,561**	**293**	**185**	**6,928**	**7,406**	**171,967**	**58,734**	**230,701**	**$151,251**	**$158,058**	**$212,041**	**4.5%**	**35.7%**
D1. US Direct Hire (USDH)	**1,083**	**1,113**	**1,088**	**164,561**	**293**	**185**	**6,928**	**7,406**	**171,967**	**58,734**	**230,701**	**$151,251**	**$158,058**	**$212,041**	**4.5%**	**35.7%**
D1a. Senior Executive Schedule	13	13	13	2,834	0	0	348	348	3,182	916	4,098	$218,000	$244,769	$315,231	12.3%	32.3%
D1b. General Schedule	1,070	1,100	1,075	161,727	293	185	6,580	7,058	168,785	57,818	226,603	$150,444	$157,009	$210,793	4.4%	35.8%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**1,083**	**1,113**	**1,088**	**164,561**	**293**	**185**	**6,928**	**7,406**	**171,967**	**58,734**	**230,701**	**$151,251**	**$158,058**	**$212,041**	**4.5%**	**35.7%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**1,083**	**1,113**	**1,088**	**164,561**	**293**	**185**	**6,928**	**7,406**	**171,967**	**58,734**	**230,701**	**$151,251**	**$158,058**	**$212,041**	**4.5%**	**35.7%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**138**	**138**	**131**	**21,107**	**5**	**6**	**664**	**675**	**21,782**	**7,514**	**29,296**	**$161,122**	**$166,275**	**$223,634**	**3.2%**	**35.6%**
R1. US Direct Hire (USDH)	**138**	**138**	**131**	**21,107**	**5**	**6**	**664**	**675**	**21,782**	**7,514**	**29,296**	**$161,122**	**$166,275**	**$223,634**	**3.2%**	**35.6%**
R1a. Senior Executive Schedule	1	1	1	215	0	0	16	16	231	81	312	$215,000	$231,000	$312,000	7.4%	37.7%
R1b. General Schedule	137	137	130	20,892	5	6	648	659	21,551	7,433	28,984	$160,708	$165,777	$222,954	3.2%	35.6%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**138**	**138**	**131**	**21,107**	**5**	**6**	**664**	**675**	**21,782**	**7,514**	**29,296**	**$161,122**	**$166,275**	**$223,634**	**3.2%**	**35.6%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**138**	**138**	**131**	**21,107**	**5**	**6**	**664**	**675**	**21,782**	**7,514**	**29,296**	**$161,122**	**$166,275**	**$223,634**	**3.2%**	**35.6%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**1,221**	**1,251**	**1,219**	**185,668**	**298**	**191**	**7,592**	**8,081**	**193,749**	**66,248**	**259,997**	**$152,312**	**$158,941**	**$213,287**	**4.4%**	**35.7%**
T1. US Direct Hire (USDH)	**1,221**	**1,251**	**1,219**	**185,668**	**298**	**191**	**7,592**	**8,081**	**193,749**	**66,248**	**259,997**	**$152,312**	**$158,941**	**$213,287**	**4.4%**	**35.7%**
T1a. Senior Executive Schedule	14	14	14	3,049	0	0	364	364	3,413	997	4,410	$217,786	$243,786	$315,000	11.9%	32.7%
T1b. General Schedule	1,207	1,237	1,205	182,619	298	191	7,228	7,717	190,336	65,251	255,587	$151,551	$157,955	$212,105	4.2%	35.7%
T1c. Special Schedule	0	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%	0.0%
T1e. Highly Qualified Experts	0	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%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**1,221**	**1,251**	**1,219**	**185,668**	**298**	**191**	**7,592**	**8,081**	**193,749**	**66,248**	**259,997**	**$152,312**	**$158,941**	**$213,287**	**4.4%**	**35.7%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**1,221**	**1,251**	**1,219**	**185,668**	**298**	**191**	**7,592**	**8,081**	**193,749**	**66,248**	**259,997**	**$152,312**	**$158,941**	**$213,287**	**4.4%**	**35.7%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

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	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	Rates: Basic Comp	Rates: Total Comp	Rates: Comp & Benefits	Rates: % BC Variables	Rates: % BC Benefits
Direct Funded Personnel (includes OC 13)	**138**	**128**	**128**	**22,591**	**0**	**0**	**826**	**826**	**23,417**	**7,754**	**31,171**	**$176,492**	**$182,945**	**$243,523**	**3.7%**	**34.3%**
D1. US Direct Hire (USDH)	**138**	**128**	**128**	**22,591**	**0**	**0**	**826**	**826**	**23,417**	**7,754**	**31,171**	**$176,492**	**$182,945**	**$243,523**	**3.7%**	**34.3%**
D1a. Senior Executive Schedule	2	1	1	389	0	0	49	49	438	124	562	$389,000	$438,000	$562,000	12.6%	31.9%
D1b. General Schedule	136	127	127	22,202	0	0	777	777	22,979	7,630	30,609	$174,819	$180,937	$241,016	3.5%	34.4%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**138**	**128**	**128**	**22,591**	**0**	**0**	**826**	**826**	**23,417**	**7,754**	**31,171**	**$176,492**	**$182,945**	**$243,523**	**3.7%**	**34.3%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**138**	**128**	**128**	**22,591**	**0**	**0**	**826**	**826**	**23,417**	**7,754**	**31,171**	**$176,492**	**$182,945**	**$243,523**	**3.7%**	**34.3%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**3**	**3**	**1**	**5**	**0**	**0**	**0**	**0**	**5**	**2**	**7**	**$5,000**	**$5,000**	**$7,000**	**0.0%**	**40.0%**
R1. US Direct Hire (USDH)	**3**	**3**	**1**	**5**	**0**	**0**	**0**	**0**	**5**	**2**	**7**	**$5,000**	**$5,000**	**$7,000**	**0.0%**	**40.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	3	3	1	5	0	0	0	0	5	2	7	$5,000	$5,000	$7,000	0.0%	40.0%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**3**	**3**	**1**	**5**	**0**	**0**	**0**	**0**	**5**	**2**	**7**	**$5,000**	**$5,000**	**$7,000**	**0.0%**	**40.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**3**	**3**	**1**	**5**	**0**	**0**	**0**	**0**	**5**	**2**	**7**	**$5,000**	**$5,000**	**$7,000**	**0.0%**	**40.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**141**	**131**	**129**	**22,596**	**0**	**0**	**826**	**826**	**23,422**	**7,756**	**31,178**	**$175,163**	**$181,566**	**$241,690**	**3.7%**	**34.3%**
T1. US Direct Hire (USDH)	**141**	**131**	**129**	**22,596**	**0**	**0**	**826**	**826**	**23,422**	**7,756**	**31,178**	**$175,163**	**$181,566**	**$241,690**	**3.7%**	**34.3%**
T1a. Senior Executive Schedule	2	1	1	389	0	0	49	49	438	124	562	$389,000	$438,000	$562,000	12.6%	31.9%
T1b. General Schedule	139	130	128	22,207	0	0	777	777	22,984	7,632	30,616	$173,492	$179,563	$239,188	3.5%	34.4%
T1c. Special Schedule	0	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%	0.0%
T1e. Highly Qualified Experts	0	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%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**141**	**131**	**129**	**22,596**	**0**	**0**	**826**	**826**	**23,422**	**7,756**	**31,178**	**$175,163**	**$181,566**	**$241,690**	**3.7%**	**34.3%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**141**	**131**	**129**	**22,596**	**0**	**0**	**826**	**826**	**23,422**	**7,756**	**31,178**	**$175,163**	**$181,566**	**$241,690**	**3.7%**	**34.3%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Operation and Maintenance, Defense-Wide

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FY 2026 **($ in Thousands)**

	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	Rates: Basic Comp	Rates: Total Comp	Rates: Comp & Benefits	Rates: % BC Variables	Rates: % BC Benefits
Direct Funded Personnel (includes OC 13)	**138**	**138**	**138**	**20,853**	**20**	**0**	**754**	**774**	**21,627**	**5,164**	**26,791**	**$151,109**	**$156,717**	**$194,138**	**3.7%**	**24.8%**
D1. US Direct Hire (USDH)	**138**	**138**	**138**	**20,853**	**20**	**0**	**754**	**774**	**21,627**	**5,164**	**26,791**	**$151,109**	**$156,717**	**$194,138**	**3.7%**	**24.8%**
D1a. Senior Executive Schedule	2	2	2	475	0	0	48	48	523	185	708	$237,500	$261,500	$354,000	10.1%	38.9%
D1b. General Schedule	136	136	136	20,378	20	0	706	726	21,104	4,979	26,083	$149,838	$155,176	$191,787	3.6%	24.4%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**138**	**138**	**138**	**20,853**	**20**	**0**	**754**	**774**	**21,627**	**5,164**	**26,791**	**$151,109**	**$156,717**	**$194,138**	**3.7%**	**24.8%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**138**	**138**	**138**	**20,853**	**20**	**0**	**754**	**774**	**21,627**	**5,164**	**26,791**	**$151,109**	**$156,717**	**$194,138**	**3.7%**	**24.8%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**3**	**3**	**3**	**546**	**0**	**0**	**22**	**22**	**568**	**176**	**744**	**$182,000**	**$189,333**	**$248,000**	**4.0%**	**32.2%**
R1. US Direct Hire (USDH)	**3**	**3**	**3**	**546**	**0**	**0**	**22**	**22**	**568**	**176**	**744**	**$182,000**	**$189,333**	**$248,000**	**4.0%**	**32.2%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	3	3	3	546	0	0	22	22	568	176	744	$182,000	$189,333	$248,000	4.0%	32.2%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**3**	**3**	**3**	**546**	**0**	**0**	**22**	**22**	**568**	**176**	**744**	**$182,000**	**$189,333**	**$248,000**	**4.0%**	**32.2%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**3**	**3**	**3**	**546**	**0**	**0**	**22**	**22**	**568**	**176**	**744**	**$182,000**	**$189,333**	**$248,000**	**4.0%**	**32.2%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**141**	**141**	**141**	**21,399**	**20**	**0**	**776**	**796**	**22,195**	**5,340**	**27,535**	**$151,766**	**$157,411**	**$195,284**	**3.7%**	**25.0%**
T1. US Direct Hire (USDH)	**141**	**141**	**141**	**21,399**	**20**	**0**	**776**	**796**	**22,195**	**5,340**	**27,535**	**$151,766**	**$157,411**	**$195,284**	**3.7%**	**25.0%**
T1a. Senior Executive Schedule	2	2	2	475	0	0	48	48	523	185	708	$237,500	$261,500	$354,000	10.1%	38.9%
T1b. General Schedule	139	139	139	20,924	20	0	728	748	21,672	5,155	26,827	$150,532	$155,914	$193,000	3.6%	24.6%
T1c. Special Schedule	0	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%	0.0%
T1e. Highly Qualified Experts	0	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%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**141**	**141**	**141**	**21,399**	**20**	**0**	**776**	**796**	**22,195**	**5,340**	**27,535**	**$151,766**	**$157,411**	**$195,284**	**3.7%**	**25.0%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**141**	**141**	**141**	**21,399**	**20**	**0**	**776**	**796**	**22,195**	**5,340**	**27,535**	**$151,766**	**$157,411**	**$195,284**	**3.7%**	**25.0%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Operation and Maintenance, Defense-Wide

Defense Technology Security Administration

FY 2027 ($ in Thousands)	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	Rates: Basic Comp	Rates: Total Comp	Rates: Comp & Benefits	Rates: % BC Variables	Rates: % BC Benefits
Direct Funded Personnel (includes OC 13)	**138**	**138**	**137**	**24,576**	**20**	**0**	**943**	**963**	**25,539**	**7,148**	**32,687**	**$179,387**	**$186,416**	**$238,591**	**3.9%**	**29.1%**
D1. US Direct Hire (USDH)	**138**	**138**	**137**	**24,576**	**20**	**0**	**943**	**963**	**25,539**	**7,148**	**32,687**	**$179,387**	**$186,416**	**$238,591**	**3.9%**	**29.1%**
D1a. Senior Executive Schedule	2	2	2	475	0	0	48	48	523	185	708	$237,500	$261,500	$354,000	10.1%	38.9%
D1b. General Schedule	136	136	135	24,101	20	0	895	915	25,016	6,963	31,979	$178,526	$185,304	$236,881	3.8%	28.9%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**138**	**138**	**137**	**24,576**	**20**	**0**	**943**	**963**	**25,539**	**7,148**	**32,687**	**$179,387**	**$186,416**	**$238,591**	**3.9%**	**29.1%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**138**	**138**	**137**	**24,576**	**20**	**0**	**943**	**963**	**25,539**	**7,148**	**32,687**	**$179,387**	**$186,416**	**$238,591**	**3.9%**	**29.1%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**3**	**3**	**1**	**197**	**0**	**0**	**10**	**10**	**207**	**20**	**227**	**$197,000**	**$207,000**	**$227,000**	**5.1%**	**10.2%**
R1. US Direct Hire (USDH)	**3**	**3**	**1**	**197**	**0**	**0**	**10**	**10**	**207**	**20**	**227**	**$197,000**	**$207,000**	**$227,000**	**5.1%**	**10.2%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	3	3	1	197	0	0	10	10	207	20	227	$197,000	$207,000	$227,000	5.1%	10.2%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**3**	**3**	**1**	**197**	**0**	**0**	**10**	**10**	**207**	**20**	**227**	**$197,000**	**$207,000**	**$227,000**	**5.1%**	**10.2%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**3**	**3**	**1**	**197**	**0**	**0**	**10**	**10**	**207**	**20**	**227**	**$197,000**	**$207,000**	**$227,000**	**5.1%**	**10.2%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**141**	**141**	**138**	**24,773**	**20**	**0**	**953**	**973**	**25,746**	**7,168**	**32,914**	**$179,514**	**$186,565**	**$238,507**	**3.9%**	**28.9%**
T1. US Direct Hire (USDH)	**141**	**141**	**138**	**24,773**	**20**	**0**	**953**	**973**	**25,746**	**7,168**	**32,914**	**$179,514**	**$186,565**	**$238,507**	**3.9%**	**28.9%**
T1a. Senior Executive Schedule	2	2	2	475	0	0	48	48	523	185	708	$237,500	$261,500	$354,000	10.1%	38.9%
T1b. General Schedule	139	139	136	24,298	20	0	905	925	25,223	6,983	32,206	$178,662	$185,463	$236,809	3.8%	28.7%
T1c. Special Schedule	0	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%	0.0%
T1e. Highly Qualified Experts	0	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%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**141**	**141**	**138**	**24,773**	**20**	**0**	**953**	**973**	**25,746**	**7,168**	**32,914**	**$179,514**	**$186,565**	**$238,507**	**3.9%**	**28.9%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**141**	**141**	**138**	**24,773**	**20**	**0**	**953**	**973**	**25,746**	**7,168**	**32,914**	**$179,514**	**$186,565**	**$238,507**	**3.9%**	**28.9%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Operation and Maintenance, Defense-Wide

Office of Local Defense Community Cooperation
($ in Thousands)

FY 2025	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
												Rates				
Direct Funded Personnel (includes OC 13)	**55**	**55**	**55**	**9,118**	**0**	**0**	**327**	**327**	**9,445**	**3,392**	**12,837**	**$165,782**	**$171,727**	**$233,400**	**3.6%**	**37.2%**
D1. US Direct Hire (USDH)	**55**	**55**	**55**	**9,118**	**0**	**0**	**327**	**327**	**9,445**	**3,392**	**12,837**	**$165,782**	**$171,727**	**$233,400**	**3.6%**	**37.2%**
D1a. Senior Executive Schedule	1	1	1	183	0	0	22	22	205	74	279	$183,000	$205,000	$279,000	12.0%	40.4%
D1b. General Schedule	54	54	54	8,935	0	0	305	305	9,240	3,318	12,558	$165,463	$171,111	$232,556	3.4%	37.1%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**55**	**55**	**55**	**9,118**	**0**	**0**	**327**	**327**	**9,445**	**3,392**	**12,837**	**$165,782**	**$171,727**	**$233,400**	**3.6%**	**37.2%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**55**	**55**	**55**	**9,118**	**0**	**0**	**327**	**327**	**9,445**	**3,392**	**12,837**	**$165,782**	**$171,727**	**$233,400**	**3.6%**	**37.2%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**55**	**55**	**55**	**9,118**	**0**	**0**	**327**	**327**	**9,445**	**3,392**	**12,837**	**$165,782**	**$171,727**	**$233,400**	**3.6%**	**37.2%**
T1. US Direct Hire (USDH)	**55**	**55**	**55**	**9,118**	**0**	**0**	**327**	**327**	**9,445**	**3,392**	**12,837**	**$165,782**	**$171,727**	**$233,400**	**3.6%**	**37.2%**
T1a. Senior Executive Schedule	1	1	1	183	0	0	22	22	205	74	279	$183,000	$205,000	$279,000	12.0%	40.4%
T1b. General Schedule	54	54	54	8,935	0	0	305	305	9,240	3,318	12,558	$165,463	$171,111	$232,556	3.4%	37.1%
T1c. Special Schedule	0	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%	0.0%
T1e. Highly Qualified Experts	0	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%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**55**	**55**	**55**	**9,118**	**0**	**0**	**327**	**327**	**9,445**	**3,392**	**12,837**	**$165,782**	**$171,727**	**$233,400**	**3.6%**	**37.2%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**55**	**55**	**55**	**9,118**	**0**	**0**	**327**	**327**	**9,445**	**3,392**	**12,837**	**$165,782**	**$171,727**	**$233,400**	**3.6%**	**37.2%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Operation and Maintenance, Defense-Wide

FY 2026	Office of Local Defense Community Cooperation ($ in Thousands)											Rates				
	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)	**49**	**49**	**49**	**8,071**	**0**	**0**	**248**	**248**	**8,319**	**2,625**	**10,944**	**$164,714**	**$169,776**	**$223,347**	**3.1%**	**32.5%**
D1. US Direct Hire (USDH)	**49**	**49**	**49**	**8,071**	**0**	**0**	**248**	**248**	**8,319**	**2,625**	**10,944**	**$164,714**	**$169,776**	**$223,347**	**3.1%**	**32.5%**
D1a. Senior Executive Schedule	1	1	1	223	0	0	14	14	237	75	312	$223,000	$237,000	$312,000	6.3%	33.6%
D1b. General Schedule	48	48	48	7,848	0	0	234	234	8,082	2,550	10,632	$163,500	$168,375	$221,500	3.0%	32.5%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**49**	**49**	**49**	**8,071**	**0**	**0**	**248**	**248**	**8,319**	**2,625**	**10,944**	**$164,714**	**$169,776**	**$223,347**	**3.1%**	**32.5%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**49**	**49**	**49**	**8,071**	**0**	**0**	**248**	**248**	**8,319**	**2,625**	**10,944**	**$164,714**	**$169,776**	**$223,347**	**3.1%**	**32.5%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**49**	**49**	**49**	**8,071**	**0**	**0**	**248**	**248**	**8,319**	**2,625**	**10,944**	**$164,714**	**$169,776**	**$223,347**	**3.1%**	**32.5%**
T1. US Direct Hire (USDH)	**49**	**49**	**49**	**8,071**	**0**	**0**	**248**	**248**	**8,319**	**2,625**	**10,944**	**$164,714**	**$169,776**	**$223,347**	**3.1%**	**32.5%**
T1a. Senior Executive Schedule	1	1	1	223	0	0	14	14	237	75	312	$223,000	$237,000	$312,000	6.3%	33.6%
T1b. General Schedule	48	48	48	7,848	0	0	234	234	8,082	2,550	10,632	$163,500	$168,375	$221,500	3.0%	32.5%
T1c. Special Schedule	0	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%	0.0%
T1e. Highly Qualified Experts	0	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%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**49**	**49**	**49**	**8,071**	**0**	**0**	**248**	**248**	**8,319**	**2,625**	**10,944**	**$164,714**	**$169,776**	**$223,347**	**3.1%**	**32.5%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**49**	**49**	**49**	**8,071**	**0**	**0**	**248**	**248**	**8,319**	**2,625**	**10,944**	**$164,714**	**$169,776**	**$223,347**	**3.1%**	**32.5%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Operation and Maintenance, Defense-Wide

Office of Local Defense Community Cooperation
($ in Thousands)

FY 2027	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
												Rates				
Direct Funded Personnel (includes OC 13)	**49**	**47**	**47**	**8,386**	**0**	**0**	**253**	**253**	**8,639**	**2,680**	**11,319**	**$178,426**	**$183,809**	**$240,830**	**3.0%**	**32.0%**
D1. US Direct Hire (USDH)	**49**	**47**	**47**	**8,386**	**0**	**0**	**253**	**253**	**8,639**	**2,680**	**11,319**	**$178,426**	**$183,809**	**$240,830**	**3.0%**	**32.0%**
D1a. Senior Executive Schedule	1	1	1	228	0	0	14	14	242	77	319	$228,000	$242,000	$319,000	6.1%	33.8%
D1b. General Schedule	48	46	46	8,158	0	0	239	239	8,397	2,603	11,000	$177,348	$182,543	$239,130	2.9%	31.9%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**49**	**47**	**47**	**8,386**	**0**	**0**	**253**	**253**	**8,639**	**2,680**	**11,319**	**$178,426**	**$183,809**	**$240,830**	**3.0%**	**32.0%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**49**	**47**	**47**	**8,386**	**0**	**0**	**253**	**253**	**8,639**	**2,680**	**11,319**	**$178,426**	**$183,809**	**$240,830**	**3.0%**	**32.0%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**49**	**47**	**47**	**8,386**	**0**	**0**	**253**	**253**	**8,639**	**2,680**	**11,319**	**$178,426**	**$183,809**	**$240,830**	**3.0%**	**32.0%**
T1. US Direct Hire (USDH)	**49**	**47**	**47**	**8,386**	**0**	**0**	**253**	**253**	**8,639**	**2,680**	**11,319**	**$178,426**	**$183,809**	**$240,830**	**3.0%**	**32.0%**
T1a. Senior Executive Schedule	1	1	1	228	0	0	14	14	242	77	319	$228,000	$242,000	$319,000	6.1%	33.8%
T1b. General Schedule	48	46	46	8,158	0	0	239	239	8,397	2,603	11,000	$177,348	$182,543	$239,130	2.9%	31.9%
T1c. Special Schedule	0	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%	0.0%
T1e. Highly Qualified Experts	0	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%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**49**	**47**	**47**	**8,386**	**0**	**0**	**253**	**253**	**8,639**	**2,680**	**11,319**	**$178,426**	**$183,809**	**$240,830**	**3.0%**	**32.0%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**49**	**47**	**47**	**8,386**	**0**	**0**	**253**	**253**	**8,639**	**2,680**	**11,319**	**$178,426**	**$183,809**	**$240,830**	**3.0%**	**32.0%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Operation and Maintenance, Defense-Wide

FY 2025	Office of the Secretary of War ($ in Thousands)											Rates				
	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)	**2,583**	**2,474**	**2,482**	**451,656**	**1,153**	**102**	**17,945**	**19,200**	**470,856**	**158,232**	**629,088**	**$181,973**	**$189,708**	**$253,460**	**4.3%**	**35.0%**
D1. US Direct Hire (USDH)	**2,583**	**2,474**	**2,482**	**451,656**	**1,153**	**102**	**17,945**	**19,200**	**470,856**	**158,207**	**629,063**	**$181,973**	**$189,708**	**$253,450**	**4.3%**	**35.0%**
D1a. Senior Executive Schedule	246	227	233	51,715	0	0	4,027	4,027	55,742	17,137	72,879	$221,953	$239,236	$312,785	7.8%	33.1%
D1b. General Schedule	1,487	1,529	1,630	283,277	1,144	86	9,859	11,089	294,366	100,023	394,389	$173,790	$180,593	$241,956	3.9%	35.3%
D1c. Special Schedule	801	689	574	107,766	9	16	4,059	4,084	111,850	38,246	150,096	$187,746	$194,861	$261,491	3.8%	35.5%
D1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1e. Highly Qualified Experts	49	29	45	8,898	0	0	0	0	8,898	2,801	11,699	$197,733	$197,733	$259,978	0.0%	31.5%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**2,583**	**2,474**	**2,482**	**451,656**	**1,153**	**102**	**17,945**	**19,200**	**470,856**	**158,207**	**629,063**	**$181,973**	**$189,708**	**$253,450**	**4.3%**	**35.0%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**2,583**	**2,474**	**2,482**	**451,656**	**1,153**	**102**	**17,945**	**19,200**	**470,856**	**158,207**	**629,063**	**$181,973**	**$189,708**	**$253,450**	**4.3%**	**35.0%**
D5. Other Object Class 13 Benefits										**25**	**25**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										25	25					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**0**	**5**	**5**	**1,092**	**0**	**0**	**24**	**24**	**1,116**	**316**	**1,432**	**$218,400**	**$223,200**	**$286,400**	**2.2%**	**28.9%**
R1. US Direct Hire (USDH)	**0**	**5**	**5**	**1,092**	**0**	**0**	**24**	**24**	**1,116**	**316**	**1,432**	**$218,400**	**$223,200**	**$286,400**	**2.2%**	**28.9%**
R1a. Senior Executive Schedule	0	1	1	239	0	0	0	0	239	71	310	$239,000	$239,000	$310,000	0.0%	29.7%
R1b. General Schedule	0	4	4	853	0	0	24	24	877	245	1,122	$213,250	$219,250	$280,500	2.8%	28.7%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**0**	**5**	**5**	**1,092**	**0**	**0**	**24**	**24**	**1,116**	**316**	**1,432**	**$218,400**	**$223,200**	**$286,400**	**2.2%**	**28.9%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**0**	**5**	**5**	**1,092**	**0**	**0**	**24**	**24**	**1,116**	**316**	**1,432**	**$218,400**	**$223,200**	**$286,400**	**2.2%**	**28.9%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**2,583**	**2,479**	**2,487**	**452,748**	**1,153**	**102**	**17,969**	**19,224**	**471,972**	**158,548**	**630,520**	**$182,046**	**$189,776**	**$253,526**	**4.2%**	**35.0%**
T1. US Direct Hire (USDH)	**2,583**	**2,479**	**2,487**	**452,748**	**1,153**	**102**	**17,969**	**19,224**	**471,972**	**158,523**	**630,495**	**$182,046**	**$189,776**	**$253,516**	**4.2%**	**35.0%**
T1a. Senior Executive Schedule	246	228	234	51,954	0	0	4,027	4,027	55,981	17,208	73,189	$222,026	$239,235	$312,774	7.8%	33.1%
T1b. General Schedule	1,487	1,533	1,634	284,130	1,144	86	9,883	11,113	295,243	100,268	395,511	$173,886	$180,687	$242,051	3.9%	35.3%
T1c. Special Schedule	801	689	574	107,766	9	16	4,059	4,084	111,850	38,246	150,096	$187,746	$194,861	$261,491	3.8%	35.5%
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T1e. Highly Qualified Experts	49	29	45	8,898	0	0	0	0	8,898	2,801	11,699	$197,733	$197,733	$259,978	0.0%	31.5%
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**2,583**	**2,479**	**2,487**	**452,748**	**1,153**	**102**	**17,969**	**19,224**	**471,972**	**158,523**	**630,495**	**$182,046**	**$189,776**	**$253,516**	**4.2%**	**35.0%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**2,583**	**2,479**	**2,487**	**452,748**	**1,153**	**102**	**17,969**	**19,224**	**471,972**	**158,523**	**630,495**	**$182,046**	**$189,776**	**$253,516**	**4.2%**	**35.0%**
T5. Other Object Class 13 Benefits										**25**	**25**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										25	25					
T5d. Foreign National Separation Liability										0	0					

Operation and Maintenance, Defense-Wide

FY 2026	Office of the Secretary of War ($ in Thousands)											Rates				
	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)	**2,479**	**2,925**	**2,504**	**441,077**	**1,013**	**0**	**10,992**	**12,005**	**453,082**	**143,116**	**596,198**	**$176,149**	**$180,943**	**$238,098**	**2.7%**	**32.4%**
D1. US Direct Hire (USDH)	**2,479**	**2,925**	**2,504**	**441,077**	**1,013**	**0**	**10,992**	**12,005**	**453,082**	**142,095**	**595,177**	**$176,149**	**$180,943**	**$237,690**	**2.7%**	**32.2%**
D1a. Senior Executive Schedule	228	180	203	39,138	2	0	848	850	39,988	11,202	51,190	$192,798	$196,985	$252,167	2.2%	28.6%
D1b. General Schedule	1,533	2,195	2,008	348,201	867	0	8,983	9,850	358,051	115,234	473,285	$173,407	$178,312	$235,700	2.8%	33.1%
D1c. Special Schedule	689	524	266	48,986	132	0	1,055	1,187	50,173	13,809	63,982	$184,158	$188,620	$240,534	2.4%	28.2%
D1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1e. Highly Qualified Experts	29	26	27	4,752	12	0	106	118	4,870	1,341	6,211	$176,000	$180,370	$230,037	2.5%	28.2%
D1f. Other	0	0	0	0	0	0	0	0	0	509	509	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**2,479**	**2,925**	**2,504**	**441,077**	**1,013**	**0**	**10,992**	**12,005**	**453,082**	**142,095**	**595,177**	**$176,149**	**$180,943**	**$237,690**	**2.7%**	**32.2%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**2,479**	**2,925**	**2,504**	**441,077**	**1,013**	**0**	**10,992**	**12,005**	**453,082**	**142,095**	**595,177**	**$176,149**	**$180,943**	**$237,690**	**2.7%**	**32.2%**
D5. Other Object Class 13 Benefits										**1,021**	**1,021**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										1,021	1,021					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**0**	**0**	**53**	**9,488**	**25**	**0**	**237**	**262**	**9,750**	**3,329**	**13,079**	**$179,019**	**$183,962**	**$246,774**	**2.8%**	**35.1%**
R1. US Direct Hire (USDH)	**0**	**0**	**53**	**9,488**	**25**	**0**	**237**	**262**	**9,750**	**3,329**	**13,079**	**$179,019**	**$183,962**	**$246,774**	**2.8%**	**35.1%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	0	0	53	9,488	25	0	237	262	9,750	3,329	13,079	$179,019	$183,962	$246,774	2.8%	35.1%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**0**	**0**	**53**	**9,488**	**25**	**0**	**237**	**262**	**9,750**	**3,329**	**13,079**	**$179,019**	**$183,962**	**$246,774**	**2.8%**	**35.1%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**0**	**0**	**53**	**9,488**	**25**	**0**	**237**	**262**	**9,750**	**3,329**	**13,079**	**$179,019**	**$183,962**	**$246,774**	**2.8%**	**35.1%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**2,479**	**2,925**	**2,557**	**450,565**	**1,038**	**0**	**11,229**	**12,267**	**462,832**	**146,445**	**609,277**	**$176,208**	**$181,006**	**$238,278**	**2.7%**	**32.5%**
T1. US Direct Hire (USDH)	**2,479**	**2,925**	**2,557**	**450,565**	**1,038**	**0**	**11,229**	**12,267**	**462,832**	**145,424**	**608,256**	**$176,208**	**$181,006**	**$237,879**	**2.7%**	**32.3%**
T1a. Senior Executive Schedule	228	180	203	39,138	2	0	848	850	39,988	11,202	51,190	$192,798	$196,985	$252,167	2.2%	28.6%
T1b. General Schedule	1,533	2,195	2,061	357,689	892	0	9,220	10,112	367,801	118,563	486,364	$173,551	$178,458	$235,984	2.8%	33.1%
T1c. Special Schedule	689	524	266	48,986	132	0	1,055	1,187	50,173	13,809	63,982	$184,158	$188,620	$240,534	2.4%	28.2%
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T1e. Highly Qualified Experts	29	26	27	4,752	12	0	106	118	4,870	1,341	6,211	$176,000	$180,370	$230,037	2.5%	28.2%
T1f. Other	0	0	0	0	0	0	0	0	0	509	509	$0	$0	$0	0.0%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**2,479**	**2,925**	**2,557**	**450,565**	**1,038**	**0**	**11,229**	**12,267**	**462,832**	**145,424**	**608,256**	**$176,208**	**$181,006**	**$237,879**	**2.7%**	**32.3%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**2,479**	**2,925**	**2,557**	**450,565**	**1,038**	**0**	**11,229**	**12,267**	**462,832**	**145,424**	**608,256**	**$176,208**	**$181,006**	**$237,879**	**2.7%**	**32.3%**
T5. Other Object Class 13 Benefits										**1,021**	**1,021**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										1,021	1,021					
T5d. Foreign National Separation Liability										0	0					

Operation and Maintenance, Defense-Wide

FY 2027	Office of the Secretary of War ($ in Thousands)											Rates				
	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)	**2,925**	**2,457**	**2,997**	**626,278**	**995**	**0**	**25,841**	**26,836**	**653,114**	**219,297**	**872,411**	**$208,968**	**$217,923**	**$291,095**	**4.3%**	**35.0%**
D1. US Direct Hire (USDH)	**2,925**	**2,457**	**2,997**	**626,278**	**995**	**0**	**25,841**	**26,836**	**653,114**	**218,256**	**871,370**	**$208,968**	**$217,923**	**$290,747**	**4.3%**	**34.8%**
D1a. Senior Executive Schedule	180	228	281	63,221	0	0	4,959	4,959	68,180	21,816	89,996	$224,986	$242,633	$320,270	7.8%	34.5%
D1b. General Schedule	2,195	1,508	1,791	367,031	718	0	13,716	14,434	381,465	126,211	507,676	$204,931	$212,990	$283,460	3.9%	34.4%
D1c. Special Schedule	524	690	888	189,106	277	0	7,166	7,443	196,549	64,859	261,408	$212,957	$221,339	$294,378	3.9%	34.3%
D1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1e. Highly Qualified Experts	26	31	37	6,920	0	0	0	0	6,920	2,327	9,247	$187,027	$187,027	$249,919	0.0%	33.6%
D1f. Other	0	0	0	0	0	0	0	0	0	3,043	3,043	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**2,925**	**2,457**	**2,997**	**626,278**	**995**	**0**	**25,841**	**26,836**	**653,114**	**218,256**	**871,370**	**$208,968**	**$217,923**	**$290,747**	**4.3%**	**34.8%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**2,925**	**2,457**	**2,997**	**626,278**	**995**	**0**	**25,841**	**26,836**	**653,114**	**218,256**	**871,370**	**$208,968**	**$217,923**	**$290,747**	**4.3%**	**34.8%**
D5. Other Object Class 13 Benefits										**1,041**	**1,041**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										1,041	1,041					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**0**	**0**	**53**	**9,702**	**25**	**0**	**242**	**267**	**9,969**	**3,344**	**13,313**	**$183,057**	**$188,094**	**$251,189**	**2.8%**	**34.5%**
R1. US Direct Hire (USDH)	**0**	**0**	**53**	**9,702**	**25**	**0**	**242**	**267**	**9,969**	**3,344**	**13,313**	**$183,057**	**$188,094**	**$251,189**	**2.8%**	**34.5%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	0	0	53	9,702	25	0	242	267	9,969	3,344	13,313	$183,057	$188,094	$251,189	2.8%	34.5%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**0**	**0**	**53**	**9,702**	**25**	**0**	**242**	**267**	**9,969**	**3,344**	**13,313**	**$183,057**	**$188,094**	**$251,189**	**2.8%**	**34.5%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**0**	**0**	**53**	**9,702**	**25**	**0**	**242**	**267**	**9,969**	**3,344**	**13,313**	**$183,057**	**$188,094**	**$251,189**	**2.8%**	**34.5%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**2,925**	**2,457**	**3,050**	**635,980**	**1,020**	**0**	**26,083**	**27,103**	**663,083**	**222,641**	**885,724**	**$208,518**	**$217,404**	**$290,401**	**4.3%**	**35.0%**
T1. US Direct Hire (USDH)	**2,925**	**2,457**	**3,050**	**635,980**	**1,020**	**0**	**26,083**	**27,103**	**663,083**	**221,600**	**884,683**	**$208,518**	**$217,404**	**$290,060**	**4.3%**	**34.8%**
T1a. Senior Executive Schedule	180	228	281	63,221	0	0	4,959	4,959	68,180	21,816	89,996	$224,986	$242,633	$320,270	7.8%	34.5%
T1b. General Schedule	2,195	1,508	1,844	376,733	743	0	13,958	14,701	391,434	129,555	520,989	$204,302	$212,274	$282,532	3.9%	34.4%
T1c. Special Schedule	524	690	888	189,106	277	0	7,166	7,443	196,549	64,859	261,408	$212,957	$221,339	$294,378	3.9%	34.3%
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T1e. Highly Qualified Experts	26	31	37	6,920	0	0	0	0	6,920	2,327	9,247	$187,027	$187,027	$249,919	0.0%	33.6%
T1f. Other	0	0	0	0	0	0	0	0	0	3,043	3,043	$0	$0	$0	0.0%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**2,925**	**2,457**	**3,050**	**635,980**	**1,020**	**0**	**26,083**	**27,103**	**663,083**	**221,600**	**884,683**	**$208,518**	**$217,404**	**$290,060**	**4.3%**	**34.8%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**2,925**	**2,457**	**3,050**	**635,980**	**1,020**	**0**	**26,083**	**27,103**	**663,083**	**221,600**	**884,683**	**$208,518**	**$217,404**	**$290,060**	**4.3%**	**34.8%**
T5. Other Object Class 13 Benefits										**1,041**	**1,041**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										1,041	1,041					
T5d. Foreign National Separation Liability										0	0					

Operation and Maintenance, Defense-Wide

FY 2025	United States Special Operations Command ($ in Thousands)											Rates				
	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)	**6,398**	**6,203**	**6,185**	**722,708**	**7,994**	**1,080**	**21,593**	**30,667**	**753,375**	**256,395**	**1,009,770**	**$116,849**	**$121,807**	**$163,261**	**4.2%**	**35.5%**
D1. US Direct Hire (USDH)	**6,398**	**6,203**	**6,185**	**722,708**	**7,994**	**1,080**	**21,593**	**30,667**	**753,375**	**256,270**	**1,009,645**	**$116,849**	**$121,807**	**$163,241**	**4.2%**	**35.5%**
D1a. Senior Executive Schedule	11	10	12	2,292	0	0	368	368	2,660	724	3,384	$191,000	$221,667	$282,000	16.1%	31.6%
D1b. General Schedule	5,751	6,080	6,060	702,754	7,930	1,051	20,796	29,777	732,531	248,514	981,045	$115,966	$120,880	$161,889	4.2%	35.4%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	636	113	113	17,662	64	29	429	522	18,184	7,032	25,216	$156,301	$160,920	$223,150	3.0%	39.8%
D1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**6,398**	**6,203**	**6,185**	**722,708**	**7,994**	**1,080**	**21,593**	**30,667**	**753,375**	**256,270**	**1,009,645**	**$116,849**	**$121,807**	**$163,241**	**4.2%**	**35.5%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**6,398**	**6,203**	**6,185**	**722,708**	**7,994**	**1,080**	**21,593**	**30,667**	**753,375**	**256,270**	**1,009,645**	**$116,849**	**$121,807**	**$163,241**	**4.2%**	**35.5%**
D5. Other Object Class 13 Benefits										**125**	**125**					
D5a. USDH - Benefits of Former Employees										125	125					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**6,398**	**6,203**	**6,185**	**722,708**	**7,994**	**1,080**	**21,593**	**30,667**	**753,375**	**256,395**	**1,009,770**	**$116,849**	**$121,807**	**$163,261**	**4.2%**	**35.5%**
T1. US Direct Hire (USDH)	**6,398**	**6,203**	**6,185**	**722,708**	**7,994**	**1,080**	**21,593**	**30,667**	**753,375**	**256,270**	**1,009,645**	**$116,849**	**$121,807**	**$163,241**	**4.2%**	**35.5%**
T1a. Senior Executive Schedule	11	10	12	2,292	0	0	368	368	2,660	724	3,384	$191,000	$221,667	$282,000	16.1%	31.6%
T1b. General Schedule	5,751	6,080	6,060	702,754	7,930	1,051	20,796	29,777	732,531	248,514	981,045	$115,966	$120,880	$161,889	4.2%	35.4%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T1d. Wage System	636	113	113	17,662	64	29	429	522	18,184	7,032	25,216	$156,301	$160,920	$223,150	3.0%	39.8%
T1e. Highly Qualified Experts	0	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%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**6,398**	**6,203**	**6,185**	**722,708**	**7,994**	**1,080**	**21,593**	**30,667**	**753,375**	**256,270**	**1,009,645**	**$116,849**	**$121,807**	**$163,241**	**4.2%**	**35.5%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**6,398**	**6,203**	**6,185**	**722,708**	**7,994**	**1,080**	**21,593**	**30,667**	**753,375**	**256,270**	**1,009,645**	**$116,849**	**$121,807**	**$163,241**	**4.2%**	**35.5%**
T5. Other Object Class 13 Benefits										**125**	**125**					
T5a. USDH - Benefits of Former Employees										125	125					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Operation and Maintenance, Defense-Wide

FY 2026	United States Special Operations Command ($ in Thousands)											Rates				
	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)	**6,203**	**5,946**	**5,946**	**653,998**	**9,711**	**5,203**	**13,569**	**28,483**	**682,481**	**232,136**	**914,617**	**$109,990**	**$114,780**	**$153,821**	**4.4%**	**35.5%**
D1. US Direct Hire (USDH)	**6,203**	**5,946**	**5,946**	**653,998**	**9,711**	**5,203**	**13,569**	**28,483**	**682,481**	**232,008**	**914,489**	**$109,990**	**$114,780**	**$153,799**	**4.4%**	**35.5%**
D1a. Senior Executive Schedule	16	16	15	2,888	0	0	464	464	3,352	912	4,264	$192,533	$223,467	$284,267	16.1%	31.6%
D1b. General Schedule	5,519	5,262	5,317	617,356	8,934	4,423	10,569	23,926	641,282	219,136	860,418	$116,110	$120,610	$161,824	3.9%	35.5%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	668	668	614	33,754	777	780	2,536	4,093	37,847	11,960	49,807	$54,974	$61,640	$81,119	12.1%	35.4%
D1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**6,203**	**5,946**	**5,946**	**653,998**	**9,711**	**5,203**	**13,569**	**28,483**	**682,481**	**232,008**	**914,489**	**$109,990**	**$114,780**	**$153,799**	**4.4%**	**35.5%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**6,203**	**5,946**	**5,946**	**653,998**	**9,711**	**5,203**	**13,569**	**28,483**	**682,481**	**232,008**	**914,489**	**$109,990**	**$114,780**	**$153,799**	**4.4%**	**35.5%**
D5. Other Object Class 13 Benefits										**128**	**128**					
D5a. USDH - Benefits of Former Employees										128	128					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**6,203**	**5,946**	**5,946**	**653,998**	**9,711**	**5,203**	**13,569**	**28,483**	**682,481**	**232,136**	**914,617**	**$109,990**	**$114,780**	**$153,821**	**4.4%**	**35.5%**
T1. US Direct Hire (USDH)	**6,203**	**5,946**	**5,946**	**653,998**	**9,711**	**5,203**	**13,569**	**28,483**	**682,481**	**232,008**	**914,489**	**$109,990**	**$114,780**	**$153,799**	**4.4%**	**35.5%**
T1a. Senior Executive Schedule	16	16	15	2,888	0	0	464	464	3,352	912	4,264	$192,533	$223,467	$284,267	16.1%	31.6%
T1b. General Schedule	5,519	5,262	5,317	617,356	8,934	4,423	10,569	23,926	641,282	219,136	860,418	$116,110	$120,610	$161,824	3.9%	35.5%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T1d. Wage System	668	668	614	33,754	777	780	2,536	4,093	37,847	11,960	49,807	$54,974	$61,640	$81,119	12.1%	35.4%
T1e. Highly Qualified Experts	0	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%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**6,203**	**5,946**	**5,946**	**653,998**	**9,711**	**5,203**	**13,569**	**28,483**	**682,481**	**232,008**	**914,489**	**$109,990**	**$114,780**	**$153,799**	**4.4%**	**35.5%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**6,203**	**5,946**	**5,946**	**653,998**	**9,711**	**5,203**	**13,569**	**28,483**	**682,481**	**232,008**	**914,489**	**$109,990**	**$114,780**	**$153,799**	**4.4%**	**35.5%**
T5. Other Object Class 13 Benefits										**128**	**128**					
T5a. USDH - Benefits of Former Employees										128	128					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Operation and Maintenance, Defense-Wide

FY 2027	United States Special Operations Command ($ in Thousands)											Rates				
	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)	**5,946**	**6,159**	**6,159**	**680,028**	**9,818**	**5,260**	**14,179**	**29,257**	**709,285**	**241,293**	**950,578**	**$110,412**	**$115,162**	**$154,340**	**4.3%**	**35.5%**
D1. US Direct Hire (USDH)	**5,946**	**6,159**	**6,159**	**680,028**	**9,818**	**5,260**	**14,179**	**29,257**	**709,285**	**241,167**	**950,452**	**$110,412**	**$115,162**	**$154,319**	**4.3%**	**35.5%**
D1a. Senior Executive Schedule	16	16	16	3,080	0	0	495	495	3,575	973	4,548	$192,500	$223,438	$284,250	16.1%	31.6%
D1b. General Schedule	5,262	5,478	5,475	642,823	9,032	4,471	11,120	24,623	667,446	227,916	895,362	$117,411	$121,908	$163,536	3.8%	35.5%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	668	665	668	34,125	786	789	2,564	4,139	38,264	12,278	50,542	$51,085	$57,281	$75,662	12.1%	36.0%
D1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**5,946**	**6,159**	**6,159**	**680,028**	**9,818**	**5,260**	**14,179**	**29,257**	**709,285**	**241,167**	**950,452**	**$110,412**	**$115,162**	**$154,319**	**4.3%**	**35.5%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**5,946**	**6,159**	**6,159**	**680,028**	**9,818**	**5,260**	**14,179**	**29,257**	**709,285**	**241,167**	**950,452**	**$110,412**	**$115,162**	**$154,319**	**4.3%**	**35.5%**
D5. Other Object Class 13 Benefits										**126**	**126**					
D5a. USDH - Benefits of Former Employees										126	126					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**5,946**	**6,159**	**6,159**	**680,028**	**9,818**	**5,260**	**14,179**	**29,257**	**709,285**	**241,293**	**950,578**	**$110,412**	**$115,162**	**$154,340**	**4.3%**	**35.5%**
T1. US Direct Hire (USDH)	**5,946**	**6,159**	**6,159**	**680,028**	**9,818**	**5,260**	**14,179**	**29,257**	**709,285**	**241,167**	**950,452**	**$110,412**	**$115,162**	**$154,319**	**4.3%**	**35.5%**
T1a. Senior Executive Schedule	16	16	16	3,080	0	0	495	495	3,575	973	4,548	$192,500	$223,438	$284,250	16.1%	31.6%
T1b. General Schedule	5,262	5,478	5,475	642,823	9,032	4,471	11,120	24,623	667,446	227,916	895,362	$117,411	$121,908	$163,536	3.8%	35.5%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T1d. Wage System	668	665	668	34,125	786	789	2,564	4,139	38,264	12,278	50,542	$51,085	$57,281	$75,662	12.1%	36.0%
T1e. Highly Qualified Experts	0	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%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**5,946**	**6,159**	**6,159**	**680,028**	**9,818**	**5,260**	**14,179**	**29,257**	**709,285**	**241,167**	**950,452**	**$110,412**	**$115,162**	**$154,319**	**4.3%**	**35.5%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**5,946**	**6,159**	**6,159**	**680,028**	**9,818**	**5,260**	**14,179**	**29,257**	**709,285**	**241,167**	**950,452**	**$110,412**	**$115,162**	**$154,319**	**4.3%**	**35.5%**
T5. Other Object Class 13 Benefits										**126**	**126**					
T5a. USDH - Benefits of Former Employees										126	126					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Operation and Maintenance, Defense-Wide

FY 2025	The Joint Staff ($ in Thousands)											Rates				
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC Variables	% BC Benefits
Direct Funded Personnel (includes OC 13)	**1,284**	**1,177**	**1,177**	**188,143**	**207**	**130**	**2,053**	**2,390**	**190,533**	**45,528**	**236,061**	**$159,850**	**$161,880**	**$200,562**	**1.3%**	**24.2%**
D1. US Direct Hire (USDH)	**1,284**	**1,177**	**1,177**	**188,143**	**207**	**130**	**2,053**	**2,390**	**190,533**	**45,528**	**236,061**	**$159,850**	**$161,880**	**$200,562**	**1.3%**	**24.2%**
D1a. Senior Executive Schedule	14	14	14	3,442	0	0	279	279	3,721	797	4,518	$245,857	$265,786	$322,714	8.1%	23.2%
D1b. General Schedule	1,023	916	920	149,662	207	130	1,774	2,111	151,773	35,335	187,108	$162,676	$164,971	$203,378	1.4%	23.6%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	12	12	12	724	0	0	0	0	724	272	996	$60,333	$60,333	$83,000	0.0%	37.6%
D1e. Highly Qualified Experts	1	1	2	155	0	0	0	0	155	0	155	$77,500	$77,500	$77,500	0.0%	0.0%
D1f. Other	234	234	229	34,160	0	0	0	0	34,160	9,124	43,284	$149,170	$149,170	$189,013	0.0%	26.7%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**1,284**	**1,177**	**1,177**	**188,143**	**207**	**130**	**2,053**	**2,390**	**190,533**	**45,528**	**236,061**	**$159,850**	**$161,880**	**$200,562**	**1.3%**	**24.2%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**1,284**	**1,177**	**1,177**	**188,143**	**207**	**130**	**2,053**	**2,390**	**190,533**	**45,528**	**236,061**	**$159,850**	**$161,880**	**$200,562**	**1.3%**	**24.2%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**92**	**87**	**87**	**13,821**	**0**	**0**	**0**	**0**	**13,821**	**0**	**13,821**	**$158,862**	**$158,862**	**$158,862**	**0.0%**	**0.0%**
R1. US Direct Hire (USDH)	**92**	**87**	**87**	**13,821**	**0**	**0**	**0**	**0**	**13,821**	**0**	**13,821**	**$158,862**	**$158,862**	**$158,862**	**0.0%**	**0.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	29	29	87	2,646	0	0	0	0	2,646	0	2,646	$30,414	$30,414	$30,414	0.0%	0.0%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	1	1	0	155	0	0	0	0	155	0	155	$0	$0	$0	0.0%	0.0%
R1f. Other	62	57	0	11,020	0	0	0	0	11,020	0	11,020	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**92**	**87**	**87**	**13,821**	**0**	**0**	**0**	**0**	**13,821**	**0**	**13,821**	**$158,862**	**$158,862**	**$158,862**	**0.0%**	**0.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**92**	**87**	**87**	**13,821**	**0**	**0**	**0**	**0**	**13,821**	**0**	**13,821**	**$158,862**	**$158,862**	**$158,862**	**0.0%**	**0.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**1,376**	**1,264**	**1,264**	**201,964**	**207**	**130**	**2,053**	**2,390**	**204,354**	**45,528**	**249,882**	**$159,782**	**$161,672**	**$197,691**	**1.2%**	**22.5%**
T1. US Direct Hire (USDH)	**1,376**	**1,264**	**1,264**	**201,964**	**207**	**130**	**2,053**	**2,390**	**204,354**	**45,528**	**249,882**	**$159,782**	**$161,672**	**$197,691**	**1.2%**	**22.5%**
T1a. Senior Executive Schedule	14	14	14	3,442	0	0	279	279	3,721	797	4,518	$245,857	$265,786	$322,714	8.1%	23.2%
T1b. General Schedule	1,052	945	1,007	152,308	207	130	1,774	2,111	154,419	35,335	189,754	$151,249	$153,346	$188,435	1.4%	23.2%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T1d. Wage System	12	12	12	724	0	0	0	0	724	272	996	$60,333	$60,333	$83,000	0.0%	37.6%
T1e. Highly Qualified Experts	2	2	2	310	0	0	0	0	310	0	310	$155,000	$155,000	$155,000	0.0%	0.0%
T1f. Other	296	291	229	45,180	0	0	0	0	45,180	9,124	54,304	$197,293	$197,293	$237,135	0.0%	20.2%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**1,376**	**1,264**	**1,264**	**201,964**	**207**	**130**	**2,053**	**2,390**	**204,354**	**45,528**	**249,882**	**$159,782**	**$161,672**	**$197,691**	**1.2%**	**22.5%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**1,376**	**1,264**	**1,264**	**201,964**	**207**	**130**	**2,053**	**2,390**	**204,354**	**45,528**	**249,882**	**$159,782**	**$161,672**	**$197,691**	**1.2%**	**22.5%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Operation and Maintenance, Defense-Wide

FY 2026	The Joint Staff ($ in Thousands)											Rates				
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC Variables	% BC Benefits
Direct Funded Personnel (includes OC 13)	**1,284**	**1,111**	**1,111**	**178,528**	**239**	**130**	**2,053**	**2,422**	**180,950**	**38,370**	**219,320**	**$160,691**	**$162,871**	**$197,408**	**1.4%**	**21.5%**
D1. US Direct Hire (USDH)	**1,284**	**1,111**	**1,111**	**178,528**	**239**	**130**	**2,053**	**2,422**	**180,950**	**38,370**	**219,320**	**$160,691**	**$162,871**	**$197,408**	**1.4%**	**21.5%**
D1a. Senior Executive Schedule	14	14	14	3,476	0	0	279	279	3,755	797	4,552	$248,286	$268,214	$325,143	8.0%	22.9%
D1b. General Schedule	1,023	797	797	140,013	239	130	1,774	2,143	142,156	28,177	170,333	$175,675	$178,364	$213,718	1.5%	20.1%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	12	12	12	724	0	0	0	0	724	272	996	$60,333	$60,333	$83,000	0.0%	37.6%
D1e. Highly Qualified Experts	1	2	2	155	0	0	0	0	155	0	155	$77,500	$77,500	$77,500	0.0%	0.0%
D1f. Other	234	286	286	34,160	0	0	0	0	34,160	9,124	43,284	$119,441	$119,441	$151,343	0.0%	26.7%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**1,284**	**1,111**	**1,111**	**178,528**	**239**	**130**	**2,053**	**2,422**	**180,950**	**38,370**	**219,320**	**$160,691**	**$162,871**	**$197,408**	**1.4%**	**21.5%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**1,284**	**1,111**	**1,111**	**178,528**	**239**	**130**	**2,053**	**2,422**	**180,950**	**38,370**	**219,320**	**$160,691**	**$162,871**	**$197,408**	**1.4%**	**21.5%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**92**	**87**	**87**	**13,821**	**0**	**0**	**0**	**0**	**13,821**	**3,850**	**17,671**	**$158,862**	**$158,862**	**$203,115**	**0.0%**	**27.9%**
R1. US Direct Hire (USDH)	**92**	**87**	**87**	**13,821**	**0**	**0**	**0**	**0**	**13,821**	**3,850**	**17,671**	**$158,862**	**$158,862**	**$203,115**	**0.0%**	**27.9%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	29	29	87	2,646	0	0	0	0	2,646	771	3,417	$30,414	$30,414	$39,276	0.0%	29.1%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	1	1	0	155	0	0	0	0	155	0	155	$0	$0	$0	0.0%	0.0%
R1f. Other	62	57	0	11,020	0	0	0	0	11,020	3,079	14,099	$0	$0	$0	0.0%	27.9%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**92**	**87**	**87**	**13,821**	**0**	**0**	**0**	**0**	**13,821**	**3,850**	**17,671**	**$158,862**	**$158,862**	**$203,115**	**0.0%**	**27.9%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**92**	**87**	**87**	**13,821**	**0**	**0**	**0**	**0**	**13,821**	**3,850**	**17,671**	**$158,862**	**$158,862**	**$203,115**	**0.0%**	**27.9%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**1,376**	**1,198**	**1,198**	**192,349**	**239**	**130**	**2,053**	**2,422**	**194,771**	**42,220**	**236,991**	**$160,558**	**$162,580**	**$197,822**	**1.3%**	**21.9%**
T1. US Direct Hire (USDH)	**1,376**	**1,198**	**1,198**	**192,349**	**239**	**130**	**2,053**	**2,422**	**194,771**	**42,220**	**236,991**	**$160,558**	**$162,580**	**$197,822**	**1.3%**	**21.9%**
T1a. Senior Executive Schedule	14	14	14	3,476	0	0	279	279	3,755	797	4,552	$248,286	$268,214	$325,143	8.0%	22.9%
T1b. General Schedule	1,052	826	884	142,659	239	130	1,774	2,143	144,802	28,948	173,750	$161,379	$163,803	$196,550	1.5%	20.3%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T1d. Wage System	12	12	12	724	0	0	0	0	724	272	996	$60,333	$60,333	$83,000	0.0%	37.6%
T1e. Highly Qualified Experts	2	3	2	310	0	0	0	0	310	0	310	$155,000	$155,000	$155,000	0.0%	0.0%
T1f. Other	296	343	286	45,180	0	0	0	0	45,180	12,203	57,383	$157,972	$157,972	$200,640	0.0%	27.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**1,376**	**1,198**	**1,198**	**192,349**	**239**	**130**	**2,053**	**2,422**	**194,771**	**42,220**	**236,991**	**$160,558**	**$162,580**	**$197,822**	**1.3%**	**21.9%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**1,376**	**1,198**	**1,198**	**192,349**	**239**	**130**	**2,053**	**2,422**	**194,771**	**42,220**	**236,991**	**$160,558**	**$162,580**	**$197,822**	**1.3%**	**21.9%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Operation and Maintenance, Defense-Wide

FY 2027	The Joint Staff ($ in Thousands)											Rates				
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC Variables	% BC Benefits
Direct Funded Personnel (includes OC 13)	**1,269**	**1,264**	**1,264**	**213,767**	**239**	**130**	**2,069**	**2,438**	**216,205**	**36,890**	**253,095**	**$169,119**	**$171,048**	**$200,233**	**1.1%**	**17.3%**
D1. US Direct Hire (USDH)	**1,269**	**1,264**	**1,264**	**213,767**	**239**	**130**	**2,069**	**2,438**	**216,205**	**36,890**	**253,095**	**$169,119**	**$171,048**	**$200,233**	**1.1%**	**17.3%**
D1a. Senior Executive Schedule	14	14	14	3,476	0	0	295	295	3,771	797	4,568	$248,286	$269,357	$326,286	8.5%	22.9%
D1b. General Schedule	1,008	950	950	175,252	239	130	1,774	2,143	177,395	26,697	204,092	$184,476	$186,732	$214,834	1.2%	15.2%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	12	12	12	724	0	0	0	0	724	272	996	$60,333	$60,333	$83,000	0.0%	37.6%
D1e. Highly Qualified Experts	1	2	2	155	0	0	0	0	155	0	155	$77,500	$77,500	$77,500	0.0%	0.0%
D1f. Other	234	286	286	34,160	0	0	0	0	34,160	9,124	43,284	$119,441	$119,441	$151,343	0.0%	26.7%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**1,269**	**1,264**	**1,264**	**213,767**	**239**	**130**	**2,069**	**2,438**	**216,205**	**36,890**	**253,095**	**$169,119**	**$171,048**	**$200,233**	**1.1%**	**17.3%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**1,269**	**1,264**	**1,264**	**213,767**	**239**	**130**	**2,069**	**2,438**	**216,205**	**36,890**	**253,095**	**$169,119**	**$171,048**	**$200,233**	**1.1%**	**17.3%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**92**	**87**	**87**	**13,783**	**0**	**0**	**0**	**0**	**13,783**	**3,850**	**17,633**	**$158,425**	**$158,425**	**$202,678**	**0.0%**	**27.9%**
R1. US Direct Hire (USDH)	**92**	**87**	**87**	**13,783**	**0**	**0**	**0**	**0**	**13,783**	**3,850**	**17,633**	**$158,425**	**$158,425**	**$202,678**	**0.0%**	**27.9%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	29	29	87	4,378	0	0	0	0	4,378	771	5,149	$50,322	$50,322	$59,184	0.0%	17.6%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	1	1	0	155	0	0	0	0	155	0	155	$0	$0	$0	0.0%	0.0%
R1f. Other	62	57	0	9,250	0	0	0	0	9,250	3,079	12,329	$0	$0	$0	0.0%	33.3%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**92**	**87**	**87**	**13,783**	**0**	**0**	**0**	**0**	**13,783**	**3,850**	**17,633**	**$158,425**	**$158,425**	**$202,678**	**0.0%**	**27.9%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**92**	**87**	**87**	**13,783**	**0**	**0**	**0**	**0**	**13,783**	**3,850**	**17,633**	**$158,425**	**$158,425**	**$202,678**	**0.0%**	**27.9%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**1,361**	**1,351**	**1,351**	**227,550**	**239**	**130**	**2,069**	**2,438**	**229,988**	**40,740**	**270,728**	**$168,431**	**$170,235**	**$200,391**	**1.1%**	**17.9%**
T1. US Direct Hire (USDH)	**1,361**	**1,351**	**1,351**	**227,550**	**239**	**130**	**2,069**	**2,438**	**229,988**	**40,740**	**270,728**	**$168,431**	**$170,235**	**$200,391**	**1.1%**	**17.9%**
T1a. Senior Executive Schedule	14	14	14	3,476	0	0	295	295	3,771	797	4,568	$248,286	$269,357	$326,286	8.5%	22.9%
T1b. General Schedule	1,037	979	1,037	179,630	239	130	1,774	2,143	181,773	27,468	209,241	$173,221	$175,287	$201,775	1.2%	15.3%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T1d. Wage System	12	12	12	724	0	0	0	0	724	272	996	$60,333	$60,333	$83,000	0.0%	37.6%
T1e. Highly Qualified Experts	2	3	2	310	0	0	0	0	310	0	310	$155,000	$155,000	$155,000	0.0%	0.0%
T1f. Other	296	343	286	43,410	0	0	0	0	43,410	12,203	55,613	$151,783	$151,783	$194,451	0.0%	28.1%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**1,361**	**1,351**	**1,351**	**227,550**	**239**	**130**	**2,069**	**2,438**	**229,988**	**40,740**	**270,728**	**$168,431**	**$170,235**	**$200,391**	**1.1%**	**17.9%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**1,361**	**1,351**	**1,351**	**227,550**	**239**	**130**	**2,069**	**2,438**	**229,988**	**40,740**	**270,728**	**$168,431**	**$170,235**	**$200,391**	**1.1%**	**17.9%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Operation and Maintenance, Defense-Wide

Washington Headquarters Services

FY 2025	($ in Thousands)											Rates				
	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)	**648**	**462**	**652**	**84,635**	**668**	**72**	**2,766**	**3,506**	**88,141**	**30,498**	**118,639**	**$129,808**	**$135,186**	**$181,962**	**4.1%**	**36.0%**
D1. US Direct Hire (USDH)	**648**	**462**	**652**	**84,635**	**668**	**72**	**2,766**	**3,506**	**88,141**	**30,437**	**118,578**	**$129,808**	**$135,186**	**$181,868**	**4.1%**	**36.0%**
D1a. Senior Executive Schedule	14	13	13	2,713	0	0	93	93	2,806	990	3,796	$208,692	$215,846	$292,000	3.4%	36.5%
D1b. General Schedule	509	414	565	71,476	586	72	2,310	2,968	74,444	25,468	99,912	$126,506	$131,759	$176,835	4.2%	35.6%
D1c. Special Schedule	81	35	74	10,446	82	0	363	445	10,891	3,762	14,653	$141,162	$147,176	$198,014	4.3%	36.0%
D1d. Wage System	42	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1e. Highly Qualified Experts	2	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	217	217	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**648**	**462**	**652**	**84,635**	**668**	**72**	**2,766**	**3,506**	**88,141**	**30,437**	**118,578**	**$129,808**	**$135,186**	**$181,868**	**4.1%**	**36.0%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**648**	**462**	**652**	**84,635**	**668**	**72**	**2,766**	**3,506**	**88,141**	**30,437**	**118,578**	**$129,808**	**$135,186**	**$181,868**	**4.1%**	**36.0%**
D5. Other Object Class 13 Benefits										**61**	**61**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										61	61					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**267**	**271**	**161**	**25,338**	**559**	**88**	**1,071**	**1,718**	**27,056**	**8,485**	**35,541**	**$157,379**	**$168,050**	**$220,752**	**6.8%**	**33.5%**
R1. US Direct Hire (USDH)	**267**	**271**	**161**	**25,338**	**559**	**88**	**1,071**	**1,718**	**27,056**	**8,485**	**35,541**	**$157,379**	**$168,050**	**$220,752**	**6.8%**	**33.5%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	267	271	161	25,338	559	88	1,071	1,718	27,056	8,485	35,541	$157,379	$168,050	$220,752	6.8%	33.5%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**267**	**271**	**161**	**25,338**	**559**	**88**	**1,071**	**1,718**	**27,056**	**8,485**	**35,541**	**$157,379**	**$168,050**	**$220,752**	**6.8%**	**33.5%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**267**	**271**	**161**	**25,338**	**559**	**88**	**1,071**	**1,718**	**27,056**	**8,485**	**35,541**	**$157,379**	**$168,050**	**$220,752**	**6.8%**	**33.5%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**915**	**733**	**813**	**109,973**	**1,227**	**160**	**3,837**	**5,224**	**115,197**	**38,983**	**154,180**	**$135,268**	**$141,694**	**$189,643**	**4.8%**	**35.4%**
T1. US Direct Hire (USDH)	**915**	**733**	**813**	**109,973**	**1,227**	**160**	**3,837**	**5,224**	**115,197**	**38,922**	**154,119**	**$135,268**	**$141,694**	**$189,568**	**4.8%**	**35.4%**
T1a. Senior Executive Schedule	14	13	13	2,713	0	0	93	93	2,806	990	3,796	$208,692	$215,846	$292,000	3.4%	36.5%
T1b. General Schedule	776	685	726	96,814	1,145	160	3,381	4,686	101,500	33,953	135,453	$133,353	$139,807	$186,574	4.8%	35.1%
T1c. Special Schedule	81	35	74	10,446	82	0	363	445	10,891	3,762	14,653	$141,162	$147,176	$198,014	4.3%	36.0%
T1d. Wage System	42	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T1e. Highly Qualified Experts	2	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T1f. Other	0	0	0	0	0	0	0	0	0	217	217	$0	$0	$0	0.0%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**915**	**733**	**813**	**109,973**	**1,227**	**160**	**3,837**	**5,224**	**115,197**	**38,922**	**154,119**	**$135,268**	**$141,694**	**$189,568**	**4.8%**	**35.4%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**915**	**733**	**813**	**109,973**	**1,227**	**160**	**3,837**	**5,224**	**115,197**	**38,922**	**154,119**	**$135,268**	**$141,694**	**$189,568**	**4.8%**	**35.4%**
T5. Other Object Class 13 Benefits										**61**	**61**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										61	61					
T5d. Foreign National Separation Liability										0	0					

Operation and Maintenance, Defense-Wide

FY 2026	Washington Headquarters Services ($ in Thousands)											Rates				
	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)	**578**	**639**	**639**	**84,918**	**218**	**0**	**2,125**	**2,343**	**87,261**	**27,620**	**114,881**	**$132,892**	**$136,559**	**$179,782**	**2.8%**	**32.5%**
D1. US Direct Hire (USDH)	**578**	**639**	**639**	**84,918**	**218**	**0**	**2,125**	**2,343**	**87,261**	**27,229**	**114,490**	**$132,892**	**$136,559**	**$179,171**	**2.8%**	**32.1%**
D1a. Senior Executive Schedule	13	13	13	2,541	0	0	64	64	2,605	804	3,409	$195,462	$200,385	$262,231	2.5%	31.6%
D1b. General Schedule	498	553	547	71,934	192	0	1,802	1,994	73,928	22,904	96,832	$131,506	$135,152	$177,024	2.8%	31.8%
D1c. Special Schedule	67	73	79	10,443	26	0	259	285	10,728	3,276	14,004	$132,190	$135,797	$177,266	2.7%	31.4%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	245	245	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**578**	**639**	**639**	**84,918**	**218**	**0**	**2,125**	**2,343**	**87,261**	**27,229**	**114,490**	**$132,892**	**$136,559**	**$179,171**	**2.8%**	**32.1%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**578**	**639**	**639**	**84,918**	**218**	**0**	**2,125**	**2,343**	**87,261**	**27,229**	**114,490**	**$132,892**	**$136,559**	**$179,171**	**2.8%**	**32.1%**
D5. Other Object Class 13 Benefits										**391**	**391**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										391	391					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**271**	**271**	**271**	**41,256**	**105**	**0**	**1,030**	**1,135**	**42,391**	**13,006**	**55,397**	**$152,236**	**$156,424**	**$204,417**	**2.8%**	**31.5%**
R1. US Direct Hire (USDH)	**271**	**271**	**271**	**41,256**	**105**	**0**	**1,030**	**1,135**	**42,391**	**13,006**	**55,397**	**$152,236**	**$156,424**	**$204,417**	**2.8%**	**31.5%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	271	271	271	41,256	105	0	1,030	1,135	42,391	13,006	55,397	$152,236	$156,424	$204,417	2.8%	31.5%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**271**	**271**	**271**	**41,256**	**105**	**0**	**1,030**	**1,135**	**42,391**	**13,006**	**55,397**	**$152,236**	**$156,424**	**$204,417**	**2.8%**	**31.5%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**271**	**271**	**271**	**41,256**	**105**	**0**	**1,030**	**1,135**	**42,391**	**13,006**	**55,397**	**$152,236**	**$156,424**	**$204,417**	**2.8%**	**31.5%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**849**	**910**	**910**	**126,174**	**323**	**0**	**3,155**	**3,478**	**129,652**	**40,626**	**170,278**	**$138,653**	**$142,475**	**$187,119**	**2.8%**	**32.2%**
T1. US Direct Hire (USDH)	**849**	**910**	**910**	**126,174**	**323**	**0**	**3,155**	**3,478**	**129,652**	**40,235**	**169,887**	**$138,653**	**$142,475**	**$186,689**	**2.8%**	**31.9%**
T1a. Senior Executive Schedule	13	13	13	2,541	0	0	64	64	2,605	804	3,409	$195,462	$200,385	$262,231	2.5%	31.6%
T1b. General Schedule	769	824	818	113,190	297	0	2,832	3,129	116,319	35,910	152,229	$138,374	$142,199	$186,099	2.8%	31.7%
T1c. Special Schedule	67	73	79	10,443	26	0	259	285	10,728	3,276	14,004	$132,190	$135,797	$177,266	2.7%	31.4%
T1d. Wage System	0	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%	0.0%
T1f. Other	0	0	0	0	0	0	0	0	0	245	245	$0	$0	$0	0.0%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**849**	**910**	**910**	**126,174**	**323**	**0**	**3,155**	**3,478**	**129,652**	**40,235**	**169,887**	**$138,653**	**$142,475**	**$186,689**	**2.8%**	**31.9%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**849**	**910**	**910**	**126,174**	**323**	**0**	**3,155**	**3,478**	**129,652**	**40,235**	**169,887**	**$138,653**	**$142,475**	**$186,689**	**2.8%**	**31.9%**
T5. Other Object Class 13 Benefits										**391**	**391**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										391	391					
T5d. Foreign National Separation Liability										0	0					

Operation and Maintenance, Defense-Wide

FY 2027 — **Washington Headquarters Services ($ in Thousands)**

	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
												Rates				
Direct Funded Personnel (includes OC 13)	**639**	**790**	**708**	**100,074**	**247**	**0**	**3,930**	**4,177**	**104,251**	**32,336**	**136,587**	**$141,347**	**$147,247**	**$192,919**	**4.2%**	**32.3%**
D1. US Direct Hire (USDH)	**639**	**790**	**708**	**100,074**	**247**	**0**	**3,930**	**4,177**	**104,251**	**32,087**	**136,338**	**$141,347**	**$147,247**	**$192,568**	**4.2%**	**32.1%**
D1a. Senior Executive Schedule	13	34	17	3,377	0	0	124	124	3,501	1,086	4,587	$198,647	$205,941	$269,824	3.7%	32.2%
D1b. General Schedule	553	671	612	85,111	218	0	3,326	3,544	88,655	27,048	115,703	$139,070	$144,861	$189,057	4.2%	31.8%
D1c. Special Schedule	73	85	79	11,586	29	0	480	509	12,095	3,558	15,653	$146,658	$153,101	$198,139	4.4%	30.7%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	395	395	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**639**	**790**	**708**	**100,074**	**247**	**0**	**3,930**	**4,177**	**104,251**	**32,087**	**136,338**	**$141,347**	**$147,247**	**$192,568**	**4.2%**	**32.1%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**639**	**790**	**708**	**100,074**	**247**	**0**	**3,930**	**4,177**	**104,251**	**32,087**	**136,338**	**$141,347**	**$147,247**	**$192,568**	**4.2%**	**32.1%**
D5. Other Object Class 13 Benefits										**249**	**249**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										249	249					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**271**	**271**	**271**	**42,081**	**106**	**0**	**1,048**	**1,154**	**43,235**	**13,033**	**56,268**	**$155,280**	**$159,539**	**$207,631**	**2.7%**	**31.0%**
R1. US Direct Hire (USDH)	**271**	**271**	**271**	**42,081**	**106**	**0**	**1,048**	**1,154**	**43,235**	**13,033**	**56,268**	**$155,280**	**$159,539**	**$207,631**	**2.7%**	**31.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	271	271	271	42,081	106	0	1,048	1,154	43,235	13,033	56,268	$155,280	$159,539	$207,631	2.7%	31.0%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**271**	**271**	**271**	**42,081**	**106**	**0**	**1,048**	**1,154**	**43,235**	**13,033**	**56,268**	**$155,280**	**$159,539**	**$207,631**	**2.7%**	**31.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**271**	**271**	**271**	**42,081**	**106**	**0**	**1,048**	**1,154**	**43,235**	**13,033**	**56,268**	**$155,280**	**$159,539**	**$207,631**	**2.7%**	**31.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**910**	**1,061**	**979**	**142,155**	**353**	**0**	**4,978**	**5,331**	**147,486**	**45,369**	**192,855**	**$145,204**	**$150,650**	**$196,992**	**3.8%**	**31.9%**
T1. US Direct Hire (USDH)	**910**	**1,061**	**979**	**142,155**	**353**	**0**	**4,978**	**5,331**	**147,486**	**45,120**	**192,606**	**$145,204**	**$150,650**	**$196,737**	**3.8%**	**31.7%**
T1a. Senior Executive Schedule	13	34	17	3,377	0	0	124	124	3,501	1,086	4,587	$198,647	$205,941	$269,824	3.7%	32.2%
T1b. General Schedule	824	942	883	127,192	324	0	4,374	4,698	131,890	40,081	171,971	$144,045	$149,366	$194,758	3.7%	31.5%
T1c. Special Schedule	73	85	79	11,586	29	0	480	509	12,095	3,558	15,653	$146,658	$153,101	$198,139	4.4%	30.7%
T1d. Wage System	0	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%	0.0%
T1f. Other	0	0	0	0	0	0	0	0	0	395	395	$0	$0	$0	0.0%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**910**	**1,061**	**979**	**142,155**	**353**	**0**	**4,978**	**5,331**	**147,486**	**45,120**	**192,606**	**$145,204**	**$150,650**	**$196,737**	**3.8%**	**31.7%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**910**	**1,061**	**979**	**142,155**	**353**	**0**	**4,978**	**5,331**	**147,486**	**45,120**	**192,606**	**$145,204**	**$150,650**	**$196,737**	**3.8%**	**31.7%**
T5. Other Object Class 13 Benefits										**249**	**249**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										249	249					
T5d. Foreign National Separation Liability										0	0					

Operation and Maintenance, Defense-Wide

Summary Defense-Wide Operation and Maintenance
($ in Thousands)

FY 2025	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	Rates: Basic Comp	Rates: Total Comp	Rates: Comp & Benefits	Rates: % BC Variables	Rates: % BC Benefits
Direct Funded Personnel (includes OC 13)	**47,714**	**46,120**	**44,372**	**5,198,877**	**21,229**	**3,872**	**275,402**	**300,503**	**5,499,380**	**2,074,138**	**7,573,518**	**$117,166**	**$123,938**	**$170,682**	**5.8%**	**39.9%**
D1. US Direct Hire (USDH)	**47,322**	**45,729**	**43,990**	**5,182,271**	**21,229**	**3,872**	**275,376**	**300,477**	**5,482,748**	**2,068,493**	**7,551,241**	**$117,806**	**$124,636**	**$171,658**	**5.8%**	**39.9%**
D1a. Senior Executive Schedule	371	352	362	79,128	0	57	6,599	6,656	85,784	26,159	111,943	$218,586	$236,972	$309,235	8.4%	33.1%
D1b. General Schedule	35,110	33,985	33,588	4,175,778	20,955	2,996	159,989	183,940	4,359,718	1,487,107	5,846,825	$124,324	$129,800	$174,075	4.4%	35.6%
D1c. Special Schedule	10,548	10,693	9,353	853,029	105	786	105,254	106,145	959,174	522,777	1,481,951	$91,204	$102,553	$158,447	12.4%	61.3%
D1d. Wage System	1,004	431	405	30,060	169	32	3,497	3,698	33,758	13,688	47,446	$74,222	$83,353	$117,151	12.3%	45.5%
D1e. Highly Qualified Experts	55	34	53	10,116	0	1	37	38	10,154	3,191	13,345	$190,868	$191,585	$251,792	0.4%	31.5%
D1f. Other	234	234	229	34,160	0	0	0	0	34,160	15,571	49,731	$149,170	$149,170	$217,166	0.0%	45.6%
D2. Direct Hire Foreign Nationals (DHFN)	143	144	134	12,146	0	0	26	26	12,172	298	12,470	$90,642	$90,836	$93,060	0.2%	2.5%
D3. Total Direct Hire	**47,465**	**45,873**	**44,124**	**5,194,417**	**21,229**	**3,872**	**275,402**	**300,503**	**5,494,920**	**2,068,791**	**7,563,711**	**$117,723**	**$124,534**	**$171,419**	**5.8%**	**39.8%**
D4. Indirect Hire Foreign Nationals (IHFN)	249	247	248	4,460	0	0	0	0	4,460	0	4,460	$17,984	$17,984	$17,984	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**47,714**	**46,120**	**44,372**	**5,198,877**	**21,229**	**3,872**	**275,402**	**300,503**	**5,499,380**	**2,068,791**	**7,568,171**	**$117,166**	**$123,938**	**$170,562**	**5.8%**	**39.8%**
D5. Other Object Class 13 Benefits										**5,347**	**5,347**					
D5a. USDH - Benefits of Former Employees										4,495	4,495					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										852	852					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**2,693**	**2,625**	**2,518**	**208,636**	**1,681**	**261**	**3,204**	**5,146**	**213,782**	**47,614**	**261,396**	**$82,858**	**$84,902**	**$103,811**	**2.5%**	**22.8%**
R1. US Direct Hire (USDH)	**2,688**	**2,620**	**2,513**	**207,998**	**1,679**	**260**	**3,191**	**5,130**	**213,128**	**47,398**	**260,526**	**$82,769**	**$84,810**	**$103,671**	**2.5%**	**22.8%**
R1a. Senior Executive Schedule	1	2	2	452	0	0	10	10	462	152	614	$226,000	$231,000	$307,000	2.2%	33.6%
R1b. General Schedule	2,624	2,559	2,510	146,526	1,679	260	3,171	5,110	151,636	47,187	198,823	$58,377	$60,413	$79,212	3.5%	32.2%
R1c. Special Schedule	0	0	0	49,650	0	0	0	0	49,650	0	49,650	$0	$0	$0	0.0%	0.0%
R1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	1	2	1	350	0	0	10	10	360	59	419	$350,000	$360,000	$419,000	2.9%	16.9%
R1f. Other	62	57	0	11,020	0	0	0	0	11,020	0	11,020	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**2,688**	**2,620**	**2,513**	**207,998**	**1,679**	**260**	**3,191**	**5,130**	**213,128**	**47,398**	**260,526**	**$82,769**	**$84,810**	**$103,671**	**2.5%**	**22.8%**
R4. Indirect Hire Foreign Nationals (IHFN)	5	5	5	638	2	1	13	16	654	216	870	$127,600	$130,800	$174,000	2.5%	33.9%
Subtotal - Reimbursable Funded (excludes OC 13)	**2,693**	**2,625**	**2,518**	**208,636**	**1,681**	**261**	**3,204**	**5,146**	**213,782**	**47,614**	**261,396**	**$82,858**	**$84,902**	**$103,811**	**2.5%**	**22.8%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**50,407**	**48,745**	**46,890**	**5,407,513**	**22,910**	**4,133**	**278,606**	**305,649**	**5,713,162**	**2,121,752**	**7,834,914**	**$115,323**	**$121,842**	**$167,091**	**5.7%**	**39.2%**
T1. US Direct Hire (USDH)	**50,010**	**48,349**	**46,503**	**5,390,269**	**22,908**	**4,132**	**278,567**	**305,607**	**5,695,876**	**2,115,891**	**7,811,767**	**$115,912**	**$122,484**	**$167,984**	**5.7%**	**39.3%**
T1a. Senior Executive Schedule	372	354	364	79,580	0	57	6,609	6,666	86,246	26,311	112,557	$218,626	$236,940	$309,223	8.4%	33.1%
T1b. General Schedule	37,734	36,544	36,098	4,322,304	22,634	3,256	163,160	189,050	4,511,354	1,534,294	6,045,648	$119,738	$124,975	$167,479	4.4%	35.5%
T1c. Special Schedule	10,548	10,693	9,353	902,679	105	786	105,254	106,145	1,008,824	522,777	1,531,601	$96,512	$107,861	$163,755	11.8%	57.9%
T1d. Wage System	1,004	431	405	30,060	169	32	3,497	3,698	33,758	13,688	47,446	$74,222	$83,353	$117,151	12.3%	45.5%
T1e. Highly Qualified Experts	56	36	54	10,466	0	1	47	48	10,514	3,250	13,764	$193,815	$194,704	$254,889	0.5%	31.1%
T1f. Other	296	291	229	45,180	0	0	0	0	45,180	15,571	60,751	$197,293	$197,293	$265,288	0.0%	34.5%
T2. Direct Hire Foreign Nationals (DHFN)	143	144	134	12,146	0	0	26	26	12,172	298	12,470	$90,642	$90,836	$93,060	0.2%	2.5%
T3. Total Direct Hire	**50,153**	**48,493**	**46,637**	**5,402,415**	**22,908**	**4,132**	**278,593**	**305,633**	**5,708,048**	**2,116,189**	**7,824,237**	**$115,840**	**$122,393**	**$167,769**	**5.7%**	**39.2%**
T4. Indirect Hire Foreign Nationals (IHFN)	254	252	253	5,098	2	1	13	16	5,114	216	5,330	$20,150	$20,213	$21,067	0.3%	4.2%
Subtotal - Total Funded (excludes OC 13)	**50,407**	**48,745**	**46,890**	**5,407,513**	**22,910**	**4,133**	**278,606**	**305,649**	**5,713,162**	**2,116,405**	**7,829,567**	**$115,323**	**$121,842**	**$166,977**	**5.7%**	**39.1%**
T5. Other Object Class 13 Benefits										**5,347**	**5,347**					
T5a. USDH - Benefits of Former Employees										4,495	4,495					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										852	852					
T5d. Foreign National Separation Liability										0	0					

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Operation and Maintenance, Defense-Wide

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Summary Defense-Wide Operation and Maintenance
($ in Thousands)

	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	Rates: Basic Comp	Rates: Total Comp	Rates: Comp & Benefits	Rates: % BC Variables	Rates: % BC Benefits
Direct Funded Personnel (includes OC 13)	**46,476**	**45,001**	**42,867**	**4,840,938**	**23,250**	**8,800**	**270,885**	**302,935**	**5,143,873**	**2,035,002**	**7,178,875**	**$112,929**	**$119,996**	**$167,469**	**6.3%**	**42.0%**
D1. US Direct Hire (USDH)	**45,985**	**44,492**	**42,371**	**4,814,617**	**23,250**	**8,800**	**270,860**	**302,910**	**5,117,527**	**2,029,388**	**7,146,915**	**$113,630**	**$120,779**	**$168,675**	**6.3%**	**42.2%**
D1a. Senior Executive Schedule	362	318	340	67,803	2	71	3,561	3,634	71,437	21,258	92,695	$199,421	$210,109	$272,632	5.4%	31.4%
D1b. General Schedule	33,647	33,110	32,143	3,893,908	21,960	7,210	159,379	188,549	4,082,457	1,497,474	5,579,931	$121,143	$127,009	$173,597	4.8%	38.5%
D1c. Special Schedule	10,722	9,757	8,639	762,497	169	738	100,654	101,561	864,058	477,447	1,341,505	$88,262	$100,018	$155,285	13.3%	62.6%
D1d. Wage System	986	985	926	49,761	1,106	781	7,097	8,984	58,745	20,293	79,038	$53,738	$63,440	$85,354	18.1%	40.8%
D1e. Highly Qualified Experts	34	36	37	6,488	13	0	169	182	6,670	1,938	8,608	$175,351	$180,270	$232,649	2.8%	29.9%
D1f. Other	234	286	286	34,160	0	0	0	0	34,160	10,978	45,138	$119,441	$119,441	$157,825	0.0%	32.1%
D2. Direct Hire Foreign Nationals (DHFN)	243	243	238	20,881	0	0	25	25	20,906	312	21,218	$87,735	$87,840	$89,151	0.1%	1.5%
D3. Total Direct Hire	**46,228**	**44,735**	**42,609**	**4,835,498**	**23,250**	**8,800**	**270,885**	**302,935**	**5,138,433**	**2,029,700**	**7,168,133**	**$113,485**	**$120,595**	**$168,230**	**6.3%**	**42.0%**
D4. Indirect Hire Foreign Nationals (IHFN)	248	266	258	5,440	0	0	0	0	5,440	0	5,440	$21,085	$21,085	$21,085	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**46,476**	**45,001**	**42,867**	**4,840,938**	**23,250**	**8,800**	**270,885**	**302,935**	**5,143,873**	**2,029,700**	**7,173,573**	**$112,929**	**$119,996**	**$167,345**	**6.3%**	**41.9%**
D5. Other Object Class 13 Benefits										**5,302**	**5,302**					
D5a. USDH - Benefits of Former Employees										3,787	3,787					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										1,515	1,515					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**1,322**	**1,350**	**1,403**	**252,098**	**1,538**	**56**	**3,299**	**4,893**	**256,991**	**58,551**	**315,542**	**$179,685**	**$183,172**	**$224,905**	**1.9%**	**23.2%**
R1. US Direct Hire (USDH)	**1,317**	**1,345**	**1,398**	**251,460**	**1,536**	**55**	**3,286**	**4,877**	**256,337**	**58,335**	**314,672**	**$179,871**	**$183,360**	**$225,087**	**1.9%**	**23.2%**
R1a. Senior Executive Schedule	1	1	1	211	0	0	16	16	227	80	307	$211,000	$227,000	$307,000	7.6%	37.9%
R1b. General Schedule	1,252	1,285	1,396	185,077	1,536	55	3,260	4,851	189,928	55,117	245,045	$132,577	$136,052	$175,534	2.6%	29.8%
R1c. Special Schedule	0	0	0	54,800	0	0	0	0	54,800	0	54,800	$0	$0	$0	0.0%	0.0%
R1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	2	2	1	352	0	0	10	10	362	59	421	$352,000	$362,000	$421,000	2.8%	16.8%
R1f. Other	62	57	0	11,020	0	0	0	0	11,020	3,079	14,099	$0	$0	$0	0.0%	27.9%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**1,317**	**1,345**	**1,398**	**251,460**	**1,536**	**55**	**3,286**	**4,877**	**256,337**	**58,335**	**314,672**	**$179,871**	**$183,360**	**$225,087**	**1.9%**	**23.2%**
R4. Indirect Hire Foreign Nationals (IHFN)	5	5	5	638	2	1	13	16	654	216	870	$127,600	$130,800	$174,000	2.5%	33.9%
Subtotal - Reimbursable Funded (excludes OC 13)	**1,322**	**1,350**	**1,403**	**252,098**	**1,538**	**56**	**3,299**	**4,893**	**256,991**	**58,551**	**315,542**	**$179,685**	**$183,172**	**$224,905**	**1.9%**	**23.2%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**47,798**	**46,351**	**44,270**	**5,093,036**	**24,788**	**8,856**	**274,184**	**307,828**	**5,400,864**	**2,093,553**	**7,494,417**	**$115,045**	**$121,998**	**$169,289**	**6.0%**	**41.1%**
T1. US Direct Hire (USDH)	**47,302**	**45,837**	**43,769**	**5,066,077**	**24,786**	**8,855**	**274,146**	**307,787**	**5,373,864**	**2,087,723**	**7,461,587**	**$115,746**	**$122,778**	**$170,477**	**6.1%**	**41.2%**
T1a. Senior Executive Schedule	363	319	341	68,014	2	71	3,577	3,650	71,664	21,338	93,002	$199,455	$210,158	$272,733	5.4%	31.4%
T1b. General Schedule	34,899	34,395	33,539	4,078,985	23,496	7,265	162,639	193,400	4,272,385	1,552,591	5,824,976	$121,619	$127,386	$173,678	4.7%	38.1%
T1c. Special Schedule	10,722	9,757	8,639	817,297	169	738	100,654	101,561	918,858	477,447	1,396,305	$94,606	$106,362	$161,628	12.4%	58.4%
T1d. Wage System	986	985	926	49,761	1,106	781	7,097	8,984	58,745	20,293	79,038	$53,738	$63,440	$85,354	18.1%	40.8%
T1e. Highly Qualified Experts	36	38	38	6,840	13	0	179	192	7,032	1,997	9,029	$180,000	$185,053	$237,605	2.8%	29.2%
T1f. Other	296	343	286	45,180	0	0	0	0	45,180	14,057	59,237	$157,972	$157,972	$207,122	0.0%	31.1%
T2. Direct Hire Foreign Nationals (DHFN)	243	243	238	20,881	0	0	25	25	20,906	312	21,218	$87,735	$87,840	$89,151	0.1%	1.5%
T3. Total Direct Hire	**47,545**	**46,080**	**44,007**	**5,086,958**	**24,786**	**8,855**	**274,171**	**307,812**	**5,394,770**	**2,088,035**	**7,482,805**	**$115,594**	**$122,589**	**$170,037**	**6.1%**	**41.0%**
T4. Indirect Hire Foreign Nationals (IHFN)	253	271	263	6,078	2	1	13	16	6,094	216	6,310	$23,110	$23,171	$23,992	0.3%	3.6%
Subtotal - Total Funded (excludes OC 13)	**47,798**	**46,351**	**44,270**	**5,093,036**	**24,788**	**8,856**	**274,184**	**307,828**	**5,400,864**	**2,088,251**	**7,489,115**	**$115,045**	**$121,998**	**$169,169**	**6.0%**	**41.0%**
T5. Other Object Class 13 Benefits										**5,302**	**5,302**					
T5a. USDH - Benefits of Former Employees										3,787	3,787					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										1,515	1,515					
T5d. Foreign National Separation Liability										0	0					

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	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
Direct Funded Personnel (includes OC 13)	**48,354**	**48,741**	**47,250**	**5,482,578**	**31,072**	**8,898**	**343,168**	**383,138**	**5,865,716**	**2,251,031**	**8,116,747**
D1. US Direct Hire (USDH)	**47,845**	**48,237**	**46,754**	**5,456,078**	**31,072**	**8,898**	**343,140**	**383,110**	**5,839,188**	**2,245,511**	**8,084,699**
D1a. Senior Executive Schedule	321	384	425	92,502	0	32	7,796	7,828	100,330	31,975	132,305
D1b. General Schedule	36,518	36,603	35,796	4,362,044	29,638	7,336	216,488	253,462	4,615,506	1,645,570	6,261,076
D1c. Special Schedule	9,753	9,937	9,214	907,536	317	740	111,492	112,549	1,020,085	530,362	1,550,447
D1d. Wage System	985	982	981	50,178	1,116	790	7,256	9,162	59,340	20,634	79,974
D1e. Highly Qualified Experts	34	45	52	9,658	1	0	108	109	9,767	3,308	13,075
D1f. Other	234	286	286	34,160	0	0	0	0	34,160	13,662	47,822
D2. Direct Hire Foreign Nationals (DHFN)	243	238	238	21,271	0	0	28	28	21,299	318	21,617
D3. Total Direct Hire	**48,088**	**48,475**	**46,992**	**5,477,349**	**31,072**	**8,898**	**343,168**	**383,138**	**5,860,487**	**2,245,829**	**8,106,316**
D4. Indirect Hire Foreign Nationals (IHFN)	266	266	258	5,229	0	0	0	0	5,229	0	5,229
Subtotal - Direct Funded (excludes OC 13)	**48,354**	**48,741**	**47,250**	**5,482,578**	**31,072**	**8,898**	**343,168**	**383,138**	**5,865,716**	**2,245,829**	**8,111,545**
D5. Other Object Class 13 Benefits										**5,202**	**5,202**
D5a. USDH - Benefits of Former Employees										3,807	3,807
D5b. DHFN - Benefits of Former Employees										0	0
D5c. Voluntary Separation Incentive Pay (VSIP)										1,395	1,395
D5d. Foreign National Separation Liability										0	0
Reimbursable Funded Personnel (includes OC 13)	**1,400**	**1,435**	**1,485**	**254,939**	**1,821**	**57**	**3,368**	**5,246**	**260,185**	**59,331**	**319,516**
R1. US Direct Hire (USDH)	**1,395**	**1,430**	**1,480**	**254,164**	**1,806**	**41**	**3,347**	**5,194**	**259,358**	**59,165**	**318,523**
R1a. Senior Executive Schedule	1	1	1	215	0	0	16	16	231	81	312
R1b. General Schedule	1,330	1,370	1,478	189,546	1,806	41	3,321	5,168	194,714	55,940	250,654
R1c. Special Schedule	0	0	0	54,800	0	0	0	0	54,800	0	54,800
R1d. Wage System	0	0	0	0	0	0	0	0	0	0	0
R1e. Highly Qualified Experts	2	2	1	353	0	0	10	10	363	65	428
R1f. Other	62	57	0	9,250	0	0	0	0	9,250	3,079	12,329
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0
R3. Total Direct Hire	**1,395**	**1,430**	**1,480**	**254,164**	**1,806**	**41**	**3,347**	**5,194**	**259,358**	**59,165**	**318,523**
R4. Indirect Hire Foreign Nationals (IHFN)	5	5	5	775	15	16	21	52	827	166	993
Subtotal - Reimbursable Funded (excludes OC 13)	**1,400**	**1,435**	**1,485**	**254,939**	**1,821**	**57**	**3,368**	**5,246**	**260,185**	**59,331**	**319,516**
R5. Other Object Class 13 Benefits										**0**	**0**
R5a. USDH - Benefits of Former Employees										0	0
R5b. DHFN - Benefits of Former Employees										0	0
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0
R5d. Foreign National Separation Liability										0	0
Total Personnel (includes OC 13)	**49,754**	**50,176**	**48,735**	**5,737,517**	**32,893**	**8,955**	**346,536**	**388,384**	**6,125,901**	**2,310,362**	**8,436,263**
T1. US Direct Hire (USDH)	**49,240**	**49,667**	**48,234**	**5,710,242**	**32,878**	**8,939**	**346,487**	**388,304**	**6,098,546**	**2,304,676**	**8,403,222**
T1a. Senior Executive Schedule	322	385	426	92,717	0	32	7,812	7,844	100,561	32,056	132,617
T1b. General Schedule	37,848	37,973	37,274	4,551,590	31,444	7,377	219,809	258,630	4,810,220	1,701,510	6,511,730
T1c. Special Schedule	9,753	9,937	9,214	962,336	317	740	111,492	112,549	1,074,885	530,362	1,605,247
T1d. Wage System	985	982	981	50,178	1,116	790	7,256	9,162	59,340	20,634	79,974
T1e. Highly Qualified Experts	36	47	53	10,011	1	0	118	119	10,130	3,373	13,503
T1f. Other	296	343	286	43,410	0	0	0	0	43,410	16,741	60,151
T2. Direct Hire Foreign Nationals (DHFN)	243	238	238	21,271	0	0	28	28	21,299	318	21,617
T3. Total Direct Hire	**49,483**	**49,905**	**48,472**	**5,731,513**	**32,878**	**8,939**	**346,515**	**388,332**	**6,119,845**	**2,304,994**	**8,424,839**
T4. Indirect Hire Foreign Nationals (IHFN)	271	271	263	6,004	15	16	21	52	6,056	166	6,222
Subtotal - Total Funded (excludes OC 13)	**49,754**	**50,176**	**48,735**	**5,737,517**	**32,893**	**8,955**	**346,536**	**388,384**	**6,125,901**	**2,305,160**	**8,431,061**
T5. Other Object Class 13 Benefits										**5,202**	**5,202**
T5a. USDH - Benefits of Former Employees										3,807	3,807
T5b. DHFN - Benefits of Former Employees										0	0
T5c. Voluntary Separation Incentive Pay (VSIP)										1,395	1,395
T5d. Foreign National Separation Liability										0	0

Rates

	Basic Comp	Total Comp	Comp & Benefits	% BC Variables	% BC Benefits
Direct Funded Personnel (includes OC 13)	**$116,033**	**$124,142**	**$171,783**	**7.0%**	**41.1%**
D1. US Direct Hire (USDH)	**$116,698**	**$124,892**	**$172,920**	**7.0%**	**41.2%**
D1a. Senior Executive Schedule	$217,652	$236,071	$311,306	8.5%	34.6%
D1b. General Schedule	$121,858	$128,939	$174,910	5.8%	37.7%
D1c. Special Schedule	$98,495	$110,710	$168,271	12.4%	58.4%
D1d. Wage System	$51,150	$60,489	$81,523	18.3%	41.1%
D1e. Highly Qualified Experts	$185,731	$187,827	$251,442	1.1%	34.3%
D1f. Other	$119,441	$119,441	$167,210	0.0%	40.0%
D2. Direct Hire Foreign Nationals (DHFN)	$89,374	$89,492	$90,828	0.1%	1.5%
D3. Total Direct Hire	**$116,559**	**$124,712**	**$172,504**	**7.0%**	**41.0%**
D4. Indirect Hire Foreign Nationals (IHFN)	$20,267	$20,267	$20,267	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**$116,033**	**$124,142**	**$171,673**	**7.0%**	**41.0%**
D5. Other Object Class 13 Benefits					
D5a. USDH - Benefits of Former Employees					
D5b. DHFN - Benefits of Former Employees					
D5c. Voluntary Separation Incentive Pay (VSIP)					
D5d. Foreign National Separation Liability					
Reimbursable Funded Personnel (includes OC 13)	**$171,676**	**$175,209**	**$215,162**	**2.1%**	**23.3%**
R1. US Direct Hire (USDH)	**$171,732**	**$175,242**	**$215,218**	**2.0%**	**23.3%**
R1a. Senior Executive Schedule	$215,000	$231,000	$312,000	7.4%	37.7%
R1b. General Schedule	$128,245	$131,742	$169,590	2.7%	29.5%
R1c. Special Schedule	$0	$0	$0	0.0%	0.0%
R1d. Wage System	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	$353,000	$363,000	$428,000	2.8%	18.4%
R1f. Other	$0	$0	$0	0.0%	33.3%
R2. Direct Hire Foreign Nationals (DHFN)	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**$171,732**	**$175,242**	**$215,218**	**2.0%**	**23.3%**
R4. Indirect Hire Foreign Nationals (IHFN)	$155,000	$165,400	$198,600	6.7%	21.4%
Subtotal - Reimbursable Funded (excludes OC 13)	**$171,676**	**$175,209**	**$215,162**	**2.1%**	**23.3%**
R5. Other Object Class 13 Benefits					
R5a. USDH - Benefits of Former Employees					
R5b. DHFN - Benefits of Former Employees					
R5c. Voluntary Separation Incentive Pay (VSIP)					
R5d. Foreign National Separation Liability					
Total Personnel (includes OC 13)	**$117,729**	**$125,698**	**$173,105**	**6.8%**	**40.3%**
T1. US Direct Hire (USDH)	**$118,386**	**$126,437**	**$174,218**	**6.8%**	**40.4%**
T1a. Senior Executive Schedule	$217,646	$236,059	$311,308	8.5%	34.6%
T1b. General Schedule	$122,112	$129,050	$174,699	5.7%	37.4%
T1c. Special Schedule	$104,443	$116,658	$174,218	11.7%	55.1%
T1d. Wage System	$51,150	$60,489	$81,523	18.3%	41.1%
T1e. Highly Qualified Experts	$188,887	$191,132	$254,774	1.2%	33.7%
T1f. Other	$151,783	$151,783	$210,318	0.0%	38.6%
T2. Direct Hire Foreign Nationals (DHFN)	$89,374	$89,492	$90,828	0.1%	1.5%
T3. Total Direct Hire	**$118,244**	**$126,255**	**$173,808**	**6.8%**	**40.2%**
T4. Indirect Hire Foreign Nationals (IHFN)	$22,829	$23,027	$23,658	0.9%	2.8%
Subtotal - Total Funded (excludes OC 13)	**$117,729**	**$125,698**	**$172,998**	**6.8%**	**40.2%**
T5. Other Object Class 13 Benefits					
T5a. USDH - Benefits of Former Employees					
T5b. DHFN - Benefits of Former Employees					
T5c. Voluntary Separation Incentive Pay (VSIP)					
T5d. Foreign National Separation Liability					

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	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	Rates: Basic Comp	Rates: Total Comp	Rates: Comp & Benefits	Rates: % BC Variables	Rates: % BC Benefits
Direct Funded Personnel (includes OC 13)	**12**	**24**	**12**	**2,373**	**0**	**0**	**0**	**0**	**2,373**	**0**	**2,373**	**$197,750**	**$197,750**	**$197,750**	**0.0%**	**0.0%**
D1. US Direct Hire (USDH)	**12**	**24**	**12**	**2,373**	**0**	**0**	**0**	**0**	**2,373**	**0**	**2,373**	**$197,750**	**$197,750**	**$197,750**	**0.0%**	**0.0%**
D1a. Senior Executive Schedule	0	12	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1b. General Schedule	12	12	12	2,373	0	0	0	0	2,373	0	2,373	$197,750	$197,750	$197,750	0.0%	0.0%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**12**	**24**	**12**	**2,373**	**0**	**0**	**0**	**0**	**2,373**	**0**	**2,373**	**$197,750**	**$197,750**	**$197,750**	**0.0%**	**0.0%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**12**	**24**	**12**	**2,373**	**0**	**0**	**0**	**0**	**2,373**	**0**	**2,373**	**$197,750**	**$197,750**	**$197,750**	**0.0%**	**0.0%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**12**	**24**	**12**	**2,373**	**0**	**0**	**0**	**0**	**2,373**	**0**	**2,373**	**$197,750**	**$197,750**	**$197,750**	**0.0%**	**0.0%**
T1. US Direct Hire (USDH)	**12**	**24**	**12**	**2,373**	**0**	**0**	**0**	**0**	**2,373**	**0**	**2,373**	**$197,750**	**$197,750**	**$197,750**	**0.0%**	**0.0%**
T1a. Senior Executive Schedule	0	12	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T1b. General Schedule	12	12	12	2,373	0	0	0	0	2,373	0	2,373	$197,750	$197,750	$197,750	0.0%	0.0%
T1c. Special Schedule	0	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%	0.0%
T1e. Highly Qualified Experts	0	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%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**12**	**24**	**12**	**2,373**	**0**	**0**	**0**	**0**	**2,373**	**0**	**2,373**	**$197,750**	**$197,750**	**$197,750**	**0.0%**	**0.0%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**12**	**24**	**12**	**2,373**	**0**	**0**	**0**	**0**	**2,373**	**0**	**2,373**	**$197,750**	**$197,750**	**$197,750**	**0.0%**	**0.0%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

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	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	Rates: Basic Comp	Rates: Total Comp	Rates: Comp & Benefits	Rates: % BC Variables	Rates: % BC Benefits
Direct Funded Personnel (includes OC 13)	**21**	**21**	**21**	**2,985**	**12**	**13**	**84**	**109**	**3,094**	**1,087**	**4,181**	**$142,143**	**$147,333**	**$199,095**	**3.7%**	**36.4%**
D1. US Direct Hire (USDH)	**21**	**21**	**21**	**2,985**	**12**	**13**	**84**	**109**	**3,094**	**1,087**	**4,181**	**$142,143**	**$147,333**	**$199,095**	**3.7%**	**36.4%**
D1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1b. General Schedule	21	21	21	2,985	12	13	84	109	3,094	1,087	4,181	$142,143	$147,333	$199,095	3.7%	36.4%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**21**	**21**	**21**	**2,985**	**12**	**13**	**84**	**109**	**3,094**	**1,087**	**4,181**	**$142,143**	**$147,333**	**$199,095**	**3.7%**	**36.4%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**21**	**21**	**21**	**2,985**	**12**	**13**	**84**	**109**	**3,094**	**1,087**	**4,181**	**$142,143**	**$147,333**	**$199,095**	**3.7%**	**36.4%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**21**	**21**	**21**	**2,985**	**12**	**13**	**84**	**109**	**3,094**	**1,087**	**4,181**	**$142,143**	**$147,333**	**$199,095**	**3.7%**	**36.4%**
T1. US Direct Hire (USDH)	**21**	**21**	**21**	**2,985**	**12**	**13**	**84**	**109**	**3,094**	**1,087**	**4,181**	**$142,143**	**$147,333**	**$199,095**	**3.7%**	**36.4%**
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T1b. General Schedule	21	21	21	2,985	12	13	84	109	3,094	1,087	4,181	$142,143	$147,333	$199,095	3.7%	36.4%
T1c. Special Schedule	0	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%	0.0%
T1e. Highly Qualified Experts	0	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%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**21**	**21**	**21**	**2,985**	**12**	**13**	**84**	**109**	**3,094**	**1,087**	**4,181**	**$142,143**	**$147,333**	**$199,095**	**3.7%**	**36.4%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**21**	**21**	**21**	**2,985**	**12**	**13**	**84**	**109**	**3,094**	**1,087**	**4,181**	**$142,143**	**$147,333**	**$199,095**	**3.7%**	**36.4%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Research, Development, Test and Evaluation, Defense-Wide

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($ in Thousands)

	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	Rates: Basic Comp	Rates: Total Comp	Rates: Comp & Benefits	Rates: % BC Variables	Rates: % BC Benefits
Direct Funded Personnel (includes OC 13)	**21**	**31**	**31**	**3,161**	**3**	**7**	**22**	**32**	**3,193**	**1,622**	**4,815**	**$101,968**	**$103,000**	**$155,323**	**1.0%**	**51.3%**
D1. US Direct Hire (USDH)	**21**	**31**	**31**	**3,161**	**3**	**7**	**22**	**32**	**3,193**	**1,622**	**4,815**	**$101,968**	**$103,000**	**$155,323**	**1.0%**	**51.3%**
D1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1b. General Schedule	21	31	31	3,161	3	7	22	32	3,193	1,622	4,815	$101,968	$103,000	$155,323	1.0%	51.3%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**21**	**31**	**31**	**3,161**	**3**	**7**	**22**	**32**	**3,193**	**1,622**	**4,815**	**$101,968**	**$103,000**	**$155,323**	**1.0%**	**51.3%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**21**	**31**	**31**	**3,161**	**3**	**7**	**22**	**32**	**3,193**	**1,622**	**4,815**	**$101,968**	**$103,000**	**$155,323**	**1.0%**	**51.3%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**21**	**31**	**31**	**3,161**	**3**	**7**	**22**	**32**	**3,193**	**1,622**	**4,815**	**$101,968**	**$103,000**	**$155,323**	**1.0%**	**51.3%**
T1. US Direct Hire (USDH)	**21**	**31**	**31**	**3,161**	**3**	**7**	**22**	**32**	**3,193**	**1,622**	**4,815**	**$101,968**	**$103,000**	**$155,323**	**1.0%**	**51.3%**
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T1b. General Schedule	21	31	31	3,161	3	7	22	32	3,193	1,622	4,815	$101,968	$103,000	$155,323	1.0%	51.3%
T1c. Special Schedule	0	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%	0.0%
T1e. Highly Qualified Experts	0	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%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**21**	**31**	**31**	**3,161**	**3**	**7**	**22**	**32**	**3,193**	**1,622**	**4,815**	**$101,968**	**$103,000**	**$155,323**	**1.0%**	**51.3%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**21**	**31**	**31**	**3,161**	**3**	**7**	**22**	**32**	**3,193**	**1,622**	**4,815**	**$101,968**	**$103,000**	**$155,323**	**1.0%**	**51.3%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

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	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	Rates: Basic Comp	Rates: Total Comp	Rates: Comp & Benefits	Rates: % BC Variables	Rates: % BC Benefits
Direct Funded Personnel (includes OC 13)	**252**	**249**	**256**	**54,806**	**0**	**0**	**1,543**	**1,543**	**56,349**	**18,946**	**75,295**	**$214,086**	**$220,113**	**$294,121**	**2.8%**	**34.6%**
D1. US Direct Hire (USDH)	**252**	**249**	**256**	**54,806**	**0**	**0**	**1,543**	**1,543**	**56,349**	**18,946**	**75,295**	**$214,086**	**$220,113**	**$294,121**	**2.8%**	**34.6%**
D1a. Senior Executive Schedule	4	4	4	797	0	0	55	55	852	344	1,196	$199,250	$213,000	$299,000	6.9%	43.2%
D1b. General Schedule	110	108	110	19,060	0	0	821	821	19,881	7,768	27,649	$173,273	$180,736	$251,355	4.3%	40.8%
D1c. Special Schedule	138	137	142	34,949	0	0	667	667	35,616	10,834	46,450	$246,120	$250,817	$327,113	1.9%	31.0%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**252**	**249**	**256**	**54,806**	**0**	**0**	**1,543**	**1,543**	**56,349**	**18,946**	**75,295**	**$214,086**	**$220,113**	**$294,121**	**2.8%**	**34.6%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**252**	**249**	**256**	**54,806**	**0**	**0**	**1,543**	**1,543**	**56,349**	**18,946**	**75,295**	**$214,086**	**$220,113**	**$294,121**	**2.8%**	**34.6%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**252**	**249**	**256**	**54,806**	**0**	**0**	**1,543**	**1,543**	**56,349**	**18,946**	**75,295**	**$214,086**	**$220,113**	**$294,121**	**2.8%**	**34.6%**
T1. US Direct Hire (USDH)	**252**	**249**	**256**	**54,806**	**0**	**0**	**1,543**	**1,543**	**56,349**	**18,946**	**75,295**	**$214,086**	**$220,113**	**$294,121**	**2.8%**	**34.6%**
T1a. Senior Executive Schedule	4	4	4	797	0	0	55	55	852	344	1,196	$199,250	$213,000	$299,000	6.9%	43.2%
T1b. General Schedule	110	108	110	19,060	0	0	821	821	19,881	7,768	27,649	$173,273	$180,736	$251,355	4.3%	40.8%
T1c. Special Schedule	138	137	142	34,949	0	0	667	667	35,616	10,834	46,450	$246,120	$250,817	$327,113	1.9%	31.0%
T1d. Wage System	0	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%	0.0%
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**252**	**249**	**256**	**54,806**	**0**	**0**	**1,543**	**1,543**	**56,349**	**18,946**	**75,295**	**$214,086**	**$220,113**	**$294,121**	**2.8%**	**34.6%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**252**	**249**	**256**	**54,806**	**0**	**0**	**1,543**	**1,543**	**56,349**	**18,946**	**75,295**	**$214,086**	**$220,113**	**$294,121**	**2.8%**	**34.6%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

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	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	Rates: Basic Comp	Rates: Total Comp	Rates: Comp & Benefits	Rates: % BC Variables	Rates: % BC Benefits
Direct Funded Personnel (includes OC 13)	**249**	**261**	**261**	**60,712**	**0**	**0**	**2,503**	**2,503**	**63,215**	**21,265**	**84,480**	**$232,613**	**$242,203**	**$323,678**	**4.1%**	**35.0%**
D1. US Direct Hire (USDH)	**249**	**261**	**261**	**60,712**	**0**	**0**	**2,503**	**2,503**	**63,215**	**21,165**	**84,380**	**$232,613**	**$242,203**	**$323,295**	**4.1%**	**34.9%**
D1a. Senior Executive Schedule	4	4	4	898	0	0	62	62	960	417	1,377	$224,500	$240,000	$344,250	6.9%	46.4%
D1b. General Schedule	108	115	115	19,653	0	0	835	835	20,488	8,361	28,849	$170,896	$178,157	$250,861	4.2%	42.5%
D1c. Special Schedule	137	142	142	40,161	0	0	1,606	1,606	41,767	12,387	54,154	$282,824	$294,134	$381,366	4.0%	30.8%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**249**	**261**	**261**	**60,712**	**0**	**0**	**2,503**	**2,503**	**63,215**	**21,165**	**84,380**	**$232,613**	**$242,203**	**$323,295**	**4.1%**	**34.9%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**249**	**261**	**261**	**60,712**	**0**	**0**	**2,503**	**2,503**	**63,215**	**21,165**	**84,380**	**$232,613**	**$242,203**	**$323,295**	**4.1%**	**34.9%**
D5. Other Object Class 13 Benefits										**100**	**100**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										100	100					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**249**	**261**	**261**	**60,712**	**0**	**0**	**2,503**	**2,503**	**63,215**	**21,265**	**84,480**	**$232,613**	**$242,203**	**$323,678**	**4.1%**	**35.0%**
T1. US Direct Hire (USDH)	**249**	**261**	**261**	**60,712**	**0**	**0**	**2,503**	**2,503**	**63,215**	**21,165**	**84,380**	**$232,613**	**$242,203**	**$323,295**	**4.1%**	**34.9%**
T1a. Senior Executive Schedule	4	4	4	898	0	0	62	62	960	417	1,377	$224,500	$240,000	$344,250	6.9%	46.4%
T1b. General Schedule	108	115	115	19,653	0	0	835	835	20,488	8,361	28,849	$170,896	$178,157	$250,861	4.2%	42.5%
T1c. Special Schedule	137	142	142	40,161	0	0	1,606	1,606	41,767	12,387	54,154	$282,824	$294,134	$381,366	4.0%	30.8%
T1d. Wage System	0	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%	0.0%
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**249**	**261**	**261**	**60,712**	**0**	**0**	**2,503**	**2,503**	**63,215**	**21,165**	**84,380**	**$232,613**	**$242,203**	**$323,295**	**4.1%**	**34.9%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**249**	**261**	**261**	**60,712**	**0**	**0**	**2,503**	**2,503**	**63,215**	**21,165**	**84,380**	**$232,613**	**$242,203**	**$323,295**	**4.1%**	**34.9%**
T5. Other Object Class 13 Benefits										**100**	**100**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										100	100					
T5d. Foreign National Separation Liability										0	0					

Research, Development, Test and Evaluation, Defense-Wide

FY 2027

Defense Advanced Research Projects Agency
($ in Thousands)

	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	Rates: Basic Comp	Rates: Total Comp	Rates: Comp & Benefits	Rates: % BC Variables	Rates: % BC Benefits
Direct Funded Personnel (includes OC 13)	**261**	**272**	**272**	**58,154**	**0**	**0**	**3,115**	**3,115**	**61,269**	**20,029**	**81,298**	**$213,801**	**$225,254**	**$298,890**	**5.4%**	**34.4%**
D1. US Direct Hire (USDH)	**261**	**272**	**272**	**58,154**	**0**	**0**	**3,115**	**3,115**	**61,269**	**19,929**	**81,198**	**$213,801**	**$225,254**	**$298,522**	**5.4%**	**34.3%**
D1a. Senior Executive Schedule	4	4	4	805	0	0	56	56	861	342	1,203	$201,250	$215,250	$300,750	7.0%	42.5%
D1b. General Schedule	115	126	126	22,051	0	0	938	938	22,989	8,833	31,822	$175,008	$182,452	$252,556	4.3%	40.1%
D1c. Special Schedule	142	142	142	35,298	0	0	2,121	2,121	37,419	10,754	48,173	$248,577	$263,514	$339,246	6.0%	30.5%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**261**	**272**	**272**	**58,154**	**0**	**0**	**3,115**	**3,115**	**61,269**	**19,929**	**81,198**	**$213,801**	**$225,254**	**$298,522**	**5.4%**	**34.3%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**261**	**272**	**272**	**58,154**	**0**	**0**	**3,115**	**3,115**	**61,269**	**19,929**	**81,198**	**$213,801**	**$225,254**	**$298,522**	**5.4%**	**34.3%**
D5. Other Object Class 13 Benefits										**100**	**100**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										100	100					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**261**	**272**	**272**	**58,154**	**0**	**0**	**3,115**	**3,115**	**61,269**	**20,029**	**81,298**	**$213,801**	**$225,254**	**$298,890**	**5.4%**	**34.4%**
T1. US Direct Hire (USDH)	**261**	**272**	**272**	**58,154**	**0**	**0**	**3,115**	**3,115**	**61,269**	**19,929**	**81,198**	**$213,801**	**$225,254**	**$298,522**	**5.4%**	**34.3%**
T1a. Senior Executive Schedule	4	4	4	805	0	0	56	56	861	342	1,203	$201,250	$215,250	$300,750	7.0%	42.5%
T1b. General Schedule	115	126	126	22,051	0	0	938	938	22,989	8,833	31,822	$175,008	$182,452	$252,556	4.3%	40.1%
T1c. Special Schedule	142	142	142	35,298	0	0	2,121	2,121	37,419	10,754	48,173	$248,577	$263,514	$339,246	6.0%	30.5%
T1d. Wage System	0	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%	0.0%
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**261**	**272**	**272**	**58,154**	**0**	**0**	**3,115**	**3,115**	**61,269**	**19,929**	**81,198**	**$213,801**	**$225,254**	**$298,522**	**5.4%**	**34.3%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**261**	**272**	**272**	**58,154**	**0**	**0**	**3,115**	**3,115**	**61,269**	**19,929**	**81,198**	**$213,801**	**$225,254**	**$298,522**	**5.4%**	**34.3%**
T5. Other Object Class 13 Benefits										**100**	**100**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										100	100					
T5d. Foreign National Separation Liability										0	0					

Research, Development, Test and Evaluation, Defense-Wide

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($ in Thousands)

	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	Rates: Basic Comp	Rates: Total Comp	Rates: Comp & Benefits	Rates: % BC Variables	Rates: % BC Benefits
Direct Funded Personnel (includes OC 13)	**198**	**186**	**185**	**24,556**	**22**	**6**	**440**	**468**	**25,024**	**7,616**	**32,640**	**$132,735**	**$135,265**	**$176,432**	**1.9%**	**31.0%**
D1. US Direct Hire (USDH)	**198**	**186**	**185**	**24,556**	**22**	**6**	**440**	**468**	**25,024**	**7,616**	**32,640**	**$132,735**	**$135,265**	**$176,432**	**1.9%**	**31.0%**
D1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1b. General Schedule	198	186	185	24,556	22	6	440	468	25,024	7,616	32,640	$132,735	$135,265	$176,432	1.9%	31.0%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**198**	**186**	**185**	**24,556**	**22**	**6**	**440**	**468**	**25,024**	**7,616**	**32,640**	**$132,735**	**$135,265**	**$176,432**	**1.9%**	**31.0%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**198**	**186**	**185**	**24,556**	**22**	**6**	**440**	**468**	**25,024**	**7,616**	**32,640**	**$132,735**	**$135,265**	**$176,432**	**1.9%**	**31.0%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**42**	**36**	**36**	**4,581**	**157**	**0**	**89**	**246**	**4,827**	**2,255**	**7,082**	**$127,250**	**$134,083**	**$196,722**	**5.4%**	**49.2%**
R1. US Direct Hire (USDH)	**42**	**36**	**36**	**4,581**	**157**	**0**	**89**	**246**	**4,827**	**2,255**	**7,082**	**$127,250**	**$134,083**	**$196,722**	**5.4%**	**49.2%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	42	36	36	4,581	157	0	89	246	4,827	2,255	7,082	$127,250	$134,083	$196,722	5.4%	49.2%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**42**	**36**	**36**	**4,581**	**157**	**0**	**89**	**246**	**4,827**	**2,255**	**7,082**	**$127,250**	**$134,083**	**$196,722**	**5.4%**	**49.2%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**42**	**36**	**36**	**4,581**	**157**	**0**	**89**	**246**	**4,827**	**2,255**	**7,082**	**$127,250**	**$134,083**	**$196,722**	**5.4%**	**49.2%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**240**	**222**	**221**	**29,137**	**179**	**6**	**529**	**714**	**29,851**	**9,871**	**39,722**	**$131,842**	**$135,072**	**$179,738**	**2.5%**	**33.9%**
T1. US Direct Hire (USDH)	**240**	**222**	**221**	**29,137**	**179**	**6**	**529**	**714**	**29,851**	**9,871**	**39,722**	**$131,842**	**$135,072**	**$179,738**	**2.5%**	**33.9%**
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T1b. General Schedule	240	222	221	29,137	179	6	529	714	29,851	9,871	39,722	$131,842	$135,072	$179,738	2.5%	33.9%
T1c. Special Schedule	0	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%	0.0%
T1e. Highly Qualified Experts	0	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%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**240**	**222**	**221**	**29,137**	**179**	**6**	**529**	**714**	**29,851**	**9,871**	**39,722**	**$131,842**	**$135,072**	**$179,738**	**2.5%**	**33.9%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**240**	**222**	**221**	**29,137**	**179**	**6**	**529**	**714**	**29,851**	**9,871**	**39,722**	**$131,842**	**$135,072**	**$179,738**	**2.5%**	**33.9%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

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	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	Rates: Basic Comp	Rates: Total Comp	Rates: Comp & Benefits	Rates: % BC Variables	Rates: % BC Benefits
Direct Funded Personnel (includes OC 13)	**159**	**170**	**168**	**20,558**	**57**	**92**	**527**	**676**	**21,234**	**7,468**	**28,702**	**$122,369**	**$126,393**	**$170,845**	**3.3%**	**36.3%**
D1. US Direct Hire (USDH)	**159**	**170**	**168**	**20,558**	**57**	**92**	**527**	**676**	**21,234**	**7,468**	**28,702**	**$122,369**	**$126,393**	**$170,845**	**3.3%**	**36.3%**
D1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1b. General Schedule	159	170	168	20,558	57	92	527	676	21,234	7,468	28,702	$122,369	$126,393	$170,845	3.3%	36.3%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**159**	**170**	**168**	**20,558**	**57**	**92**	**527**	**676**	**21,234**	**7,468**	**28,702**	**$122,369**	**$126,393**	**$170,845**	**3.3%**	**36.3%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**159**	**170**	**168**	**20,558**	**57**	**92**	**527**	**676**	**21,234**	**7,468**	**28,702**	**$122,369**	**$126,393**	**$170,845**	**3.3%**	**36.3%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**36**	**62**	**61**	**9,593**	**28**	**10**	**193**	**231**	**9,824**	**3,244**	**13,068**	**$157,262**	**$161,049**	**$214,230**	**2.4%**	**33.8%**
R1. US Direct Hire (USDH)	**36**	**62**	**61**	**9,593**	**28**	**10**	**193**	**231**	**9,824**	**3,244**	**13,068**	**$157,262**	**$161,049**	**$214,230**	**2.4%**	**33.8%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	36	62	61	9,593	28	10	193	231	9,824	3,244	13,068	$157,262	$161,049	$214,230	2.4%	33.8%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**36**	**62**	**61**	**9,593**	**28**	**10**	**193**	**231**	**9,824**	**3,244**	**13,068**	**$157,262**	**$161,049**	**$214,230**	**2.4%**	**33.8%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**36**	**62**	**61**	**9,593**	**28**	**10**	**193**	**231**	**9,824**	**3,244**	**13,068**	**$157,262**	**$161,049**	**$214,230**	**2.4%**	**33.8%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**195**	**232**	**229**	**30,151**	**85**	**102**	**720**	**907**	**31,058**	**10,712**	**41,770**	**$131,664**	**$135,624**	**$182,402**	**3.0%**	**35.5%**
T1. US Direct Hire (USDH)	**195**	**232**	**229**	**30,151**	**85**	**102**	**720**	**907**	**31,058**	**10,712**	**41,770**	**$131,664**	**$135,624**	**$182,402**	**3.0%**	**35.5%**
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T1b. General Schedule	195	232	229	30,151	85	102	720	907	31,058	10,712	41,770	$131,664	$135,624	$182,402	3.0%	35.5%
T1c. Special Schedule	0	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%	0.0%
T1e. Highly Qualified Experts	0	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%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**195**	**232**	**229**	**30,151**	**85**	**102**	**720**	**907**	**31,058**	**10,712**	**41,770**	**$131,664**	**$135,624**	**$182,402**	**3.0%**	**35.5%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**195**	**232**	**229**	**30,151**	**85**	**102**	**720**	**907**	**31,058**	**10,712**	**41,770**	**$131,664**	**$135,624**	**$182,402**	**3.0%**	**35.5%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

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	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	Rates: Basic Comp	Rates: Total Comp	Rates: Comp & Benefits	Rates: % BC Variables	Rates: % BC Benefits
Direct Funded Personnel (includes OC 13)	**170**	**149**	**148**	**20,097**	**57**	**90**	**519**	**666**	**20,763**	**7,190**	**27,953**	**$135,791**	**$140,291**	**$188,872**	**3.3%**	**35.8%**
D1. US Direct Hire (USDH)	**170**	**149**	**148**	**20,097**	**57**	**90**	**519**	**666**	**20,763**	**7,190**	**27,953**	**$135,791**	**$140,291**	**$188,872**	**3.3%**	**35.8%**
D1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1b. General Schedule	170	149	148	20,097	57	90	519	666	20,763	7,190	27,953	$135,791	$140,291	$188,872	3.3%	35.8%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**170**	**149**	**148**	**20,097**	**57**	**90**	**519**	**666**	**20,763**	**7,190**	**27,953**	**$135,791**	**$140,291**	**$188,872**	**3.3%**	**35.8%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**170**	**149**	**148**	**20,097**	**57**	**90**	**519**	**666**	**20,763**	**7,190**	**27,953**	**$135,791**	**$140,291**	**$188,872**	**3.3%**	**35.8%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**62**	**62**	**61**	**9,716**	**28**	**10**	**195**	**233**	**9,949**	**3,235**	**13,184**	**$159,279**	**$163,098**	**$216,131**	**2.4%**	**33.3%**
R1. US Direct Hire (USDH)	**62**	**62**	**61**	**9,716**	**28**	**10**	**195**	**233**	**9,949**	**3,235**	**13,184**	**$159,279**	**$163,098**	**$216,131**	**2.4%**	**33.3%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	62	62	61	9,716	28	10	195	233	9,949	3,235	13,184	$159,279	$163,098	$216,131	2.4%	33.3%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**62**	**62**	**61**	**9,716**	**28**	**10**	**195**	**233**	**9,949**	**3,235**	**13,184**	**$159,279**	**$163,098**	**$216,131**	**2.4%**	**33.3%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**62**	**62**	**61**	**9,716**	**28**	**10**	**195**	**233**	**9,949**	**3,235**	**13,184**	**$159,279**	**$163,098**	**$216,131**	**2.4%**	**33.3%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**232**	**211**	**209**	**29,813**	**85**	**100**	**714**	**899**	**30,712**	**10,425**	**41,137**	**$142,646**	**$146,947**	**$196,828**	**3.0%**	**35.0%**
T1. US Direct Hire (USDH)	**232**	**211**	**209**	**29,813**	**85**	**100**	**714**	**899**	**30,712**	**10,425**	**41,137**	**$142,646**	**$146,947**	**$196,828**	**3.0%**	**35.0%**
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T1b. General Schedule	232	211	209	29,813	85	100	714	899	30,712	10,425	41,137	$142,646	$146,947	$196,828	3.0%	35.0%
T1c. Special Schedule	0	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%	0.0%
T1e. Highly Qualified Experts	0	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%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**232**	**211**	**209**	**29,813**	**85**	**100**	**714**	**899**	**30,712**	**10,425**	**41,137**	**$142,646**	**$146,947**	**$196,828**	**3.0%**	**35.0%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**232**	**211**	**209**	**29,813**	**85**	**100**	**714**	**899**	**30,712**	**10,425**	**41,137**	**$142,646**	**$146,947**	**$196,828**	**3.0%**	**35.0%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

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	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	Rates: Basic Comp	Rates: Total Comp	Rates: Comp & Benefits	Rates: % BC Variables	Rates: % BC Benefits
Direct Funded Personnel (includes OC 13)	**198**	**173**	**170**	**25,964**	**522**	**0**	**784**	**1,306**	**27,270**	**10,934**	**38,204**	**$152,729**	**$160,412**	**$224,729**	**5.0%**	**42.1%**
D1. US Direct Hire (USDH)	**198**	**173**	**170**	**25,964**	**522**	**0**	**784**	**1,306**	**27,270**	**10,934**	**38,204**	**$152,729**	**$160,412**	**$224,729**	**5.0%**	**42.1%**
D1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1b. General Schedule	198	173	170	25,964	522	0	784	1,306	27,270	10,934	38,204	$152,729	$160,412	$224,729	5.0%	42.1%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**198**	**173**	**170**	**25,964**	**522**	**0**	**784**	**1,306**	**27,270**	**10,934**	**38,204**	**$152,729**	**$160,412**	**$224,729**	**5.0%**	**42.1%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**198**	**173**	**170**	**25,964**	**522**	**0**	**784**	**1,306**	**27,270**	**10,934**	**38,204**	**$152,729**	**$160,412**	**$224,729**	**5.0%**	**42.1%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**26**	**35**	**34**	**6,519**	**209**	**0**	**0**	**209**	**6,728**	**897**	**7,625**	**$191,735**	**$197,882**	**$224,265**	**3.2%**	**13.8%**
R1. US Direct Hire (USDH)	**26**	**35**	**34**	**6,519**	**209**	**0**	**0**	**209**	**6,728**	**897**	**7,625**	**$191,735**	**$197,882**	**$224,265**	**3.2%**	**13.8%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	26	35	34	6,519	209	0	0	209	6,728	897	7,625	$191,735	$197,882	$224,265	3.2%	13.8%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**26**	**35**	**34**	**6,519**	**209**	**0**	**0**	**209**	**6,728**	**897**	**7,625**	**$191,735**	**$197,882**	**$224,265**	**3.2%**	**13.8%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**26**	**35**	**34**	**6,519**	**209**	**0**	**0**	**209**	**6,728**	**897**	**7,625**	**$191,735**	**$197,882**	**$224,265**	**3.2%**	**13.8%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**224**	**208**	**204**	**32,483**	**731**	**0**	**784**	**1,515**	**33,998**	**11,831**	**45,829**	**$159,230**	**$166,657**	**$224,652**	**4.7%**	**36.4%**
T1. US Direct Hire (USDH)	**224**	**208**	**204**	**32,483**	**731**	**0**	**784**	**1,515**	**33,998**	**11,831**	**45,829**	**$159,230**	**$166,657**	**$224,652**	**4.7%**	**36.4%**
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T1b. General Schedule	224	208	204	32,483	731	0	784	1,515	33,998	11,831	45,829	$159,230	$166,657	$224,652	4.7%	36.4%
T1c. Special Schedule	0	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%	0.0%
T1e. Highly Qualified Experts	0	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%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**224**	**208**	**204**	**32,483**	**731**	**0**	**784**	**1,515**	**33,998**	**11,831**	**45,829**	**$159,230**	**$166,657**	**$224,652**	**4.7%**	**36.4%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**224**	**208**	**204**	**32,483**	**731**	**0**	**784**	**1,515**	**33,998**	**11,831**	**45,829**	**$159,230**	**$166,657**	**$224,652**	**4.7%**	**36.4%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Research, Development, Test and Evaluation, Defense-Wide

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Defense Logistics Agency
($ in Thousands)

	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	Rates: Basic Comp	Rates: Total Comp	Rates: Comp & Benefits	Rates: % BC Variables	Rates: % BC Benefits
Direct Funded Personnel (includes OC 13)	**182**	**182**	**182**	**24,660**	**0**	**0**	**1,050**	**1,050**	**25,710**	**9,014**	**34,724**	**$135,495**	**$141,264**	**$190,791**	**4.3%**	**36.6%**
D1. US Direct Hire (USDH)	**182**	**182**	**182**	**24,660**	**0**	**0**	**1,050**	**1,050**	**25,710**	**9,014**	**34,724**	**$135,495**	**$141,264**	**$190,791**	**4.3%**	**36.6%**
D1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1b. General Schedule	182	182	182	24,660	0	0	1,050	1,050	25,710	9,014	34,724	$135,495	$141,264	$190,791	4.3%	36.6%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**182**	**182**	**182**	**24,660**	**0**	**0**	**1,050**	**1,050**	**25,710**	**9,014**	**34,724**	**$135,495**	**$141,264**	**$190,791**	**4.3%**	**36.6%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**182**	**182**	**182**	**24,660**	**0**	**0**	**1,050**	**1,050**	**25,710**	**9,014**	**34,724**	**$135,495**	**$141,264**	**$190,791**	**4.3%**	**36.6%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**60**	**60**	**60**	**7,915**	**0**	**0**	**234**	**234**	**8,149**	**2,522**	**10,671**	**$131,917**	**$135,817**	**$177,850**	**3.0%**	**31.9%**
R1. US Direct Hire (USDH)	**60**	**60**	**60**	**7,915**	**0**	**0**	**234**	**234**	**8,149**	**2,522**	**10,671**	**$131,917**	**$135,817**	**$177,850**	**3.0%**	**31.9%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	60	60	60	7,915	0	0	234	234	8,149	2,522	10,671	$131,917	$135,817	$177,850	3.0%	31.9%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**60**	**60**	**60**	**7,915**	**0**	**0**	**234**	**234**	**8,149**	**2,522**	**10,671**	**$131,917**	**$135,817**	**$177,850**	**3.0%**	**31.9%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**60**	**60**	**60**	**7,915**	**0**	**0**	**234**	**234**	**8,149**	**2,522**	**10,671**	**$131,917**	**$135,817**	**$177,850**	**3.0%**	**31.9%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**242**	**242**	**242**	**32,575**	**0**	**0**	**1,284**	**1,284**	**33,859**	**11,536**	**45,395**	**$134,607**	**$139,913**	**$187,583**	**3.9%**	**35.4%**
T1. US Direct Hire (USDH)	**242**	**242**	**242**	**32,575**	**0**	**0**	**1,284**	**1,284**	**33,859**	**11,536**	**45,395**	**$134,607**	**$139,913**	**$187,583**	**3.9%**	**35.4%**
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T1b. General Schedule	242	242	242	32,575	0	0	1,284	1,284	33,859	11,536	45,395	$134,607	$139,913	$187,583	3.9%	35.4%
T1c. Special Schedule	0	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%	0.0%
T1e. Highly Qualified Experts	0	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%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**242**	**242**	**242**	**32,575**	**0**	**0**	**1,284**	**1,284**	**33,859**	**11,536**	**45,395**	**$134,607**	**$139,913**	**$187,583**	**3.9%**	**35.4%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**242**	**242**	**242**	**32,575**	**0**	**0**	**1,284**	**1,284**	**33,859**	**11,536**	**45,395**	**$134,607**	**$139,913**	**$187,583**	**3.9%**	**35.4%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Research, Development, Test and Evaluation, Defense-Wide

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Defense Logistics Agency
($ in Thousands)

	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	Rates: Basic Comp	Rates: Total Comp	Rates: Comp & Benefits	Rates: % BC Variables	Rates: % BC Benefits
Direct Funded Personnel (includes OC 13)	**182**	**182**	**182**	**26,941**	**1,108**	**0**	**0**	**1,108**	**28,049**	**9,231**	**37,280**	**$148,027**	**$154,115**	**$204,835**	**4.1%**	**34.3%**
D1. US Direct Hire (USDH)	**182**	**182**	**182**	**26,941**	**1,108**	**0**	**0**	**1,108**	**28,049**	**9,231**	**37,280**	**$148,027**	**$154,115**	**$204,835**	**4.1%**	**34.3%**
D1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1b. General Schedule	182	182	182	26,941	1,108	0	0	1,108	28,049	9,231	37,280	$148,027	$154,115	$204,835	4.1%	34.3%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**182**	**182**	**182**	**26,941**	**1,108**	**0**	**0**	**1,108**	**28,049**	**9,231**	**37,280**	**$148,027**	**$154,115**	**$204,835**	**4.1%**	**34.3%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**182**	**182**	**182**	**26,941**	**1,108**	**0**	**0**	**1,108**	**28,049**	**9,231**	**37,280**	**$148,027**	**$154,115**	**$204,835**	**4.1%**	**34.3%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**30**	**30**	**30**	**4,380**	**0**	**0**	**234**	**234**	**4,614**	**1,594**	**6,208**	**$146,000**	**$153,800**	**$206,933**	**5.3%**	**36.4%**
R1. US Direct Hire (USDH)	**30**	**30**	**30**	**4,380**	**0**	**0**	**234**	**234**	**4,614**	**1,594**	**6,208**	**$146,000**	**$153,800**	**$206,933**	**5.3%**	**36.4%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	30	30	30	4,380	0	0	234	234	4,614	1,594	6,208	$146,000	$153,800	$206,933	5.3%	36.4%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**30**	**30**	**30**	**4,380**	**0**	**0**	**234**	**234**	**4,614**	**1,594**	**6,208**	**$146,000**	**$153,800**	**$206,933**	**5.3%**	**36.4%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**30**	**30**	**30**	**4,380**	**0**	**0**	**234**	**234**	**4,614**	**1,594**	**6,208**	**$146,000**	**$153,800**	**$206,933**	**5.3%**	**36.4%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**212**	**212**	**212**	**31,321**	**1,108**	**0**	**234**	**1,342**	**32,663**	**10,825**	**43,488**	**$147,741**	**$154,071**	**$205,132**	**4.3%**	**34.6%**
T1. US Direct Hire (USDH)	**212**	**212**	**212**	**31,321**	**1,108**	**0**	**234**	**1,342**	**32,663**	**10,825**	**43,488**	**$147,741**	**$154,071**	**$205,132**	**4.3%**	**34.6%**
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T1b. General Schedule	212	212	212	31,321	1,108	0	234	1,342	32,663	10,825	43,488	$147,741	$154,071	$205,132	4.3%	34.6%
T1c. Special Schedule	0	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%	0.0%
T1e. Highly Qualified Experts	0	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%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**212**	**212**	**212**	**31,321**	**1,108**	**0**	**234**	**1,342**	**32,663**	**10,825**	**43,488**	**$147,741**	**$154,071**	**$205,132**	**4.3%**	**34.6%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**212**	**212**	**212**	**31,321**	**1,108**	**0**	**234**	**1,342**	**32,663**	**10,825**	**43,488**	**$147,741**	**$154,071**	**$205,132**	**4.3%**	**34.6%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Research, Development, Test and Evaluation, Defense-Wide

Defense Technical Information Center

FY 2025 **($ in Thousands)** **Rates**

	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)	**215**	**215**	**215**	**28,954**	**80**	**0**	**626**	**706**	**29,660**	**9,519**	**39,179**	**$134,670**	**$137,953**	**$182,228**	**2.4%**	**32.9%**
D1. US Direct Hire (USDH)	**215**	**215**	**215**	**28,954**	**80**	**0**	**626**	**706**	**29,660**	**9,519**	**39,179**	**$134,670**	**$137,953**	**$182,228**	**2.4%**	**32.9%**
D1a. Senior Executive Schedule	1	1	1	212	0	0	12	12	224	67	291	$212,000	$224,000	$291,000	5.7%	31.6%
D1b. General Schedule	214	214	214	28,742	80	0	614	694	29,436	9,452	38,888	$134,308	$137,551	$181,720	2.4%	32.9%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**215**	**215**	**215**	**28,954**	**80**	**0**	**626**	**706**	**29,660**	**9,519**	**39,179**	**$134,670**	**$137,953**	**$182,228**	**2.4%**	**32.9%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**215**	**215**	**215**	**28,954**	**80**	**0**	**626**	**706**	**29,660**	**9,519**	**39,179**	**$134,670**	**$137,953**	**$182,228**	**2.4%**	**32.9%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**215**	**215**	**215**	**28,954**	**80**	**0**	**626**	**706**	**29,660**	**9,519**	**39,179**	**$134,670**	**$137,953**	**$182,228**	**2.4%**	**32.9%**
T1. US Direct Hire (USDH)	**215**	**215**	**215**	**28,954**	**80**	**0**	**626**	**706**	**29,660**	**9,519**	**39,179**	**$134,670**	**$137,953**	**$182,228**	**2.4%**	**32.9%**
T1a. Senior Executive Schedule	1	1	1	212	0	0	12	12	224	67	291	$212,000	$224,000	$291,000	5.7%	31.6%
T1b. General Schedule	214	214	214	28,742	80	0	614	694	29,436	9,452	38,888	$134,308	$137,551	$181,720	2.4%	32.9%
T1c. Special Schedule	0	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%	0.0%
T1e. Highly Qualified Experts	0	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%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**215**	**215**	**215**	**28,954**	**80**	**0**	**626**	**706**	**29,660**	**9,519**	**39,179**	**$134,670**	**$137,953**	**$182,228**	**2.4%**	**32.9%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**215**	**215**	**215**	**28,954**	**80**	**0**	**626**	**706**	**29,660**	**9,519**	**39,179**	**$134,670**	**$137,953**	**$182,228**	**2.4%**	**32.9%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Research, Development, Test and Evaluation, Defense-Wide

Defense Technical Information Center

FY 2026 **($ in Thousands)**

	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
												Rates				
Direct Funded Personnel (includes OC 13)	**215**	**215**	**215**	**29,839**	**80**	**0**	**928**	**1,008**	**30,847**	**9,812**	**40,659**	**$138,786**	**$143,474**	**$189,112**	**3.4%**	**32.9%**
D1. US Direct Hire (USDH)	**215**	**215**	**215**	**29,839**	**80**	**0**	**928**	**1,008**	**30,847**	**9,812**	**40,659**	**$138,786**	**$143,474**	**$189,112**	**3.4%**	**32.9%**
D1a. Senior Executive Schedule	1	1	1	220	0	0	12	12	232	70	302	$220,000	$232,000	$302,000	5.5%	31.8%
D1b. General Schedule	214	214	214	29,619	80	0	916	996	30,615	9,742	40,357	$138,407	$143,061	$188,584	3.4%	32.9%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**215**	**215**	**215**	**29,839**	**80**	**0**	**928**	**1,008**	**30,847**	**9,812**	**40,659**	**$138,786**	**$143,474**	**$189,112**	**3.4%**	**32.9%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**215**	**215**	**215**	**29,839**	**80**	**0**	**928**	**1,008**	**30,847**	**9,812**	**40,659**	**$138,786**	**$143,474**	**$189,112**	**3.4%**	**32.9%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**215**	**215**	**215**	**29,839**	**80**	**0**	**928**	**1,008**	**30,847**	**9,812**	**40,659**	**$138,786**	**$143,474**	**$189,112**	**3.4%**	**32.9%**
T1. US Direct Hire (USDH)	**215**	**215**	**215**	**29,839**	**80**	**0**	**928**	**1,008**	**30,847**	**9,812**	**40,659**	**$138,786**	**$143,474**	**$189,112**	**3.4%**	**32.9%**
T1a. Senior Executive Schedule	1	1	1	220	0	0	12	12	232	70	302	$220,000	$232,000	$302,000	5.5%	31.8%
T1b. General Schedule	214	214	214	29,619	80	0	916	996	30,615	9,742	40,357	$138,407	$143,061	$188,584	3.4%	32.9%
T1c. Special Schedule	0	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%	0.0%
T1e. Highly Qualified Experts	0	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%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**215**	**215**	**215**	**29,839**	**80**	**0**	**928**	**1,008**	**30,847**	**9,812**	**40,659**	**$138,786**	**$143,474**	**$189,112**	**3.4%**	**32.9%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**215**	**215**	**215**	**29,839**	**80**	**0**	**928**	**1,008**	**30,847**	**9,812**	**40,659**	**$138,786**	**$143,474**	**$189,112**	**3.4%**	**32.9%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Research, Development, Test and Evaluation, Defense-Wide

Defense Technical Information Center

FY 2027 ($ in Thousands)	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	Rates: Basic Comp	Rates: Total Comp	Rates: Comp & Benefits	Rates: % BC Variables	Rates: % 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)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
D1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
T1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
T1a. Senior Executive Schedule	0	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%	0.0%
T1c. Special Schedule	0	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%	0.0%
T1e. Highly Qualified Experts	0	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%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Research, Development, Test and Evaluation, Defense-Wide

FY 2025

Defense Threat Reduction Agency
($ in Thousands)

	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	Rates: Basic Comp	Rates: Total Comp	Rates: Comp & Benefits	Rates: % BC Variables	Rates: % BC Benefits
Direct Funded Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**					
D1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**					
D1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0					
D1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0					
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0					
D1d. Wage System	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 Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0					
D3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**					
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0					
Subtotal - Direct Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**					
D5. Other Object Class 13 Benefits										0	0					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**					
R1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**					
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0					
R1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0					
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 Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0					
R3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**					
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0					
Subtotal - Reimbursable Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**					
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**					
T1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**					
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 Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0					
T3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**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)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**					
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

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($ in Thousands)

	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	Rates: Basic Comp	Rates: Total Comp	Rates: Comp & Benefits	Rates: % BC Variables	Rates: % BC Benefits
Direct Funded Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**					
D1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**					
D1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0					
D1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0					
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0					
D1d. Wage System	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 Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0					
D3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**					
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0					
Subtotal - Direct Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**					
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**					
R1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**					
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0					
R1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0					
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 Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0					
R3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**					
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0					
Subtotal - Reimbursable Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**					
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**					
T1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**					
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 Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0					
T3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**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)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**					
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

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($ in Thousands)

	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	Rates: Basic Comp	Rates: Total Comp	Rates: Comp & Benefits	Rates: % BC Variables	Rates: % BC Benefits
Direct Funded Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**					
D1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**					
D1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0					
D1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0					
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0					
D1d. Wage System	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 Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0					
D3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**					
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0					
Subtotal - Direct Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**					
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**					
R1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**					
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0					
R1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0					
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 Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0					
R3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**					
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0					
Subtotal - Reimbursable Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**					
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**					
T1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**					
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 Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0					
T3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**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)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**					
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

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FY 2025	Missile Defense Agency ($ in Thousands)											Rates				
	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)	**2,598**	**2,128**	**2,128**	**300,695**	**746**	**13,348**	**11,618**	**25,712**	**326,407**	**115,756**	**442,163**	**$141,304**	**$153,387**	**$207,783**	**8.6%**	**38.5%**
D1. US Direct Hire (USDH)	**2,598**	**2,128**	**2,128**	**300,695**	**746**	**13,348**	**11,618**	**25,712**	**326,407**	**115,756**	**442,163**	**$141,304**	**$153,387**	**$207,783**	**8.6%**	**38.5%**
D1a. Senior Executive Schedule	25	25	25	4,281	0	184	574	758	5,039	1,462	6,501	$171,240	$201,560	$260,040	17.7%	34.2%
D1b. General Schedule	2,573	2,103	2,103	296,414	746	13,164	11,044	24,954	321,368	114,294	435,662	$140,948	$152,814	$207,162	8.4%	38.6%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**2,598**	**2,128**	**2,128**	**300,695**	**746**	**13,348**	**11,618**	**25,712**	**326,407**	**115,756**	**442,163**	**$141,304**	**$153,387**	**$207,783**	**8.6%**	**38.5%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**2,598**	**2,128**	**2,128**	**300,695**	**746**	**13,348**	**11,618**	**25,712**	**326,407**	**115,756**	**442,163**	**$141,304**	**$153,387**	**$207,783**	**8.6%**	**38.5%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**2,598**	**2,128**	**2,128**	**300,695**	**746**	**13,348**	**11,618**	**25,712**	**326,407**	**115,756**	**442,163**	**$141,304**	**$153,387**	**$207,783**	**8.6%**	**38.5%**
T1. US Direct Hire (USDH)	**2,598**	**2,128**	**2,128**	**300,695**	**746**	**13,348**	**11,618**	**25,712**	**326,407**	**115,756**	**442,163**	**$141,304**	**$153,387**	**$207,783**	**8.6%**	**38.5%**
T1a. Senior Executive Schedule	25	25	25	4,281	0	184	574	758	5,039	1,462	6,501	$171,240	$201,560	$260,040	17.7%	34.2%
T1b. General Schedule	2,573	2,103	2,103	296,414	746	13,164	11,044	24,954	321,368	114,294	435,662	$140,948	$152,814	$207,162	8.4%	38.6%
T1c. Special Schedule	0	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%	0.0%
T1e. Highly Qualified Experts	0	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%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**2,598**	**2,128**	**2,128**	**300,695**	**746**	**13,348**	**11,618**	**25,712**	**326,407**	**115,756**	**442,163**	**$141,304**	**$153,387**	**$207,783**	**8.6%**	**38.5%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**2,598**	**2,128**	**2,128**	**300,695**	**746**	**13,348**	**11,618**	**25,712**	**326,407**	**115,756**	**442,163**	**$141,304**	**$153,387**	**$207,783**	**8.6%**	**38.5%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

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FY 2026	Missile Defense Agency ($ in Thousands)											Rates				
	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)	**2,456**	**2,428**	**2,428**	**334,130**	**608**	**28,158**	**24,794**	**53,560**	**387,690**	**134,077**	**521,767**	**$137,615**	**$159,675**	**$214,896**	**16.0%**	**40.1%**
D1. US Direct Hire (USDH)	**2,456**	**2,428**	**2,428**	**334,130**	**608**	**28,158**	**24,794**	**53,560**	**387,690**	**134,077**	**521,767**	**$137,615**	**$159,675**	**$214,896**	**16.0%**	**40.1%**
D1a. Senior Executive Schedule	25	25	25	4,218	0	347	1,067	1,414	5,632	1,485	7,117	$168,720	$225,280	$284,680	33.5%	35.2%
D1b. General Schedule	2,431	2,403	2,403	329,912	608	27,811	23,727	52,146	382,058	132,592	514,650	$137,292	$158,992	$214,170	15.8%	40.2%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**2,456**	**2,428**	**2,428**	**334,130**	**608**	**28,158**	**24,794**	**53,560**	**387,690**	**134,077**	**521,767**	**$137,615**	**$159,675**	**$214,896**	**16.0%**	**40.1%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**2,456**	**2,428**	**2,428**	**334,130**	**608**	**28,158**	**24,794**	**53,560**	**387,690**	**134,077**	**521,767**	**$137,615**	**$159,675**	**$214,896**	**16.0%**	**40.1%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**2,456**	**2,428**	**2,428**	**334,130**	**608**	**28,158**	**24,794**	**53,560**	**387,690**	**134,077**	**521,767**	**$137,615**	**$159,675**	**$214,896**	**16.0%**	**40.1%**
T1. US Direct Hire (USDH)	**2,456**	**2,428**	**2,428**	**334,130**	**608**	**28,158**	**24,794**	**53,560**	**387,690**	**134,077**	**521,767**	**$137,615**	**$159,675**	**$214,896**	**16.0%**	**40.1%**
T1a. Senior Executive Schedule	25	25	25	4,218	0	347	1,067	1,414	5,632	1,485	7,117	$168,720	$225,280	$284,680	33.5%	35.2%
T1b. General Schedule	2,431	2,403	2,403	329,912	608	27,811	23,727	52,146	382,058	132,592	514,650	$137,292	$158,992	$214,170	15.8%	40.2%
T1c. Special Schedule	0	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%	0.0%
T1e. Highly Qualified Experts	0	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%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**2,456**	**2,428**	**2,428**	**334,130**	**608**	**28,158**	**24,794**	**53,560**	**387,690**	**134,077**	**521,767**	**$137,615**	**$159,675**	**$214,896**	**16.0%**	**40.1%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**2,456**	**2,428**	**2,428**	**334,130**	**608**	**28,158**	**24,794**	**53,560**	**387,690**	**134,077**	**521,767**	**$137,615**	**$159,675**	**$214,896**	**16.0%**	**40.1%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Research, Development, Test and Evaluation, Defense-Wide

FY 2027	Missile Defense Agency ($ in Thousands)											Rates				
	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)	**2,428**	**2,502**	**2,502**	**382,264**	**656**	**22,280**	**16,836**	**39,772**	**422,036**	**150,357**	**572,393**	**$152,783**	**$168,679**	**$228,774**	**10.4%**	**39.3%**
D1. US Direct Hire (USDH)	**2,428**	**2,502**	**2,502**	**382,264**	**656**	**22,280**	**16,836**	**39,772**	**422,036**	**150,357**	**572,393**	**$152,783**	**$168,679**	**$228,774**	**10.4%**	**39.3%**
D1a. Senior Executive Schedule	25	25	25	4,704	0	272	937	1,209	5,913	1,670	7,583	$188,160	$236,520	$303,320	25.7%	35.5%
D1b. General Schedule	2,403	2,477	2,477	377,560	656	22,008	15,899	38,563	416,123	148,687	564,810	$152,426	$167,995	$228,022	10.2%	39.4%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**2,428**	**2,502**	**2,502**	**382,264**	**656**	**22,280**	**16,836**	**39,772**	**422,036**	**150,357**	**572,393**	**$152,783**	**$168,679**	**$228,774**	**10.4%**	**39.3%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**2,428**	**2,502**	**2,502**	**382,264**	**656**	**22,280**	**16,836**	**39,772**	**422,036**	**150,357**	**572,393**	**$152,783**	**$168,679**	**$228,774**	**10.4%**	**39.3%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**2,428**	**2,502**	**2,502**	**382,264**	**656**	**22,280**	**16,836**	**39,772**	**422,036**	**150,357**	**572,393**	**$152,783**	**$168,679**	**$228,774**	**10.4%**	**39.3%**
T1. US Direct Hire (USDH)	**2,428**	**2,502**	**2,502**	**382,264**	**656**	**22,280**	**16,836**	**39,772**	**422,036**	**150,357**	**572,393**	**$152,783**	**$168,679**	**$228,774**	**10.4%**	**39.3%**
T1a. Senior Executive Schedule	25	25	25	4,704	0	272	937	1,209	5,913	1,670	7,583	$188,160	$236,520	$303,320	25.7%	35.5%
T1b. General Schedule	2,403	2,477	2,477	377,560	656	22,008	15,899	38,563	416,123	148,687	564,810	$152,426	$167,995	$228,022	10.2%	39.4%
T1c. Special Schedule	0	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%	0.0%
T1e. Highly Qualified Experts	0	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%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**2,428**	**2,502**	**2,502**	**382,264**	**656**	**22,280**	**16,836**	**39,772**	**422,036**	**150,357**	**572,393**	**$152,783**	**$168,679**	**$228,774**	**10.4%**	**39.3%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**2,428**	**2,502**	**2,502**	**382,264**	**656**	**22,280**	**16,836**	**39,772**	**422,036**	**150,357**	**572,393**	**$152,783**	**$168,679**	**$228,774**	**10.4%**	**39.3%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Research, Development, Test and Evaluation, Defense-Wide

FY 2025	Summary ($ in Thousands)											Rates				
	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)	**3,532**	**3,574**	**3,509**	**521,446**	**1,275**	**19,912**	**24,401**	**45,588**	**567,034**	**197,419**	**764,453**	**$991,222**	**$1,026,437**	**$1,308,677**	**22.9%**	**177.8%**
D1. US Direct Hire (USDH)	**3,532**	**3,574**	**3,509**	**521,446**	**1,275**	**19,912**	**24,401**	**45,588**	**567,034**	**197,419**	**764,453**	**$991,222**	**$1,026,437**	**$1,308,677**	**22.9%**	**177.8%**
D1a. Senior Executive Schedule	24	36	23	4,732	0	193	742	935	5,667	1,718	7,385	$395,197	$454,632	$609,421	35.9%	109.9%
D1b. General Schedule	3,370	3,401	3,344	481,765	1,275	19,719	22,992	43,986	525,751	184,867	710,618	$948,910	$985,283	$1,263,688	24.2%	184.1%
D1c. Special Schedule	138	137	142	34,949	0	0	667	667	35,616	10,834	46,450	$246,120	$250,817	$327,113	1.9%	31.0%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**3,532**	**3,574**	**3,509**	**521,446**	**1,275**	**19,912**	**24,401**	**45,588**	**567,034**	**197,419**	**764,453**	**$991,222**	**$1,026,437**	**$1,308,677**	**22.9%**	**177.8%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**3,532**	**3,574**	**3,509**	**521,446**	**1,275**	**19,912**	**24,401**	**45,588**	**567,034**	**197,419**	**764,453**	**$991,222**	**$1,026,437**	**$1,308,677**	**22.9%**	**177.8%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**68**	**71**	**70**	**11,100**	**366**	**0**	**89**	**455**	**11,555**	**3,152**	**14,707**	**$318,985**	**$331,966**	**$420,987**	**8.6%**	**63.0%**
R1. US Direct Hire (USDH)	**68**	**71**	**70**	**11,100**	**366**	**0**	**89**	**455**	**11,555**	**3,152**	**14,707**	**$318,985**	**$331,966**	**$420,987**	**8.6%**	**63.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	68	71	70	11,100	366	0	89	455	11,555	3,152	14,707	$318,985	$331,966	$420,987	8.6%	63.0%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**68**	**71**	**70**	**11,100**	**366**	**0**	**89**	**455**	**11,555**	**3,152**	**14,707**	**$318,985**	**$331,966**	**$420,987**	**8.6%**	**63.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**68**	**71**	**70**	**11,100**	**366**	**0**	**89**	**455**	**11,555**	**3,152**	**14,707**	**$318,985**	**$331,966**	**$420,987**	**8.6%**	**63.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**3,600**	**3,645**	**3,579**	**532,546**	**1,641**	**19,912**	**24,490**	**46,043**	**578,589**	**200,571**	**779,160**	**$996,830**	**$1,032,489**	**$1,311,904**	**23.1%**	**175.0%**
T1. US Direct Hire (USDH)	**3,600**	**3,645**	**3,579**	**532,546**	**1,641**	**19,912**	**24,490**	**46,043**	**578,589**	**200,571**	**779,160**	**$996,830**	**$1,032,489**	**$1,311,904**	**23.1%**	**175.0%**
T1a. Senior Executive Schedule	24	36	23	4,732	0	193	742	935	5,667	1,718	7,385	$395,197	$454,632	$609,421	35.9%	109.9%
T1b. General Schedule	3,438	3,472	3,414	492,865	1,641	19,719	23,081	44,441	537,306	188,019	725,325	$954,518	$991,335	$1,266,916	24.4%	181.2%
T1c. Special Schedule	138	137	142	34,949	0	0	667	667	35,616	10,834	46,450	$246,120	$250,817	$327,113	1.9%	31.0%
T1d. Wage System	0	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%	0.0%
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**3,600**	**3,645**	**3,579**	**532,546**	**1,641**	**19,912**	**24,490**	**46,043**	**578,589**	**200,571**	**779,160**	**$996,830**	**$1,032,489**	**$1,311,904**	**23.1%**	**175.0%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**3,600**	**3,645**	**3,579**	**532,546**	**1,641**	**19,912**	**24,490**	**46,043**	**578,589**	**200,571**	**779,160**	**$996,830**	**$1,032,489**	**$1,311,904**	**23.1%**	**175.0%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Research, Development, Test and Evaluation, Defense-Wide

FY 2026	Summary ($ in Thousands)											Rates				
	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)	**3,282**	**3,260**	**3,258**	**471,001**	**757**	**28,263**	**29,652**	**58,672**	**529,673**	**182,136**	**711,809**	**$911,427**	**$961,969**	**$1,290,998**	**34.1%**	**217.4%**
D1. US Direct Hire (USDH)	**3,282**	**3,260**	**3,258**	**471,001**	**757**	**28,263**	**29,652**	**58,672**	**529,673**	**182,036**	**711,709**	**$911,427**	**$961,969**	**$1,290,614**	**34.1%**	**217.3%**
D1a. Senior Executive Schedule	30	30	30	5,336	0	347	1,141	1,488	6,824	1,972	8,796	$613,220	$697,280	$930,930	45.9%	113.5%
D1b. General Schedule	3,115	3,088	3,086	425,504	757	27,916	26,905	55,578	481,082	167,677	648,759	$848,986	$896,798	$1,216,894	34.0%	225.0%
D1c. Special Schedule	137	142	142	40,161	0	0	1,606	1,606	41,767	12,387	54,154	$282,824	$294,134	$381,366	4.0%	30.8%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**3,282**	**3,260**	**3,258**	**471,001**	**757**	**28,263**	**29,652**	**58,672**	**529,673**	**182,036**	**711,709**	**$911,427**	**$961,969**	**$1,290,614**	**34.1%**	**217.3%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**3,282**	**3,260**	**3,258**	**471,001**	**757**	**28,263**	**29,652**	**58,672**	**529,673**	**182,036**	**711,709**	**$911,427**	**$961,969**	**$1,290,614**	**34.1%**	**217.3%**
D5. Other Object Class 13 Benefits										**100**	**100**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										100	100					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**96**	**122**	**121**	**17,508**	**28**	**10**	**427**	**465**	**17,973**	**5,766**	**23,739**	**$289,179**	**$296,866**	**$392,080**	**5.4%**	**65.7%**
R1. US Direct Hire (USDH)	**96**	**122**	**121**	**17,508**	**28**	**10**	**427**	**465**	**17,973**	**5,766**	**23,739**	**$289,179**	**$296,866**	**$392,080**	**5.4%**	**65.7%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	96	122	121	17,508	28	10	427	465	17,973	5,766	23,739	$289,179	$296,866	$392,080	5.4%	65.7%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**96**	**122**	**121**	**17,508**	**28**	**10**	**427**	**465**	**17,973**	**5,766**	**23,739**	**$289,179**	**$296,866**	**$392,080**	**5.4%**	**65.7%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**96**	**122**	**121**	**17,508**	**28**	**10**	**427**	**465**	**17,973**	**5,766**	**23,739**	**$289,179**	**$296,866**	**$392,080**	**5.4%**	**65.7%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**3,378**	**3,382**	**3,379**	**488,509**	**785**	**28,273**	**30,079**	**59,137**	**547,646**	**187,902**	**735,548**	**$919,834**	**$969,850**	**$1,299,346**	**33.5%**	**215.5%**
T1. US Direct Hire (USDH)	**3,378**	**3,382**	**3,379**	**488,509**	**785**	**28,273**	**30,079**	**59,137**	**547,646**	**187,802**	**735,448**	**$919,834**	**$969,850**	**$1,298,962**	**33.5%**	**215.3%**
T1a. Senior Executive Schedule	30	30	30	5,336	0	347	1,141	1,488	6,824	1,972	8,796	$613,220	$697,280	$930,930	45.9%	113.5%
T1b. General Schedule	3,211	3,210	3,207	443,012	785	27,926	27,332	56,043	499,055	173,443	672,498	$857,393	$904,680	$1,225,242	33.4%	223.1%
T1c. Special Schedule	137	142	142	40,161	0	0	1,606	1,606	41,767	12,387	54,154	$282,824	$294,134	$381,366	4.0%	30.8%
T1d. Wage System	0	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%	0.0%
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**3,378**	**3,382**	**3,379**	**488,509**	**785**	**28,273**	**30,079**	**59,137**	**547,646**	**187,802**	**735,448**	**$919,834**	**$969,850**	**$1,298,962**	**33.5%**	**215.3%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**3,378**	**3,382**	**3,379**	**488,509**	**785**	**28,273**	**30,079**	**59,137**	**547,646**	**187,802**	**735,448**	**$919,834**	**$969,850**	**$1,298,962**	**33.5%**	**215.3%**
T5. Other Object Class 13 Benefits										**100**	**100**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										100	100					
T5d. Foreign National Separation Liability										0	0					

Research, Development, Test and Evaluation, Defense-Wide

FY 2027	Summary ($ in Thousands)											Rates				
	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)	**3,277**	**3,541**	**3,539**	**551,169**	**1,954**	**21,695**	**27,428**	**51,077**	**602,246**	**208,906**	**811,152**	**$900,403**	**$946,038**	**$1,272,259**	**28.7%**	**222.7%**
D1. US Direct Hire (USDH)	**3,277**	**3,541**	**3,539**	**551,169**	**1,954**	**21,695**	**27,428**	**51,077**	**602,246**	**208,806**	**811,052**	**$900,403**	**$946,038**	**$1,271,892**	**28.7%**	**222.6%**
D1a. Senior Executive Schedule	24	24	24	5,064	0	209	800	1,009	6,073	1,830	7,903	$633,829	$709,355	$939,487	35.7%	109.4%
D1b. General Schedule	3,111	3,375	3,373	510,807	1,954	21,486	24,507	47,947	558,754	196,222	754,976	$860,761	$902,121	$1,224,534	27.5%	228.4%
D1c. Special Schedule	142	142	142	35,298	0	0	2,121	2,121	37,419	10,754	48,173	$248,577	$263,514	$339,246	6.0%	30.5%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**3,277**	**3,541**	**3,539**	**551,169**	**1,954**	**21,695**	**27,428**	**51,077**	**602,246**	**208,806**	**811,052**	**$900,403**	**$946,038**	**$1,271,892**	**28.7%**	**222.6%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**3,277**	**3,541**	**3,539**	**551,169**	**1,954**	**21,695**	**27,428**	**51,077**	**602,246**	**208,806**	**811,052**	**$900,403**	**$946,038**	**$1,271,892**	**28.7%**	**222.6%**
D5. Other Object Class 13 Benefits										**100**	**100**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										100	100					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**92**	**92**	**91**	**14,096**	**28**	**10**	**429**	**467**	**14,563**	**4,829**	**19,392**	**$305,279**	**$316,898**	**$423,064**	**7.7%**	**69.7%**
R1. US Direct Hire (USDH)	**92**	**92**	**91**	**14,096**	**28**	**10**	**429**	**467**	**14,563**	**4,829**	**19,392**	**$305,279**	**$316,898**	**$423,064**	**7.7%**	**69.7%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	92	92	91	14,096	28	10	429	467	14,563	4,829	19,392	$305,279	$316,898	$423,064	7.7%	69.7%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**92**	**92**	**91**	**14,096**	**28**	**10**	**429**	**467**	**14,563**	**4,829**	**19,392**	**$305,279**	**$316,898**	**$423,064**	**7.7%**	**69.7%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**92**	**92**	**91**	**14,096**	**28**	**10**	**429**	**467**	**14,563**	**4,829**	**19,392**	**$305,279**	**$316,898**	**$423,064**	**7.7%**	**69.7%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**3,369**	**3,633**	**3,630**	**565,265**	**1,982**	**21,705**	**27,857**	**51,544**	**616,809**	**213,735**	**830,544**	**$906,972**	**$952,650**	**$1,280,512**	**28.6%**	**222.2%**
T1. US Direct Hire (USDH)	**3,369**	**3,633**	**3,630**	**565,265**	**1,982**	**21,705**	**27,857**	**51,544**	**616,809**	**213,635**	**830,444**	**$906,972**	**$952,650**	**$1,280,145**	**28.6%**	**222.1%**
T1a. Senior Executive Schedule	24	24	24	5,064	0	209	800	1,009	6,073	1,830	7,903	$633,829	$709,355	$939,487	35.7%	109.4%
T1b. General Schedule	3,203	3,467	3,464	524,903	1,982	21,496	24,936	48,414	573,317	201,051	774,368	$867,330	$908,734	$1,232,787	27.3%	227.9%
T1c. Special Schedule	142	142	142	35,298	0	0	2,121	2,121	37,419	10,754	48,173	$248,577	$263,514	$339,246	6.0%	30.5%
T1d. Wage System	0	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%	0.0%
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**3,369**	**3,633**	**3,630**	**565,265**	**1,982**	**21,705**	**27,857**	**51,544**	**616,809**	**213,635**	**830,444**	**$906,972**	**$952,650**	**$1,280,145**	**28.6%**	**222.1%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**3,369**	**3,633**	**3,630**	**565,265**	**1,982**	**21,705**	**27,857**	**51,544**	**616,809**	**213,635**	**830,444**	**$906,972**	**$952,650**	**$1,280,145**	**28.6%**	**222.1%**
T5. Other Object Class 13 Benefits										**100**	**100**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										100	100					
T5d. Foreign National Separation Liability										0	0					

Working Capital Fund, Defense

FY 2025

Defense Logistics Agency
($ in Thousands)

	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	Rates: Basic Comp	Rates: Total Comp	Rates: Comp & Benefits	Rates: % BC Variables	Rates: % 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)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
D1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**25,838**	**24,376**	**24,379**	**2,196,915**	**45,993**	**16,268**	**123,744**	**186,005**	**2,382,920**	**891,790**	**3,274,710**	**$90,115**	**$97,745**	**$134,325**	**8.5%**	**40.6%**
R1. US Direct Hire (USDH)	**25,155**	**23,717**	**23,723**	**2,195,886**	**45,993**	**16,268**	**108,395**	**170,656**	**2,366,542**	**863,175**	**3,229,717**	**$92,564**	**$99,757**	**$136,143**	**7.8%**	**39.3%**
R1a. Senior Executive Schedule	21	22	23	4,914	1,634	0	539	2,173	7,087	1,500	8,587	$213,652	$308,130	$373,348	44.2%	30.5%
R1b. General Schedule	20,371	19,137	19,205	1,938,269	26,693	15,826	94,948	137,467	2,075,736	730,552	2,806,288	$100,925	$108,083	$146,123	7.1%	37.7%
R1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1d. Wage System	4,763	4,558	4,495	252,703	17,666	442	12,908	31,016	283,719	115,135	398,854	$56,219	$63,119	$88,733	12.3%	45.6%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	15,988	15,988	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	37	36	35	423	0	0	0	0	423	1,652	2,075	$12,086	$12,086	$59,286	0.0%	390.5%
R3. Total Direct Hire	**25,192**	**23,753**	**23,758**	**2,196,309**	**45,993**	**16,268**	**108,395**	**170,656**	**2,366,965**	**864,827**	**3,231,792**	**$92,445**	**$99,628**	**$136,030**	**7.8%**	**39.4%**
R4. Indirect Hire Foreign Nationals (IHFN)	646	623	621	606	0	0	15,349	15,349	15,955	15,367	31,322	$976	$25,692	$50,438	2,532.8%	2,535.8%
Subtotal - Reimbursable Funded (excludes OC 13)	**25,838**	**24,376**	**24,379**	**2,196,915**	**45,993**	**16,268**	**123,744**	**186,005**	**2,382,920**	**880,194**	**3,263,114**	**$90,115**	**$97,745**	**$133,849**	**8.5%**	**40.1%**
R5. Other Object Class 13 Benefits										**11,596**	**11,596**					
R5a. USDH - Benefits of Former Employees										8,024	8,024					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										1,126	1,126					
R5d. Foreign National Separation Liability										2,446	2,446					
Total Personnel (includes OC 13)	**25,838**	**24,376**	**24,379**	**2,196,915**	**45,993**	**16,268**	**123,744**	**186,005**	**2,382,920**	**891,790**	**3,274,710**	**$90,115**	**$97,745**	**$134,325**	**8.5%**	**40.6%**
T1. US Direct Hire (USDH)	**25,155**	**23,717**	**23,723**	**2,195,886**	**45,993**	**16,268**	**108,395**	**170,656**	**2,366,542**	**863,175**	**3,229,717**	**$92,564**	**$99,757**	**$136,143**	**7.8%**	**39.3%**
T1a. Senior Executive Schedule	21	22	23	4,914	1,634	0	539	2,173	7,087	1,500	8,587	$213,652	$308,130	$373,348	44.2%	30.5%
T1b. General Schedule	20,371	19,137	19,205	1,938,269	26,693	15,826	94,948	137,467	2,075,736	730,552	2,806,288	$100,925	$108,083	$146,123	7.1%	37.7%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T1d. Wage System	4,763	4,558	4,495	252,703	17,666	442	12,908	31,016	283,719	115,135	398,854	$56,219	$63,119	$88,733	12.3%	45.6%
T1e. Highly Qualified Experts	0	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	15,988	15,988	$0	$0	$0	0.0%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	37	36	35	423	0	0	0	0	423	1,652	2,075	$12,086	$12,086	$59,286	0.0%	390.5%
T3. Total Direct Hire	**25,192**	**23,753**	**23,758**	**2,196,309**	**45,993**	**16,268**	**108,395**	**170,656**	**2,366,965**	**864,827**	**3,231,792**	**$92,445**	**$99,628**	**$136,030**	**7.8%**	**39.4%**
T4. Indirect Hire Foreign Nationals (IHFN)	646	623	621	606	0	0	15,349	15,349	15,955	15,367	31,322	$976	$25,692	$50,438	2,532.8%	2,535.8%
Subtotal - Total Funded (excludes OC 13)	**25,838**	**24,376**	**24,379**	**2,196,915**	**45,993**	**16,268**	**123,744**	**186,005**	**2,382,920**	**880,194**	**3,263,114**	**$90,115**	**$97,745**	**$133,849**	**8.5%**	**40.1%**
T5. Other Object Class 13 Benefits										**11,596**	**11,596**					
T5a. USDH - Benefits of Former Employees										8,024	8,024					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										1,126	1,126					
T5d. Foreign National Separation Liability										2,446	2,446					

Working Capital Fund, Defense

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Defense Logistics Agency
($ in Thousands)

	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	Rates: Basic Comp	Rates: Total Comp	Rates: Comp & Benefits	Rates: % BC Variables	Rates: % 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)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
D1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**25,820**	**25,176**	**24,849**	**2,425,531**	**41,087**	**9,378**	**119,457**	**169,922**	**2,595,453**	**830,548**	**3,426,001**	**$97,611**	**$104,449**	**$137,873**	**7.0%**	**34.2%**
R1. US Direct Hire (USDH)	**25,143**	**24,499**	**24,172**	**2,422,304**	**41,087**	**9,378**	**119,457**	**169,922**	**2,592,226**	**793,028**	**3,385,254**	**$100,211**	**$107,241**	**$140,049**	**7.0%**	**32.7%**
R1a. Senior Executive Schedule	24	24	24	4,918	0	14	351	365	5,283	1,246	6,529	$204,917	$220,125	$272,042	7.4%	25.3%
R1b. General Schedule	20,796	20,408	20,192	2,146,851	31,006	8,985	107,202	147,193	2,294,044	660,583	2,954,627	$106,322	$113,612	$146,327	6.9%	30.8%
R1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1d. Wage System	4,323	4,067	3,956	270,535	10,081	379	11,904	22,364	292,899	111,062	403,961	$68,386	$74,039	$102,113	8.3%	41.1%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	20,137	20,137	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	37	37	37	836	0	0	0	0	836	2,473	3,309	$22,595	$22,595	$89,432	0.0%	295.8%
R3. Total Direct Hire	**25,180**	**24,536**	**24,209**	**2,423,140**	**41,087**	**9,378**	**119,457**	**169,922**	**2,593,062**	**795,501**	**3,388,563**	**$100,093**	**$107,111**	**$139,971**	**7.0%**	**32.8%**
R4. Indirect Hire Foreign Nationals (IHFN)	640	640	640	2,391	0	0	0	0	2,391	20,361	22,752	$3,736	$3,736	$35,550	0.0%	851.6%
Subtotal - Reimbursable Funded (excludes OC 13)	**25,820**	**25,176**	**24,849**	**2,425,531**	**41,087**	**9,378**	**119,457**	**169,922**	**2,595,453**	**815,862**	**3,411,315**	**$97,611**	**$104,449**	**$137,282**	**7.0%**	**33.6%**
R5. Other Object Class 13 Benefits										**14,686**	**14,686**					
R5a. USDH - Benefits of Former Employees										11,499	11,499					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										3,187	3,187					
Total Personnel (includes OC 13)	**25,820**	**25,176**	**24,849**	**2,425,531**	**41,087**	**9,378**	**119,457**	**169,922**	**2,595,453**	**830,548**	**3,426,001**	**$97,611**	**$104,449**	**$137,873**	**7.0%**	**34.2%**
T1. US Direct Hire (USDH)	**25,143**	**24,499**	**24,172**	**2,422,304**	**41,087**	**9,378**	**119,457**	**169,922**	**2,592,226**	**793,028**	**3,385,254**	**$100,211**	**$107,241**	**$140,049**	**7.0%**	**32.7%**
T1a. Senior Executive Schedule	24	24	24	4,918	0	14	351	365	5,283	1,246	6,529	$204,917	$220,125	$272,042	7.4%	25.3%
T1b. General Schedule	20,796	20,408	20,192	2,146,851	31,006	8,985	107,202	147,193	2,294,044	660,583	2,954,627	$106,322	$113,612	$146,327	6.9%	30.8%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T1d. Wage System	4,323	4,067	3,956	270,535	10,081	379	11,904	22,364	292,899	111,062	403,961	$68,386	$74,039	$102,113	8.3%	41.1%
T1e. Highly Qualified Experts	0	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	20,137	20,137	$0	$0	$0	0.0%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	37	37	37	836	0	0	0	0	836	2,473	3,309	$22,595	$22,595	$89,432	0.0%	295.8%
T3. Total Direct Hire	**25,180**	**24,536**	**24,209**	**2,423,140**	**41,087**	**9,378**	**119,457**	**169,922**	**2,593,062**	**795,501**	**3,388,563**	**$100,093**	**$107,111**	**$139,971**	**7.0%**	**32.8%**
T4. Indirect Hire Foreign Nationals (IHFN)	640	640	640	2,391	0	0	0	0	2,391	20,361	22,752	$3,736	$3,736	$35,550	0.0%	851.6%
Subtotal - Total Funded (excludes OC 13)	**25,820**	**25,176**	**24,849**	**2,425,531**	**41,087**	**9,378**	**119,457**	**169,922**	**2,595,453**	**815,862**	**3,411,315**	**$97,611**	**$104,449**	**$137,282**	**7.0%**	**33.6%**
T5. Other Object Class 13 Benefits										**14,686**	**14,686**					
T5a. USDH - Benefits of Former Employees										11,499	11,499					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										3,187	3,187					

Working Capital Fund, Defense

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($ in Thousands)

	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	Rates: Basic Comp	Rates: Total Comp	Rates: Comp & Benefits	Rates: % BC Variables	Rates: % 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)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
D1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**24,929**	**23,875**	**23,906**	**2,365,946**	**40,763**	**9,282**	**118,191**	**168,236**	**2,534,182**	**811,401**	**3,345,583**	**$98,969**	**$106,006**	**$139,947**	**7.1%**	**34.3%**
R1. US Direct Hire (USDH)	**24,263**	**23,209**	**23,240**	**2,362,862**	**40,763**	**9,282**	**118,189**	**168,234**	**2,531,096**	**775,669**	**3,306,765**	**$101,672**	**$108,911**	**$142,288**	**7.1%**	**32.8%**
R1a. Senior Executive Schedule	24	24	24	4,972	0	14	359	373	5,345	1,305	6,650	$207,167	$222,708	$277,083	7.5%	26.2%
R1b. General Schedule	19,748	18,677	18,821	2,093,643	30,938	8,904	106,220	146,062	2,239,705	645,699	2,885,404	$111,240	$119,000	$153,308	7.0%	30.8%
R1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1d. Wage System	4,491	4,508	4,395	264,247	9,825	364	11,610	21,799	286,046	108,340	394,386	$60,124	$65,084	$89,735	8.2%	41.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	20,325	20,325	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	37	37	37	811	0	0	2	2	813	2,493	3,306	$21,919	$21,973	$89,351	0.2%	307.4%
R3. Total Direct Hire	**24,300**	**23,246**	**23,277**	**2,363,673**	**40,763**	**9,282**	**118,191**	**168,236**	**2,531,909**	**778,162**	**3,310,071**	**$101,545**	**$108,773**	**$142,204**	**7.1%**	**32.9%**
R4. Indirect Hire Foreign Nationals (IHFN)	629	629	629	2,273	0	0	0	0	2,273	20,725	22,998	$3,614	$3,614	$36,563	0.0%	911.8%
Subtotal - Reimbursable Funded (excludes OC 13)	**24,929**	**23,875**	**23,906**	**2,365,946**	**40,763**	**9,282**	**118,191**	**168,236**	**2,534,182**	**798,887**	**3,333,069**	**$98,969**	**$106,006**	**$139,424**	**7.1%**	**33.8%**
R5. Other Object Class 13 Benefits										**12,514**	**12,514**					
R5a. USDH - Benefits of Former Employees										11,151	11,151					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										1,363	1,363					
Total Personnel (includes OC 13)	**24,929**	**23,875**	**23,906**	**2,365,946**	**40,763**	**9,282**	**118,191**	**168,236**	**2,534,182**	**811,401**	**3,345,583**	**$98,969**	**$106,006**	**$139,947**	**7.1%**	**34.3%**
T1. US Direct Hire (USDH)	**24,263**	**23,209**	**23,240**	**2,362,862**	**40,763**	**9,282**	**118,189**	**168,234**	**2,531,096**	**775,669**	**3,306,765**	**$101,672**	**$108,911**	**$142,288**	**7.1%**	**32.8%**
T1a. Senior Executive Schedule	24	24	24	4,972	0	14	359	373	5,345	1,305	6,650	$207,167	$222,708	$277,083	7.5%	26.2%
T1b. General Schedule	19,748	18,677	18,821	2,093,643	30,938	8,904	106,220	146,062	2,239,705	645,699	2,885,404	$111,240	$119,000	$153,308	7.0%	30.8%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T1d. Wage System	4,491	4,508	4,395	264,247	9,825	364	11,610	21,799	286,046	108,340	394,386	$60,124	$65,084	$89,735	8.2%	41.0%
T1e. Highly Qualified Experts	0	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	20,325	20,325	$0	$0	$0	0.0%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	37	37	37	811	0	0	2	2	813	2,493	3,306	$21,919	$21,973	$89,351	0.2%	307.4%
T3. Total Direct Hire	**24,300**	**23,246**	**23,277**	**2,363,673**	**40,763**	**9,282**	**118,191**	**168,236**	**2,531,909**	**778,162**	**3,310,071**	**$101,545**	**$108,773**	**$142,204**	**7.1%**	**32.9%**
T4. Indirect Hire Foreign Nationals (IHFN)	629	629	629	2,273	0	0	0	0	2,273	20,725	22,998	$3,614	$3,614	$36,563	0.0%	911.8%
Subtotal - Total Funded (excludes OC 13)	**24,929**	**23,875**	**23,906**	**2,365,946**	**40,763**	**9,282**	**118,191**	**168,236**	**2,534,182**	**798,887**	**3,333,069**	**$98,969**	**$106,006**	**$139,424**	**7.1%**	**33.8%**
T5. Other Object Class 13 Benefits										**12,514**	**12,514**					
T5a. USDH - Benefits of Former Employees										11,151	11,151					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										1,363	1,363					

Working Capital Fund, Defense Commissary Agency

FY 2025	Defense Commissary Agency ($ in Thousands)											Rates				
	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)	**12,976**	**12,188**	**12,615**	**663,483**	**11,460**	**18,336**	**16,043**	**45,839**	**709,322**	**232,406**	**941,728**	**$52,595**	**$56,228**	**$74,651**	**6.9%**	**35.0%**
D1. US Direct Hire (USDH)	**11,378**	**10,489**	**10,974**	**608,989**	**11,460**	**18,336**	**16,043**	**45,839**	**654,828**	**232,406**	**887,234**	**$55,494**	**$59,671**	**$80,849**	**7.5%**	**38.2%**
D1a. Senior Executive Schedule	4	4	5	853	0	0	0	0	853	280	1,133	$170,600	$170,600	$226,600	0.0%	32.8%
D1b. General Schedule	7,655	7,026	7,580	426,292	8,022	12,835	11,230	32,087	458,379	162,684	621,063	$56,239	$60,472	$81,934	7.5%	38.2%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	3,719	3,459	3,389	181,844	3,438	5,501	4,813	13,752	195,596	69,442	265,038	$53,657	$57,715	$78,205	7.6%	38.2%
D1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	559	602	549	22,619	0	0	0	0	22,619	0	22,619	$41,200	$41,200	$41,200	0.0%	0.0%
D3. Total Direct Hire	**11,937**	**11,091**	**11,523**	**631,608**	**11,460**	**18,336**	**16,043**	**45,839**	**677,447**	**232,406**	**909,853**	**$54,813**	**$58,791**	**$78,960**	**7.3%**	**36.8%**
D4. Indirect Hire Foreign Nationals (IHFN)	1,039	1,097	1,092	31,875	0	0	0	0	31,875	0	31,875	$29,190	$29,190	$29,190	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**12,976**	**12,188**	**12,615**	**663,483**	**11,460**	**18,336**	**16,043**	**45,839**	**709,322**	**232,406**	**941,728**	**$52,595**	**$56,228**	**$74,651**	**6.9%**	**35.0%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**12,976**	**12,188**	**12,615**	**663,483**	**11,460**	**18,336**	**16,043**	**45,839**	**709,322**	**232,406**	**941,728**	**$52,595**	**$56,228**	**$74,651**	**6.9%**	**35.0%**
T1. US Direct Hire (USDH)	**11,378**	**10,489**	**10,974**	**608,989**	**11,460**	**18,336**	**16,043**	**45,839**	**654,828**	**232,406**	**887,234**	**$55,494**	**$59,671**	**$80,849**	**7.5%**	**38.2%**
T1a. Senior Executive Schedule	4	4	5	853	0	0	0	0	853	280	1,133	$170,600	$170,600	$226,600	0.0%	32.8%
T1b. General Schedule	7,655	7,026	7,580	426,292	8,022	12,835	11,230	32,087	458,379	162,684	621,063	$56,239	$60,472	$81,934	7.5%	38.2%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T1d. Wage System	3,719	3,459	3,389	181,844	3,438	5,501	4,813	13,752	195,596	69,442	265,038	$53,657	$57,715	$78,205	7.6%	38.2%
T1e. Highly Qualified Experts	0	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%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	559	602	549	22,619	0	0	0	0	22,619	0	22,619	$41,200	$41,200	$41,200	0.0%	0.0%
T3. Total Direct Hire	**11,937**	**11,091**	**11,523**	**631,608**	**11,460**	**18,336**	**16,043**	**45,839**	**677,447**	**232,406**	**909,853**	**$54,813**	**$58,791**	**$78,960**	**7.3%**	**36.8%**
T4. Indirect Hire Foreign Nationals (IHFN)	1,039	1,097	1,092	31,875	0	0	0	0	31,875	0	31,875	$29,190	$29,190	$29,190	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**12,976**	**12,188**	**12,615**	**663,483**	**11,460**	**18,336**	**16,043**	**45,839**	**709,322**	**232,406**	**941,728**	**$52,595**	**$56,228**	**$74,651**	**6.9%**	**35.0%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Working Capital Fund, Defense Commissary Agency

FY 2026	Defense Commissary Agency ($ in Thousands)											Rates				
	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)	**12,925**	**12,905**	**12,615**	**657,074**	**11,556**	**17,538**	**15,346**	**44,440**	**701,514**	**201,767**	**903,281**	**$52,087**	**$55,610**	**$71,604**	**6.8%**	**30.7%**
D1. US Direct Hire (USDH)	**11,173**	**11,104**	**11,030**	**577,919**	**11,556**	**17,538**	**15,346**	**44,440**	**622,359**	**201,235**	**823,594**	**$52,395**	**$56,424**	**$74,669**	**7.7%**	**34.8%**
D1a. Senior Executive Schedule	5	5	5	816	0	0	0	0	816	284	1,100	$163,200	$163,200	$220,000	0.0%	34.8%
D1b. General Schedule	7,718	7,649	7,581	407,454	8,268	12,277	10,742	31,287	438,741	141,905	580,646	$53,747	$57,874	$76,592	7.7%	34.8%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	3,450	3,450	3,444	169,649	3,288	5,261	4,604	13,153	182,802	59,046	241,848	$49,259	$53,078	$70,223	7.8%	34.8%
D1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	608	641	538	38,459	0	0	0	0	38,459	0	38,459	$71,485	$71,485	$71,485	0.0%	0.0%
D3. Total Direct Hire	**11,781**	**11,745**	**11,568**	**616,378**	**11,556**	**17,538**	**15,346**	**44,440**	**660,818**	**201,235**	**862,053**	**$53,283**	**$57,125**	**$74,520**	**7.2%**	**32.6%**
D4. Indirect Hire Foreign Nationals (IHFN)	1,144	1,160	1,047	40,696	0	0	0	0	40,696	0	40,696	$38,869	$38,869	$38,869	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**12,925**	**12,905**	**12,615**	**657,074**	**11,556**	**17,538**	**15,346**	**44,440**	**701,514**	**201,235**	**902,749**	**$52,087**	**$55,610**	**$71,562**	**6.8%**	**30.6%**
D5. Other Object Class 13 Benefits										**532**	**532**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										532	532					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**12,925**	**12,905**	**12,615**	**657,074**	**11,556**	**17,538**	**15,346**	**44,440**	**701,514**	**201,767**	**903,281**	**$52,087**	**$55,610**	**$71,604**	**6.8%**	**30.7%**
T1. US Direct Hire (USDH)	**11,173**	**11,104**	**11,030**	**577,919**	**11,556**	**17,538**	**15,346**	**44,440**	**622,359**	**201,235**	**823,594**	**$52,395**	**$56,424**	**$74,669**	**7.7%**	**34.8%**
T1a. Senior Executive Schedule	5	5	5	816	0	0	0	0	816	284	1,100	$163,200	$163,200	$220,000	0.0%	34.8%
T1b. General Schedule	7,718	7,649	7,581	407,454	8,268	12,277	10,742	31,287	438,741	141,905	580,646	$53,747	$57,874	$76,592	7.7%	34.8%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T1d. Wage System	3,450	3,450	3,444	169,649	3,288	5,261	4,604	13,153	182,802	59,046	241,848	$49,259	$53,078	$70,223	7.8%	34.8%
T1e. Highly Qualified Experts	0	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%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	608	641	538	38,459	0	0	0	0	38,459	0	38,459	$71,485	$71,485	$71,485	0.0%	0.0%
T3. Total Direct Hire	**11,781**	**11,745**	**11,568**	**616,378**	**11,556**	**17,538**	**15,346**	**44,440**	**660,818**	**201,235**	**862,053**	**$53,283**	**$57,125**	**$74,520**	**7.2%**	**32.6%**
T4. Indirect Hire Foreign Nationals (IHFN)	1,144	1,160	1,047	40,696	0	0	0	0	40,696	0	40,696	$38,869	$38,869	$38,869	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**12,925**	**12,905**	**12,615**	**657,074**	**11,556**	**17,538**	**15,346**	**44,440**	**701,514**	**201,235**	**902,749**	**$52,087**	**$55,610**	**$71,562**	**6.8%**	**30.6%**
T5. Other Object Class 13 Benefits										**532**	**532**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										532	532					
T5d. Foreign National Separation Liability										0	0					

Working Capital Fund, Defense Commissary Agency

FY 2027	Defense Commissary Agency ($ in Thousands)											Rates				
	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)	**12,905**	**12,027**	**11,737**	**629,238**	**10,651**	**16,062**	**14,055**	**40,768**	**670,006**	**178,748**	**848,754**	**$53,611**	**$57,085**	**$72,314**	**6.5%**	**28.4%**
D1. US Direct Hire (USDH)	**11,104**	**10,226**	**10,152**	**548,470**	**10,651**	**16,062**	**14,055**	**40,768**	**589,238**	**178,208**	**767,446**	**$54,026**	**$58,042**	**$75,596**	**7.4%**	**32.5%**
D1a. Senior Executive Schedule	5	5	5	747	0	0	0	0	747	255	1,002	$149,400	$149,400	$200,400	0.0%	34.1%
D1b. General Schedule	7,649	7,122	7,054	373,448	7,639	11,243	9,839	28,721	402,169	127,369	529,538	$52,941	$57,013	$75,069	7.7%	34.1%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	3,450	3,099	3,093	174,275	3,012	4,819	4,216	12,047	186,322	50,584	236,906	$56,345	$60,240	$76,594	6.9%	29.0%
D1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	641	641	538	38,881	0	0	0	0	38,881	0	38,881	$72,270	$72,270	$72,270	0.0%	0.0%
D3. Total Direct Hire	**11,745**	**10,867**	**10,690**	**587,351**	**10,651**	**16,062**	**14,055**	**40,768**	**628,119**	**178,208**	**806,327**	**$54,944**	**$58,758**	**$75,428**	**6.9%**	**30.3%**
D4. Indirect Hire Foreign Nationals (IHFN)	1,160	1,160	1,047	41,887	0	0	0	0	41,887	0	41,887	$40,007	$40,007	$40,007	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**12,905**	**12,027**	**11,737**	**629,238**	**10,651**	**16,062**	**14,055**	**40,768**	**670,006**	**178,208**	**848,214**	**$53,611**	**$57,085**	**$72,268**	**6.5%**	**28.3%**
D5. Other Object Class 13 Benefits										**540**	**540**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										540	540					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**12,905**	**12,027**	**11,737**	**629,238**	**10,651**	**16,062**	**14,055**	**40,768**	**670,006**	**178,748**	**848,754**	**$53,611**	**$57,085**	**$72,314**	**6.5%**	**28.4%**
T1. US Direct Hire (USDH)	**11,104**	**10,226**	**10,152**	**548,470**	**10,651**	**16,062**	**14,055**	**40,768**	**589,238**	**178,208**	**767,446**	**$54,026**	**$58,042**	**$75,596**	**7.4%**	**32.5%**
T1a. Senior Executive Schedule	5	5	5	747	0	0	0	0	747	255	1,002	$149,400	$149,400	$200,400	0.0%	34.1%
T1b. General Schedule	7,649	7,122	7,054	373,448	7,639	11,243	9,839	28,721	402,169	127,369	529,538	$52,941	$57,013	$75,069	7.7%	34.1%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T1d. Wage System	3,450	3,099	3,093	174,275	3,012	4,819	4,216	12,047	186,322	50,584	236,906	$56,345	$60,240	$76,594	6.9%	29.0%
T1e. Highly Qualified Experts	0	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%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	641	641	538	38,881	0	0	0	0	38,881	0	38,881	$72,270	$72,270	$72,270	0.0%	0.0%
T3. Total Direct Hire	**11,745**	**10,867**	**10,690**	**587,351**	**10,651**	**16,062**	**14,055**	**40,768**	**628,119**	**178,208**	**806,327**	**$54,944**	**$58,758**	**$75,428**	**6.9%**	**30.3%**
T4. Indirect Hire Foreign Nationals (IHFN)	1,160	1,160	1,047	41,887	0	0	0	0	41,887	0	41,887	$40,007	$40,007	$40,007	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**12,905**	**12,027**	**11,737**	**629,238**	**10,651**	**16,062**	**14,055**	**40,768**	**670,006**	**178,208**	**848,214**	**$53,611**	**$57,085**	**$72,268**	**6.5%**	**28.3%**
T5. Other Object Class 13 Benefits										**540**	**540**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										540	540					
T5d. Foreign National Separation Liability										0	0					

Building Maintenance Fund

FY 2025	Washington Headquarters Services ($ in Thousands)											Rates				
	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%**	**0.0%**
D1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
D1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**139**	**134**	**134**	**17,489**	**780**	**782**	**1,237**	**2,799**	**20,288**	**7,280**	**27,568**	**$130,515**	**$151,403**	**$205,731**	**16.0%**	**41.6%**
R1. US Direct Hire (USDH)	**139**	**134**	**134**	**17,489**	**780**	**782**	**1,237**	**2,799**	**20,288**	**7,280**	**27,568**	**$130,515**	**$151,403**	**$205,731**	**16.0%**	**41.6%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	139	134	134	17,489	780	782	1,237	2,799	20,288	7,280	27,568	$130,515	$151,403	$205,731	16.0%	41.6%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**139**	**134**	**134**	**17,489**	**780**	**782**	**1,237**	**2,799**	**20,288**	**7,280**	**27,568**	**$130,515**	**$151,403**	**$205,731**	**16.0%**	**41.6%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**139**	**134**	**134**	**17,489**	**780**	**782**	**1,237**	**2,799**	**20,288**	**7,280**	**27,568**	**$130,515**	**$151,403**	**$205,731**	**16.0%**	**41.6%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**139**	**134**	**134**	**17,489**	**780**	**782**	**1,237**	**2,799**	**20,288**	**7,280**	**27,568**	**$130,515**	**$151,403**	**$205,731**	**16.0%**	**41.6%**
T1. US Direct Hire (USDH)	**139**	**134**	**134**	**17,489**	**780**	**782**	**1,237**	**2,799**	**20,288**	**7,280**	**27,568**	**$130,515**	**$151,403**	**$205,731**	**16.0%**	**41.6%**
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T1b. General Schedule	139	134	134	17,489	780	782	1,237	2,799	20,288	7,280	27,568	$130,515	$151,403	$205,731	16.0%	41.6%
T1c. Special Schedule	0	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%	0.0%
T1e. Highly Qualified Experts	0	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%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**139**	**134**	**134**	**17,489**	**780**	**782**	**1,237**	**2,799**	**20,288**	**7,280**	**27,568**	**$130,515**	**$151,403**	**$205,731**	**16.0%**	**41.6%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**139**	**134**	**134**	**17,489**	**780**	**782**	**1,237**	**2,799**	**20,288**	**7,280**	**27,568**	**$130,515**	**$151,403**	**$205,731**	**16.0%**	**41.6%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Building Maintenance Fund

FY 2026	Washington Headquarters Services ($ in Thousands)											Rates				
	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%**	**0.0%**
D1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
D1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**34**	**134**	**134**	**15,358**	**569**	**333**	**408**	**1,310**	**16,668**	**5,521**	**22,189**	**$114,612**	**$124,388**	**$165,590**	**8.5%**	**35.9%**
R1. US Direct Hire (USDH)	**34**	**134**	**134**	**15,358**	**569**	**333**	**408**	**1,310**	**16,668**	**5,423**	**22,091**	**$114,612**	**$124,388**	**$164,858**	**8.5%**	**35.3%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	34	134	134	15,358	569	333	408	1,310	16,668	5,423	22,091	$114,612	$124,388	$164,858	8.5%	35.3%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**34**	**134**	**134**	**15,358**	**569**	**333**	**408**	**1,310**	**16,668**	**5,423**	**22,091**	**$114,612**	**$124,388**	**$164,858**	**8.5%**	**35.3%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**34**	**134**	**134**	**15,358**	**569**	**333**	**408**	**1,310**	**16,668**	**5,423**	**22,091**	**$114,612**	**$124,388**	**$164,858**	**8.5%**	**35.3%**
R5. Other Object Class 13 Benefits										**98**	**98**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										98	98					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**34**	**134**	**134**	**15,358**	**569**	**333**	**408**	**1,310**	**16,668**	**5,521**	**22,189**	**$114,612**	**$124,388**	**$165,590**	**8.5%**	**35.9%**
T1. US Direct Hire (USDH)	**34**	**134**	**134**	**15,358**	**569**	**333**	**408**	**1,310**	**16,668**	**5,423**	**22,091**	**$114,612**	**$124,388**	**$164,858**	**8.5%**	**35.3%**
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T1b. General Schedule	34	134	134	15,358	569	333	408	1,310	16,668	5,423	22,091	$114,612	$124,388	$164,858	8.5%	35.3%
T1c. Special Schedule	0	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%	0.0%
T1e. Highly Qualified Experts	0	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%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**34**	**134**	**134**	**15,358**	**569**	**333**	**408**	**1,310**	**16,668**	**5,423**	**22,091**	**$114,612**	**$124,388**	**$164,858**	**8.5%**	**35.3%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**34**	**134**	**134**	**15,358**	**569**	**333**	**408**	**1,310**	**16,668**	**5,423**	**22,091**	**$114,612**	**$124,388**	**$164,858**	**8.5%**	**35.3%**
T5. Other Object Class 13 Benefits										**98**	**98**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										98	98					
T5d. Foreign National Separation Liability										0	0					

Building Maintenance Fund

FY 2027	Washington Headquarters Services ($ in Thousands)											Rates				
	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%**	**0.0%**
D1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
D1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**134**	**134**	**134**	**15,662**	**577**	**342**	**630**	**1,549**	**17,211**	**5,512**	**22,723**	**$116,881**	**$128,440**	**$169,575**	**9.9%**	**35.2%**
R1. US Direct Hire (USDH)	**134**	**134**	**134**	**15,662**	**577**	**342**	**630**	**1,549**	**17,211**	**5,413**	**22,624**	**$116,881**	**$128,440**	**$168,836**	**9.9%**	**34.6%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	134	134	134	15,662	577	342	630	1,549	17,211	5,413	22,624	$116,881	$128,440	$168,836	9.9%	34.6%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**134**	**134**	**134**	**15,662**	**577**	**342**	**630**	**1,549**	**17,211**	**5,413**	**22,624**	**$116,881**	**$128,440**	**$168,836**	**9.9%**	**34.6%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**134**	**134**	**134**	**15,662**	**577**	**342**	**630**	**1,549**	**17,211**	**5,413**	**22,624**	**$116,881**	**$128,440**	**$168,836**	**9.9%**	**34.6%**
R5. Other Object Class 13 Benefits										**99**	**99**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										99	99					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**134**	**134**	**134**	**15,662**	**577**	**342**	**630**	**1,549**	**17,211**	**5,512**	**22,723**	**$116,881**	**$128,440**	**$169,575**	**9.9%**	**35.2%**
T1. US Direct Hire (USDH)	**134**	**134**	**134**	**15,662**	**577**	**342**	**630**	**1,549**	**17,211**	**5,413**	**22,624**	**$116,881**	**$128,440**	**$168,836**	**9.9%**	**34.6%**
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T1b. General Schedule	134	134	134	15,662	577	342	630	1,549	17,211	5,413	22,624	$116,881	$128,440	$168,836	9.9%	34.6%
T1c. Special Schedule	0	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%	0.0%
T1e. Highly Qualified Experts	0	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%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**134**	**134**	**134**	**15,662**	**577**	**342**	**630**	**1,549**	**17,211**	**5,413**	**22,624**	**$116,881**	**$128,440**	**$168,836**	**9.9%**	**34.6%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**134**	**134**	**134**	**15,662**	**577**	**342**	**630**	**1,549**	**17,211**	**5,413**	**22,624**	**$116,881**	**$128,440**	**$168,836**	**9.9%**	**34.6%**
T5. Other Object Class 13 Benefits										**99**	**99**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										99	99					
T5d. Foreign National Separation Liability										0	0					

Pentagon Reservation Maintenance Revolving Fund

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FY 2025 ($ in Thousands)	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
Direct Funded Personnel (includes OC 13)	**106**	**130**	**129**	**135**	**162**	**112**	**7,992**	**8,266**	**8,401**	**12,333**	**20,734**
D1. US Direct Hire (USDH)	**104**	**130**	**127**	**131**	**160**	**108**	**7,990**	**8,258**	**8,389**	**12,321**	**20,710**
D1a. Senior Executive Schedule	100	130	123	123	156	100	7,987	8,243	8,366	12,313	20,679
D1b. General Schedule	1	0	1	2	1	2	1	4	6	2	8
D1c. Special Schedule	1	0	1	2	1	2	0	3	5	2	7
D1d. Wage System	0	0	0	0	0	0	0	0	0	0	0
D1e. Highly Qualified Experts	1	0	1	2	1	2	1	4	6	2	8
D1f. Other	1	0	1	2	1	2	1	4	6	2	8
D2. Direct Hire Foreign Nationals (DHFN)	1	0	1	2	1	2	1	4	6	2	8
D3. Total Direct Hire	**105**	**130**	**128**	**133**	**161**	**110**	**7,991**	**8,262**	**8,395**	**12,323**	**20,718**
D4. Indirect Hire Foreign Nationals (IHFN)	1	0	1	2	1	2	1	4	6	2	8
Subtotal - Direct Funded (excludes OC 13)	**106**	**130**	**129**	**135**	**162**	**112**	**7,992**	**8,266**	**8,401**	**12,325**	**20,726**
D5. Other Object Class 13 Benefits										**8**	**8**
D5a. USDH - Benefits of Former Employees										2	2
D5b. DHFN - Benefits of Former Employees										2	2
D5c. Voluntary Separation Incentive Pay (VSIP)										2	2
D5d. Foreign National Separation Liability										2	2
Reimbursable Funded Personnel (includes OC 13)	**107**	**34**	**107**	**24**	**8**	**16**	**8**	**32**	**56**	**24**	**80**
R1. US Direct Hire (USDH)	**105**	**30**	**105**	**20**	**6**	**12**	**6**	**24**	**44**	**12**	**56**
R1a. Senior Executive Schedule	100	20	100	10	1	2	1	4	14	2	16
R1b. General Schedule	1	2	1	2	1	2	1	4	6	2	8
R1c. Special Schedule	1	2	1	2	1	2	1	4	6	2	8
R1d. Wage System	1	2	1	2	1	2	1	4	6	2	8
R1e. Highly Qualified Experts	1	2	1	2	1	2	1	4	6	2	8
R1f. Other	1	2	1	2	1	2	1	4	6	2	8
R2. Direct Hire Foreign Nationals (DHFN)	1	2	1	2	1	2	1	4	6	2	8
R3. Total Direct Hire	**106**	**32**	**106**	**22**	**7**	**14**	**7**	**28**	**50**	**14**	**64**
R4. Indirect Hire Foreign Nationals (IHFN)	1	2	1	2	1	2	1	4	6	2	8
Subtotal - Reimbursable Funded (excludes OC 13)	**107**	**34**	**107**	**24**	**8**	**16**	**8**	**32**	**56**	**16**	**72**
R5. Other Object Class 13 Benefits										**8**	**8**
R5a. USDH - Benefits of Former Employees										2	2
R5b. DHFN - Benefits of Former Employees										2	2
R5c. Voluntary Separation Incentive Pay (VSIP)										2	2
R5d. Foreign National Separation Liability										2	2
Total Personnel (includes OC 13)	**213**	**164**	**236**	**159**	**170**	**128**	**8,000**	**8,298**	**8,457**	**12,357**	**20,814**
T1. US Direct Hire (USDH)	**209**	**160**	**232**	**151**	**166**	**120**	**7,996**	**8,282**	**8,433**	**12,333**	**20,766**
T1a. Senior Executive Schedule	200	150	223	133	157	102	7,988	8,247	8,380	12,315	20,695
T1b. General Schedule	2	2	2	4	2	4	2	8	12	4	16
T1c. Special Schedule	2	2	2	4	2	4	1	7	11	4	15
T1d. Wage System	1	2	1	2	1	2	1	4	6	2	8
T1e. Highly Qualified Experts	2	2	2	4	2	4	2	8	12	4	16
T1f. Other	2	2	2	4	2	4	2	8	12	4	16
T2. Direct Hire Foreign Nationals (DHFN)	2	2	2	4	2	4	2	8	12	4	16
T3. Total Direct Hire	**211**	**162**	**234**	**155**	**168**	**124**	**7,998**	**8,290**	**8,445**	**12,337**	**20,782**
T4. Indirect Hire Foreign Nationals (IHFN)	2	2	2	4	2	4	2	8	12	4	16
Subtotal - Total Funded (excludes OC 13)	**213**	**164**	**236**	**159**	**170**	**128**	**8,000**	**8,298**	**8,457**	**12,341**	**20,798**
T5. Other Object Class 13 Benefits										**16**	**16**
T5a. USDH - Benefits of Former Employees										4	4
T5b. DHFN - Benefits of Former Employees										4	4
T5c. Voluntary Separation Incentive Pay (VSIP)										4	4
T5d. Foreign National Separation Liability										4	4

Rates

Basic Comp	Total Comp	Comp & Benefits	% BC Variables	% BC Benefits
$1,047	**$65,124**	**$160,729**	**6,123.0%**	**9,135.6%**
$1,031	**$66,055**	**$163,071**	**6,303.8%**	**9,405.3%**
$1,000	$68,016	$168,122	6,701.6%	10,010.6%
$2,000	$6,000	$8,000	200.0%	100.0%
$2,000	$5,000	$7,000	150.0%	100.0%
$0	$0	$0	0.0%	0.0%
$2,000	$6,000	$8,000	200.0%	100.0%
$2,000	$6,000	$8,000	200.0%	100.0%
$2,000	$6,000	$8,000	200.0%	100.0%
$1,039	**$65,586**	**$161,859**	**6,212.0%**	**9,265.4%**
$2,000	$6,000	$8,000	200.0%	100.0%
$1,047	**$65,124**	**$160,667**	**6,123.0%**	**9,129.6%**
$224	**$523**	**$748**	**133.3%**	**100.0%**
$190	**$419**	**$533**	**120.0%**	**60.0%**
$100	$140	$160	40.0%	20.0%
$2,000	$6,000	$8,000	200.0%	100.0%
$2,000	$6,000	$8,000	200.0%	100.0%
$2,000	$6,000	$8,000	200.0%	100.0%
$2,000	$6,000	$8,000	200.0%	100.0%
$2,000	$6,000	$8,000	200.0%	100.0%
$2,000	$6,000	$8,000	200.0%	100.0%
$208	**$472**	**$604**	**127.3%**	**63.6%**
$2,000	$6,000	$8,000	200.0%	100.0%
$224	**$523**	**$673**	**133.3%**	**66.7%**
$674	**$35,835**	**$88,195**	**5,218.9%**	**7,771.7%**
$651	**$36,349**	**$89,509**	**5,484.8%**	**8,167.5%**
$596	$37,578	$92,803	6,200.8%	9,259.4%
$2,000	$6,000	$8,000	200.0%	100.0%
$2,000	$5,500	$7,500	175.0%	100.0%
$2,000	$6,000	$8,000	200.0%	100.0%
$2,000	$6,000	$8,000	200.0%	100.0%
$2,000	$6,000	$8,000	200.0%	100.0%
$2,000	$6,000	$8,000	200.0%	100.0%
$662	**$36,090**	**$88,812**	**5,348.4%**	**7,959.4%**
$2,000	$6,000	$8,000	200.0%	100.0%
$674	**$35,835**	**$88,127**	**5,218.9%**	**7,761.6%**

Pentagon Reservation Maintenance Revolving Fund

Washington Headquarters Services

FY 2026 ($ in Thousands)	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	Rates: Basic Comp	Rates: Total Comp	Rates: Comp & Benefits	Rates: % BC Variables	Rates: % BC Benefits
Direct Funded Personnel (includes OC 13)	**6**	**5,468**	**710**	**0**	**46**	**0**	**0**	**46**	**46**	**65,514**	**65,560**	**$0**	**$65**	**$92,338**	**0.0%**	**0.0%**
D1. US Direct Hire (USDH)	**4**	**5,464**	**708**	**0**	**46**	**0**	**0**	**46**	**46**	**65,514**	**65,560**	**$0**	**$65**	**$92,599**	**0.0%**	**0.0%**
D1a. Senior Executive Schedule	0	0	654	0	46	0	0	46	46	65,514	65,560	$0	$70	$100,245	0.0%	0.0%
D1b. General Schedule	0	5,464	54	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1c. Special Schedule	1	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	1	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1e. Highly Qualified Experts	1	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1f. Other	1	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	1	2	1	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**5**	**5,466**	**709**	**0**	**46**	**0**	**0**	**46**	**46**	**65,514**	**65,560**	**$0**	**$65**	**$92,468**	**0.0%**	**0.0%**
D4. Indirect Hire Foreign Nationals (IHFN)	1	2	1	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**6**	**5,468**	**710**	**0**	**46**	**0**	**0**	**46**	**46**	**65,514**	**65,560**	**$0**	**$65**	**$92,338**	**0.0%**	**0.0%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**8**	**0**	**654**	**668**	**7**	**14**	**8**	**29**	**697**	**24**	**721**	**$1,021**	**$1,066**	**$1,102**	**4.3%**	**3.6%**
R1. US Direct Hire (USDH)	**6**	**0**	**654**	**664**	**5**	**10**	**6**	**21**	**685**	**12**	**697**	**$1,015**	**$1,047**	**$1,066**	**3.2%**	**1.8%**
R1a. Senior Executive Schedule	1	0	654	654	0	0	1	1	655	2	657	$1,000	$1,002	$1,005	0.2%	0.3%
R1b. General Schedule	1	0	0	2	1	2	1	4	6	2	8	$0	$0	$0	200.0%	100.0%
R1c. Special Schedule	1	0	0	2	1	2	1	4	6	2	8	$0	$0	$0	200.0%	100.0%
R1d. Wage System	1	0	0	2	1	2	1	4	6	2	8	$0	$0	$0	200.0%	100.0%
R1e. Highly Qualified Experts	1	0	0	2	1	2	1	4	6	2	8	$0	$0	$0	200.0%	100.0%
R1f. Other	1	0	0	2	1	2	1	4	6	2	8	$0	$0	$0	200.0%	100.0%
R2. Direct Hire Foreign Nationals (DHFN)	1	0	0	2	1	2	1	4	6	2	8	$0	$0	$0	200.0%	100.0%
R3. Total Direct Hire	**7**	**0**	**654**	**666**	**6**	**12**	**7**	**25**	**691**	**14**	**705**	**$1,018**	**$1,057**	**$1,078**	**3.8%**	**2.1%**
R4. Indirect Hire Foreign Nationals (IHFN)	1	0	0	2	1	2	1	4	6	2	8	$0	$0	$0	200.0%	100.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**8**	**0**	**654**	**668**	**7**	**14**	**8**	**29**	**697**	**16**	**713**	**$1,021**	**$1,066**	**$1,090**	**4.3%**	**2.4%**
R5. Other Object Class 13 Benefits										**8**	**8**					
R5a. USDH - Benefits of Former Employees										2	2					
R5b. DHFN - Benefits of Former Employees										2	2					
R5c. Voluntary Separation Incentive Pay (VSIP)										2	2					
R5d. Foreign National Separation Liability										2	2					
Total Personnel (includes OC 13)	**14**	**5,468**	**1,364**	**668**	**53**	**14**	**8**	**75**	**743**	**65,538**	**66,281**	**$490**	**$545**	**$48,593**	**11.2%**	**9,811.1%**
T1. US Direct Hire (USDH)	**10**	**5,464**	**1,362**	**664**	**51**	**10**	**6**	**67**	**731**	**65,526**	**66,257**	**$488**	**$537**	**$48,647**	**10.1%**	**9,868.4%**
T1a. Senior Executive Schedule	1	0	1,308	654	46	0	1	47	701	65,516	66,217	$500	$536	$50,625	7.2%	10,017.7%
T1b. General Schedule	1	5,464	54	2	1	2	1	4	6	2	8	$37	$111	$148	200.0%	100.0%
T1c. Special Schedule	2	0	0	2	1	2	1	4	6	2	8	$0	$0	$0	200.0%	100.0%
T1d. Wage System	2	0	0	2	1	2	1	4	6	2	8	$0	$0	$0	200.0%	100.0%
T1e. Highly Qualified Experts	2	0	0	2	1	2	1	4	6	2	8	$0	$0	$0	200.0%	100.0%
T1f. Other	2	0	0	2	1	2	1	4	6	2	8	$0	$0	$0	200.0%	100.0%
T2. Direct Hire Foreign Nationals (DHFN)	2	2	1	2	1	2	1	4	6	2	8	$2,000	$6,000	$8,000	200.0%	100.0%
T3. Total Direct Hire	**12**	**5,466**	**1,363**	**666**	**52**	**12**	**7**	**71**	**737**	**65,528**	**66,265**	**$489**	**$541**	**$48,617**	**10.7%**	**9,839.0%**
T4. Indirect Hire Foreign Nationals (IHFN)	2	2	1	2	1	2	1	4	6	2	8	$2,000	$6,000	$8,000	200.0%	100.0%
Subtotal - Total Funded (excludes OC 13)	**14**	**5,468**	**1,364**	**668**	**53**	**14**	**8**	**75**	**743**	**65,530**	**66,273**	**$490**	**$545**	**$48,587**	**11.2%**	**9,809.9%**
T5. Other Object Class 13 Benefits										**8**	**8**					
T5a. USDH - Benefits of Former Employees										2	2					
T5b. DHFN - Benefits of Former Employees										2	2					
T5c. Voluntary Separation Incentive Pay (VSIP)										2	2					
T5d. Foreign National Separation Liability										2	2					

Pentagon Reservation Maintenance Revolving Fund

FY 2027	Washington Headquarters Services ($ in Thousands)											Rates				
	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%**	**0.0%**
D1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
D1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
T1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
T1a. Senior Executive Schedule	0	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%	0.0%
T1c. Special Schedule	0	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%	0.0%
T1e. Highly Qualified Experts	0	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%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Working Capital Fund, Defense

Defense Counterintelligence and Security Agency

FY 2025	($ in Thousands)											Rates				
	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%**	**0.0%**
D1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
D1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**3,725**	**4,552**	**4,315**	**505,031**	**36,469**	**6**	**2,529**	**39,004**	**544,035**	**192,481**	**736,516**	**$117,041**	**$126,080**	**$170,687**	**7.7%**	**38.1%**
R1. US Direct Hire (USDH)	**3,725**	**4,552**	**4,315**	**505,031**	**36,469**	**6**	**2,529**	**39,004**	**544,035**	**192,481**	**736,516**	**$117,041**	**$126,080**	**$170,687**	**7.7%**	**38.1%**
R1a. Senior Executive Schedule	12	10	10	1,600	3,647	0	253	3,900	5,500	530	6,030	$160,000	$550,000	$603,000	243.8%	33.1%
R1b. General Schedule	3,703	4,533	4,296	502,008	29,175	6	2,023	31,204	533,212	190,871	724,083	$116,855	$124,118	$168,548	6.2%	38.0%
R1c. Special Schedule	10	9	9	1,423	3,647	0	253	3,900	5,323	480	5,803	$158,111	$591,444	$644,778	274.1%	33.7%
R1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	600	600	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**3,725**	**4,552**	**4,315**	**505,031**	**36,469**	**6**	**2,529**	**39,004**	**544,035**	**192,481**	**736,516**	**$117,041**	**$126,080**	**$170,687**	**7.7%**	**38.1%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**3,725**	**4,552**	**4,315**	**505,031**	**36,469**	**6**	**2,529**	**39,004**	**544,035**	**192,481**	**736,516**	**$117,041**	**$126,080**	**$170,687**	**7.7%**	**38.1%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**3,725**	**4,552**	**4,315**	**505,031**	**36,469**	**6**	**2,529**	**39,004**	**544,035**	**192,481**	**736,516**	**$117,041**	**$126,080**	**$170,687**	**7.7%**	**38.1%**
T1. US Direct Hire (USDH)	**3,725**	**4,552**	**4,315**	**505,031**	**36,469**	**6**	**2,529**	**39,004**	**544,035**	**192,481**	**736,516**	**$117,041**	**$126,080**	**$170,687**	**7.7%**	**38.1%**
T1a. Senior Executive Schedule	12	10	10	1,600	3,647	0	253	3,900	5,500	530	6,030	$160,000	$550,000	$603,000	243.8%	33.1%
T1b. General Schedule	3,703	4,533	4,296	502,008	29,175	6	2,023	31,204	533,212	190,871	724,083	$116,855	$124,118	$168,548	6.2%	38.0%
T1c. Special Schedule	10	9	9	1,423	3,647	0	253	3,900	5,323	480	5,803	$158,111	$591,444	$644,778	274.1%	33.7%
T1d. Wage System	0	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%	0.0%
T1f. Other	0	0	0	0	0	0	0	0	0	600	600	$0	$0	$0	0.0%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**3,725**	**4,552**	**4,315**	**505,031**	**36,469**	**6**	**2,529**	**39,004**	**544,035**	**192,481**	**736,516**	**$117,041**	**$126,080**	**$170,687**	**7.7%**	**38.1%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**3,725**	**4,552**	**4,315**	**505,031**	**36,469**	**6**	**2,529**	**39,004**	**544,035**	**192,481**	**736,516**	**$117,041**	**$126,080**	**$170,687**	**7.7%**	**38.1%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Working Capital Fund, Defense

FY 2026	Defense Counterintelligence and Security Agency ($ in Thousands)											Rates				
	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%**	**0.0%**
D1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
D1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**4,552**	**4,060**	**3,894**	**447,246**	**6,000**	**6**	**18,593**	**24,599**	**471,845**	**169,954**	**641,799**	**$114,855**	**$121,172**	**$164,817**	**5.5%**	**38.0%**
R1. US Direct Hire (USDH)	**4,552**	**4,060**	**3,894**	**447,246**	**6,000**	**6**	**18,593**	**24,599**	**471,845**	**169,954**	**641,799**	**$114,855**	**$121,172**	**$164,817**	**5.5%**	**38.0%**
R1a. Senior Executive Schedule	10	11	11	1,724	0	0	206	206	1,930	580	2,510	$156,727	$175,455	$228,182	11.9%	33.6%
R1b. General Schedule	4,533	4,035	3,869	443,479	6,000	6	17,946	23,952	467,431	168,074	635,505	$114,624	$120,814	$164,256	5.4%	37.9%
R1c. Special Schedule	9	14	14	2,043	0	0	441	441	2,484	700	3,184	$145,929	$177,429	$227,429	21.6%	34.3%
R1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	600	600	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**4,552**	**4,060**	**3,894**	**447,246**	**6,000**	**6**	**18,593**	**24,599**	**471,845**	**169,954**	**641,799**	**$114,855**	**$121,172**	**$164,817**	**5.5%**	**38.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**4,552**	**4,060**	**3,894**	**447,246**	**6,000**	**6**	**18,593**	**24,599**	**471,845**	**169,954**	**641,799**	**$114,855**	**$121,172**	**$164,817**	**5.5%**	**38.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**4,552**	**4,060**	**3,894**	**447,246**	**6,000**	**6**	**18,593**	**24,599**	**471,845**	**169,954**	**641,799**	**$114,855**	**$121,172**	**$164,817**	**5.5%**	**38.0%**
T1. US Direct Hire (USDH)	**4,552**	**4,060**	**3,894**	**447,246**	**6,000**	**6**	**18,593**	**24,599**	**471,845**	**169,954**	**641,799**	**$114,855**	**$121,172**	**$164,817**	**5.5%**	**38.0%**
T1a. Senior Executive Schedule	10	11	11	1,724	0	0	206	206	1,930	580	2,510	$156,727	$175,455	$228,182	11.9%	33.6%
T1b. General Schedule	4,533	4,035	3,869	443,479	6,000	6	17,946	23,952	467,431	168,074	635,505	$114,624	$120,814	$164,256	5.4%	37.9%
T1c. Special Schedule	9	14	14	2,043	0	0	441	441	2,484	700	3,184	$145,929	$177,429	$227,429	21.6%	34.3%
T1d. Wage System	0	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%	0.0%
T1f. Other	0	0	0	0	0	0	0	0	0	600	600	$0	$0	$0	0.0%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**4,552**	**4,060**	**3,894**	**447,246**	**6,000**	**6**	**18,593**	**24,599**	**471,845**	**169,954**	**641,799**	**$114,855**	**$121,172**	**$164,817**	**5.5%**	**38.0%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**4,552**	**4,060**	**3,894**	**447,246**	**6,000**	**6**	**18,593**	**24,599**	**471,845**	**169,954**	**641,799**	**$114,855**	**$121,172**	**$164,817**	**5.5%**	**38.0%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Working Capital Fund, Defense

FY 2027	Defense Counterintelligence and Security Agency ($ in Thousands)											Rates				
	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%**	**0.0%**
D1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
D1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**4,060**	**3,872**	**3,650**	**423,136**	**6,000**	**6**	**17,267**	**23,273**	**446,409**	**160,792**	**607,201**	**$115,928**	**$122,304**	**$166,356**	**5.5%**	**38.0%**
R1. US Direct Hire (USDH)	**4,060**	**3,872**	**3,650**	**423,136**	**6,000**	**6**	**17,267**	**23,273**	**446,409**	**160,792**	**607,201**	**$115,928**	**$122,304**	**$166,356**	**5.5%**	**38.0%**
R1a. Senior Executive Schedule	11	11	11	1,704	0	0	206	206	1,910	600	2,510	$154,909	$173,636	$228,182	12.1%	35.2%
R1b. General Schedule	4,035	3,847	3,625	419,389	6,000	6	16,620	22,626	442,015	158,892	600,907	$115,694	$121,935	$165,767	5.4%	37.9%
R1c. Special Schedule	14	14	14	2,043	0	0	441	441	2,484	700	3,184	$145,929	$177,429	$227,429	21.6%	34.3%
R1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	600	600	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**4,060**	**3,872**	**3,650**	**423,136**	**6,000**	**6**	**17,267**	**23,273**	**446,409**	**160,792**	**607,201**	**$115,928**	**$122,304**	**$166,356**	**5.5%**	**38.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**4,060**	**3,872**	**3,650**	**423,136**	**6,000**	**6**	**17,267**	**23,273**	**446,409**	**160,792**	**607,201**	**$115,928**	**$122,304**	**$166,356**	**5.5%**	**38.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**4,060**	**3,872**	**3,650**	**423,136**	**6,000**	**6**	**17,267**	**23,273**	**446,409**	**160,792**	**607,201**	**$115,928**	**$122,304**	**$166,356**	**5.5%**	**38.0%**
T1. US Direct Hire (USDH)	**4,060**	**3,872**	**3,650**	**423,136**	**6,000**	**6**	**17,267**	**23,273**	**446,409**	**160,792**	**607,201**	**$115,928**	**$122,304**	**$166,356**	**5.5%**	**38.0%**
T1a. Senior Executive Schedule	11	11	11	1,704	0	0	206	206	1,910	600	2,510	$154,909	$173,636	$228,182	12.1%	35.2%
T1b. General Schedule	4,035	3,847	3,625	419,389	6,000	6	16,620	22,626	442,015	158,892	600,907	$115,694	$121,935	$165,767	5.4%	37.9%
T1c. Special Schedule	14	14	14	2,043	0	0	441	441	2,484	700	3,184	$145,929	$177,429	$227,429	21.6%	34.3%
T1d. Wage System	0	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%	0.0%
T1f. Other	0	0	0	0	0	0	0	0	0	600	600	$0	$0	$0	0.0%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**4,060**	**3,872**	**3,650**	**423,136**	**6,000**	**6**	**17,267**	**23,273**	**446,409**	**160,792**	**607,201**	**$115,928**	**$122,304**	**$166,356**	**5.5%**	**38.0%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**4,060**	**3,872**	**3,650**	**423,136**	**6,000**	**6**	**17,267**	**23,273**	**446,409**	**160,792**	**607,201**	**$115,928**	**$122,304**	**$166,356**	**5.5%**	**38.0%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Working Capital Fund, Defense-Wide

Defense Finance and Accounting Service

FY 2025 ($ in Thousands)	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	Rates: Basic Comp	Rates: Total Comp	Rates: Comp & Benefits	Rates: % BC Variables	Rates: % 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)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
D1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**11,048**	**10,999**	**11,023**	**892,956**	**18,270**	**218**	**25,238**	**43,726**	**936,682**	**369,303**	**1,305,985**	**$81,008**	**$84,975**	**$118,478**	**4.9%**	**41.4%**
R1. US Direct Hire (USDH)	**10,848**	**10,799**	**10,823**	**891,709**	**18,270**	**218**	**25,238**	**43,726**	**935,435**	**369,196**	**1,304,631**	**$82,390**	**$86,430**	**$120,542**	**4.9%**	**41.4%**
R1a. Senior Executive Schedule	22	22	22	4,719	0	0	357	357	5,076	1,678	6,754	$214,500	$230,727	$307,000	7.6%	35.6%
R1b. General Schedule	10,800	10,750	10,773	885,297	18,262	218	24,830	43,310	928,607	366,857	1,295,464	$82,177	$86,198	$120,251	4.9%	41.4%
R1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1d. Wage System	26	27	28	1,693	8	0	51	59	1,752	661	2,413	$60,464	$62,571	$86,179	3.5%	39.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**10,848**	**10,799**	**10,823**	**891,709**	**18,270**	**218**	**25,238**	**43,726**	**935,435**	**369,196**	**1,304,631**	**$82,390**	**$86,430**	**$120,542**	**4.9%**	**41.4%**
R4. Indirect Hire Foreign Nationals (IHFN)	200	200	200	1,247	0	0	0	0	1,247	0	1,247	$6,235	$6,235	$6,235	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**11,048**	**10,999**	**11,023**	**892,956**	**18,270**	**218**	**25,238**	**43,726**	**936,682**	**369,196**	**1,305,878**	**$81,008**	**$84,975**	**$118,468**	**4.9%**	**41.3%**
R5. Other Object Class 13 Benefits										**107**	**107**					
R5a. USDH - Benefits of Former Employees										107	107					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**11,048**	**10,999**	**11,023**	**892,956**	**18,270**	**218**	**25,238**	**43,726**	**936,682**	**369,303**	**1,305,985**	**$81,008**	**$84,975**	**$118,478**	**4.9%**	**41.4%**
T1. US Direct Hire (USDH)	**10,848**	**10,799**	**10,823**	**891,709**	**18,270**	**218**	**25,238**	**43,726**	**935,435**	**369,196**	**1,304,631**	**$82,390**	**$86,430**	**$120,542**	**4.9%**	**41.4%**
T1a. Senior Executive Schedule	22	22	22	4,719	0	0	357	357	5,076	1,678	6,754	$214,500	$230,727	$307,000	7.6%	35.6%
T1b. General Schedule	10,800	10,750	10,773	885,297	18,262	218	24,830	43,310	928,607	366,857	1,295,464	$82,177	$86,198	$120,251	4.9%	41.4%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T1d. Wage System	26	27	28	1,693	8	0	51	59	1,752	661	2,413	$60,464	$62,571	$86,179	3.5%	39.0%
T1e. Highly Qualified Experts	0	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%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**10,848**	**10,799**	**10,823**	**891,709**	**18,270**	**218**	**25,238**	**43,726**	**935,435**	**369,196**	**1,304,631**	**$82,390**	**$86,430**	**$120,542**	**4.9%**	**41.4%**
T4. Indirect Hire Foreign Nationals (IHFN)	200	200	200	1,247	0	0	0	0	1,247	0	1,247	$6,235	$6,235	$6,235	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**11,048**	**10,999**	**11,023**	**892,956**	**18,270**	**218**	**25,238**	**43,726**	**936,682**	**369,196**	**1,305,878**	**$81,008**	**$84,975**	**$118,468**	**4.9%**	**41.3%**
T5. Other Object Class 13 Benefits										**107**	**107**					
T5a. USDH - Benefits of Former Employees										107	107					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Working Capital Fund, Defense-Wide

FY 2026	Defense Finance and Accounting Service ($ in Thousands)											Rates				
	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%**	**0.0%**
D1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
D1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**10,999**	**11,049**	**11,016**	**917,359**	**18,906**	**429**	**25,789**	**45,124**	**962,483**	**380,551**	**1,343,034**	**$83,275**	**$87,371**	**$121,917**	**4.9%**	**41.5%**
R1. US Direct Hire (USDH)	**10,799**	**10,851**	**10,818**	**916,112**	**18,906**	**429**	**25,789**	**45,124**	**961,236**	**380,551**	**1,341,787**	**$84,684**	**$88,855**	**$124,033**	**4.9%**	**41.5%**
R1a. Senior Executive Schedule	22	22	22	4,806	0	0	357	357	5,163	1,705	6,868	$218,455	$234,682	$312,182	7.4%	35.5%
R1b. General Schedule	10,750	10,800	10,767	909,477	18,880	429	25,344	44,653	954,130	378,121	1,332,251	$84,469	$88,616	$123,735	4.9%	41.6%
R1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1d. Wage System	27	29	29	1,829	26	0	88	114	1,943	725	2,668	$63,069	$67,000	$92,000	6.2%	39.6%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**10,799**	**10,851**	**10,818**	**916,112**	**18,906**	**429**	**25,789**	**45,124**	**961,236**	**380,551**	**1,341,787**	**$84,684**	**$88,855**	**$124,033**	**4.9%**	**41.5%**
R4. Indirect Hire Foreign Nationals (IHFN)	200	198	198	1,247	0	0	0	0	1,247	0	1,247	$6,298	$6,298	$6,298	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**10,999**	**11,049**	**11,016**	**917,359**	**18,906**	**429**	**25,789**	**45,124**	**962,483**	**380,551**	**1,343,034**	**$83,275**	**$87,371**	**$121,917**	**4.9%**	**41.5%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**10,999**	**11,049**	**11,016**	**917,359**	**18,906**	**429**	**25,789**	**45,124**	**962,483**	**380,551**	**1,343,034**	**$83,275**	**$87,371**	**$121,917**	**4.9%**	**41.5%**
T1. US Direct Hire (USDH)	**10,799**	**10,851**	**10,818**	**916,112**	**18,906**	**429**	**25,789**	**45,124**	**961,236**	**380,551**	**1,341,787**	**$84,684**	**$88,855**	**$124,033**	**4.9%**	**41.5%**
T1a. Senior Executive Schedule	22	22	22	4,806	0	0	357	357	5,163	1,705	6,868	$218,455	$234,682	$312,182	7.4%	35.5%
T1b. General Schedule	10,750	10,800	10,767	909,477	18,880	429	25,344	44,653	954,130	378,121	1,332,251	$84,469	$88,616	$123,735	4.9%	41.6%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T1d. Wage System	27	29	29	1,829	26	0	88	114	1,943	725	2,668	$63,069	$67,000	$92,000	6.2%	39.6%
T1e. Highly Qualified Experts	0	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%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**10,799**	**10,851**	**10,818**	**916,112**	**18,906**	**429**	**25,789**	**45,124**	**961,236**	**380,551**	**1,341,787**	**$84,684**	**$88,855**	**$124,033**	**4.9%**	**41.5%**
T4. Indirect Hire Foreign Nationals (IHFN)	200	198	198	1,247	0	0	0	0	1,247	0	1,247	$6,298	$6,298	$6,298	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**10,999**	**11,049**	**11,016**	**917,359**	**18,906**	**429**	**25,789**	**45,124**	**962,483**	**380,551**	**1,343,034**	**$83,275**	**$87,371**	**$121,917**	**4.9%**	**41.5%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Working Capital Fund, Defense-Wide

FY 2027	Defense Finance and Accounting Service ($ in Thousands)											Rates				
	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%**	**0.0%**
D1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
D1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
T1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
T1a. Senior Executive Schedule	0	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%	0.0%
T1c. Special Schedule	0	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%	0.0%
T1e. Highly Qualified Experts	0	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%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Research, Development, Test and Evaluation, Defense-Wide

FY 2025

Defense Information Systems Agency
($ in Thousands)

	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	Rates: Basic Comp	Rates: Total Comp	Rates: Comp & Benefits	Rates: % BC Variables	Rates: % 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)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
D1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**3,571**	**3,580**	**3,609**	**433,962**	**2,060**	**1,636**	**16,751**	**20,448**	**454,410**	**161,786**	**616,196**	**$120,244**	**$125,910**	**$170,739**	**4.7%**	**37.3%**
R1. US Direct Hire (USDH)	**3,566**	**3,575**	**3,604**	**433,456**	**2,060**	**1,636**	**16,751**	**20,448**	**453,904**	**160,689**	**614,593**	**$120,271**	**$125,944**	**$170,531**	**4.7%**	**37.1%**
R1a. Senior Executive Schedule	4	3	3	562	0	0	4	4	566	210	776	$187,272	$188,579	$258,596	0.7%	37.4%
R1b. General Schedule	1,388	3,572	3,601	432,894	2,060	1,636	16,747	20,444	453,338	160,479	613,817	$120,215	$125,892	$170,457	4.7%	37.1%
R1c. Special Schedule	2,174	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**3,566**	**3,575**	**3,604**	**433,456**	**2,060**	**1,636**	**16,751**	**20,448**	**453,904**	**160,689**	**614,593**	**$120,271**	**$125,944**	**$170,531**	**4.7%**	**37.1%**
R4. Indirect Hire Foreign Nationals (IHFN)	5	5	5	506	0	0	0	0	506	0	506	$101,284	$101,284	$101,284	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**3,571**	**3,580**	**3,609**	**433,962**	**2,060**	**1,636**	**16,751**	**20,448**	**454,410**	**160,689**	**615,099**	**$120,244**	**$125,910**	**$170,435**	**4.7%**	**37.0%**
R5. Other Object Class 13 Benefits										**1,097**	**1,097**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										1,097	1,097					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**3,571**	**3,580**	**3,609**	**433,962**	**2,060**	**1,636**	**16,751**	**20,448**	**454,410**	**161,786**	**616,196**	**$120,244**	**$125,910**	**$170,739**	**4.7%**	**37.3%**
T1. US Direct Hire (USDH)	**3,566**	**3,575**	**3,604**	**433,456**	**2,060**	**1,636**	**16,751**	**20,448**	**453,904**	**160,689**	**614,593**	**$120,271**	**$125,944**	**$170,531**	**4.7%**	**37.1%**
T1a. Senior Executive Schedule	4	3	3	562	0	0	4	4	566	210	776	$187,272	$188,579	$258,596	0.7%	37.4%
T1b. General Schedule	1,388	3,572	3,601	432,894	2,060	1,636	16,747	20,444	453,338	160,479	613,817	$120,215	$125,892	$170,457	4.7%	37.1%
T1c. Special Schedule	2,174	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%	0.0%
T1e. Highly Qualified Experts	0	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%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**3,566**	**3,575**	**3,604**	**433,456**	**2,060**	**1,636**	**16,751**	**20,448**	**453,904**	**160,689**	**614,593**	**$120,271**	**$125,944**	**$170,531**	**4.7%**	**37.1%**
T4. Indirect Hire Foreign Nationals (IHFN)	5	5	5	506	0	0	0	0	506	0	506	$101,284	$101,284	$101,284	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**3,571**	**3,580**	**3,609**	**433,962**	**2,060**	**1,636**	**16,751**	**20,448**	**454,410**	**160,689**	**615,099**	**$120,244**	**$125,910**	**$170,435**	**4.7%**	**37.0%**
T5. Other Object Class 13 Benefits										**1,097**	**1,097**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										1,097	1,097					
T5d. Foreign National Separation Liability										0	0					

Research, Development, Test and Evaluation, Defense-Wide

FY 2026

Defense Information Systems Agency
($ in Thousands)

	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	Rates: Basic Comp	Rates: Total Comp	Rates: Comp & Benefits	Rates: % BC Variables	Rates: % 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)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
D1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**3,580**	**3,750**	**3,683**	**458,464**	**3,347**	**1,400**	**16,219**	**20,966**	**479,430**	**171,400**	**650,830**	**$124,481**	**$130,174**	**$176,712**	**4.6%**	**37.4%**
R1. US Direct Hire (USDH)	**3,575**	**3,744**	**3,677**	**458,034**	**3,347**	**1,400**	**16,207**	**20,953**	**478,987**	**171,241**	**650,228**	**$124,567**	**$130,266**	**$176,837**	**4.6%**	**37.4%**
R1a. Senior Executive Schedule	3	3	3	541	0	0	31	31	572	200	772	$180,189	$190,541	$257,211	5.7%	37.0%
R1b. General Schedule	3,572	3,740	3,673	457,307	3,347	1,400	16,170	20,917	478,224	170,972	649,196	$124,505	$130,200	$176,748	4.6%	37.4%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	1	1	186	0	0	5	5	191	69	260	$186,068	$191,414	$260,259	2.9%	37.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**3,575**	**3,744**	**3,677**	**458,034**	**3,347**	**1,400**	**16,207**	**20,953**	**478,987**	**171,241**	**650,228**	**$124,567**	**$130,266**	**$176,837**	**4.6%**	**37.4%**
R4. Indirect Hire Foreign Nationals (IHFN)	5	6	6	430	0	0	12	12	442	159	602	$71,672	$73,736	$100,254	2.9%	37.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**3,580**	**3,750**	**3,683**	**458,464**	**3,347**	**1,400**	**16,219**	**20,966**	**479,430**	**171,400**	**650,830**	**$124,481**	**$130,174**	**$176,712**	**4.6%**	**37.4%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**3,580**	**3,750**	**3,683**	**458,464**	**3,347**	**1,400**	**16,219**	**20,966**	**479,430**	**171,400**	**650,830**	**$124,481**	**$130,174**	**$176,712**	**4.6%**	**37.4%**
T1. US Direct Hire (USDH)	**3,575**	**3,744**	**3,677**	**458,034**	**3,347**	**1,400**	**16,207**	**20,953**	**478,987**	**171,241**	**650,228**	**$124,567**	**$130,266**	**$176,837**	**4.6%**	**37.4%**
T1a. Senior Executive Schedule	3	3	3	541	0	0	31	31	572	200	772	$180,189	$190,541	$257,211	5.7%	37.0%
T1b. General Schedule	3,572	3,740	3,673	457,307	3,347	1,400	16,170	20,917	478,224	170,972	649,196	$124,505	$130,200	$176,748	4.6%	37.4%
T1c. Special Schedule	0	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%	0.0%
T1e. Highly Qualified Experts	0	1	1	186	0	0	5	5	191	69	260	$186,068	$191,414	$260,259	2.9%	37.0%
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**3,575**	**3,744**	**3,677**	**458,034**	**3,347**	**1,400**	**16,207**	**20,953**	**478,987**	**171,241**	**650,228**	**$124,567**	**$130,266**	**$176,837**	**4.6%**	**37.4%**
T4. Indirect Hire Foreign Nationals (IHFN)	5	6	6	430	0	0	12	12	442	159	602	$71,672	$73,736	$100,254	2.9%	37.0%
Subtotal - Total Funded (excludes OC 13)	**3,580**	**3,750**	**3,683**	**458,464**	**3,347**	**1,400**	**16,219**	**20,966**	**479,430**	**171,400**	**650,830**	**$124,481**	**$130,174**	**$176,712**	**4.6%**	**37.4%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Research, Development, Test and Evaluation, Defense-Wide

FY 2027

Defense Information Systems Agency
($ in Thousands)

	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	Rates: Basic Comp	Rates: Total Comp	Rates: Comp & Benefits	Rates: % BC Variables	Rates: % 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)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
D1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**3,750**	**3,577**	**3,502**	**438,460**	**3,352**	**1,399**	**22,524**	**27,275**	**465,735**	**164,073**	**629,808**	**$125,203**	**$132,991**	**$179,842**	**6.2%**	**37.4%**
R1. US Direct Hire (USDH)	**3,744**	**3,571**	**3,496**	**438,033**	**3,352**	**1,399**	**22,505**	**27,256**	**465,289**	**163,916**	**629,205**	**$125,296**	**$133,092**	**$179,978**	**6.2%**	**37.4%**
R1a. Senior Executive Schedule	3	3	3	540	0	0	48	48	589	200	789	$180,135	$196,212	$262,862	8.9%	37.0%
R1b. General Schedule	3,740	3,567	3,492	437,307	3,352	1,399	22,449	27,199	464,506	163,647	628,153	$125,231	$133,020	$179,883	6.2%	37.4%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	1	1	1	186	0	0	8	8	194	69	263	$186,013	$194,314	$263,138	4.5%	37.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**3,744**	**3,571**	**3,496**	**438,033**	**3,352**	**1,399**	**22,505**	**27,256**	**465,289**	**163,916**	**629,205**	**$125,296**	**$133,092**	**$179,978**	**6.2%**	**37.4%**
R4. Indirect Hire Foreign Nationals (IHFN)	6	6	6	427	0	0	19	19	446	158	604	$71,114	$74,276	$100,588	4.4%	37.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**3,750**	**3,577**	**3,502**	**438,460**	**3,352**	**1,399**	**22,524**	**27,275**	**465,735**	**164,073**	**629,808**	**$125,203**	**$132,991**	**$179,842**	**6.2%**	**37.4%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**3,750**	**3,577**	**3,502**	**438,460**	**3,352**	**1,399**	**22,524**	**27,275**	**465,735**	**164,073**	**629,808**	**$125,203**	**$132,991**	**$179,842**	**6.2%**	**37.4%**
T1. US Direct Hire (USDH)	**3,744**	**3,571**	**3,496**	**438,033**	**3,352**	**1,399**	**22,505**	**27,256**	**465,289**	**163,916**	**629,205**	**$125,296**	**$133,092**	**$179,978**	**6.2%**	**37.4%**
T1a. Senior Executive Schedule	3	3	3	540	0	0	48	48	589	200	789	$180,135	$196,212	$262,862	8.9%	37.0%
T1b. General Schedule	3,740	3,567	3,492	437,307	3,352	1,399	22,449	27,199	464,506	163,647	628,153	$125,231	$133,020	$179,883	6.2%	37.4%
T1c. Special Schedule	0	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%	0.0%
T1e. Highly Qualified Experts	1	1	1	186	0	0	8	8	194	69	263	$186,013	$194,314	$263,138	4.5%	37.0%
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**3,744**	**3,571**	**3,496**	**438,033**	**3,352**	**1,399**	**22,505**	**27,256**	**465,289**	**163,916**	**629,205**	**$125,296**	**$133,092**	**$179,978**	**6.2%**	**37.4%**
T4. Indirect Hire Foreign Nationals (IHFN)	6	6	6	427	0	0	19	19	446	158	604	$71,114	$74,276	$100,588	4.4%	37.0%
Subtotal - Total Funded (excludes OC 13)	**3,750**	**3,577**	**3,502**	**438,460**	**3,352**	**1,399**	**22,524**	**27,275**	**465,735**	**164,073**	**629,808**	**$125,203**	**$132,991**	**$179,842**	**6.2%**	**37.4%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Working Capital Fund, Defense

FY 2025	Summary ($ in Thousands)											Rates				
	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)	**106**	**130**	**129**	**135**	**162**	**112**	**7,992**	**8,266**	**8,401**	**12,333**	**20,734**	**$1,047**	**$65,124**	**$160,729**	**6,123.0%**	**9,135.6%**
D1. US Direct Hire (USDH)	**104**	**130**	**127**	**131**	**160**	**108**	**7,990**	**8,258**	**8,389**	**12,321**	**20,710**	**$1,031**	**$66,055**	**$163,071**	**6,303.8%**	**9,405.3%**
D1a. Senior Executive Schedule	100	130	123	123	156	100	7,987	8,243	8,366	12,313	20,679	$1,000	$68,016	$168,122	6,701.6%	10,010.6%
D1b. General Schedule	1	0	1	2	1	2	1	4	6	2	8	$2,000	$6,000	$8,000	200.0%	100.0%
D1c. Special Schedule	1	0	1	2	1	2	0	3	5	2	7	$2,000	$5,000	$7,000	150.0%	100.0%
D1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1e. Highly Qualified Experts	1	0	1	2	1	2	1	4	6	2	8	$2,000	$6,000	$8,000	200.0%	100.0%
D1f. Other	1	0	1	2	1	2	1	4	6	2	8	$2,000	$6,000	$8,000	200.0%	100.0%
D2. Direct Hire Foreign Nationals (DHFN)	1	0	1	2	1	2	1	4	6	2	8	$2,000	$6,000	$8,000	200.0%	100.0%
D3. Total Direct Hire	**105**	**130**	**128**	**133**	**161**	**110**	**7,991**	**8,262**	**8,395**	**12,323**	**20,718**	**$1,039**	**$65,586**	**$161,859**	**6,212.0%**	**9,265.4%**
D4. Indirect Hire Foreign Nationals (IHFN)	1	0	1	2	1	2	1	4	6	2	8	$2,000	$6,000	$8,000	200.0%	100.0%
Subtotal - Direct Funded (excludes OC 13)	**106**	**130**	**129**	**135**	**162**	**112**	**7,992**	**8,266**	**8,401**	**12,325**	**20,726**	**$1,047**	**$65,124**	**$160,667**	**6,123.0%**	**9,129.6%**
D5. Other Object Class 13 Benefits										**8**	**8**					
D5a. USDH - Benefits of Former Employees										2	2					
D5b. DHFN - Benefits of Former Employees										2	2					
D5c. Voluntary Separation Incentive Pay (VSIP)										2	2					
D5d. Foreign National Separation Liability										2	2					
Reimbursable Funded Personnel (includes OC 13)	**14,872**	**15,142**	**15,174**	**1,414,669**	**53,984**	**256**	**27,532**	**81,772**	**1,496,441**	**567,132**	**2,063,573**	**$201,865**	**$215,178**	**$294,852**	**145.8%**	**179.3%**
R1. US Direct Hire (USDH)	**14,681**	**14,947**	**14,981**	**1,406,635**	**53,982**	**252**	**27,530**	**81,764**	**1,488,399**	**567,120**	**2,055,519**	**$202,600**	**$215,915**	**$296,109**	**132.5%**	**139.7%**
R1a. Senior Executive Schedule	134	49	132	6,100	3,648	2	768	4,418	10,518	2,085	12,603	$364,191	$777,595	$901,205	295.2%	87.7%
R1b. General Schedule	14,508	14,856	14,811	1,397,454	46,649	241	26,469	73,359	1,470,813	563,358	2,034,171	$204,022	$219,294	$301,152	210.9%	179.6%
R1c. Special Schedule	11	11	10	1,425	3,648	2	254	3,904	5,329	482	5,811	$160,111	$597,444	$652,778	474.1%	133.7%
R1d. Wage System	26	27	26	1,652	35	3	37	75	1,727	591	2,318	$68,000	$74,840	$100,400	204.3%	135.7%
R1e. Highly Qualified Experts	1	2	1	2	1	2	1	4	6	2	8	$2,000	$6,000	$8,000	200.0%	100.0%
R1f. Other	1	2	1	2	1	2	1	4	6	602	608	$2,000	$6,000	$8,000	200.0%	100.0%
R2. Direct Hire Foreign Nationals (DHFN)	1	2	1	2	1	2	1	4	6	2	8	$2,000	$6,000	$8,000	200.0%	100.0%
R3. Total Direct Hire	**14,682**	**14,949**	**14,982**	**1,406,637**	**53,983**	**254**	**27,531**	**81,768**	**1,488,405**	**567,122**	**2,055,527**	**$202,618**	**$215,967**	**$296,180**	**139.7%**	**143.3%**
R4. Indirect Hire Foreign Nationals (IHFN)	190	193	192	8,032	1	2	1	4	8,036	2	8,038	$44,042	$48,042	$50,042	200.0%	100.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**14,872**	**15,142**	**15,174**	**1,414,669**	**53,984**	**256**	**27,532**	**81,772**	**1,496,441**	**567,124**	**2,063,565**	**$201,865**	**$215,178**	**$294,777**	**145.8%**	**146.0%**
R5. Other Object Class 13 Benefits										**8**	**8**					
R5a. USDH - Benefits of Former Employees										2	2					
R5b. DHFN - Benefits of Former Employees										2	2					
R5c. Voluntary Separation Incentive Pay (VSIP)										2	2					
R5d. Foreign National Separation Liability										2	2					
Total Personnel (includes OC 13)	**14,978**	**15,272**	**15,303**	**1,414,804**	**54,146**	**368**	**35,524**	**90,038**	**1,504,842**	**579,465**	**2,084,307**	**$202,314**	**$250,489**	**$382,299**	**5,231.3%**	**7,851.0%**
T1. US Direct Hire (USDH)	**14,785**	**15,077**	**15,108**	**1,406,766**	**54,142**	**360**	**35,520**	**90,022**	**1,496,788**	**579,441**	**2,076,229**	**$203,061**	**$251,845**	**$385,084**	**5,497.2%**	**8,247.2%**
T1a. Senior Executive Schedule	234	179	255	6,223	3,804	102	8,755	12,661	18,884	14,398	33,282	$364,687	$815,033	$993,848	6,455.9%	9,327.1%
T1b. General Schedule	14,509	14,856	14,812	1,397,456	46,650	243	26,470	73,363	1,470,819	563,360	2,034,179	$204,022	$219,294	$301,152	210.9%	179.6%
T1c. Special Schedule	12	11	11	1,427	3,649	4	254	3,907	5,334	484	5,818	$160,111	$596,944	$652,278	449.1%	133.7%
T1d. Wage System	26	27	26	1,652	35	3	37	75	1,727	591	2,318	$68,000	$74,840	$100,400	204.3%	135.7%
T1e. Highly Qualified Experts	2	2	2	4	2	4	2	8	12	4	16	$2,000	$6,000	$8,000	200.0%	100.0%
T1f. Other	2	2	2	4	2	4	2	8	12	604	616	$2,000	$6,000	$8,000	200.0%	100.0%
T2. Direct Hire Foreign Nationals (DHFN)	2	2	2	4	2	4	2	8	12	4	16	$2,000	$6,000	$8,000	200.0%	100.0%
T3. Total Direct Hire	**14,787**	**15,079**	**15,110**	**1,406,770**	**54,144**	**364**	**35,522**	**90,030**	**1,496,800**	**579,445**	**2,076,245**	**$203,072**	**$251,585**	**$384,388**	**5,360.9%**	**8,039.0%**
T4. Indirect Hire Foreign Nationals (IHFN)	191	193	193	8,034	2	4	2	8	8,042	4	8,046	$44,042	$48,042	$50,042	200.0%	100.0%
Subtotal - Total Funded (excludes OC 13)	**14,978**	**15,272**	**15,303**	**1,414,804**	**54,146**	**368**	**35,524**	**90,038**	**1,504,842**	**579,449**	**2,084,291**	**$202,314**	**$250,489**	**$382,231**	**5,231.3%**	**7,840.9%**
T5. Other Object Class 13 Benefits										**16**	**16**					
T5a. USDH - Benefits of Former Employees										4	4					
T5b. DHFN - Benefits of Former Employees										4	4					
T5c. Voluntary Separation Incentive Pay (VSIP)										4	4					
T5d. Foreign National Separation Liability										4	4					

Working Capital Fund, Defense

FY 2026	Summary ($ in Thousands)											Rates				
	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)	**6**	**5,468**	**710**	**0**	**46**	**0**	**0**	**46**	**46**	**65,514**	**65,560**	**$0**	**$65**	**$92,338**	**0.0%**	**0.0%**
D1. US Direct Hire (USDH)	**4**	**5,464**	**708**	**0**	**46**	**0**	**0**	**46**	**46**	**65,514**	**65,560**	**$0**	**$65**	**$92,599**	**0.0%**	**0.0%**
D1a. Senior Executive Schedule	0	0	654	0	46	0	0	46	46	65,514	65,560	$0	$70	$100,245	0.0%	0.0%
D1b. General Schedule	0	5,464	54	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1c. Special Schedule	1	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	1	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1e. Highly Qualified Experts	1	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1f. Other	1	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	1	2	1	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**5**	**5,466**	**709**	**0**	**46**	**0**	**0**	**46**	**46**	**65,514**	**65,560**	**$0**	**$65**	**$92,468**	**0.0%**	**0.0%**
D4. Indirect Hire Foreign Nationals (IHFN)	1	2	1	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**6**	**5,468**	**710**	**0**	**46**	**0**	**0**	**46**	**46**	**65,514**	**65,560**	**$0**	**$65**	**$92,338**	**0.0%**	**0.0%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**15,116**	**13,879**	**14,196**	**1,262,722**	**23,301**	**236**	**40,697**	**64,234**	**1,326,956**	**507,318**	**1,834,274**	**$200,330**	**$210,797**	**$289,443**	**14.7%**	**83.0%**
R1. US Direct Hire (USDH)	**14,923**	**13,690**	**14,007**	**1,261,779**	**23,299**	**232**	**40,695**	**64,226**	**1,326,005**	**507,306**	**1,833,311**	**$201,912**	**$212,449**	**$291,775**	**13.5%**	**81.3%**
R1a. Senior Executive Schedule	30	33	687	6,525	0	0	564	564	7,089	2,016	9,105	$346,227	$381,183	$499,095	20.7%	68.5%
R1b. General Schedule	14,855	13,621	13,284	1,251,762	23,260	223	39,662	63,145	1,314,907	503,438	1,818,345	$200,474	$210,827	$289,888	210.2%	179.4%
R1c. Special Schedule	10	14	14	2,045	1	2	442	445	2,490	702	3,192	$145,929	$177,429	$227,429	221.6%	134.3%
R1d. Wage System	26	22	22	1,443	36	3	25	64	1,507	546	2,053	$65,500	$68,227	$92,955	204.2%	137.8%
R1e. Highly Qualified Experts	1	0	0	2	1	2	1	4	6	2	8	$0	$0	$0	200.0%	100.0%
R1f. Other	1	0	0	2	1	2	1	4	6	602	608	$0	$0	$0	200.0%	100.0%
R2. Direct Hire Foreign Nationals (DHFN)	1	0	0	2	1	2	1	4	6	2	8	$0	$0	$0	200.0%	100.0%
R3. Total Direct Hire	**14,924**	**13,690**	**14,007**	**1,261,781**	**23,300**	**234**	**40,696**	**64,230**	**1,326,011**	**507,308**	**1,833,319**	**$201,915**	**$212,458**	**$291,788**	**14.1%**	**81.6%**
R4. Indirect Hire Foreign Nationals (IHFN)	192	189	189	941	1	2	1	4	945	2	947	$4,968	$4,968	$4,968	200.0%	100.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**15,116**	**13,879**	**14,196**	**1,262,722**	**23,301**	**236**	**40,697**	**64,234**	**1,326,956**	**507,310**	**1,834,266**	**$200,330**	**$210,797**	**$289,431**	**14.7%**	**81.8%**
R5. Other Object Class 13 Benefits										**8**	**8**					
R5a. USDH - Benefits of Former Employees										2	2					
R5b. DHFN - Benefits of Former Employees										2	2					
R5c. Voluntary Separation Incentive Pay (VSIP)										2	2					
R5d. Foreign National Separation Liability										2	2					
Total Personnel (includes OC 13)	**15,122**	**19,347**	**14,906**	**1,262,722**	**23,347**	**236**	**40,697**	**64,280**	**1,327,002**	**572,832**	**1,899,834**	**$199,798**	**$210,276**	**$336,934**	**21.6%**	**9,890.5%**
T1. US Direct Hire (USDH)	**14,927**	**19,154**	**14,715**	**1,261,779**	**23,345**	**232**	**40,695**	**64,272**	**1,326,051**	**572,820**	**1,898,871**	**$201,384**	**$211,938**	**$339,357**	**20.5%**	**9,947.8%**
T1a. Senior Executive Schedule	30	33	1,341	6,525	46	0	564	610	7,135	67,530	74,665	$345,727	$380,718	$548,716	27.7%	10,086.0%
T1b. General Schedule	14,855	19,085	13,338	1,251,762	23,260	223	39,662	63,145	1,314,907	503,438	1,818,345	$200,511	$210,938	$290,036	210.2%	179.4%
T1c. Special Schedule	11	14	14	2,045	1	2	442	445	2,490	702	3,192	$145,929	$177,429	$227,429	221.6%	134.3%
T1d. Wage System	27	22	22	1,443	36	3	25	64	1,507	546	2,053	$65,500	$68,227	$92,955	204.2%	137.8%
T1e. Highly Qualified Experts	2	0	0	2	1	2	1	4	6	2	8	$0	$0	$0	200.0%	100.0%
T1f. Other	2	0	0	2	1	2	1	4	6	602	608	$0	$0	$0	200.0%	100.0%
T2. Direct Hire Foreign Nationals (DHFN)	2	2	1	2	1	2	1	4	6	2	8	$2,000	$6,000	$8,000	200.0%	100.0%
T3. Total Direct Hire	**14,929**	**19,156**	**14,716**	**1,261,781**	**23,346**	**234**	**40,696**	**64,276**	**1,326,057**	**572,822**	**1,898,879**	**$201,386**	**$211,942**	**$339,327**	**21.0%**	**9,918.5%**
T4. Indirect Hire Foreign Nationals (IHFN)	193	191	190	941	1	2	1	4	945	2	947	$6,968	$10,968	$12,968	200.0%	100.0%
Subtotal - Total Funded (excludes OC 13)	**15,122**	**19,347**	**14,906**	**1,262,722**	**23,347**	**236**	**40,697**	**64,280**	**1,327,002**	**572,824**	**1,899,826**	**$199,798**	**$210,276**	**$336,928**	**21.6%**	**9,889.3%**
T5. Other Object Class 13 Benefits										**8**	**8**					
T5a. USDH - Benefits of Former Employees										2	2					
T5b. DHFN - Benefits of Former Employees										2	2					
T5c. Voluntary Separation Incentive Pay (VSIP)										2	2					
T5d. Foreign National Separation Liability										2	2					

Working Capital Fund, Defense

FY 2027	Summary ($ in Thousands)											Rates				
	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)	**42**	**42**	**42**	**4,838**	**100**	**1**	**197**	**298**	**5,136**	**2,006**	**7,142**	**$115,190**	**$122,286**	**$170,048**	**6.2%**	**41.5%**
D1. US Direct Hire (USDH)	**42**	**42**	**42**	**4,838**	**100**	**1**	**197**	**298**	**5,136**	**2,006**	**7,142**	**$115,190**	**$122,286**	**$170,048**	**6.2%**	**41.5%**
D1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1b. General Schedule	42	42	42	4,838	100	1	197	298	5,136	2,006	7,142	$115,190	$122,286	$170,048	6.2%	41.5%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**42**	**42**	**42**	**4,838**	**100**	**1**	**197**	**298**	**5,136**	**2,006**	**7,142**	**$115,190**	**$122,286**	**$170,048**	**6.2%**	**41.5%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**42**	**42**	**42**	**4,838**	**100**	**1**	**197**	**298**	**5,136**	**2,006**	**7,142**	**$115,190**	**$122,286**	**$170,048**	**6.2%**	**41.5%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**13,879**	**13,862**	**13,584**	**1,259,531**	**23,167**	**284**	**51,411**	**74,862**	**1,334,393**	**506,600**	**1,840,993**	**$200,123**	**$211,692**	**$290,555**	**11.7%**	**79.3%**
R1. US Direct Hire (USDH)	**13,690**	**13,664**	**13,384**	**1,258,284**	**23,167**	**284**	**51,411**	**74,862**	**1,333,146**	**506,600**	**1,839,746**	**$201,725**	**$213,401**	**$292,979**	**11.7%**	**79.4%**
R1a. Senior Executive Schedule	33	31	31	6,013	0	0	563	563	6,576	2,108	8,684	$370,359	$406,936	$536,882	20.4%	70.2%
R1b. General Schedule	13,621	13,597	13,318	1,248,835	23,149	284	50,342	73,775	1,322,610	502,655	1,825,265	$201,265	$212,784	$292,081	11.6%	79.3%
R1c. Special Schedule	14	14	14	2,043	0	0	441	441	2,484	700	3,184	$145,929	$177,429	$227,429	21.6%	34.3%
R1d. Wage System	22	22	21	1,393	18	0	65	83	1,476	537	2,013	$66,333	$70,286	$95,857	6.0%	38.5%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	600	600	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**13,690**	**13,664**	**13,384**	**1,258,284**	**23,167**	**284**	**51,411**	**74,862**	**1,333,146**	**506,600**	**1,839,746**	**$201,725**	**$213,401**	**$292,979**	**11.7%**	**79.4%**
R4. Indirect Hire Foreign Nationals (IHFN)	189	198	200	1,247	0	0	0	0	1,247	0	1,247	$6,235	$6,235	$6,235	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**13,879**	**13,862**	**13,584**	**1,259,531**	**23,167**	**284**	**51,411**	**74,862**	**1,334,393**	**506,600**	**1,840,993**	**$200,123**	**$211,692**	**$290,555**	**11.7%**	**79.3%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**13,921**	**13,904**	**13,626**	**1,264,369**	**23,267**	**285**	**51,608**	**75,160**	**1,339,529**	**508,606**	**1,848,135**	**$200,253**	**$211,831**	**$290,748**	**11.7%**	**79.3%**
T1. US Direct Hire (USDH)	**13,732**	**13,706**	**13,426**	**1,263,122**	**23,267**	**285**	**51,608**	**75,160**	**1,338,282**	**508,606**	**1,846,888**	**$201,851**	**$213,535**	**$293,166**	**11.7%**	**79.4%**
T1a. Senior Executive Schedule	33	31	31	6,013	0	0	563	563	6,576	2,108	8,684	$370,359	$406,936	$536,882	20.4%	70.2%
T1b. General Schedule	13,663	13,639	13,360	1,253,673	23,249	285	50,539	74,073	1,327,746	504,661	1,832,407	$201,393	$212,919	$292,270	11.6%	79.3%
T1c. Special Schedule	14	14	14	2,043	0	0	441	441	2,484	700	3,184	$145,929	$177,429	$227,429	21.6%	34.3%
T1d. Wage System	22	22	21	1,393	18	0	65	83	1,476	537	2,013	$66,333	$70,286	$95,857	6.0%	38.5%
T1e. Highly Qualified Experts	0	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	600	600	$0	$0	$0	0.0%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**13,732**	**13,706**	**13,426**	**1,263,122**	**23,267**	**285**	**51,608**	**75,160**	**1,338,282**	**508,606**	**1,846,888**	**$201,851**	**$213,535**	**$293,166**	**11.7%**	**79.4%**
T4. Indirect Hire Foreign Nationals (IHFN)	189	198	200	1,247	0	0	0	0	1,247	0	1,247	$6,235	$6,235	$6,235	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**13,921**	**13,904**	**13,626**	**1,264,369**	**23,267**	**285**	**51,608**	**75,160**	**1,339,529**	**508,606**	**1,848,135**	**$200,253**	**$211,831**	**$290,748**	**11.7%**	**79.3%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

US Court of Appeals for Armed Forces, Def

FY 2025

United States Court of Appeals for the Armed Services
($ in Thousands)

	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	Rates: Basic Comp	Rates: Total Comp	Rates: Comp & Benefits	Rates: % BC Variables	Rates: % BC Benefits
Direct Funded Personnel (includes OC 13)	**53**	**45**	**59**	**7,094**	**0**	**0**	**127**	**127**	**7,221**	**2,350**	**9,571**	**$120,237**	**$122,390**	**$162,220**	**1.8%**	**33.1%**
D1. US Direct Hire (USDH)	**53**	**45**	**59**	**7,094**	**0**	**0**	**127**	**127**	**7,221**	**2,350**	**9,571**	**$120,237**	**$122,390**	**$162,220**	**1.8%**	**33.1%**
D1a. Senior Executive Schedule	2	2	2	350	0	0	6	6	356	115	471	$175,000	$178,000	$235,500	1.7%	32.9%
D1b. General Schedule	44	38	52	6,163	0	0	111	111	6,274	2,043	8,317	$118,519	$120,654	$159,942	1.8%	33.1%
D1c. Special Schedule	7	5	5	581	0	0	10	10	591	192	783	$116,200	$118,200	$156,600	1.7%	33.0%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**53**	**45**	**59**	**7,094**	**0**	**0**	**127**	**127**	**7,221**	**2,350**	**9,571**	**$120,237**	**$122,390**	**$162,220**	**1.8%**	**33.1%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**53**	**45**	**59**	**7,094**	**0**	**0**	**127**	**127**	**7,221**	**2,350**	**9,571**	**$120,237**	**$122,390**	**$162,220**	**1.8%**	**33.1%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**53**	**45**	**59**	**7,094**	**0**	**0**	**127**	**127**	**7,221**	**2,350**	**9,571**	**$120,237**	**$122,390**	**$162,220**	**1.8%**	**33.1%**
T1. US Direct Hire (USDH)	**53**	**45**	**59**	**7,094**	**0**	**0**	**127**	**127**	**7,221**	**2,350**	**9,571**	**$120,237**	**$122,390**	**$162,220**	**1.8%**	**33.1%**
T1a. Senior Executive Schedule	2	2	2	350	0	0	6	6	356	115	471	$175,000	$178,000	$235,500	1.7%	32.9%
T1b. General Schedule	44	38	52	6,163	0	0	111	111	6,274	2,043	8,317	$118,519	$120,654	$159,942	1.8%	33.1%
T1c. Special Schedule	7	5	5	581	0	0	10	10	591	192	783	$116,200	$118,200	$156,600	1.7%	33.0%
T1d. Wage System	0	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%	0.0%
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**53**	**45**	**59**	**7,094**	**0**	**0**	**127**	**127**	**7,221**	**2,350**	**9,571**	**$120,237**	**$122,390**	**$162,220**	**1.8%**	**33.1%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**53**	**45**	**59**	**7,094**	**0**	**0**	**127**	**127**	**7,221**	**2,350**	**9,571**	**$120,237**	**$122,390**	**$162,220**	**1.8%**	**33.1%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

US Court of Appeals for Armed Forces, Def

United States Court of Appeals for the Armed Services

FY 2026	($ in Thousands)											Rates				
	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)	**59**	**59**	**59**	**8,249**	**19**	**0**	**204**	**223**	**8,472**	**2,586**	**11,058**	**$139,814**	**$143,593**	**$187,424**	**2.7%**	**31.3%**
D1. US Direct Hire (USDH)	**59**	**59**	**59**	**8,249**	**19**	**0**	**204**	**223**	**8,472**	**2,586**	**11,058**	**$139,814**	**$143,593**	**$187,424**	**2.7%**	**31.3%**
D1a. Senior Executive Schedule	2	2	2	412	0	0	10	10	422	128	550	$206,000	$211,000	$275,000	2.4%	31.1%
D1b. General Schedule	52	52	52	7,153	17	0	178	195	7,348	2,245	9,593	$137,558	$141,308	$184,481	2.7%	31.4%
D1c. Special Schedule	5	5	5	684	2	0	16	18	702	213	915	$136,800	$140,400	$183,000	2.6%	31.1%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**59**	**59**	**59**	**8,249**	**19**	**0**	**204**	**223**	**8,472**	**2,586**	**11,058**	**$139,814**	**$143,593**	**$187,424**	**2.7%**	**31.3%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**59**	**59**	**59**	**8,249**	**19**	**0**	**204**	**223**	**8,472**	**2,586**	**11,058**	**$139,814**	**$143,593**	**$187,424**	**2.7%**	**31.3%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**59**	**59**	**59**	**8,249**	**19**	**0**	**204**	**223**	**8,472**	**2,586**	**11,058**	**$139,814**	**$143,593**	**$187,424**	**2.7%**	**31.3%**
T1. US Direct Hire (USDH)	**59**	**59**	**59**	**8,249**	**19**	**0**	**204**	**223**	**8,472**	**2,586**	**11,058**	**$139,814**	**$143,593**	**$187,424**	**2.7%**	**31.3%**
T1a. Senior Executive Schedule	2	2	2	412	0	0	10	10	422	128	550	$206,000	$211,000	$275,000	2.4%	31.1%
T1b. General Schedule	52	52	52	7,153	17	0	178	195	7,348	2,245	9,593	$137,558	$141,308	$184,481	2.7%	31.4%
T1c. Special Schedule	5	5	5	684	2	0	16	18	702	213	915	$136,800	$140,400	$183,000	2.6%	31.1%
T1d. Wage System	0	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%	0.0%
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**59**	**59**	**59**	**8,249**	**19**	**0**	**204**	**223**	**8,472**	**2,586**	**11,058**	**$139,814**	**$143,593**	**$187,424**	**2.7%**	**31.3%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**59**	**59**	**59**	**8,249**	**19**	**0**	**204**	**223**	**8,472**	**2,586**	**11,058**	**$139,814**	**$143,593**	**$187,424**	**2.7%**	**31.3%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

US Court of Appeals for Armed Forces, Def

United States Court of Appeals for the Armed Services

FY 2027	($ in Thousands)											Rates				
	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)	**59**	**59**	**59**	**8,337**	**19**	**0**	**335**	**354**	**8,691**	**2,563**	**11,254**	**$141,305**	**$147,305**	**$190,746**	**4.2%**	**30.7%**
D1. US Direct Hire (USDH)	**59**	**59**	**59**	**8,337**	**19**	**0**	**335**	**354**	**8,691**	**2,563**	**11,254**	**$141,305**	**$147,305**	**$190,746**	**4.2%**	**30.7%**
D1a. Senior Executive Schedule	2	2	2	419	0	0	16	16	435	127	562	$209,500	$217,500	$281,000	3.8%	30.3%
D1b. General Schedule	52	52	52	7,227	17	0	293	310	7,537	2,225	9,762	$138,981	$144,942	$187,731	4.3%	30.8%
D1c. Special Schedule	5	5	5	691	2	0	26	28	719	211	930	$138,200	$143,800	$186,000	4.1%	30.5%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**59**	**59**	**59**	**8,337**	**19**	**0**	**335**	**354**	**8,691**	**2,563**	**11,254**	**$141,305**	**$147,305**	**$190,746**	**4.2%**	**30.7%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**59**	**59**	**59**	**8,337**	**19**	**0**	**335**	**354**	**8,691**	**2,563**	**11,254**	**$141,305**	**$147,305**	**$190,746**	**4.2%**	**30.7%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**59**	**59**	**59**	**8,337**	**19**	**0**	**335**	**354**	**8,691**	**2,563**	**11,254**	**$141,305**	**$147,305**	**$190,746**	**4.2%**	**30.7%**
T1. US Direct Hire (USDH)	**59**	**59**	**59**	**8,337**	**19**	**0**	**335**	**354**	**8,691**	**2,563**	**11,254**	**$141,305**	**$147,305**	**$190,746**	**4.2%**	**30.7%**
T1a. Senior Executive Schedule	2	2	2	419	0	0	16	16	435	127	562	$209,500	$217,500	$281,000	3.8%	30.3%
T1b. General Schedule	52	52	52	7,227	17	0	293	310	7,537	2,225	9,762	$138,981	$144,942	$187,731	4.3%	30.8%
T1c. Special Schedule	5	5	5	691	2	0	26	28	719	211	930	$138,200	$143,800	$186,000	4.1%	30.5%
T1d. Wage System	0	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%	0.0%
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**59**	**59**	**59**	**8,337**	**19**	**0**	**335**	**354**	**8,691**	**2,563**	**11,254**	**$141,305**	**$147,305**	**$190,746**	**4.2%**	**30.7%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**59**	**59**	**59**	**8,337**	**19**	**0**	**335**	**354**	**8,691**	**2,563**	**11,254**	**$141,305**	**$147,305**	**$190,746**	**4.2%**	**30.7%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Office of the Inspector General

FY 2025	Inspector General ($ in Thousands)											Rates				
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC Variables	% BC Benefits
Direct Funded Personnel (includes OC 13)	**1,896**	**1,807**	**1,840**	**256,701**	**938**	**13,226**	**11,861**	**26,025**	**282,726**	**112,989**	**395,715**	**$139,511**	**$153,655**	**$215,063**	**10.1%**	**44.0%**
D1. US Direct Hire (USDH)	**1,894**	**1,805**	**1,838**	**256,490**	**938**	**13,226**	**11,861**	**26,025**	**282,515**	**112,989**	**395,504**	**$139,548**	**$153,708**	**$215,182**	**10.1%**	**44.1%**
D1a. Senior Executive Schedule	27	26	26	6,038	0	279	0	279	6,317	2,094	8,411	$232,231	$242,962	$323,500	4.6%	34.7%
D1b. General Schedule	1,867	1,779	1,812	250,452	938	12,947	11,861	25,746	276,198	110,895	387,093	$138,219	$152,427	$213,627	10.3%	44.3%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**1,894**	**1,805**	**1,838**	**256,490**	**938**	**13,226**	**11,861**	**26,025**	**282,515**	**112,989**	**395,504**	**$139,548**	**$153,708**	**$215,182**	**10.1%**	**44.1%**
D4. Indirect Hire Foreign Nationals (IHFN)	2	2	2	211	0	0	0	0	211	0	211	$105,500	$105,500	$105,500	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**1,896**	**1,807**	**1,840**	**256,701**	**938**	**13,226**	**11,861**	**26,025**	**282,726**	**112,989**	**395,715**	**$139,511**	**$153,655**	**$215,063**	**10.1%**	**44.0%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**2**	**2**	**2**	**463**	**0**	**0**	**0**	**0**	**463**	**0**	**463**	**$231,500**	**$231,500**	**$231,500**	**0.0%**	**0.0%**
R1. US Direct Hire (USDH)	**2**	**2**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	2	2	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**2**	**2**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	2	463	0	0	0	0	463	0	463	$231,500	$231,500	$231,500	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**2**	**2**	**2**	**463**	**0**	**0**	**0**	**0**	**463**	**0**	**463**	**$231,500**	**$231,500**	**$231,500**	**0.0%**	**0.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**1,898**	**1,809**	**1,842**	**257,164**	**938**	**13,226**	**11,861**	**26,025**	**283,189**	**112,989**	**396,178**	**$139,611**	**$153,740**	**$215,080**	**10.1%**	**43.9%**
T1. US Direct Hire (USDH)	**1,896**	**1,807**	**1,838**	**256,490**	**938**	**13,226**	**11,861**	**26,025**	**282,515**	**112,989**	**395,504**	**$139,548**	**$153,708**	**$215,182**	**10.1%**	**44.1%**
T1a. Senior Executive Schedule	27	26	26	6,038	0	279	0	279	6,317	2,094	8,411	$232,231	$242,962	$323,500	4.6%	34.7%
T1b. General Schedule	1,869	1,781	1,812	250,452	938	12,947	11,861	25,746	276,198	110,895	387,093	$138,219	$152,427	$213,627	10.3%	44.3%
T1c. Special Schedule	0	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%	0.0%
T1e. Highly Qualified Experts	0	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%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**1,896**	**1,807**	**1,838**	**256,490**	**938**	**13,226**	**11,861**	**26,025**	**282,515**	**112,989**	**395,504**	**$139,548**	**$153,708**	**$215,182**	**10.1%**	**44.1%**
T4. Indirect Hire Foreign Nationals (IHFN)	2	2	4	674	0	0	0	0	674	0	674	$168,500	$168,500	$168,500	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**1,898**	**1,809**	**1,842**	**257,164**	**938**	**13,226**	**11,861**	**26,025**	**283,189**	**112,989**	**396,178**	**$139,611**	**$153,740**	**$215,080**	**10.1%**	**43.9%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Office of the Inspector General

FY 2026	Inspector General ($ in Thousands)											Rates				
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC Variables	% BC Benefits
Direct Funded Personnel (includes OC 13)	**1,832**	**1,632**	**1,628**	**229,168**	**1,238**	**11,349**	**10,630**	**23,217**	**252,385**	**99,931**	**352,316**	**$140,767**	**$155,028**	**$216,410**	**10.1%**	**43.6%**
D1. US Direct Hire (USDH)	**1,830**	**1,630**	**1,628**	**228,954**	**1,238**	**11,349**	**10,630**	**23,217**	**252,171**	**99,931**	**352,102**	**$140,635**	**$154,896**	**$216,279**	**10.1%**	**43.6%**
D1a. Senior Executive Schedule	27	29	29	5,464	0	243	0	243	5,707	1,868	7,575	$188,414	$196,793	$261,207	4.4%	34.2%
D1b. General Schedule	1,803	1,601	1,599	223,490	1,238	11,106	10,630	22,974	246,464	98,063	344,527	$139,769	$154,136	$215,464	10.3%	43.9%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**1,830**	**1,630**	**1,628**	**228,954**	**1,238**	**11,349**	**10,630**	**23,217**	**252,171**	**99,931**	**352,102**	**$140,635**	**$154,896**	**$216,279**	**10.1%**	**43.6%**
D4. Indirect Hire Foreign Nationals (IHFN)	2	2	0	214	0	0	0	0	214	0	214	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**1,832**	**1,632**	**1,628**	**229,168**	**1,238**	**11,349**	**10,630**	**23,217**	**252,385**	**99,931**	**352,316**	**$140,767**	**$155,028**	**$216,410**	**10.1%**	**43.6%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**0**	**0**	**2**	**408**	**0**	**0**	**0**	**0**	**408**	**0**	**408**	**$204,000**	**$204,000**	**$204,000**	**0.0%**	**0.0%**
R1. US Direct Hire (USDH)	**0**	**0**	**2**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	0	0	2	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**0**	**0**	**2**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	408	0	0	0	0	408	0	408	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**0**	**0**	**2**	**408**	**0**	**0**	**0**	**0**	**408**	**0**	**408**	**$204,000**	**$204,000**	**$204,000**	**0.0%**	**0.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**1,832**	**1,632**	**1,630**	**229,576**	**1,238**	**11,349**	**10,630**	**23,217**	**252,793**	**99,931**	**352,724**	**$140,844**	**$155,088**	**$216,395**	**10.1%**	**43.5%**
T1. US Direct Hire (USDH)	**1,830**	**1,630**	**1,630**	**228,954**	**1,238**	**11,349**	**10,630**	**23,217**	**252,171**	**99,931**	**352,102**	**$140,463**	**$154,706**	**$216,013**	**10.1%**	**43.6%**
T1a. Senior Executive Schedule	27	29	29	5,464	0	243	0	243	5,707	1,868	7,575	$188,414	$196,793	$261,207	4.4%	34.2%
T1b. General Schedule	1,803	1,601	1,601	223,490	1,238	11,106	10,630	22,974	246,464	98,063	344,527	$139,594	$153,944	$215,195	10.3%	43.9%
T1c. Special Schedule	0	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%	0.0%
T1e. Highly Qualified Experts	0	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%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**1,830**	**1,630**	**1,630**	**228,954**	**1,238**	**11,349**	**10,630**	**23,217**	**252,171**	**99,931**	**352,102**	**$140,463**	**$154,706**	**$216,013**	**10.1%**	**43.6%**
T4. Indirect Hire Foreign Nationals (IHFN)	2	2	0	622	0	0	0	0	622	0	622	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**1,832**	**1,632**	**1,630**	**229,576**	**1,238**	**11,349**	**10,630**	**23,217**	**252,793**	**99,931**	**352,724**	**$140,844**	**$155,088**	**$216,395**	**10.1%**	**43.5%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Office of the Inspector General

FY 2027	Inspector General ($ in Thousands)											Rates				
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC Variables	% BC Benefits
Direct Funded Personnel (includes OC 13)	**1,632**	**1,600**	**1,598**	**229,674**	**1,241**	**11,374**	**10,654**	**23,269**	**252,943**	**100,152**	**353,095**	**$143,726**	**$158,287**	**$220,961**	**10.1%**	**43.6%**
D1. US Direct Hire (USDH)	**1,630**	**1,598**	**1,596**	**229,460**	**1,241**	**11,374**	**10,654**	**23,269**	**252,729**	**100,152**	**352,881**	**$143,772**	**$158,352**	**$221,103**	**10.1%**	**43.6%**
D1a. Senior Executive Schedule	29	29	29	5,476	0	243	0	243	5,719	1,872	7,591	$188,828	$197,207	$261,759	4.4%	34.2%
D1b. General Schedule	1,601	1,569	1,567	223,984	1,241	11,131	10,654	23,026	247,010	98,280	345,290	$142,938	$157,632	$220,351	10.3%	43.9%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**1,630**	**1,598**	**1,596**	**229,460**	**1,241**	**11,374**	**10,654**	**23,269**	**252,729**	**100,152**	**352,881**	**$143,772**	**$158,352**	**$221,103**	**10.1%**	**43.6%**
D4. Indirect Hire Foreign Nationals (IHFN)	2	2	2	214	0	0	0	0	214	0	214	$107,000	$107,000	$107,000	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**1,632**	**1,600**	**1,598**	**229,674**	**1,241**	**11,374**	**10,654**	**23,269**	**252,943**	**100,152**	**353,095**	**$143,726**	**$158,287**	**$220,961**	**10.1%**	**43.6%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**0**	**0**	**2**	**408**	**0**	**0**	**0**	**0**	**408**	**0**	**408**	**$204,000**	**$204,000**	**$204,000**	**0.0%**	**0.0%**
R1. US Direct Hire (USDH)	**0**	**0**	**2**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	0	0	2	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**0**	**0**	**2**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	408	0	0	0	0	408	0	408	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**0**	**0**	**2**	**408**	**0**	**0**	**0**	**0**	**408**	**0**	**408**	**$204,000**	**$204,000**	**$204,000**	**0.0%**	**0.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**1,632**	**1,600**	**1,600**	**230,082**	**1,241**	**11,374**	**10,654**	**23,269**	**253,351**	**100,152**	**353,503**	**$143,801**	**$158,344**	**$220,939**	**10.1%**	**43.5%**
T1. US Direct Hire (USDH)	**1,630**	**1,598**	**1,598**	**229,460**	**1,241**	**11,374**	**10,654**	**23,269**	**252,729**	**100,152**	**352,881**	**$143,592**	**$158,153**	**$220,827**	**10.1%**	**43.6%**
T1a. Senior Executive Schedule	29	29	29	5,476	0	243	0	243	5,719	1,872	7,591	$188,828	$197,207	$261,759	4.4%	34.2%
T1b. General Schedule	1,601	1,569	1,569	223,984	1,241	11,131	10,654	23,026	247,010	98,280	345,290	$142,756	$157,431	$220,070	10.3%	43.9%
T1c. Special Schedule	0	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%	0.0%
T1e. Highly Qualified Experts	0	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%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**1,630**	**1,598**	**1,598**	**229,460**	**1,241**	**11,374**	**10,654**	**23,269**	**252,729**	**100,152**	**352,881**	**$143,592**	**$158,153**	**$220,827**	**10.1%**	**43.6%**
T4. Indirect Hire Foreign Nationals (IHFN)	2	2	2	622	0	0	0	0	622	0	622	$311,000	$311,000	$311,000	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**1,632**	**1,600**	**1,600**	**230,082**	**1,241**	**11,374**	**10,654**	**23,269**	**253,351**	**100,152**	**353,503**	**$143,801**	**$158,344**	**$220,939**	**10.1%**	**43.5%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

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Defense Health Program

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	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	Rates: Basic Comp	Rates: Total Comp	Rates: Comp & Benefits	Rates: % BC Variables	Rates: % BC Benefits
Direct Funded Personnel (includes OC 13)	**55,973**	**54,067**	**52,027**	**4,594,503**	**61,738**	**51,038**	**602,509**	**715,285**	**5,309,788**	**1,957,128**	**7,266,916**	**$88,310**	**$102,058**	**$139,676**	**15.6%**	**42.6%**
D1. US Direct Hire (USDH)	**53,439**	**51,940**	**49,942**	**4,525,769**	**61,567**	**50,943**	**597,870**	**710,380**	**5,236,149**	**1,942,084**	**7,178,233**	**$90,620**	**$104,845**	**$143,731**	**15.7%**	**42.9%**
D1a. Senior Executive Schedule	16	15	15	2,338	0	4	190	194	2,532	648	3,180	$155,867	$168,800	$212,000	8.3%	27.7%
D1b. General Schedule	51,225	50,328	48,377	4,426,418	60,826	50,760	595,894	707,480	5,133,898	1,903,301	7,037,199	$91,498	$106,123	$145,466	16.0%	43.0%
D1c. Special Schedule	307	2	2	181	0	4	25	29	210	85	295	$90,500	$105,000	$147,500	16.0%	47.0%
D1d. Wage System	1,605	1,544	1,548	90,278	379	19	1,363	1,761	92,039	34,763	126,802	$58,319	$59,457	$81,913	2.0%	38.5%
D1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1f. Other	286	51	0	6,554	362	156	398	916	7,470	3,287	10,757	$0	$0	$0	14.0%	50.2%
D2. Direct Hire Foreign Nationals (DHFN)	1,292	1,418	1,390	32,594	171	95	4,639	4,905	37,499	13,779	51,278	$23,449	$26,978	$36,891	15.0%	42.3%
D3. Total Direct Hire	**54,731**	**53,358**	**51,332**	**4,558,363**	**61,738**	**51,038**	**602,509**	**715,285**	**5,273,648**	**1,955,863**	**7,229,511**	**$88,802**	**$102,736**	**$140,838**	**15.7%**	**42.9%**
D4. Indirect Hire Foreign Nationals (IHFN)	1,242	709	695	36,140	0	0	0	0	36,140	0	36,140	$52,000	$52,000	$52,000	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**55,973**	**54,067**	**52,027**	**4,594,503**	**61,738**	**51,038**	**602,509**	**715,285**	**5,309,788**	**1,955,863**	**7,265,651**	**$88,310**	**$102,058**	**$139,652**	**15.6%**	**42.6%**
D5. Other Object Class 13 Benefits										**1,265**	**1,265**					
D5a. USDH - Benefits of Former Employees										839	839					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										426	426					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**1,364**	**392**	**384**	**38,164**	**742**	**503**	**4,751**	**5,996**	**44,160**	**16,785**	**60,945**	**$99,385**	**$115,000**	**$158,711**	**15.7%**	**44.0%**
R1. US Direct Hire (USDH)	**569**	**392**	**384**	**38,164**	**742**	**503**	**4,751**	**5,996**	**44,160**	**16,785**	**60,945**	**$99,385**	**$115,000**	**$158,711**	**15.7%**	**44.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	529	351	344	32,921	452	378	4,432	5,262	38,183	14,155	52,338	$95,701	$110,997	$152,145	16.0%	43.0%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	40	41	40	5,243	290	125	319	734	5,977	2,630	8,607	$131,075	$149,425	$215,175	14.0%	50.2%
R2. Direct Hire Foreign Nationals (DHFN)	795	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**1,364**	**392**	**384**	**38,164**	**742**	**503**	**4,751**	**5,996**	**44,160**	**16,785**	**60,945**	**$99,385**	**$115,000**	**$158,711**	**15.7%**	**44.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**1,364**	**392**	**384**	**38,164**	**742**	**503**	**4,751**	**5,996**	**44,160**	**16,785**	**60,945**	**$99,385**	**$115,000**	**$158,711**	**15.7%**	**44.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**57,337**	**54,459**	**52,411**	**4,632,667**	**62,480**	**51,541**	**607,260**	**721,281**	**5,353,948**	**1,973,913**	**7,327,861**	**$88,391**	**$102,153**	**$139,815**	**15.6%**	**42.6%**
T1. US Direct Hire (USDH)	**54,008**	**52,332**	**50,326**	**4,563,933**	**62,309**	**51,446**	**602,621**	**716,376**	**5,280,309**	**1,958,869**	**7,239,178**	**$90,687**	**$104,922**	**$143,846**	**15.7%**	**42.9%**
T1a. Senior Executive Schedule	16	15	15	2,338	0	4	190	194	2,532	648	3,180	$155,867	$168,800	$212,000	8.3%	27.7%
T1b. General Schedule	51,754	50,679	48,721	4,459,339	61,278	51,138	600,326	712,742	5,172,081	1,917,456	7,089,537	$91,528	$106,157	$145,513	16.0%	43.0%
T1c. Special Schedule	307	2	2	181	0	4	25	29	210	85	295	$90,500	$105,000	$147,500	16.0%	47.0%
T1d. Wage System	1,605	1,544	1,548	90,278	379	19	1,363	1,761	92,039	34,763	126,802	$58,319	$59,457	$81,913	2.0%	38.5%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T1f. Other	326	92	40	11,797	652	281	717	1,650	13,447	5,917	19,364	$294,925	$336,175	$484,100	14.0%	50.2%
T2. Direct Hire Foreign Nationals (DHFN)	2,087	1,418	1,390	32,594	171	95	4,639	4,905	37,499	13,779	51,278	$23,449	$26,978	$36,891	15.0%	42.3%
T3. Total Direct Hire	**56,095**	**53,750**	**51,716**	**4,596,527**	**62,480**	**51,541**	**607,260**	**721,281**	**5,317,808**	**1,972,648**	**7,290,456**	**$88,880**	**$102,827**	**$140,971**	**15.7%**	**42.9%**
T4. Indirect Hire Foreign Nationals (IHFN)	1,242	709	695	36,140	0	0	0	0	36,140	0	36,140	$52,000	$52,000	$52,000	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**57,337**	**54,459**	**52,411**	**4,632,667**	**62,480**	**51,541**	**607,260**	**721,281**	**5,353,948**	**1,972,648**	**7,326,596**	**$88,391**	**$102,153**	**$139,791**	**15.6%**	**42.6%**
T5. Other Object Class 13 Benefits										**1,265**	**1,265**					
T5a. USDH - Benefits of Former Employees										839	839					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										426	426					
T5d. Foreign National Separation Liability										0	0					

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	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	Rates: Basic Comp	Rates: Total Comp	Rates: Comp & Benefits	Rates: % BC Variables	Rates: % BC Benefits
Direct Funded Personnel (includes OC 13)	**56,779**	**56,779**	**53,883**	**5,046,437**	**43,867**	**37,426**	**533,864**	**615,157**	**5,661,594**	**1,811,822**	**7,473,416**	**$93,655**	**$105,072**	**$138,697**	**12.2%**	**35.9%**
D1. US Direct Hire (USDH)	**54,789**	**54,789**	**52,046**	**4,980,417**	**43,579**	**37,201**	**521,878**	**602,658**	**5,583,075**	**1,798,408**	**7,381,483**	**$95,693**	**$107,272**	**$141,826**	**12.1%**	**36.1%**
D1a. Senior Executive Schedule	16	16	15	2,193	0	58	125	183	2,376	744	3,120	$146,200	$158,400	$208,000	8.3%	33.9%
D1b. General Schedule	52,921	52,921	50,267	4,852,011	40,423	36,152	515,882	592,457	5,444,468	1,755,741	7,200,209	$96,525	$108,311	$143,239	12.2%	36.2%
D1c. Special Schedule	2	2	2	310	0	5	33	38	348	86	434	$155,000	$174,000	$217,000	12.3%	27.7%
D1d. Wage System	1,590	1,590	1,514	84,098	3,156	986	5,489	9,631	93,729	30,634	124,363	$55,547	$61,908	$82,142	11.5%	36.4%
D1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1f. Other	260	260	248	41,805	0	0	349	349	42,154	11,203	53,357	$168,569	$169,976	$215,149	0.8%	26.8%
D2. Direct Hire Foreign Nationals (DHFN)	1,295	1,295	1,198	30,098	217	225	11,894	12,336	42,434	12,386	54,820	$25,124	$35,421	$45,760	41.0%	41.2%
D3. Total Direct Hire	**56,084**	**56,084**	**53,244**	**5,010,515**	**43,796**	**37,426**	**533,772**	**614,994**	**5,625,509**	**1,810,794**	**7,436,303**	**$94,105**	**$105,655**	**$139,665**	**12.3%**	**36.1%**
D4. Indirect Hire Foreign Nationals (IHFN)	695	695	639	35,922	71	0	92	163	36,085	0	36,085	$56,216	$56,471	$56,471	0.5%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**56,779**	**56,779**	**53,883**	**5,046,437**	**43,867**	**37,426**	**533,864**	**615,157**	**5,661,594**	**1,810,794**	**7,472,388**	**$93,655**	**$105,072**	**$138,678**	**12.2%**	**35.9%**
D5. Other Object Class 13 Benefits										**1,028**	**1,028**					
D5a. USDH - Benefits of Former Employees										1,028	1,028					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**536**	**536**	**510**	**57,801**	**502**	**454**	**6,345**	**7,301**	**65,102**	**20,941**	**86,043**	**$113,335**	**$127,651**	**$168,712**	**12.6%**	**36.2%**
R1. US Direct Hire (USDH)	**536**	**536**	**510**	**57,801**	**502**	**454**	**6,345**	**7,301**	**65,102**	**20,941**	**86,043**	**$113,335**	**$127,651**	**$168,712**	**12.6%**	**36.2%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	494	494	470	52,409	439	393	5,601	6,433	58,842	19,063	77,905	$111,509	$125,196	$165,755	12.3%	36.4%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	42	42	40	5,392	63	61	744	868	6,260	1,878	8,138	$134,800	$156,500	$203,450	16.1%	34.8%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**536**	**536**	**510**	**57,801**	**502**	**454**	**6,345**	**7,301**	**65,102**	**20,941**	**86,043**	**$113,335**	**$127,651**	**$168,712**	**12.6%**	**36.2%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**536**	**536**	**510**	**57,801**	**502**	**454**	**6,345**	**7,301**	**65,102**	**20,941**	**86,043**	**$113,335**	**$127,651**	**$168,712**	**12.6%**	**36.2%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**57,315**	**57,315**	**54,393**	**5,104,238**	**44,369**	**37,880**	**540,209**	**622,458**	**5,726,696**	**1,832,763**	**7,559,459**	**$93,840**	**$105,284**	**$138,979**	**12.2%**	**35.9%**
T1. US Direct Hire (USDH)	**55,325**	**55,325**	**52,556**	**5,038,218**	**44,081**	**37,655**	**528,223**	**609,959**	**5,648,177**	**1,819,349**	**7,467,526**	**$95,864**	**$107,470**	**$142,087**	**12.1%**	**36.1%**
T1a. Senior Executive Schedule	16	16	15	2,193	0	58	125	183	2,376	744	3,120	$146,200	$158,400	$208,000	8.3%	33.9%
T1b. General Schedule	53,415	53,415	50,737	4,904,420	40,862	36,545	521,483	598,890	5,503,310	1,774,804	7,278,114	$96,664	$108,467	$143,448	12.2%	36.2%
T1c. Special Schedule	2	2	2	310	0	5	33	38	348	86	434	$155,000	$174,000	$217,000	12.3%	27.7%
T1d. Wage System	1,590	1,590	1,514	84,098	3,156	986	5,489	9,631	93,729	30,634	124,363	$55,547	$61,908	$82,142	11.5%	36.4%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T1f. Other	302	302	288	47,197	63	61	1,093	1,217	48,414	13,081	61,495	$163,878	$168,104	$213,524	2.6%	27.7%
T2. Direct Hire Foreign Nationals (DHFN)	1,295	1,295	1,198	30,098	217	225	11,894	12,336	42,434	12,386	54,820	$25,124	$35,421	$45,760	41.0%	41.2%
T3. Total Direct Hire	**56,620**	**56,620**	**53,754**	**5,068,316**	**44,298**	**37,880**	**540,117**	**622,295**	**5,690,611**	**1,831,735**	**7,522,346**	**$94,287**	**$105,864**	**$139,940**	**12.3%**	**36.1%**
T4. Indirect Hire Foreign Nationals (IHFN)	695	695	639	35,922	71	0	92	163	36,085	0	36,085	$56,216	$56,471	$56,471	0.5%	0.0%
Subtotal - Total Funded (excludes OC 13)	**57,315**	**57,315**	**54,393**	**5,104,238**	**44,369**	**37,880**	**540,209**	**622,458**	**5,726,696**	**1,831,735**	**7,558,431**	**$93,840**	**$105,284**	**$138,960**	**12.2%**	**35.9%**
T5. Other Object Class 13 Benefits										**1,028**	**1,028**					
T5a. USDH - Benefits of Former Employees										1,028	1,028					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

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	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	Rates: Basic Comp	Rates: Total Comp	Rates: Comp & Benefits	Rates: % BC Variables	Rates: % BC Benefits
Direct Funded Personnel (includes OC 13)	**56,779**	**56,470**	**53,589**	**4,785,290**	**64,164**	**53,008**	**625,619**	**742,791**	**5,528,081**	**2,033,915**	**7,561,996**	**$89,296**	**$103,157**	**$141,111**	**15.5%**	**42.5%**
D1. US Direct Hire (USDH)	**54,789**	**54,480**	**51,863**	**4,715,770**	**64,002**	**52,918**	**621,250**	**738,170**	**5,453,940**	**2,022,877**	**7,476,817**	**$90,927**	**$105,161**	**$144,165**	**15.7%**	**42.9%**
D1a. Senior Executive Schedule	16	16	15	2,368	0	4	193	197	2,565	656	3,221	$157,867	$171,000	$214,733	8.3%	27.7%
D1b. General Schedule	52,921	52,501	49,979	4,598,196	63,185	52,729	618,986	734,900	5,333,096	1,977,072	7,310,168	$92,003	$106,707	$146,265	16.0%	43.0%
D1c. Special Schedule	2	2	2	266	0	6	37	43	309	125	434	$133,000	$154,500	$217,000	16.2%	47.0%
D1d. Wage System	1,590	1,908	1,817	108,386	455	23	1,636	2,114	110,500	41,737	152,237	$59,651	$60,815	$83,785	2.0%	38.5%
D1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1f. Other	260	53	50	6,554	362	156	398	916	7,470	3,287	10,757	$131,080	$149,400	$215,140	14.0%	50.2%
D2. Direct Hire Foreign Nationals (DHFN)	1,295	1,295	1,104	33,692	162	90	4,369	4,621	38,313	9,990	48,303	$30,518	$34,704	$43,753	13.7%	29.7%
D3. Total Direct Hire	**56,084**	**55,775**	**52,967**	**4,749,462**	**64,164**	**53,008**	**625,619**	**742,791**	**5,492,253**	**2,032,867**	**7,525,120**	**$89,668**	**$103,692**	**$142,072**	**15.6%**	**42.8%**
D4. Indirect Hire Foreign Nationals (IHFN)	695	695	622	35,828	0	0	0	0	35,828	0	35,828	$57,601	$57,601	$57,601	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**56,779**	**56,470**	**53,589**	**4,785,290**	**64,164**	**53,008**	**625,619**	**742,791**	**5,528,081**	**2,032,867**	**7,560,948**	**$89,296**	**$103,157**	**$141,091**	**15.5%**	**42.5%**
D5. Other Object Class 13 Benefits										**1,048**	**1,048**					
D5a. USDH - Benefits of Former Employees										1,048	1,048					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**536**	**520**	**510**	**54,766**	**973**	**694**	**6,981**	**8,648**	**63,414**	**23,928**	**87,342**	**$107,384**	**$124,341**	**$171,259**	**15.8%**	**43.7%**
R1. US Direct Hire (USDH)	**536**	**520**	**510**	**54,766**	**973**	**694**	**6,981**	**8,648**	**63,414**	**23,928**	**87,342**	**$107,384**	**$124,341**	**$171,259**	**15.8%**	**43.7%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	494	479	470	49,470	680	568	6,659	7,907	57,377	21,271	78,648	$105,255	$122,079	$167,336	16.0%	43.0%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	42	41	40	5,296	293	126	322	741	6,037	2,657	8,694	$132,400	$150,925	$217,350	14.0%	50.2%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**536**	**520**	**510**	**54,766**	**973**	**694**	**6,981**	**8,648**	**63,414**	**23,928**	**87,342**	**$107,384**	**$124,341**	**$171,259**	**15.8%**	**43.7%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**536**	**520**	**510**	**54,766**	**973**	**694**	**6,981**	**8,648**	**63,414**	**23,928**	**87,342**	**$107,384**	**$124,341**	**$171,259**	**15.8%**	**43.7%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**57,315**	**56,990**	**54,099**	**4,840,056**	**65,137**	**53,702**	**632,600**	**751,439**	**5,591,495**	**2,057,843**	**7,649,338**	**$89,467**	**$103,357**	**$141,395**	**15.5%**	**42.5%**
T1. US Direct Hire (USDH)	**55,325**	**55,000**	**52,373**	**4,770,536**	**64,975**	**53,612**	**628,231**	**746,818**	**5,517,354**	**2,046,805**	**7,564,159**	**$91,088**	**$105,347**	**$144,429**	**15.7%**	**42.9%**
T1a. Senior Executive Schedule	16	16	15	2,368	0	4	193	197	2,565	656	3,221	$157,867	$171,000	$214,733	8.3%	27.7%
T1b. General Schedule	53,415	52,980	50,449	4,647,666	63,865	53,297	625,645	742,807	5,390,473	1,998,343	7,388,816	$92,126	$106,850	$146,461	16.0%	43.0%
T1c. Special Schedule	2	2	2	266	0	6	37	43	309	125	434	$133,000	$154,500	$217,000	16.2%	47.0%
T1d. Wage System	1,590	1,908	1,817	108,386	455	23	1,636	2,114	110,500	41,737	152,237	$59,651	$60,815	$83,785	2.0%	38.5%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T1f. Other	302	94	90	11,850	655	282	720	1,657	13,507	5,944	19,451	$131,667	$150,078	$216,122	14.0%	50.2%
T2. Direct Hire Foreign Nationals (DHFN)	1,295	1,295	1,104	33,692	162	90	4,369	4,621	38,313	9,990	48,303	$30,518	$34,704	$43,753	13.7%	29.7%
T3. Total Direct Hire	**56,620**	**56,295**	**53,477**	**4,804,228**	**65,137**	**53,702**	**632,600**	**751,439**	**5,555,667**	**2,056,795**	**7,612,462**	**$89,837**	**$103,889**	**$142,350**	**15.6%**	**42.8%**
T4. Indirect Hire Foreign Nationals (IHFN)	695	695	622	35,828	0	0	0	0	35,828	0	35,828	$57,601	$57,601	$57,601	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**57,315**	**56,990**	**54,099**	**4,840,056**	**65,137**	**53,702**	**632,600**	**751,439**	**5,591,495**	**2,056,795**	**7,648,290**	**$89,467**	**$103,357**	**$141,376**	**15.5%**	**42.5%**
T5. Other Object Class 13 Benefits										**1,048**	**1,048**					
T5a. USDH - Benefits of Former Employees										1,048	1,048					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

FY 2025	Drug Interdiction and Counter-drug Activities ($ in Thousands)											Rates				
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC Variables	% BC Benefits
Direct Funded Personnel (includes OC 13)	**1,486**	**1,497**	**1,497**	**149,163**	**2,237**	**4,904**	**1,063**	**8,204**	**157,367**	**60,990**	**218,357**	**$99,641**	**$105,122**	**$145,863**	**5.5%**	**40.9%**
D1. US Direct Hire (USDH)	**1,486**	**1,497**	**1,497**	**149,163**	**2,237**	**4,904**	**1,063**	**8,204**	**157,367**	**60,990**	**218,357**	**$99,641**	**$105,122**	**$145,863**	**5.5%**	**40.9%**
D1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1b. General Schedule	1,486	1,497	1,497	149,163	2,237	4,904	1,063	8,204	157,367	60,990	218,357	$99,641	$105,122	$145,863	5.5%	40.9%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	0	0	0	0	0	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%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	-	-	-	-	0	0	-	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**1,486**	**1,497**	**1,497**	**149,163**	**2,237**	**4,904**	**1,063**	**8,204**	**157,367**	**60,990**	**218,357**	**$99,641**	**$105,122**	**$145,863**	**5.5%**	**40.9%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**1,486**	**1,497**	**1,497**	**149,163**	**2,237**	**4,904**	**1,063**	**8,204**	**157,367**	**60,990**	**218,357**	**$99,641**	**$105,122**	**$145,863**	**5.5%**	**40.9%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1c. Special Schedule	0	0	0	0	0	0	0	0	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	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	-	-	-	-	-	-	-	0	0	-	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	-	0	0	-	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**1,486**	**1,497**	**1,497**	**149,163**	**2,237**	**4,904**	**1,063**	**8,204**	**157,367**	**60,990**	**218,357**	**$99,641**	**$105,122**	**$145,863**	**5.5%**	**40.9%**
T1. US Direct Hire (USDH)	**1,486**	**1,497**	**1,497**	**149,163**	**2,237**	**4,904**	**1,063**	**8,204**	**157,367**	**60,990**	**218,357**	**$99,641**	**$105,122**	**$145,863**	**5.5%**	**40.9%**
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T1b. General Schedule	1,486	1,497	1,497	149,163	2,237	4,904	1,063	8,204	157,367	60,990	218,357	$99,641	$105,122	$145,863	5.5%	40.9%
T1c. Special Schedule	0	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%	0.0%
T1e. Highly Qualified Experts	0	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%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**1,486**	**1,497**	**1,497**	**149,163**	**2,237**	**4,904**	**1,063**	**8,204**	**157,367**	**60,990**	**218,357**	**$99,641**	**$105,122**	**$145,863**	**5.5%**	**40.9%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**1,486**	**1,497**	**1,497**	**149,163**	**2,237**	**4,904**	**1,063**	**8,204**	**157,367**	**60,990**	**218,357**	**$99,641**	**$105,122**	**$145,863**	**5.5%**	**40.9%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Note:
Estimates represent Civilians who are funded annually from the Drug Interdiction and Counter-Drug Activities, Defense appropriation, a Central Transfer Account, to the Military Departments and Defense Agencies.

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FY 2026	Drug Interdiction and Counter-drug Activities ($ in Thousands)											Rates				
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC Variables	% BC Benefits
Direct Funded Personnel (includes OC 13)	**1,497**	**1,473**	**1,473**	**145,355**	**2,237**	**4,904**	**1,063**	**8,204**	**153,559**	**60,990**	**214,549**	**$98,680**	**$104,249**	**$145,654**	**5.6%**	**42.0%**
D1. US Direct Hire (USDH)	**1,497**	**1,473**	**1,473**	**145,355**	**2,237**	**4,904**	**1,063**	**8,204**	**153,559**	**60,990**	**214,549**	**$98,680**	**$104,249**	**$145,654**	**5.6%**	**42.0%**
D1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1b. General Schedule	1,497	1,473	1,473	145,355	2,237	4,904	1,063	8,204	153,559	60,990	214,549	$98,680	$104,249	$145,654	5.6%	42.0%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	-	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**1,497**	**1,473**	**1,473**	**145,355**	**2,237**	**4,904**	**1,063**	**8,204**	**153,559**	**60,990**	**214,549**	**$98,680**	**$104,249**	**$145,654**	**5.6%**	**42.0%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	-	-	-	-	0	0	-	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**1,497**	**1,473**	**1,473**	**145,355**	**2,237**	**4,904**	**1,063**	**8,204**	**153,559**	**60,990**	**214,549**	**$98,680**	**$104,249**	**$145,654**	**5.6%**	**42.0%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1c. Special Schedule	0	0	0	0	0	-	-	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1d. Wage System	-	0	-	-	-	-	-	0	0	0	0	$0	$0	$0	0.0%	0.0%
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 Foreign Nationals (DHFN)	-	-	-	-	-	-	-	0	0	-	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	-	-	-	-	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**1,497**	**1,473**	**1,473**	**145,355**	**2,237**	**4,904**	**1,063**	**8,204**	**153,559**	**60,990**	**214,549**	**$98,680**	**$104,249**	**$145,654**	**5.6%**	**42.0%**
T1. US Direct Hire (USDH)	**1,497**	**1,473**	**1,473**	**145,355**	**2,237**	**4,904**	**1,063**	**8,204**	**153,559**	**60,990**	**214,549**	**$98,680**	**$104,249**	**$145,654**	**5.6%**	**42.0%**
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T1b. General Schedule	1,497	1,473	1,473	145,355	2,237	4,904	1,063	8,204	153,559	60,990	214,549	$98,680	$104,249	$145,654	5.6%	42.0%
T1c. Special Schedule	0	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%	0.0%
T1e. Highly Qualified Experts	0	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%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**1,497**	**1,473**	**1,473**	**145,355**	**2,237**	**4,904**	**1,063**	**8,204**	**153,559**	**60,990**	**214,549**	**$98,680**	**$104,249**	**$145,654**	**5.6%**	**42.0%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**1,497**	**1,473**	**1,473**	**145,355**	**2,237**	**4,904**	**1,063**	**8,204**	**153,559**	**60,990**	**214,549**	**$98,680**	**$104,249**	**$145,654**	**5.6%**	**42.0%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Note:
Estimates represent Civilians who are funded annually from the Drug Interdiction and Counter-Drug Activities, Defense appropriation, a Central Transfer Account, to the Military Departments and Defense Agencies.

Department of War
Fiscal Year (FY) 2027 Budget Estimates
Volume II - Defense-Wide Data Book

FY 2027	Drug Interdiction and Counter-drug Activities ($ in Thousands)											Rates				
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	Total Variables	Comp O.C.11	Benefits O.C.12/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits	% BC Variables	% BC Benefits
Direct Funded Personnel (includes OC 13)	**1,473**	**1,478**	**1,478**	**146,305**	**2,237**	**4,904**	**1,063**	**8,204**	**154,509**	**61,582**	**216,091**	**$98,988**	**$104,539**	**$146,205**	**5.6%**	**42.1%**
D1. US Direct Hire (USDH)	**1,473**	**1,478**	**1,478**	**146,305**	**2,237**	**4,904**	**1,063**	**8,204**	**154,509**	**61,582**	**216,091**	**$98,988**	**$104,539**	**$146,205**	**5.6%**	**42.1%**
D1a. Senior Executive Schedule	1,473	1,478	1,478	146,305	2,237	4,904	1,063	8,204	154,509	61,582	216,091	$98,988	$104,539	$146,205	5.6%	42.1%
D1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**1,473**	**1,478**	**1,478**	**146,305**	**2,237**	**4,904**	**1,063**	**8,204**	**154,509**	**61,582**	**216,091**	**$98,988**	**$104,539**	**$146,205**	**5.6%**	**42.1%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**1,473**	**1,478**	**1,478**	**146,305**	**2,237**	**4,904**	**1,063**	**8,204**	**154,509**	**61,582**	**216,091**	**$98,988**	**$104,539**	**$146,205**	**5.6%**	**42.1%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**1,473**	**1,478**	**1,478**	**146,305**	**2,237**	**4,904**	**1,063**	**8,204**	**154,509**	**61,582**	**216,091**	**$98,988**	**$104,539**	**$146,205**	**5.6%**	**42.1%**
T1. US Direct Hire (USDH)	**1,473**	**1,478**	**1,478**	**146,305**	**2,237**	**4,904**	**1,063**	**8,204**	**154,509**	**61,582**	**216,091**	**$98,988**	**$104,539**	**$146,205**	**5.6%**	**42.1%**
T1a. Senior Executive Schedule	1,473	1,478	1,478	146,305	2,237	4,904	1,063	8,204	154,509	61,582	216,091	$98,988	$104,539	$146,205	5.6%	42.1%
T1b. General Schedule	0	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%	0.0%
T1d. Wage System	0	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%	0.0%
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**1,473**	**1,478**	**1,478**	**146,305**	**2,237**	**4,904**	**1,063**	**8,204**	**154,509**	**61,582**	**216,091**	**$98,988**	**$104,539**	**$146,205**	**5.6%**	**42.1%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**1,473**	**1,478**	**1,478**	**146,305**	**2,237**	**4,904**	**1,063**	**8,204**	**154,509**	**61,582**	**216,091**	**$98,988**	**$104,539**	**$146,205**	**5.6%**	**42.1%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Note:

Estimates represent Civilians who are funded annually from the Drug Interdiction and Counter-Drug Activities, Defense appropriation, a Central Transfer Account, to the Military Departments and Defense Agencies.

Defense Acquisition Workforce Development Fund

Warfighting Acquisition University
($ in Thousands)

FY 2025	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	Rates: Basic Comp	Rates: Total Comp	Rates: Comp & Benefits	Rates: % BC Variables	Rates: % BC Benefits
Direct Funded Personnel (includes OC 13)	**205**	**210**	**46**	**4,145**	**0**	**0**	**0**	**0**	**4,145**	**899**	**5,044**	**$90,109**	**$90,109**	**$109,652**	**0.0%**	**21.7%**
D1. US Direct Hire (USDH)	**205**	**210**	**46**	**4,145**	**0**	**0**	**0**	**0**	**4,145**	**899**	**5,044**	**$90,109**	**$90,109**	**$109,652**	**0.0%**	**21.7%**
D1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1b. General Schedule	200	200	36	2,339	0	0	0	0	2,339	324	2,663	$64,972	$64,972	$73,972	0.0%	13.9%
D1c. Special Schedule	5	10	10	1,806	0	0	0	0	1,806	575	2,381	$180,600	$180,600	$238,100	0.0%	31.8%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**205**	**210**	**46**	**4,145**	**0**	**0**	**0**	**0**	**4,145**	**899**	**5,044**	**$90,109**	**$90,109**	**$109,652**	**0.0%**	**21.7%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**205**	**210**	**46**	**4,145**	**0**	**0**	**0**	**0**	**4,145**	**899**	**5,044**	**$90,109**	**$90,109**	**$109,652**	**0.0%**	**21.7%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**205**	**210**	**46**	**4,145**	**0**	**0**	**0**	**0**	**4,145**	**899**	**5,044**	**$90,109**	**$90,109**	**$109,652**	**0.0%**	**21.7%**
T1. US Direct Hire (USDH)	**205**	**210**	**46**	**4,145**	**0**	**0**	**0**	**0**	**4,145**	**899**	**5,044**	**$90,109**	**$90,109**	**$109,652**	**0.0%**	**21.7%**
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T1b. General Schedule	200	200	36	2,339	0	0	0	0	2,339	324	2,663	$64,972	$64,972	$73,972	0.0%	13.9%
T1c. Special Schedule	5	10	10	1,806	0	0	0	0	1,806	575	2,381	$180,600	$180,600	$238,100	0.0%	31.8%
T1d. Wage System	0	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%	0.0%
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**205**	**210**	**46**	**4,145**	**0**	**0**	**0**	**0**	**4,145**	**899**	**5,044**	**$90,109**	**$90,109**	**$109,652**	**0.0%**	**21.7%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**205**	**210**	**46**	**4,145**	**0**	**0**	**0**	**0**	**4,145**	**899**	**5,044**	**$90,109**	**$90,109**	**$109,652**	**0.0%**	**21.7%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Defense Acquisition Workforce Development Fund

Warfighting Acquisition University
($ in Thousands)

FY 2026	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	Rates: Basic Comp	Rates: Total Comp	Rates: Comp & Benefits	Rates: % BC Variables	Rates: % BC Benefits
Direct Funded Personnel (includes OC 13)	**210**	**200**	**36**	**2,487**	**0**	**1**	**0**	**1**	**2,488**	**282**	**2,770**	**$69,083**	**$69,111**	**$76,944**	**0.0%**	**11.3%**
D1. US Direct Hire (USDH)	**210**	**200**	**36**	**2,487**	**0**	**1**	**0**	**1**	**2,488**	**282**	**2,770**	**$69,083**	**$69,111**	**$76,944**	**0.0%**	**11.3%**
D1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1b. General Schedule	200	200	36	2,487	0	1	0	1	2,488	282	2,770	$69,083	$69,111	$76,944	0.0%	11.3%
D1c. Special Schedule	10	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**210**	**200**	**36**	**2,487**	**0**	**1**	**0**	**1**	**2,488**	**282**	**2,770**	**$69,083**	**$69,111**	**$76,944**	**0.0%**	**11.3%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**210**	**200**	**36**	**2,487**	**0**	**1**	**0**	**1**	**2,488**	**282**	**2,770**	**$69,083**	**$69,111**	**$76,944**	**0.0%**	**11.3%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**210**	**200**	**36**	**2,487**	**0**	**1**	**0**	**1**	**2,488**	**282**	**2,770**	**$69,083**	**$69,111**	**$76,944**	**0.0%**	**11.3%**
T1. US Direct Hire (USDH)	**210**	**200**	**36**	**2,487**	**0**	**1**	**0**	**1**	**2,488**	**282**	**2,770**	**$69,083**	**$69,111**	**$76,944**	**0.0%**	**11.3%**
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T1b. General Schedule	200	200	36	2,487	0	1	0	1	2,488	282	2,770	$69,083	$69,111	$76,944	0.0%	11.3%
T1c. Special Schedule	10	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%	0.0%
T1e. Highly Qualified Experts	0	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%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**210**	**200**	**36**	**2,487**	**0**	**1**	**0**	**1**	**2,488**	**282**	**2,770**	**$69,083**	**$69,111**	**$76,944**	**0.0%**	**11.3%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**210**	**200**	**36**	**2,487**	**0**	**1**	**0**	**1**	**2,488**	**282**	**2,770**	**$69,083**	**$69,111**	**$76,944**	**0.0%**	**11.3%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					

Defense Acquisition Workforce Development Fund

Warfighting Acquisition University
($ in Thousands)

FY 2027	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	Rates: Basic Comp	Rates: Total Comp	Rates: Comp & Benefits	Rates: % BC Variables	Rates: % BC Benefits
Direct Funded Personnel (includes OC 13)	**200**	**200**	**36**	**2,579**	**0**	**1**	**0**	**1**	**2,580**	**288**	**2,868**	**$71,639**	**$71,667**	**$79,667**	**0.0%**	**11.2%**
D1. US Direct Hire (USDH)	**200**	**200**	**36**	**2,579**	**0**	**1**	**0**	**1**	**2,580**	**288**	**2,868**	**$71,639**	**$71,667**	**$79,667**	**0.0%**	**11.2%**
D1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1b. General Schedule	200	200	36	2,579	0	1	0	1	2,580	288	2,868	$71,639	$71,667	$79,667	0.0%	11.2%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D1d. Wage System	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
D3. Total Direct Hire	**200**	**200**	**36**	**2,579**	**0**	**1**	**0**	**1**	**2,580**	**288**	**2,868**	**$71,639**	**$71,667**	**$79,667**	**0.0%**	**11.2%**
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	**200**	**200**	**36**	**2,579**	**0**	**1**	**0**	**1**	**2,580**	**288**	**2,868**	**$71,639**	**$71,667**	**$79,667**	**0.0%**	**11.2%**
D5. Other Object Class 13 Benefits										**0**	**0**					
D5a. USDH - Benefits of Former Employees										0	0					
D5b. DHFN - Benefits of Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability										0	0					
Reimbursable Funded Personnel (includes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1. US Direct Hire (USDH)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1c. Special Schedule	0	0	0	0	0	0	0	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	$0	$0	$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
R3. Total Direct Hire	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**$0**	**$0**	**$0**	**0.0%**	**0.0%**
R5. Other Object Class 13 Benefits										**0**	**0**					
R5a. USDH - Benefits of Former Employees										0	0					
R5b. DHFN - Benefits of Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability										0	0					
Total Personnel (includes OC 13)	**200**	**200**	**36**	**2,579**	**0**	**1**	**0**	**1**	**2,580**	**288**	**2,868**	**$71,639**	**$71,667**	**$79,667**	**0.0%**	**11.2%**
T1. US Direct Hire (USDH)	**200**	**200**	**36**	**2,579**	**0**	**1**	**0**	**1**	**2,580**	**288**	**2,868**	**$71,639**	**$71,667**	**$79,667**	**0.0%**	**11.2%**
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T1b. General Schedule	200	200	36	2,579	0	1	0	1	2,580	288	2,868	$71,639	$71,667	$79,667	0.0%	11.2%
T1c. Special Schedule	0	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%	0.0%
T1e. Highly Qualified Experts	0	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%	0.0%
T2. Direct Hire Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
T3. Total Direct Hire	**200**	**200**	**36**	**2,579**	**0**	**1**	**0**	**1**	**2,580**	**288**	**2,868**	**$71,639**	**$71,667**	**$79,667**	**0.0%**	**11.2%**
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	$0	$0	$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	**200**	**200**	**36**	**2,579**	**0**	**1**	**0**	**1**	**2,580**	**288**	**2,868**	**$71,639**	**$71,667**	**$79,667**	**0.0%**	**11.2%**
T5. Other Object Class 13 Benefits										**0**	**0**					
T5a. USDH - Benefits of Former Employees										0	0					
T5b. DHFN - Benefits of Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability										0	0					