

Civilian Personnel Costs

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Defense Wide Summary (Defense Agencies/Field Activities)
Total CIVILIAN PERSONNEL COSTS
FY 2009 President's Budget
(FY 2007)

	(\$ in Thousands)												Rates				
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comm	i/c m Total Comm	k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits	
Direct Funded Personnel (includes OC 13)	72,591	74,138	67,299	4,653,309	86,379	13,316	163,155	262,850	4,916,159	1,490,441	6,406,600	\$69,144	\$73,050	\$95,196	5.6%	32.0%	
D1. US Direct Hire (USDH)	69,943	71,537	64,794	4,553,942	85,326	13,286	160,551	259,163	4,813,105	1,471,688	6,284,793	\$70,283	\$74,283	\$96,997	5.7%	32.8%	
D1a. Senior Executive Schedule	662	692	682	95,502	0	6	9,811	9,817	105,319	23,482	128,801	\$140,032	\$154,427	\$188,858	10.3%	24.6%	
D1b. General Schedule	50,489	52,516	47,708	3,584,472	82,905	10,774	124,287	217,966	3,802,438	1,024,960	4,827,398	\$75,134	\$79,702	\$101,186	6.1%	28.6%	
D1c. Special Schedule	3,616	3,568	3,170	213,769	31	15	5,234	5,280	219,049	62,726	281,775	\$67,435	\$69,101	\$88,888	2.5%	29.3%	
D1d. Wage System	6,901	6,915	5,910	195,472	2,190	2,071	5,070	9,331	204,803	50,260	255,063	\$33,075	\$34,654	\$43,158	4.8%	25.7%	
D1e. Highly Qualified Experts	27	38	30	3,497	0	0	28	28	3,525	977	4,502	\$116,567	\$117,500	\$150,067	0.8%	27.9%	
D1f. Other	8,248	7,808	7,294	461,230	200	420	16,121	16,741	477,971	309,283	787,254	\$61,234	\$65,529	\$107,932	3.6%	67.1%	
D2. Direct Hire Program Foreign Nationals (DHFN)	817	812	756	28,629	1,045	28	2,553	3,626	32,255	6,890	39,145	\$37,869	\$42,665	\$51,779	12.7%	24.1%	
D3. Total Direct Hire	70,760	72,349	65,550	4,582,571	86,371	13,314	163,104	262,789	4,845,360	1,478,578	6,323,938	\$69,910	\$73,919	\$96,475	5.7%	32.3%	
D4. Indirect Hire Foreign Nationals (IHFN)	1,831	1,789	1,749	70,738	8	2	51	61	70,799	507	71,306	\$40,445	\$40,480	\$40,770	0.1%	0.7%	
Subtotal - Direct Funded (excludes OC 13)	72,591	74,138	67,299	4,653,309	86,379	13,316	163,155	262,850	4,916,159	1,479,085	6,395,244	\$69,144	\$73,050	\$95,027	5.6%	31.8%	
D5. Other Object Class 13 Benefits											11,356						
D5a. USDH - Benefits for Former Employees											5,094						
D5b. DHFN - Benefits for Former Employees											1,041						
D5c. Voluntary Separation Incentive Pay (VSIP)											5,221						
D5d. Foreign National Separation Liability Accrual											0						
Reimbursable Funded Personnel (includes OC 13)	40,465	39,661	39,927	2,360,903	91,676	6,970	62,854	161,500	2,522,403	666,790	3,189,193	\$59,130	\$63,175	\$79,876	6.8%	28.2%	
R1. US Direct Hire (USDH)	39,146	38,359	38,710	2,338,225	91,666	6,966	62,039	160,671	2,498,896	644,449	3,143,345	\$60,404	\$64,554	\$81,202	6.9%	27.6%	
R1a. Senior Executive Schedule	61	55	55	8,082	0	0	999	999	9,081	1,781	10,862	\$146,945	\$165,109	\$197,491	12.4%	22.0%	
R1b. General Schedule	33,027	32,682	32,967	2,075,022	66,429	5,136	53,784	125,349	2,200,371	565,049	2,765,420	\$62,942	\$66,745	\$83,884	6.0%	27.2%	
R1c. Special Schedule	660	638	640	37,902	5,112	1,280	1,519	7,911	45,813	12,465	58,278	\$59,222	\$71,583	\$91,059	20.9%	32.9%	
R1d. Wage System	5,305	4,931	4,985	209,094	20,125	550	5,077	25,752	234,846	63,942	298,788	\$41,945	\$47,111	\$59,937	12.3%	30.6%	
R1e. Highly Qualified Experts	3	3	1	56	0	0	0	0	56	6	62	\$56,000	\$56,000	\$62,000	0.0%	10.7%	
R1f. Other	90	50	62	8,069	0	0	660	660	8,729	1,206	9,935	\$130,145	\$140,790	\$160,242	8.2%	14.9%	
R2. Direct Hire Program Foreign Nationals (DHFN)	413	403	403	12,395	10	4	814	828	13,223	1,656	14,879	\$30,757	\$32,811	\$36,921	6.7%	13.4%	
R3. Total Direct Hire	39,559	38,762	39,113	2,350,620	91,676	6,970	62,853	161,499	2,512,119	646,105	3,158,224	\$60,098	\$64,227	\$80,746	6.9%	27.5%	
R4. Indirect Hire Foreign Nationals (IHFN)	906	899	814	10,283	0	0	1	1	10,284	7,981	18,265	\$12,633	\$12,634	\$22,439	0.0%	77.6%	
Subtotal - Reimbursable Funded (excludes OC 13)	40,465	39,661	39,927	2,360,903	91,676	6,970	62,854	161,500	2,522,403	654,086	3,176,489	\$59,130	\$63,175	\$79,557	6.8%	27.7%	
R5. Other Object Class 13 Benefits											12,704						
R5a. USDH - Benefits for Former Employees											4,597						
R5b. DHFN - Benefits for Former Employees											0						
R5c. Voluntary Separation Incentive Pay (VSIP)											7,984						
R5d. Foreign National Separation Liability Accrual											123						
Total Personnel (includes OC 13)	113,056	113,799	107,226	7,014,212	178,055	20,286	226,009	424,350	7,438,562	2,157,231	9,595,793	\$65,415	\$69,373	\$89,491	6.0%	30.8%	
T1. US Direct Hire (USDH)	109,089	109,896	103,504	6,892,167	176,992	20,252	222,590	419,834	7,312,001	2,116,137	9,428,138	\$66,588	\$70,645	\$91,090	6.1%	30.7%	
T1a. Senior Executive Schedule	723	747	737	103,584	0	6	10,810	10,816	114,400	25,263	139,663	\$140,548	\$155,224	\$189,502	10.4%	24.4%	
T1b. General Schedule	83,516	85,198	80,675	5,659,494	149,334	15,910	178,071	343,315	6,002,809	1,590,009	7,592,818	\$70,152	\$74,407	\$94,116	6.1%	28.1%	
T1c. Special Schedule	4,276	4,206	3,810	251,671	5,143	1,295	6,753	13,191	264,862	75,191	340,053	\$66,055	\$69,518	\$89,253	5.2%	29.9%	
T1d. Wage System	12,206	11,846	10,895	404,566	22,315	2,621	10,147	35,083	439,649	114,202	553,851	\$37,133	\$40,353	\$50,835	8.7%	28.2%	
T1e. Highly Qualified Experts	30	41	31	3,553	0	0	28	28	3,581	983	4,564	\$114,613	\$115,516	\$147,226	0.8%	27.7%	
T1f. Other	8,338	7,858	7,356	469,299	200	420	16,781	17,401	486,700	310,489	797,189	\$63,798	\$66,164	\$108,373	3.7%	66.2%	
T2. Direct Hire Program Foreign Nationals (DHFN)	1,230	1,215	1,159	41,024	1,055	32	3,367	4,454	45,478	8,546	54,024	\$35,396	\$39,239	\$46,613	10.9%	20.8%	
T3. Total Direct Hire	110,319	111,111	104,663	6,933,191	178,047	20,284	225,957	424,288	7,357,479	2,124,683	9,482,162	\$66,243	\$70,297	\$90,597	6.1%	30.6%	
T4. Indirect Hire Foreign Nationals (IHFN)	2,737	2,688	2,563	81,021	8	2	52	62	81,083	8,488	89,571	\$31,612	\$31,636	\$34,948	0.1%	10.5%	
Subtotal - Total Funded (excludes OC 13)	113,056	113,799	107,226	7,014,212	178,055	20,286	226,009	424,350	7,438,562	2,133,171	9,571,733	\$65,415	\$69,373	\$89,267	6.0%	30.4%	
T5. Other Object Class 13 Benefits											24,060						
T5a. USDH - Benefits for Former Employees											9,691						
T5b. DHFN - Benefits for Former Employees											1,041						
T5c. Voluntary Separation Incentive Pay (VSIP)											13,205						
T5d. Foreign National Separation Liability Accrual											123						

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Total CIVILIAN PERSONNEL COSTS
FY 2009 President's Budget
(FY 2008)

	(\$ in Thousands)											Rates				
	a	b	c	d	e	f	g	e + f + g	d + h	i	i + j	d/c	i/c	k/c	h/d	j/d
	Begin Strength	End Strength	ETEs	Basic Comp	Overtime Pay	Holiday Pay	Other O.C.11	h Total Variables	i Comp O.C.11	j Benefits O.C.12/13	k Comp & Benefits	l Basic Comp	m Total Comp	n Comp & Benefits	o % BC	p % BC
Direct Funded Personnel (includes OC 13)	74,140	75,796	69,611	5,046,193	88,306	12,829	173,174	274,309	5,320,502	1,591,956	6,912,458	\$72,491	\$76,432	\$99,301	5.4%	31.5%
D1. US Direct Hire (USDH)	71,540	73,220	67,134	4,946,294	88,163	12,824	169,233	270,220	5,216,514	1,570,852	6,787,366	\$73,678	\$77,703	\$101,102	5.5%	31.8%
D1a. Senior Executive Schedule	666	683	675	101,004	0	0	10,347	10,347	111,351	26,662	138,013	\$149,636	\$164,964	\$204,464	10.2%	26.4%
D1b. General Schedule	52,077	53,925	49,320	3,865,689	85,464	10,182	127,482	223,128	4,088,817	1,094,170	5,182,987	\$78,380	\$82,904	\$105,089	5.8%	28.3%
D1c. Special Schedule	3,571	3,726	3,241	234,339	35	2	5,919	5,956	240,295	68,422	308,717	\$72,305	\$74,142	\$95,254	2.5%	29.2%
D1d. Wage System	6,915	6,968	6,137	209,947	2,442	2,201	5,487	10,130	220,077	54,033	274,110	\$34,210	\$35,861	\$44,665	4.8%	25.7%
D1e. Highly Qualified Experts	39	46	38	5,150	0	0	29	29	5,179	1,196	6,375	\$135,526	\$136,289	\$167,763	0.6%	23.2%
D1f. Other	8,272	7,872	7,723	530,165	222	439	19,969	20,630	550,795	326,369	877,164	\$68,648	\$71,319	\$113,578	3.9%	61.6%
D2. Direct Hire Program Foreign Nationals (DHFN)	810	818	758	39,741	126	3	3,889	4,018	43,759	7,692	51,451	\$52,429	\$57,730	\$67,877	10.1%	19.4%
D3. Total Direct Hire	72,350	74,038	67,892	4,986,035	88,289	12,827	173,122	274,238	5,260,273	1,578,544	6,838,817	\$73,441	\$77,480	\$100,731	5.5%	31.7%
D4. Indirect Hire Foreign Nationals (IHFN)	1,790	1,758	1,719	60,158	17	2	52	71	60,229	521	60,750	\$34,996	\$35,037	\$35,340	0.1%	0.9%
Subtotal - Direct Funded (excludes OC 13)	74,140	75,796	69,611	5,046,193	88,306	12,829	173,174	274,309	5,320,502	1,579,065	6,899,567	\$72,491	\$76,432	\$99,116	5.4%	31.3%
D5. Other Object Class 13 Benefits										12,891						
D5a. USDH - Benefits for Former Employees										9,165	9,165					
D5b. DHFN - Benefits for Former Employees										1,522	1,522					
D5c. Voluntary Separation Incentive Pay (VSIP)										2,204	2,204					
D5d. Foreign National Separation Liability Accrual										0	0					
Reimbursable Funded Personnel (includes OC 13)	39,836	41,332	42,290	2,576,223	79,992	7,440	62,879	150,311	2,726,534	718,663	3,445,197	\$60,918	\$64,472	\$81,466	5.8%	27.9%
R1. US Direct Hire (USDH)	38,533	39,967	41,005	2,552,955	79,838	7,435	62,015	149,288	2,702,243	692,354	3,394,597	\$62,260	\$65,900	\$82,785	5.8%	27.1%
R1a. Senior Executive Schedule	56	58	57	8,107	0	5	1,166	1,171	9,278	1,553	10,831	\$142,228	\$162,772	\$190,018	14.4%	19.2%
R1b. General Schedule	32,764	28,698	30,418	1,974,629	48,106	3,748	50,449	102,303	2,076,932	525,870	2,602,802	\$64,916	\$68,280	\$85,568	5.2%	26.6%
R1c. Special Schedule	638	683	680	40,507	6,215	1,523	305	8,043	48,550	14,282	62,832	\$59,569	\$71,397	\$92,400	19.9%	35.3%
R1d. Wage System	4,931	5,456	6,031	261,288	21,062	1,199	3,767	26,028	287,316	77,781	365,097	\$43,324	\$47,640	\$60,537	10.0%	29.8%
R1e. Highly Qualified Experts	2	4	5	391	0	0	20	20	411	79	490	\$78,200	\$82,200	\$98,000	5.1%	20.2%
R1f. Other	142	5,068	3,814	268,033	4,455	960	6,308	11,723	279,756	72,789	352,545	\$70,276	\$73,350	\$92,434	4.4%	27.2%
R2. Direct Hire Program Foreign Nationals (DHFN)	403	415	415	13,565	154	5	864	1,023	14,588	1,505	16,093	\$32,687	\$35,152	\$38,778	7.5%	11.1%
R3. Total Direct Hire	38,936	40,382	41,420	2,566,520	79,992	7,440	62,879	150,311	2,716,831	693,859	3,410,690	\$61,963	\$65,592	\$82,344	5.9%	27.0%
R4. Indirect Hire Foreign Nationals (IHFN)	900	950	870	9,703	0	0	0	-	9,703	7,656	17,359	\$11,153	\$11,153	\$19,953	0.0%	78.9%
Subtotal - Reimbursable Funded (excludes OC 13)	39,836	41,332	42,290	2,576,223	79,992	7,440	62,879	150,311	2,726,534	701,515	3,428,049	\$60,918	\$64,472	\$81,061	5.8%	27.2%
R5. Other Object Class 13 Benefits										17,148	17,148					
R5a. USDH - Benefits for Former Employees										2,934	2,934					
R5b. DHFN - Benefits for Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										14,214	14,214					
R5d. Foreign National Separation Liability Accrual										0	0					
Total Personnel (includes OC 13)	113,976	117,128	111,901	7,622,416	168,298	20,269	236,053	424,620	8,047,036	2,310,619	10,357,655	\$68,117	\$71,912	\$92,561	5.6%	30.2%
T1. US Direct Hire (USDH)	110,073	113,187	108,139	7,499,249	168,001	20,259	231,248	419,508	7,918,757	2,263,206	10,181,963	\$69,348	\$73,228	\$94,156	5.6%	30.2%
T1a. Senior Executive Schedule	722	741	732	109,111	0	5	11,513	11,518	120,629	28,215	148,844	\$149,059	\$164,794	\$203,339	10.6%	25.9%
T1b. General Schedule	84,841	82,623	79,738	5,840,318	133,570	13,930	177,931	325,431	6,165,749	1,620,040	7,785,789	\$73,244	\$77,325	\$97,642	5.6%	27.7%
T1c. Special Schedule	4,209	4,409	3,921	274,846	6,250	1,525	6,224	13,999	288,845	82,704	371,549	\$70,096	\$73,666	\$94,759	5.1%	30.1%
T1d. Wage System	11,846	12,424	12,168	471,235	23,504	3,400	9,254	36,158	507,393	131,814	639,207	\$38,727	\$41,699	\$52,532	7.7%	28.0%
T1e. Highly Qualified Experts	41	50	43	5,541	0	0	49	49	5,590	1,275	6,865	\$128,860	\$130,000	\$159,651	0.9%	23.0%
T1f. Other	8,414	12,940	11,537	798,198	4,677	1,399	26,277	32,353	830,551	399,158	1,229,709	\$69,186	\$71,900	\$106,588	4.1%	50.0%
T2. Direct Hire Program Foreign Nationals (DHFN)	1,213	1,233	1,173	53,306	280	8	4,753	5,041	58,347	9,197	67,544	\$45,444	\$49,742	\$57,582	9.5%	17.3%
T3. Total Direct Hire	111,286	114,420	109,312	7,552,555	168,281	20,267	236,001	424,549	7,977,104	2,272,403	10,249,507	\$69,092	\$72,976	\$93,764	5.6%	30.1%
T4. Indirect Hire Foreign Nationals (IHFN)	2,690	2,708	2,589	69,861	17	2	52	71	69,932	8,177	78,109	\$26,984	\$27,011	\$30,170	0.1%	11.7%
Subtotal - Total Funded (excludes OC 13)	113,976	117,128	111,901	7,622,416	168,298	20,269	236,053	424,620	8,047,036	2,280,580	10,327,616	\$68,117	\$71,912	\$92,292	5.6%	29.9%
T5. Other Object Class 13 Benefits										30,039	30,039					
T5a. USDH - Benefits for Former Employees										12,099	12,099					
T5b. DHFN - Benefits for Former Employees										1,522	1,522					
T5c. Voluntary Separation Incentive Pay (VSIP)										16,418	16,418					
T5d. Foreign National Separation Liability Accrual										0	0					

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Direct Funded Personnel (includes OC 13)	69,959	78,296	71,548	5,522,916	102,985	15,922	180,790	299,697	5,822,613	1,704,857	7,527,470	\$77,192	\$81,381	\$105,209	5.4%	30.9%	
D1. US Direct Hire (USDH)	67,506	75,641	69,032	5,417,551	101,862	15,892	177,597	295,351	5,712,902	1,680,523	7,393,425	\$78,479	\$82,757	\$107,101	5.5%	31.0%	
D1a. Senior Executive Schedule	673	684	672	104,724	0	0	10,946	10,946	115,670	26,774	142,444	\$155,839	\$172,128	\$211,970	10.5%	25.6%	
D1b. General Schedule	51,936	55,814	50,889	4,259,967	99,139	13,234	133,210	245,583	4,505,550	1,186,293	5,691,843	\$83,711	\$88,537	\$111,848	5.8%	27.8%	
D1c. Special Schedule	4,041	4,023	3,348	265,442	67	2	6,842	6,911	272,353	75,847	348,200	\$79,284	\$81,348	\$104,002	2.6%	28.6%	
D1d. Wage System	6,966	6,895	6,065	205,865	2,376	2,170	5,383	9,929	215,794	52,504	268,298	\$33,943	\$35,580	\$44,237	4.8%	25.5%	
D1e. Highly Qualified Experts	46	52	40	5,593	0	0	30	30	5,623	1,313	6,936	\$139,825	\$140,575	\$173,400	0.5%	23.5%	
D1f. Other	3,844	8,173	8,018	575,960	280	486	21,186	21,952	597,912	337,792	935,704	\$71,833	\$74,571	\$116,700	3.8%	58.6%	
D2. Direct Hire Program Foreign Nationals (DHFN)	793	845	791	42,622	1,106	28	3,140	4,274	46,896	7,930	54,826	\$53,884	\$59,287	\$69,312	10.0%	18.6%	
D3. Total Direct Hire	68,299	76,486	69,823	5,460,173	102,968	15,920	180,737	299,625	5,759,798	1,688,453	7,448,251	\$78,200	\$82,491	\$106,673	5.5%	30.9%	
D4. Indirect Hire Foreign Nationals (IHFN)	1,660	1,810	1,725	62,743	17	2	53	72	62,815	534	63,349	\$36,373	\$36,414	\$36,724	0.1%	0.9%	
Subtotal - Direct Funded (excludes OC 13)	69,959	78,296	71,548	5,522,916	102,985	15,922	180,790	299,697	5,822,613	1,688,987	7,511,600	\$77,192	\$81,381	\$104,987	5.4%	30.6%	
D5. Other Object Class 13 Benefits										15,870	15,870						
D5a. USDH - Benefits for Former Employees										9,576	9,576						
D5b. DHFN - Benefits for Former Employees										1,150	1,150						
D5c. Voluntary Separation Incentive Pay (VSIP)										5,144	5,144						
D5d. Foreign National Separation Liability Accrual										0	0						
Reimbursable Funded Personnel (includes OC 13)	41,332	41,051	41,890	2,629,692	81,865	7,851	58,743	148,459	2,778,151	718,921	3,497,072	\$62,776	\$66,320	\$83,482	5.6%	27.3%	
R1. US Direct Hire (USDH)	39,967	39,681	40,605	2,605,831	81,759	7,847	57,850	147,456	2,753,287	693,136	3,446,423	\$64,175	\$67,807	\$84,877	5.7%	26.6%	
R1a. Senior Executive Schedule	57	56	55	9,826	0	5	1,778	1,783	11,609	1,567	13,176	\$178,655	\$211,073	\$239,564	18.1%	15.9%	
R1b. General Schedule	28,700	28,578	28,849	1,892,539	48,030	3,175	42,874	94,079	1,986,618	492,312	2,478,930	\$65,602	\$68,863	\$85,928	5.0%	26.0%	
R1c. Special Schedule	683	696	717	43,931	6,777	1,661	332	8,770	52,701	13,733	66,434	\$61,271	\$73,502	\$92,656	20.0%	31.3%	
R1d. Wage System	5,455	5,266	5,929	263,227	20,369	1,574	4,182	26,125	289,352	81,710	371,062	\$44,397	\$48,803	\$62,584	9.9%	31.0%	
R1e. Highly Qualified Experts	2	2	1	58	0	0	0	0	58	7	65	\$58,000	\$58,000	\$65,000	0.0%	12.1%	
R1f. Other	5,070	5,083	5,054	396,250	6,583	1,432	8,684	16,699	412,949	103,807	516,756	\$78,403	\$81,707	\$102,247	4.2%	26.2%	
R2. Direct Hire Program Foreign Nationals (DHFN)	415	415	415	13,936	106	4	893	1,003	14,939	1,614	16,553	\$33,581	\$35,998	\$39,887	7.2%	11.6%	
R3. Total Direct Hire	40,382	40,096	41,020	2,619,767	81,865	7,851	58,743	148,459	2,768,226	694,750	3,462,976	\$63,866	\$67,485	\$84,422	5.7%	26.5%	
R4. Indirect Hire Foreign Nationals (IHFN)	950	955	870	9,925	0	0	0	-	9,925	7,364	17,289	\$11,408	\$11,408	\$19,872	0.0%	74.2%	
Subtotal - Reimbursable Funded (excludes OC 13)	41,332	41,051	41,890	2,629,692	81,865	7,851	58,743	148,459	2,778,151	702,114	3,480,265	\$62,776	\$66,320	\$83,081	5.6%	26.7%	
R5. Other Object Class 13 Benefits										16,807	16,807						
R5a. USDH - Benefits for Former Employees										4,677	4,677						
R5b. DHFN - Benefits for Former Employees										0	0						
R5c. Voluntary Separation Incentive Pay (VSIP)										12,130	12,130						
R5d. Foreign National Separation Liability Accrual										0	0						
Total Personnel (includes OC 13)	111,291	119,347	113,438	8,152,608	184,850	23,773	239,533	448,156	8,600,764	2,423,778	11,024,542	\$71,868	\$75,819	\$97,186	5.5%	29.7%	
T1. US Direct Hire (USDH)	107,473	115,322	109,637	8,023,382	183,621	23,739	235,447	442,807	8,466,189	2,373,659	10,839,848	\$73,181	\$77,220	\$98,870	5.5%	29.6%	
T1a. Senior Executive Schedule	730	740	727	114,550	0	5	12,724	12,729	127,279	28,341	155,620	\$157,565	\$175,074	\$214,058	11.1%	24.7%	
T1b. General Schedule	80,636	84,392	79,738	6,152,506	147,169	16,409	176,084	339,662	6,492,168	1,678,605	8,170,773	\$77,159	\$81,419	\$102,470	5.5%	27.3%	
T1c. Special Schedule	4,724	4,719	4,065	309,373	6,844	1,663	7,174	15,681	325,054	89,580	414,634	\$76,107	\$79,964	\$102,001	5.1%	29.0%	
T1d. Wage System	12,421	12,161	11,994	469,092	22,745	3,744	9,565	36,054	505,146	134,214	639,360	\$39,111	\$42,117	\$53,307	7.7%	28.5%	
T1e. Highly Qualified Experts	48	54	41	5,651	0	0	30	30	5,681	1,320	7,001	\$137,829	\$138,561	\$170,756	0.5%	23.4%	
T1f. Other	8,914	13,256	13,072	972,210	6,863	1,918	29,870	38,651	1,010,861	441,599	1,452,460	\$74,373	\$77,330	\$111,112	4.0%	45.4%	
T2. Direct Hire Program Foreign Nationals (DHFN)	1,208	1,260	1,206	56,558	1,212	32	4,033	5,277	61,835	9,544	71,379	\$46,897	\$51,273	\$59,187	9.3%	16.9%	
T3. Total Direct Hire	108,681	116,582	110,843	8,079,940	184,833	23,771	239,480	448,084	8,528,024	2,383,203	10,911,227	\$72,895	\$76,938	\$98,439	5.5%	29.5%	
T4. Indirect Hire Foreign Nationals (IHFN)	2,610	2,765	2,595	72,668	17	2	53	72	72,740	7,898	80,638	\$28,003	\$28,031	\$31,074	0.1%	10.9%	
Subtotal - Total Funded (excludes OC 13)	111,291	119,347	113,438	8,152,608	184,850	23,773	239,533	448,156	8,600,764	2,391,101	10,991,865	\$71,868	\$75,819	\$96,898	5.5%	29.3%	
T5. Other Object Class 13 Benefits										32,677	32,677						
T5a. USDH - Benefits for Former Employees										14,253	14,253						
T5b. DHFN - Benefits for Former Employees										1,150	1,150						
T5c. Voluntary Separation Incentive Pay (VSIP)										17,274	17,274						
T5d. Foreign National Separation Liability Accrual										0	0						

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