

Department of Defense Summary  
 (CIVILIAN PERSONNEL COSTS)  
 FY 2007 President's Budget  
 (FY 2005)

	(\$ in Thousands)													Rates			j/d d % BC Benefits
	a Begin Strength	b End Strength	c ETPs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.I.I	h Total Variables	i O.C.I.I	j Benefits O.C.I.I.I	k Comp & Benefits	l Total Comp & Benefits	m Total Comp & Benefits	n Comp & Benefits	o Variables	p % BC	
<b>Direct Funded Personnel (includes OC 13)</b>	<b>414,084</b>	<b>416,610</b>	<b>405,202</b>	<b>22,505,559</b>	<b>422,759</b>	<b>35,397</b>	<b>776,159</b>	<b>1,234,315</b>	<b>23,739,874</b>	<b>6,925,681</b>	<b>30,665,555</b>	<b>\$55,542</b>	<b>\$58,538</b>	<b>\$75,680</b>	<b>5.5%</b>	<b>30.8%</b>	
D1. US Direct Hire (USDI)	376,893	380,037	368,741	21,592,549	406,234	33,657	738,320	1,178,211	22,770,760	6,742,791	29,513,551	\$58,557	\$61,753	\$80,039	5.5%	31.2%	
D1a. Senior Executive Schedule	1,227	1,252	1,232	173,956	8	0	11,631	11,639	185,595	39,236	224,831	\$141,198	\$150,645	\$182,493	6.7%	22.6%	
D1b. General Schedule	292,716	295,623	286,128	17,562,822	293,030	24,980	618,880	936,896	18,499,718	5,338,640	23,838,358	\$64,381	\$64,655	\$83,114	5.3%	30.4%	
D1c. Special Schedule	3,857	3,853	3,218	201,420	189	13	5,476	5,678	207,098	54,338	261,436	\$62,592	\$64,356	\$81,242	2.8%	27.0%	
D1d. Wage System	70,891	71,673	70,772	3,231,479	112,980	8,183	88,170	209,333	3,440,812	1,022,747	4,463,559	\$45,660	\$48,618	\$63,070	6.5%	31.6%	
D1e. Highly Qualified Experts	2	3	2	113	0	0	0	0	113	11	124	\$6,500	\$6,500	\$92,000	0.0%	9.7%	
D1f. Other	8,200	7,633	7,389	422,759	27	475	14,163	14,665	437,424	287,819	725,243	\$57,215	\$59,199	\$98,152	3.3%	68.1%	
D2. Direct Hire Program Foreign Nationals (DHFN)	11,961	10,828	11,127	206,717	6,682	1,740	37,839	46,361	252,978	56,586	309,564	\$18,578	\$22,736	\$27,821	22.4%	27.4%	
D3. Total Direct Hire	388,854	390,865	379,868	21,799,266	412,916	35,397	776,159	1,224,472	23,023,738	6,799,377	29,823,115	\$57,886	\$60,610	\$78,509	5.6%	31.2%	
D4. Indirect Hire Foreign Nationals (IHFN)	25,230	25,745	25,334	706,293	9,843	0	0	9,843	716,136	1,719	717,855	\$27,879	\$28,268	\$28,336	1.4%	0.2%	
D4a. Subtotal - Direct Funded (excludes OC 13)	414,084	416,610	405,202	22,505,559	422,759	35,397	776,159	1,234,315	23,739,874	6,901,096	30,540,970	\$55,542	\$58,588	\$75,372	5.5%	30.2%	
D5. Other Object Class 13 Benefits										124,585	124,585						
D5a. USDH - Benefits for Former Employees										46,536	46,536						
D5b. DHFN - Benefits for Former Employees										1,245	1,245						
D5c. Voluntary Separation Incentive Pay (VSIP)										66,431	66,431						
D5d. Foreign National Separation Liability Accrual										10,373	10,373						
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>283,215</b>	<b>286,889</b>	<b>286,625</b>	<b>16,218,354</b>	<b>1,049,114</b>	<b>28,840</b>	<b>485,851</b>	<b>1,563,805</b>	<b>17,282,159</b>	<b>4,216,886</b>	<b>21,999,045</b>	<b>\$56,584</b>	<b>\$62,040</b>	<b>\$76,752</b>	<b>9.6%</b>	<b>26.0%</b>	
R1. US Direct Hire (USDI)	266,733	269,616	269,505	15,811,063	1,042,829	28,117	470,670	1,541,616	17,352,679	4,110,803	21,463,482	\$58,667	\$64,387	\$79,640	9.8%	26.0%	
R1a. Senior Executive Schedule	174	172	171	23,819	0	13	1,795	1,808	25,627	4,035	29,662	\$139,292	\$149,865	\$173,462	7.6%	16.9%	
R1b. General Schedule	197,280	197,669	199,348	12,745,505	421,893	21,060	332,657	775,610	13,521,115	3,202,382	16,723,497	\$63,936	\$67,827	\$83,891	6.1%	25.1%	
R1c. Special Schedule	4,128	4,484	6,112	181,918	112,353	0	29,696	142,049	323,967	63,525	387,492	\$29,764	\$35,065	\$63,399	78.1%	34.9%	
R1d. Wage System	65,115	67,236	63,819	2,853,766	508,583	7,044	106,399	622,026	3,475,792	839,534	4,315,316	\$44,717	\$54,463	\$67,618	21.8%	29.4%	
R1e. Highly Qualified Experts	1	0	0	0	0	0	0	0	0	0	0						
R1f. Other	35	55	55	6,055	0	0	123	123	6,178	1,337	7,515	\$110,091	\$112,327	\$136,636	2.0%	22.1%	
R2. Direct Hire Program Foreign Nationals (DHFN)	2,843	3,648	3,614	86,268	3,041	649	15,031	18,721	104,989	18,496	123,485	\$23,871	\$29,051	\$34,169	21.7%	21.4%	
R3. Total Direct Hire	269,576	273,264	273,119	15,897,531	1,045,870	28,766	485,701	1,560,337	17,457,668	4,129,299	21,586,967	\$58,207	\$63,920	\$79,039	9.8%	26.0%	
R4. Indirect Hire Foreign Nationals (IHFN)	13,639	13,625	13,506	321,023	3,244	74	150	3,468	324,491	1,857	326,348	\$23,769	\$24,026	\$24,163	1.1%	0.6%	
R4a. Subtotal - Reimbursable Funded (excludes OC 13)	283,215	286,889	286,625	16,218,354	1,049,114	28,840	485,851	1,563,805	17,282,159	4,131,156	21,913,315	\$56,584	\$62,040	\$76,453	9.6%	25.5%	
R5. Other Object Class 13 Benefits										85,730	85,730						
R5a. USDH - Benefits for Former Employees										10,383	10,383						
R5b. DHFN - Benefits for Former Employees										308	308						
R5c. Voluntary Separation Incentive Pay (VSIP)										61,478	61,478						
R5d. Foreign National Separation Liability Accrual										13,561	13,561						
<b>Total Personnel (includes OC 13)</b>	<b>697,299</b>	<b>703,499</b>	<b>691,827</b>	<b>38,723,913</b>	<b>1,471,873</b>	<b>64,237</b>	<b>1,262,010</b>	<b>2,798,120</b>	<b>41,522,033</b>	<b>11,142,567</b>	<b>52,664,600</b>	<b>\$55,973</b>	<b>\$60,018</b>	<b>\$76,124</b>	<b>7.2%</b>	<b>28.8%</b>	
T1. US Direct Hire (USDI)	643,626	649,653	638,246	37,403,612	1,449,063	61,774	1,208,990	2,719,827	40,123,439	10,853,594	50,977,033	\$58,604	\$62,865	\$79,871	7.3%	26.0%	
T1a. Senior Executive Schedule	1,401	1,424	1,403	197,775	8	13	13,426	13,447	211,222	43,271	254,493	\$140,966	\$150,550	\$181,392	6.8%	21.9%	
T1b. General Schedule	489,996	493,292	485,476	30,308,327	714,923	46,046	951,537	1,712,506	32,020,833	8,541,022	40,561,855	\$62,430	\$65,958	\$83,551	5.7%	28.2%	
T1c. Special Schedule	7,985	8,337	9,330	383,338	112,542	13	35,172	147,727	531,065	117,863	648,928	\$41,087	\$56,020	\$69,553	38.5%	30.7%	
T1d. Wage System	136,006	138,909	134,591	6,085,245	621,563	15,227	194,569	831,359	6,916,604	1,862,271	8,778,875	\$45,213	\$51,390	\$65,226	13.7%	30.6%	
T1e. Highly Qualified Experts	3	3	2	113	0	0	0	0	113	11	124	\$36,500	\$36,500	\$62,000	0.0%	9.7%	
T1f. Other	8,235	7,688	7,444	428,814	27	475	14,286	14,788	443,602	289,156	732,758	\$57,605	\$59,592	\$98,436	3.4%	67.4%	
T2. Direct Hire Program Foreign Nationals (DHFN)	14,804	14,476	14,741	292,985	9,723	2,389	52,870	64,982	357,967	75,082	433,049	\$19,876	\$24,284	\$29,377	22.2%	25.6%	
T3. Total Direct Hire	658,430	664,129	652,987	37,696,597	1,458,786	64,163	1,261,860	2,784,809	40,481,406	10,928,676	51,410,082	\$57,729	\$61,994	\$78,731	7.4%	26.0%	
T4. Indirect Hire Foreign Nationals (IHFN)	38,869	39,370	38,840	1,027,316	13,087	74	150	13,311	1,040,627	3,576	1,044,203	\$26,450	\$26,793	\$26,885	1.3%	0.3%	
T4a. Subtotal - Total Funded (excludes OC 13)	697,299	703,499	691,827	38,723,913	1,471,873	64,237	1,262,010	2,798,120	41,522,033	10,932,252	52,454,285	\$55,973	\$60,018	\$75,820	7.2%	28.2%	
T5. Other Object Class 13 Benefits										210,315	210,315						
T5a. USDH - Benefits for Former Employees										56,919	56,919						
T5b. DHFN - Benefits for Former Employees										1,553	1,553						
T5c. Voluntary Separation Incentive Pay (VSIP)										127,909	127,909						
T5d. Foreign National Separation Liability Accrual										23,934	23,934						

Date: May 2006

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	(\$ in Thousands)											Rates				j/d % RC Benefits
	a Regin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.I.	h Total Variables	i Comp O.C.I.	j Benefits O.C.I.	k Comp & Benefits	l/c Total Comp & Benefits	m Total Comp & Benefits	n Total Comp & Benefits	o % RC Variables	
<b>Direct Funded Personnel (includes OC 13)</b>	<b>334,718</b>	<b>419,990</b>	<b>409,081</b>	<b>23,332,735</b>	<b>233,132</b>	<b>37,018</b>	<b>791,546</b>	<b>1,061,696</b>	<b>24,394,431</b>	<b>7,121,426</b>	<b>31,515,857</b>	<b>\$59,632</b>	<b>\$77,041</b>	<b>\$59,632</b>	<b>4.6%</b>	<b>30.5%</b>
D1. US Direct Hire (USDH)	306,601	387,999	377,228	22,371,275	230,688	35,778	761,743	1,028,209	23,399,484	6,987,366	30,386,850	\$62,030	\$80,553	\$62,030	4.6%	31.2%
D1a. Senior Executive Schedule	997	1,328	1,328	195,996	0	2	15,539	15,541	211,537	40,274	251,811	\$147,587	\$189,617	\$147,587	7.9%	20.5%
D1b. General Schedule	233,813	299,698	293,291	18,217,459	163,868	27,077	634,176	825,121	19,042,580	5,539,870	24,582,450	\$62,114	\$83,816	\$62,114	4.5%	30.4%
D1c. Special Schedule	3,828	3,758	3,620	218,465	224	8	5,407	5,639	224,104	281,499	\$68,744	\$86,349	\$68,744	2.6%	26.3%	
D1d. Wage System	60,302	73,450	72,324	3,315,833	66,596	8,193	90,727	165,516	1,086,883	4,568,232	\$45,847	\$63,163	\$45,847	5.0%	32.8%	
D1e. Highly Qualified Experts	3	4	4	471	0	0	0	0	473	562	\$17,750	\$140,500	\$17,750	0.4%	18.9%	
D1f. Other	7,658	7,255	7,021	423,051	0	496	15,894	16,390	439,441	262,855	\$60,255	\$100,028	\$60,255	3.9%	62.1%	
D2. Direct Hire Program Foreign Nationals (DHFN)	8,343	10,750	10,589	184,173	2,428	1,240	29,753	33,421	217,594	43,064	\$20,549	\$24,616	\$20,549	18.1%	23.4%	
D3. Total Direct Hire	314,944	398,249	387,817	22,555,448	233,116	37,018	791,496	1,061,630	23,617,078	7,030,430	\$58,160	\$80,897	\$58,160	4.7%	31.2%	
D4. Indirect Hire Foreign Nationals (IHFN)	19,774	21,741	21,264	777,287	16	0	50	66	777,353	430	\$36,554	\$36,577	\$36,554	0.0%	0.1%	
D5. Other Object Class 13 Benefits	334,718	419,990	409,081	23,332,735	233,132	37,018	791,546	1,061,696	24,394,431	7,121,426	31,515,857	\$59,632	\$76,819	\$59,632	4.6%	30.1%
D5a. USDH - Benefits for Former Employees										90,566	90,566					
D5b. DHFN - Benefits for Former Employees										52,398	52,398					
D5c. Voluntary Separation Incentive Pay (VSIP)										761	761					
D5d. Foreign National Separation Liability Accrual										14,771	14,771					
D5e. Other										22,636	22,636					
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>176,287</b>	<b>295,304</b>	<b>292,648</b>	<b>16,718,463</b>	<b>878,148</b>	<b>26,907</b>	<b>403,707</b>	<b>1,308,762</b>	<b>18,027,225</b>	<b>4,423,461</b>	<b>22,450,686</b>	<b>\$61,600</b>	<b>\$76,716</b>	<b>\$61,600</b>	<b>7.8%</b>	<b>26.5%</b>
R1. US Direct Hire (USDH)	165,885	275,717	273,022	16,260,454	876,931	26,119	394,546	1,297,596	17,558,050	4,318,178	21,876,228	\$64,310	\$80,126	\$64,310	8.0%	26.6%
R1a. Senior Executive Schedule	101	166	166	23,149	3	1	2,176	2,180	25,329	4,064	29,393	\$152,584	\$177,066	\$152,584	9.4%	17.6%
R1b. General Schedule	123,181	201,215	196,957	12,840,917	297,826	21,228	274,477	593,531	13,434,448	3,330,680	16,765,128	\$65,197	\$85,121	\$65,197	4.6%	25.9%
R1c. Special Schedule	0	4,699	6,293	210,510	132,596	0	30,357	162,953	373,463	78,907	452,370	\$33,451	\$51,885	\$33,451	77.4%	37.5%
R1d. Wage System	42,548	69,582	69,553	3,181,914	446,506	4,889	87,529	538,924	3,720,838	903,848	\$45,748	\$56,492	\$45,748	16.9%	28.4%	
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0					
R1f. Other	55	55	53	3,964	0	1	7	8	3,972	679	4,651	\$74,792	\$87,755	\$74,792	0.2%	17.1%
R2. Direct Hire Program Foreign Nationals (DHFN)	2,785	3,713	3,798	89,357	1,163	737	9,065	10,965	100,322	20,600	120,922	\$23,527	\$31,838	\$23,527	12.3%	23.1%
R3. Total Direct Hire	168,670	279,430	276,820	16,349,811	878,094	26,856	403,611	1,308,561	17,658,372	4,338,778	21,997,150	\$63,790	\$79,464	\$63,790	8.0%	26.5%
R4. Indirect Hire Foreign Nationals (IHFN)	8,117	15,874	15,828	368,652	54	51	96	201	368,853	1,327	370,180	\$23,291	\$23,388	\$23,291	0.1%	0.4%
R5. Other Object Class 13 Benefits	176,787	295,304	292,648	16,718,463	878,148	26,907	403,707	1,308,762	18,027,225	4,423,461	22,450,686	\$61,600	\$76,431	\$61,600	7.8%	26.0%
R5a. USDH - Benefits for Former Employees										83,356	83,356					
R5b. DHFN - Benefits for Former Employees										427	427					
R5c. Voluntary Separation Incentive Pay (VSIP)										52,027	52,027					
R5d. Foreign National Separation Liability Accrual										13,108	13,108					
<b>Total Personnel (includes OC 13)</b>	<b>511,505</b>	<b>715,294</b>	<b>701,729</b>	<b>40,051,198</b>	<b>1,111,280</b>	<b>63,925</b>	<b>1,195,253</b>	<b>2,370,458</b>	<b>42,421,656</b>	<b>11,544,897</b>	<b>53,966,543</b>	<b>\$60,453</b>	<b>\$76,905</b>	<b>\$60,453</b>	<b>5.9%</b>	<b>28.8%</b>
T1. US Direct Hire (USDH)	472,486	663,216	650,250	38,631,729	1,107,619	61,897	1,156,289	2,325,805	40,957,534	11,305,544	52,263,078	\$62,987	\$80,374	\$62,987	6.0%	29.3%
T1a. Senior Executive Schedule	1,098	1,500	1,494	219,145	3	3	17,715	17,721	236,866	44,338	281,204	\$146,683	\$188,232	\$146,683	8.1%	20.2%
T1b. General Schedule	356,994	500,913	490,248	31,058,376	461,694	48,305	908,653	1,418,652	32,477,028	8,870,550	41,347,578	\$63,352	\$84,340	\$63,352	4.6%	28.6%
T1c. Special Schedule	3,828	3,857	3,753	428,975	132,820	8	35,764	168,592	597,567	136,302	733,869	\$44,905	\$62,553	\$44,905	39.3%	31.8%
T1d. Wage System	102,850	145,032	141,877	6,497,747	513,102	13,082	178,256	704,440	7,202,187	1,990,731	9,192,918	\$45,798	\$64,795	\$45,798	10.8%	30.6%
T1e. Highly Qualified Experts	3	4	4	471	0	2	0	0	473	89	562	\$17,750	\$140,500	\$17,750	0.4%	18.9%
T1f. Other	7,713	7,310	7,074	427,015	0	497	15,901	16,398	443,413	263,534	706,947	\$60,364	\$99,936	\$60,364	3.8%	61.7%
T2. Direct Hire Program Foreign Nationals (DHFN)	11,128	14,463	14,387	273,530	3,591	1,977	38,818	44,386	317,916	63,664	381,580	\$19,012	\$22,097	\$19,012	16.2%	23.3%
T3. Total Direct Hire	483,614	677,679	664,637	38,905,259	1,111,210	63,874	1,195,107	2,370,191	41,275,450	11,369,208	52,644,658	\$62,556	\$79,208	\$62,556	6.1%	29.2%
T4. Indirect Hire Foreign Nationals (IHFN)	27,891	37,615	37,092	1,145,939	70	51	146	267	1,146,206	1,757	1,147,963	\$30,895	\$30,949	\$30,895	0.0%	0.2%
T5. Other Object Class 13 Benefits	511,505	715,294	701,729	40,051,198	1,111,280	63,925	1,195,253	2,370,458	42,421,656	11,544,897	53,966,543	\$60,453	\$76,657	\$60,453	5.9%	28.4%
T5a. USDH - Benefits for Former Employees										173,922	173,922					
T5b. DHFN - Benefits for Former Employees										70,192	70,192					
T5c. Voluntary Separation Incentive Pay (VSIP)										1,188	1,188					
T5d. Foreign National Separation Liability Accrual										35,744	35,744					

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<b>Direct Funded Personnel (includes OC 13)</b>	<b>342,019</b>	<b>426,108</b>	<b>413,575</b>	<b>24,242,118</b>	<b>272,624</b>	<b>38,102</b>	<b>823,064</b>	<b>1,133,790</b>	<b>25,375,908</b>	<b>7,453,078</b>	<b>32,828,986</b>	<b>\$61,357</b>	<b>\$29,379</b>	<b>4.7%</b>	<b>30.7%</b>
D1. US Direct Hire (USDH)	317,956	394,935	383,468	23,317,001	270,854	37,014	795,671	1,103,539	24,420,540	7,337,834	31,758,374	\$63,683	\$82,819	4.7%	31.5%
D1a. Senior Executive Schedule	1,059	1,373	1,366	206,622	0	0	13,551	15,551	222,173	42,839	265,012	\$15,261	\$194,006	7.5%	20.7%
D1b. General Schedule	241,009	302,953	295,146	18,820,122	188,633	28,051	652,564	869,248	19,689,370	5,782,043	25,471,413	\$63,765	\$86,301	4.6%	30.7%
D1c. Special Schedule	3,734	3,683	3,196	220,750	230	8	5,466	5,704	226,454	1,577,882	284,336	\$69,071	\$88,966	2.6%	26.2%
D1d. Wage System	64,886	80,012	77,075	3,650,029	81,991	8,471	106,311	196,773	3,846,802	1,197,729	5,044,531	\$47,457	\$65,450	5.4%	32.8%
D1e. Highly Qualified Experts	12	14	12	1,512	0	0	37	37	1,549	489	2,038	\$126,000	\$169,833	2.4%	32.3%
D1f. Other	7,256	6,900	6,673	417,906	0	484	15,742	16,226	434,192	256,852	691,044	\$62,635	\$103,558	3.9%	61.5%
D2. Direct Hire Program Foreign Nationals (DHFN)	8,329	9,676	9,504	147,248	1,753	1,088	27,345	30,186	177,434	36,283	213,717	\$18,669	\$22,487	26.5%	24.6%
D3. Total Direct Hire	326,285	404,611	392,972	23,464,249	272,607	38,102	823,016	1,133,725	24,597,974	7,374,117	31,972,091	\$59,710	\$81,360	4.8%	31.4%
D4. Indirect Hire Foreign Nationals (IHFN)	15,734	21,497	20,603	777,869	17	0	48	65	777,934	440	778,374	\$37,255	\$37,780	0.0%	0.1%
D4a. USDH - Benefits for Former Employees	342,019	426,108	413,575	24,242,118	272,624	38,102	823,064	1,133,790	25,375,908	7,374,557	32,750,465	\$38,616	\$61,357	4.7%	30.4%
D4b. DHFN - Benefits for Former Employees										78,521	78,521				
D4c. Voluntary Separation Incentive Pay (VSIP)										49,360	49,360				
D4d. Foreign National Separation Liability Accrual										748	748				
										8,994	8,994				
										19,419	19,419				
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>180,898</b>	<b>286,839</b>	<b>287,882</b>	<b>16,748,444</b>	<b>822,216</b>	<b>27,270</b>	<b>395,849</b>	<b>1,245,335</b>	<b>17,993,779</b>	<b>4,433,320</b>	<b>22,427,099</b>	<b>\$62,504</b>	<b>\$77,904</b>	<b>7.4%</b>	<b>26.5%</b>
R1. US Direct Hire (USDH)	167,497	265,847	266,441	16,251,823	820,625	26,443	386,879	1,233,947	17,485,770	4,335,885	21,821,655	\$60,996	\$81,901	7.6%	26.7%
R1a. Senior Executive Schedule	94	169	169	24,309	3	1	2,335	2,339	26,648	4,313	30,961	\$143,840	\$183,201	9.6%	17.7%
R1b. General Schedule	124,644	198,359	196,572	13,091,566	272,529	21,730	281,140	575,399	13,666,965	3,422,192	17,089,157	\$66,599	\$86,936	4.4%	26.1%
R1c. Special Schedule	0	5,295	6,844	234,057	150,870	0	33,430	184,300	418,357	88,635	506,992	\$34,199	\$74,078	78.7%	37.9%
R1d. Wage System	42,704	61,969	62,803	2,897,826	397,218	4,712	69,920	471,850	3,369,676	819,987	4,189,663	\$46,142	\$66,711	16.3%	28.3%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0				
R1f. Other	55	55	53	4,065	5	0	54	59	4,124	758	4,882	\$76,698	\$92,113	1.5%	18.6%
R2. Direct Hire Program Foreign Nationals (DHFN)	2,923	4,382	4,420	115,621	1,531	768	8,862	11,161	126,782	27,478	154,260	\$36,159	\$38,684	9.7%	23.8%
R3. Total Direct Hire	170,420	270,229	270,861	16,367,444	822,156	27,211	395,741	1,245,108	17,612,552	4,363,363	21,975,915	\$60,427	\$81,134	7.6%	26.7%
R4. Indirect Hire Foreign Nationals (IHFN)	10,478	16,610	17,021	381,000	60	59	108	227	382,554	1,327	383,881	\$22,384	\$22,475	0.1%	0.3%
R4a. Subtotal - Reimbursable Funded (excludes OC 13)	180,898	286,839	287,882	16,748,444	822,216	27,270	395,849	1,245,335	17,993,779	4,364,690	22,358,469	\$58,178	\$62,504	7.4%	26.1%
R5. Other Object Class 13 Benefits										68,630	68,630				
R5a. USDH - Benefits for Former Employees										13,065	13,065				
R5b. DHFN - Benefits for Former Employees										349	349				
R5c. Voluntary Separation Incentive Pay (VSIP)										41,155	41,155				
R5d. Foreign National Separation Liability Accrual										14,061	14,061				
<b>Total Personnel (includes OC 13)</b>	<b>522,917</b>	<b>712,947</b>	<b>701,457</b>	<b>40,990,562</b>	<b>1,094,840</b>	<b>65,372</b>	<b>1,218,913</b>	<b>2,379,125</b>	<b>43,369,687</b>	<b>11,886,398</b>	<b>55,256,085</b>	<b>\$61,828</b>	<b>\$78,272</b>	<b>5.8%</b>	<b>29.0%</b>
T1. US Direct Hire (USDH)	485,453	660,782	649,909	39,568,824	1,091,479	63,457	1,182,550	2,337,486	41,906,310	11,673,719	53,580,029	\$60,884	\$82,442	5.9%	29.5%
T1a. Senior Executive Schedule	1,153	1,542	1,535	230,931	3	1	17,886	17,890	248,821	47,152	295,973	\$150,444	\$192,816	7.7%	20.4%
T1b. General Schedule	365,653	501,312	491,718	31,911,688	461,162	49,781	933,704	1,444,647	33,356,335	9,204,235	42,560,570	\$64,898	\$86,555	4.5%	28.8%
T1c. Special Schedule	3,734	3,683	3,196	220,750	230	8	5,466	5,704	226,454	1,465,171	284,336	\$69,071	\$88,966	2.6%	32.2%
T1d. Wage System	107,590	141,981	139,878	6,547,855	479,209	13,183	176,231	368,623	7,216,478	2,017,716	9,234,194	\$46,811	\$51,591	10.2%	30.8%
T1e. Highly Qualified Experts	12	14	12	1,512	0	0	37	37	1,549	489	2,038	\$126,000	\$169,833	2.4%	32.3%
T1f. Other	7,311	6,955	6,726	422,031	5	484	15,796	16,226	438,316	257,610	695,926	\$62,746	\$103,468	3.9%	61.0%
T2. Direct Hire Program Foreign Nationals (DHFN)	11,252	14,038	13,924	262,869	3,284	1,856	36,207	41,347	304,216	63,761	367,977	\$18,879	\$21,848	15.7%	24.3%
T3. Total Direct Hire	496,705	674,840	663,833	39,831,693	1,094,763	65,313	1,218,757	2,378,833	42,210,526	11,737,480	53,948,006	\$60,603	\$81,267	6.0%	29.5%
T4. Indirect Hire Foreign Nationals (IHFN)	26,212	38,107	37,624	1,158,869	77	59	136	292	1,159,161	1,767	1,160,928	\$30,801	\$30,856	0.0%	0.2%
T4a. Subtotal - Total Funded (excludes OC 13)	522,917	712,947	701,457	40,990,562	1,094,840	65,372	1,218,913	2,379,125	43,369,687	11,739,247	55,108,934	\$58,436	\$78,272	5.8%	28.6%
T5. Other Object Class 13 Benefits										147,151	147,151				
T5a. USDH - Benefits for Former Employees										62,425	62,425				
T5b. DHFN - Benefits for Former Employees										1,097	1,097				
T5c. Voluntary Separation Incentive Pay (VSIP)										30,149	30,149				
T5d. Foreign National Separation Liability Accrual										33,480	33,480				



Department of the Army Summary  
CIVILIAN PERSONNEL COSTS  
FY 2007 President's Budget  
(FY 2006)

	(\$ in Thousands)													Rates		j/d	
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o		p
	Begin Strength	End Strength	ETAs	Basic Comp	OverTime Pay	Holiday Pay	Other O.C.I.I	Total Variables	Comp O.C.I.I	Benefits O.C.I.I	Comp & Benefits	Basic Comp	Total Comp & Benefits	% HC	Variables	% HC	Benefits
<b>Direct Funded Personnel (includes O.C. 13)</b>	146,598	148,293	143,604	7,959,382	181,176	10,926	216,923	227,849	8,187,231	2,270,031	10,457,262	\$57,426	\$57,013	\$72,820	2.9%		28.5%
D1. US Direct Hire (USDH)	124,473	130,096	125,748	7,378,686	181,176	10,474	202,627	213,101	7,591,787	2,230,491	9,822,278	\$58,678	\$60,373	\$78,111	2.9%		30.5%
D1a. Senior Executive Schedule	200	243	242	34,631	0	0	6,016	6,016	40,647	6,040	46,687	\$143,103	\$167,963	\$192,921	17.4%		17.4%
D1b. General Schedule	102,538	103,257	100,681	6,240,268	0	9,014	175,910	184,924	6,425,192	1,849,436	8,274,628	\$91,981	\$93,817	\$121,887	3.0%		29.6%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
D1d. Wage System	21,735	26,596	24,825	1,103,787	0	1,460	20,701	22,161	1,125,948	375,015	1,500,963	\$44,463	\$45,355	\$60,462	2.0%		34.0%
D1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	6,347	6,577	6,467	55,574	0	452	14,296	14,748	70,322	14,641	84,963	\$8,593	\$10,874	\$13,138	26.5%		26.5%
D3. Total Direct Hire	130,820	136,673	132,215	7,434,260	181,176	10,926	216,923	227,849	7,662,109	2,245,132	9,907,241	\$56,229	\$57,932	\$74,933	3.1%		30.3%
D4. Indirect Hire Foreign Nationals (IHFN)	15,778	11,620	11,389	523,122	0	0	0	0	523,122	2,245,132	2,768,254	\$46,108	\$46,108	\$66,108	0.0%		0.0%
D4a. Subtotal - Direct Funded (excludes O.C. 13)	146,598	148,293	143,604	7,959,382	181,176	10,926	216,923	227,849	8,187,231	2,245,132	10,432,513	\$55,426	\$57,013	\$72,647	2.9%		28.2%
D5. Other Object Class 13 Benefits	0	0	0	0	0	0	0	0	0	24,899	24,899	-	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	22,961	22,961	-	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	0	0	0	0	0	0	0	0	0	1,938	1,938	-	-	-	-	-	-
<b>Reimbursable Funded Personnel (includes O.C. 13)</b>	89,047	90,803	89,239	4,861,647	181,176	9,929	149,001	340,106	5,201,753	1,158,933	6,360,686	\$54,175	\$52,965	\$70,880	7.0%		23.8%
R1. US Direct Hire (USDH)	84,788	83,708	82,767	4,697,203	181,176	9,864	147,164	338,204	5,035,407	1,151,590	6,186,997	\$56,752	\$60,838	\$74,752	7.2%		24.5%
R1a. Senior Executive Schedule	41	32	32	4,272	0	0	701	701	4,973	705	5,678	\$133,500	\$155,406	\$177,438	16.4%		16.5%
R1b. General Schedule	65,720	63,493	62,457	3,936,940	29,281	8,669	110,468	148,418	4,085,358	931,529	5,016,887	\$65,054	\$65,411	\$80,325	3.8%		23.2%
R1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
R1d. Wage System	19,027	20,183	20,278	755,991	0	1,195	35,995	189,085	945,076	219,356	1,164,432	\$37,281	\$46,606	\$57,423	25.0%		29.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	1,444	1,350	1,321	21,219	0	65	1,837	1,902	23,121	4,419	27,540	\$16,063	\$17,503	\$20,848	9.0%		20.8%
R3. Total Direct Hire	86,232	85,058	84,088	4,718,422	181,176	9,929	149,001	340,106	5,058,528	1,156,009	6,214,537	\$56,113	\$60,158	\$73,905	7.2%		24.5%
R4. Indirect Hire Foreign Nationals (IHFN)	2,815	5,745	5,651	143,225	0	0	0	0	143,225	1,156,009	1,299,234	\$25,345	\$25,345	\$25,345	0.0%		0.0%
R4a. Subtotal - Reimbursable Funded (excludes O.C. 13)	89,047	90,803	89,239	4,861,647	181,176	9,929	149,001	340,106	5,201,753	1,156,009	6,357,762	\$54,175	\$52,965	\$70,847	7.0%		23.8%
R5. Other Object Class 13 Benefits	0	0	0	0	0	0	0	0	0	2,924	2,924	-	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	2,427	2,427	-	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	0	0	0	0	0	0	0	0	0	495	495	-	-	-	-	-	-
<b>Total Personnel (includes O.C. 13)</b>	235,645	239,096	233,343	12,821,029	362,352	20,855	365,924	567,955	13,388,984	3,428,964	16,817,948	\$54,945	\$57,329	\$72,074	4.4%		26.7%
T1. US Direct Hire (USDH)	209,261	213,804	208,515	12,075,889	362,352	20,338	349,791	551,305	12,627,194	3,382,081	16,009,275	\$57,914	\$60,558	\$76,778	4.6%		28.0%
T1a. Senior Executive Schedule	241	275	274	38,903	0	6,717	6,717	6,717	45,620	6,745	52,365	\$141,982	\$166,406	\$191,113	17.3%		17.3%
T1b. General Schedule	168,258	166,750	163,138	10,177,208	29,281	17,683	286,378	333,342	10,510,350	2,780,965	13,291,315	\$92,384	\$94,427	\$121,474	3.3%		27.5%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T1d. Wage System	40,762	46,779	45,103	1,859,778	0	2,655	56,696	211,246	2,071,024	594,371	2,665,395	\$41,234	\$45,918	\$59,096	11.4%		32.0%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	7,791	7,927	7,788	76,793	0	517	16,133	16,650	93,443	19,060	112,503	\$9,860	\$11,998	\$14,446	21.7%		24.8%
T3. Total Direct Hire	217,052	221,731	216,303	12,152,682	362,352	20,855	365,924	567,955	12,720,637	3,401,141	16,121,778	\$56,184	\$58,809	\$74,533	4.7%		28.0%
T4. Indirect Hire Foreign Nationals (IHFN)	18,593	17,365	17,040	668,347	0	0	0	0	668,347	3,401,141	3,401,141	\$39,222	\$39,222	\$39,222	0.0%		0.0%
T4a. Subtotal - Total Funded (excludes O.C. 13)	235,645	239,096	233,343	12,821,029	362,352	20,855	365,924	567,955	13,388,984	3,401,141	16,790,125	\$54,945	\$57,329	\$71,955	4.4%		26.5%
T5. Other Object Class 13 Benefits	0	0	0	0	0	0	0	0	0	27,823	27,823	-	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	25,388	25,388	-	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	2	2	-	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	0	0	0	0	0	0	0	0	0	2,433	2,433	-	-	-	-	-	-

Date: May 2006

Department of the Army Summary  
CIVILIAN PERSONNEL COSTS  
FY 2007 President's Budget  
(TY 2007)

	(\$ in Thousands)											Rates				
	a Regin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	h Total Variables	i Comp O.C.11	j Benefits O.C.12/13	k Comp & Benefits	l d + h Comp O.C.11	m ic Total Comp & Benefits	n bc Total Comp & Benefits	o % BC Variables	p jd % BC Benefits
<b>Direct Funded Personnel (includes O.C. 13)</b>	<b>148,293</b>	<b>149,087</b>	<b>144,381</b>	<b>8,203,133</b>	<b>0</b>	<b>11,282</b>	<b>222,968</b>	<b>234,250</b>	<b>8,437,883</b>	<b>2,336,812</b>	<b>10,774,195</b>	<b>\$56,816</b>	<b>\$58,433</b>	<b>\$74,623</b>	<b>2.9%</b>	<b>28.5%</b>
D1. US Direct Hire (USDH)	130,096	130,838	126,516	7,592,340	0	10,806	207,751	218,557	7,810,897	2,298,717	10,109,614	\$60,011	\$61,738	\$79,908	2.9%	30.3%
D1a. Senior Executive Schedule	243	239	238	34,875	0	0	6,029	6,029	40,904	6,085	46,989	\$146,534	\$171,866	\$197,433	17.3%	17.4%
D1b. General Schedule	103,257	103,959	101,276	6,416,230	0	9,298	180,357	189,655	6,603,885	1,904,853	8,510,738	\$63,354	\$65,227	\$84,035	3.0%	29.7%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
D1d. Wage System	26,596	26,640	25,002	1,141,235	0	1,508	21,365	22,873	1,164,108	387,779	1,551,887	\$45,646	\$46,561	\$62,071	2.0%	34.0%
D1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	6,577	6,631	6,478	58,137	0	476	15,217	15,693	73,830	15,360	89,190	\$8,975	\$11,397	\$13,768	27.0%	26.4%
D3. Total Direct Hire	136,673	137,469	132,994	7,650,477	0	11,282	222,968	234,250	7,884,727	2,314,077	10,198,804	\$57,525	\$59,286	\$76,686	3.1%	30.2%
D4. Indirect Hire Foreign Nationals (IHFN)	11,620	11,618	11,387	552,656	0	0	0	0	552,656	0	552,656	\$48,534	\$48,534	\$48,534	0.0%	0.0%
Subtotal - Direct Funded (excludes O.C. 13)	148,293	149,087	144,381	8,203,133	0	11,282	222,968	234,250	8,437,883	2,336,812	10,774,195	\$56,816	\$58,433	\$74,666	2.9%	28.2%
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes O.C. 13)</b>	<b>90,803</b>	<b>91,075</b>	<b>90,504</b>	<b>5,032,502</b>	<b>183,743</b>	<b>10,447</b>	<b>154,167</b>	<b>348,357</b>	<b>5,380,859</b>	<b>1,200,646</b>	<b>6,581,505</b>	<b>\$55,605</b>	<b>\$59,454</b>	<b>\$72,721</b>	<b>6.9%</b>	<b>23.9%</b>
R1. US Direct Hire (USDH)	83,708	83,990	83,529	4,860,056	183,743	10,379	152,220	346,342	5,206,398	1,193,034	6,399,432	\$58,184	\$62,330	\$76,613	7.1%	24.5%
R1a. Senior Executive Schedule	32	36	36	4,976	0	0	866	866	5,842	832	6,674	\$138,222	\$162,278	\$185,389	17.4%	16.7%
R1b. General Schedule	63,493	64,470	63,479	4,089,039	30,206	9,155	114,891	154,252	4,243,291	969,910	5,213,201	\$64,416	\$66,846	\$82,125	3.8%	23.7%
R1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1d. Wage System	20,183	19,484	20,014	766,041	153,537	1,224	36,463	191,224	957,265	222,292	1,179,557	\$38,275	\$47,830	\$58,937	25.0%	29.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	1,350	1,338	1,319	22,036	0	68	1,947	2,015	24,051	4,591	28,642	\$16,707	\$18,234	\$21,715	9.1%	20.8%
R3. Total Direct Hire	85,058	85,328	84,848	4,882,092	183,743	10,447	154,167	348,357	5,230,449	1,197,625	6,428,074	\$57,559	\$61,645	\$75,760	7.1%	24.5%
R4. Indirect Hire Foreign Nationals (IHFN)	5,745	5,747	5,656	150,410	0	0	0	0	150,410	0	150,410	\$26,593	\$26,593	\$26,593	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes O.C. 13)	90,803	91,075	90,504	5,032,502	183,743	10,447	154,167	348,357	5,380,859	1,200,646	6,581,505	\$55,605	\$59,454	\$72,687	6.9%	23.8%
R5. Other Object Class 13 Benefits																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Personnel (includes O.C. 13)</b>	<b>239,096</b>	<b>240,162</b>	<b>234,885</b>	<b>13,235,635</b>	<b>183,743</b>	<b>21,729</b>	<b>377,135</b>	<b>582,607</b>	<b>13,818,242</b>	<b>3,537,458</b>	<b>17,355,700</b>	<b>\$56,349</b>	<b>\$58,830</b>	<b>\$73,890</b>	<b>4.4%</b>	<b>26.7%</b>
T1. US Direct Hire (USDH)	213,804	214,828	210,045	12,452,396	183,743	21,185	359,971	564,899	13,017,295	3,491,751	16,509,046	\$59,284	\$61,974	\$78,598	4.5%	28.0%
T1a. Senior Executive Schedule	275	275	274	39,851	0	0	6,895	6,895	46,746	6,917	53,663	\$145,442	\$170,606	\$195,850	17.3%	17.4%
T1b. General Schedule	166,750	168,429	164,755	10,305,269	30,206	18,453	295,248	343,907	10,849,176	2,874,763	13,723,939	\$63,763	\$65,850	\$83,299	3.3%	27.4%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	46,779	46,124	45,016	1,907,276	153,537	2,732	57,828	214,097	2,121,373	610,071	2,731,444	\$42,369	\$47,125	\$60,677	11.2%	32.0%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	7,927	7,969	7,797	80,173	0	544	17,164	17,708	97,881	19,951	117,832	\$10,283	\$12,554	\$15,112	22.1%	24.9%
T3. Total Direct Hire	221,731	222,797	217,842	12,532,569	183,743	21,729	377,135	582,607	13,115,176	3,511,702	16,626,878	\$57,531	\$60,205	\$76,325	4.6%	28.0%
T4. Indirect Hire Foreign Nationals (IHFN)	17,365	17,365	17,043	703,066	0	0	0	0	703,066	0	703,066	\$41,252	\$41,252	\$41,252	0.0%	0.0%
Subtotal - Total Funded (excludes O.C. 13)	239,096	240,162	234,885	13,235,635	183,743	21,729	377,135	582,607	13,818,242	3,511,702	17,329,944	\$56,349	\$58,830	\$73,781	4.4%	26.5%
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

Department of the Navy Summary  
CIVILIAN PERSONNEL COSTS  
FY 2007 President's Budget  
(TY 2005)

	(\$ in Thousands)													Rates		
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	O.C.II	Benefits O.C.II/13	Comp & Benefits	Basic Comp	Total Comp	Comp & Benefits Variables	% BC	% BC
<b>Direct Funded Personnel (includes OC 13)</b>	<b>80,867</b>	<b>80,925</b>	<b>79,089</b>	<b>4,556,501</b>	<b>134,478</b>	<b>10,111</b>	<b>137,251</b>	<b>281,840</b>	<b>4,838,341</b>	<b>1,461,992</b>	<b>6,300,333</b>	<b>\$57,612</b>	<b>\$61,176</b>	<b>\$79,661</b>	<b>6.2%</b>	<b>6.2%</b>
D1. US Direct Hire (USDH)	72,308	72,469	70,678	4,387,232	132,935	9,809	127,909	270,653	4,657,885	1,395,940	6,053,825	\$62,074	\$65,903	\$85,654	6.2%	31.8%
D1a. Senior Executive Schedule	254	266	252	36,905	8	0	697	705	37,610	6,776	44,386	\$146,448	\$149,246	\$176,135	1.9%	18.4%
D1b. General Schedule	60,560	60,812	59,279	3,783,188	77,754	8,303	102,296	188,353	3,971,541	1,218,891	5,190,432	\$63,820	\$66,997	\$87,559	5.0%	32.2%
D1c. Special Schedule	20	24	24	3,468	171	13	96	280	3,748	716	4,464	\$144,500	\$156,167	\$186,000	8.1%	20.6%
D1d. Wage System	11,474	11,367	11,123	563,671	55,002	1,493	24,820	81,315	644,986	169,557	814,543	\$50,676	\$57,987	\$73,231	14.4%	30.1%
D1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	2,617	2,485	2,552	83,851	1,543	302	9,342	11,187	95,038	23,807	118,845	\$32,857	\$37,241	\$46,569	13.3%	28.4%
D3. Total Direct Hire	74,925	74,954	73,230	4,471,083	134,478	10,111	137,251	281,840	4,752,923	1,419,747	6,172,670	\$61,055	\$64,904	\$84,292	6.3%	31.8%
D4. Indirect Hire Foreign Nationals (IHFN)	5,942	5,971	5,859	85,418	0	0	0	0	85,418	0	85,418	\$14,579	\$14,579	\$14,579	0.0%	0.0%
D4a. Subtotal - Direct Filled (excludes OC 13)	80,867	80,925	79,089	4,556,501	134,478	10,111	137,251	281,840	4,838,341	1,419,747	6,238,088	\$57,612	\$61,176	\$79,127	6.2%	31.2%
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>112,357</b>	<b>109,901</b>	<b>111,214</b>	<b>6,626,313</b>	<b>504,990</b>	<b>6,364</b>	<b>165,239</b>	<b>676,593</b>	<b>7,302,906</b>	<b>1,866,414</b>	<b>9,169,320</b>	<b>\$59,582</b>	<b>\$65,665</b>	<b>\$82,448</b>	<b>10.2%</b>	<b>28.2%</b>
R1. US Direct Hire (USDH)	105,949	103,527	104,810	6,582,070	504,905	6,315	162,834	673,954	7,256,024	1,813,376	9,069,400	\$62,800	\$69,230	\$86,532	10.2%	27.6%
R1a. Senior Executive Schedule	63	68	66	9,849	322	0	10,171	322	10,171	1,503	11,674	\$149,227	\$154,106	\$176,879	3.3%	15.3%
R1b. General Schedule	75,674	73,550	73,257	5,230,155	183,470	4,460	96,520	284,450	5,514,605	1,369,899	6,884,504	\$71,495	\$75,278	\$93,977	5.4%	26.2%
R1c. Special Schedule	4,128	4,484	4,142	181,918	112,353	0	29,696	142,049	323,967	63,525	387,492	\$29,764	\$33,005	\$63,399	78.1%	34.9%
R1d. Wage System	26,084	25,425	25,375	1,160,148	208,982	1,855	36,296	247,133	1,407,281	378,449	1,785,730	\$45,720	\$55,459	\$70,374	21.3%	32.6%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	837	864	840	23,333	185	49	2,405	2,639	25,972	6,116	32,088	\$27,777	\$30,919	\$38,200	11.3%	26.2%
R3. Total Direct Hire	106,786	104,391	105,650	6,605,403	504,990	6,364	165,239	676,593	7,281,996	1,819,492	9,101,488	\$62,522	\$68,926	\$86,748	10.2%	27.5%
R4. Indirect Hire Foreign Nationals (IHFN)	5,571	5,510	5,564	20,910	0	0	0	0	20,910	0	20,910	\$3,758	\$3,758	\$3,758	0.0%	0.0%
R4a. Subtotal - Reimbursable Funded (excludes OC 13)	112,357	109,901	111,214	6,626,313	504,990	6,364	165,239	676,593	7,302,906	1,819,492	9,122,398	\$59,582	\$65,665	\$82,026	10.2%	27.5%
R5. Other Object Class 13 Benefits																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Personnel (includes OC 13)</b>	<b>193,224</b>	<b>190,826</b>	<b>190,303</b>	<b>11,182,814</b>	<b>639,468</b>	<b>16,475</b>	<b>302,490</b>	<b>958,433</b>	<b>12,141,247</b>	<b>3,328,406</b>	<b>15,469,653</b>	<b>\$58,763</b>	<b>\$63,800</b>	<b>\$81,290</b>	<b>8.6%</b>	<b>29.8%</b>
T1. US Direct Hire (USDH)	178,257	175,996	175,488	10,969,302	637,740	16,124	290,743	944,607	11,913,909	3,209,316	15,123,225	\$62,507	\$67,890	\$86,178	8.6%	29.3%
T1a. Senior Executive Schedule	317	334	318	46,754	8	0	1,019	1,027	47,781	8,279	56,060	\$147,025	\$150,255	\$176,289	2.2%	17.7%
T1b. General Schedule	136,234	134,362	132,536	9,013,343	261,224	12,763	198,816	472,803	9,486,146	2,988,790	12,074,936	\$68,007	\$71,574	\$91,107	5.2%	28.7%
T1c. Special Schedule	4,148	4,508	4,136	185,386	112,524	13	29,792	142,329	327,715	64,241	391,956	\$50,213	\$53,409	\$63,878	76.8%	34.7%
T1d. Wage System	37,558	36,792	36,498	1,723,819	263,984	3,348	61,116	328,448	2,052,267	548,006	2,600,273	\$47,231	\$56,230	\$71,244	19.1%	31.8%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	3,454	3,349	3,392	107,184	1,728	351	11,747	13,826	121,010	29,923	150,933	\$31,599	\$35,675	\$44,497	12.9%	27.9%
T3. Total Direct Hire	181,711	179,345	178,880	11,076,486	639,468	16,475	302,490	958,433	12,034,919	3,239,239	15,274,158	\$61,921	\$67,279	\$85,388	8.7%	29.2%
T4. Indirect Hire Foreign Nationals (IHFN)	11,513	11,481	11,423	106,328	0	0	0	0	106,328	0	106,328	\$9,308	\$9,308	\$9,308	0.0%	0.0%
T4a. Subtotal - Total Funded (includes OC 13)	193,224	190,826	190,303	11,182,814	639,468	16,475	302,490	958,433	12,141,247	3,239,239	15,380,486	\$58,763	\$63,800	\$80,821	8.6%	29.0%
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

Department of the Navy Summary  
CIVILIAN PERSONNEL COSTS  
FY 2007 President's Budget  
(Y 2006)

	(\$ in Thousands)															
	a	b	c	d	e	f	g	h	i	j	k	l	m			
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.I.I.	Total Variables	Comp O.C.I.I.	Benefits O.C.I.I.	Comp & Benefits	Basic Comp	Total Comp & Benefits			
<b>Direct Funded Personnel (includes OC 13)</b>	0	77,932	77,222	4,596,728	133,658	11,147	137,180	281,985	4,878,213	1,473,741	6,352,454	\$59,526	\$63,178	\$82,262	6.1%	32.1%
D1. US Direct Hire (USDH)	-	69,720	69,021	4,435,625	132,006	10,877	127,244	270,127	4,705,752	1,416,586	6,122,338	\$64,265	\$68,179	\$88,703	6.1%	31.9%
D1a. Senior Executive Schedule	0	277	274	42,088	0	2	1,777	1,779	43,867	7,996	51,863	\$153,696	\$160,009	\$189,281	4.2%	19.0%
D1b. General Schedule	0	58,853	58,255	3,849,143	86,437	9,158	101,021	196,616	4,005,759	1,342,469	5,288,228	\$66,074	\$69,449	\$90,777	5.1%	32.5%
D1c. Special Schedule	0	24	24	3,352	202	8	118	328	3,680	797	4,477	\$139,667	\$153,333	\$186,542	9.8%	28.8%
D1d. Wage System	0	10,566	10,468	541,042	45,367	1,709	24,328	71,404	612,446	165,324	777,770	\$51,685	\$58,506	\$74,300	13.2%	30.6%
D1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	0	2,225	2,204	76,937	1,652	270	9,936	11,858	88,795	17,994	106,789	\$34,908	\$40,288	\$48,452	15.4%	23.4%
D3. Total Direct Hire	-	71,945	71,225	4,512,562	133,658	11,147	137,180	281,985	4,794,547	1,434,580	6,229,127	\$63,556	\$67,316	\$87,457	6.2%	31.8%
D4. Indirect Hire Foreign Nationals (IHFN)	0	5,987	5,997	84,166	0	0	0	0	84,166	0	84,166	\$14,035	\$14,035	\$14,035	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	-	77,932	77,222	4,596,728	133,658	11,147	137,180	281,985	4,878,213	1,434,580	6,313,293	\$59,526	\$63,178	\$81,755	6.1%	31.2%
D5. Other Object Class 13 Benefits	0	0	0	0	0	0	0	0	0	39,161	39,161	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	8,938	8,938	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	142	142	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	0	0	0	0	0	0	0	0	0	9,627	9,627	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	0	0	0	0	0	0	0	0	0	20,454	20,454	-	-	-	-	-
<b>Reimbursable Funded Personnel (includes OC 13)</b>	0	114,703	115,296	7,012,919	475,928	7,843	170,660	654,501	7,667,420	2,070,647	9,738,067	\$60,825	\$66,502	\$84,461	9.3%	29.5%
R1. US Direct Hire (USDH)	-	108,301	108,936	6,967,447	475,651	7,781	168,497	651,929	7,619,376	2,017,010	9,636,386	\$63,959	\$69,944	\$88,459	9.4%	28.9%
R1a. Senior Executive Schedule	0	73	73	10,950	0	0	559	559	11,509	1,776	13,285	\$150,000	\$157,658	\$181,986	5.1%	16.2%
R1b. General Schedule	0	76,660	75,860	5,475,997	159,647	5,712	97,816	263,175	5,739,172	1,504,529	7,243,701	\$72,186	\$75,655	\$95,488	4.8%	27.5%
R1c. Special Schedule	0	4,699	4,693	210,510	132,596	0	30,357	162,953	373,463	78,907	452,370	\$33,451	\$35,446	\$71,885	7.4%	32.5%
R1d. Wage System	0	26,869	26,710	1,269,990	183,408	2,069	39,165	225,242	1,495,232	431,798	1,927,030	\$47,547	\$55,980	\$72,146	17.7%	34.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	0	986	1,005	25,239	347	62	2,163	2,572	27,811	8,734	36,545	\$25,113	\$27,673	\$36,363	10.2%	34.6%
R3. Total Direct Hire	-	109,287	109,941	6,992,686	475,998	7,843	170,660	654,501	7,647,187	2,025,744	9,672,931	\$64,004	\$69,557	\$87,983	9.4%	29.0%
R4. Indirect Hire Foreign Nationals (IHFN)	0	5,416	5,355	20,233	0	0	0	0	20,233	0	20,233	\$3,778	\$3,778	\$3,778	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	-	114,703	115,296	7,012,919	475,998	7,843	170,660	654,501	7,667,420	2,025,744	9,693,164	\$60,825	\$66,502	\$84,072	9.3%	28.9%
R5. Other Object Class 13 Benefits	0	0	0	0	0	0	0	0	0	44,903	44,903	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	2,600	2,600	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	425	425	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	0	0	0	0	0	0	0	0	0	29,265	29,265	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	0	0	0	0	0	0	0	0	0	12,613	12,613	-	-	-	-	-
<b>Total Personnel (includes OC 13)</b>	0	192,635	192,518	11,609,647	609,656	18,990	307,840	936,486	12,546,133	3,544,388	16,090,521	\$60,304	\$65,169	\$83,579	8.1%	30.5%
T1. US Direct Hire (USDH)	-	178,021	177,957	11,403,072	607,657	18,658	295,741	922,056	12,325,128	3,433,596	15,758,724	\$64,078	\$69,259	\$88,554	8.1%	30.1%
T1a. Senior Executive Schedule	0	350	347	53,038	0	2	2,336	2,338	55,376	9,772	65,148	\$152,847	\$159,585	\$187,746	4.4%	18.4%
T1b. General Schedule	0	135,513	134,115	9,325,140	246,084	14,870	198,837	459,791	9,784,931	2,746,998	12,531,929	\$69,531	\$72,959	\$93,442	4.9%	29.5%
T1c. Special Schedule	0	4,723	4,717	213,862	132,798	8	30,475	163,281	377,143	79,704	456,847	\$33,855	\$35,703	\$72,320	7.6%	37.3%
T1d. Wage System	0	37,435	37,178	1,811,032	228,775	3,778	64,093	296,646	2,107,678	597,122	2,704,800	\$48,712	\$56,692	\$72,753	16.4%	34.0%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	3,211	3,209	102,176	1,999	332	12,099	14,430	116,606	26,728	143,334	\$31,840	\$36,337	\$44,666	14.1%	26.2%
T3. Total Direct Hire	-	181,232	181,166	11,505,248	609,656	18,990	307,840	936,486	12,441,734	3,460,324	15,902,058	\$63,507	\$68,676	\$87,776	8.1%	30.1%
T4. Indirect Hire Foreign Nationals (IHFN)	0	11,403	11,352	104,399	0	0	0	0	104,399	0	104,399	\$9,197	\$9,197	\$9,197	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	-	192,635	192,518	11,609,647	609,656	18,990	307,840	936,486	12,546,133	3,460,324	16,006,457	\$60,304	\$65,169	\$83,143	8.1%	29.8%
T5. Other Object Class 13 Benefits	0	0	0	0	0	0	0	0	0	84,064	84,064	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	11,538	11,538	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	567	567	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	0	0	0	0	0	0	0	0	0	38,892	38,892	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	0	0	0	0	0	0	0	0	0	33,067	33,067	-	-	-	-	-



Department of the Navy Summary  
CIVILIAN PERSONNEL COSTS  
FY 2007 President's Budget  
(U.Y. 2007)

	(\$ in Thousands)													Rate k/c u	ic u Total Comp & Benefits	id u % BC Variables	jd u % BC Benefits
	a Begin Strength	b End Strength	s FFE's	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.II	h Total Variables	i Comp O.C.II	j Benefits O.C.II/13	k Comp & Benefits	l Total Comp & Benefits	m Total Comp & Benefits				
<b>Direct Funded Personnel (includes OC 13)</b>	0	85,275	84,052	5,101,112	166,620	11,340	160,160	338,120	5,439,232	1,646,019	7,085,251	\$60,690	\$64,213	\$84,296	6.6%	32.3%	
D1. US Direct Hire (USDH)	-	78,353	77,121	4,991,954	165,612	11,216	153,372	330,200	5,322,154	1,602,839	6,924,993	\$64,729	\$69,010	\$89,794	6.6%	32.1%	
D1a. Senior Executive Schedule	0	280	276	43,425	0	0	1,835	1,835	45,260	8,319	53,579	\$157,337	\$163,986	\$194,127	4.2%	19.2%	
D1b. General Schedule	0	63,247	62,062	4,195,696	105,156	9,388	113,750	228,294	4,423,990	1,336,384	5,760,374	\$67,605	\$71,283	\$93,139	5.4%	32.3%	
D1c. Special Schedule	0	24	24	3,448	207	8	121	336	3,784	818	4,602	\$143,667	\$157,667	\$191,750	9.7%	23.7%	
D1d. Wage System	0	14,802	14,759	749,385	60,249	1,820	37,666	99,735	849,120	237,318	1,086,438	\$50,775	\$57,532	\$73,612	13.3%	31.7%	
D1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	0	1,335	1,339	38,755	1,008	124	6,788	7,920	46,675	10,688	57,363	\$28,943	\$34,858	\$42,840	20.4%	27.6%	
D3. Total Direct Hire	-	79,688	78,460	5,030,709	166,620	11,340	160,160	338,120	5,368,829	1,613,527	6,982,356	\$64,118	\$68,428	\$88,993	6.7%	32.1%	
D4. Indirect Hire Foreign Nationals (IHFN)	-	5,587	5,592	70,403	0	0	0	0	70,403	0	70,403	\$12,590	\$12,590	\$12,590	0.0%	0.0%	
D4a. Subtotal - Direct Funded (excludes OC 13)	-	85,275	84,052	5,101,112	166,620	11,340	160,160	338,120	5,439,232	1,613,527	7,052,759	\$60,690	\$64,713	\$83,909	6.6%	31.6%	
D5. Other Object Class 13 Benefits	-	0	0	0	0	0	0	0	0	32,492	32,492	-	-	-	-	-	
D5a. USDH - Benefits for Former Employees	-	0	0	0	0	0	0	0	0	8,810	8,810	-	-	-	-	-	
D5b. DHFN - Benefits for Former Employees	-	0	0	0	0	0	0	0	0	120	120	-	-	-	-	-	
D5c. Voluntary Separation Incentive Pay (VSIP)	-	0	0	0	0	0	0	0	0	6,366	6,366	-	-	-	-	-	
D5d. Foreign National Separation Liability Accrual	-	0	0	0	0	0	0	0	0	17,196	17,196	-	-	-	-	-	
<b>Reimbursable Funded Personnel (includes OC 13)</b>	0	106,350	106,493	6,624,934	393,078	6,980	151,756	551,814	7,176,748	1,970,582	9,147,330	\$62,210	\$67,392	\$85,896	8.3%	29.7%	
R1. US Direct Hire (USDH)	-	99,092	99,273	6,552,954	392,333	6,920	149,449	548,702	7,101,656	1,924,091	9,025,747	\$66,099	\$71,337	\$90,918	8.4%	29.4%	
R1a. Senior Executive Schedule	0	71	71	10,935	0	0	530	530	11,465	1,859	13,324	\$154,014	\$161,479	\$187,662	4.8%	17.0%	
R1b. General Schedule	0	72,478	71,219	5,271,821	124,455	5,233	89,577	219,265	5,491,086	1,482,330	6,973,436	\$74,023	\$77,101	\$97,915	4.2%	28.1%	
R1c. Special Schedule	0	5,295	6,844	234,057	150,870	0	33,430	184,300	418,337	88,635	506,992	\$54,199	\$61,128	\$74,078	78.7%	37.9%	
R1d. Wage System	0	21,248	21,139	1,036,141	117,008	1,687	25,912	144,607	1,180,748	351,247	1,531,995	\$49,016	\$55,856	\$72,472	14.0%	33.9%	
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	0	1,445	1,463	48,334	745	60	2,307	3,112	51,446	14,908	66,354	\$33,038	\$35,165	\$45,355	6.4%	30.8%	
R3. Total Direct Hire	-	100,537	100,736	6,601,288	393,078	6,980	151,756	551,814	7,153,102	1,939,099	9,092,101	\$65,531	\$71,008	\$90,257	8.4%	29.4%	
R4. Indirect Hire Foreign Nationals (IHFN)	-	5,813	5,757	23,646	0	0	0	0	23,646	0	23,646	\$4,107	\$4,107	\$4,107	0.0%	0.0%	
R4a. Subtotal - Reimbursable Funded (excludes OC 13)	-	106,350	106,493	6,624,934	393,078	6,980	151,756	551,814	7,176,748	1,938,999	9,115,747	\$62,210	\$67,392	\$85,599	8.3%	29.3%	
R5. Other Object Class 13 Benefits	-	0	0	0	0	0	0	0	0	31,583	31,583	-	-	-	-	-	
R5a. USDH - Benefits for Former Employees	-	0	0	0	0	0	0	0	0	3,606	3,606	-	-	-	-	-	
R5b. DHFN - Benefits for Former Employees	-	0	0	0	0	0	0	0	0	347	347	-	-	-	-	-	
R5c. Voluntary Separation Incentive Pay (VSIP)	-	0	0	0	0	0	0	0	0	14,086	14,086	-	-	-	-	-	
R5d. Foreign National Separation Liability Accrual	-	0	0	0	0	0	0	0	0	13,544	13,544	-	-	-	-	-	
<b>Total Personnel (includes OC 13)</b>	0	191,625	190,545	11,726,046	559,698	18,320	311,916	889,934	12,615,980	3,616,601	16,232,581	\$67,540	\$72,210	\$85,790	7.6%	30.8%	
T1. US Direct Hire (USDH)	-	177,445	176,394	11,544,908	557,945	18,136	302,821	878,902	12,423,810	3,526,930	15,950,740	\$65,450	\$70,432	\$90,427	7.6%	30.5%	
T1a. Senior Executive Schedule	0	351	347	54,360	0	0	2,365	2,365	56,725	10,178	66,903	\$156,657	\$163,473	\$192,804	4.4%	18.7%	
T1b. General Schedule	0	135,725	133,281	9,467,517	229,611	14,621	203,327	447,559	9,915,076	2,838,734	12,753,810	\$71,034	\$74,392	\$95,691	4.7%	30.0%	
T1c. Special Schedule	0	5,319	6,868	237,505	151,077	8	33,551	184,636	422,141	89,453	511,594	\$34,581	\$41,465	\$54,490	77.7%	37.7%	
T1d. Wage System	0	36,050	35,898	1,785,526	177,257	3,307	63,578	244,342	2,029,868	588,565	2,618,433	\$49,739	\$56,545	\$72,941	13.7%	33.0%	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	0	2,780	2,802	87,089	1,753	184	9,095	11,032	98,121	25,596	123,717	\$11,081	\$13,018	\$14,533	12.7%	29.4%	
T3. Total Direct Hire	-	180,225	179,196	11,631,997	559,698	18,320	311,916	889,934	12,521,931	3,552,526	16,074,457	\$64,912	\$69,878	\$89,703	7.7%	30.5%	
T4. Indirect Hire Foreign Nationals (IHFN)	-	11,400	11,349	94,049	0	0	0	0	94,049	0	94,049	\$8,287	\$8,287	\$8,287	0.0%	0.0%	
T4a. Subtotal - Total Funded (excludes OC 13)	-	191,625	190,545	11,726,046	559,698	18,320	311,916	889,934	12,615,980	3,552,526	16,168,506	\$67,540	\$72,210	\$88,854	7.6%	30.3%	
T5. Other Object Class 13 Benefits	-	0	0	0	0	0	0	0	0	64,075	64,075	-	-	-	-	-	
T5a. USDH - Benefits for Former Employees	-	0	0	0	0	0	0	0	0	12,416	12,416	-	-	-	-	-	
T5b. DHFN - Benefits for Former Employees	-	0	0	0	0	0	0	0	0	467	467	-	-	-	-	-	
T5c. Voluntary Separation Incentive Pay (VSIP)	-	0	0	0	0	0	0	0	0	20,452	20,452	-	-	-	-	-	
T5d. Foreign National Separation Liability Accrual	-	0	0	0	0	0	0	0	0	30,740	30,740	-	-	-	-	-	

Marine Corps Summary (MC Only)  
CIVILIAN PERSONNEL COSTS  
FY 2007 President's Budget  
(FY 2005)

	(\$ in Thousands)											Rates		j/d % BC Benefits	
	a Begin Strength	b End Strength	c FFEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.II	h Total Variables	i Comp O.C.II	j Benefits O.C.II/13	k Comp & Benefits	l/c Total Comp & Benefits	m Comp & Benefits Variables		
<b>Direct Funded Personnel (includes OC 13)</b>	<b>11,074</b>	<b>12,609</b>	<b>11,531</b>	<b>600,538</b>	<b>5,739</b>	<b>3,966</b>	<b>15,642</b>	<b>25,347</b>	<b>625,885</b>	<b>175,495</b>	<b>801,380</b>	<b>\$54,278</b>	<b>\$69,498</b>	<b>4.2%</b>	<b>29.2%</b>
D1. US Direct Hire (USDH)	10,712	12,106	11,050	588,424	5,739	3,966	15,642	25,347	613,771	172,470	786,241	\$55,545	\$71,153	4.3%	29.3%
D1a. Senior Executive Schedule	16	17	17	2,411	0	0	79	79	2,490	458	2,948	\$141,824	\$173,412	3.3%	19.0%
D1b. General Schedule	8,262	9,741	8,719	484,676	5,298	3,304	11,235	19,837	504,513	131,355	635,867	\$55,588	\$72,929	4.1%	27.1%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0	0%	0%
D1d. Wage System	2,434	2,348	2,314	101,337	441	662	4,328	5,431	106,768	40,658	147,426	\$43,793	\$63,710	5.4%	40.1%
D1e. Highly Qualified Experts	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%
D2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	0	0	0%	0%
D3. Total Direct Hire	10,712	12,106	11,050	588,424	5,739	3,966	15,642	25,347	613,771	172,470	786,241	\$55,545	\$71,153	4.3%	29.3%
D4. Indirect Hire Foreign Nationals (IHFN)	362	503	481	12,114	0	0	0	0	12,114	0	12,114	\$25,185	\$25,185	0.0%	0.0%
D4a. Subtotal - Direct Funded (excludes OC 13)	11,074	12,609	11,531	600,538	5,739	3,966	15,642	25,347	625,885	172,470	798,355	\$52,080	\$69,236	4.2%	28.7%
D5. Other Object Class 13 Benefits	0	0	0	0	0	0	0	0	0	0	0	0	0	0%	0%
D5a. USDH - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0%	0%
D5b. DHFN - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0%	0%
D5c. Voluntary Separation Incentive Pay (VSIP)	0	0	0	0	0	0	0	0	0	0	0	0	0	0%	0%
D5d. Foreign National Separation Liability Accrual	0	0	0	0	0	0	0	0	0	0	0	0	0	0%	0%
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>4,094</b>	<b>3,992</b>	<b>4,017</b>	<b>48,430</b>	<b>0</b>	<b>0</b>	<b>1,121</b>	<b>1,121</b>	<b>49,551</b>	<b>15,053</b>	<b>64,604</b>	<b>\$12,056</b>	<b>\$16,083</b>	<b>2.3%</b>	<b>31.1%</b>
R1. US Direct Hire (USDH)	1,095	977	980	48,430	0	0	1,121	1,121	49,551	15,053	64,604	\$49,418	\$65,922	2.3%	31.1%
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0	0%	0%
R1b. General Schedule	722	669	663	34,228	0	0	739	739	34,967	10,447	45,414	\$51,626	\$68,498	2.2%	30.5%
R1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0	0%	0%
R1d. Wage System	373	308	317	14,202	0	0	382	382	14,584	4,606	19,190	\$44,891	\$60,536	2.7%	32.4%
R1e. Highly Qualified Experts	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%
R2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	0	0	0%	0%
R3. Total Direct Hire	1,095	977	980	48,430	0	0	1,121	1,121	49,551	15,053	64,604	\$49,418	\$65,922	2.3%	31.1%
R4. Indirect Hire Foreign Nationals (IHFN)	2,999	3,015	3,037	0	0	0	0	0	0	0	0	\$0	\$0	0%	0%
R4a. Subtotal - Reimbursable Funded (excludes OC 13)	4,094	3,992	4,017	48,430	0	0	1,121	1,121	49,551	15,053	64,604	\$12,056	\$16,083	2.3%	31.1%
R5. Other Object Class 13 Benefits	0	0	0	0	0	0	0	0	0	0	0	0	0	0%	0%
R5a. USDH - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0%	0%
R5b. DHFN - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0%	0%
R5c. Voluntary Separation Incentive Pay (VSIP)	0	0	0	0	0	0	0	0	0	0	0	0	0	0%	0%
R5d. Foreign National Separation Liability Accrual	0	0	0	0	0	0	0	0	0	0	0	0	0	0%	0%
<b>Total Personnel (includes OC 13)</b>	<b>15,168</b>	<b>16,601</b>	<b>15,548</b>	<b>648,968</b>	<b>5,739</b>	<b>3,966</b>	<b>16,763</b>	<b>26,468</b>	<b>675,436</b>	<b>190,528</b>	<b>865,964</b>	<b>\$41,740</b>	<b>\$85,697</b>	<b>4.1%</b>	<b>29.4%</b>
T1. US Direct Hire (USDH)	11,807	13,083	12,030	636,854	5,739	3,966	16,763	26,468	663,322	187,523	850,845	\$52,039	\$70,727	4.2%	29.4%
T1a. Senior Executive Schedule	16	17	17	2,411	0	0	79	79	2,490	458	2,948	\$141,824	\$173,412	3.3%	19.0%
T1b. General Schedule	8,984	10,410	9,382	518,904	5,298	3,304	11,974	20,576	539,480	141,801	681,281	\$55,308	\$72,616	4.0%	27.3%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0	0%	0%
T1d. Wage System	2,807	2,656	2,631	115,539	441	662	4,710	5,813	121,352	45,264	166,616	\$43,914	\$63,328	5.0%	39.2%
T1e. Highly Qualified Experts	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%
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	0	0	0%	0%
T3. Total Direct Hire	11,807	13,083	12,030	636,854	5,739	3,966	16,763	26,468	663,322	187,523	850,845	\$52,039	\$70,727	4.2%	29.4%
T4. Indirect Hire Foreign Nationals (IHFN)	3,361	3,518	3,518	12,114	0	0	0	0	12,114	0	12,114	\$3,443	\$3,443	0.0%	0.0%
T4a. Subtotal - Total Funded (excludes OC 13)	15,168	16,601	15,548	648,968	5,739	3,966	16,763	26,468	675,436	187,523	862,959	\$41,740	\$85,503	4.1%	28.9%
T5. Other Object Class 13 Benefits	0	0	0	0	0	0	0	0	0	0	0	0	0	0%	0%
T5a. USDH - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0%	0%
T5b. DHFN - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0%	0%
T5c. Voluntary Separation Incentive Pay (VSIP)	0	0	0	0	0	0	0	0	0	0	0	0	0	0%	0%
T5d. Foreign National Separation Liability Accrual	0	0	0	0	0	0	0	0	0	0	0	0	0	0%	0%

Marine Corps Summary (MC Only)  
CIVILIAN PERSONNEL COSTS  
FY 2007 President's Budget  
(FY 2006)

	(\$ in Thousands)											Rates			
	a Begin Strength	b End Strength	s FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.II	h Total Variables	i Comp O.C.II	j Benefits O.C.II	k Comp & Benefits	l/c Total Comp & Benefits	m/d Total Comp & Benefits Variables	n/j % BC Benefits	
<b>Direct Funded Personnel (includes OC 13)</b>															
D1. US Direct Hire (USDH)	0	12,189	12,253	670,609	10,377	4,077	12,797	27,251	697,860	195,402	893,262	\$56,730	\$56,954	\$72,901	29.1%
D1a. Senior Executive Schedule	-	11,527	11,569	651,956	10,377	4,077	12,797	27,251	679,207	191,308	870,515	\$56,354	\$58,709	\$75,245	29.3%
D1b. General Schedule	0	15	15	2,842	0	0	170	0	3,012	414	3,426	\$189,467	\$200,800	\$228,400	14.0%
D1c. Special Schedule	0	9,115	9,191	539,180	8,836	3,398	9,626	21,860	561,040	146,353	707,393	\$58,664	\$61,042	\$76,966	27.1%
D1d. Wage System	0	2,397	2,363	109,934	1,541	679	3,001	5,221	115,155	44,541	159,696	\$46,523	\$48,733	\$67,592	40.5%
D1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
D3. Total Direct Hire	0	11,527	11,569	651,956	10,377	4,077	12,797	27,251	679,207	191,308	870,515	\$56,354	\$58,709	\$75,245	29.3%
D4. Indirect Hire Foreign Nationals (IHFN)	0	662	684	18,653	0	0	0	0	18,653	0	18,653	\$27,270	\$27,270	\$27,270	0.0%
D4a. Subtotal - Direct Funded (excludes OC 13)	-	12,189	12,253	670,609	10,377	4,077	12,797	27,251	697,860	191,308	889,168	\$54,730	\$56,954	\$72,567	28.5%
D5. Other Object Class 13 Benefits	0	0	0	0	0	0	0	0	0	4,094	4,094	-	-	-	-
D5a. USDH - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
D5b. DHFN - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
D5d. Foreign National Separation Liability Accrual	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
<b>Reimbursable Funded Personnel (includes OC 13)</b>															
R1. US Direct Hire (USDH)	0	3,596	3,558	42,702	0	0	988	988	43,690	13,270	56,960	\$12,002	\$12,279	\$16,009	31.1%
R1a. Senior Executive Schedule	-	897	881	42,702	-	-	988	988	43,690	13,270	56,960	\$48,470	\$49,591	\$64,654	31.1%
R1b. General Schedule	0	602	598	30,613	0	0	662	662	31,275	9,354	40,629	\$51,192	\$52,299	\$67,941	30.6%
R1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
R1d. Wage System	0	295	283	12,089	0	0	326	326	12,415	3,916	16,331	\$42,717	\$43,869	\$57,707	32.4%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
R3. Total Direct Hire	0	897	881	42,702	0	0	988	988	43,690	13,270	56,960	\$48,470	\$49,591	\$64,654	31.1%
R4. Indirect Hire Foreign Nationals (IHFN)	0	2,699	2,677	0	0	0	0	0	0	0	0	\$0	\$0	\$0	0.0%
R4a. Subtotal - Reimbursable Funded (excludes OC 13)	-	3,596	3,558	42,702	-	-	988	988	43,690	13,270	56,960	\$12,002	\$12,279	\$16,009	31.1%
R5. Other Object Class 13 Benefits	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
R5a. USDH - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
R5b. DHFN - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
R5d. Foreign National Separation Liability Accrual	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
<b>Total Personnel (includes OC 13)</b>															
T1. US Direct Hire (USDH)	0	15,785	15,811	713,311	10,377	4,077	13,785	28,239	741,550	208,672	950,222	\$45,715	\$46,901	\$60,099	29.3%
T1a. Senior Executive Schedule	-	12,424	12,450	694,658	10,377	4,077	13,785	28,239	722,897	204,578	927,475	\$55,796	\$58,064	\$74,496	29.5%
T1b. General Schedule	0	15	15	2,842	0	0	170	170	3,012	414	3,426	\$189,467	\$200,800	\$228,400	14.6%
T1c. Special Schedule	0	9,717	9,789	569,793	8,836	3,398	10,288	22,522	592,315	155,707	748,022	\$58,207	\$60,508	\$76,415	27.3%
T1d. Wage System	0	2,692	2,646	122,023	1,541	679	3,327	5,547	127,570	48,457	176,027	\$46,116	\$48,212	\$66,526	39.7%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
T3. Total Direct Hire	0	12,424	12,450	694,658	10,377	4,077	13,785	28,239	722,897	204,578	927,475	\$55,796	\$58,064	\$74,496	29.5%
T4. Indirect Hire Foreign Nationals (IHFN)	0	3,361	3,361	18,653	0	0	0	0	18,653	0	18,653	\$55,550	\$55,550	\$55,550	0.0%
T4a. Subtotal - Total Funded (excludes OC 13)	-	15,785	15,811	713,311	10,377	4,077	13,785	28,239	741,550	204,578	946,128	\$45,715	\$46,901	\$59,840	28.7%
T5. Other Object Class 13 Benefits	0	0	0	0	0	0	0	0	0	4,094	4,094	-	-	-	-
T5a. USDH - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
T5b. DHFN - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-
T5d. Foreign National Separation Liability Accrual	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-

Marine Corps Summary (MC Only)  
CIVILIAN PERSONNEL COSTS  
FY 2007 President's Budget  
(FY 2007)

	(\$ in Thousands)											Rates				j/d % BC Benefits
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.I.	h Total Variables	i Comp O.C.I.	j Benefits O.C.I.	k Comp & Benefits	l/c Total Comp & Benefits	m Comp & Benefits	n Total Comp & Benefits	o/d % BC Variables	
<b>Direct Funded Personnel (includes OC 13)</b>	0	12,745	12,743	715,010	11,500	4,178	13,395	29,073	744,083	215,322	959,405	\$58,110	\$58,392	\$75,289	4.1%	30.1%
D1. US Direct Hire (USDH)	-	12,083	12,059	696,297	11,500	4,178	13,395	29,073	725,370	211,216	936,586	\$57,741	\$60,152	\$77,667	4.2%	30.3%
D1a. Senior Executive Schedule	0	16	16	3,105	0	0	174	174	3,279	423	3,702	\$194,063	\$204,938	\$231,375	5.6%	13.6%
D1b. General Schedule	0	9,661	9,682	581,895	9,335	3,481	10,283	23,099	604,994	163,902	768,896	\$60,101	\$62,486	\$79,415	4.0%	28.2%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
D1d. Wage System	0	2,406	2,361	111,297	2,165	697	2,938	5,800	117,097	46,891	163,988	\$47,140	\$49,596	\$69,457	5.2%	42.1%
D1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
D3. Total Direct Hire	-	12,083	12,059	696,297	11,500	4,178	13,395	29,073	725,370	211,216	936,586	\$57,741	\$60,152	\$77,667	4.2%	30.3%
D4. Indirect Hire Foreign Nationals (IHFN)	0	662	684	18,713	0	0	0	0	18,713	0	18,713	\$27,358	\$27,358	\$27,358	0.0%	0.0%
Subtotal - Direct Funded (excludes OC 13)	-	12,745	12,743	715,010	11,500	4,178	13,395	29,073	744,083	215,322	959,405	\$58,110	\$58,392	\$74,967	4.1%	29.5%
D5. Other Object Class 13 Benefits	0	0	0	0	0	0	0	0	0	4,106	4,106	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
D5d. Foreign National Separation Liability Accrual	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<b>Reimbursable Funded Personnel (includes OC 13)</b>	0	3,748	3,710	51,319	0	0	1,187	1,187	52,506	15,974	68,480	\$13,833	\$14,153	\$18,458	2.3%	31.1%
R1. US Direct Hire (USDH)	-	1,049	1,033	51,319	0	0	1,187	1,187	52,506	15,974	68,480	\$49,680	\$50,829	\$66,292	2.3%	31.1%
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1b. General Schedule	0	689	684	35,924	0	0	771	771	36,695	10,990	47,685	\$52,520	\$53,648	\$69,715	2.1%	30.6%
R1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1d. Wage System	0	360	349	15,395	0	0	416	416	15,811	4,984	20,795	\$44,112	\$45,304	\$59,585	2.7%	32.4%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R3. Total Direct Hire	-	1,049	1,033	51,319	0	0	1,187	1,187	52,506	15,974	68,480	\$49,680	\$50,829	\$66,292	2.3%	31.1%
R4. Indirect Hire Foreign Nationals (IHFN)	0	2,699	2,677	0	0	0	0	0	0	0	0	\$0	\$0	\$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	-	3,748	3,710	51,319	0	0	1,187	1,187	52,506	15,974	68,480	\$13,833	\$14,153	\$18,458	2.3%	31.1%
R5. Other Object Class 13 Benefits	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R5d. Foreign National Separation Liability Accrual	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<b>Total Personnel (includes OC 13)</b>	0	16,493	16,453	766,329	11,500	4,178	14,582	30,260	796,589	231,296	1,027,885	\$66,577	\$68,416	\$82,474	3.9%	30.2%
T1. US Direct Hire (USDH)	-	13,132	13,092	747,616	11,500	4,178	14,582	30,260	777,876	227,190	1,005,066	\$57,105	\$59,416	\$76,769	4.0%	30.4%
T1a. Senior Executive Schedule	0	16	16	3,105	0	0	174	174	3,279	423	3,702	\$194,063	\$204,938	\$231,375	5.6%	13.6%
T1b. General Schedule	0	10,350	10,366	617,819	9,335	3,481	11,054	23,870	641,689	174,892	816,581	\$59,601	\$61,903	\$78,775	3.9%	28.3%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	2,766	2,710	126,692	2,165	697	3,354	6,216	132,908	51,875	184,783	\$46,750	\$49,044	\$68,186	4.9%	40.9%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	-	13,132	13,092	747,616	11,500	4,178	14,582	30,260	777,876	227,190	1,005,066	\$57,105	\$59,416	\$76,769	4.0%	30.4%
T4. Indirect Hire Foreign Nationals (IHFN)	0	3,361	3,361	18,713	0	0	0	0	18,713	0	18,713	\$5,568	\$5,568	\$5,568	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	-	16,493	16,453	766,329	11,500	4,178	14,582	30,260	796,589	231,296	1,027,885	\$66,577	\$68,416	\$82,224	3.9%	29.6%
T5. Other Object Class 13 Benefits	0	0	0	0	0	0	0	0	0	4,106	4,106	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T5d. Foreign National Separation Liability Accrual	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-

NAVY Summary (Navy Only)  
 CIVILIAN PERSONNEL COSTS  
 FY 2007 President's Budget  
 (TY 2005)

	(\$ in Thousands)											Rates				j/d % BC Benefits
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	h Total Variables	i Comp O.C.11	j Benefits O.C.12/13	k Comp & Benefits	l/c Total Comp	m/c Comp & Benefits	n/d % BC Variables		
<b>Direct Funded Personnel (includes OC 13)</b>	<b>69,793</b>	<b>68,316</b>	<b>67,558</b>	<b>3,955,963</b>	<b>128,739</b>	<b>6,145</b>	<b>121,609</b>	<b>256,493</b>	<b>4,212,456</b>	<b>1,286,497</b>	<b>5,498,953</b>	<b>\$62,557</b>	<b>\$67,396</b>	<b>6.5%</b>	<b>32.5%</b>	
D1. US Direct Hire (USDH)	61,596	60,363	59,628	3,798,808	127,196	5,843	112,267	245,306	4,044,114	1,223,470	5,267,584	\$67,822	\$88,341	6.5%	32.2%	
D1a. Senior Executive Schedule	238	249	235	34,494	8	0	618	626	35,120	6,318	41,438	\$146,783	\$176,832	1.8%	18.3%	
D1b. General Schedule	52,298	51,071	50,560	3,298,512	72,456	4,999	91,061	168,516	3,467,028	1,087,537	4,554,565	\$65,240	\$90,082	5.1%	33.0%	
D1c. Special Schedule	20	24	24	3,468	171	13	96	280	3,748	716	4,464	\$144,500	\$186,000	8.1%	20.6%	
D1d. Wage System	9,040	9,019	8,809	462,334	54,561	831	20,492	75,884	538,218	128,899	667,117	\$52,484	\$75,731	16.4%	27.9%	
D1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	2,617	2,485	2,552	83,851	1,543	302	9,342	11,187	95,038	23,807	118,845	\$52,857	\$46,569	13.3%	28.4%	
D3. Total Direct Hire	64,213	62,848	62,180	3,882,659	128,739	6,145	121,609	256,493	4,139,152	1,247,277	5,386,429	\$62,442	\$86,626	6.6%	32.1%	
D4. Indirect Hire Foreign Nationals (IHFN)	5,580	5,468	5,378	73,304	0	0	0	0	73,304	0	73,304	\$13,630	\$13,630	0.0%	0.0%	
Subtotal - Direct Filled (excludes OC 13)	69,793	68,316	67,558	3,955,963	128,739	6,145	121,609	256,493	4,212,456	1,247,277	5,460,733	\$58,557	\$80,815	6.5%	31.5%	
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>108,263</b>	<b>105,909</b>	<b>107,197</b>	<b>6,577,883</b>	<b>504,990</b>	<b>6,364</b>	<b>164,118</b>	<b>675,472</b>	<b>7,253,355</b>	<b>1,851,361</b>	<b>9,104,716</b>	<b>\$67,363</b>	<b>\$84,934</b>	<b>10.3%</b>	<b>28.1%</b>	
R1. AS Direct Hire (USDH)	104,854	102,550	103,830	6,533,640	504,805	6,315	161,713	672,833	7,206,473	1,798,323	9,004,796	\$62,926	\$86,726	10.3%	27.5%	
R1a. Senior Executive Schedule	63	68	66	9,849	0	322	10,171	322	11,674	1,503	11,674	\$149,227	\$154,106	3.3%	15.3%	
R1b. General Schedule	74,952	72,881	72,594	5,195,927	183,470	4,460	95,781	283,711	5,479,638	1,359,452	6,839,090	\$71,575	\$94,210	5.5%	26.2%	
R1c. Special Schedule	4,128	4,484	6,112	181,918	112,353	0	29,696	142,049	323,967	63,525	387,492	\$29,764	\$53,005	78.1%	34.9%	
R1d. Wage System	25,711	25,117	25,058	1,145,946	208,982	1,855	35,914	246,751	1,392,697	373,843	1,766,540	\$45,732	\$55,579	21.5%	32.6%	
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	837	864	840	23,333	185	49	2,405	2,639	25,972	6,116	32,088	\$27,777	\$38,200	11.3%	26.2%	
R3. Total Direct Hire	105,691	103,414	104,670	6,556,973	504,990	6,364	164,118	675,472	7,234,445	1,804,439	9,036,884	\$62,644	\$86,337	10.3%	27.5%	
R4. Indirect Hire Foreign Nationals (IHFN)	2,572	2,495	2,527	20,910	0	0	0	0	20,910	0	20,910	\$8,275	\$8,275	0.0%	0.0%	
Subtotal - Reimbursable Funded (excludes OC 13)	108,263	105,909	107,197	6,577,883	504,990	6,364	164,118	675,472	7,253,355	1,804,439	9,057,794	\$61,363	\$84,497	10.3%	27.4%	
R5. Other Object Class 13 Benefits																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Personnel (includes OC 13)</b>	<b>178,056</b>	<b>174,225</b>	<b>174,755</b>	<b>10,533,846</b>	<b>633,729</b>	<b>12,509</b>	<b>285,727</b>	<b>931,965</b>	<b>11,465,811</b>	<b>3,137,858</b>	<b>14,603,669</b>	<b>\$69,278</b>	<b>\$83,567</b>	<b>8.8%</b>	<b>29.8%</b>	
T1. US Direct Hire (USDH)	166,450	162,913	163,458	10,332,448	632,001	12,158	273,980	918,139	11,250,587	3,021,793	14,272,380	\$63,212	\$87,315	8.9%	29.2%	
T1a. Senior Executive Schedule	301	317	301	44,343	8	0	940	948	45,291	7,821	53,112	\$147,319	\$176,452	2.1%	17.6%	
T1b. General Schedule	127,250	123,952	123,154	8,494,439	255,926	9,459	186,842	452,227	8,946,666	2,446,989	11,393,655	\$68,974	\$92,516	5.3%	28.8%	
T1c. Special Schedule	4,148	4,508	6,136	185,386	112,524	13	29,792	142,329	327,715	64,241	391,956	\$30,213	\$53,409	76.8%	34.7%	
T1d. Wage System	34,751	34,136	33,867	1,608,280	263,543	2,686	56,406	322,635	1,930,915	502,742	2,433,657	\$47,488	\$71,015	20.1%	31.3%	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	3,454	3,349	3,392	107,184	1,728	351	11,747	13,826	121,010	29,923	150,933	\$31,599	\$44,497	12.9%	27.9%	
T3. Total Direct Hire	169,904	166,262	166,850	10,439,632	633,729	12,509	285,727	931,965	11,371,597	3,051,716	14,423,313	\$62,569	\$86,445	8.9%	29.2%	
T4. Indirect Hire Foreign Nationals (IHFN)	8,152	7,963	7,905	94,214	0	0	0	0	94,214	0	94,214	\$11,918	\$11,918	0.0%	0.0%	
Subtotal - Total Filled (excludes OC 13)	178,056	174,225	174,755	10,533,846	633,729	12,509	285,727	931,965	11,465,811	3,051,716	14,517,527	\$60,278	\$85,611	8.8%	29.0%	
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

Navy Summary (Navy Only)  
 CIVILIAN PERSONNEL COSTS  
 FY 2007 President's Budget  
 (FY 2006)

	(\$ in Thousands)												
	a	b	c	d	e	f	g	h	i	j	k	l	m
	Begin Strength	End Strength	FTE's	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.I.	Total Variables	Comp O.C.I.	Benefits O.C.I.	Comp & Benefits	Total Comp & Benefits	% BC Variables
<b>Direct Funded Personnel (includes OC 13)</b>													
D1. US Direct Hire (USDH)	0	65,743	64,969	3,926,119	123,281	7,070	124,383	254,734	4,180,853	1,278,339	5,459,192	\$64,352	6.5%
D1a. Senior Executive Schedule	-	58,193	57,452	3,783,669	121,629	6,800	114,447	242,876	4,026,545	1,225,278	5,251,823	\$70,085	6.4%
D1b. General Schedule	0	262	259	39,246	0	2	1,607	1,609	40,855	7,582	48,437	\$157,741	4.1%
D1c. Special Schedule	0	49,738	49,064	3,309,963	77,601	5,760	91,395	174,756	3,484,719	1,096,116	4,580,835	\$71,024	5.3%
D1d. Wage System	0	8,169	8,105	431,108	43,826	1,030	21,327	66,183	497,291	120,783	618,074	\$153,333	9.8%
D1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	\$53,190	15.4%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	0	2,225	2,204	76,937	1,652	270	9,936	11,858	88,795	17,994	106,789	\$34,908	15.4%
D3. Total Direct Hire	0	60,418	59,656	3,860,606	123,281	7,070	124,383	254,734	4,115,340	1,243,272	5,358,612	\$64,714	6.6%
D4. Indirect Hire Foreign Nationals (IHFN)	0	5,325	5,313	65,513	0	0	0	0	65,513	0	65,513	\$12,331	0.0%
Subtotal - Direct Funded (excludes OC 13)	0	65,743	64,969	3,926,119	123,281	7,070	124,383	254,734	4,180,853	1,243,272	5,424,125	\$60,431	6.5%
D5. Other Object Class 13 Benefits	0	0	0	0	0	0	0	0	0	35,067	35,067	\$0	-
D5a. USDH - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	8,938	8,938	\$0	-
D5b. DHFN - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	142	142	\$0	-
D5c. Voluntary Separation Incentive Pay (VSIP)	0	0	0	0	0	0	0	0	0	9,627	9,627	\$0	-
D5d. Foreign National Separation Liability Accrual	0	0	0	0	0	0	0	0	0	16,360	16,360	\$0	-
<b>Reimbursable Funded Personnel (includes OC 13)</b>													
R1. US Direct Hire (USDH)	0	111,107	111,738	6,970,217	475,998	7,843	169,672	653,513	7,623,730	2,057,377	9,681,107	\$68,229	9.4%
R1a. Senior Executive Schedule	0	107,404	108,055	6,924,745	475,651	7,781	167,509	650,941	7,575,686	2,003,740	9,579,426	\$70,110	9.4%
R1b. General Schedule	0	76,058	75,262	5,445,384	159,647	5,712	97,154	262,513	5,707,897	1,495,175	7,203,072	\$157,658	5.1%
R1c. Special Schedule	0	4,699	4,693	210,510	132,596	0	30,357	162,953	373,463	78,907	452,370	\$72,452	4.8%
R1d. Wage System	0	26,574	26,437	1,257,901	183,408	2,069	39,439	224,916	1,482,817	427,882	1,910,699	\$33,451	7.4%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	\$47,599	17.9%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	\$56,110	17.9%
R2. Direct Hire Program Foreign Nationals (DHFN)	0	986	1,005	25,239	347	62	2,163	2,572	27,811	8,734	36,545	\$25,113	10.2%
R3. Total Direct Hire	0	108,390	109,060	6,949,984	475,998	7,843	169,672	653,513	7,603,497	2,012,474	9,615,971	\$63,726	9.4%
R4. Indirect Hire Foreign Nationals (IHFN)	0	2,717	2,678	20,233	0	0	0	0	20,233	0	20,233	\$7,555	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	0	111,107	111,738	6,970,217	475,998	7,843	169,672	653,513	7,623,730	2,012,474	9,636,204	\$62,380	9.4%
R5. Other Object Class 13 Benefits	0	0	0	0	0	0	0	0	0	44,903	44,903	\$0	-
R5a. USDH - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	2,600	2,600	\$0	-
R5b. DHFN - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	425	425	\$0	-
R5c. Voluntary Separation Incentive Pay (VSIP)	0	0	0	0	0	0	0	0	0	29,265	29,265	\$0	-
R5d. Foreign National Separation Liability Accrual	0	0	0	0	0	0	0	0	0	12,613	12,613	\$0	-
<b>Total Personnel (includes OC 13)</b>													
T1. US Direct Hire (USDH)	0	176,850	176,707	10,896,336	599,279	14,913	294,055	908,247	11,804,583	3,335,716	15,140,299	\$67,663	8.3%
T1a. Senior Executive Schedule	0	165,597	165,507	10,708,414	597,280	14,581	281,956	893,817	11,602,231	3,229,018	14,831,249	\$64,701	8.3%
T1b. General Schedule	0	335	332	50,196	0	2	2,166	2,168	52,364	9,358	61,722	\$157,723	4.3%
T1c. Special Schedule	0	125,796	124,326	8,755,347	237,248	11,472	188,549	437,269	9,192,616	2,591,291	11,783,907	\$70,422	5.0%
T1d. Wage System	0	4,723	4,717	213,862	132,798	8	30,475	163,281	377,143	79,704	456,847	\$33,855	7.6%
T1e. Highly Qualified Experts	0	34,743	34,532	1,689,009	227,234	3,099	60,766	291,099	1,980,108	548,665	2,528,773	\$48,911	17.2%
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	0	3,211	3,209	102,176	1,999	332	12,099	14,430	116,606	26,728	143,334	\$31,840	14.1%
T3. Total Direct Hire	0	168,808	168,716	10,810,590	599,279	14,913	294,055	908,247	11,718,837	3,255,746	14,974,583	\$64,076	8.4%
T4. Indirect Hire Foreign Nationals (IHFN)	0	8,042	7,991	85,746	0	0	0	0	85,746	0	85,746	\$10,730	0.0%
Subtotal - Total Funded (excludes OC 13)	0	176,850	176,707	10,896,336	599,279	14,913	294,055	908,247	11,804,583	3,255,746	15,090,329	\$61,663	8.3%
T5. Other Object Class 13 Benefits	0	0	0	0	0	0	0	0	0	79,970	79,970	\$0	-
T5a. USDH - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	11,538	11,538	\$0	-
T5b. DHFN - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	567	567	\$0	-
T5c. Voluntary Separation Incentive Pay (VSIP)	0	0	0	0	0	0	0	0	0	38,892	38,892	\$0	-
T5d. Foreign National Separation Liability Accrual	0	0	0	0	0	0	0	0	0	28,973	28,973	\$0	-



Department of the Air Force Summary  
 CIVILIAN PERSONNEL COSTS  
 FY 2007 President's Budget  
 (FY 2005)

	(\$ in Thousands)											Rates			j/d % BC Benefits	
	a Begin Strength	b End Strength	c FFE's	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.II	h Total Variables O.C.II	i Comp O.C.II	j Benefits O.C.II/13	k Comp & Benefits	l/c Total & Benefits	m Comp & Benefits	n % BC Variables		
<b>Direct Funded Personnel (includes OC 13)</b>	<b>114,988</b>	<b>116,550</b>	<b>116,327</b>	<b>6,369,146</b>	<b>57,373</b>	<b>7,258</b>	<b>267,096</b>	<b>331,727</b>	<b>6,700,873</b>	<b>1,852,144</b>	<b>8,553,017</b>	<b>\$54,752</b>	<b>\$57,601</b>	<b>\$73,526</b>	<b>5.2%</b>	<b>29.1%</b>
D1. US Direct Hire (USDH)	111,764	113,144	112,847	6,238,270	56,607	6,596	263,232	326,435	6,564,705	1,822,331	8,387,036	\$55,281	\$58,174	\$74,322	5.2%	29.2%
D1a. Senior Executive Schedule	143	143	143	20,401	0	0	458	458	20,859	6,027	26,886	\$142,664	\$145,367	\$188,014	2.2%	29.5%
D1b. General Schedule	81,396	81,401	80,984	4,683,080	35,870	3,393	222,082	261,345	4,944,425	1,344,134	6,288,559	\$57,827	\$61,054	\$77,652	5.6%	28.7%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
D1d. Wage System	30,225	31,600	31,720	1,534,789	20,737	3,203	40,692	64,632	1,599,421	472,170	2,071,591	\$48,386	\$50,423	\$65,309	4.2%	30.8%
D1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	1,565	1,169	1,256	32,046	766	662	3,864	5,292	37,338	6,050	43,388	\$25,514	\$29,728	\$34,545	16.5%	18.9%
D3. Total Direct Hire	113,329	114,313	114,103	6,270,316	57,373	7,258	267,096	331,727	6,602,043	1,828,381	8,430,424	\$54,953	\$57,860	\$73,884	5.3%	29.2%
D4. Indirect Hire Foreign Nationals (IHFN)	1,659	2,237	2,224	98,830	0	0	0	98,830	0	0	98,830	\$44,438	\$44,438	\$44,438	0.0%	0.0%
D4a. Subtotal - Direct Funded (excludes OC 13)	114,988	116,550	116,327	6,369,146	57,373	7,258	267,096	331,727	6,700,873	1,828,381	8,529,254	\$54,752	\$57,604	\$73,321	5.2%	28.7%
D5. Other Object Class 13 Benefits	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
D5a. USDH - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
D5b. DHFN - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
D5c. Voluntary Separation Incentive Pay (VSIP)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
D5d. Foreign National Separation Liability, Accrual	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>46,984</b>	<b>47,621</b>	<b>46,916</b>	<b>2,528,186</b>	<b>144,203</b>	<b>7,100</b>	<b>122,072</b>	<b>273,325</b>	<b>2,801,561</b>	<b>562,445</b>	<b>3,364,006</b>	<b>\$53,888</b>	<b>\$59,714</b>	<b>\$71,703</b>	<b>10.8%</b>	<b>22.2%</b>
R1. US Direct Hire (USDH)	41,975	42,354	41,648	2,314,727	143,594	6,522	118,733	268,849	2,583,576	556,897	3,140,473	\$55,578	\$62,034	\$75,405	11.6%	24.1%
R1a. Senior Executive Schedule	18	18	18	1,120	0	13	1,138	1,138	1,138	270	1,408	\$124,444	\$126,444	\$156,444	1.6%	24.1%
R1b. General Schedule	25,146	24,968	27,100	1,580,237	40,022	4,936	76,862	121,820	1,702,057	388,452	2,090,509	\$58,311	\$62,807	\$77,141	7.7%	24.6%
R1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1d. Wage System	16,811	17,377	14,539	733,370	103,572	1,573	41,866	147,011	880,381	168,175	1,048,556	\$50,442	\$60,553	\$72,120	20.0%	22.9%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	519	920	921	25,517	533	505	3,196	4,234	29,751	4,836	34,587	\$27,706	\$32,303	\$37,554	16.6%	19.0%
R3. Total Direct Hire	42,494	43,274	42,569	2,340,244	144,127	7,027	121,929	273,083	2,613,327	561,733	3,175,060	\$54,975	\$61,390	\$74,586	11.7%	24.0%
R4. Indirect Hire Foreign Nationals (IHFN)	4,490	4,347	4,347	187,942	76	73	143	292	188,234	712	189,946	\$43,235	\$43,302	\$43,466	0.2%	0.4%
R4a. Subtotal - Reimbursable Funded (excludes OC 13)	46,984	47,621	46,916	2,528,186	144,203	7,100	122,072	273,325	2,801,561	562,445	3,364,006	\$53,888	\$59,714	\$71,703	10.8%	22.2%
R5. Other Object Class 13 Benefits	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R5a. USDH - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R5b. DHFN - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R5c. Voluntary Separation Incentive Pay (VSIP)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R5d. Foreign National Separation Liability, Accrual	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
<b>Total Personnel (includes OC 13)</b>	<b>161,972</b>	<b>164,171</b>	<b>163,243</b>	<b>8,897,332</b>	<b>201,576</b>	<b>14,358</b>	<b>389,168</b>	<b>605,102</b>	<b>9,502,434</b>	<b>2,391,589</b>	<b>11,917,023</b>	<b>\$54,504</b>	<b>\$58,210</b>	<b>\$73,002</b>	<b>6.8%</b>	<b>27.1%</b>
T1. US Direct Hire (USDH)	153,739	155,498	154,495	8,552,997	200,201	13,118	381,965	595,284	9,148,281	2,379,228	11,527,509	\$55,361	\$59,214	\$74,614	7.0%	27.8%
T1a. Senior Executive Schedule	161	152	152	21,521	0	13	463	476	21,997	6,297	28,294	\$141,586	\$144,717	\$186,145	2.2%	29.8%
T1b. General Schedule	106,542	106,369	108,084	6,263,317	75,892	8,329	298,944	383,165	6,646,482	1,732,586	8,379,068	\$57,949	\$61,494	\$77,524	6.1%	27.7%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	47,036	48,977	46,239	2,268,159	124,309	4,776	82,558	211,643	2,479,802	640,345	3,120,147	\$49,032	\$53,607	\$67,450	9.3%	26.2%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign Nationals (DHFN)	2,084	2,089	2,177	57,563	1,299	1,167	7,060	9,526	67,089	10,886	77,975	\$26,441	\$30,817	\$35,818	16.5%	18.9%
T3. Total Direct Hire	155,823	157,587	156,672	8,610,560	201,500	14,285	389,025	604,810	9,215,370	2,390,114	11,605,484	\$54,959	\$58,830	\$74,075	7.0%	27.8%
T4. Indirect Hire Foreign Nationals (IHFN)	6,149	6,584	6,571	286,772	76	73	143	292	287,064	712	287,776	\$43,642	\$43,687	\$43,795	0.1%	0.2%
T4a. Subtotal - Total Funded (excludes OC 13)	161,972	164,171	163,243	8,897,332	201,576	14,358	389,168	605,102	9,502,434	2,391,589	11,917,023	\$54,504	\$58,210	\$73,002	6.8%	26.9%
T5. Other Object Class 13 Benefits	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T5a. USDH - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T5b. DHFN - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T5c. Voluntary Separation Incentive Pay (VSIP)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T5d. Foreign National Separation Liability, Accrual	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-



Department of the Air Force Summary  
CIVILIAN PERSONNEL COSTS  
FY 2007 President's Budget  
(FY 2006)

	(\$ in Thousands)													Rates		j/d % BC Benefits
	a Begin Strength	b End Strength	c FTES	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.II	h Total Variables	i Comp O.C.II	j Benefits O.C.II/13	k Comp & Benefits	l/c Total Comp & Benefits	m Comp & Benefits Variables			
<b>Direct Funded Personnel (includes OC 13)</b>	<b>115,645</b>	<b>119,449</b>	<b>120,718</b>	<b>6,275,865</b>	<b>50,439</b>	<b>6,822</b>	<b>296,544</b>	<b>353,805</b>	<b>6,629,670</b>	<b>2,039,066</b>	<b>8,668,736</b>	<b>\$51,988</b>	<b>\$71,810</b>	<b>5.6%</b>	<b>32.5%</b>	
D1. US Direct Hire (USDH)	112,239	116,000	117,482	6,148,590	49,856	6,318	293,218	349,392	6,497,982	2,016,749	8,514,731	\$55,310	\$72,477	5.7%	32.8%	
D1a. Senior Executive Schedule	143	143	143	20,870	0	0	470	470	21,340	6,335	27,675	\$145,944	\$193,657	2.3%	30.4%	
D1b. General Schedule	80,500	84,609	86,318	4,646,610	31,035	3,309	251,640	285,984	4,932,594	1,514,762	6,447,356	\$55,831	\$74,693	6.2%	32.6%	
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	
D1d. Wage System	31,596	31,248	31,021	1,481,110	18,821	3,009	41,108	62,938	1,544,048	495,634	2,039,682	\$47,745	\$65,752	4.2%	33.5%	
D1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	
D2. Direct Hire Program Foreign Nationals (DHFN)	1,169	1,113	1,140	27,247	583	504	3,326	4,413	31,660	5,394	37,054	\$23,901	\$32,504	16.2%	19.8%	
D3. Total Direct Hire	113,408	117,113	118,622	6,175,837	50,439	6,822	296,544	353,805	6,529,642	2,022,143	8,551,785	\$55,046	\$72,093	5.7%	32.7%	
D4. Indirect Hire Foreign Nationals (IHFN)	2,237	2,336	2,096	100,028	0	0	0	0	100,028	0	100,028	\$47,723	\$47,723	0.0%	0.0%	
Subtotal - Direct Funded (excludes OC 13)	115,645	119,449	120,718	6,275,865	50,439	6,822	296,544	353,805	6,629,670	2,022,143	8,651,813	\$51,988	\$71,670	5.6%	32.2%	
D5. Other Object Class 13 Benefits																
D5a. USDH - Benefits for Former Employees																
D5b. DHFN - Benefits for Former Employees																
D5c. Voluntary Separation Incentive Pay (VSIP)																
D5d. Foreign National Separation Liability Accrual																
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>46,690</b>	<b>47,281</b>	<b>44,945</b>	<b>2,457,859</b>	<b>128,612</b>	<b>2,972</b>	<b>30,307</b>	<b>161,891</b>	<b>2,619,750</b>	<b>513,085</b>	<b>3,132,835</b>	<b>\$58,686</b>	<b>\$69,704</b>	<b>6.6%</b>	<b>20.9%</b>	
R1. US Direct Hire (USDH)	41,423	42,512	39,974	2,247,446	127,869	2,315	25,538	155,722	2,403,168	506,120	2,909,288	\$86,223	\$60,118	6.9%	22.5%	
R1a. Senior Executive Schedule	7	7	7	875	3	0	29	32	907	222	1,129	\$125,000	\$120,571	3.7%	25.4%	
R1b. General Schedule	34,039	26,224	23,479	1,359,966	34,755	1,492	16,868	53,115	1,413,081	331,077	1,744,158	\$60,185	\$74,286	3.9%	24.3%	
R1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	
R1d. Wage System	17,377	16,281	16,488	886,605	93,111	823	8,641	102,575	989,180	174,821	1,164,001	\$53,773	\$59,994	11.6%	19.7%	
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	
R2. Direct Hire Program Foreign Nationals (DHFN)	921	969	1,064	32,114	689	607	4,680	5,976	38,090	6,307	44,397	\$30,182	\$41,727	18.6%	19.6%	
R3. Total Direct Hire	42,344	43,481	41,038	2,279,560	128,558	2,922	30,218	161,698	2,441,258	512,427	2,953,685	\$55,548	\$71,974	7.1%	22.5%	
R4. Indirect Hire Foreign Nationals (IHFN)	4,346	3,800	3,907	178,299	54	50	89	193	178,492	658	179,150	\$45,636	\$45,685	0.1%	0.4%	
Subtotal - Reimbursable Funded (excludes OC 13)	46,690	47,281	44,945	2,457,859	128,612	2,972	30,307	161,891	2,619,750	513,085	3,132,835	\$58,686	\$69,704	6.6%	20.9%	
R5. Other Object Class 13 Benefits																
R5a. USDH - Benefits for Former Employees																
R5b. DHFN - Benefits for Former Employees																
R5c. Voluntary Separation Incentive Pay (VSIP)																
R5d. Foreign National Separation Liability Accrual																
<b>Total Personnel (includes OC 13)</b>	<b>162,335</b>	<b>166,730</b>	<b>165,663</b>	<b>8,733,724</b>	<b>179,051</b>	<b>9,794</b>	<b>326,851</b>	<b>515,696</b>	<b>9,249,420</b>	<b>2,552,151</b>	<b>11,801,571</b>	<b>\$52,720</b>	<b>\$71,238</b>	<b>5.9%</b>	<b>29.2%</b>	
T1. US Direct Hire (USDH)	153,662	158,512	157,456	8,396,036	177,725	8,633	318,756	505,114	8,901,150	2,522,869	11,424,019	\$53,323	\$72,554	6.0%	30.0%	
T1a. Senior Executive Schedule	150	150	150	21,745	3	0	499	502	22,247	6,575	28,822	\$144,967	\$148,313	2.3%	30.2%	
T1b. General Schedule	104,539	110,833	109,797	6,006,576	65,790	4,801	268,508	339,099	6,345,675	1,845,839	8,191,514	\$54,706	\$71,795	5.6%	30.7%	
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	
T1d. Wage System	48,973	47,529	47,509	2,367,715	111,932	3,832	49,749	165,513	2,533,228	670,455	3,203,683	\$49,837	\$67,433	7.0%	28.3%	
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	
T2. Direct Hire Program Foreign Nationals (DHFN)	2,090	2,082	2,204	59,361	1,272	1,111	8,006	10,389	69,750	11,701	81,451	\$26,933	\$36,956	17.5%	19.7%	
T3. Total Direct Hire	155,752	160,594	159,660	8,455,397	178,997	9,744	326,762	515,503	8,970,900	2,534,570	11,505,470	\$52,959	\$72,062	6.1%	30.0%	
T4. Indirect Hire Foreign Nationals (IHFN)	6,583	6,136	6,003	278,327	54	50	89	193	278,520	658	279,178	\$46,365	\$46,506	0.1%	0.2%	
Subtotal - Total Funded (excludes OC 13)	162,335	166,730	165,663	8,733,724	179,051	9,794	326,851	515,696	9,249,420	2,552,228	11,784,648	\$52,720	\$71,136	5.9%	29.0%	
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees																
T5b. DHFN - Benefits for Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)																
T5d. Foreign National Separation Liability Accrual																

Department of the Air Force Summary  
CIVILIAN PERSONNEL COSTS  
FY 2007 President's Budget  
(FY 2007)

	(\$ in Thousands)													Rates			j/d % BC Benefits
	a Regin Strength	b Fund Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.I.I.	h Total Variables	i Comp O.C.I.I.	j Benefits O.C.I.I./13	k Comp & Benefits	l Total Comp & Benefits	m Total Comp & Benefits	n Total Comp & Benefits	o % BC Variables		
<b>Direct Funded Personnel (includes O.C. 13)</b>	<b>119,233</b>	<b>116,890</b>	<b>116,931</b>	<b>6,289,040</b>	<b>49,021</b>	<b>6,734</b>	<b>292,609</b>	<b>348,364</b>	<b>6,637,404</b>	<b>2,069,953</b>	<b>8,707,357</b>	<b>\$56,763</b>	<b>\$74,466</b>	<b>5.5%</b>	<b>32.9%</b>		
D1. US Direct Hire (USDH)	116,000	113,502	114,161	6,167,994	48,472	6,260	289,483	344,215	6,512,209	2,047,373	8,559,582	\$57,044	\$74,978	5.6%	33.2%		
D1a. Senior Executive Schedule	143	143	143	21,344	0	0	476	476	21,820	6,504	28,324	\$182,587	\$198,070	2.2%	30.5%		
D1b. General Schedule	84,609	81,813	82,668	4,578,518	29,059	3,133	246,405	278,597	4,857,115	1,519,977	6,377,092	\$85,384	\$77,141	6.1%	33.2%		
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
D1d. Wage System	31,248	31,546	31,350	1,568,132	19,413	3,127	42,602	65,142	1,633,274	520,892	2,154,166	\$50,020	\$68,713	4.2%	33.2%		
D1e. Highly Qualified Experts	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		
D2. Direct Hire Program Foreign Nationals (DHFN)	917	879	914	25,616	549	474	3,126	4,149	29,765	5,131	34,896	\$28,026	\$38,179	16.2%	20.0%		
D3. Total Direct Hire	116,917	114,381	115,075	6,193,610	49,021	6,734	292,609	348,364	6,541,974	2,052,504	8,594,478	\$55,822	\$74,686	5.6%	33.1%		
D4. Indirect Hire Foreign Nationals (IHFN)	2,316	2,509	1,856	95,430	0	0	0	0	95,430	0	95,430	\$51,417	\$51,417	0.0%	0.0%		
Subtotal - Direct Funded (excludes O.C. 13)	119,233	116,890	116,931	6,289,040	49,021	6,734	292,609	348,364	6,637,404	2,052,504	8,689,908	\$55,784	\$74,317	5.5%	32.6%		
D5. Other Object Class 13 Benefits	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
D5a. USDH - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
D5b. DHFN - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
D5c. Voluntary Separation Incentive Pay (VSIP)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
D5d. Foreign National Separation Liability Accrual	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
<b>Reimbursable Funded Personnel (includes O.C. 13)</b>	<b>47,495</b>	<b>49,409</b>	<b>49,318</b>	<b>2,710,414</b>	<b>159,205</b>	<b>3,511</b>	<b>36,501</b>	<b>199,217</b>	<b>2,909,631</b>	<b>576,700</b>	<b>3,486,331</b>	<b>\$58,097</b>	<b>\$70,691</b>	<b>7.4%</b>	<b>21.3%</b>		
R1. US Direct Hire (USDH)	42,510	44,081	43,393	2,488,578	158,423	2,816	32,179	193,418	2,681,996	569,280	3,251,276	\$73,350	\$74,926	7.8%	22.9%		
R1a. Senior Executive Schedule	7	7	7	901	3	0	29	32	933	209	1,142	\$128,714	\$163,143	3.6%	23.2%		
R1b. General Schedule	26,222	28,549	27,706	1,643,789	48,771	1,847	27,602	78,220	1,722,009	405,622	2,127,631	\$59,340	\$62,153	4.8%	24.7%		
R1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
R1d. Wage System	16,281	15,525	15,680	843,888	109,649	969	4,348	115,166	959,054	163,449	1,122,503	\$53,819	\$71,588	13.6%	19.4%		
R1e. Highly Qualified Experts	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		
R2. Direct Hire Program Foreign Nationals (DHFN)	1,165	1,191	1,230	34,390	722	637	4,221	5,580	39,970	6,763	46,733	\$27,959	\$37,994	16.2%	19.7%		
R3. Total Direct Hire	43,675	45,272	44,623	2,522,968	159,145	3,453	36,400	198,998	2,721,966	576,043	3,298,009	\$56,540	\$70,908	7.9%	22.8%		
R4. Indirect Hire Foreign Nationals (IHFN)	3,820	4,137	4,695	187,446	60	58	101	219	187,665	657	188,322	\$39,925	\$40,111	0.1%	0.4%		
Subtotal - Reimbursable Funded (excludes O.C. 13)	47,495	49,409	49,318	2,710,414	159,205	3,511	36,501	199,217	2,909,631	576,700	3,486,331	\$58,097	\$70,691	7.4%	21.3%		
R5. Other Object Class 13 Benefits	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
R5a. USDH - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
R5b. DHFN - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
R5c. Voluntary Separation Incentive Pay (VSIP)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
R5d. Foreign National Separation Liability Accrual	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
<b>Total Personnel (includes O.C. 13)</b>	<b>166,728</b>	<b>166,299</b>	<b>166,249</b>	<b>8,999,454</b>	<b>208,226</b>	<b>10,245</b>	<b>329,110</b>	<b>547,581</b>	<b>9,547,035</b>	<b>2,646,653</b>	<b>12,193,688</b>	<b>\$54,132</b>	<b>\$73,346</b>	<b>6.1%</b>	<b>29.4%</b>		
T1. US Direct Hire (USDH)	158,510	157,583	157,554	8,656,572	206,895	9,076	321,662	537,633	9,194,205	2,616,653	11,810,858	\$54,944	\$74,964	6.2%	30.2%		
T1a. Senior Executive Schedule	150	150	150	22,245	3	0	505	508	22,753	6,713	29,466	\$148,800	\$196,440	2.3%	30.2%		
T1b. General Schedule	110,831	110,362	110,374	6,222,307	77,830	4,980	274,007	356,817	6,579,124	1,925,599	8,504,723	\$56,375	\$77,054	5.7%	30.9%		
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
T1d. Wage System	47,529	47,071	47,030	2,412,020	129,062	4,096	47,150	180,308	2,592,328	684,341	3,276,669	\$51,287	\$69,672	7.5%	28.4%		
T1e. Highly Qualified Experts	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		
T2. Direct Hire Program Foreign Nationals (DHFN)	2,082	2,070	2,144	60,006	1,271	1,111	7,347	9,729	69,735	11,894	81,629	\$27,988	\$38,073	16.2%	19.8%		
T3. Total Direct Hire	160,592	159,653	159,698	8,716,578	208,166	10,187	329,009	547,362	9,263,940	2,628,547	11,892,487	\$54,582	\$74,469	6.3%	30.2%		
T4. Indirect Hire Foreign Nationals (IHFN)	6,136	6,646	6,551	282,876	60	58	101	219	283,095	657	283,752	\$43,181	\$43,314	0.1%	0.2%		
Subtotal - Total Funded (excludes O.C. 13)	166,728	166,299	166,249	8,999,454	208,226	10,245	329,110	547,581	9,547,035	2,629,204	12,176,239	\$54,132	\$73,346	6.1%	29.2%		
T5. Other Object Class 13 Benefits	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
T5a. USDH - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
T5b. DHFN - Benefits for Former Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
T5c. Voluntary Separation Incentive Pay (VSIP)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
T5d. Foreign National Separation Liability Accrual	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		

Defense Wide Summary (Defense Agencies/Field Activities)  
 CIVILIAN PERSONNEL COSTS  
 FY 2007 President's Budget  
 (FY 2005)

	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	r	s	t	u	v	w	x	y	z				
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Benefits	Total	Comp	Benefits	Total	Comp	Benefits	Total	Comp	Benefits	Total	Comp	Benefits	Total	Comp	Benefits			
	Strength	Strength		Comp	Pay	Pay	O.C.I.I	Variables	O.C.I.I	O.C.I.I	O.C.I.I	O.C.I.I	Comp	Variables	Comp	Variables	Comp	Variables	Comp	Variables	Comp	Variables	Comp	Variables	Comp	Variables	Comp	Variables		
<b>Direct Funded Personnel (includes O.C. 13)</b>	<b>72,380</b>	<b>72,537</b>	<b>65,755</b>	<b>4,192,168</b>	<b>52,508</b>	<b>8,074</b>	<b>134,190</b>	<b>194,772</b>	<b>4,386,940</b>	<b>1,295,641</b>	<b>5,682,581</b>	<b>1,295,641</b>	<b>\$63,754</b>	<b>\$66,716</b>	<b>\$86,421</b>	<b>\$86,421</b>	<b>\$63,754</b>	<b>\$66,716</b>	<b>\$86,421</b>	<b>\$63,754</b>	<b>\$66,716</b>	<b>\$86,421</b>	<b>\$63,754</b>	<b>\$66,716</b>	<b>\$86,421</b>	<b>\$63,754</b>	<b>\$66,716</b>	<b>\$86,421</b>	<b>30.9%</b>	
D1. US Direct Hire (USDH)	69,798	69,951	63,241	4,117,163	52,320	8,061	132,055	192,436	4,309,509	1,280,072	5,589,671	1,280,072	\$68,146	\$71,488	\$91,387	\$91,387	\$68,146	\$71,488	\$91,387	\$68,146	\$71,488	\$91,387	\$68,146	\$71,488	\$91,387	\$68,146	\$71,488	\$91,387	31.1%	
D1a. Senior Executive Schedule	641	637	637	92,294	0	0	7,338	7,338	99,632	21,606	121,238	21,606	\$144,889	\$156,408	\$199,127	\$199,127	\$144,889	\$156,408	\$199,127	\$144,889	\$156,408	\$199,127	\$144,889	\$156,408	\$199,127	\$144,889	\$156,408	\$199,127	23.4%	
D1b. General Schedule	50,585	50,872	45,976	3,202,031	50,021	5,644	100,734	156,399	3,376,430	867,447	4,243,877	867,447	\$73,439	\$79,206	\$92,306	\$92,306	\$73,439	\$79,206	\$92,306	\$73,439	\$79,206	\$92,306	\$73,439	\$79,206	\$92,306	\$73,439	\$79,206	\$92,306	26.9%	
D1c. Special Schedule	3,837	3,829	3,194	197,952	18	0	5,380	5,398	203,350	53,622	256,972	53,622	\$61,976	\$63,666	\$80,455	\$80,455	\$61,976	\$63,666	\$80,455	\$61,976	\$63,666	\$80,455	\$61,976	\$63,666	\$80,455	\$61,976	\$63,666	\$80,455	27.1%	
D1d. Wage System	6,533	6,971	6,043	184,014	2,254	1,942	4,440	8,636	192,650	49,567	242,217	49,567	\$50,451	\$51,880	\$40,082	\$40,082	\$50,451	\$51,880	\$40,082	\$50,451	\$51,880	\$40,082	\$50,451	\$51,880	\$40,082	\$50,451	\$51,880	\$40,082	9.7%	
D1e. Highly Qualified Experts	2	3	0	113	0	0	0	113	113	11	124	11	\$56,500	\$56,500	\$62,000	\$62,000	\$56,500	\$56,500	\$62,000	\$56,500	\$56,500	\$62,000	\$56,500	\$56,500	\$62,000	\$56,500	\$56,500	\$62,000	68.1%	
D1f. Other	8,200	7,633	7,389	422,759	27	475	14,163	14,665	437,424	287,819	725,243	287,819	\$59,215	\$59,199	\$98,152	\$98,152	\$59,215	\$59,199	\$98,152	\$59,215	\$59,199	\$98,152	\$59,215	\$59,199	\$98,152	\$59,215	\$59,199	\$98,152	20.4%	
D2. Direct Hire Program Foreign Nationals (DHFN)	831	827	770	23,895	188	13	2,135	2,336	26,231	4,864	31,095	4,864	\$31,032	\$34,066	\$40,383	\$40,383	\$31,032	\$34,066	\$40,383	\$31,032	\$34,066	\$40,383	\$31,032	\$34,066	\$40,383	\$31,032	\$34,066	\$40,383	31.0%	
D3. Total Direct Hire	70,629	70,778	64,011	4,141,058	52,508	8,074	134,190	194,772	4,335,830	1,284,936	5,620,766	1,284,936	\$29,306	\$29,306	\$29,306	\$29,306	\$29,306	\$29,306	\$29,306	\$29,306	\$29,306	\$29,306	\$29,306	\$29,306	\$29,306	\$29,306	\$29,306	\$29,306	0.0%	
D4. Indirect Hire Foreign Nationals (IHFN)	1,751	1,759	1,744	51,110	0	0	0	0	51,110	0	51,110	0	\$63,754	\$66,716	\$86,238	\$86,238	\$63,754	\$66,716	\$86,238	\$63,754	\$66,716	\$86,238	\$63,754	\$66,716	\$86,238	\$63,754	\$66,716	\$86,238	30.7%	
D4a. Indirect Hire Foreign Nationals (IHFN)	1,751	1,759	1,744	51,110	0	0	0	0	51,110	0	51,110	0	\$63,754	\$66,716	\$86,238	\$86,238	\$63,754	\$66,716	\$86,238	\$63,754	\$66,716	\$86,238	\$63,754	\$66,716	\$86,238	\$63,754	\$66,716	\$86,238	30.7%	
D4b. Subtotal - Direct Funded (excludes O.C. 13)	72,380	72,537	65,755	4,192,168	52,508	8,074	134,190	194,772	4,386,940	1,295,641	5,682,581	1,295,641	\$63,754	\$66,716	\$86,421	\$86,421	\$63,754	\$66,716	\$86,421	\$63,754	\$66,716	\$86,421	\$63,754	\$66,716	\$86,421	\$63,754	\$66,716	\$86,421	30.9%	
D5. Other Object Class 13 Benefits																														
D5a. USDH - Benefits for Former Employees																														
D5b. DHFN - Benefits for Former Employees																														
D5c. Voluntary Separation Incentive Pay (VSIP)																														
D5d. Foreign National Separation Liability Accrual																														
<b>Reimbursable Funded Personnel (includes O.C. 13)</b>	<b>42,563</b>	<b>40,320</b>	<b>41,807</b>	<b>2,326,045</b>	<b>100,189</b>	<b>5,469</b>	<b>54,887</b>	<b>160,545</b>	<b>2,486,520</b>	<b>624,220</b>	<b>3,110,810</b>	<b>624,220</b>	<b>\$55,638</b>	<b>\$59,478</b>	<b>\$74,409</b>	<b>\$74,409</b>	<b>\$55,638</b>	<b>\$59,478</b>	<b>\$74,409</b>	<b>\$55,638</b>	<b>\$59,478</b>	<b>\$74,409</b>	<b>\$55,638</b>	<b>\$59,478</b>	<b>\$74,409</b>	<b>\$55,638</b>	<b>\$59,478</b>	<b>\$74,409</b>	<b>26.8%</b>	
R1. US Direct Hire (USDH)	41,309	39,947	40,523	2,296,663	100,138	5,465	54,476	160,079	2,456,742	600,289	3,057,031	600,289	\$56,676	\$60,626	\$75,439	\$75,439	\$56,676	\$60,626	\$75,439	\$56,676	\$60,626	\$75,439	\$56,676	\$60,626	\$75,439	\$56,676	\$60,626	\$75,439	26.1%	
R1a. Senior Executive Schedule	52	54	55	7,749	0	0	798	798	8,547	1,457	10,004	1,457	\$140,891	\$155,400	\$181,891	\$181,891	\$140,891	\$155,400	\$181,891	\$140,891	\$155,400	\$181,891	\$140,891	\$155,400	\$181,891	\$140,891	\$155,400	\$181,891	18.8%	
R1b. General Schedule	35,290	33,431	34,919	2,070,661	78,499	4,912	50,161	133,572	2,204,233	533,606	2,737,839	533,606	\$59,299	\$63,124	\$78,405	\$78,405	\$59,299	\$63,124	\$78,405	\$59,299	\$63,124	\$78,405	\$59,299	\$63,124	\$78,405	\$59,299	\$63,124	\$78,405	25.8%	
R1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	0	\$38,624	\$43,281	\$54,910	\$54,910	\$38,624	\$43,281	\$54,910	\$38,624	\$43,281	\$54,910	\$38,624	\$43,281	\$54,910	\$38,624	\$43,281	\$54,910	30.1%	
R1d. Wage System	5,831	5,407	5,494	212,198	21,639	553	3,394	25,586	237,784	63,889	301,673	63,889	\$110,091	\$112,327	\$136,636	\$136,636	\$110,091	\$112,327	\$136,636	\$110,091	\$112,327	\$136,636	\$110,091	\$112,327	\$136,636	\$110,091	\$112,327	\$136,636	22.1%	
R1e. Highly Qualified Experts	1	0	0	0	0	0	0	0	0	0	0	0	\$25,910	\$27,000	\$30,986	\$30,986	\$25,910	\$27,000	\$30,986	\$25,910	\$27,000	\$30,986	\$25,910	\$27,000	\$30,986	\$25,910	\$27,000	\$30,986	15.4%	
R1f. Other	35	55	55	6,055	0	0	123	123	6,178	1,337	7,515	1,337	\$36,360	\$36,360	\$42,983	\$42,983	\$36,360	\$36,360	\$42,983	\$36,360	\$36,360	\$42,983	\$36,360	\$36,360	\$42,983	\$36,360	\$36,360	\$42,983	26.1%	
R2. Direct Hire Program Foreign Nationals (DHFN)	303	420	420	10,882	51	3	404	458	11,340	1,674	13,014	1,674	\$36,360	\$36,360	\$42,983	\$42,983	\$36,360	\$36,360	\$42,983	\$36,360	\$36,360	\$42,983	\$36,360	\$36,360	\$42,983	\$36,360	\$36,360	\$42,983	15.4%	
R3. Total Direct Hire	41,612	39,367	40,943	2,307,545	100,189	5,468	54,880	160,537	2,468,082	601,963	3,070,045	601,963	\$21,412	\$21,412	\$21,412	\$21,412	\$21,412	\$21,412	\$21,412	\$21,412	\$21,412	\$21,412	\$21,412	\$21,412	\$21,412	\$21,412	\$21,412	\$21,412	\$21,412	2.9%
R4. Indirect Hire Foreign Nationals (IHFN)	951	953	864	18,500	0	1	7	8	18,508	538	19,046	538	\$55,638	\$59,478	\$73,890	\$73,890	\$55,638	\$59,478	\$73,890	\$55,638	\$59,478	\$73,890	\$55,638	\$59,478	\$73,890	\$55,638	\$59,478	\$73,890	25.9%	
R4a. Subtotal - Reimbursable Funded (excludes O.C. 13)	42,563	40,320	41,807	2,326,045	100,189	5,469	54,887	160,545	2,486,520	624,220	3,110,810	624,220	\$55,638	\$59,478	\$74,409	\$74,409	\$55,638	\$59,478	\$74,409	\$55,638	\$59,478	\$74,409	\$55,638	\$59,478	\$74,409	\$55,638	\$59,478	\$74,409	26.8%	
R5. Other Object Class 13 Benefits																														
R5a. USDH - Benefits for Former Employees																														
R5b. DHFN - Benefits for Former Employees																														
R5c. Voluntary Separation Incentive Pay (VSIP)																														
R5d. Foreign National Separation Liability Accrual																														
<b>Total Personnel (includes O.C. 13)</b>	<b>114,943</b>	<b>112,857</b>	<b>107,562</b>	<b>6,518,213</b>	<b>152,697</b>	<b>13,543</b>	<b>189,077</b>	<b>355,317</b>	<b>6,873,520</b>	<b>1,919,861</b>	<b>8,793,391</b>	<b>1,919,861</b>	<b>\$60,600</b>	<b>\$63,903</b>	<b>\$81,752</b>	<b>\$81,752</b>	<b>\$60,600</b>	<b>\$63,903</b>	<b>\$81,752</b>	<b>\$60,600</b>	<b>\$63,903</b>	<b>\$81,752</b>	<b>\$60,600</b>	<b>\$63,903</b>	<b>\$81,752</b>	<b>\$60,600</b>	<b>\$63,903</b>	<b>\$</b>		

Defense Wide Summary (Defense Agencies/Field Activities)  
 (CIVILIAN PERSONNEL COSTS)  
 FY 2007 President's Budget  
 (FY 2006)

	(\$ in Thousands)											Rates							
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	r	
	Begin Strength	End Strength	FTEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.II	Total Variables	Comp O.C.II	Benefits O.C.II/13	Comp & Benefits	Basic Comp	Total Comp	% BC	Variables	% BC	Total	% BC	
<b>Direct Funded Personnel (includes O.C. I3)</b>	<b>72,475</b>	<b>74,316</b>	<b>62,537</b>	<b>4,500,760</b>	<b>49,035</b>	<b>8,123</b>	<b>140,899</b>	<b>198,057</b>	<b>4,698,817</b>	<b>1,338,538</b>	<b>6,037,405</b>	<b>\$66,641</b>	<b>\$69,574</b>	<b>\$89,394</b>	<b>4.4%</b>	<b>\$89,394</b>	<b>29.7%</b>		
D1. US Direct Hire (USDH)	69,889	71,683	64,977	4,408,374	48,826	8,109	136,654	195,589	4,603,963	1,323,540	5,927,503	\$67,845	\$70,855	\$91,225	4.4%	\$91,225	30.0%		
D1a. Senior Executive Schedule	654	671	669	98,407	0	0	7,276	7,276	105,683	19,885	125,568	\$147,096	\$157,072	\$187,695	7.4%	\$187,695	20.2%		
D1b. General Schedule	50,775	52,979	48,037	3,481,438	46,396	5,596	105,605	157,597	3,639,035	933,203	4,572,238	\$72,474	\$75,755	\$95,182	4.5%	\$95,182	26.8%		
D1c. Special Schedule	3,828	3,734	3,236	215,113	22	0	5,289	220,424	56,598	277,022	\$66,475	\$68,116	\$85,606	2.5%	\$85,606	26.3%			
D1d. Wage System	6,971	7,040	6,010	189,894	2,408	2,015	4,590	9,013	198,907	50,910	\$31,596	\$33,096	\$41,567	4.7%	\$41,567	26.8%			
D1e. Highly Qualified Experts	3	4	4	471	0	2	0	2	473	89	\$117,750	\$118,250	\$140,500	0.4%	\$140,500	18.9%			
D1f. Other	7,658	7,255	7,021	423,051	0	496	15,894	16,390	439,441	262,855	\$62,555	\$62,590	\$100,038	3.9%	\$100,038	62.1%			
D2. Direct Hire Program Foreign Nationals (DHFN)	827	835	778	24,415	193	14	2,195	2,402	26,817	5,035	31,852	\$31,382	\$34,469	\$40,941	9.8%	\$40,941	20.6%		
D3. Total Direct Hire	70,716	72,518	65,755	4,432,789	49,019	8,123	140,849	197,991	4,630,780	1,328,575	5,959,355	\$67,414	\$70,425	\$90,630	4.5%	\$90,630	30.0%		
D4. Indirect Hire Foreign Nationals (IHFN)	1,759	1,798	1,782	67,971	16	0	50	66	68,037	430	68,467	\$38,143	\$38,180	\$38,421	0.1%	\$38,421	0.6%		
Subtotal - Direct Funded (excludes O.C. I3)	72,475	74,316	67,537	4,500,760	49,035	8,123	140,899	198,057	4,698,817	1,329,005	6,027,822	\$66,641	\$69,574	\$89,252	4.4%	\$89,252	29.5%		
D5. Other Object Class I3 Benefits										9,583	9,583								
D5a. USDH - Benefits for Former Employees										4,231	4,231								
D5b. DHFN - Benefits for Former Employees										619	619								
D5c. Voluntary Separation Incentive Pay (VSIP)										4,489	4,489								
D5d. Foreign National Separation Liability Accrual										244	244								
<b>Reimbursable Funded Personnel (includes O.C. I3)</b>	<b>41,050</b>	<b>42,517</b>	<b>42,668</b>	<b>2,386,038</b>	<b>92,362</b>	<b>6,163</b>	<b>53,739</b>	<b>152,264</b>	<b>2,538,302</b>	<b>688,796</b>	<b>3,219,098</b>	<b>\$55,921</b>	<b>\$59,490</b>	<b>\$75,445</b>	<b>6.4%</b>	<b>\$75,445</b>	<b>28.5%</b>		
R1. US Direct Hire (USDH)	39,674	41,196	41,345	2,348,358	92,235	6,159	53,347	151,741	2,500,099	643,458	3,143,557	\$56,799	\$60,469	\$76,032	6.5%	\$76,032	27.4%		
R1a. Senior Executive Schedule	53	54	54	7,052	0	0	887	888	7,940	1,361	9,301	\$130,593	\$147,037	\$172,241	12.6%	\$172,241	19.3%		
R1b. General Schedule	33,422	34,838	35,161	2,068,014	74,143	5,355	49,325	128,823	2,196,837	563,545	2,760,382	\$38,816	\$62,479	\$78,507	6.2%	\$78,507	27.3%		
R1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0								
R1d. Wage System	6,144	6,249	6,077	269,328	18,092	802	3,128	22,022	291,350	77,873	369,223	\$44,319	\$47,943	\$60,757	8.2%	\$60,757	28.9%		
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0								
R1f. Other	55	55	53	3,964	0	1	7	8	3,972	679	4,651	\$74,792	\$74,943	\$87,755	0.2%	\$87,755	17.1%		
R2. Direct Hire Program Foreign Nationals (DHFN)	420	408	408	10,785	127	3	385	515	11,300	1,140	12,440	\$26,434	\$27,696	\$30,490	4.8%	\$30,490	10.6%		
R3. Total Direct Hire	40,094	41,604	41,753	2,359,143	92,362	6,162	53,732	152,256	2,511,399	644,598	3,155,997	\$56,502	\$60,149	\$75,587	6.5%	\$75,587	27.3%		
R4. Indirect Hire Foreign Nationals (IHFN)	956	915	915	26,895	0	0	7	8	26,903	669	27,572	\$29,393	\$29,402	\$30,143	0.0%	\$30,143	2.5%		
Subtotal - Reimbursable Funded (excludes O.C. I3)	41,050	42,517	42,668	2,386,038	92,362	6,163	53,739	152,264	2,538,302	645,267	3,183,569	\$55,921	\$59,490	\$74,613	6.4%	\$74,613	27.0%		
R5. Other Object Class I3 Benefits										35,529	35,529								
R5a. USDH - Benefits for Former Employees										12,767	12,767								
R5b. DHFN - Benefits for Former Employees										22,762	22,762								
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0								
R5d. Foreign National Separation Liability Accrual										0	0								
<b>Total Personnel (includes O.C. I3)</b>	<b>113,525</b>	<b>116,833</b>	<b>110,205</b>	<b>6,886,798</b>	<b>141,397</b>	<b>14,286</b>	<b>194,638</b>	<b>350,321</b>	<b>7,237,119</b>	<b>2,019,334</b>	<b>9,256,503</b>	<b>\$62,491</b>	<b>\$65,670</b>	<b>\$83,993</b>	<b>5.1%</b>	<b>\$83,993</b>	<b>29.3%</b>		
T1. US Direct Hire (USDH)	109,563	112,879	106,322	6,756,732	141,061	14,268	192,001	347,330	7,104,062	1,966,998	9,071,060	\$63,550	\$66,816	\$85,317	5.1%	\$85,317	29.1%		
T1a. Senior Executive Schedule	707	725	723	105,459	0	1	8,163	8,164	113,623	21,246	134,869	\$145,863	\$157,155	\$186,541	7.7%	\$186,541	20.1%		
T1b. General Schedule	84,197	87,817	83,198	5,549,452	120,539	10,951	154,930	286,420	5,835,872	1,496,748	7,332,620	\$66,702	\$70,144	\$88,135	5.2%	\$88,135	27.0%		
T1c. Special Schedule	3,828	3,734	3,236	215,113	22	0	5,289	5,311	220,424	56,598	277,022	\$66,475	\$68,116	\$85,606	2.5%	\$85,606	26.3%		
T1d. Wage System	13,115	13,289	12,087	459,222	20,500	2,817	7,718	31,035	490,257	128,783	619,040	\$37,993	\$40,561	\$51,215	6.8%	\$51,215	28.0%		
T1e. Highly Qualified Experts	3	4	4	471	0	2	0	2	473	89	562	\$117,750	\$118,250	\$140,500	0.4%	\$140,500	18.9%		
T1f. Other	7,713	7,310	7,074	427,015	0	497	15,901	16,398	443,413	263,534	706,947	\$60,364	\$62,692	\$99,936	3.8%	\$99,936	61.7%		
T2. Direct Hire Program Foreign Nationals (DHFN)	1,247	1,243	1,186	35,200	320	17	2,580	2,917	38,117	6,175	44,292	\$29,680	\$32,139	\$37,346	8.3%	\$37,346	17.5%		
T3. Total Direct Hire	110,810	114,122	107,508	6,791,932	141,381	14,285	194,581	350,247	7,142,179	1,973,173	9,115,352	\$63,176	\$66,434	\$84,788	5.2%	\$84,788	29.1%		
T4. Indirect Hire Foreign Nationals (IHFN)	2,715	2,711	2,697	94,866	16	1	57	74	94,940	1,099	96,039	\$35,175	\$35,202	\$35,610	0.1%	\$35,610	1.2%		
Subtotal - Total Funded (excludes O.C. I3)	113,525	116,833	110,205	6,886,798	141,397	14,286	194,638	350,321	7,237,119	2,019,334	9,256,503	\$62,491	\$65,670	\$83,584	5.1%	\$83,584	28.7%		
T5. Other Object Class I3 Benefits										45,112	45,112								
T5a. USDH - Benefits for Former Employees										16,998	16,998								
T5b. DHFN - Benefits for Former Employees										619	619								
T5c. Voluntary Separation Incentive Pay (VSIP)										27,251	27,251								
T5d. Foreign National Separation Liability Accrual										244	244								

Defense Wide Summary (Defense Agencies/Field Activities)  
CIVILIAN PERSONNEL COSTS  
FY 2007 President's Budget  
(FY 2007)

	(\$ in Thousands)											Rates		jd % BC Benefits	
	a Regin Strength	b End Strength	c FTE's	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.II	h Total Variables	i Comp O.C.II	j Benefits O.C.II/13	k Comp & Benefits	l Total Comp & Benefits	m Comp & Benefits		n % BC Variables
<b>Direct Funded Personnel (includes OC 13)</b>	<b>74,493</b>	<b>74,856</b>	<b>68,211</b>	<b>4,648,833</b>	<b>56,983</b>	<b>8,746</b>	<b>147,327</b>	<b>213,056</b>	<b>4,861,889</b>	<b>1,400,294</b>	<b>6,262,183</b>	<b>\$71,277</b>	<b>\$91,806</b>	<b>4.6%</b>	<b>30.1%</b>
D1. US Direct Hire (USDH)	71,860	72,242	65,670	4,564,713	56,770	8,732	145,065	210,567	4,775,280	1,388,905	6,164,185	\$72,716	\$93,866	4.6%	30.4%
D1a. Senior Executive Schedule	673	711	709	106,978	0	0	7,211	7,211	114,189	21,931	136,120	\$150,886	\$191,056	6.7%	20.5%
D1b. General Schedule	53,143	53,934	49,140	3,629,678	54,418	6,232	112,052	172,702	3,802,380	1,000,829	4,803,209	\$73,864	\$97,745	4.8%	27.6%
D1c. Special Schedule	3,734	3,659	3,172	217,302	23	0	5,345	5,368	279,734	57,064	336,798	\$68,506	\$88,189	2.5%	26.3%
D1d. Wage System	7,042	7,024	5,964	191,277	2,329	2,016	4,678	9,023	200,300	51,740	\$33,072	\$42,260	4.7%	27.0%	
D1e. Highly Qualified Experts	12	14	12	1,512	0	0	37	37	1,549	489	\$126,000	\$129,083	2.4%	32.3%	
D1f. Other	7,256	6,900	6,673	417,966	0	484	15,742	16,226	434,192	256,852	\$62,635	\$103,558	3.9%	61.5%	
D2. Direct Hire Program Foreign Nationals (DHFN)	835	831	773	24,740	196	14	2,214	2,424	27,164	5,104	\$32,268	\$41,744	9.8%	20.6%	
D3. Total Direct Hire	72,695	73,073	66,443	4,589,453	56,966	8,746	147,279	212,991	4,802,444	1,394,009	6,196,453	\$72,279	\$93,260	4.6%	30.4%
D4. Indirect Hire Foreign Nationals (IHFN)	1,798	1,783	1,768	59,380	17	0	48	65	59,445	440	\$9,885	\$33,623	0.1%	0.7%	
D4a. Indirect Hire Foreign Nationals (IHFN)	1,798	1,783	1,768	59,380	17	0	48	65	59,445	440	\$9,885	\$33,623	0.1%	0.7%	
D4b. Subtotal - Direct Funded (excludes OC 13)	74,493	74,856	68,211	4,648,833	56,983	8,746	147,327	213,056	4,861,889	1,400,294	6,262,183	\$71,277	\$91,720	4.6%	30.0%
D5. Other Object Class 13 Benefits										5,845	5,845				
D5a. USDH - Benefits for Former Employees										2,351	2,351				
D5b. DHFN - Benefits for Former Employees										628	628				
D5c. Voluntary Separation Incentive Pay (VSIP)										2,628	2,628				
D5d. Foreign National Separation Liability Accrual										238	238				
<b>Reimbursable Funded Personnel (includes OC 13)</b>	<b>42,600</b>	<b>40,005</b>	<b>41,567</b>	<b>2,380,594</b>	<b>86,190</b>	<b>6,332</b>	<b>53,425</b>	<b>145,947</b>	<b>2,526,541</b>	<b>685,392</b>	<b>3,211,933</b>	<b>\$60,282</b>	<b>\$77,271</b>	<b>6.1%</b>	<b>28.8%</b>
R1. US Direct Hire (USDH)	41,279	38,684	40,246	2,350,235	86,126	6,328	53,031	145,485	2,495,720	649,480	3,145,200	\$62,012	\$78,149	6.2%	27.6%
R1a. Senior Executive Schedule	55	55	55	7,497	0	1	910	911	8,408	1,413	9,821	\$146,409	\$178,564	12.2%	18.8%
R1b. General Schedule	34,929	32,862	34,168	2,086,917	69,097	5,495	49,070	123,662	2,210,579	564,310	2,774,889	\$61,078	\$81,213	5.9%	27.0%
R1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	\$42,170	\$59,566	3.5%	33.0%
R1d. Wage System	6,240	5,712	5,970	251,756	17,024	832	2,997	20,853	272,609	82,999	355,608	\$76,698	\$77,811	1.5%	18.6%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0				
R1f. Other	55	55	53	4,065	5	0	54	59	4,124	758	4,882				
R2. Direct Hire Program Foreign Nationals (DHFN)	408	408	408	10,861	64	3	387	454	11,315	1,216	12,531	\$26,620	\$30,713	4.2%	11.2%
R3. Total Direct Hire	41,687	39,092	40,654	2,361,096	86,190	6,331	53,418	145,939	2,507,035	650,696	3,157,731	\$62,078	\$77,673	6.2%	27.6%
R4. Indirect Hire Foreign Nationals (IHFN)	913	913	913	19,498	0	1	7	8	19,506	670	20,176	\$21,356	\$22,099	0.0%	3.4%
R4a. Subtotal - Reimbursable Funded (excludes OC 13)	42,600	40,005	41,567	2,380,594	86,190	6,332	53,425	145,947	2,526,541	651,366	3,177,907	\$57,271	\$76,453	6.1%	27.4%
R5. Other Object Class 13 Benefits										34,026	34,026				
R5a. USDH - Benefits for Former Employees										6,957	6,957				
R5b. DHFN - Benefits for Former Employees										0	0				
R5c. Voluntary Separation Incentive Pay (VSIP)										27,069	27,069				
R5d. Foreign National Separation Liability Accrual										0	0				
<b>Total Personnel (includes OC 13)</b>	<b>117,093</b>	<b>114,861</b>	<b>109,778</b>	<b>7,029,427</b>	<b>143,173</b>	<b>15,078</b>	<b>200,752</b>	<b>359,003</b>	<b>7,388,430</b>	<b>2,085,686</b>	<b>9,474,116</b>	<b>\$67,033</b>	<b>\$86,303</b>	<b>5.1%</b>	<b>29.7%</b>
T1. US Direct Hire (USDH)	113,139	110,926	105,916	6,914,948	142,896	15,060	198,096	356,082	7,271,000	2,038,385	9,309,385	\$65,287	\$87,894	5.1%	29.5%
T1a. Senior Executive Schedule	728	766	764	114,475	0	1	8,121	8,122	122,597	23,344	145,941	\$149,836	\$191,022	7.1%	20.4%
T1b. General Schedule	88,072	86,796	83,308	5,716,595	123,515	11,727	161,122	296,364	6,012,959	1,565,139	7,578,098	\$68,620	\$72,177	5.2%	27.4%
T1c. Special Schedule	3,734	3,659	3,172	217,302	23	0	5,345	5,368	222,670	57,064	279,734	\$68,506	\$88,189	2.5%	26.3%
T1d. Wage System	13,282	12,736	11,934	443,033	19,353	2,848	7,675	29,876	472,909	134,739	607,648	\$37,124	\$39,627	6.7%	30.4%
T1e. Highly Qualified Experts	12	14	12	1,512	0	0	37	37	1,549	489	2,038	\$126,000	\$129,083	2.4%	32.3%
T1f. Other	7,311	6,955	6,726	422,031	5	484	15,796	16,285	438,316	257,610	695,926	\$62,746	\$103,468	3.9%	61.0%
T2. Direct Hire Program Foreign Nationals (DHFN)	1,243	1,239	1,181	35,601	260	17	2,601	2,878	38,479	6,320	44,799	\$32,145	\$37,933	8.1%	17.8%
T3. Total Direct Hire	114,382	112,165	107,097	6,950,549	143,156	15,077	200,697	358,930	7,309,479	2,044,705	9,354,184	\$66,000	\$87,343	5.2%	29.4%
T4. Indirect Hire Foreign Nationals (IHFN)	2,696	2,681	2,681	78,878	17	1	55	73	78,951	1,110	80,061	\$29,421	\$29,448	0.1%	1.4%
T4a. Subtotal - Total Funded (excludes OC 13)	117,093	114,861	109,778	7,029,427	143,173	15,078	200,752	359,003	7,388,430	2,045,815	9,434,245	\$67,033	\$86,303	5.1%	29.1%
T5. Other Object Class 13 Benefits										39,871	39,871				
T5a. USDH - Benefits for Former Employees										9,308	9,308				
T5b. DHFN - Benefits for Former Employees										628	628				
T5c. Voluntary Separation Incentive Pay (VSIP)										29,697	29,697				
T5d. Foreign National Separation Liability Accrual										238	238				