

Civilian Personnel Costs

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Defense Wide Summary (Defense Agencies/Field Activities)												Date: January 2012					
TOTAL CIVILIAN PERSONNEL COSTS																	
OP-8B: Base OP-8																	
FY 2013 President's Budget																	
(FY 2011)																	
(S in Thousands)																	
	a	b	c	d	e	f	g	e + f + g	d + h	i	j	i + j	d/c	i/c	k/c	h/d	j/d
	Begin	End	FTEs	Basic	Overtime	Holiday	Other	Total	Comp	Benefits	Comp	Benefits	Basic	Total	Comp	Variables	Benefits
	Strength	Strength		Comp	Pay	Pay	O.C.I.1	Variables	O.C.I.1	O.C.12/13	O.C.I.1	O.C.12/13	Comp	Comp	& Benefits	% BC	% BC
Direct Funded Personnel (includes OC 13)	76,148	77,665	55,630	5,076,419	160,031	14,214	2,701,069	2,875,314	7,951,733	1,773,624	9,725,357	\$91,253	\$142,940	\$174,822	56.6%	34.9%	
D1. US Direct Hire (USDH)	75,337	76,887	54,884	5,043,386	159,984	14,214	2,699,813	2,874,011	7,917,397	1,759,677	9,677,074	\$91,892	\$144,257	\$176,319	57.0%	34.9%	
D1a. Senior Executive Schedule	1,150	1,130	625	101,714	0	178	9,132	9,310	111,024	26,336	137,360	\$162,742	\$177,638	\$219,776	9.2%	25.9%	
D1b. General Schedule	62,957	64,357	43,994	4,221,478	159,364	13,397	2,664,857	2,837,618	7,059,096	1,295,349	8,354,445	\$95,956	\$160,456	\$189,900	67.2%	30.7%	
D1c. Special Schedule	3,834	4,029	3,396	264,982	144	22	7,576	7,742	81,886	354,610	354,610	\$78,028	\$80,307	\$104,420	2.9%	30.9%	
D1d. Wage System	401	391	333	12,671	336	10	460	806	13,477	4,570	18,047	\$38,051	\$40,471	\$54,195	6.4%	36.1%	
D1e. Highly Qualified Experts	36	26	26	3,091	0	31	136	167	3,258	1,045	4,303	\$118,885	\$125,308	\$165,500	5.4%	33.8%	
D1f. Other	6,959	6,954	6,510	439,450	140	576	17,652	18,368	457,818	350,491	808,309	\$67,504	\$70,325	\$124,164	4.2%	79.8%	
D2. Direct Hire Program Foreign Nationals (DHFN)	468	481	457	17,527	47	0	1,227	1,274	18,801	4,944	23,745	\$38,352	\$41,140	\$51,958	7.3%	28.2%	
D3. Total Direct Hire	75,805	77,368	55,341	5,060,913	160,031	14,214	2,701,040	2,875,285	7,936,198	1,764,621	9,700,819	\$91,450	\$143,405	\$175,292	56.8%	34.9%	
D4. Indirect Hire Foreign Nationals (IHFN)	343	297	289	15,506	0	0	29	29	15,535	589	16,124	\$53,654	\$53,754	\$55,792	0.2%	3.8%	
Subtotal - Direct Funded (excludes OC 13)	76,148	77,665	55,630	5,076,419	160,031	14,214	2,701,069	2,875,314	7,951,733	1,765,210	9,716,943	\$91,253	\$142,940	\$174,671	56.6%	34.8%	
D5. Other Object Class 13 Benefits										8,414	8,414						
D5a. USDH - Benefits for Former Employees										3,349	3,349						
D5b. DHFN - Benefits for Former Employees										73	73						
D5c. Voluntary Separation Incentive Pay (VSIP)										4,992	4,992						
D5d. Foreign National Separation Liability Accrual										0	0						
Reimbursable Funded Personnel (includes OC 13)	969	1,066	1,781	164,100	1,673	46	6,848	8,567	172,667	46,971	219,638	\$92,139	\$96,949	\$123,323	5.2%	28.6%	
R1. US Direct Hire (USDH)	964	1,061	1,776	164,100	1,673	46	6,848	8,567	172,667	46,852	219,519	\$92,399	\$97,222	\$123,603	5.2%	28.6%	
R1a. Senior Executive Schedule	0	1	1	173	0	0	0	-	173	84	257	\$173,000	\$173,000	\$257,000	0.0%	48.6%	
R1b. General Schedule	889	953	1,681	153,748	1,673	46	6,848	8,567	162,315	45,018	207,333	\$91,462	\$96,559	\$123,339	5.6%	29.3%	
R1c. Special Schedule	0	0	0	0	0	0	0	-	-	0	-	-	-	-	-	-	-
R1d. Wage System	0	0	0	0	0	0	0	-	-	0	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	6	10	4	240	0	0	0	-	240	8	248	\$60,000	\$60,000	\$62,000	0.0%	3.3%	
R1f. Other	69	97	90	9,939	0	0	0	-	9,939	1,742	11,681	\$110,433	\$110,433	\$129,789	0.0%	17.5%	
R2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	-	-	0	-	-	-	-	-	-	-
R3. Total Direct Hire	964	1,061	1,776	164,100	1,673	46	6,848	8,567	172,667	46,852	219,519	\$92,399	\$97,222	\$123,603	5.2%	28.6%	
R4. Indirect Hire Foreign Nationals (IHFN)	5	5	5	0	0	0	0	-	-	0	-	0	0	0	0	0	0
Subtotal - Reimbursable Funded (excludes OC 13)	969	1,066	1,781	164,100	1,673	46	6,848	8,567	172,667	46,852	219,519	\$92,139	\$96,949	\$123,256	5.2%	28.6%	
R5. Other Object Class 13 Benefits										119	119						
R5a. USDH - Benefits for Former Employees										0	0						
R5b. DHFN - Benefits for Former Employees										0	0						
R5c. Voluntary Separation Incentive Pay (VSIP)										119	119						
R5d. Foreign National Separation Liability Accrual										0	0						
Total Personnel (includes OC 13)	77,117	78,731	57,411	5,240,519	161,704	14,260	2,707,917	2,883,881	8,124,400	1,820,595	9,944,995	\$91,281	\$141,513	\$173,225	55.0%	34.7%	
T1. US Direct Hire (USDH)	76,301	77,948	56,660	5,207,486	161,657	14,260	2,706,661	2,882,578	8,090,064	1,806,529	9,896,593	\$91,908	\$142,783	\$174,666	55.4%	34.7%	
T1a. Senior Executive Schedule	1,150	1,131	626	101,887	0	178	9,132	9,310	111,197	26,420	137,617	\$162,759	\$177,631	\$219,835	9.1%	25.9%	
T1b. General Schedule	63,846	65,310	45,675	4,375,226	161,037	13,443	2,671,705	2,846,185	7,221,411	1,340,367	8,561,778	\$95,790	\$158,104	\$187,450	65.1%	30.6%	
T1c. Special Schedule	3,834	4,029	3,396	264,982	144	22	7,576	7,742	81,886	354,610	354,610	\$78,028	\$80,307	\$104,420	2.9%	30.9%	
T1d. Wage System	401	391	333	12,671	336	10	460	806	13,477	4,570	18,047	\$38,051	\$40,471	\$54,195	6.4%	36.1%	
T1e. Highly Qualified Experts	42	36	30	3,331	0	31	136	167	3,498	1,053	4,551	\$111,033	\$116,600	\$151,700	5.0%	31.6%	
T1f. Other	7,028	7,051	6,600	449,389	140	576	17,652	18,368	467,757	352,233	819,990	\$68,089	\$70,872	\$124,241	4.1%	78.4%	
T2. Direct Hire Program Foreign Nationals (DHFN)	468	481	457	17,527	47	0	1,227	1,274	18,801	4,944	23,745	\$38,352	\$41,140	\$51,958	7.3%	28.2%	
T3. Total Direct Hire	76,769	78,429	57,117	5,225,013	161,704	14,260	2,707,888	2,883,852	8,108,865	1,811,473	9,920,338	\$91,479	\$141,969	\$173,683	55.2%	34.7%	
T4. Indirect Hire Foreign Nationals (IHFN)	348	302	294	15,506	0	0	29	29	15,535	589	16,124	\$53,741	\$53,840	\$54,844	0.2%	3.8%	
Subtotal - Total Funded (excludes OC 13)	77,117	78,731	57,411	5,240,519	161,704	14,260	2,707,917	2,883,881	8,124,400	1,812,062	9,936,462	\$91,281	\$141,513	\$173,076	55.0%	34.6%	
T5. Other Object Class 13 Benefits										8,533	8,533						
T5a. USDH - Benefits for Former Employees										3,349	3,349						
T5b. DHFN - Benefits for Former Employees										73	73						
T5c. Voluntary Separation Incentive Pay (VSIP)										5,111	5,111						
T5d. Foreign National Separation Liability Accrual										0	0						

Defense Wide Summary (Defense Agencies/Field Activities)
TOTAL CIVILIAN PERSONNEL COSTS
OP-8B: Base OP-8
FY 2013 President's Budget
(FY 2012)

	(\$ in Thousands)											d/e l Basic Comp	i/c m Total Comp	Rates k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	i Benefits O.C.12/13	i + j k Comp & Benefits					
Direct Funded Personnel (includes OC 13)	59,233	62,070	57,559	5,172,254	119,183	17,272	238,759	375,214	5,547,468	1,669,818	7,217,286	\$89,860	\$96,379	\$125,389	7.3%	32.3%
D1. US Direct Hire (USDH)	58,455	61,290	56,788	5,135,518	119,143	17,272	237,364	373,779	5,509,297	1,655,443	7,164,740	\$90,433	\$97,015	\$126,166	7.3%	32.2%
D1a. Senior Executive Schedule	620	633	583	101,241	0	6	6,445	6,451	107,692	25,002	132,694	\$173,655	\$184,720	\$227,603	6.4%	24.7%
D1b. General Schedule	46,558	49,400	45,860	4,305,423	118,928	16,725	204,634	340,287	4,645,710	1,192,036	5,837,746	\$93,882	\$101,302	\$127,295	7.9%	27.7%
D1c. Special Schedule	4,029	4,221	3,581	280,187	63	3	7,940	8,006	288,193	86,249	374,442	\$78,243	\$80,478	\$104,564	2.9%	30.8%
D1d. Wage System	323	329	326	11,917	152	2	320	474	12,391	4,433	16,824	\$36,555	\$38,009	\$51,607	4.0%	37.2%
D1e. Highly Qualified Experts	20	18	16	2,911	0	0	105	105	3,016	402	3,418	\$181,938	\$188,500	\$213,625	3.6%	13.8%
D1f. Other	6,905	6,689	6,422	433,839	0	536	17,920	18,456	452,295	347,321	799,616	\$67,555	\$70,429	\$124,512	4.3%	80.1%
D2. Direct Hire Program Foreign Nationals (DHFN)	481	475	475	20,288	40	0	1,345	1,385	21,673	4,654	26,327	\$42,712	\$45,627	\$55,425	6.8%	22.9%
D3. Total Direct Hire	58,936	61,765	57,263	5,155,806	119,183	17,272	238,709	375,164	5,530,970	1,660,097	7,191,067	\$90,037	\$96,589	\$125,580	7.3%	32.2%
D4. Indirect Hire Foreign Nationals (IHFN)	297	305	296	16,448	0	0	50	50	16,498	434	16,932	\$55,568	\$55,736	\$57,203	0.3%	2.6%
<i>Subtotal - Direct Funded (excludes OC 13)</i>	59,233	62,070	57,559	5,172,254	119,183	17,272	238,759	375,214	5,547,468	1,660,531	7,207,999	\$89,860	\$96,379	\$125,228	7.3%	32.1%
D5. Other Object Class 13 Benefits										9,287	9,287					
D5a. USDH - Benefits for Former Employees										169	169					
D5b. DHFN - Benefits for Former Employees										73	73					
D5c. Voluntary Separation Incentive Pay (VSIP)										9,045	9,045					
D5d. Foreign National Separation Liability Accrual										0	0					
Reimbursable Funded Personnel (includes OC 13)	1,748	1,899	2,641	255,358	3,874	405	5,640	9,919	265,277	51,332	316,609	\$96,690	\$100,446	\$119,882	3.9%	20.1%
R1. US Direct Hire (USDH)	1,743	1,894	2,636	255,358	3,874	405	5,640	9,919	265,277	51,332	316,609	\$96,873	\$100,636	\$120,110	3.9%	20.3%
R1a. Senior Executive Schedule	1	1	1	172	0	0	8	8	180	40	220	\$172,000	\$180,000	\$220,000	4.7%	23.3%
R1b. General Schedule	1,635	1,831	2,576	244,804	3,874	405	5,345	9,624	254,428	49,015	303,443	\$95,033	\$98,769	\$117,796	3.9%	20.0%
R1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1e. Highly Qualified Experts	10	2	1	61	0	0	0	0	61	9	70	\$61,000	\$61,000	\$70,000	0.0%	14.8%
R1f. Other	97	60	58	10,321	0	0	287	287	10,608	2,268	12,876	\$177,948	\$182,897	\$222,000	2.8%	22.0%
R2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	-	-	0	-	-	-	-	-	-
R3. Total Direct Hire	1,743	1,894	2,636	255,358	3,874	405	5,640	9,919	265,277	51,332	316,609	\$96,873	\$100,636	\$120,110	3.9%	20.1%
R4. Indirect Hire Foreign Nationals (IHFN)	5	5	5	0	0	0	0	-	-	0	-	\$0	\$0	\$0	-	-
<i>Subtotal - Reimbursable Funded (excludes OC 13)</i>	1,748	1,899	2,641	255,358	3,874	405	5,640	9,919	265,277	51,332	316,609	\$96,690	\$100,446	\$119,882	3.9%	20.1%
R5. Other Object Class 13 Benefits										0	0					
R5a. USDH - Benefits for Former Employees										0	0					
R5b. DHFN - Benefits for Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability Accrual										0	0					
Total Personnel (includes OC 13)	60,981	63,969	60,200	5,427,612	123,057	17,677	244,399	385,133	5,812,745	1,721,150	7,533,895	\$90,160	\$96,557	\$125,148	7.1%	31.7%
T1. US Direct Hire (USDH)	60,198	63,184	59,424	5,390,876	123,017	17,677	243,004	383,698	5,774,574	1,706,775	7,481,349	\$90,719	\$97,176	\$125,898	7.1%	31.7%
T1a. Senior Executive Schedule	621	634	584	101,413	0	6	6,453	6,459	107,872	25,042	132,914	\$173,652	\$184,712	\$227,592	6.4%	24.7%
T1b. General Schedule	48,193	51,231	48,436	4,550,227	122,802	17,130	209,979	349,911	4,900,138	1,241,051	6,141,189	\$93,943	\$101,167	\$126,790	7.7%	27.3%
T1c. Special Schedule	4,029	4,221	3,581	280,187	63	3	7,940	8,006	288,193	86,249	374,442	\$78,243	\$80,478	\$104,564	2.9%	30.8%
T1d. Wage System	323	329	326	11,917	152	2	320	474	12,391	4,433	16,824	\$36,555	\$38,009	\$51,607	4.0%	37.2%
T1e. Highly Qualified Experts	30	20	17	2,972	0	0	105	105	3,077	411	3,488	\$174,824	\$181,000	\$205,176	3.5%	13.8%
T1f. Other	7,002	6,749	6,480	444,160	0	536	18,207	18,743	462,903	349,589	812,492	\$68,543	\$71,436	\$125,385	4.2%	78.7%
T2. Direct Hire Program Foreign Nationals (DHFN)	481	475	475	20,288	40	0	1,345	1,385	21,673	4,654	26,327	\$42,712	\$45,627	\$55,425	6.8%	22.9%
T3. Total Direct Hire	60,679	63,659	59,899	5,411,164	123,057	17,677	244,349	385,083	5,796,247	1,711,429	7,507,676	\$90,338	\$96,767	\$125,339	7.1%	31.6%
T4. Indirect Hire Foreign Nationals (IHFN)	302	310	301	16,448	0	0	50	50	16,498	434	16,932	\$54,645	\$54,811	\$56,252	0.3%	2.6%
<i>Subtotal - Total Funded (excludes OC 13)</i>	60,981	63,969	60,200	5,427,612	123,057	17,677	244,399	385,133	5,812,745	1,711,863	7,524,608	\$90,160	\$96,557	\$124,993	7.1%	31.5%
T5. Other Object Class 13 Benefits										9,287	9,287					
T5a. USDH - Benefits for Former Employees										169	169					
T5b. DHFN - Benefits for Former Employees										73	73					
T5c. Voluntary Separation Incentive Pay (VSIP)										9,045	9,045					
T5d. Foreign National Separation Liability Accrual										0	0					

Defense Wide Summary (Defense Agencies/Field Activities)
TOTAL CIVILIAN PERSONNEL COSTS
OP-8B: Base OP-8
FY 2013 President's Budget
(FY 2013)

	(S in Thousands)											Rates				
	a Begin Strength	b End Strength	c FTEs	d Basic Comp	e Overtime Pay	f Holiday Pay	g Other O.C.11	e + f + g h Total Variables	d + h i Comp O.C.11	j Benefits O.C.12/13	i + j k Comp & Benefits	d/c l Basic Comp	i/c m Total Comp	k/c n Comp & Benefits	h/d o % BC Variables	j/d p % BC Benefits
Direct Funded Personnel (includes OC 13)	62,158	62,710	59,445	5,459,737	85,309	18,726	214,573	318,608	5,778,345	1,765,705	7,544,050	\$91,845	\$97,205	\$126,908	5.8%	32.3%
D1. US Direct Hire (USDH)	61,378	61,936	58,699	5,424,742	85,265	18,726	213,294	317,285	5,742,027	1,755,767	7,497,794	\$92,416	\$97,822	\$127,733	5.8%	32.4%
D1a. Senior Executive Schedule	638	648	598	103,695	0	0	7,194	7,194	110,889	25,151	136,040	\$173,403	\$185,433	\$227,492	6.9%	24.3%
D1b. General Schedule	49,483	49,767	47,528	4,561,198	85,074	18,176	178,795	282,045	4,843,243	1,281,494	6,124,737	\$95,969	\$101,903	\$128,866	6.2%	28.1%
D1c. Special Schedule	4,319	4,520	3,855	325,217	38	3	9,919	9,960	335,177	99,963	435,140	\$84,362	\$86,946	\$112,877	3.1%	30.7%
D1d. Wage System	329	328	325	11,921	153	2	297	452	12,373	4,429	16,802	\$36,680	\$38,071	\$51,698	3.8%	37.2%
D1e. Highly Qualified Experts	18	19	16	2,922	0	0	105	105	3,027	406	3,433	\$182,625	\$189,188	\$214,563	3.6%	13.9%
D1f. Other	6,591	6,654	6,377	419,789	0	545	16,984	17,529	437,318	344,324	781,642	\$63,829	\$68,577	\$122,572	4.2%	82.0%
D2. Direct Hire Program Foreign Nationals (DHFN)	475	467	452	18,725	44	0	1,252	1,296	20,021	5,030	25,051	\$41,427	\$44,294	\$55,423	6.9%	26.9%
D3. Total Direct Hire	61,853	62,403	59,151	5,443,467	85,309	18,726	214,546	318,581	5,762,048	1,760,797	7,522,845	\$92,027	\$97,413	\$127,180	5.9%	32.3%
D4. Indirect Hire Foreign Nationals (IHFN)	305	307	294	16,270	0	0	27	27	16,297	434	16,731	\$55,340	\$55,432	\$56,908	0.2%	2.7%
Subtotal - Direct Funded (excludes OC 13)	62,158	62,710	59,445	5,459,737	85,309	18,726	214,573	318,608	5,778,345	1,765,705	7,544,050	\$91,845	\$97,205	\$126,908	5.8%	32.3%
D5. Other Object Class 13 Benefits										4,474	4,474					
D5a. USDH - Benefits for Former Employees										60	60					
D5b. DHFN - Benefits for Former Employees										74	74					
D5c. Voluntary Separation Incentive Pay (VSIP)										4,340	4,340					
D5d. Foreign National Separation Liability Accrual										0	0					
Reimbursable Funded Personnel (includes OC 13)	1,538	1,556	2,288	216,334	3,850	419	5,741	10,010	226,344	50,690	277,034	\$94,552	\$98,927	\$121,081	4.6%	23.4%
R1. US Direct Hire (USDH)	1,533	1,551	2,283	216,334	3,850	419	5,741	10,010	226,344	50,690	277,034	\$94,759	\$99,143	\$121,346	4.6%	23.4%
R1a. Senior Executive Schedule	3	3	3	517	0	0	8	8	525	40	565	\$172,333	\$175,000	\$188,333	1.5%	7.7%
R1b. General Schedule	1,468	1,456	2,191	205,194	3,850	414	5,444	9,708	214,902	48,320	263,222	\$93,653	\$98,084	\$120,138	4.7%	23.5%
R1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1e. Highly Qualified Experts	2	2	1	63	0	0	0	0	63	10	73	\$63,000	\$63,000	\$73,000	0.0%	15.9%
R1f. Other	60	90	88	10,560	0	5	289	294	10,854	2,320	13,174	\$120,000	\$123,341	\$149,705	2.8%	22.0%
R2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R3. Total Direct Hire	1,533	1,551	2,283	216,334	3,850	419	5,741	10,010	226,344	50,690	277,034	\$94,759	\$99,143	\$121,346	4.6%	23.4%
R4. Indirect Hire Foreign Nationals (IHFN)	5	5	5	0	0	0	0	0	0	0	0	\$0	\$0	\$0	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	1,538	1,556	2,288	216,334	3,850	419	5,741	10,010	226,344	50,690	277,034	\$94,552	\$98,927	\$121,081	4.6%	23.4%
R5. Other Object Class 13 Benefits										0	0					
R5a. USDH - Benefits for Former Employees										0	0					
R5b. DHFN - Benefits for Former Employees										0	0					
R5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
R5d. Foreign National Separation Liability Accrual										0	0					
Total Personnel (includes OC 13)	63,696	64,266	61,733	5,676,071	89,159	19,145	220,314	328,618	6,004,689	1,816,395	7,821,084	\$91,945	\$97,269	\$126,692	5.8%	32.0%
T1. US Direct Hire (USDH)	62,911	63,487	60,982	5,641,076	89,115	19,145	219,035	327,295	5,968,371	1,806,457	7,774,828	\$92,504	\$97,871	\$127,494	5.8%	32.0%
T1a. Senior Executive Schedule	641	651	601	104,212	0	0	7,202	7,202	111,414	25,191	136,605	\$173,398	\$185,381	\$227,296	6.9%	24.2%
T1b. General Schedule	50,951	51,223	49,719	4,766,392	88,924	18,590	184,239	291,753	5,058,145	1,329,814	6,387,959	\$95,867	\$101,735	\$128,481	6.1%	27.9%
T1c. Special Schedule	4,319	4,520	3,855	325,217	38	3	9,919	9,960	335,177	99,963	435,140	\$84,362	\$86,946	\$112,877	3.1%	30.7%
T1d. Wage System	329	328	325	11,921	153	2	297	452	12,373	4,429	16,802	\$36,680	\$38,071	\$51,698	3.8%	37.2%
T1e. Highly Qualified Experts	20	21	17	2,985	0	0	105	105	3,090	416	3,506	\$175,588	\$181,765	\$206,235	3.5%	13.9%
T1f. Other	6,651	6,744	6,465	430,349	0	550	17,273	17,823	448,172	346,644	794,816	\$66,566	\$69,323	\$122,941	4.1%	80.5%
T2. Direct Hire Program Foreign Nationals (DHFN)	475	467	452	18,725	44	0	1,252	1,296	20,021	5,030	25,051	\$41,427	\$44,294	\$55,423	6.9%	26.9%
T3. Total Direct Hire	63,386	63,954	61,434	5,659,801	89,159	19,145	220,287	328,591	5,988,392	1,811,487	7,799,879	\$92,128	\$97,477	\$126,964	5.8%	32.0%
T4. Indirect Hire Foreign Nationals (IHFN)	310	312	299	16,270	0	0	27	27	16,297	434	16,731	\$54,415	\$54,505	\$55,957	0.2%	2.7%
Subtotal - Total Funded (excludes OC 13)	63,696	64,266	61,733	5,676,071	89,159	19,145	220,314	328,618	6,004,689	1,816,395	7,821,084	\$91,945	\$97,269	\$126,692	5.8%	32.0%
T5. Other Object Class 13 Benefits										4,474	4,474					
T5a. USDH - Benefits for Former Employees										60	60					
T5b. DHFN - Benefits for Former Employees										74	74					
T5c. Voluntary Separation Incentive Pay (VSIP)										4,340	4,340					
T5d. Foreign National Separation Liability Accrual										0	0					

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