

# DEPARTMENT OF THE AIR FORCE



**Fiscal Year (FY) 2022 Budget Estimates**

**May 2021**

**OPERATION AND MAINTENANCE, AIR NATIONAL GUARD**

**Volume II**

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DEPARTMENT OF THE AIR FORCE  
 Fiscal Year (FY) 2022 Budget Estimates  
 Operation and Maintenance, Air National Guard  
 Aerospace Control Alert (ACA)

**AEROSPACE CONTROL ALERT -- HOMELAND AIR DEFENSE**

**Section I. Aerospace Control Alert (ACA):** Aerospace Control Alert operations encompass those actions required to maintain peacetime control of U.S. and Canadian airspace. NORAD is charged with the Aerospace Warning and Control mission and Integrated Tactical/Warning Attack assessment for North America. PACOM is responsible for this mission set to maintain Aerospace Control for the State of Hawaii. ACA force structure is utilized to accomplish both the NORAD and US Northern Command (US NORTHCOM) and Pacific Command (US PACOM) homeland defense mission sets. The Air National Guard provides the force structure to fulfill the mission needs for 15 of the 16 ACA sites.

| A. Appropriation: Military Personnel         | FY 2020 Actuals | FY 2021 Enacted | FY 2021 (Amended) | FY 2022 PB (Funded) | Delta Requirement FY 2022 Funded | FY 2022 PB (Requirement) |
|--|-----------------|-----------------|-------------------|---------------------|----------------------------------|--------------------------|
| End Strength, ANG                            | 873             | 741             | 741               | 762                 | -                                | 762                      |
| End Strength, Active Air Force               | -               | -               | -                 | -                   | -                                | -                        |
| End Strength, Air Force Reserve              | -               | -               | -                 | -                   | -                                | -                        |
| Military Personnel Costs                     | 86,108          | 88,573          | 88,573            | 92,312              | -                                | 92,312                   |
| B. Appropriation: MERHC                      | FY 2020 PB      | FY 2021 PB      | FY 2021 (Amended) | FY 2022 PB (Funded) | Delta Requirement FY 2022 Funded | FY 2022 PB (Requirement) |
| Military Personnel Costs                     | 3,725           | 3,636           | 3,636             | 3,875               | -                                | 3,875                    |
| C. Appropriation: Operation & Maintenance    | FY 2020 Actuals | FY 2021 Enacted | FY 2021 (Amended) | FY 2022 PB (Funded) | Delta Requirement FY 2022 Funded | FY 2022 PB (Requirement) |
| End Strength                                 | n/a             | n/a             | n/a               | n/a                 | n/a                              | n/a                      |
| Flying Hour Costs, ANG                       | 10,104          | 29,628          | 29,628            | 20,688              | -                                | 20,688                   |
| Flying Hour Costs -- Active Air Force        | -               | -               | -                 | -                   | -                                | -                        |
| Flying Hour Costs -- Air Force Reserve       | -               | -               | -                 | -                   | -                                | -                        |
| Flying Hour Costs -- Total                   | 10,104          | 29,628          | 29,628            | 20,688              | -                                | 20,688                   |
| Other Mission Costs--Total, ANG              | 2,647           | 9,296           | 9,296             | 9,482               | -                                | 9,482                    |
| Other Mission Costs--Active Air Force        | -               | -               | -                 | -                   | -                                | -                        |
| Other Mission Costs--Air Force Reserve       | -               | -               | -                 | -                   | -                                | -                        |
| Other Mission Costs -- Total                 | 2,647           | 9,296           | 9,296             | 9,482               | -                                | 9,482                    |
| D. Appropriation: Military Construction, ANG | FY 2020 PB      | FY 2021 PB      | FY 2021 (Amended) | FY 2022 PB (Funded) | Delta Requirement FY 2022 Funded | FY 2022 PB (Requirement) |
|  |                 |                 |                   |                     |                                  |                          |

DEPARTMENT OF THE AIR FORCE  
 Fiscal Year (FY) 2022 Budget Estimates  
 Operation and Maintenance, Air National Guard  
 Aerospace Control Alert (ACA)

**Section II. Command and Control:** Operational Command and Control (C2) for Homeland Air Defense is provided by CONR-1AF (AFNORTH) for the Continental United States. CONR-1AF (AFNORTH) is structured and designated as a Component Numbered Air Force (c-NAF) providing C2 through the 601 Air and Space Operations Center (AOC) and AFFOR STAFF, two aligned Air Defense Sectors, and the Joint Air Defense Operations Center (JADOC) for the NORAD and US NORTHCOM mission sets. The 169 Air Control and Warning Squadron (ACWS) and 154 OSS, provide C2 over the Hawaiian AOR under USPACOM. The 176 Air Control Squadron (ACS) provides C2 for Alaska under NORAD. Additionally, radars and radios in the southern region are provided by the 140 ADS in Puerto Rico.

| A. Appropriation: Military Personnel, ANG         | FY 2020 Actuals | FY 2021 Enacted | FY 2021 (Amended) | FY 2022 PB (Funded) | Delta Requirement FY 2022 Funded | FY 2022 PB (Requirement) |
|---|-----------------|-----------------|-------------------|---------------------|----------------------------------|--------------------------|
| End Strength                                      | 873             | 741             | 741               | 762                 | -                                | 762                      |
| Military Personnel Costs                          | 86,108          | 88,573          | 88,573            | 92,312              | -                                | 92,312                   |
| B. Appropriation: MERHC                           | FY 2020 PB      | FY 2021 PB      | FY 2021 (Amended) | FY 2022 PB (Funded) | Delta Requirement FY 2022 Funded | FY 2022 PB (Requirement) |
| Military Personnel Costs                          | 3,725           | 3,636           | 3,636             | 3,875               | -                                | 3,875                    |
| C. Appropriation: Operation & Maintenance, ANG    | FY 2020 Actuals | FY 2021 Enacted | FY 2021 (Amended) | FY 2022 PB (Funded) | Delta Requirement FY 2022 Funded | FY 2022 PB (Requirement) |
| End Strength <i>(SAG 011G--Mission Support)</i>   | 124             | 130             | 130               | 130                 | -                                | 130                      |
| Mission Costs: <i>(SAG 011G--Mission Support)</i> | 32,972          | 29,756          | 29,756            | 23,488              | -                                | 23,488                   |

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

(FY 2020)

|  | (\$ in Thousands)     |                     |             |                   |                     |                    |                     |                          |                    |                           |                            | Rates             |                     |                            |                       |                      |
|--|-----------------------|---------------------|-------------|-------------------|---------------------|--------------------|---------------------|--------------------------|--------------------|---------------------------|----------------------------|-------------------|---------------------|----------------------------|-----------------------|----------------------|
|  | a                     | b                   | c           | d                 | e                   | f                  | g                   | e + f + g<br>h           | d + h<br>i         | j                         | i + j<br>k                 | d/c<br>l          | i/c<br>m            | k/c<br>n                   | h/d<br>o              | j/d<br>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 &amp; Benefits</u> | <u>Basic Comp</u> | <u>Actuals Comp</u> | <u>Comp &amp; Benefits</u> | <u>% BC Variables</u> | <u>% BC Benefits</u> |
| <b>Direct Funded Personnel (includes OC 13)</b>  | 21,098                | 18,347              | 18,662      | 1,228,271         | 952                 | 1,504              | 182,771             | 185,227                  | 1,413,498          | 557,922                   | 1,971,420                  | \$65,817          | \$75,742            | \$105,638                  | 15.1%                 | 45.4%                |
| <b>D1. US Direct Hire (USDH)</b>                 | 21,098                | 18,347              | 18,662      | 1,228,271         | 952                 | 1,504              | 182,771             | 185,227                  | 1,413,498          | 556,679                   | 1,970,177                  | \$65,817          | \$75,742            | \$105,572                  | 15.1%                 | 45.3%                |
| D1a. Senior Executive Schedule                   | 0                     | 0                   | 0           | 0                 | 0                   | 0                  | 0                   | 0                        | 0                  | 0                         | 0                          | \$0               | \$0                 | \$0                        | 0.0%                  | 0.0%                 |
| D1b. General Schedule                            | 12,026                | 9,871               | 9,956       | 668,262           | 677                 | 1,149              | 100,261             | 102,087                  | 770,349            | 288,786                   | 1,059,135                  | \$67,122          | \$77,375            | \$106,382                  | 15.3%                 | 43.2%                |
| D1c. Special Schedule                            | 0                     | 0                   | 0           | 0                 | 0                   | 0                  | 0                   | 0                        | 0                  | 0                         | 0                          | \$0               | \$0                 | \$0                        | 0.0%                  | 0.0%                 |
| D1d. Wage System                                 | 9,072                 | 8,476               | 8,706       | 560,009           | 275                 | 355                | 82,510              | 83,140                   | 643,149            | 267,893                   | 911,042                    | \$64,324          | \$73,874            | \$104,645                  | 14.8%                 | 47.8%                |
| 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%                 |
| <b>D3. Total Direct Hire</b>                     | 21,098                | 18,347              | 18,662      | 1,228,271         | 952                 | 1,504              | 182,771             | 185,227                  | 1,413,498          | 556,679                   | 1,970,177                  | \$65,817          | \$75,742            | \$105,572                  | 15.1%                 | 45.3%                |
| D4. Indirect Hire Foreign Nationals              | 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 National Guard  
 Civilian Personnel Costs

(FY 2020)

|   | (\$ in Thousands)     |                     |               |                   |                     |                    |                     |                          |                    |                           |                            | Rates             |                     |                            |                       |                      |
|---|-----------------------|---------------------|---------------|-------------------|---------------------|--------------------|---------------------|--------------------------|--------------------|---------------------------|----------------------------|-------------------|---------------------|----------------------------|-----------------------|----------------------|
|   | a                     | b                   | c             | d                 | e                   | f                  | g                   | e + f + g<br>h           | d + h<br>i         | j                         | i + j<br>k                 | d/c<br>l          | i/c<br>m            | k/c<br>n                   | h/d<br>o              | j/d<br>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 &amp; Benefits</u> | <u>Basic Comp</u> | <u>Actuals Comp</u> | <u>Comp &amp; Benefits</u> | <u>% BC Variables</u> | <u>% BC Benefits</u> |
| (IHFN)  |                       |                     |               |                   |                     |                    |                     |                          |                    |                           |                            |                   |                     |                            |                       |                      |
| <b>Subtotal - Direct Funded (excludes OC 13)</b>      | <b>21,098</b>         | <b>18,347</b>       | <b>18,662</b> | <b>1,228,271</b>  | <b>952</b>          | <b>1,504</b>       | <b>182,771</b>      | <b>185,227</b>           | <b>1,413,498</b>   | <b>556,679</b>            | <b>1,970,177</b>           | <b>\$65,817</b>   | <b>\$75,742</b>     | <b>\$105,572</b>           | <b>15.1%</b>          | <b>45.3%</b>         |
| <b>D5. Other Object Class 13 Benefits</b>             |                       |                     |               |                   |                     |                    |                     |                          |                    |                           |                            |                   |                     |                            |                       |                      |
| D5a. USDH - Benefits for Former Employees             |                       |                     |               |                   |                     |                    |                     |                          |                    | 1,243                     | 1,243                      |                   |                     |                            |                       |                      |
| D5b. DHFN - Benefits for Former Employees             |                       |                     |               |                   |                     |                    |                     |                          |                    | 1,243                     | 1,243                      |                   |                     |                            |                       |                      |
| D5c. Voluntary Separation Incentive Pay (VSIP)        |                       |                     |               |                   |                     |                    |                     |                          |                    | 0                         | 0                          |                   |                     |                            |                       |                      |
| D5d. Foreign National Separation Liability Accrual    |                       |                     |               |                   |                     |                    |                     |                          |                    | 0                         | 0                          |                   |                     |                            |                       |                      |
| <b>Reimbursable Funded Personnel (includes OC 13)</b> | <b>179</b>            | <b>173</b>          | <b>173</b>    | <b>20,667</b>     | <b>0</b>            | <b>0</b>           | <b>258</b>          | <b>258</b>               | <b>20,925</b>      | <b>7,780</b>              | <b>28,705</b>              | <b>\$119,462</b>  | <b>\$120,954</b>    | <b>\$165,925</b>           | <b>1.2%</b>           | <b>37.6%</b>         |



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

(FY 2020)

|  | (\$ in Thousands)     |                     |             |                   |                     |                    |                     |                          |                    |                           |                            | Rates             |                     |                            |                       |                      |
|--|-----------------------|---------------------|-------------|-------------------|---------------------|--------------------|---------------------|--------------------------|--------------------|---------------------------|----------------------------|-------------------|---------------------|----------------------------|-----------------------|----------------------|
|  | a                     | b                   | c           | d                 | e                   | f                  | g                   | e + f + g<br>h           | d + h<br>i         | j                         | i + j<br>k                 | d/c<br>l          | i/c<br>m            | k/c<br>n                   | h/d<br>o              | j/d<br>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 &amp; Benefits</u> | <u>Basic Comp</u> | <u>Actuals Comp</u> | <u>Comp &amp; Benefits</u> | <u>% BC Variables</u> | <u>% BC Benefits</u> |
| <b>R1. US Direct Hire (USDH)</b>                   | <b>179</b>            | <b>173</b>          | <b>173</b>  | <b>20,667</b>     | <b>0</b>            | <b>0</b>           | <b>258</b>          | <b>258</b>               | <b>20,925</b>      | <b>7,780</b>              | <b>28,705</b>              | <b>\$119,462</b>  | <b>\$120,954</b>    | <b>\$165,925</b>           | <b>1.2%</b>           | <b>37.6%</b>         |
| 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                              | 102                   | 110                 | 110         | 13,193            | 0                   | 0                  | 165                 | 165                      | 13,358             | 4,967                     | 18,325                     | \$119,936         | \$121,436           | \$166,591                  | 1.3%                  | 37.6%                |
| R1c. Special Schedule                              | 0                     | 0                   | 0           | 0                 | 0                   | 0                  | 0                   | 0                        | 0                  | 0                         | 0                          | \$0               | \$0                 | \$0                        | 0.0%                  | 0.0%                 |
| R1d. Wage System                                   | 77                    | 63                  | 63          | 7,474             | 0                   | 0                  | 93                  | 93                       | 7,567              | 2,813                     | 10,380                     | \$118,635         | \$120,111           | \$164,762                  | 1.2%                  | 37.6%                |
| 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%                 |
| <b>R3. Total Direct Hire</b>                       | <b>179</b>            | <b>173</b>          | <b>173</b>  | <b>20,667</b>     | <b>0</b>            | <b>0</b>           | <b>258</b>          | <b>258</b>               | <b>20,925</b>      | <b>7,780</b>              | <b>28,705</b>              | <b>\$119,462</b>  | <b>\$120,954</b>    | <b>\$165,925</b>           | <b>1.2%</b>           | <b>37.6%</b>         |
| R4. Indirect Hire Foreign Nationals (IHFN)         | 0                     | 0                   | 0           | 0                 | 0                   | 0                  | 0                   | 0                        | 0                  | 0                         | 0                          | \$0               | \$0                 | \$0                        | 0.0%                  | 0.0%                 |
| <b>Subtotal - Reimbursable Funded (excludes OC</b> | <b>179</b>            | <b>173</b>          | <b>173</b>  | <b>20,667</b>     | <b>0</b>            | <b>0</b>           | <b>258</b>          | <b>258</b>               | <b>20,925</b>      | <b>7,780</b>              | <b>28,705</b>              | <b>\$119,462</b>  | <b>\$120,954</b>    | <b>\$165,925</b>           | <b>1.2%</b>           | <b>37.6%</b>         |

Exhibit OP-8 Civilian Personnel Costs

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

(FY 2020)

|  | (\$ in Thousands)     |                     |             |                   |                     |                    |                     |                          |                    |                           |                            | Rates             |                     |                            |                       |                      |
|--|-----------------------|---------------------|-------------|-------------------|---------------------|--------------------|---------------------|--------------------------|--------------------|---------------------------|----------------------------|-------------------|---------------------|----------------------------|-----------------------|----------------------|
|  | a                     | b                   | c           | d                 | e                   | f                  | g                   | e + f + g<br>h           | d + h<br>i         | j                         | i + j<br>k                 | d/c<br>l          | i/c<br>m            | k/c<br>n                   | h/d<br>o              | j/d<br>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 &amp; Benefits</u> | <u>Basic Comp</u> | <u>Actuals Comp</u> | <u>Comp &amp; Benefits</u> | <u>% BC Variables</u> | <u>% BC Benefits</u> |
| 13)  |                       |                     |             |                   |                     |                    |                     |                          |                    |                           |                            |                   |                     |                            |                       |                      |
| <b>R5. Other Object Class 13 Benefits</b>          |                       |                     |             |                   |                     |                    |                     |                          |                    | 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                          |                   |                     |                            |                       |                      |
| <b>Total Personnel (includes OC 13)</b>            | 21,277                | 18,520              | 18,835      | 1,248,938         | 952                 | 1,504              | 183,029             | 185,485                  | 1,434,423          | 565,702                   | 2,000,125                  | \$66,309          | \$76,157            | \$106,192                  | 14.9%                 | 45.3%                |
| <b>T1. US Direct Hire (USDH)</b>                   | 21,277                | 18,520              | 18,835      | 1,248,938         | 952                 | 1,504              | 183,029             | 185,485                  | 1,434,423          | 564,459                   | 1,998,882                  | \$66,309          | \$76,157            | \$106,126                  | 14.9%                 | 45.2%                |
| T1a. Senior Executive Schedule                     | 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 National Guard  
Civilian Personnel Costs

(FY 2020)

|  | (\$ in Thousands)     |                     |               |                   |                     |                    |                     |                          |                    |                           |                            | Rates             |                     |                            |                       |                      |
|--|-----------------------|---------------------|---------------|-------------------|---------------------|--------------------|---------------------|--------------------------|--------------------|---------------------------|----------------------------|-------------------|---------------------|----------------------------|-----------------------|----------------------|
|  | a                     | b                   | c             | d                 | e                   | f                  | g                   | e + f + g<br>h           | d + h<br>i         | j                         | i + j<br>k                 | d/c<br>l          | i/c<br>m            | k/c<br>n                   | h/d<br>o              | j/d<br>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 &amp; Benefits</u> | <u>Basic Comp</u> | <u>Actuals Comp</u> | <u>Comp &amp; Benefits</u> | <u>% BC Variables</u> | <u>% BC Benefits</u> |
| T1b. General Schedule                            | 12,128                | 9,981               | 10,066        | 681,455           | 677                 | 1,149              | 100,426             | 102,252                  | 783,707            | 293,753                   | 1,077,460                  | \$67,699          | \$77,857            | \$107,040                  | 15.0%                 | 43.1%                |
| T1c. Special Schedule                            | 0                     | 0                   | 0             | 0                 | 0                   | 0                  | 0                   | 0                        | 0                  | 0                         | 0                          | \$0               | \$0                 | \$0                        | 0.0%                  | 0.0%                 |
| T1d. Wage System                                 | 9,149                 | 8,539               | 8,769         | 567,483           | 275                 | 355                | 82,603              | 83,233                   | 650,716            | 270,706                   | 921,422                    | \$64,715          | \$74,206            | \$105,077                  | 14.7%                 | 47.7%                |
| 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%                 |
| <b>T3. Total Direct Hire</b>                     | <b>21,277</b>         | <b>18,520</b>       | <b>18,835</b> | <b>1,248,938</b>  | <b>952</b>          | <b>1,504</b>       | <b>183,029</b>      | <b>185,485</b>           | <b>1,434,423</b>   | <b>564,459</b>            | <b>1,998,882</b>           | <b>\$66,309</b>   | <b>\$76,157</b>     | <b>\$106,126</b>           | <b>14.9%</b>          | <b>45.2%</b>         |
| T4. Indirect Hire Foreign Nationals (IHFN)       | 0                     | 0                   | 0             | 0                 | 0                   | 0                  | 0                   | 0                        | 0                  | 0                         | 0                          | \$0               | \$0                 | \$0                        | 0.0%                  | 0.0%                 |
| <b>Subtotal - Total Funded (excludes OC 13)</b>  | <b>21,277</b>         | <b>18,520</b>       | <b>18,835</b> | <b>1,248,938</b>  | <b>952</b>          | <b>1,504</b>       | <b>183,029</b>      | <b>185,485</b>           | <b>1,434,423</b>   | <b>564,459</b>            | <b>1,998,882</b>           | <b>\$66,309</b>   | <b>\$76,157</b>     | <b>\$106,126</b>           | <b>14.9%</b>          | <b>45.2%</b>         |
| <b>T5. Other Object Class 13 Benefits</b>        |                       |                     |               |                   |                     |                    |                     |                          |                    | <b>1,243</b>              | <b>1,243</b>               |                   |                     |                            |                       |                      |
| T5a. USDH - Benefits for Former                  |                       |                     |               |                   |                     |                    |                     |                          |                    | 1,243                     | 1,243                      |                   |                     |                            |                       |                      |

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

(FY 2020)

|  | (\$ in Thousands)     |                     |             |                   |                     |                    |                     |                          |                    |                           | Rates                      |                   |                     |                            |                       |                      |
|--|-----------------------|---------------------|-------------|-------------------|---------------------|--------------------|---------------------|--------------------------|--------------------|---------------------------|----------------------------|-------------------|---------------------|----------------------------|-----------------------|----------------------|
|  | a                     | b                   | c           | d                 | e                   | f                  | g                   | e + f + g<br>h           | d + h<br>i         | j                         | i + j<br>k                 | d/c<br>l          | i/c<br>m            | k/c<br>n                   | h/d<br>o              | j/d<br>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 &amp; Benefits</u> | <u>Basic Comp</u> | <u>Actuals Comp</u> | <u>Comp &amp; Benefits</u> | <u>% BC Variables</u> | <u>% BC Benefits</u> |
| Employees  |                       |                     |             |                   |                     |                    |                     |                          |                    |                           |                            |                   |                     |                            |                       |                      |
| T5b. DHFN - Benefits for Former Employees          |                       |                     |             |                   |                     |                    |                     |                          |                    | 0                         | 0                          |                   |                     |                            |                       |                      |
| 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 National Guard  
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</u><br><u>h</u>       | <u>d + h</u><br><u>i</u>     | <u>j</u>                            | <u>i + j</u><br><u>k</u>                       | <u>d/c</u><br><u>l</u>      | <u>i/c</u><br><u>m</u>        | <u>k/c</u><br><u>n</u>                         | <u>h/d</u><br><u>o</u>          | <u>j/d</u><br><u>p</u>         |
|  | <u>Begin</u><br><u>Strength</u> | <u>End</u><br><u>Strength</u> | <u>FTEs</u>   | <u>Basic</u><br><u>Comp</u> | <u>Overtime</u><br><u>Pay</u> | <u>Holiday</u><br><u>Pay</u> | <u>Other</u><br><u>O.C.11</u> | <u>Enacted</u><br><u>Variables</u> | <u>Comp</u><br><u>O.C.11</u> | <u>Benefits</u><br><u>O.C.12/13</u> | <u>Comp</u><br><u>&amp;</u><br><u>Benefits</u> | <u>Basic</u><br><u>Comp</u> | <u>Enacted</u><br><u>Comp</u> | <u>Comp</u><br><u>&amp;</u><br><u>Benefits</u> | <u>% BC</u><br><u>Variables</u> | <u>% BC</u><br><u>Benefits</u> |
| <b>Direct Funded Personnel (includes OC 13)</b>  | <b>17,799</b>                   | <b>15,286</b>                 | <b>16,133</b> | <b>1,184,134</b>            | <b>768</b>                    | <b>1,229</b>                 | <b>142,143</b>                | <b>144,140</b>                     | <b>1,328,274</b>             | <b>474,158</b>                      | <b>1,802,432</b>                               | <b>\$73,398</b>             | <b>\$82,333</b>               | <b>\$111,723</b>                               | <b>12.2%</b>                    | <b>40.0%</b>                   |
| <b>D1. US Direct Hire (USDH)</b>                 | <b>17,799</b>                   | <b>15,286</b>                 | <b>16,133</b> | <b>1,184,134</b>            | <b>768</b>                    | <b>1,229</b>                 | <b>142,143</b>                | <b>144,140</b>                     | <b>1,328,274</b>             | <b>473,013</b>                      | <b>1,801,287</b>                               | <b>\$73,398</b>             | <b>\$82,333</b>               | <b>\$111,652</b>                               | <b>12.2%</b>                    | <b>39.9%</b>                   |
| D1a. Senior Executive Schedule                   | 0                               | 0                             | 0             | 0                           | 0                             | 0                            | 0                             | 0                                  | 0                            | 0                                   | 0  | \$0                         | \$0                           | \$0  | 0.0%                            | 0.0%                           |
| D1b. General Schedule                            | 10,145                          | 8,713                         | 9,196         | 745,182                     | 582                           | 988                          | 86,265                        | 87,835                             | 833,017                      | 292,334                             | 1,125,351                                      | \$81,033                    | \$90,585                      | \$122,374                                      | 11.8%                           | 39.2%                          |
| D1c. Special Schedule                            | 0                               | 0                             | 0             | 0                           | 0                             | 0                            | 0                             | 0                                  | 0                            | 0                                   | 0  | \$0                         | \$0                           | \$0  | 0.0%                            | 0.0%                           |
| D1d. Wage System                                 | 7,654                           | 6,573                         | 6,937         | 438,952                     | 186                           | 241                          | 55,878                        | 56,305                             | 495,257                      | 180,679                             | 675,936  | \$63,277                    | \$71,394                      | \$97,439                                       | 12.8%                           | 41.2%                          |
| 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%                           |
| <b>D3. Total Direct Hire</b>                     | <b>17,799</b>                   | <b>15,286</b>                 | <b>16,133</b> | <b>1,184,134</b>            | <b>768</b>                    | <b>1,229</b>                 | <b>142,143</b>                | <b>144,140</b>                     | <b>1,328,274</b>             | <b>473,013</b>                      | <b>1,801,287</b>                               | <b>\$73,398</b>             | <b>\$82,333</b>               | <b>\$111,652</b>                               | <b>12.2%</b>                    | <b>39.9%</b>                   |
| D4. Indirect Hire Foreign Nationals              | 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 National Guard  
 Civilian Personnel Costs

FY 2021

|   | (\$ in Thousands)         |                         |             |                       |                         |                        |                         |                              |                        |                               |                                    | Rates                 |                         |                                    |                           |                          |
|---|---------------------------|-------------------------|-------------|-----------------------|-------------------------|------------------------|-------------------------|------------------------------|------------------------|-------------------------------|------------------------------------|-----------------------|-------------------------|------------------------------------|---------------------------|--------------------------|
|   | a                         | b                       | c           | d                     | e                       | f                      | g                       | e + f + g<br>h               | d + h<br>i             | j                             | i + j<br>k                         | d/c<br>l              | i/c<br>m                | k/c<br>n                           | h/d<br>o                  | j/d<br>p                 |
|   | <u>Begin<br/>Strength</u> | <u>End<br/>Strength</u> | <u>FTEs</u> | <u>Basic<br/>Comp</u> | <u>Overtime<br/>Pay</u> | <u>Holiday<br/>Pay</u> | <u>Other<br/>O.C.11</u> | <u>Enacted<br/>Variables</u> | <u>Comp<br/>O.C.11</u> | <u>Benefits<br/>O.C.12/13</u> | <u>Comp<br/>&amp;<br/>Benefits</u> | <u>Basic<br/>Comp</u> | <u>Enacted<br/>Comp</u> | <u>Comp<br/>&amp;<br/>Benefits</u> | <u>% BC<br/>Variables</u> | <u>% BC<br/>Benefits</u> |
| (IHFN)  |                           |                         |             |                       |                         |                        |                         |                              |                        |                               |                                    |                       |                         |                                    |                           |                          |
| <b>Subtotal -<br/>Direct Funded<br/>(excludes OC<br/>13)</b>          | 17,799                    | 15,286                  | 16,133      | 1,184,134             | 768                     | 1,229                  | 142,143                 | 144,140                      | 1,328,274              | 473,013                       | 1,801,287                          | \$73,398              | \$82,333                | \$111,652                          | 12.2%                     | 39.9%                    |
| <b>D5. Other<br/>Object Class<br/>13 Benefits</b>                     |                           |                         |             |                       |                         |                        |                         |                              |                        | 1,145                         | 1,145                              |                       |                         |                                    |                           |                          |
| D5a. USDH -<br>Benefits for<br>Former<br>Employees                    |                           |                         |             |                       |                         |                        |                         |                              |                        | 0                             | 0                                  |                       |                         |                                    |                           |                          |
| D5b. DHFN -<br>Benefits for<br>Former<br>Employees                    |                           |                         |             |                       |                         |                        |                         |                              |                        | 0                             | 0                                  |                       |                         |                                    |                           |                          |
| D5c. Voluntary<br>Separation<br>Incentive Pay<br>(VSIP)               |                           |                         |             |                       |                         |                        |                         |                              |                        | 1,145                         | 1,145                              |                       |                         |                                    |                           |                          |
| D5d. Foreign<br>National<br>Separation<br>Liability<br>Accrual        |                           |                         |             |                       |                         |                        |                         |                              |                        | 0                             | 0                                  |                       |                         |                                    |                           |                          |
| <b>Reimbursable<br/>Funded<br/>Personnel<br/>(includes OC<br/>13)</b> | 173                       | 241                     | 241         | 20,549                | 0                       | 0                      | 266                     | 266                          | 20,815                 | 7,953                         | 28,768                             | \$85,266              | \$86,369                | \$119,369                          | 1.3%                      | 38.7%                    |

Exhibit OP-8 Civilian Personnel Costs

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

FY 2021

|  | (\$ in Thousands)     |                     |             |                   |                     |                    |                     |                          |                    |                           |                            | Rates             |                     |                            |                       |                      |
|--|-----------------------|---------------------|-------------|-------------------|---------------------|--------------------|---------------------|--------------------------|--------------------|---------------------------|----------------------------|-------------------|---------------------|----------------------------|-----------------------|----------------------|
|  | a                     | b                   | c           | d                 | e                   | f                  | g                   | e + f + g<br>h           | d + h<br>i         | j                         | i + j<br>k                 | d/c<br>l          | i/c<br>m            | k/c<br>n                   | h/d<br>o              | j/d<br>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 &amp; Benefits</u> | <u>Basic Comp</u> | <u>Enacted Comp</u> | <u>Comp &amp; Benefits</u> | <u>% BC Variables</u> | <u>% BC Benefits</u> |
| <b>R1. US Direct Hire (USDH)</b>                       | <b>173</b>            | <b>241</b>          | <b>241</b>  | <b>20,549</b>     | <b>0</b>            | <b>0</b>           | <b>266</b>          | <b>266</b>               | <b>20,815</b>      | <b>7,953</b>              | <b>28,768</b>              | <b>\$85,266</b>   | <b>\$86,369</b>     | <b>\$119,369</b>           | <b>1.3%</b>           | <b>38.7%</b>         |
| 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                                  | 110                   | 153                 | 153         | 13,639            | 0                   | 0                  | 176                 | 176                      | 13,815             | 5,279                     | 19,094                     | \$89,144          | \$90,294            | \$124,797                  | 1.3%                  | 38.7%                |
| R1c. Special Schedule                                  | 0                     | 0                   | 0           | 0                 | 0                   | 0                  | 0                   | 0                        | 0                  | 0                         | 0                          | \$0               | \$0                 | \$0                        | 0.0%                  | 0.0%                 |
| R1d. Wage System                                       | 63                    | 88                  | 88          | 6,910             | 0                   | 0                  | 90                  | 90                       | 7,000              | 2,674                     | 9,674                      | \$78,523          | \$79,545            | \$109,932                  | 1.3%                  | 38.7%                |
| 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%                 |
| <b>R3. Total Direct Hire</b>                           | <b>173</b>            | <b>241</b>          | <b>241</b>  | <b>20,549</b>     | <b>0</b>            | <b>0</b>           | <b>266</b>          | <b>266</b>               | <b>20,815</b>      | <b>7,953</b>              | <b>28,768</b>              | <b>\$85,266</b>   | <b>\$86,369</b>     | <b>\$119,369</b>           | <b>1.3%</b>           | <b>38.7%</b>         |
| R4. Indirect Hire Foreign Nationals (IHFN)             | 0                     | 0                   | 0           | 0                 | 0                   | 0                  | 0                   | 0                        | 0                  | 0                         | 0                          | \$0               | \$0                 | \$0                        | 0.0%                  | 0.0%                 |
| <b>Subtotal - Reimbursable Funded (excludes OC 13)</b> | <b>173</b>            | <b>241</b>          | <b>241</b>  | <b>20,549</b>     | <b>0</b>            | <b>0</b>           | <b>266</b>          | <b>266</b>               | <b>20,815</b>      | <b>7,953</b>              | <b>28,768</b>              | <b>\$85,266</b>   | <b>\$86,369</b>     | <b>\$119,369</b>           | <b>1.3%</b>           | <b>38.7%</b>         |

Exhibit OP-8 Civilian Personnel Costs

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

FY 2021

|  | (\$ in Thousands)     |                     |               |                   |                     |                    |                     |                          |                    |                           |                            | Rates             |                     |                            |                       |                      |
|--|-----------------------|---------------------|---------------|-------------------|---------------------|--------------------|---------------------|--------------------------|--------------------|---------------------------|----------------------------|-------------------|---------------------|----------------------------|-----------------------|----------------------|
|  | a                     | b                   | c             | d                 | e                   | f                  | g                   | e + f + g<br>h           | d + h<br>i         | j                         | i + j<br>k                 | d/c<br>l          | i/c<br>m            | k/c<br>n                   | h/d<br>o              | j/d<br>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 &amp; Benefits</u> | <u>Basic Comp</u> | <u>Enacted Comp</u> | <u>Comp &amp; Benefits</u> | <u>% BC Variables</u> | <u>% BC Benefits</u> |
| <b>R5. Other Object Class 13 Benefits</b>          |                       |                     |               |                   |                     |                    |                     |                          |                    | 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                          |                   |                     |                            |                       |                      |
| <b>Total Personnel (includes OC 13)</b>            | <b>17,972</b>         | <b>15,527</b>       | <b>16,374</b> | <b>1,204,683</b>  | <b>768</b>          | <b>1,229</b>       | <b>142,409</b>      | <b>144,406</b>           | <b>1,349,089</b>   | <b>482,111</b>            | <b>1,831,200</b>           | <b>\$73,573</b>   | <b>\$82,392</b>     | <b>\$111,836</b>           | <b>12.0%</b>          | <b>40.0%</b>         |
| <b>T1. US Direct Hire (USDH)</b>                   | <b>17,972</b>         | <b>15,527</b>       | <b>16,374</b> | <b>1,204,683</b>  | <b>768</b>          | <b>1,229</b>       | <b>142,409</b>      | <b>144,406</b>           | <b>1,349,089</b>   | <b>480,966</b>            | <b>1,830,055</b>           | <b>\$73,573</b>   | <b>\$82,392</b>     | <b>\$111,766</b>           | <b>12.0%</b>          | <b>39.9%</b>         |
| T1a. Senior Executive Schedule                     | 0                     | 0                   | 0             | 0                 | 0                   | 0                  | 0                   | 0                        | 0                  | 0                         | 0                          | \$0               | \$0                 | \$0                        | 0.0%                  | 0.0%                 |
| T1b. General Schedule                              | 10,255                | 8,866               | 9,349         | 758,821           | 582                 | 988                | 86,441              | 88,011                   | 846,832            | 297,613                   | 1,144,445                  | \$81,166          | \$90,580            | \$122,414                  | 11.6%                 | 39.2%                |

Exhibit OP-8 Civilian Personnel Costs



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

FY 2021

|  | (\$ in Thousands)     |                     |               |                   |                     |                    |                     |                          |                    |                           |                            | Rates             |                     |                            |                       |                      |
|--|-----------------------|---------------------|---------------|-------------------|---------------------|--------------------|---------------------|--------------------------|--------------------|---------------------------|----------------------------|-------------------|---------------------|----------------------------|-----------------------|----------------------|
|  | a                     | b                   | c             | d                 | e                   | f                  | g                   | e + f + g<br>h           | d + h<br>i         | j                         | i + j<br>k                 | d/c<br>l          | i/c<br>m            | k/c<br>n                   | h/d<br>o              | j/d<br>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 &amp; Benefits</u> | <u>Basic Comp</u> | <u>Enacted Comp</u> | <u>Comp &amp; 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                                 | 7,717                 | 6,661               | 7,025         | 445,862           | 186                 | 241                | 55,968              | 56,395                   | 502,257            | 183,353                   | 685,610                    | \$63,468          | \$71,496            | \$97,596                   | 12.6%                 | 41.1%                |
| 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%                 |
| <b>T3. Total Direct Hire</b>                     | <b>17,972</b>         | <b>15,527</b>       | <b>16,374</b> | <b>1,204,683</b>  | <b>768</b>          | <b>1,229</b>       | <b>142,409</b>      | <b>144,406</b>           | <b>1,349,089</b>   | <b>480,966</b>            | <b>1,830,055</b>           | <b>\$73,573</b>   | <b>\$82,392</b>     | <b>\$111,766</b>           | <b>12.0%</b>          | <b>39.9%</b>         |
| T4. Indirect Hire Foreign Nationals (IHFN)       | 0                     | 0                   | 0             | 0                 | 0                   | 0                  | 0                   | 0                        | 0                  | 0                         | 0                          | \$0               | \$0                 | \$0                        | 0.0%                  | 0.0%                 |
| <b>Subtotal - Total Funded (excludes OC 13)</b>  | <b>17,972</b>         | <b>15,527</b>       | <b>16,374</b> | <b>1,204,683</b>  | <b>768</b>          | <b>1,229</b>       | <b>142,409</b>      | <b>144,406</b>           | <b>1,349,089</b>   | <b>480,966</b>            | <b>1,830,055</b>           | <b>\$73,573</b>   | <b>\$82,392</b>     | <b>\$111,766</b>           | <b>12.0%</b>          | <b>39.9%</b>         |
| <b>T5. Other Object Class 13 Benefits</b>        |                       |                     |               |                   |                     |                    |                     |                          |                    | <b>1,145</b>              | <b>1,145</b>               |                   |                     |                            |                       |                      |
| 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 National Guard  
 Civilian Personnel Costs

FY 2021

| (\$ in Thousands)  |                         |             |                       |                         |                        |                         |                              |                        |                               |                                    | Rates                 |                         |                                    |                           |                          |
|--|-------------------------|-------------|-----------------------|-------------------------|------------------------|-------------------------|------------------------------|------------------------|-------------------------------|------------------------------------|-----------------------|-------------------------|------------------------------------|---------------------------|--------------------------|
| a  | b                       | c           | d                     | e                       | f                      | g                       | e + f + g<br>h               | d + h<br>i             | j                             | i + j<br>k                         | d/c<br>l              | i/c<br>m                | k/c<br>n                           | h/d<br>o                  | j/d<br>p                 |
| <u>Begin<br/>Strength</u>  | <u>End<br/>Strength</u> | <u>FTEs</u> | <u>Basic<br/>Comp</u> | <u>Overtime<br/>Pay</u> | <u>Holiday<br/>Pay</u> | <u>Other<br/>O.C.11</u> | <u>Enacted<br/>Variables</u> | <u>Comp<br/>O.C.11</u> | <u>Benefits<br/>O.C.12/13</u> | <u>Comp<br/>&amp;<br/>Benefits</u> | <u>Basic<br/>Comp</u> | <u>Enacted<br/>Comp</u> | <u>Comp<br/>&amp;<br/>Benefits</u> | <u>% BC<br/>Variables</u> | <u>% BC<br/>Benefits</u> |
| Former<br>Employees<br>T5c. Voluntary<br>Separation<br>Incentive Pay<br>(VSIP) |                         |             |                       |                         |                        |                         |                              |                        | 1,145                         | 1,145                              |                       |                         |                                    |                           |                          |
| T5d. Foreign<br>National<br>Separation<br>Liability<br>Accrual                 |                         |             |                       |                         |                        |                         |                              |                        | 0                             | 0                                  |                       |                         |                                    |                           |                          |

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

FY 2022

|  | (\$ in Thousands)     |                     |               |                   |                     |                    |                     |                          |                    |                           |                            | Rates             |                     |                            |                       |                      |
|--|-----------------------|---------------------|---------------|-------------------|---------------------|--------------------|---------------------|--------------------------|--------------------|---------------------------|----------------------------|-------------------|---------------------|----------------------------|-----------------------|----------------------|
|  | a                     | b                   | c             | d                 | e                   | f                  | g                   | e + f + g<br>h           | d + h<br>i         | j                         | i + j<br>k                 | d/c<br>l          | i/c<br>m            | k/c<br>n                   | h/d<br>o              | j/d<br>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 &amp; Benefits</u> | <u>Basic Comp</u> | <u>Request Comp</u> | <u>Comp &amp; Benefits</u> | <u>% BC Variables</u> | <u>% BC Benefits</u> |
| <b>Direct Funded Personnel (includes OC 13)</b>  | <b>15,286</b>         | <b>14,249</b>       | <b>14,553</b> | <b>1,054,372</b>  | <b>701</b>          | <b>1,122</b>       | <b>129,574</b>      | <b>131,397</b>           | <b>1,185,769</b>   | <b>430,633</b>            | <b>1,616,402</b>           | <b>\$72,450</b>   | <b>\$81,479</b>     | <b>\$111,070</b>           | <b>12.5%</b>          | <b>40.8%</b>         |
| <b>D1. US Direct Hire (USDH)</b>                 | <b>15,286</b>         | <b>14,249</b>       | <b>14,553</b> | <b>1,054,372</b>  | <b>701</b>          | <b>1,122</b>       | <b>129,574</b>      | <b>131,397</b>           | <b>1,185,769</b>   | <b>429,476</b>            | <b>1,615,245</b>           | <b>\$72,450</b>   | <b>\$81,479</b>     | <b>\$110,991</b>           | <b>12.5%</b>          | <b>40.7%</b>         |
| D1a. Senior Executive Schedule                   | 0                     | 0                   | 0             | 0                 | 0                   | 0                  | 0                   | 0                        | 0                  | 0                         | 0                          | \$0               | \$0                 | \$0                        | 0.0%                  | 0.0%                 |
| D1b. General Schedule                            | 8,713                 | 9,020               | 9,212         | 672,623           | 532                 | 904                | 78,877              | 80,313                   | 752,936            | 268,376                   | 1,021,312                  | \$73,016          | \$81,734            | \$110,868                  | 11.9%                 | 39.9%                |
| D1c. Special Schedule                            | 0                     | 0                   | 0             | 0                 | 0                   | 0                  | 0                   | 0                        | 0                  | 0                         | 0                          | \$0               | \$0                 | \$0                        | 0.0%                  | 0.0%                 |
| D1d. Wage System                                 | 6,573                 | 5,229               | 5,341         | 381,749           | 169                 | 218                | 50,697              | 51,084                   | 432,833            | 161,100                   | 593,933                    | \$71,475          | \$81,040            | \$111,203                  | 13.4%                 | 42.2%                |
| 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%                 |
| <b>D3. Total Direct Hire</b>                     | <b>15,286</b>         | <b>14,249</b>       | <b>14,553</b> | <b>1,054,372</b>  | <b>701</b>          | <b>1,122</b>       | <b>129,574</b>      | <b>131,397</b>           | <b>1,185,769</b>   | <b>429,476</b>            | <b>1,615,245</b>           | <b>\$72,450</b>   | <b>\$81,479</b>     | <b>\$110,991</b>           | <b>12.5%</b>          | <b>40.7%</b>         |
| D4. Indirect Hire Foreign Nationals              | 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 National Guard  
 Civilian Personnel Costs

FY 2022

|   | (\$ in Thousands)     |                     |             |                   |                     |                    |                     |                          |                    |                           |                            | Rates             |                     |                            |                       |                      |
|---|-----------------------|---------------------|-------------|-------------------|---------------------|--------------------|---------------------|--------------------------|--------------------|---------------------------|----------------------------|-------------------|---------------------|----------------------------|-----------------------|----------------------|
|   | a                     | b                   | c           | d                 | e                   | f                  | g                   | e + f + g<br>h           | d + h<br>i         | j                         | i + j<br>k                 | d/c<br>l          | i/c<br>m            | k/c<br>n                   | h/d<br>o              | j/d<br>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 &amp; Benefits</u> | <u>Basic Comp</u> | <u>Request Comp</u> | <u>Comp &amp; Benefits</u> | <u>% BC Variables</u> | <u>% BC Benefits</u> |
| (IHFN)  |                       |                     |             |                   |                     |                    |                     |                          |                    |                           |                            |                   |                     |                            |                       |                      |
| <b>Subtotal - Direct Funded (excludes OC 13)</b>      | 15,286                | 14,249              | 14,553      | 1,054,372         | 701                 | 1,122              | 129,574             | 131,397                  | 1,185,769          | 429,476                   | 1,615,245                  | \$72,450          | \$81,479            | \$110,991                  | 12.5%                 | 40.7%                |
| <b>D5. Other Object Class 13 Benefits</b>             |                       |                     |             |                   |                     |                    |                     |                          |                    |                           |                            |                   |                     |                            |                       |                      |
| D5a. USDH - Benefits for Former Employees             |                       |                     |             |                   |                     |                    |                     |                          |                    | 1,157                     | 1,157                      |                   |                     |                            |                       |                      |
| D5b. DHFN - Benefits for Former Employees             |                       |                     |             |                   |                     |                    |                     |                          |                    | 0                         | 0                          |                   |                     |                            |                       |                      |
| D5c. Voluntary Separation Incentive Pay (VSIP)        |                       |                     |             |                   |                     |                    |                     |                          |                    | 0                         | 0                          |                   |                     |                            |                       |                      |
| D5d. Foreign National Separation Liability Accrual    |                       |                     |             |                   |                     |                    |                     |                          |                    | 1,157                     | 1,157                      |                   |                     |                            |                       |                      |
|   |                       |                     |             |                   |                     |                    |                     |                          |                    | 0                         | 0                          |                   |                     |                            |                       |                      |
| <b>Reimbursable Funded Personnel (includes OC 13)</b> | 241                   | 241                 | 241         | 21,309            | 0                   | 0                  | 266                 | 266                      | 21,575             | 8,016                     | 29,591                     | \$88,419          | \$89,523            | \$122,784                  | 1.2%                  | 37.6%                |

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

FY 2022

|  | (\$ in Thousands)         |                         |             |                       |                         |                        |                         |                              |                        |                               |                                    | Rates                 |                         |                                    |                           |                          |
|--|---------------------------|-------------------------|-------------|-----------------------|-------------------------|------------------------|-------------------------|------------------------------|------------------------|-------------------------------|------------------------------------|-----------------------|-------------------------|------------------------------------|---------------------------|--------------------------|
|  | a                         | b                       | c           | d                     | e                       | f                      | g                       | e + f + g<br>h               | d + h<br>i             | j                             | i + j<br>k                         | d/c<br>l              | i/c<br>m                | k/c<br>n                           | h/d<br>o                  | j/d<br>p                 |
|  | <u>Begin<br/>Strength</u> | <u>End<br/>Strength</u> | <u>FTEs</u> | <u>Basic<br/>Comp</u> | <u>Overtime<br/>Pay</u> | <u>Holiday<br/>Pay</u> | <u>Other<br/>O.C.11</u> | <u>Request<br/>Variables</u> | <u>Comp<br/>O.C.11</u> | <u>Benefits<br/>O.C.12/13</u> | <u>Comp<br/>&amp;<br/>Benefits</u> | <u>Basic<br/>Comp</u> | <u>Request<br/>Comp</u> | <u>Comp<br/>&amp;<br/>Benefits</u> | <u>% BC<br/>Variables</u> | <u>% BC<br/>Benefits</u> |
| <b>R1. US Direct Hire (USDH)</b>                       | <b>241</b>                | <b>241</b>              | <b>241</b>  | <b>21,309</b>         | <b>0</b>                | <b>0</b>               | <b>266</b>              | <b>266</b>                   | <b>21,575</b>          | <b>8,016</b>                  | <b>29,591</b>                      | <b>\$88,419</b>       | <b>\$89,523</b>         | <b>\$122,784</b>                   | <b>1.2%</b>               | <b>37.6%</b>             |
| 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                                  | 153                       | 153                     | 153         | 14,145                | 0                       | 0                      | 177                     | 177                          | 14,322                 | 5,321                         | 19,643                             | \$92,451              | \$93,608                | \$128,386                          | 1.3%                      | 37.6%                    |
| R1c. Special Schedule                                  | 0                         | 0                       | 0           | 0                     | 0                       | 0                      | 0                       | 0                            | 0                      | 0                             | 0                                  | \$0                   | \$0                     | \$0                                | 0.0%                      | 0.0%                     |
| R1d. Wage System                                       | 88                        | 88                      | 88          | 7,164                 | 0                       | 0                      | 89                      | 89                           | 7,253                  | 2,695                         | 9,948                              | \$81,409              | \$82,420                | \$113,045                          | 1.2%                      | 37.6%                    |
| 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%                     |
| <b>R3. Total Direct Hire</b>                           | <b>241</b>                | <b>241</b>              | <b>241</b>  | <b>21,309</b>         | <b>0</b>                | <b>0</b>               | <b>266</b>              | <b>266</b>                   | <b>21,575</b>          | <b>8,016</b>                  | <b>29,591</b>                      | <b>\$88,419</b>       | <b>\$89,523</b>         | <b>\$122,784</b>                   | <b>1.2%</b>               | <b>37.6%</b>             |
| R4. Indirect Hire Foreign Nationals (IHFN)             | 0                         | 0                       | 0           | 0                     | 0                       | 0                      | 0                       | 0                            | 0                      | 0                             | 0                                  | \$0                   | \$0                     | \$0                                | 0.0%                      | 0.0%                     |
| <b>Subtotal - Reimbursable Funded (excludes OC 13)</b> | <b>241</b>                | <b>241</b>              | <b>241</b>  | <b>21,309</b>         | <b>0</b>                | <b>0</b>               | <b>266</b>              | <b>266</b>                   | <b>21,575</b>          | <b>8,016</b>                  | <b>29,591</b>                      | <b>\$88,419</b>       | <b>\$89,523</b>         | <b>\$122,784</b>                   | <b>1.2%</b>               | <b>37.6%</b>             |

Exhibit OP-8 Civilian Personnel Costs

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

FY 2022

|  | (\$ in Thousands)     |                     |               |                   |                     |                    |                     |                          |                    |                           | Rates                      |                   |                     |                            |                       |                      |
|--|-----------------------|---------------------|---------------|-------------------|---------------------|--------------------|---------------------|--------------------------|--------------------|---------------------------|----------------------------|-------------------|---------------------|----------------------------|-----------------------|----------------------|
|  | a                     | b                   | c             | d                 | e                   | f                  | g                   | e + f + g<br>h           | d + h<br>i         | j                         | i + j<br>k                 | d/c<br>l          | i/c<br>m            | k/c<br>n                   | h/d<br>o              | j/d<br>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 &amp; Benefits</u> | <u>Basic Comp</u> | <u>Request Comp</u> | <u>Comp &amp; Benefits</u> | <u>% BC Variables</u> | <u>% BC Benefits</u> |
| <b>R5. Other Object Class 13 Benefits</b>          |                       |                     |               |                   |                     |                    |                     |                          |                    | 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                          |                   |                     |                            |                       |                      |
| <b>Total Personnel (includes OC 13)</b>            | <b>15,527</b>         | <b>14,490</b>       | <b>14,794</b> | <b>1,075,681</b>  | <b>701</b>          | <b>1,122</b>       | <b>129,840</b>      | <b>131,663</b>           | <b>1,207,344</b>   | <b>438,649</b>            | <b>1,645,993</b>           | <b>\$72,711</b>   | <b>\$81,610</b>     | <b>\$111,261</b>           | <b>12.2%</b>          | <b>40.8%</b>         |
| <b>T1. US Direct Hire (USDH)</b>                   | <b>15,527</b>         | <b>14,490</b>       | <b>14,794</b> | <b>1,075,681</b>  | <b>701</b>          | <b>1,122</b>       | <b>129,840</b>      | <b>131,663</b>           | <b>1,207,344</b>   | <b>437,492</b>            | <b>1,644,836</b>           | <b>\$72,711</b>   | <b>\$81,610</b>     | <b>\$111,183</b>           | <b>12.2%</b>          | <b>40.7%</b>         |
| T1a. Senior Executive Schedule                     | 0                     | 0                   | 0             | 0                 | 0                   | 0                  | 0                   | 0                        | 0                  | 0                         | 0                          | \$0               | \$0                 | \$0                        | 0.0%                  | 0.0%                 |
| T1b. General Schedule                              | 8,866                 | 9,173               | 9,365         | 686,768           | 532                 | 904                | 79,054              | 80,490                   | 767,258            | 273,697                   | 1,040,955                  | \$73,333          | \$81,928            | \$111,154                  | 11.7%                 | 39.9%                |

Exhibit OP-8 Civilian Personnel Costs

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

FY 2022

|  | (\$ in Thousands)     |                     |               |                   |                     |                    |                     |                          |                    |                           | Rates                      |                   |                     |                            |                       |                      |
|--|-----------------------|---------------------|---------------|-------------------|---------------------|--------------------|---------------------|--------------------------|--------------------|---------------------------|----------------------------|-------------------|---------------------|----------------------------|-----------------------|----------------------|
|  | a                     | b                   | c             | d                 | e                   | f                  | g                   | e + f + g<br>h           | d + h<br>i         | j                         | i + j<br>k                 | d/c<br>l          | i/c<br>m            | k/c<br>n                   | h/d<br>o              | j/d<br>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 &amp; Benefits</u> | <u>Basic Comp</u> | <u>Request Comp</u> | <u>Comp &amp; 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                                 | 6,661                 | 5,317               | 5,429         | 388,913           | 169                 | 218                | 50,786              | 51,173                   | 440,086            | 163,795                   | 603,881                    | \$71,636          | \$81,062            | \$111,232                  | 13.2%                 | 42.1%                |
| 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%                 |
| <b>T3. Total Direct Hire</b>                     | <b>15,527</b>         | <b>14,490</b>       | <b>14,794</b> | <b>1,075,681</b>  | <b>701</b>          | <b>1,122</b>       | <b>129,840</b>      | <b>131,663</b>           | <b>1,207,344</b>   | <b>437,492</b>            | <b>1,644,836</b>           | <b>\$72,711</b>   | <b>\$81,610</b>     | <b>\$111,183</b>           | <b>12.2%</b>          | <b>40.7%</b>         |
| T4. Indirect Hire Foreign Nationals (IHFN)       | 0                     | 0                   | 0             | 0                 | 0                   | 0                  | 0                   | 0                        | 0                  | 0                         | 0                          | \$0               | \$0                 | \$0                        | 0.0%                  | 0.0%                 |
| <b>Subtotal - Total Funded (excludes OC 13)</b>  | <b>15,527</b>         | <b>14,490</b>       | <b>14,794</b> | <b>1,075,681</b>  | <b>701</b>          | <b>1,122</b>       | <b>129,840</b>      | <b>131,663</b>           | <b>1,207,344</b>   | <b>437,492</b>            | <b>1,644,836</b>           | <b>\$72,711</b>   | <b>\$81,610</b>     | <b>\$111,183</b>           | <b>12.2%</b>          | <b>40.7%</b>         |
| <b>T5. Other Object Class 13 Benefits</b>        |                       |                     |               |                   |                     |                    |                     |                          |                    | <b>1,157</b>              | <b>1,157</b>               |                   |                     |                            |                       |                      |
| 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 National Guard  
 Civilian Personnel Costs

FY 2022

| (\$ in Thousands)  |                         |             |                       |                         |                        |                         |                              |                        |                               |                                    | Rates                 |                         |                                    |                           |                          |
|--|-------------------------|-------------|-----------------------|-------------------------|------------------------|-------------------------|------------------------------|------------------------|-------------------------------|------------------------------------|-----------------------|-------------------------|------------------------------------|---------------------------|--------------------------|
| a  | b                       | c           | d                     | e                       | f                      | g                       | e + f + g<br>h               | d + h<br>i             | j                             | i + j<br>k                         | d/c<br>l              | i/c<br>m                | k/c<br>n                           | h/d<br>o                  | j/d<br>p                 |
| <u>Begin<br/>Strength</u>  | <u>End<br/>Strength</u> | <u>FTEs</u> | <u>Basic<br/>Comp</u> | <u>Overtime<br/>Pay</u> | <u>Holiday<br/>Pay</u> | <u>Other<br/>O.C.11</u> | <u>Request<br/>Variables</u> | <u>Comp<br/>O.C.11</u> | <u>Benefits<br/>O.C.12/13</u> | <u>Comp<br/>&amp;<br/>Benefits</u> | <u>Basic<br/>Comp</u> | <u>Request<br/>Comp</u> | <u>Comp<br/>&amp;<br/>Benefits</u> | <u>% BC<br/>Variables</u> | <u>% BC<br/>Benefits</u> |
| Former<br>Employees<br>T5c. Voluntary<br>Separation<br>Incentive Pay<br>(VSIP) |                         |             |                       |                         |                        |                         |                              |                        | 1,157                         | 1,157                              |                       |                         |                                    |                           |                          |
| T5d. Foreign<br>National<br>Separation<br>Liability<br>Accrual                 |                         |             |                       |                         |                        |                         |                              |                        | 0                             | 0                                  |                       |                         |                                    |                           |                          |



DEPARTMENT OF THE AIR FORCE  
 Fiscal Year (FY) 2022 Budget Estimates  
 Operation and Maintenance, Air National Guard  
 Spares and Repair Parts

|                                       | FY 2020    |                           | FY 2021    |                           | FY 2022    |                           | FY 2021 - FY 2022<br>Change |                           |
|---------------------------------------|------------|---------------------------|------------|---------------------------|------------|---------------------------|-----------------------------|---------------------------|
|                                       | <u>Qty</u> | <u>\$ in<br/>Millions</u> | <u>Qty</u> | <u>\$ in<br/>Millions</u> | <u>Qty</u> | <u>\$ in<br/>Millions</u> | <u>Qty</u>                  | <u>\$ in<br/>Millions</u> |
| <b>Depot Level Repairables (DLRs)</b> |            |                           |            |                           |            |                           |                             |                           |
| Airframes                             | 766        | \$446                     | 739        | \$616                     | 752        | \$588                     | 13                          | \$-29                     |
| <b>Total</b>                          |            | <b>\$446</b>              |            | <b>\$616</b>              |            | <b>\$588</b>              |                             | <b>\$-29</b>              |
| <b>Consumables</b>                    |            |                           |            |                           |            |                           |                             |                           |
| Airframes                             | 766        | \$139                     | 739        | \$212                     | 752        | \$197                     | 13                          | \$-15                     |
| <b>Total</b>                          |            | <b>\$139</b>              |            | <b>\$212</b>              |            | <b>\$197</b>              |                             | <b>\$-15</b>              |

**Airframe changes FY 2021 to FY 2022:** +33 A-10C, -11 C-130H, +4 C-130J, +1 KC-135T, -18 F-16C, +4 F-16D

**Depot Level Repairables and Consumables changes FY 2021 to FY 2022:** Changes due to aircraft force adjustments.

DEPARTMENT OF THE AIR FORCE  
Fiscal Year (FY) 2022 Budget Estimates  
Operation and Maintenance, Air National Guard  
Funds Budgeted for Environmental Quality

|  | <b>FY 20</b>          | <b>FY 21</b>           | <b>FY 22</b>           | <b>Change</b>         |
|--|-----------------------|------------------------|------------------------|-----------------------|
|  | <b><u>Enacted</u></b> | <b><u>Estimate</u></b> | <b><u>Estimate</u></b> | <b><u>FY21/22</u></b> |
| <b><u>ENVIRONMENTAL QUALITY - TOTAL</u></b>  | <b>65,377</b>         | <b>55,523</b>          | <b>39,137</b>          | <b>-16,386</b>        |
| <b>1. Environmental Compliance</b>   | <b>62,181</b>         | <b>53,213</b>          | <b>36,899</b>          | <b>-16,314</b>        |
| <b>A. Manpower</b>   | <b>14,985</b>         | <b>16,796</b>          | <b>17,826</b>          | <b>1,030</b>          |
| <b>B. Air Stationary and Mobile Resources</b>  | <b>898</b>            | <b>679</b>             | <b>364</b>             | <b>-315</b>           |
| <b>C. Water</b>  | <b>2,741</b>          | <b>2,755</b>           | <b>2,302</b>           | <b>-453</b>           |
| c1. Stormwater   | 1,872                 | 1,520                  | 1,000                  | -520                  |
| c2. Wastewater   | 223                   | 607                    | 800                    | 193                   |
| c3. Safe Drinking Water  | 0                     | 0                      | 0                      | 0                     |
| c4. Spill Prevention and Response/ASTs   | 646                   | 628                    | 502                    | -126                  |
| <b>D. Planning</b>   | <b>4,147</b>          | <b>3,000</b>           | <b>2,001</b>           | <b>-999</b>           |
| <b>E. Toxic Substances</b>   | <b>200</b>            | <b>200</b>             | <b>200</b>             | <b>0</b>              |
| e1. Controlled Substances  | 0                     | 0                      | 0                      | 0                     |
| e2. EPCRA Reporting (TRI and Tier I&II)  | 200                   | 200                    | 200                    | 0                     |
| <b>F. Storage and Disposal</b>   | <b>2,829</b>          | <b>2,791</b>           | <b>2,007</b>           | <b>-784</b>           |
| f1. USTs (RCRA - I)  | 5                     | 5                      | 4                      | -1                    |
| f2. Hazardous Waste (RCRA - C)   | 2,824                 | 2,784                  | 2,000                  | -784                  |
| f3. Solid Waste (RCRA - D)   | 0                     | 2                      | 3                      | 1                     |
| <b>G. Compliance Related Cleanup-Other Compliance Related Assessment and Cleanup</b> | <b>33,495</b>         | <b>25,000</b>          | <b>10,000</b>          | <b>-15,000</b>        |
| <b>H. Compliance Cross-Cutting Programs</b>  | <b>806</b>            | <b>792</b>             | <b>1,217</b>           | <b>425</b>            |
| h1. Geospatial Information Systems (GIS) and Information Technology (IT)             | 0                     | 0                      | 0                      | 0                     |
| h2. Multi-Program Management   | 356                   | 292                    | 208                    | -84                   |
| h3. Compliance Education and Training  | 450                   | 500                    | 1,009                  | 509                   |
| <b>I. Compliance Other - Miscellaneous Activities</b>                                | <b>2,080</b>          | <b>1,200</b>           | <b>982</b>             | <b>-218</b>           |

DEPARTMENT OF THE AIR FORCE  
 Fiscal Year (FY) 2022 Budget Estimates  
 Operation and Maintenance, Air National Guard  
 Funds Budgeted for Environmental Quality

|   | <b>FY 20</b>          | <b>FY 21</b>           | <b>FY 22</b>           | <b>Change</b>         |
|---|-----------------------|------------------------|------------------------|-----------------------|
|   | <b><u>Enacted</u></b> | <b><u>Estimate</u></b> | <b><u>Estimate</u></b> | <b><u>FY21/22</u></b> |
| <b>2. Pollution Prevention</b>  | <b>324</b>            | <b>1,184</b>           | <b>1,148</b>           | <b>-36</b>            |
| <b>A. Pollution Prevention Manpower</b>   | <b>0</b>              | <b>0</b>               | <b>0</b>               | <b>0</b>              |
| <b>B. Pollution Prevention Projects</b>   | <b>324</b>            | <b>1,184</b>           | <b>1,148</b>           | <b>-36</b>            |
| b1. Hazardous Material/ Hazardous and Solid Waste Reduction                             | 324                   | 1,184                  | 1,148                  | -36                   |
| b2. Air Pollution Reduction   | 0                     | 0                      | 0                      | 0                     |
| b3. Water Pollution Reduction   | 0                     | 0                      | 0                      | 0                     |
| <b>C. Pollution Prevention Other - Miscellaneous Pollution Prevention Activities</b>    | <b>0</b>              | <b>0</b>               | <b>0</b>               | <b>0</b>              |
| <b>3. Environmental Conservation</b>  | <b>2,872</b>          | <b>1,126</b>           | <b>1,090</b>           | <b>-36</b>            |
| <b>A. Natural Resources Manpower</b>  | <b>0</b>              | <b>0</b>               | <b>0</b>               | <b>0</b>              |
| <b>B. Cultural Resources Manpower</b>   | <b>0</b>              | <b>0</b>               | <b>0</b>               | <b>0</b>              |
| <b>C. Listed and At-Risk Species</b>  | <b>108</b>            | <b>200</b>             | <b>223</b>             | <b>23</b>             |
| c1. Threatened and Endangered Species; Candidate Species and Species at Risk or Concern | 108                   | 200                    | 221                    | 21                    |
| c2. Marine Mammal Protection  | 0                     | 0                      | 2                      | 2                     |
| <b>D. Integrated Natural Resource Planning</b>  | <b>2,174</b>          | <b>567</b>             | <b>509</b>             | <b>-58</b>            |
| <b>E. Wetlands</b>  | <b>37</b>             | <b>60</b>              | <b>60</b>              | <b>0</b>              |
| <b>F. Natural Resources Other</b>   | <b>0</b>              | <b>0</b>               | <b>0</b>               | <b>0</b>              |
| <b>G. Conservation Cross-Cutting Programs</b>   | <b>0</b>              | <b>4</b>               | <b>4</b>               | <b>0</b>              |
| <b>H. Historic Structures</b>   | <b>10</b>             | <b>95</b>              | <b>96</b>              | <b>1</b>              |
| <b>I. Archaeology</b>   | <b>343</b>            | <b>108</b>             | <b>197</b>             | <b>89</b>             |
| i1. Archeological/Curation  | 343                   | 100                    | 184                    | 84                    |
| i2. Tribal Consultation/Repatriation  | 0                     | 8                      | 13                     | 5                     |
| <b>J. Cultural Resources Other</b>  | <b>200</b>            | <b>92</b>              | <b>1</b>               | <b>-91</b>            |

DEPARTMENT OF THE AIR FORCE  
Fiscal Year (FY) 2022 Budget Estimates  
Operation and Maintenance, Air National Guard  
Depot Maintenance

| Component | Guard                |                  | FY 2020       | FY 2021    |               |          |          |                     | FY 2022      |               |          |          |                     |              |
|-----------|----------------------|------------------|---------------|------------|---------------|----------|----------|---------------------|--------------|---------------|----------|----------|---------------------|--------------|
|           | Maintenance Activity | Maintenance Type | Weapon System | TOA Funded | Direct Funded | Required | % Funded | Funded Supplemental | % TOA Funded | Direct Funded | Required | % Funded | Funded Supplemental | % TOA Funded |
| Aircraft  | Basic Aircraft       | A-10             | 35,670        | 81,301     | 81,380        | 100%     |          | 100%                | 64,579       | 64,579        | 100%     |          | 100%                |              |
|           |                      | C-130            | 65,276        | 132,681    | 195,097       | 68%      |          | 68%                 | 133,073      | 154,509       | 86%      |          | 86%                 |              |
|           |                      | C-17             | 18,618        | 18,309     | 18,309        | 100%     |          | 100%                | 20,581       | 61,562        | 33%      |          | 33%                 |              |
|           |                      | C-40             | 5,738         | 1,625      | 1,625         | 100%     |          | 100%                | 10,542       | 17,271        | 61%      |          | 61%                 |              |
|           |                      | E-8              | 196,384       | 117,229    | 164,963       | 71%      | 40,720   | 96%                 | 17,647       | 168,405       | 10%      | 60,458   | 46%                 |              |
|           |                      | F-15             | 1,175         | 155,996    | 159,581       | 98%      | 3,138    | 100%                | 112,690      | 114,142       | 99%      | -        | 99%                 |              |
|           |                      | F-16             | 50,963        | 73,261     | 94,936        | 77%      | 7,130    | 85%                 | 85,624       | 112,561       | 76%      | -        | 76%                 |              |
|           |                      | F-22             | 18,705        | 24,898     | 30,053        | 83%      |          | 83%                 | 27,055       | 36,836        | 73%      |          | 73%                 |              |
|           |                      | F-35             |               |            | -             |          |          |                     |              |               | -        |          |                     |              |
|           |                      | HC-130           | -             | -          | 4             | 0%       |          | 0%                  | -            | 4             | 0%       |          | 0%                  |              |
|           |                      | HH-60            | 15,079        | 6,329      | 6,576         | 96%      |          | 96%                 | 257          | 6,411         | 4%       |          | 4%                  |              |
|           |                      | KC-135           | 421,609       | 382,273    | 422,616       | 90%      | 12,066   | 93%                 | 407,158      | 407,158       | 100%     | -        | 100%                |              |
|           |                      | KC-46            | -             | 5,006      | 5,007         | 100%     |          | 100%                | 13,449       | 13,449        | 100%     |          | 100%                |              |
|           |                      | RC-26            | 4,894         | -          | 4,714         | 0%       |          | 0%                  | -            | 4,893         | 0%       |          | 0%                  |              |
|           |                      | Engine           | A-10          | 16,864     | 13,433        | 14,777   | 91%      |                     | 91%          | 27,402        | 27,402   | 100%     |                     | 100%         |
|           | C-130                |                  | 7,025         | 11,090     | 11,090        | 100%     |          | 100%                | 14,576       | 14,576        | 100%     |          | 100%                |              |
|           | C-17                 |                  | 45,894        | 66,957     | 70,104        | 96%      |          | 96%                 | 57,598       | 71,743        | 80%      |          | 80%                 |              |
|           | C-40                 |                  | -             | -          | -             |          |          |                     | 14,827       | 14,827        | 100%     |          | 100%                |              |
|           | E-8                  |                  | 17,896        | 26,869     | 40,306        | 67%      | 13,435   | 100%                | 15,902       | 30,688        | 52%      | 14,786   | 100%                |              |
|           | F-22                 |                  | 68,557        | 52,876     | 52,876        | 100%     |          | 100%                | 43,892       | 45,896        | 96%      |          | 96%                 |              |
|           | F-35                 |                  | -             | -          | -             |          |          |                     | 2,702        | 6,972         | 39%      |          | 39%                 |              |
|           | HC-130               |                  | 4,908         | 4,942      | 4,945         | 100%     |          | 100%                | 4,867        | 4,942         | 98%      |          | 98%                 |              |
|           | KC-135               | 124,747          | 130,126       | 163,893    | 79%           | 24,233   | 94%      | 217,678             | 272,401      | 80%           | -        | 80%      |                     |              |

DEPARTMENT OF THE AIR FORCE  
Fiscal Year (FY) 2022 Budget Estimates  
Operation and Maintenance, Air National Guard  
Depot Maintenance

|                |                |         |         |         |       |        |      |         |         |      |        |      |
|----------------|----------------|---------|---------|---------|-------|--------|------|---------|---------|------|--------|------|
| Other          | RC-26          | 1,147   | -       | 1,597   | 0%    |        | 0%   | -       | 1,613   | 0%   |        | 0%   |
|                | A-10           | 12,228  | 15,697  | 18,075  | 87%   | 1,026  | 93%  | 21,763  | 24,032  | 91%  | -      | 91%  |
|                | C-130          | 36,765  | 43,194  | 51,944  | 83%   | 3,665  | 90%  | 35,871  | 42,649  | 84%  | -      | 84%  |
|                | C-17           | 158,852 | 122,512 | 188,746 | 65%   |        | 65%  | 135,224 | 261,842 | 52%  |        | 52%  |
|                | C-40           | 9,040   | 10,337  | 23,286  | 44%   |        | 44%  | 15,181  | 15,181  | 100% |        | 100% |
|                | E-8            | 168,532 | 153,974 | 184,466 | 83%   | 10,010 | 89%  | 121,381 | 197,300 | 62%  | 21,048 | 72%  |
|                | F-15           | 83,302  | 92,839  | 97,506  | 95%   | 1,413  | 97%  | 84,877  | 85,102  | 100% | -      | 100% |
|                | F-16           | 30,279  | 41,044  | 46,084  | 89%   | 3,788  | 97%  | 32,994  | 34,764  | 95%  | -      | 95%  |
|                | F-22           | 45,200  | 43,552  | 53,101  | 82%   |        | 82%  | 31,655  | 51,456  | 62%  |        | 62%  |
|                | F-35           | 94,980  | 93,778  | 116,914 | 80%   |        | 80%  | 145,449 | 160,359 | 91%  |        | 91%  |
|                | HC-130         | 7,633   | 6,697   | 9,822   | 68%   |        | 68%  | 8,567   | 9,794   | 87%  |        | 87%  |
|                | HH-60          | 985     | 3,635   | 3,831   | 95%   |        | 95%  | 1,749   | 1,789   | 98%  |        | 98%  |
|                | KC-135         | 19,773  | 24,897  | 29,373  | 85%   | 1,516  | 90%  | 21,318  | 30,689  | 69%  | -      | 69%  |
|                | MQ-9 Reaper    | 58,503  | 57,744  | 63,787  | 91%   |        | 91%  | 44,714  | 44,716  | 100% |        | 100% |
|                | Other Aircraft | 5,287   | 11,936  | 12,654  | 94%   |        | 94%  | 5,245   | 5,468   | 96%  |        | 96%  |
|                | RC-26          | 6,938   | 1,411   | 10,232  | 14%   |        | 14%  | -       | 9,337   | 0%   |        | 0%   |
|                | Storage        | 4,315   | 6,037   | 6,972   | 87%   |        | 87%  | 5,876   | 6,533   | 90%  |        | 90%  |
|                | Test/Train     | -       | 808     | 859     | 94%   |        | 94%  | -       | -       |      |        |      |
|                | Software       | C-130   | 16      | 1,005   | 1,756 | 57%    |      | 57%     | 274     | 903  | 30%    |      |
| C-17           |                | 6,035   | 1,717   | 6,441   | 27%   |        | 27%  | 196     | 11,577  | 2%   |        | 2%   |
| E-8            |                | 75,500  | -       | 21,839  | 0%    | 21,607 | 99%  | -       | 25,319  | 0%   | 25,319 | 100% |
| F-15           |                | 3,260   | 3,382   | 5,751   | 59%   | 1,856  | 91%  | 4,190   | 5,963   | 70%  | -      | 70%  |
| F-16           |                | -       | 13,379  | 13,379  | 100%  |        | 100% | -       | -       |      |        |      |
| F-35           |                | 4,571   | -       | 10,437  | 0%    |        | 0%   | 11,207  | 17,833  | 63%  |        | 63%  |
| HC-130         |                | -       | -       | 29      | 0%    |        | 0%   | 935     | 3,048   | 31%  |        | 31%  |
| MQ-9 Reaper    |                | -       | -       | -       |       |        |      | -       | -       |      |        |      |
| Other Aircraft |                | -       | 438     | 593     | 74%   |        | 74%  | -       | -       |      |        |      |

DEPARTMENT OF THE AIR FORCE  
Fiscal Year (FY) 2022 Budget Estimates  
Operation and Maintenance, Air National Guard  
Depot Maintenance

|                                     |                   |                                       |       |             |        |      |        |      |        |        |       |        |      |
|-------------------------------------|-------------------|---------------------------------------|-------|-------------|--------|------|--------|------|--------|--------|-------|--------|------|
|                                     | Support Equipment | C-17                                  | -     | 27,294      | 27,294 | 100% |        | 100% | -      | -      |       |        |      |
|                                     |                   | C-40                                  | 821   | -           | -      |      |        |      | -      | -      |       |        |      |
|                                     |                   | E-8                                   | 2,555 | 11,655      | 66,778 | 17%  | 13,363 | 37%  | 21,913 | 68,792 | 32%   | 46,343 | 99%  |
|                                     |                   | F-15                                  |       |             | 1      | 0%   |        | 0%   |        | -      |       |        |      |
|                                     |                   | F-16                                  | 1,505 | 181         | 1,654  | 11%  | 4      | 11%  | 1,628  | 1,720  | 95%   | -      | 95%  |
|                                     |                   | F-22                                  | 3,481 | 6,471       | 6,471  | 100% |        | 100% | -      | 3,421  | 0%    |        | 0%   |
|                                     |                   | F-35                                  | 3,010 | 1,208       | 1,243  | 97%  |        | 97%  | 1,336  | 1,347  | 99%   |        | 99%  |
|                                     |                   | HC-130                                | -     | -           | -      |      |        |      | -      | -      |       |        |      |
|                                     |                   | Other Aircraft                        | -     | 5,071       | 5,071  | 100% |        | 100% | -      | -      |       |        |      |
|                                     |                   | RC-26                                 | 251   | -           | 241    | 0%   |        | 0%   | -      | 248    | 0%    |        | 0%   |
|                                     |                   | Storage                               | -     | -           | -      |      |        |      | -      | -      |       |        |      |
|                                     |                   | <b>All Other Items Not Identified</b> | N/A   | Other Items | 21     | 888  | 1,366  | 65%  |        | 65%    | 1,215 | 1,215  | 100% |
| <b>Automotive Equipment</b>         | Software          | Vehicles                              | 401   | 709         | 709    | 100% |        | 100% | 765    | 765    | 100%  | 100%   |      |
|                                     | Support Equipment | Vehicles                              | 1,964 | 1,398       | 1,398  | 100% |        | 100% | 1      | 350    | 0%    | 0%     |      |
| <b>Electronics and Comm-Systems</b> | End Item          | AEWS                                  | 34    | -           | 35     | 0%   |        | 0%   | 35     | 35     | 100%  | 100%   |      |
|                                     |                   | Air Traffic Mgt Sys                   | 79    | 7,499       | 7,499  | 100% |        | 100% | 865    | 865    | 100%  | 100%   |      |
|                                     |                   | Comm Sys                              | 1,735 | 1,041       | 1,312  | 79%  |        | 79%  | 1,424  | 1,424  | 100%  | 100%   |      |
|                                     |                   | CRC                                   | 4,052 | 6,522       | 6,808  | 96%  |        | 96%  | 778    | 5,605  | 14%   | 14%    |      |

DEPARTMENT OF THE AIR FORCE  
Fiscal Year (FY) 2022 Budget Estimates  
Operation and Maintenance, Air National Guard  
Depot Maintenance

|                           |                          |        |        |        |      |      |        |        |      |      |
|---------------------------|--------------------------|--------|--------|--------|------|------|--------|--------|------|------|
|                           | CSEL                     | 20     | -      | 20     | 0%   | 0%   | 17     | 20     | 85%  | 85%  |
|                           | Cyber Security           | -      | -      | -      |      |      | -      | -      |      |      |
|                           | DCGS                     | 8,108  | 5,735  | 7,568  | 76%  | 76%  | -      | 8,848  | 0%   | 0%   |
|                           | Tactical Ranges          | -      | -      | -      |      |      | -      | -      |      |      |
| Other                     | AEWS                     | -      | 3      | 3      | 100% | 100% | 32     | 33     | 97%  | 97%  |
|                           | BCS-F                    | 150    | 194    | 195    | 99%  | 99%  | 201    | 215    | 93%  | 93%  |
|                           | Command and Control      | -      | -      | -      |      |      | 910    | 910    | 100% | 100% |
|                           | CRC                      | 2,383  | 9,051  | 9,511  | 95%  | 95%  | 5,977  | 7,088  | 84%  | 84%  |
|                           | Cyber Systems            | 23,822 | 27,028 | 27,031 | 100% | 100% | 23,895 | 25,923 | 92%  | 92%  |
|                           | DCGS                     | 29,039 | 22,308 | 31,791 | 70%  | 70%  | 334    | 28,020 | 1%   | 1%   |
|                           | Targeting Pods           | 16,228 | 8,961  | 9,585  | 93%  | 93%  | 13,106 | 13,106 | 100% | 100% |
| Software                  | Air Traffic Mgt Sys      | 1,044  | 1,446  | 1,446  | 100% | 100% | 1,503  | 1,562  | 96%  | 96%  |
|                           | DCGS                     | 40,209 | 38,879 | 40,799 | 95%  | 95%  | 29,840 | 38,125 | 78%  | 78%  |
| Sub-assemblies            | Comm-Systems             | 1,258  | 1,273  | 1,273  | 100% | 100% | 1,285  | 2,634  | 49%  | 49%  |
|                           | CRC                      | 124    | -      | 127    | 0%   | 0%   | -      | -      |      |      |
|                           | Satellite-Communications | -      | -      | -      |      |      | -      | -      |      |      |
|                           | Targeting Pods           | 3,531  | 14,567 | 18,098 | 80%  | 80%  | 18,605 | 18,605 | 100% | 100% |
| General Purpose Equipment | End Item                 |        |        |        |      |      |        |        |      |      |
|                           | Halvorsen Loader         | 1,000  | 966    | 1,611  | 60%  | 60%  | 1,014  | 1,352  | 75%  | 75%  |

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 Operation and Maintenance, Air National Guard  
 Depot Maintenance

|                    |                   |                  |                  |                  |            |                |            |                  |                  |            |                |            |
|--------------------|-------------------|------------------|------------------|------------------|------------|----------------|------------|------------------|------------------|------------|----------------|------------|
|                    | Support Equipment | 29,165           | 25,118           | 25,118           | 100%       |                | 100%       | 26,331           | 37,985           | 69%        | 69%            |            |
|                    | Tunner Loader     | -                | -                | -                |            |                |            | -                | -                |            |                |            |
| Other              | Halvorsen Loader  | 433              | 453              | 659              | 69%        | 69%            | 477        | 571              | 84%              | 84%        |                |            |
|                    | PMEL              | 145              | 107              | 128              | 84%        | 84%            | 146        | 146              | 100%             | 100%       |                |            |
|                    | Support Equipment | 400              | 406              | 425              | 96%        | 96%            | 468        | 468              | 100%             | 100%       |                |            |
|                    | Tunner Loader     | -                | -                | -                |            |                | -          | -                |                  |            |                |            |
| Software           | Support Equipment | -                | -                | -                |            |                | -          | -                |                  |            |                |            |
| Sub-assemblies     | Halvorsen Loader  | 44               | 48               | 48               | 100%       | 100%           | 47         | 50               | 94%              | 94%        |                |            |
| <b>Guard Total</b> |                   | <b>2,130,155</b> | <b>2,281,694</b> | <b>2,825,642</b> | <b>81%</b> | <b>158,970</b> | <b>86%</b> | <b>2,174,913</b> | <b>2,969,942</b> | <b>73%</b> | <b>167,954</b> | <b>79%</b> |