

DEPARTMENT OF THE AIR FORCE



Fiscal Year (FY) 2021 Budget Estimates February 2020

OPERATION AND MAINTENANCE, SPACE FORCE

Volume II

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DEPARTMENT OF THE AIR FORCE
Fiscal Year (FY) 2021 Budget Estimates

Operation and Maintenance, Space Force
Civilian Personnel Costs

(FY 2019)

	(\$ in Thousands)											Rates				
	a	b	c	d	e	f	g	e + f + g h	d + h i	j	i + j k	d/c l	i/c m	k/c n	h/d o	j/d p
	<u>Begin</u> <u>Strengt</u> <u>h</u>	<u>End</u> <u>Strengt</u> <u>h</u>	<u>FTE</u> <u>s</u>	<u>Basi</u> <u>c</u> <u>Com</u> <u>p</u>	<u>Overti</u> <u>me</u> <u>Pay</u>	<u>Holida</u> <u>y</u> <u>Pay</u>	<u>Other</u> <u>O.C.1</u> <u>1</u>	<u>Actuals</u> <u>Variabl</u> <u>es</u>	<u>Com</u> <u>p</u> <u>O.C.1</u> <u>1</u>	<u>Benefit</u> <u>s</u> <u>O.C.12/</u> <u>13</u>	<u>Comp</u> <u>&</u> <u>Benefit</u> <u>s</u>	<u>Basi</u> <u>c</u> <u>Com</u> <u>p</u>	<u>Actual</u> <u>s</u> <u>Comp</u>	<u>Comp</u> <u>&</u> <u>Benefit</u> <u>s</u>	<u>% BC</u> <u>Variabl</u> <u>es</u>	<u>% BC</u> <u>Benefit</u> <u>s</u>
Direct Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
D1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Exhibit OP-8 Part 1 Civilian Personnel Costs

DEPARTMENT OF THE AIR FORCE
Fiscal Year (FY) 2021 Budget Estimates

Operation and Maintenance, Space Force
Civilian Personnel Costs

(FY 2019)

	(\$ in Thousands)											Rates				
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u> <u>h</u>	<u>d + h</u> <u>i</u>	<u>j</u>	<u>i + j</u> <u>k</u>	<u>d/c</u> <u>l</u>	<u>i/c</u> <u>m</u>	<u>k/c</u> <u>n</u>	<u>h/d</u> <u>o</u>	<u>j/d</u> <u>p</u>
	<u>Begin</u> <u>Strengt</u> <u>h</u>	<u>End</u> <u>Strengt</u> <u>h</u>	<u>FTE</u> <u>s</u>	<u>Bas</u> <u>c</u> <u>Com</u> <u>p</u>	<u>Overti</u> <u>me</u> <u>Pay</u>	<u>Holida</u> <u>y</u> <u>Pay</u>	<u>Other</u> <u>O.C.1</u> <u>1</u>	<u>Actuals</u> <u>Variabl</u> <u>es</u>	<u>Com</u> <u>p</u> <u>O.C.1</u> <u>1</u>	<u>Benefit</u> <u>s</u> <u>O.C.12/</u> <u>13</u>	<u>Comp</u> <u>&</u> <u>Benefit</u> <u>s</u>	<u>Bas</u> <u>c</u> <u>Com</u> <u>p</u>	<u>Actual</u> <u>s</u> <u>Comp</u>	<u>Comp</u> <u>&</u> <u>Benefit</u> <u>s</u>	<u>% BC</u> <u>Variabl</u> <u>es</u>	<u>% BC</u> <u>Benefit</u> <u>s</u>
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D5. Other Object										-	-					

Exhibit OP-8 Part 1 Civilian Personnel Costs

DEPARTMENT OF THE AIR FORCE
Fiscal Year (FY) 2021 Budget Estimates

Operation and Maintenance, Space Force
Civilian Personnel Costs

(FY 2019)

(\$ in Thousands)											Rates				
<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>j</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>
<u>Begin</u>	<u>End</u>	<u>FTE</u>	<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>Actuals</u>	<u>Comp</u>	<u>Benefit</u>	<u>Comp</u>	<u>Basic</u>	<u>Actual</u>	<u>Comp</u>	<u>% BC</u>	<u>% BC</u>
<u>Strengt</u>	<u>Strengt</u>	<u>s</u>	<u>Com</u>	<u>Pay</u>	<u>Pay</u>	<u>O.C.1</u>	<u>Variabl</u>	<u>O.C.1</u>	<u>O.C.12/</u>	<u>& Benefit</u>	<u>Com</u>	<u>s</u>	<u>& Benefit</u>	<u>Variabl</u>	<u>Benefit</u>
<u>h</u>	<u>h</u>	<u>s</u>	<u>p</u>	<u>Pay</u>	<u>Pay</u>	<u>1</u>	<u>es</u>	<u>1</u>	<u>13</u>	<u>s</u>	<u>p</u>	<u>Comp</u>	<u>s</u>	<u>es</u>	<u>s</u>
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										-					

Exhibit OP-8 Part 1 Civilian Personnel Costs

DEPARTMENT OF THE AIR FORCE
Fiscal Year (FY) 2021 Budget Estimates

Operation and Maintenance, Space Force
Civilian Personnel Costs

(FY 2019)

	(\$ in Thousands)											Rates				
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u> <u>h</u>	<u>d + h</u> <u>i</u>	<u>j</u>	<u>i + j</u> <u>k</u>	<u>d/c</u> <u>l</u>	<u>i/c</u> <u>m</u>	<u>k/c</u> <u>n</u>	<u>h/d</u> <u>o</u>	<u>j/d</u> <u>p</u>
	<u>Begin</u> <u>Strengt</u> <u>h</u>	<u>End</u> <u>Strengt</u> <u>h</u>	<u>FTE</u> <u>s</u>	<u>Bas</u> <u>c</u> <u>Com</u> <u>p</u>	<u>Overti</u> <u>me</u> <u>Pay</u>	<u>Holida</u> <u>y</u> <u>Pay</u>	<u>Other</u> <u>O.C.1</u> <u>1</u>	<u>Actuals</u> <u>Variabl</u> <u>es</u>	<u>Com</u> <u>p</u> <u>O.C.1</u> <u>1</u>	<u>Benefit</u> <u>s</u> <u>O.C.12/</u> <u>13</u>	<u>Comp</u> <u>&</u> <u>Benefit</u> <u>s</u>	<u>Bas</u> <u>c</u> <u>Com</u> <u>p</u>	<u>Actual</u> <u>s</u> <u>Comp</u>	<u>Comp</u> <u>&</u> <u>Benefit</u> <u>s</u>	<u>% BC</u> <u>Variabl</u> <u>es</u>	<u>% BC</u> <u>Benefit</u> <u>s</u>
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Exhibit OP-8 Part 1 Civilian Personnel Costs

DEPARTMENT OF THE AIR FORCE
Fiscal Year (FY) 2021 Budget Estimates

Operation and Maintenance, Space Force
Civilian Personnel Costs

(FY 2019)

	(\$ in Thousands)											Rates				
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u> <u>h</u>	<u>d + h</u> <u>i</u>	<u>j</u>	<u>i + j</u> <u>k</u>	<u>d/c</u> <u>l</u>	<u>i/c</u> <u>m</u>	<u>k/c</u> <u>n</u>	<u>h/d</u> <u>o</u>	<u>j/d</u> <u>p</u>
	<u>Begin</u> <u>Strengt</u> <u>h</u>	<u>End</u> <u>Strengt</u> <u>h</u>	<u>FTE</u> <u>s</u>	<u>Bas</u> <u>c</u> <u>Com</u> <u>p</u>	<u>Overti</u> <u>me</u> <u>Pay</u>	<u>Holida</u> <u>y</u> <u>Pay</u>	<u>Other</u> <u>O.C.1</u> <u>1</u>	<u>Actuals</u> <u>Variabl</u> <u>es</u>	<u>Com</u> <u>p</u> <u>O.C.1</u> <u>1</u>	<u>Benefit</u> <u>s</u> <u>O.C.12/</u> <u>13</u>	<u>Comp</u> <u>&</u> <u>Benefit</u> <u>s</u>	<u>Bas</u> <u>c</u> <u>Com</u> <u>p</u>	<u>Actual</u> <u>s</u> <u>Comp</u>	<u>Comp</u> <u>&</u> <u>Benefit</u> <u>s</u>	<u>% BC</u> <u>Variabl</u> <u>es</u>	<u>% BC</u> <u>Benefit</u> <u>s</u>
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R5. Other Object										-	-					

Exhibit OP-8 Part 1 Civilian Personnel Costs

DEPARTMENT OF THE AIR FORCE
Fiscal Year (FY) 2021 Budget Estimates

Operation and Maintenance, Space Force
Civilian Personnel Costs

(FY 2019)

(\$ in Thousands)											Rates				
<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>j</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>
<u>Begin</u>	<u>End</u>	<u>FTE</u>	<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>Actuals</u>	<u>Comp</u>	<u>Benefit</u>	<u>Comp</u>	<u>Basic</u>	<u>Actual</u>	<u>Comp</u>	<u>% BC</u>	<u>% BC</u>
<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Comp</u>	<u>Pay</u>	<u>Pay</u>	<u>O.C.1</u>	<u>Variables</u>	<u>O.C.1</u>	<u>O.C.12/</u>	<u>Benefit</u>	<u>Comp</u>	<u>Comp</u>	<u>Benefit</u>	<u>Variables</u>	<u>Benefit</u>
<u>h</u>	<u>h</u>	<u>s</u>	<u>p</u>	<u>Pay</u>	<u>Pay</u>	<u>1</u>	<u>es</u>	<u>1</u>	<u>13</u>	<u>s</u>	<u>p</u>	<u>Comp</u>	<u>s</u>	<u>es</u>	<u>s</u>
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										-					

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DEPARTMENT OF THE AIR FORCE
Fiscal Year (FY) 2021 Budget Estimates

Operation and Maintenance, Space Force
Civilian Personnel Costs

(FY 2019)

	(\$ in Thousands)											Rates				
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u> <u>h</u>	<u>d + h</u> <u>i</u>	<u>j</u>	<u>i + j</u> <u>k</u>	<u>d/c</u> <u>l</u>	<u>i/c</u> <u>m</u>	<u>k/c</u> <u>n</u>	<u>h/d</u> <u>o</u>	<u>j/d</u> <u>p</u>
	<u>Begin</u> <u>Strengt</u> <u>h</u>	<u>End</u> <u>Strengt</u> <u>h</u>	<u>FTE</u> <u>s</u>	<u>Basi</u> <u>c</u> <u>Com</u> <u>p</u>	<u>Overti</u> <u>me</u> <u>Pay</u>	<u>Holida</u> <u>y</u> <u>Pay</u>	<u>Other</u> <u>O.C.1</u> <u>1</u>	<u>Actuals</u> <u>Variabl</u> <u>es</u>	<u>Com</u> <u>p</u> <u>O.C.1</u> <u>1</u>	<u>Benefit</u> <u>s</u> <u>O.C.12/</u> <u>13</u>	<u>Comp</u> <u>&</u> <u>Benefit</u> <u>s</u>	<u>Basi</u> <u>c</u> <u>Com</u> <u>p</u>	<u>Actual</u> <u>s</u> <u>Comp</u>	<u>Comp</u> <u>&</u> <u>Benefit</u> <u>s</u>	<u>% BC</u> <u>Variabl</u> <u>es</u>	<u>% BC</u> <u>Benefit</u> <u>s</u>
Total Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-

Exhibit OP-8 Part 1 Civilian Personnel Costs

DEPARTMENT OF THE AIR FORCE
Fiscal Year (FY) 2021 Budget Estimates

Operation and Maintenance, Space Force
Civilian Personnel Costs

(FY 2019)

(\$ in Thousands)											Rates				
<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>j</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>
<u>Begin</u>	<u>End</u>	<u>FTE</u>	<u>Basic</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Other</u>	<u>Actuals</u>	<u>Comp</u>	<u>Benefit</u>	<u>Comp</u>	<u>Basic</u>	<u>Actual</u>	<u>Comp</u>	<u>% BC</u>	<u>% BC</u>
<u>Strength</u>	<u>Strength</u>	<u>Strength</u>	<u>Comp</u>	<u>Pay</u>	<u>Pay</u>	<u>O.C.1</u>	<u>Variabl</u>	<u>O.C.1</u>	<u>O.C.12/</u>	<u>& Benefit</u>	<u>Comp</u>	<u>Comp</u>	<u>& Benefit</u>	<u>es</u>	<u>es</u>
<u>h</u>	<u>h</u>	<u>s</u>	<u>p</u>	<u>Pay</u>	<u>Pay</u>	<u>1</u>	<u>es</u>	<u>1</u>	<u>13</u>	<u>s</u>	<u>p</u>	<u>Comp</u>	<u>s</u>	<u>es</u>	<u>s</u>
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
T5. Other Object Class 13 Benefits										-	-				

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Operation and Maintenance, Space Force
Civilian Personnel Costs

(FY 2019)

(\$ in Thousands)											Rates				
<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u>	<u>d + h</u>	<u>j</u>	<u>i + j</u>	<u>d/c</u>	<u>i/c</u>	<u>k/c</u>	<u>h/d</u>	<u>j/d</u>
<u>Begin</u>	<u>End</u>	<u>FTE</u>	<u>Basic</u>	<u>Overti</u>	<u>Holida</u>	<u>Other</u>	<u>Actuals</u>	<u>Com</u>	<u>Benefit</u>	<u>Comp</u>	<u>Basic</u>	<u>Actual</u>	<u>Comp</u>	<u>% BC</u>	<u>% BC</u>
<u>Strengt</u>	<u>Strengt</u>	<u>s</u>	<u>Com</u>	<u>me</u>	<u>Y</u>	<u>O.C.1</u>	<u>Variabl</u>	<u>O.C.1</u>	<u>O.C.12/</u>	<u>&</u>	<u>Com</u>	<u>s</u>	<u>&</u>	<u>Variabl</u>	<u>Benefit</u>
<u>h</u>	<u>h</u>	<u>s</u>	<u>p</u>	<u>Pay</u>	<u>Pay</u>	<u>1</u>	<u>es</u>	<u>1</u>	<u>13</u>	<u>s</u>	<u>p</u>	<u>Comp</u>	<u>s</u>	<u>es</u>	<u>s</u>
T5a. USDH - Benefits for Former Employees										0	0				
T5b. DHFN - Benefits for Former Employees										0	0				
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0				
T5d. Foreign National Separation Liability Accrual										0	0				

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Fiscal Year (FY) 2021 Budget Estimates

Operation and Maintenance, Space Force
Civilian Personnel Costs

FY 2020

	(\$ in Thousands)											Rates				
	a	b	c	d	e	f	g	e + f + g	d + h	j	i + j	d/c	i/c	k/c	h/d	j/d
	<u>Begin Strength</u>	<u>End Strength</u>	<u>FTEs</u>	<u>Basic Comp</u>	<u>Overtime Pay</u>	<u>Holiday Pay</u>	<u>Other O.C.1</u>	<u>Enacted Variables</u>	<u>Comp O.C.11</u>	<u>Benefits O.C.1 2/13</u>	<u>Comp & Benefits</u>	<u>Basic Comp</u>	<u>Enacted Comp</u>	<u>Comp & Benefits</u>	<u>% BC Variables</u>	<u>% BC Benefits</u>
Direct Funded Personnel (includes OC 13)	0	122	122	18,591	0	0	0	0	18,591	0	18,591	\$152,385	\$152,385	\$152,385	0.0%	0.0%
D1. US Direct Hire (USDH)	-	122	122	18,591	-	-	-	-	18,591	-	18,591	\$152,385	\$152,385	\$152,385	0.0%	0.0%
D1a. Senior Executive Schedule	-	1	1	169	-	-	-	-	169	-	169	\$169,000	\$169,000	\$169,000	0.0%	0.0%
D1b. General Schedule	-	121	121	18,422	-	-	-	-	18,422	-	18,422	\$152,248	\$152,248	\$152,248	0.0%	0.0%
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Exhibit OP-8 Part 1 Civilian Personnel Costs

DEPARTMENT OF THE AIR FORCE
Fiscal Year (FY) 2021 Budget Estimates

Operation and Maintenance, Space Force
Civilian Personnel Costs

FY 2020

	(\$ in Thousands)										Rates					
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u> <u>h</u>	<u>d + h</u> <u>i</u>	<u>j</u>	<u>i + j</u> <u>k</u>	<u>d/c</u> <u>l</u>	<u>i/c</u> <u>m</u>	<u>k/c</u> <u>n</u>	<u>h/d</u> <u>o</u>	<u>j/d</u> <u>p</u>
	<u>Begin</u> <u>Strengt</u> <u>h</u>	<u>End</u> <u>Strengt</u> <u>h</u>	<u>FTE</u> <u>s</u>	<u>Basic</u> <u>Comp</u>	<u>Overti</u> <u>me</u> <u>Pay</u>	<u>Holida</u> <u>y</u> <u>Pay</u>	<u>Other</u> <u>O.C.1</u> <u>1</u>	<u>Enacte</u> <u>d</u> <u>Variabl</u> <u>es</u>	<u>Comp</u> <u>O.C.11</u>	<u>Benef</u> <u>its</u> <u>O.C.1</u> <u>2/13</u>	<u>Comp</u> <u>&</u> <u>Benefi</u> <u>ts</u>	<u>Basic</u> <u>Comp</u>	<u>Enacted</u> <u>Comp</u>	<u>Comp</u> <u>&</u> <u>Benefits</u>	<u>%</u> <u>BC</u> <u>Varia</u> <u>bles</u>	<u>%</u> <u>BC</u> <u>Bene</u> <u>fits</u>
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	-	122	122	18,591	-	-	-	-	18,591	-	18,591	\$152,385	\$152,385	\$152,385	0.0%	0.0%
D4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Direct Funded (excludes OC 13)	-	122	122	18,591	-	-	-	-	18,591	-	18,591	\$152,385	\$152,385	\$152,385	0.0%	0.0%

Exhibit OP-8 Part 1 Civilian Personnel Costs

DEPARTMENT OF THE AIR FORCE
Fiscal Year (FY) 2021 Budget Estimates

Operation and Maintenance, Space Force
Civilian Personnel Costs

FY 2020

	(\$ in Thousands)							Rates								
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u> <u>h</u>	<u>d + h</u> <u>i</u>	<u>j</u>	<u>i + j</u> <u>k</u>	<u>d/c</u> <u>l</u>	<u>i/c</u> <u>m</u>	<u>k/c</u> <u>n</u>	<u>h/d</u> <u>o</u>	<u>j/d</u> <u>p</u>
	<u>Begin</u> <u>Strengt</u> <u>h</u>	<u>End</u> <u>Strengt</u> <u>h</u>	<u>FTE</u> <u>s</u>	<u>Basic</u> <u>Comp</u>	<u>Overti</u> <u>me</u> <u>Pay</u>	<u>Holida</u> <u>y</u> <u>Pay</u>	<u>Other</u> <u>O.C.1</u> <u>1</u>	<u>Enacte</u> <u>d</u> <u>Variabl</u> <u>es</u>	<u>Comp</u> <u>O.C.11</u>	<u>Benef</u> <u>its</u> <u>O.C.1</u> <u>2/13</u>	<u>Comp</u> <u>&</u> <u>Benefi</u> <u>ts</u>	<u>Basic</u> <u>Comp</u>	<u>Enacted</u> <u>Comp</u>	<u>Comp</u> <u>&</u> <u>Benefits</u>	<u>%</u> <u>BC</u> <u>Varia</u> <u>bles</u>	<u>%</u> <u>BC</u> <u>Bene</u> <u>fits</u>
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										-	-					

Exhibit OP-8 Part 1 Civilian Personnel Costs

DEPARTMENT OF THE AIR FORCE
Fiscal Year (FY) 2021 Budget Estimates

Operation and Maintenance, Space Force
Civilian Personnel Costs

FY 2020

	(\$ in Thousands)											Rates				
	a	b	c	d	e	f	g	e + f + g	d + h	j	i + j	d/c	i/c	k/c	h/d	j/d
	<u>Begin</u> <u>Strengt</u> <u>h</u>	<u>End</u> <u>Strengt</u> <u>h</u>	<u>FTE</u> <u>s</u>	<u>Basic</u> <u>Comp</u>	<u>Overti</u> <u>me</u> <u>Pay</u>	<u>Holida</u> <u>y</u> <u>Pay</u>	<u>Other</u> <u>O.C.1</u> <u>1</u>	<u>Enacte</u> <u>d</u> <u>Variabl</u> <u>es</u>	<u>Comp</u> <u>O.C.11</u>	<u>Benef</u> <u>its</u> <u>O.C.1</u> <u>2/13</u>	<u>Comp</u> <u>&</u> <u>Benefi</u> <u>ts</u>	<u>Basic</u> <u>Comp</u>	<u>Enacted</u> <u>Comp</u>	<u>Comp</u> <u>&</u> <u>Benefits</u>	<u>%</u> <u>BC</u> <u>Varia</u> <u>bles</u>	<u>%</u> <u>BC</u> <u>Bene</u> <u>fits</u>
Liability Accrual																
Reimbursa ble Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
R1. US Direct Hire (USDH)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Exhibit OP-8 Part 1 Civilian Personnel Costs

DEPARTMENT OF THE AIR FORCE
Fiscal Year (FY) 2021 Budget Estimates

Operation and Maintenance, Space Force
Civilian Personnel Costs

FY 2020

	(\$ in Thousands)							Rates								
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u> <u>h</u>	<u>d + h</u> <u>i</u>	<u>j</u>	<u>i + j</u> <u>k</u>	<u>d/c</u> <u>l</u>	<u>i/c</u> <u>m</u>	<u>k/c</u> <u>n</u>	<u>h/d</u> <u>o</u>	<u>j/d</u> <u>p</u>
	<u>Begin</u> <u>Strengt</u> <u>h</u>	<u>End</u> <u>Strengt</u> <u>h</u>	<u>FTE</u> <u>s</u>	<u>Basic</u> <u>Comp</u>	<u>Overti</u> <u>me</u> <u>Pay</u>	<u>Holida</u> <u>y</u> <u>Pay</u>	<u>Other</u> <u>O.C.1</u> <u>1</u>	<u>Enacte</u> <u>d</u> <u>Variabl</u> <u>es</u>	<u>Comp</u> <u>O.C.11</u>	<u>Benef</u> <u>its</u> <u>O.C.1</u> <u>2/13</u>	<u>Comp</u> <u>&</u> <u>Benefi</u> <u>ts</u>	<u>Basic</u> <u>Comp</u>	<u>Enacted</u> <u>Comp</u>	<u>Comp</u> <u>&</u> <u>Benefits</u>	<u>%</u> <u>BC</u> <u>Varia</u> <u>bles</u>	<u>%</u> <u>BC</u> <u>Bene</u> <u>fits</u>
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R3. Total Direct Hire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Exhibit OP-8 Part 1 Civilian Personnel Costs

DEPARTMENT OF THE AIR FORCE
Fiscal Year (FY) 2021 Budget Estimates

Operation and Maintenance, Space Force
Civilian Personnel Costs

FY 2020

	(\$ in Thousands)										Rates					
	a	b	c	d	e	f	g	e + f + g h	d + h i	j	i + j k	d/c l	i/c m	k/c n	h/d o	j/d p
	<u>Begin</u> <u>Strengt</u> <u>h</u>	<u>End</u> <u>Strengt</u> <u>h</u>	<u>FTE</u> <u>s</u>	<u>Basic</u> <u>Comp</u>	<u>Overti</u> <u>me</u> <u>Pay</u>	<u>Holida</u> <u>y</u> <u>Pay</u>	<u>Other</u> <u>O.C.1</u> <u>1</u>	<u>Enacte</u> <u>d</u> <u>Variabl</u> <u>es</u>	<u>Comp</u> <u>O.C.11</u>	<u>Benef</u> <u>its</u> <u>O.C.1</u> <u>2/13</u>	<u>Comp</u> <u>&</u> <u>Benefi</u> <u>ts</u>	<u>Basic</u> <u>Comp</u>	<u>Enacted</u> <u>Comp</u>	<u>Comp</u> <u>&</u> <u>Benefits</u>	<u>%</u> <u>BC</u> <u>Varia</u> <u>bles</u>	<u>%</u> <u>BC</u> <u>Bene</u> <u>fits</u>
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										-	-					

Exhibit OP-8 Part 1 Civilian Personnel Costs

DEPARTMENT OF THE AIR FORCE
Fiscal Year (FY) 2021 Budget Estimates

Operation and Maintenance, Space Force
Civilian Personnel Costs

FY 2020

	(\$ in Thousands)											Rates				
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u> <u>h</u>	<u>d + h</u> <u>i</u>	<u>j</u>	<u>i + j</u> <u>k</u>	<u>d/c</u> <u>l</u>	<u>i/c</u> <u>m</u>	<u>k/c</u> <u>n</u>	<u>h/d</u> <u>o</u>	<u>j/d</u> <u>p</u>
	<u>Begin</u> <u>Strengt</u> <u>h</u>	<u>End</u> <u>Strengt</u> <u>h</u>	<u>FTE</u> <u>s</u>	<u>Basic</u> <u>Comp</u>	<u>Overti</u> <u>me</u> <u>Pay</u>	<u>Holida</u> <u>y</u> <u>Pay</u>	<u>Other</u> <u>O.C.1</u> <u>1</u>	<u>Enacte</u> <u>d</u> <u>Variabl</u> <u>es</u>	<u>Comp</u> <u>O.C.11</u>	<u>Benef</u> <u>its</u> <u>O.C.1</u> <u>2/13</u>	<u>Comp</u> <u>&</u> <u>Benefi</u> <u>ts</u>	<u>Basic</u> <u>Comp</u>	<u>Enacted</u> <u>Comp</u>	<u>Comp</u> <u>&</u> <u>Benefits</u>	<u>%</u> <u>BC</u> <u>Varia</u> <u>bles</u>	<u>%</u> <u>BC</u> <u>Bene</u> <u>fits</u>
Liability Accrual																
Total Personnel (includes OC 13)	0	122	122	18,591	0	0	0	0	18,591	0	18,591	\$152,385	\$152,385	\$152,385	0.0%	0.0%
T1. US Direct Hire (USDH)	-	122	122	18,591	-	-	-	-	18,591	-	18,591	\$152,385	\$152,385	\$152,385	0.0%	0.0%
T1a. Senior Executive Schedule	0	1	1	169	0	0	0	0	169	0	169	\$169,000	\$169,000	\$169,000	0.0%	0.0%
T1b. General Schedule	0	121	121	18,422	0	0	0	0	18,422	0	17,643	\$152,248	\$152,248	\$152,248	0.0%	0.0%
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-

Exhibit OP-8 Part 1 Civilian Personnel Costs

DEPARTMENT OF THE AIR FORCE
Fiscal Year (FY) 2021 Budget Estimates

Operation and Maintenance, Space Force
Civilian Personnel Costs

FY 2020

	(\$ in Thousands)											Rates				
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u> <u>h</u>	<u>d + h</u> <u>i</u>	<u>j</u>	<u>i + j</u> <u>k</u>	<u>d/c</u> <u>l</u>	<u>i/c</u> <u>m</u>	<u>k/c</u> <u>n</u>	<u>h/d</u> <u>o</u>	<u>j/d</u> <u>p</u>
	<u>Begin</u> <u>Strengt</u> <u>h</u>	<u>End</u> <u>Strengt</u> <u>h</u>	<u>FTE</u> <u>s</u>	<u>Basic</u> <u>Comp</u>	<u>Overti</u> <u>me</u> <u>Pay</u>	<u>Holida</u> <u>y</u> <u>Pay</u>	<u>Other</u> <u>O.C.1</u> <u>1</u>	<u>Enacte</u> <u>d</u> <u>Variabl</u> <u>es</u>	<u>Comp</u> <u>O.C.11</u>	<u>Benef</u> <u>its</u> <u>O.C.1</u> <u>2/13</u>	<u>Comp</u> <u>&</u> <u>Benefi</u> <u>ts</u>	<u>Basic</u> <u>Comp</u>	<u>Enacted</u> <u>Comp</u>	<u>Comp</u> <u>&</u> <u>Benefits</u>	<u>%</u> <u>BC</u> <u>Varia</u> <u>bles</u>	<u>%</u> <u>BC</u> <u>Bene</u> <u>fits</u>
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	-	122	122	18,591	-	-	-	-	18,591	-	18,591	\$152,385	\$152,385	\$152,385	0.0%	0.0%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	-	122	122	18,591	-	-	-	-	18,591	-	18,591	\$152,385	\$152,385	\$152,385	0.0%	0.0%

Exhibit OP-8 Part 1 Civilian Personnel Costs

DEPARTMENT OF THE AIR FORCE
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Operation and Maintenance, Space Force
Civilian Personnel Costs

FY 2020

	(\$ in Thousands)										Rates					
	<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u> <u>h</u>	<u>d + h</u> <u>i</u>	<u>j</u>	<u>i + j</u> <u>k</u>	<u>d/c</u> <u>l</u>	<u>i/c</u> <u>m</u>	<u>k/c</u> <u>n</u>	<u>h/d</u> <u>o</u>	<u>j/d</u> <u>p</u>
	<u>Begin</u> <u>Strengt</u> <u>h</u>	<u>End</u> <u>Strengt</u> <u>h</u>	<u>FTE</u> <u>s</u>	<u>Basic</u> <u>Comp</u>	<u>Overti</u> <u>me</u> <u>Pay</u>	<u>Holida</u> <u>y</u> <u>Pay</u>	<u>Other</u> <u>O.C.1</u> <u>1</u>	<u>Enacte</u> <u>d</u> <u>Variabl</u> <u>es</u>	<u>Comp</u> <u>O.C.11</u>	<u>Benef</u> <u>its</u> <u>O.C.1</u> <u>2/13</u>	<u>Comp</u> <u>&</u> <u>Benefi</u> <u>ts</u>	<u>Basic</u> <u>Comp</u>	<u>Enacted</u> <u>Comp</u>	<u>Comp</u> <u>&</u> <u>Benefits</u>	<u>%</u> <u>BC</u> <u>Varia</u> <u>bles</u>	<u>%</u> <u>BC</u> <u>Bene</u> <u>fits</u>
T5. Other Object Class 13 Benefits										-	-					
T5a. USDH - Benefits for Former Employees										0	0					
T5b. DHFN - Benefits for Former Employees										0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation										0	0					

Exhibit OP-8 Part 1 Civilian Personnel Costs

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FY 2020

(\$ in Thousands)											Rates				
<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g</u> <u>h</u>	<u>d + h</u> <u>i</u>	<u>j</u>	<u>i + j</u> <u>k</u>	<u>d/c</u> <u>l</u>	<u>i/c</u> <u>m</u>	<u>k/c</u> <u>n</u>	<u>h/d</u> <u>o</u>	<u>j/d</u> <u>p</u>
<u>Begin</u> <u>Strengt</u> <u>h</u>	<u>End</u> <u>Strengt</u> <u>h</u>	<u>FTE</u> <u>s</u>	<u>Basic</u> <u>Comp</u>	<u>Overti</u> <u>me</u> <u>Pay</u>	<u>Holida</u> <u>y</u> <u>Pay</u>	<u>Other</u> <u>O.C.1</u> <u>1</u>	<u>Enacte</u> <u>d</u> <u>Variabl</u> <u>es</u>	<u>Comp</u> <u>O.C.11</u>	<u>Benef</u> <u>its</u> <u>O.C.1</u> <u>2/13</u>	<u>Comp</u> <u>&</u> <u>Benefi</u> <u>ts</u>	<u>Basic</u> <u>Comp</u>	<u>Enacted</u> <u>Comp</u>	<u>Comp</u> <u>&</u> <u>Benefits</u>	<u>%</u> <u>BC</u> <u>Varia</u> <u>bles</u>	<u>%</u> <u>BC</u> <u>Bene</u> <u>fits</u>
Liability															
Accrual															

DEPARTMENT OF THE AIR FORCE
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Operation and Maintenance, Space Force
Civilian Personnel Costs

FY 2021

	(\$ in Thousands)											Rates				
	a	b	c	d	e	f	g	e + f + g h	d + h i	j	i + j k	d/c l	i/c m	k/c n	h/d o	j/d p
	<u>Begin Strength</u>	<u>End Strength</u>	<u>FTEs</u>	<u>Basic Comp</u>	<u>Overtime Pay</u>	<u>Holiday Pay</u>	<u>Other O.C. 11</u>	<u>Request Variables</u>	<u>Comp O.C.11</u>	<u>Benefits O.C.12 /13</u>	<u>Comp & Benefits</u>	<u>Basic Comp</u>	<u>Request Comp</u>	<u>Comp & Benefits</u>	<u>% BC Var</u>	<u>% BC Benefits</u>
Direct Funded Personnel (includes OC 13)	122	1,525	1,525	159,463	0	0	2,841	2,841	162,304	30,170	192,474	\$104,703	\$106,569	\$126,378	1.8 %	18.9 %
D1. US Direct Hire (USDH)	122	1,525	1,525	159,463	-	-	2,841	2,841	162,304	29,802	192,106	\$104,703	\$106,569	\$126,137	1.8 %	18.7 %
D1a. Senior Executive Schedule	1	1	1	169	-	-	-	-	169	-	169	\$169,000	\$169,000	\$169,000	0.0 %	0.0 %
D1b. General Schedule	121	1,524	1,524	159,294	-	-	2,841	2,841	162,135	29,802	191,937	\$104,661	\$106,528	\$126,108	1.8 %	18.7 %
D1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Exhibit OP-8 Part 1 Civilian Personnel Costs

DEPARTMENT OF THE AIR FORCE
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Operation and Maintenance, Space Force
Civilian Personnel Costs

FY 2021

	(\$ in Thousands)											Rates				
	a	b	c	d	e	f	g	e + f + g h	d + h i	j	i + j k	d/c l	i/c m	k/c n	h/d o	j/d p
	<u>Begin Strength</u>	<u>End Strength</u>	<u>FTEs</u>	<u>Basic Comp</u>	<u>Overtime Pay</u>	<u>Holiday Pay</u>	<u>Other O.C. 11</u>	<u>Request Variables</u>	<u>Comp O.C. 11</u>	<u>Benefits O.C. 12 /13</u>	<u>Comp & Benefits</u>	<u>Basic Comp</u>	<u>Request Comp</u>	<u>Comp & Benefits</u>	<u>% BC Var</u>	<u>% BC Benefits</u>
D1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D3. Total Direct Hire	122	1,525	1,525	159,463	-	-	2,841	2,841	162,304	29,802	192,106	\$104,703	\$106,569	\$126,137	1.8 %	18.7 %
D4. Indirect	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Exhibit OP-8 Part 1 Civilian Personnel Costs

DEPARTMENT OF THE AIR FORCE
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Operation and Maintenance, Space Force
Civilian Personnel Costs

FY 2021

	(\$ in Thousands)											Rates				
	a	b	c	d	e	f	g	e + f + g h	d + h i	j	i + j k	d/c l	i/c m	k/c n	h/d o	j/d p
	<u>Begin Strength</u>	<u>End Strength</u>	<u>FTEs</u>	<u>Basic Comp</u>	<u>Overtime Pay</u>	<u>Holiday Pay</u>	<u>Other O.C. 11</u>	<u>Request Variables</u>	<u>Comp O.C. 11</u>	<u>Benefits O.C. 12 /13</u>	<u>Comp & Benefits</u>	<u>Basic Comp</u>	<u>Request Comp</u>	<u>Comp & Benefits</u>	<u>% BC Var iab les</u>	<u>% BC Ben efits</u>
Hire Foreign Nationals (IHFN) Subtotal - Direct Funded (excludes OC 13)	122	1,525	1,525	159,463	-	-	2,841	2,841	162,304	29,802	192,106	\$104,703	\$106,569	\$126,137	1.8%	18.7%
D5. Other Object Class 13 Benefits										368	368					
D5a. USDH - Benefits for Former Employees										368	368					

Exhibit OP-8 Part 1 Civilian Personnel Costs

DEPARTMENT OF THE AIR FORCE
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(\$ in Thousands)											Rates				
<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g h</u>	<u>d + h i</u>	<u>j</u>	<u>i + j k</u>	<u>d/c l</u>	<u>i/c m</u>	<u>k/c n</u>	<u>h/d o</u>	<u>j/d p</u>
<u>Begin Strength</u>	<u>End Strength</u>	<u>FTEs</u>	<u>Basic Comp</u>	<u>Ove rtim e Pay</u>	<u>Holi day Pay</u>	<u>Othe r O.C. 11</u>	<u>Requ est Varia bles</u>	<u>Comp O.C.11</u>	<u>Benefit s O.C.12 /13</u>	<u>Comp & Benefits</u>	<u>Basic Comp</u>	<u>Request Comp</u>	<u>Comp & Benefits</u>	<u>% BC Var iab les</u>	<u>% BC Ben efits</u>
D5b. DHFN - Benefits for Former Employee s										-					
D5c. Voluntary Separation Incentive Pay (VSIP)										-					
D5d. Foreign National Separation Liability Accrual										-					

Exhibit OP-8 Part 1 Civilian Personnel Costs

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Operation and Maintenance, Space Force
Civilian Personnel Costs

FY 2021

	(\$ in Thousands)											Rates				
	a	b	c	d	e	f	g	e + f + g h	d + h i	j	i + j k	d/c l	i/c m	k/c n	h/d o	j/d p
	<u>Begin Strength</u>	<u>End Strength</u>	<u>FTEs</u>	<u>Basic Comp</u>	<u>Ove rtim e Pay</u>	<u>Holi day Pay</u>	<u>Othe r O.C. 11</u>	<u>Requ est Varia bles</u>	<u>Comp O.C.11</u>	<u>Benefit s O.C.12 /13</u>	<u>Comp & Benefits</u>	<u>Basic Comp</u>	<u>Request Comp</u>	<u>Comp & Benefits</u>	<u>% BC Var iab les</u>	<u>% BC Ben efits</u>
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	\$0	\$0	\$0	-	-
R1. US Direct Hire (USDH)	-	0	0	-	-	-	-	-	-	-	-	\$0	\$0	\$0	-	-
R1a. Senior Executive Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1b. General Schedule	-	0	0	-	-	-	-	-	-	-	-	\$0	\$0	\$0	-	-

Exhibit OP-8 Part 1 Civilian Personnel Costs

DEPARTMENT OF THE AIR FORCE
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Operation and Maintenance, Space Force
Civilian Personnel Costs

FY 2021

	(\$ in Thousands)											Rates				
	a	b	c	d	e	f	g	e + f + g h	d + h i	j	i + j k	d/c l	i/c m	k/c n	h/d o	j/d p
	<u>Begin Strength</u>	<u>End Strength</u>	<u>FTEs</u>	<u>Basic Comp</u>	<u>Overtime Pay</u>	<u>Holiday Pay</u>	<u>Other O.C. 11</u>	<u>Request Variables</u>	<u>Comp O.C. 11</u>	<u>Benefits O.C. 12 /13</u>	<u>Comp & Benefits</u>	<u>Basic Comp</u>	<u>Request Comp</u>	<u>Comp & Benefits</u>	<u>% BC Variab les</u>	<u>% BC Benefits</u>
R1c. Special Schedule	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1d. Wage System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1e. Highly Qualified Experts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R1f. Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R2. Direct Hire Program Foreign Nationals (DHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Exhibit OP-8 Part 1 Civilian Personnel Costs

DEPARTMENT OF THE AIR FORCE
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Operation and Maintenance, Space Force
Civilian Personnel Costs

FY 2021

	(\$ in Thousands)											Rates				
	a	b	c	d	e	f	g	e + f + g h	d + h i	j	i + j k	d/c l	i/c m	k/c n	h/d o	j/d p
	<u>Begin Strength</u>	<u>End Strength</u>	<u>FTEs</u>	<u>Basic Comp</u>	<u>Overtime Pay</u>	<u>Holiday Pay</u>	<u>Other O.C. 11</u>	<u>Request Variables</u>	<u>Comp O.C. 11</u>	<u>Benefits O.C. 12 /13</u>	<u>Comp & Benefits</u>	<u>Basic Comp</u>	<u>Request Comp</u>	<u>Comp & Benefits</u>	<u>% BC Var lab les</u>	<u>% BC Benefits</u>
R3. Total Direct Hire	-	0	0	-	-	-	-	-	-	-	-	\$0	\$0	\$0	-	-
R4. Indirect Hire Foreign Nationals (IHFN)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Reimbursable Funded (excludes OC 13)	-	0	0	-	-	-	-	-	-	-	-	\$0	\$0	\$0	-	-
R5. Other Object Class 13 Benefits											-					

Exhibit OP-8 Part 1 Civilian Personnel Costs

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Operation and Maintenance, Space Force
Civilian Personnel Costs

FY 2021

(\$ in Thousands)											Rates				
<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g h</u>	<u>d + h i</u>	<u>j</u>	<u>i + j k</u>	<u>d/c l</u>	<u>i/c m</u>	<u>k/c n</u>	<u>h/d o</u>	<u>j/d p</u>
<u>Begin Strength</u>	<u>End Strength</u>	<u>FTEs</u>	<u>Basic Comp</u>	<u>Ove rtim e Pay</u>	<u>Holi day Pay</u>	<u>Othe r O.C. 11</u>	<u>Requ est Varia bles</u>	<u>Comp O.C.11</u>	<u>Benefit s O.C.12 /13</u>	<u>Comp & Benefits</u>	<u>Basic Comp</u>	<u>Request Comp</u>	<u>Comp & Benefits</u>	<u>% BC Var iab les</u>	<u>% BC Ben efits</u>
R5a. USDH - Benefits for Former Employee s										-					
R5b. DHFN - Benefits for Former Employee s										-					
R5c. Voluntary Separation Incentive Pay (VSIP)										-					
R5d. Foreign										-					

Exhibit OP-8 Part 1 Civilian Personnel Costs

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Operation and Maintenance, Space Force
Civilian Personnel Costs

FY 2021

	(\$ in Thousands)											Rates				
	a	b	c	d	e	f	g	e + f + g h	d + h i	j	i + j k	d/c l	i/c m	k/c n	h/d o	j/d p
	<u>Begin Strength</u>	<u>End Strength</u>	<u>FTEs</u>	<u>Basic Comp</u>	<u>Overtime Pay</u>	<u>Holiday Pay</u>	<u>Other O.C. 11</u>	<u>Request Variables</u>	<u>Comp O.C. 11</u>	<u>Benefits O.C. 12 /13</u>	<u>Comp & Benefits</u>	<u>Basic Comp</u>	<u>Request Comp</u>	<u>Comp & Benefits</u>	<u>% BC Var</u>	<u>% BC</u>
National Separation Liability Accrual																
Total Personnel (includes OC 13)	122	1,525	1,525	159,463	0	0	2,841	2,841	162,304	30,170	192,474	\$104,566	\$106,429	\$126,212	1.8 %	18.9 %
T1. US Direct Hire (USDH)	122	1,525	1,525	159,463	-	-	2,841	2,841	162,304	29,802	192,106	\$104,566	\$106,429	\$125,971	1.8 %	18.7 %
T1a. Senior Executive Schedule	1	1	1	169	0	0	0	0	169	0	169	\$169,000	\$169,000	\$169,000	0.0 %	0.0 %

Exhibit OP-8 Part 1 Civilian Personnel Costs

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Operation and Maintenance, Space Force
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FY 2021

	(\$ in Thousands)											Rates				
	a	b	c	d	e	f	g	e + f + g h	d + h i	j	i + j k	d/c l	i/c m	k/c n	h/d o	j/d p
	<u>Begin Strength</u>	<u>End Strength</u>	<u>FTEs</u>	<u>Basic Comp</u>	<u>Ove rtim e Pay</u>	<u>Holi day Pay</u>	<u>Othe r O.C. 11</u>	<u>Requ est Varia bles</u>	<u>Comp O.C.11</u>	<u>Benefit s O.C.12 /13</u>	<u>Comp & Benefits</u>	<u>Basic Comp</u>	<u>Request Comp</u>	<u>Comp & Benefits</u>	<u>% BC Var iab les</u>	<u>% BC Ben efits</u>
T1b. General Schedule	121	1,524	1,524	159,294	0	0	2,841	2,841	162,135	29,802	191,937	\$104,524	\$106,388	\$125,943	1.8 %	18.7 %
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
T2. Direct Hire Program Foreign	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-

Exhibit OP-8 Part 1 Civilian Personnel Costs

DEPARTMENT OF THE AIR FORCE
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Operation and Maintenance, Space Force
Civilian Personnel Costs

FY 2021

	(\$ in Thousands)											Rates				
	a	b	c	d	e	f	g	e + f + g h	d + h i	j	i + j k	d/c l	i/c m	k/c n	h/d o	j/d p
	<u>Begin Strength</u>	<u>End Strength</u>	<u>FTEs</u>	<u>Basic Comp</u>	<u>Overtime Pay</u>	<u>Holiday Pay</u>	<u>Other O.C. 11</u>	<u>Request Variables</u>	<u>Comp O.C.11</u>	<u>Benefits O.C.12 /13</u>	<u>Comp & Benefits</u>	<u>Basic Comp</u>	<u>Request Comp</u>	<u>Comp & Benefits</u>	<u>% BC Var lab les</u>	<u>% BC Ben efits</u>
Nationals (DHFN) T3. Total Direct Hire	122	1,525	1,525	159,463	-	-	2,841	2,841	162,304	29,802	192,106	\$104,566	\$106,429	\$125,971	1.8 %	18.7 %
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	-	-	-	-	-
Subtotal - Total Funded (excludes OC 13)	122	1,525	1,525	159,463	-	-	2,841	2,841	162,304	29,802	192,106	\$104,566	\$106,429	\$125,971	1.8 %	18.7 %
T5. Other Object Class 13 Benefits										368	368					

Exhibit OP-8 Part 1 Civilian Personnel Costs

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FY 2021

(\$ in Thousands)											Rates				
<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g + h</u>	<u>d + h i</u>	<u>j</u>	<u>i + j k</u>	<u>d/c l</u>	<u>i/c m</u>	<u>k/c n</u>	<u>h/d o</u>	<u>j/d p</u>
<u>Begin Strength</u>	<u>End Strength</u>	<u>FTEs</u>	<u>Basic Comp</u>	<u>Overtime Pay</u>	<u>Holiday Pay</u>	<u>Other O.C. 11</u>	<u>Request Variables</u>	<u>Comp O.C.11</u>	<u>Benefits O.C.12 /13</u>	<u>Comp & Benefits</u>	<u>Basic Comp</u>	<u>Request Comp</u>	<u>Comp & Benefits</u>	<u>% BC Variab les</u>	<u>% BC Benefits</u>
T5a. USDH - Benefits for Former Employee s									368	368					
T5b. DHFN - Benefits for Former Employee s									0	0					
T5c. Voluntary Separation Incentive Pay (VSIP)									0	0					
T5d. Foreign									0	0					

Exhibit OP-8 Part 1 Civilian Personnel Costs

DEPARTMENT OF THE AIR FORCE
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Operation and Maintenance, Space Force
Civilian Personnel Costs

FY 2021

(\$ in Thousands)											Rates				
<u>a</u>	<u>b</u>	<u>c</u>	<u>d</u>	<u>e</u>	<u>f</u>	<u>g</u>	<u>e + f + g h</u>	<u>d + h i</u>	<u>j</u>	<u>i + j k</u>	<u>d/c l</u>	<u>i/c m</u>	<u>k/c n</u>	<u>h/d o</u>	<u>j/d p</u>
<u>Begin Strength</u>	<u>End Strength</u>	<u>FTEs</u>	<u>Basic Comp</u>	<u>Ove rtim e Pay</u>	<u>Holi day Pay</u>	<u>Othe r O.C. 11</u>	<u>Requ est Varia bles</u>	<u>Comp O.C.11</u>	<u>Benefit s O.C.12 /13</u>	<u>Comp & Benefits</u>	<u>Basic Comp</u>	<u>Request Comp</u>	<u>Comp & Benefits</u>	<u>% BC Var iab les</u>	<u>% BC Ben efits</u>
National	Separation	Liability	Accrual												

DEPARTMENT OF THE AIR FORCE
Fiscal Year (FY) 2021 Budget Estimates
 Operation and Maintenance, Space Force
 FY 2019 through FY 2021

	<u>FTE Changes</u>	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
			<u>Direct Hire</u>	<u>Indirect Hire</u>	
1. FY 2019 FTEs		0	0	0	0
Operating Forces		0	0	0	0
12A - Global C3I & Early Warning		0	0	0	0
13A - Launch Operations		0	0	0	0
13C - Space Control Systems		0	0	0	0
13E - Education and Training		0	0	0	0
13F - Special Programs		0	0	0	0
Admin & Service Wide Activities		0	0	0	0
42A - Administration		0	0	0	0
2. FY 2020 FTEs		122	0	0	122
Operating Forces		0	0	0	0
12A - Global C3I & Early Warning		0	0	0	0
13A - Launch Operations		0	0	0	0
13C - Space Control Systems		0	0	0	0
13E - Education and Training		0	0	0	0
13F - Special Programs		0	0	0	0
Admin & Service Wide Activities		122	0	0	122
42A - Administration		122	0	0	122
3. FY 2021 FTEs		1,403	0	0	1,403
Operating Forces		1,303	0	0	1,303
12A - Global C3I & Early Warning		185	0	0	185
13A - Launch Operations		332	0	0	332
13C - Space Control Systems		642	0	0	642
13E - Education and Training		34	0	0	34
13F - Special Programs		110	0	0	110

Exhibit PB-31Q Manpower Changes in Full -Time Equivalent

DEPARTMENT OF THE AIR FORCE
Fiscal Year (FY) 2021 Budget Estimates
 Operation and Maintenance, Space Force
 FY 2019 through FY 2021

	<u>FTE Changes</u>	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
			<u>Direct Hire</u>	<u>Indirect Hire</u>	
Admin & Service Wide Activities		100	0	0	100
42A - Administration		100	0	0	100

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Fiscal Year (FY) 2021 Budget Estimates
 Operation and Maintenance, Space Force
 FY 2019 through FY 2021

4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
FY 2019				
O&M Air Force	83,500	4,748	4,188	92,436
Direct Funded	74,263	3,999	454	78,716
Reimbursable Funded	9,237	749	3,734	13,720
Air Force Reserve	13,320	0	0	13,320
Direct Funded	13,308	0	0	13,308
Reimbursable Funded	12	0	0	12
Air National Guard	23,591	0	0	23,591
Direct Funded	23,443	0	0	23,443
Reimbursable Funded	148	0	0	148
RDT&E	10,277	0	2	10,279
Direct Funded	8,556	0	2	8,558
Reimbursable Funded	1,721	0	0	1,721
DOD Working Capital Fund	29,316	0	0	29,316
Direct Funded	0	0	0	0
Reimbursable Funded	29,316	0	0	29,316
Total Air Force	160,004	4,748	4,190	168,942
Direct Funded	119,570	3,999	456	124,025
Reimbursable Funded	40,434	749	3,734	44,917

Exhibit PB-31Q Manpower Changes in Full -Time Equivalent

DEPARTMENT OF THE AIR FORCE
Fiscal Year (FY) 2021 Budget Estimates
 Operation and Maintenance, Space Force
 FY 2019 through FY 2021

4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
FY 2020				
O&M Air Force	76,027	4,202	3,973	84,202
Direct Funded	66,541	3,729	938	71,208
Reimbursable Funded	9,486	473	3,035	12,994
Air Force Reserve	13,495	0	0	13,495
Direct Funded	13,483	0	0	13,483
Reimbursable Funded	12	0	0	12
Air National Guard	23,444	0	0	23,444
Direct Funded	23,296	0	0	23,296
Reimbursable Funded	148	0	0	148
RDT&E	21,036	0	2	21,038
Direct Funded	18,853	0	2	18,855
Reimbursable Funded	2,183	0	0	2,183
DOD Working Capital Fund	26,604	0	0	26,604
Direct Funded	0	0	0	0
Reimbursable Funded	26,604	0	0	26,604
Total Air Force	160,606	4,202	3,975	168,783
Direct Funded	122,173	3,729	940	126,842
Reimbursable Funded	38,433	473	3,035	41,941

Exhibit PB-31Q Manpower Changes in Full -Time Equivalent

DEPARTMENT OF THE AIR FORCE
Fiscal Year (FY) 2021 Budget Estimates
 Operation and Maintenance, Space Force
 FY 2019 through FY 2021

4. SUMMARY

	<u>US Direct Hire</u>	<u>Foreign National</u>		<u>Total</u>
		<u>Direct Hire</u>	<u>Indirect Hire</u>	
FY 2021				
O&M Air Force	77,385	4,201	3,973	85,559
Direct Funded	67,690	3,728	938	72,356
Reimbursable Funded	9,695	473	3,035	13,203
Air Force Reserve	11,626	0	0	11,626
Direct Funded	11,626	0	0	11,626
Reimbursable Funded	0	0	0	0
Air National Guard	23,741	0	0	23,741
Direct Funded	23,512	0	0	23,512
Reimbursable Funded	229	0	0	229
RDT&E	10,253	0	2	10,255
Direct Funded	8,544	0	2	8,546
Reimbursable Funded	1,709	0	0	1,709
DOD Working Capital Fund	28,311	0	0	28,311
Direct Funded	0	0	0	0
Reimbursable Funded	28,311	0	0	28,311
Total Air Force	151,316	4,201	3,975	159,492
Direct Funded	111,372	3,728	940	116,040
Reimbursable Funded	39,944	473	3,035	43,452

Exhibit PB-31Q Manpower Changes in Full -Time Equivalent

**DEPARTMENT OF THE AIR FORCE
Fiscal Year (FY) 2021 Budget Estimates
Operation and Maintenance, Space Force
Depot Maintenance Program**

Dollars in Thousands				FY2019	FY2020		FY2021				
Appropriation	Activity Type	Maintenance Type	Weapon System	TOA Funded	TOA Funded	TOA Required	TOA Funded	TOA Required	% Funded		
Operation and Maintenance, Space Force	Electronics and Communications Systems	End Item	AF Sat Cntrl Net	-	-	-	3,986	11,388	35%		
			BMEWS	-	-	-	20,588	26,814	77%		
			Cobra Dane	-	-	-	13,190	13,190	100%		
			Enhanced Polar Sys	-	-	-	3,629	3,629	100%		
			HEMP	-	-	-	2,280	2,280	100%		
			NCMC-ITW/AA	-	-	-	7,371	11,100	66%		
			Satellite Communications	-	-	-	3,675	5,166	71%		
			Satellite Navigation	-	-	-	7,784	8,322	94%		
			SBIRS	-	-	-	45,626	53,037	86%		
			SLBM Radar Warning Sys	-	-	-	19,701	21,170	93%		
			End Item Total			-	-	-	127,830	156,096	82%
			Other	AF Sat Cntrl Net	-	-	-	54,248	58,964	92%	
				BMEWS	-	-	-	17,807	23,164	77%	
				Cobra Dane	-	-	-	17,380	17,380	100%	
				DMSP	-	-	-	20,505	22,288	92%	
		Enhanced Polar Sys		-	-	-	2,681	5,420	49%		
		HEMP		-	-	-	1,596	1,596	100%		
		NCMC-ITA/AA		-	-	-	282	955	30%		
		NCMC-ITW/AA		-	-	-	51,320	72,780	71%		
		Satellite Communications		-	-	-	119,105	137,951	86%		
		Satellite Navigation		-	-	-	111,198	111,644	100%		
		SBIRS		-	-	-	119,671	130,352	92%		
		Shared Early Warning Sys		-	-	-	5,217	6,201	84%		
		SLBM Radar Warning Sys	-	-	-	21,944	29,435	75%			
		Space Fence	-	-	-	-	17,969	0%			
		Space Mission Planning System	-	-	-	44,612	51,564	87%			
		Space Ranges	-	-	-	170,074	199,741	85%			
Space Systems - Other	-	-	-	131,601	157,335	84%					
SSA Operations	-	-	-	-	-	-					
Other Total			-	-	-	889,241	1,044,739	85%			

Exhibit PB-61 Depot Maintenance Program

**DEPARTMENT OF THE AIR FORCE
Fiscal Year (FY) 2021 Budget Estimates
Operation and Maintenance, Space Force
Depot Maintenance Program**

Dollars in Thousands				FY2019	FY2020		FY2021		
Appropriation	Activity Type	Maintenance Type	Weapon System	TOA Funded	TOA Funded	TOA Required	TOA Funded	TOA Required	% Funded
		Software	AF Sat Cntrl Net	-	-	-	4,309	5,669	76%
			BMEWS	-	-	-	11,854	14,503	82%
			Cobra Dane	-	-	-	2,891	2,891	100%
			Enhanced Polar Sys	-	-	-	3,671	3,671	100%
			NCMC-ITW/AA	-	-	-	9,503	16,728	57%
			Satellite Communications	-	-	-	147,607	150,444	98%
			Satellite Navigation	-	-	-	54,107	54,563	99%
			SBIRS	-	-	-	32,100	37,483	86%
			SLBM Radar Warning Sys	-	-	-	15,501	18,337	85%
			Space Fence	-	-	-	-	7,470	0%
			Space Mission Planning System	-	-	-	37,039	38,741	96%
			Space Ranges	-	-	-	9,005	9,119	99%
			Space Systems - Other	-	-	-	18,928	23,113	82%
			SSA Operations	-	-	-	-	-	-
			Wideband Milsatcom Terminals	-	-	-	9,400	12,389	76%
		Software Total		-	-	-	355,915	395,121	90%
		Subassemblies	Satellite Communications	-	-	-	2,739	16,101	17%
		Subassemblies Total		-	-	-	2,739	16,101	17%
Operation and Maintenance, Space Force Total				-	-	-	1,375,725	1,612,057	85%

