

DEPARTMENT OF THE AIR FORCE



Fiscal Year (FY) 2022 Budget Estimates

OPERATION AND MAINTENANCE, AIR FORCE RESERVE

Volume II

May 2021

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DEPARTMENT OF THE AIR FORCE
Fiscal Year (FY) 2022 Budget Estimates
Operation and Maintenance, Air Force Reserve
Spares and Repair Parts
(Dollars in Millions)

	FY 2020		FY 2021		FY 2022		FY 2021 - FY 2022 Change	
	<u>Qty</u>	<u>\$ in Millions</u>	<u>Qty</u>	<u>\$ in Millions</u>	<u>Qty</u>	<u>\$ in Millions</u>	<u>Qty</u>	<u>\$ in Millions</u>
Depot Level Repairables (DLRs)								
<u>Commodity</u>								
Ships								
Airframes								
Air Engines		\$157		\$226		\$215		\$-11
Combat Vehicles								
Other								
Missiles								
Communications Equipment								
Other Misc				\$1		\$1		
Total		\$157		\$226		\$215		\$-11
Consumables								
<u>Commodity</u>								
Ships								
Airframes								
Aircraft Engines		\$63		\$123		\$111		\$-12
Combat Vehicles								
Other								
Missiles								
Communications Equipment								
Other Misc		\$51		\$51		\$42		\$-9
Total		\$114		\$174		\$152		\$-21

DEPARTMENT OF THE AIR FORCE
 Fiscal Year (FY) 2022 Budget Estimates
 Operation and Maintenance, Air Force Reserve
 Summary of Budgeted Environmental Programs

3740 Appropriation - Operation and Maintenance - AFR	(\$ Thousands)			
	FY20	FY21	FY22	Change
	Estimate	Estimate	Estimate	20/21
1. Recurring Costs - Class 0	\$4,544	\$4,149	\$4,641	\$492
a. Manpower Control Total	\$4,534	\$4,138	4629	\$491
b. Education and Training	\$10	\$11	12	\$1
2. Environmental Compliance - Recurring Cost (Class 0)	\$4,787	\$3,228	\$3,246	\$18
a. Permits and Fees	186	126	127	\$1
b. Sampling, Analysis, Monitoring	286	194	195	\$1
c. Waste Disposal	304	206	207	\$1
d. Other Recurring Costs	4,011	2,703	2,718	\$15
3. Environmental Pollution Prevention - Recurring Cost (Class 0)	\$186	219	221	\$2
4. Environmental Conservation - Recurring Cost (Class 0)	\$30	197	199	\$2
Total Recurring Costs	\$9,547	\$7,793	\$8,307	\$344

1. Compliance - Other Recurring Costs: Supplies (Spills Team equipment/supplies, labels, drums, manifests, etc.); travel operating/maintaining equipment to support program including normal maintenance (e.g. air scrubbers, forklifts for hazardous waste storage facility, etc.), NPDES permit record/reporting, bi-annual hazardous waste reporting (RCRA Subtitle C), Clean Air Act inventories/reporting, FIFRA records, self-assessments (each year internally and one very three years externally).
2. Pollution prevention - Recurring (Class 0): Supplies; travel; data management; O&M for equipment, recycling, composting facilities; recurring reporting (e.g., EPCRA, Executive Order 12873).

DEPARTMENT OF THE AIR FORCE
Fiscal Year (FY) 2022 Budget Estimates
Operation and Maintenance, Air Force Reserve
Summary of Budgeted Environmental Programs

DEPARTMENT OF THE AIR FORCE
 Fiscal Year (FY) 2022 Budget Estimates
 Operation and Maintenance, Air Force Reserve
 Summary of Budgeted Environmental Programs

3740 Appropriation - Operation and Maintenance - AFR	(\$ in Thousands)			
	FY 20	FY 21	FY 22	Change
	Estimate	Estimate	Estimate	21/22
5. Environmental Compliance Non Recurring Cost (Class I/II)				
a. RCRA Subtitle C - Hazardous Waste	\$0	\$0	\$0	\$0
b. RCRA Subtitle D - Solid Waste	\$0	\$0	\$0	\$0
c. RCRA Subtitle I - Underground Storage Tanks	\$0	\$0	\$0	\$0
d. Clean Air Act	\$0	\$0	\$0	\$0
e. Clean Water Act	\$0	\$0	\$0	\$0
f. Safe Drinking Water Act	\$0	\$0	\$0	\$0
g. Planning	\$0	\$0	\$0	\$0
h. Other	\$0	\$0	\$0	\$0
Total Non Recurring Costs (Class I/II)	\$0	\$0	\$0	\$0

Compliance - Other Non Recurring Costs: Radon/asbestos investigations & mitigation including facility demolition (if >50% cost for asbestos removal required to meet environmental standards); upgrade drinking water systems to meet environmental regulatory standards; develop well head protection programs; SDWA compliance e.g. install backflow prevention; spill response/clean (other than DERP requirements in Format E-7); and upgrade pesticide storage facilities to meet regulatory standards

DEPARTMENT OF THE AIR FORCE
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 Operation and Maintenance, Air Force Reserve
 Summary of Budgeted Environmental Programs

	(\$ in Thousands)			
3740 Appropriation - Operation and Maintenance - AFR	FY 20	FY 21	FY 22	Change
	Estimate	Estimate	Estimate	21/22
6. Pollution Prevention - Non Recurring Cost (Class I/II)				
a. RCRA Subtitle C - Hazardous Waste	\$0	\$0	\$0	\$0
b. RCRA Subtitle D - Solid Waste	\$0	\$0	\$0	\$0
c. Clean Air Act	\$0	\$0	\$0	\$0
d. Clean Water Act	\$0	\$0	\$0	\$0
e. Hazardous Material Reduction	\$0	\$0	\$0	\$0
f. Other	\$0	\$0	\$0	\$0
Total Non Recurring Costs (Class I/II)	\$0	\$0	\$0	\$0

Pollution Prevention - Non Recurring Costs (Class I/II):

- a. RCRA Subtitle C - Requirements to comply with RCRA Subtitle C
- b. RCRA Subtitle D - Requirements to comply with RCRA Subtitle D and to reduce/recycle solid waste under EO 12873
- c. Clean Air Act - Requirements to comply with CAA which include ODS but not AFVs
- d. Clean Water Act - Requirements to comply with CWA and storm water pollution prevention plans
- e. Hazardous Material Reduction - Requirements to plan, identify, prioritize, test and evaluate pollution prevention alternatives except for ODS, and requirements to meet hazardous waste and pollutant reduction goals (50% TRI or 50% hazardous waste)
- f. Other - Requirements to test and evaluate alternative fuel vehicles (excludes AFV purchases), and to convert conventional fuel vehicles to alternative fuel if sufficient OEM AFVs to meet requirements are unavailable

DEPARTMENT OF THE AIR FORCE
 Fiscal Year (FY) 2022 Budget Estimates
 Operation and Maintenance, Air Force Reserve
 Summary of Budgeted Environmental Programs

	(\$ in Thousands)			
3740 Appropriation - Operation and Maintenance - AFR	FY 20	FY 21	FY 22	Change
	Estimate	Estimate	Estimate	21/22
7. Environmental Conservation - Non Recurring Cost (Class I/II)				
a. T&E Species	\$0	\$0	\$0	\$0
b. Wetlands	\$0	\$0	\$0	\$0
c. Other Natural Resources	\$0	\$0	\$0	\$0
d. Historical & Cultural Resources	\$0	\$0	\$0	\$0
Total Non Recurring Costs (Class I/II)	\$0	\$0	\$0	\$0
GRAND TOTAL ENVIRONMENTAL QUALITY	\$9,547	\$7,793	\$8,307	\$344
Environmental Quality Program Outside the United States (memo entry for amounts included above)	\$0	\$0	\$0	\$0

DEPARTMENT OF THE AIR FORCE
Fiscal Year (FY) 2022 Budget Estimates
Operation and Maintenance, Air Force Reserve
Depot Maintenance Program

	FY2020			FY2021				FY2022			
	TOA Funded	TOA Required	TOA Funded Supplemental	TOA Funded	TOA Required	% Funded	TOA Funded Supplemental	TOA Funded	TOA Required	% Funded	TOA Funded Supplemental
Basic Aircraft	413,039	430,160	12,325	387,821	476,437	81%	16,415	447,198	541,002	83%	2,674
A-10	25,563	37,890	12,325	34,312	50,720	68%	16,406	36,818	39,494	93%	2,674
B-52	72,261	72,261		55,159	73,441	75%		77,920	77,921	100%	
C-130	45,199	45,838		52,410	52,432	100%	9	72,962	79,989	91%	
C-17	7,618	11,765		11,516	11,516	100%		15,968	40,536	39%	
C-40	5,144	5,144		2,639	8,346	32%		5,744	5,744	100%	
C-5	101,866	101,867		65,794	71,926	91%		44,844	86,408	52%	
F-16	7,906	7,906		19,764	22,371	88%		21,450	26,617	81%	
HC-130									4		
HH-60	5,007	5,008		1,750	1,774	99%		2,740	2,740	100%	
KC-135	138,302	138,302		132,287	171,717	77%		154,513	167,308	92%	
KC-46	0	0		0	2	0%		9,424	9,426	100%	
WC-130	4,173	4,179		12,190	12,192	100%		4,815	4,815	100%	
End Item	5,733	5,737		9,319	10,106	92%		8,323	8,595	97%	
Automated Test Sys (ATS)									1		
CSEL	59	59		57	60	95%		59	61	97%	
Halvorsen Loader	1,333	1,334		1,288	1,288	100%		676	676	100%	
Shelters & Radomes	118	118		550	597	92%		0	0		
Support Equipment	3,327	3,330		4,776	5,513	87%		4,667	4,936	95%	
Tactical Ranges				2,648	2,648	100%		2,921	2,921	100%	
Tunner Loader	896	896									

DEPARTMENT OF THE AIR FORCE
Fiscal Year (FY) 2022 Budget Estimates
Operation and Maintenance, Air Force Reserve
Depot Maintenance Program

	FY2020			FY2021				FY2022			
	TOA Funded	TOA Required	TOA Funded Supplemental	TOA Funded	TOA Required	% Funded	TOA Funded Supplemental	TOA Funded	TOA Required	% Funded	TOA Funded Supplemental
Engine	46,693	68,184	11,863	132,548	153,711	86%	7,993	109,952	171,893	64%	15,709
A-10	2,244	2,245		2,687	2,687	100%		2,734	2,734	100%	
B-52	5,900	5,900		13,884	15,868	87%		27,723	27,724	100%	
C-130	6,376	6,377		10,221	10,221	100%		9,000	11,026	82%	
C-17	14,599	24,225		30,660	41,286	74%		33,627	58,258	58%	
C-5				2	2	100%		0	1	0%	
HC-130	1,444	1,444		2,089	2,090	100%		1,867	2,205	85%	
KC-135	16,130	27,993	11,863	73,005	81,557	90%	7,993	35,001	69,945	50%	15,709
N/A				207	207	100%		319	319	100%	
Other Items				207	207	100%		319	319	100%	
Other	167,216	190,742		159,238	230,326	69%		185,706	278,732	67%	
A-10	8,123	8,125		6,997	10,560	66%		11,892	15,757	75%	
Automated Test Sys (ATS)								48	50	96%	
B-52	6,486	6,487		8,316	10,172	82%		6,339	11,311	56%	
C-130	21,657	22,040		27,644	33,235	83%		20,025	22,045	91%	
C-17	61,355	83,843		52,240	90,161	58%		87,573	135,707	65%	
C-40	10,981	10,983		9,146	10,092	91%		10,726	13,752	78%	
C-5	30,270	31,113		26,969	45,463	59%		26,879	44,661	60%	
CRC	154	154		156	156	100%		120	120	100%	
F-16	15,038	15,041		15,442	15,892	97%		11,587	16,234	71%	
F-35											
Halvorsen Loader	263	276		439	439	100%		276	317	87%	
HC-130	2,302	2,305		2,767	3,741	74%		3,048	6,029	51%	
HH-60	1,098	1,100		2,085	2,087	100%		1,364	1,691	81%	
KC-135	8,166	7,942		7,030	8,320	84%		5,829	9,618	61%	
PMEL				7	8	88%					
Targeting Pods	1,300	1,300							1,440	0%	
Tunner Loader	23	33									

DEPARTMENT OF THE AIR FORCE
Fiscal Year (FY) 2022 Budget Estimates
Operation and Maintenance, Air Force Reserve
Depot Maintenance Program

	FY2020			FY2021			FY2022			TOA Funded Supplemental	
	TOA Funded	TOA Required	TOA Funded Supplemental	TOA Funded	TOA Required	% Funded	TOA Funded Supplemental	TOA Funded	TOA Required		% Funded
Software	6,187	6,189		958	23,356	4%		14,505	19,722	74%	
C-130	1,592	1,593		958	1,022	94%		1,665	1,717	97%	
C-17	3,138	3,139		0	3,909	0%		1,736	6,024	29%	
C-5	1,457	1,457		0	18,425	0%		7,580	7,913	96%	
F-35											
HC-130								3,524	4,068	87%	
Subassemblies	27	29		29	29	100%		28	28	100%	
Halvorsen Loader	27	29		29	29	100%		28	28	100%	
Support Equipment	10,385	10,734		8,753	16,731	52%		957	1,038	92%	
A-10				10	10	100%			1	0%	
B-52				2	2	100%					
C-17				6,867	13,733	50%					
C-40	8,252	8,253		415	415	100%					
C-5	1,770	2,118		1,150	1,250	92%		643	720	89%	
F-16				6	6	100%			1	0%	
F-35											
Storage	273	273		303	303	100%		314	316	99%	
Vehicles	90	90			1,012	0%					
Grand Total	649,280	711,775	24,188	698,873	910,903	77%	24,408	766,988	1,021,329	75%	18,383

DEPARTMENT OF THE AIR FORCE
 Fiscal Year (FY) 2022 Budget Estimates
Operation and Maintenance, Air Force Reserve
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 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>Actuals Variables</u>	<u>Comp O.C.11</u>	<u>Benefits O.C.12/13</u>	<u>Comp & Benefits</u>	<u>Basic Comp</u>	<u>Actuals Comp</u>	<u>Comp & Benefits</u>	<u>% BC Variables</u>	<u>% BC Benefits</u>
Direct Funded Personnel (includes OC 13)	11,629	12,075	11,841	882,408	11,037	1,423	25,238	37,698	920,106	388,020	1,308,126	\$74,521	\$77,705	\$110,474	4.3%	44.0%
D1. US Direct Hire (USDH)	11,629	12,075	11,841	882,408	11,037	1,423	25,238	37,698	920,106	388,020	1,308,126	\$74,521	\$77,705	\$110,474	4.3%	44.0%
D1a. Senior Executive Schedule	1	1	1	185	0	0	23	23	208	61	269	\$185,000	\$208,000	\$269,000	12.4%	33.0%
D1b. General Schedule	6,954	7,244	7,116	529,444	7,437	1,384	14,723	23,544	552,988	232,751	785,739	\$74,402	\$77,711	\$110,419	4.4%	44.0%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	\$0	\$0	\$0	0.0%	0.0%
D1d. Wage System	4,674	4,830	4,724	352,779	3,600	39	10,492	14,131	366,910	155,208	522,118	\$74,678	\$77,669	\$110,525	4.0%	44.0%
D1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	\$0	\$0	\$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	\$0	\$0	\$0	0.0%	0.0%
D2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	\$0	\$0	\$0	0.0%	0.0%
D3. Total Direct Hire	11,629	12,075	11,841	882,408	11,037	1,423	25,238	37,698	920,106	388,020	1,308,126	\$74,521	\$77,705	\$110,474	4.3%	44.0%
D4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	\$0	\$0	\$0	0.0%	0.0%

Exhibit OP-8 Civilian Personnel Costs

DEPARTMENT OF THE AIR FORCE
 Fiscal Year (FY) 2022 Budget Estimates
Operation and Maintenance, Air Force Reserve
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 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>Actuals Variables</u>	<u>Comp O.C.11</u>	<u>Benefits O.C.12/13</u>	<u>Comp & Benefits</u>	<u>Basic Comp</u>	<u>Actuals Comp</u>	<u>Comp & Benefits</u>	<u>% BC Variables</u>	<u>% BC Benefits</u>
Subtotal - Direct Funded (excludes OC 13)	11,629	12,071	11,841	882,408	11,037	1,423	25,238	37,698	920,106	388,020	1,308,126	\$74,521	\$77,705	\$110,474	4.3%	44.0%
D5. Other Object Class 13 Benefits										0	0					
D5a. USDH - Benefits for Former Employees										0	0					
D5b. DHFN - Benefits for Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability Accrual										0	0					
Reimbursable Funded Personnel (includes OC 13)	0	0	0	0	0	0	0	0	0	0	0	\$0	\$0	\$0	0.0%	0.0%
R1. US Direct Hire (USDH)	0	0	0	0	0	0	0	0	0	0	0	\$0	\$0	\$0	0.0%	0.0%

Exhibit OP-8 Civilian Personnel Costs

DEPARTMENT OF THE AIR FORCE
 Fiscal Year (FY) 2022 Budget Estimates
Operation and Maintenance, Air Force Reserve
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 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>Actuals Variables</u>	<u>Comp O.C.11</u>	<u>Benefits O.C.12/13</u>	<u>Comp & Benefits</u>	<u>Basic Comp</u>	<u>Actuals Comp</u>	<u>Comp & Benefits</u>	<u>% BC Variables</u>	<u>% BC Benefits</u>
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	\$0	\$0	\$0	0.0%	0.0%
R1b. General Schedule	0	0	0	0	0	0	0	0	0	0	0	\$0	\$0	\$0	0.0%	0.0%
R1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	\$0	\$0	\$0	0.0%	0.0%
R1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	\$0	\$0	\$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	\$0	\$0	\$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	\$0	\$0	\$0	0.0%	0.0%
R2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	\$0	\$0	\$0	0.0%	0.0%
R3. Total Direct Hire	0	0	0	0	0	0	0	0	0	0	0	\$0	\$0	\$0	0.0%	0.0%
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	\$0	\$0	\$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	0	0	0	0	0	0	0	0	0	0	0	\$0	\$0	\$0	0.0%	0.0%

DEPARTMENT OF THE AIR FORCE
 Fiscal Year (FY) 2022 Budget Estimates
Operation and Maintenance, Air Force Reserve
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 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>Actuals Variables</u>	<u>Comp O.C.11</u>	<u>Benefits O.C.12/13</u>	<u>Comp & Benefits</u>	<u>Basic Comp</u>	<u>Actuals Comp</u>	<u>Comp & Benefits</u>	<u>% BC Variables</u>	<u>% BC Benefits</u>
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)	11,629	12,071	11,841	882,408	11,037	1,423	25,238	37,698	920,106	388,020	1,308,126	\$74,521	\$77,705	\$110,474	4.3%	44.0%
T1. US Direct Hire (USDH)	11,629	12,071	11,841	882,408	11,037	1,423	25,238	37,698	920,106	388,020	1,308,126	\$74,521	\$77,705	\$110,474	4.3%	44.0%
T1a. Senior Executive Schedule	1	1	1	185	0	0	23	23	208	61	269	\$185,000	\$208,000	\$269,000	12.4%	33.0%
T1b. General Schedule	6,954	7,232	7,116	529,444	7,437	1,384	14,723	23,544	552,988	232,751	785,739	\$74,402	\$77,711	\$110,419	4.4%	44.0%

Exhibit OP-8 Civilian Personnel Costs

DEPARTMENT OF THE AIR FORCE
 Fiscal Year (FY) 2022 Budget Estimates
Operation and Maintenance, Air Force Reserve
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 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>Actuals Variables</u>	<u>Comp O.C.11</u>	<u>Benefits O.C.12/13</u>	<u>Comp & Benefits</u>	<u>Basic Comp</u>	<u>Actuals Comp</u>	<u>Comp & Benefits</u>	<u>% BC Variables</u>	<u>% BC Benefits</u>
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	\$0	\$0	\$0	0.0%	0.0%
T1d. Wage System	4,674	4,830	4,724	352,779	3,600	39	10,492	14,131	366,910	155,208	522,118	\$74,678	\$77,669	\$110,525	4.0%	44.0%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	\$0	\$0	\$0	0.0%	0.0%
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	\$0	\$0	\$0	0.0%	0.0%
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	\$0	\$0	\$0	0.0%	0.0%
T3. Total Direct Hire	11,629	12,071	11,841	882,408	11,037	1,423	25,238	37,698	920,106	388,020	1,308,126	\$74,521	\$77,705	\$110,474	4.3%	44.0%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	\$0	\$0	\$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	11,629	12,071	11,841	882,408	11,037	1,423	25,238	37,698	920,106	388,020	1,308,126	\$74,521	\$77,705	\$110,474	4.3%	44.0%
T5. Other Object Class 13 Benefits										0	0					
T5a. USDH - Benefits for Former Employees										0	0					
T5b. DHFN - Benefits for										0	0					

Exhibit OP-8 Civilian Personnel Costs

DEPARTMENT OF THE AIR FORCE
 Fiscal Year (FY) 2022 Budget Estimates
Operation and Maintenance, Air Force Reserve
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 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>Actuals Variables</u>	<u>Comp O.C.11</u>	<u>Benefits O.C.12/13</u>	<u>Comp & Benefits</u>	<u>Basic Comp</u>	<u>Actuals Comp</u>	<u>Comp & Benefits</u>	<u>% BC Variables</u>	<u>% BC Benefits</u>
Former Employees T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability Accrual										0	0					

DEPARTMENT OF THE AIR FORCE
 Fiscal Year (FY) 2022 Budget Estimates
Operation and Maintenance, Air Force Reserve
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>Enacted Variables</u>	<u>Comp O.C.11</u>	<u>Benefits O.C.12/13</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)	12,071	12,323	12,063	895,769	12,706	707	29,432	42,845	938,614	332,910	1,271,524	\$74,258	\$77,809	\$105,407	4.8%	37.2%
D1. US Direct Hire (USDH)	12,071	12,323	12,063	895,769	12,706	707	29,432	42,845	938,614	332,910	1,271,524	\$74,258	\$77,809	\$105,407	4.8%	37.2%
D1a. Senior Executive Schedule	1	1	1	190	0	0	28	28	218	59	277	\$190,000	\$218,000	\$277,000	14.7%	31.1%
D1b. General Schedule	7,232	7,628	7,547	552,696	8,002	444	18,537	26,983	579,679	197,506	777,185	\$73,234	\$76,809	\$102,979	4.9%	35.7%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	\$0	\$0	\$0	0.0%	0.0%
D1d. Wage System	4,830	4,694	4,515	342,883	4,704	263	10,867	15,834	358,717	135,345	494,062	\$75,943	\$79,450	\$109,427	4.6%	39.5%
D1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	\$0	\$0	\$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	\$0	\$0	\$0	0.0%	0.0%
D2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	\$0	\$0	\$0	0.0%	0.0%
D3. Total Direct Hire	12,071	12,323	12,063	895,769	12,706	707	29,432	42,845	938,614	332,910	1,271,524	\$74,258	\$77,809	\$105,407	4.8%	37.2%
D4. Indirect Hire Foreign	0	0	0	0	0	0	0	0	0	0	0	\$0	\$0	\$0	0.0%	0.0%

Exhibit OP-8 Civilian Personnel Costs

DEPARTMENT OF THE AIR FORCE
 Fiscal Year (FY) 2022 Budget Estimates
Operation and Maintenance, Air Force Reserve
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>Enacted Variables</u>	<u>Comp O.C.11</u>	<u>Benefits O.C.12/13</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>
Nationals (IHFN)																
Subtotal - Direct Funded (excludes OC 13)	12,071	12,323	12,063	895,769	12,706	707	29,432	42,845	938,614	332,910	1,271,524	\$74,258	\$77,809	\$105,407	4.8%	37.2%
D5. Other Object Class 13 Benefits										0	0					
D5a. USDH - Benefits for Former Employees										0	0					
D5b. DHFN - Benefits for Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability Accrual										0	0					
Reimbursable Funded Personnel (includes OC 13)	0	12	12	859	11	4	73	88	947	292	1,239	\$71,583	\$78,917	\$103,250	10.2%	34.0%

Exhibit OP-8 Civilian Personnel Costs

DEPARTMENT OF THE AIR FORCE
 Fiscal Year (FY) 2022 Budget Estimates
Operation and Maintenance, Air Force Reserve
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>Enacted Variables</u>	<u>Comp O.C.11</u>	<u>Benefits O.C.12/13</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>
R1. US Direct Hire (USDH)	0	12	12	859	11	4	73	88	947	292	1,239	\$71,583	\$78,917	\$103,250	10.2%	34.0%
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	\$0	\$0	\$0	0.0%	0.0%
R1b. General Schedule	0	12	12	859	11	4	73	88	947	292	1,239	\$71,583	\$78,917	\$103,250	10.2%	34.0%
R1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	\$0	\$0	\$0	0.0%	0.0%
R1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	\$0	\$0	\$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	\$0	\$0	\$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	\$0	\$0	\$0	0.0%	0.0%
R2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	\$0	\$0	\$0	0.0%	0.0%
R3. Total Direct Hire	0	12	12	859	11	4	73	88	947	292	1,239	\$71,583	\$78,917	\$103,250	10.2%	34.0%
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	\$0	\$0	\$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	0	12	12	859	11	4	73	88	947	292	1,239	\$71,583	\$78,917	\$103,250	10.2%	34.0%

Exhibit OP-8 Civilian Personnel Costs

DEPARTMENT OF THE AIR FORCE
 Fiscal Year (FY) 2022 Budget Estimates
Operation and Maintenance, Air Force Reserve
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>Enacted Variables</u>	<u>Comp O.C.11</u>	<u>Benefits O.C.12/13</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>
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)	12,071	12,335	12,075	896,628	12,717	711	29,505	42,933	939,561	333,202	1,272,763	\$74,255	\$77,810	\$105,405	4.8%	37.2%
T1. US Direct Hire (USDH)	12,071	12,335	12,075	896,628	12,717	711	29,505	42,933	939,561	333,202	1,272,763	\$74,255	\$77,810	\$105,405	4.8%	37.2%
T1a. Senior Executive Schedule	1	1	1	190	0	0	28	28	218	59	277	\$190,000	\$218,000	\$277,000	14.7%	31.1%
T1b. General Schedule	7,232	7,640	7,559	553,555	8,013	448	18,610	27,071	580,626	197,798	778,424	\$73,231	\$76,813	\$102,980	4.9%	35.7%

Exhibit OP-8 Civilian Personnel Costs

DEPARTMENT OF THE AIR FORCE
 Fiscal Year (FY) 2022 Budget Estimates
Operation and Maintenance, Air Force Reserve
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>Enacted Variables</u>	<u>Comp O.C.11</u>	<u>Benefits O.C.12/13</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>
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	\$0	\$0	\$0	0.0%	0.0%
T1d. Wage System	4,830	4,694	4,515	342,883	4,704	263	10,867	15,834	358,717	135,345	494,062	\$75,943	\$79,450	\$109,427	4.6%	39.5%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	\$0	\$0	\$0	0.0%	0.0%
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	\$0	\$0	\$0	0.0%	0.0%
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	\$0	\$0	\$0	0.0%	0.0%
T3. Total Direct Hire	12,071	12,335	12,075	896,628	12,717	711	29,505	42,933	939,561	333,202	1,272,763	\$74,255	\$77,810	\$105,405	4.8%	37.2%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	\$0	\$0	\$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	12,071	12,335	12,075	896,628	12,717	711	29,505	42,933	939,561	333,202	1,272,763	\$74,255	\$77,810	\$105,405	4.8%	37.2%
T5. Other Object Class 13 Benefits																
T5a. USDH - Benefits for Former Employees											0	0				
T5b. DHFN - Benefits for											0	0				

Exhibit OP-8 Civilian Personnel Costs

DEPARTMENT OF THE AIR FORCE
 Fiscal Year (FY) 2022 Budget Estimates
Operation and Maintenance, Air Force Reserve
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>Enacted Variables</u>	<u>Comp O.C.11</u>	<u>Benefits O.C.12/13</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>
Former Employees																
T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability Accrual										0	0					

DEPARTMENT OF THE AIR FORCE
 Fiscal Year (FY) 2022 Budget Estimates
Operation and Maintenance, Air Force Reserve
Civilian Personnel Costs

FY 2022

	(\$ 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>Strength</u>	<u>End</u> <u>Strength</u>	<u>FTEs</u>	<u>Basic</u> <u>Comp</u>	<u>Overtime</u> <u>Pay</u>	<u>Holiday</u> <u>Pay</u>	<u>Other</u> <u>O.C.11</u>	<u>Request</u> <u>Variables</u>	<u>Comp</u> <u>O.C.11</u>	<u>Benefits</u> <u>O.C.12/13</u>	<u>Comp</u> <u>&</u> <u>Benefits</u>	<u>Basic</u> <u>Comp</u>	<u>Request</u> <u>Comp</u>	<u>Comp</u> <u>&</u> <u>Benefits</u>	<u>% BC</u> <u>Variables</u>	<u>% BC</u> <u>Benefits</u>
Direct Funded Personnel (includes OC 13)	12,323	11,731	11,489	927,920	9,035	543	26,939	36,517	964,437	367,604	1,332,041	\$80,766	\$83,944	\$115,941	3.9%	39.6%
D1. US Direct Hire (USDH)	12,323	11,731	11,489	927,920	9,035	543	26,939	36,517	964,437	367,604	1,332,041	\$80,766	\$83,944	\$115,941	3.9%	39.6%
D1a. Senior Executive Schedule	1	1	1	194	0	0	20	20	214	63	277	\$194,000	\$214,000	\$277,000	10.3%	32.5%
D1b. General Schedule	7,628	7,232	7,123	572,334	5,690	510	16,868	23,068	595,402	218,371	813,773	\$80,350	\$83,589	\$114,246	4.0%	38.2%
D1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	\$0	\$0	\$0	0.0%	0.0%
D1d. Wage System	4,694	4,498	4,365	355,392	3,345	33	10,051	13,429	368,821	149,170	517,991	\$81,419	\$84,495	\$118,669	3.8%	42.0%
D1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	\$0	\$0	\$0	0.0%	0.0%
D1f. Other	0	0	0	0	0	0	0	0	0	0	0	\$0	\$0	\$0	0.0%	0.0%
D2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	\$0	\$0	\$0	0.0%	0.0%
D3. Total Direct Hire	12,323	11,731	11,489	927,920	9,035	543	26,939	36,517	964,437	367,604	1,332,041	\$80,766	\$83,944	\$115,941	3.9%	39.6%
D4. Indirect Hire Foreign	0	0	0	0	0	0	0	0	0	0	0	\$0	\$0	\$0	0.0%	0.0%

Exhibit OP-8 Civilian Personnel Costs

DEPARTMENT OF THE AIR FORCE
 Fiscal Year (FY) 2022 Budget Estimates
Operation and Maintenance, Air Force Reserve
Civilian Personnel Costs

FY 2022

	(\$ 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 Variables</u>	<u>% BC Benefits</u>
Nationals (IHFN)																
Subtotal - Direct Funded (excludes OC 13)	12,323	11,731	11,489	927,920	9,035	543	26,939	36,517	964,437	367,604	1,332,041	\$80,766	\$83,944	\$115,941	3.9%	39.6%
D5. Other Object Class 13 Benefits										0	0					
D5a. USDH - Benefits for Former Employees										0	0					
D5b. DHFN - Benefits for Former Employees										0	0					
D5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
D5d. Foreign National Separation Liability Accrual										0	0					
Reimbursable Funded Personnel (includes OC 13)	12	12	12	868	11	4	74	89	957	295	1,252	\$72,333	\$79,750	\$104,333	10.3%	34.0%

Exhibit OP-8 Civilian Personnel Costs

DEPARTMENT OF THE AIR FORCE
 Fiscal Year (FY) 2022 Budget Estimates
Operation and Maintenance, Air Force Reserve
Civilian Personnel Costs

FY 2022

	(\$ 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 Variables</u>	<u>% BC Benefits</u>
R1. US Direct Hire (USDH)	12	12	12	868	11	4	74	89	957	295	1,252	\$72,333	\$79,750	\$104,333	10.3%	34.0%
R1a. Senior Executive Schedule	0	0	0	0	0	0	0	0	0	0	0	\$0	\$0	\$0	0.0%	0.0%
R1b. General Schedule	12	12	12	868	11	4	74	89	957	295	1,252	\$72,333	\$79,750	\$104,333	10.3%	34.0%
R1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	\$0	\$0	\$0	0.0%	0.0%
R1d. Wage System	0	0	0	0	0	0	0	0	0	0	0	\$0	\$0	\$0	0.0%	0.0%
R1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	\$0	\$0	\$0	0.0%	0.0%
R1f. Other	0	0	0	0	0	0	0	0	0	0	0	\$0	\$0	\$0	0.0%	0.0%
R2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	\$0	\$0	\$0	0.0%	0.0%
R3. Total Direct Hire	12	12	12	868	11	4	74	89	957	295	1,252	\$72,333	\$79,750	\$104,333	10.3%	34.0%
R4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	\$0	\$0	\$0	0.0%	0.0%
Subtotal - Reimbursable Funded (excludes OC 13)	12	12	12	868	11	4	74	89	957	295	1,252	\$72,333	\$79,750	\$104,333	10.3%	34.0%

Exhibit OP-8 Civilian Personnel Costs

DEPARTMENT OF THE AIR FORCE
 Fiscal Year (FY) 2022 Budget Estimates
Operation and Maintenance, Air Force Reserve
Civilian Personnel Costs

FY 2022

	(\$ 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 Variables</u>	<u>% BC Benefits</u>
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)	12,335	11,743	11,501	928,788	9,046	547	27,013	36,606	965,394	367,899	1,333,293	\$80,757	\$83,940	\$115,928	3.9%	39.6%
T1. US Direct Hire (USDH)	12,335	11,743	11,501	928,788	9,046	547	27,013	36,606	965,394	367,899	1,333,293	\$80,757	\$83,940	\$115,928	3.9%	39.6%
T1a. Senior Executive Schedule	1	1	1	194	0	0	20	20	214	63	277	\$194,000	\$214,000	\$277,000	10.3%	32.5%
T1b. General Schedule	7,640	7,244	7,135	573,202	5,701	514	16,942	23,157	596,359	218,666	815,025	\$80,337	\$83,582	\$114,229	4.0%	38.1%

Exhibit OP-8 Civilian Personnel Costs

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

FY 2022

	(\$ 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 Variables</u>	<u>% BC Benefits</u>
T1c. Special Schedule	0	0	0	0	0	0	0	0	0	0	0	\$0	\$0	\$0	0.0%	0.0%
T1d. Wage System	4,694	4,498	4,365	355,392	3,345	33	10,051	13,429	368,821	149,170	517,991	\$81,419	\$84,495	\$118,669	3.8%	42.0%
T1e. Highly Qualified Experts	0	0	0	0	0	0	0	0	0	0	0	\$0	\$0	\$0	0.0%	0.0%
T1f. Other	0	0	0	0	0	0	0	0	0	0	0	\$0	\$0	\$0	0.0%	0.0%
T2. Direct Hire Program Foreign Nationals (DHFN)	0	0	0	0	0	0	0	0	0	0	0	\$0	\$0	\$0	0.0%	0.0%
T3. Total Direct Hire	12,335	11,743	11,501	928,788	9,046	547	27,013	36,606	965,394	367,899	1,333,293	\$80,757	\$83,940	\$115,928	3.9%	39.6%
T4. Indirect Hire Foreign Nationals (IHFN)	0	0	0	0	0	0	0	0	0	0	0	\$0	\$0	\$0	0.0%	0.0%
Subtotal - Total Funded (excludes OC 13)	12,335	11,743	11,501	928,788	9,046	547	27,013	36,606	965,394	367,899	1,333,293	\$80,757	\$83,940	\$115,928	3.9%	39.6%
T5. Other Object Class 13 Benefits										0	0					
T5a. USDH - Benefits for Former Employees										0	0					
T5b. DHFN - Benefits for										0	0					

Exhibit OP-8 Civilian Personnel Costs

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 Fiscal Year (FY) 2022 Budget Estimates
Operation and Maintenance, Air Force Reserve
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FY 2022

	(\$ 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 Variables</u>	<u>% BC Benefits</u>
Former Employees T5c. Voluntary Separation Incentive Pay (VSIP)										0	0					
T5d. Foreign National Separation Liability Accrual										0	0					