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CIVILIAN MANPOWER STATISTICS, OCTOBER, FY-84. (U)
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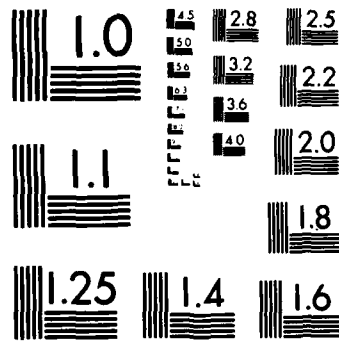
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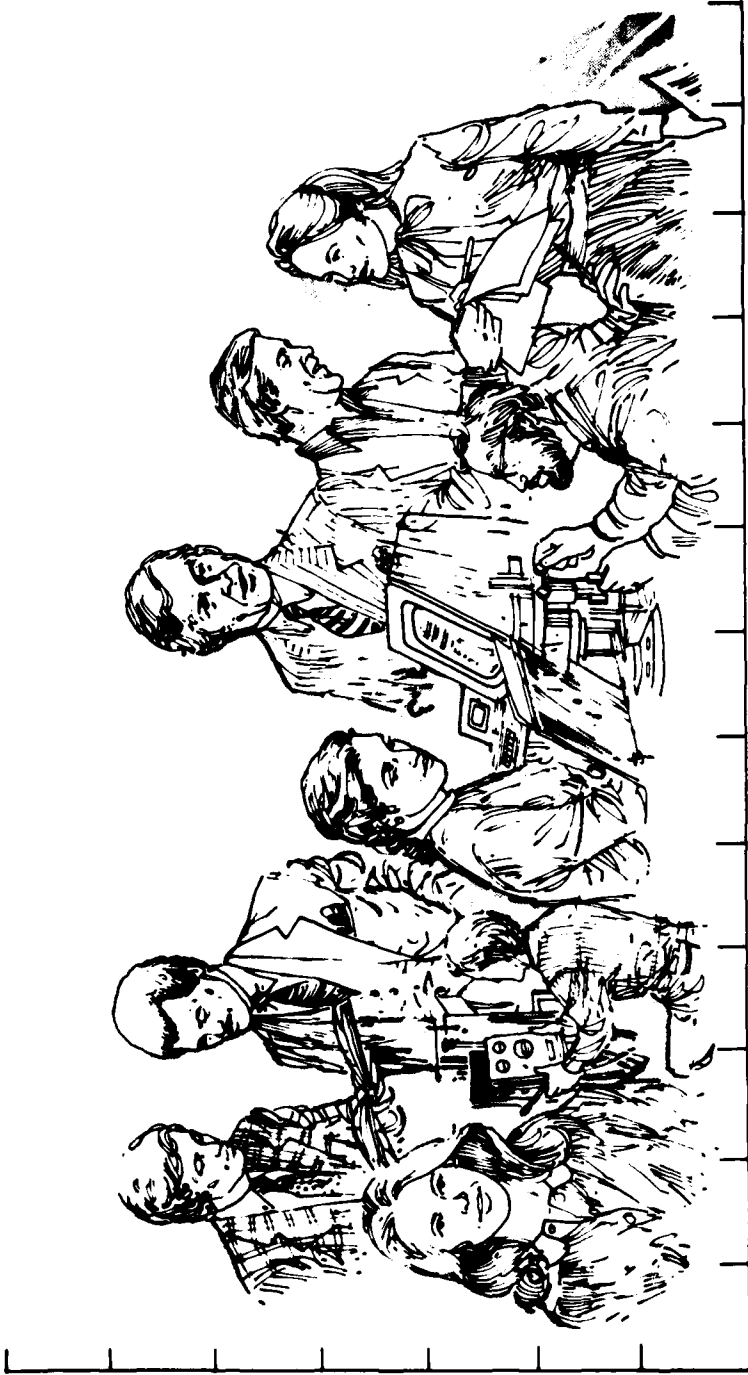
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Department of Defense
CIVILIAN MANPOWER STATISTICS

OCTOBER 1983



Department of Defense

Civilian Manpower Statistics

October 1983

Issued Monthly by

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FOREWORD

Civilian Manpower Statistics (CMS) is published monthly by the Office of the Secretary of Defense, Washington Headquarters Services, Directorate for Information Operations and Reports (WHS/DIOR).

CMS provides statistical information on the civilian work force of the Department of Defense (DOD), with the exception of personnel of the National Security Agency and personnel paid from non-appropriated funds. It is produced primarily from a computerized data base developed and maintained by WHS/DIOR from monthly information provided to the Office of Personnel Management on SF 113-A, Monthly Report of Federal Civilian Employment.

This report is approved for public release at cost: distribution unlimited. However, all requests for this publication and DOD-wide data contained therein, should be referred to WHS/DIOR or cognizant offices in the Office of the Secretary of Defense. Questions concerning the material in this publication, and requests for additional copies, should be addressed to the Director for Information Operations and Reports, Washington Headquarters Services, Room 1C535, The Pentagon, Washington, D.C. 20301. (When ordering cite publication number M04.)

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TABLE 1

DOD Civilian Employment, by Function and Employment Status,
According to Defense Component: October 31, 1983

| FUNCTION/EMPLOYMENT STATUS | TOTAL a/ DOD | ARMY | NAVY b/ | AIR FORCE | OTHER DEFENSE ACTIVITIES c/ |
|---|-----------------|---------|---------|-----------|-----------------------------|
| <u>MILITARY FUNCTIONS</u> | | | | | |
| OMB Ceiling Employment | 1,076,414 | 396,254 | 342,450 | 253,800 | 83,910 |
| Direct Hire | 991,868 | 337,440 | 331,761 | 240,708 | 81,959 |
| Indirect Hire | 84,546 | 58,814 | 10,689 | 13,092 | 1,951 |
| Total Employment | 1,085,827 | 398,582 | 347,079 | 255,316 | 84,850 |
| Direct Hire | 1,001,281 | 339,768 | 336,390 | 242,224 | 82,899 |
| Indirect Hire | 84,546 | 58,814 | 10,689 | 13,092 | 1,951 |
| <u>CIVIL FUNCTIONS (ALL DIRECT HIRE)</u> | | | | | |
| OMB Ceiling Employment | 31,731 | 31,727 | - | 4 | - |
| Total Employment | 32,469 | 32,465 | - | 4 | - |
| <u>TOTAL MILITARY AND CIVIL FUNCTIONS</u> | | | | | |
| OMB Ceiling Employment | 1,108,145 | 427,981 | 342,450 | 253,804 | 83,910 |
| Direct Hire | 1,023,599 | 369,167 | 331,761 | 240,712 | 81,959 |
| Indirect Hire | 84,546 | 58,814 | 10,689 | 13,092 | 1,951 |
| Total Employment | 1,118,296 | 431,047 | 347,079 | 255,320 | 84,850 |
| Direct Hire | 1,033,750 | 372,233 | 336,390 | 242,228 | 82,899 |
| Indirect Hire | 84,546 | 58,814 | 10,689 | 13,092 | 1,951 |

a/ Included in Total Employment but excluded from Office of Management and Budget (OMB) Ceiling Employment are employees exempt from OMB ceiling control, i.e., some summer aides and employees in the Stay-in-School, Federal Junior Fellowship, and Worker-Trainee Opportunity Programs, and those covered by other official exemptions granted by OMB.

b/ Includes Marine Corps civilian personnel.

c/ See the Glossary for a list of the Other Defense Activities.

TABLE 2

Trends in DOD Civilian Employment Subject to OMB Ceiling, by Function, Employment Status, and Defense Component

| FUNCTION/COMPONENT/ EMPLOYMENT STATUS | END STRENGTHS, LAST 4 FISCAL YEARS | | | | LAST 2 MONTHS | |
|---|------------------------------------|------------------|------------------|------------------|------------------|------------------|
| | 30 SEP 79 | 30 SEP 80 | 30 SEP 81 | 30 SEP 82 | 30 SEP 83 | 31 OCT 83 |
| <u>MILITARY FUNCTIONS</u> | <u>991,081</u> | <u>990,356</u> | <u>1,019,466</u> | <u>1,029,854</u> | <u>1,067,824</u> | <u>1,076,414</u> |
| <u>DIRECT HIRE</u> | 915,764 | 915,786 | 939,942 | 947,061 | 983,644 | 991,868 |
| <u>INDIRECT HIRE</u> | 75,317 | 74,570 | 79,524 | 82,793 | 84,180 | 84,546 |
| Army | 359,121 | 360,508 | 372,111 | 379,316 | 392,346 | 396,254 |
| Direct Hire | 309,475 | 311,795 | 318,278 | 322,057 | 333,722 | 337,440 |
| Indirect Hire | 49,646 | 48,713 | 53,833 | 57,259 | 58,624 | 58,814 |
| Navy | 310,176 | 308,715 | 320,858 | 319,554 | 339,552 | 342,450 |
| Direct Hire | 299,449 | 297,984 | 310,123 | 308,885 | 328,907 | 331,761 |
| Indirect Hire | 10,727 | 10,731 | 10,735 | 10,669 | 10,645 | 10,689 |
| Air Force | 245,082 | 244,342 | 246,165 | 248,508 | 252,330 | 253,800 |
| Direct Hire | 231,838 | 230,938 | 232,933 | 235,456 | 239,367 | 240,708 |
| Indirect Hire | 13,244 | 13,404 | 13,232 | 13,052 | 12,963 | 13,092 |
| Other Defense Activities | 76,702 | 76,791 | 80,332 | 82,476 | 83,596 | 83,910 |
| Direct Hire | 75,002 | 75,069 | 78,608 | 80,663 | 81,648 | 81,959 |
| Indirect Hire | 1,700 | 1,722 | 1,724 | 1,813 | 1,948 | 1,951 |
| <u>CIVIL FUNCTIONS (ALL DIRECT HIRE)</u> | <u>33,342</u> | <u>32,611</u> | <u>31,800</u> | <u>31,573</u> | <u>32,823</u> | <u>31,731</u> |
| Army | 33,336 | 32,608 | 31,796 | 31,569 | 32,819 | 31,727 |
| Air Force | 6 | 3 | 4 | 4 | 4 | 4 |
| <u>TOTAL MILITARY AND CIVIL FUNCTIONS</u> | <u>1,024,423</u> | <u>1,022,967</u> | <u>1,051,266</u> | <u>1,061,427</u> | <u>1,100,647</u> | <u>1,108,145</u> |
| Direct Hire | 949,106 | 948,397 | 971,742 | 978,634 | 1,016,467 | 1,023,599 |
| Indirect Hire | 75,317 | 74,570 | 79,524 | 82,793 | 84,180 | 84,546 |

a/ Includes data for DOD Dependents Schools (0000S) which were marked as estimated.

TABLE 3

DOD Direct Hire Civilian Personnel Subject to OMB Ceiling,
by Function and Defense Component

| FUNCTION/COMPONENT | TOTAL EMPLOYMENT | | | FULL-TIME WITH PERMANENT APPOINTMENTS | | |
|---|------------------|-------------------|-------------------------------------|---------------------------------------|-------------------|-------------------------------------|
| | 30 SEP 83 | 31 OCT 83 | PROGRAMMED STRENGTH 30 SEP 84 | 30 SEP 83 | 31 OCT 83 | PROGRAMMED STRENGTH 30 SEP 84 |
| MILITARY FUNCTIONS | 983,644 | 991,868 | | 883,237 | 885,054 | |
| Army | 333,722 | 337,440 | | 290,028 | 291,024 | |
| Navy | 328,907 | 331,761 | | 295,497 | 295,861 | |
| Air Force | 239,367 | 240,708 | | 221,873 | 222,145 | |
| USD & Related Activities ^{b/} | 2,780 | 3,464 | | 2,585 | 3,249 | |
| Defense Audiovisual Agency | 261 | 251 ^{c/} | | 216 | 219 ^{c/} | |
| Defense Audit Service | 592 | - | | 587 | - | |
| Defense Communications Agency | 1,639 | 1,651 | | 1,580 | 1,590 | |
| Defense Contract Audit Agency | 3,750 | 3,756 | | 3,702 | 3,705 | |
| Defense Intelligence Agency | 2,850 | 2,911 | | 2,583 | 2,594 | |
| Defense Investigative Service | 3,260 | 3,303 | | 3,224 | 3,253 | |
| Defense Logistics Agency | 46,093 | 46,156 | | 44,392 | 44,404 | |
| Defense Mapping Agency | 8,738 | 8,803 | | 8,661 | 8,638 | |
| Defense Nuclear Agency | 670 | 667 | | 631 | 627 | |
| Department of Defense Dependents Schools | 10,330 | 10,304 | | 7,155 | 7,224 | |
| Uniformed Services University of the Health Sciences | 685 | 693 | | 523 | 521 | |
| CIVIL FUNCTIONS | 32,823 | 31,731 | | 28,231 | 27,974 | |
| Army | 32,819 | 31,727 | | 28,227 | 27,970 | |
| Air Force | 4 | 4 | | 4 | 4 | |
| TOTAL MILITARY AND CIVIL FUNCTIONS | 1,016,467 | 1,023,599 | | 911,468 | 913,028 | |

a/ Not available until January 1984.

b/ See the Glossary for a list of OSD and Related Activities.

c/ Personnel from Defense Audit Service were realigned under OSD in October 1983.

TABLE 4

DDU Military and Direct Hire Civilian Personnel, by Component (Excluding the Military Departments), According to Type: October 31, 1983

| DEFENSE COMPONENT | TOTAL | a/ CIVILIAN | MILITARY | | |
|--|---------------|-----------------------------|--------------|--------------|--------------|
| | | | TOTAL | OFFICER | ENLISTED |
| <u>TOTALS</u> | <u>90,570</u> | <u>82,899</u> ^{c/} | <u>7,671</u> | <u>4,581</u> | <u>3,090</u> |
| USD and Related Activities | 5,403 | 3,487 | 1,916 | 1,368 | 548 |
| Defense Audiovisual Agency ^{c/} | 276 | 261 | 15 | 12 | 3 |
| Defense Audit Service | - | - | - | - | - |
| Defense Communications Agency | 3,355 | 1,698 | 1,657 | 517 | 1,140 |
| Defense Contract Audit Agency | 3,783 | 3,783 | - | - | - |
| Defense Intelligence Agency | 4,893 | 2,912 | 1,981 | 1,291 | 690 |
| Defense Investigative Service | 3,383 | 3,338 | 45 | 7 | 38 |
| Defense Logistics Agency | 47,825 | 46,848 | 977 | 822 | 155 |
| Defense Mapping Agency | 9,321 | 8,885 | 436 | 178 | 258 |
| Defense Nuclear Agency | 1,183 | 676 | 507 | 307 | 200 |
| Department of Defense Dependents Schools | 10,304 | 10,304 | - | - | - |
| Uniformed Services University of the Health Sciences | 844 | 707 | 137 | 79 | 58 |

a/ Includes personnel not subject to Office of Management and Budget (OMB) ceiling control.

b/ See the Glossary for a list of USD and Related Activities.

c/ Personnel from Defense Audit Service were realigned under OSD in October 1983.

d/ Excludes students.

TABLE 5

DOD Direct Hire Civilian Personnel, by Type, ^{a/}
According to Defense Component: October 31, 1983

| TYPE OF PERSONNEL | TOTAL DOD | ARMY | NAVY | AIR FORCE | OTHER DEFENSE ACTIVITIES ^{b/} |
|-----------------------------------|------------------|----------------|----------------|----------------|--|
| TOTAL | <u>1,033,750</u> | <u>372,233</u> | <u>336,390</u> | <u>242,228</u> | <u>82,899</u> |
| BY STATUS | | | | | |
| Full-Time | 1,006,130 | 360,846 | 329,246 | 236,595 | 79,443 |
| Part-Time | 23,462 | 9,296 | 6,401 | 4,765 | 3,000 |
| Intermittent | 4,158 | 2,091 | 743 | 868 | 456 |
| BY CAREER SERVICE CATEGORY | | | | | |
| Competitive | 866,669 | 300,821 | 296,903 | 202,718 | 66,227 |
| Excepted and SES | 167,081 | 71,412 | 39,487 | 39,510 | 16,672 |
| BY TYPE OF APPOINTMENT | | | | | |
| Permanent | 924,646 | 324,362 | 298,398 | 224,968 | 76,918 |
| Temporary/Indefinite | 109,104 | 47,871 | 37,992 | 17,260 | 5,981 |
| BY CITIZENSHIP | | | | | |
| U.S. Citizens | 994,922 | 356,054 | 321,436 | 235,231 | 82,201 |
| Non-Citizens | 38,828 | 16,179 | 14,954 | 6,997 | 698 |
| BY LABOR CATEGORY | | | | | |
| Salaried | 675,122 | 256,639 | 192,588 | 153,686 | 72,209 |
| Wage Board | 358,628 | 115,594 | 143,802 | 88,542 | 10,690 |

^{a/} Includes personnel not subject to Office of Management and Budget (OMB) ceiling control.

^{b/} See the Glossary for a list of the Other Defense Activities.

TABLE 6

DDU Civilian Personnel, by Location and Type, ^{d/}
According to Defense Component: October 31, 1983

| LOCATION/TYPE OF PERSONNEL | TOTAL DDU | ARMY | NAVY | AIR FORCE | OTHER DEFENSE ACTIVITIES ^{b/} |
|----------------------------|------------------|----------------|----------------|----------------|--|
| <u>WORLDWIDE TOTAL</u> | <u>1,033,750</u> | <u>372,233</u> | <u>336,390</u> | <u>242,228</u> | <u>82,899</u> |
| <u>UNITED STATES</u> | <u>945,529</u> | <u>331,067</u> | <u>314,148</u> | <u>228,676</u> | <u>71,638</u> |
| By Location ^{c/} | | | | | |
| Washington, D.C., SMSA | 86,462 | 28,468 | 36,720 | 6,268 | 15,006 |
| Remainder of U.S. | 859,067 | 302,599 | 277,428 | 222,408 | 56,632 |
| By Labor Category | | | | | |
| Salaried | 620,820 | 235,374 | 182,955 | 141,419 | 61,072 |
| Wage Board | 324,709 | 95,693 | 131,193 | 87,257 | 10,566 |
| By Citizenship | | | | | |
| U.S. Citizens | 944,871 | 330,681 | 313,961 | 228,632 | 71,597 |
| Non-Citizens | 658 | 386 | 187 | 44 | 41 |
| <u>U.S. TERRITORIES</u> | <u>6,784</u> | <u>1,077</u> | <u>4,612</u> | <u>1,047</u> | <u>48</u> |
| By Labor Category | | | | | |
| Salaried | 3,169 | 717 | 1,940 | 475 | 37 |
| Wage Board | 3,615 | 360 | 2,672 | 572 | 11 |
| By Citizenship | | | | | |
| U.S. Citizens | 6,688 | 1,075 | 518 | 1,047 | 48 |
| Non-Citizens | 96 | 2 | 1 | - | - |
| <u>FOREIGN COUNTRIES</u> | <u>81,437</u> | <u>40,089</u> | <u>17,300</u> | <u>12,505</u> | <u>11,213</u> |
| By Labor Category | | | | | |
| Salaried | 51,133 | 20,548 | 7,000 | 11,792 | 11,100 |
| Wage Board | 30,304 | 19,541 | 9,937 | 713 | 113 |
| By Citizenship | | | | | |
| U.S. Citizens | 43,363 | 24,298 | 2,957 | 5,552 | 10,556 |
| Non-Citizens | 38,074 | 15,791 | 14,673 | 6,953 | 657 |

^{a/} Includes personnel not subject to Office of Management and Budget (OMB) ceiling control.

^{b/} See the Glossary for a list of the Other Defense Activities.

^{c/} The Washington, D.C., Standard Metropolitan Statistical Area (SMSA) consists of the District of Columbia; Montgomery, Prince Georges, Charles, Calvert, and Frederick counties in Maryland; Alexandria, Fairfax, Falls Church, Manassas and Manassas Park cities, and Arlington, Fairfax, Loudoun, Prince William, and Stafford counties in Virginia.

TABLE 7

Non Indirect Hire Civilian Personnel, by Country,
Accounting to Defense Component: October 31, 1983

| COUNTRY | TOTAL DOD | ARMY | NAVY | AIR FORCE | OTHER DEFENSE ACTIVITIES ^{a/} |
|----------------|---------------|---------------|---------------|---------------|--|
| <u>TOTAL</u> | <u>84,546</u> | <u>58,814</u> | <u>10,639</u> | <u>13,092</u> | <u>1,951</u> |
| Belgium | 606 | 596 | - | ? | 12 |
| Germany | 58,550 | 51,125 | 20 | 5,944 | 1,461 |
| Greece | 598 | 16 | 133 | 374 | 19 |
| Guam | 4 | - | 4 | - | - |
| Italy | 1 | - | 1 | - | - |
| Japan | 17,591 | 3,472 | 9,331 | 3,936 | 242 |
| Korea | 3,335 | 3,335 | - | - | - |
| Netherlands | 370 | 600 | - | 70 | 14 |
| Philippines | 7 | - | 6 | - | 1 |
| Spain | 2,043 | - | 1,140 | 926 | 87 |
| United Kingdom | 1,441 | - | 67 | 1,269 | 109 |

^{a/} See the Glossary for a list of the Other Defense Activities.

TABLE 8

Number and Rate of Monthly Accessions
and Separations of DOD Direct Hire Civilian Personnel:
January 1982 - October 1983

| DATE | ACCESSIONS | | SEPARATIONS | |
|-------------|------------|---------|-------------|---------|
| | NUMBER | RATE(%) | NUMBER | RATE(%) |
| <u>1982</u> | | | | |
| January | 11,522 | 1.14 | 9,949 | 0.99 |
| February | 14,406 | 1.42 | 8,723 | 0.86 |
| March | 17,149 | 1.68 | 10,720 | 1.05 |
| April | 14,701 | 1.44 | 8,662 | 0.85 |
| May | 17,161 | 1.69 | 9,255 | 0.90 |
| June | 36,065 | 3.45 | 21,339 | 2.04 |
| July | 19,527 | 1.87 | 14,979 | 1.43 |
| August | 21,987 | 2.09 | 26,429 | 2.52 |
| September | 14,496 | 1.39 | 64,265 | 6.16 |
| October | 36,708 | 3.71 | 12,344 | 1.25 |
| November | 16,521 | 1.63 | 9,394 | 0.92 |
| December | 13,083 | 1.28 | 9,772 | 0.95 |
| <u>1983</u> | | | | |
| January | 14,674 | 1.43 | 18,041 | 1.76 |
| February | 15,014 | 1.47 | 11,574 | 1.13 |
| March | 12,847 | 1.25 | 12,905 | 1.25 |
| April | 13,051 | 1.27 | 14,238 | 1.38 |
| May | 23,135 | 2.25 | 13,685 | 1.33 |
| June | 32,076 | 3.08 | 23,130 | 2.22 |
| July | 20,262 | 1.93 | 16,146 | 1.54 |
| August | 26,627 | 2.53 | 31,041 | 2.95 |
| September | 21,195 | 2.02 | 49,921 | 4.75 |
| October | 22,923 | 2.23 | 19,320 | 1.88 |

a/ Accession and separation rates represent the number of gains or losses in civilian personnel as a percentage of total DOD employment.

G L O S S A R Y

Accessions. Additions to an agency's work force. Includes appointments from civil service registers that are career or career-conditional appointments, appointments to the Senior Executive Service, temporary appointments from registers, temporary appointments pending the establishment of registers, reappointments, reinstatements, restorations, returns to duty, and transfers.

Civil Functions. Functions primarily associated with the Civil Works program of the Army Corps of Engineers. This program encompasses planning, programming, designing, constructing, and operating Federal water resource projects for navigation, flood control, hydroelectric power, water supply, recreation, and related activities. Civil Functions also includes cemetery workers (Army) and several conservation management employees (Air Force).

Competitive Service. All civil service positions in the Executive Branch, except:

1. Positions which are specifically exempted from the Competitive Service by or under statute;
2. Positions to which appointments are made by nomination for confirmation by the Senate, unless the Senate otherwise directs or when specifically included in the Competitive Service by statute;
3. Positions in the Senior Executive Service.

Also includes civil service positions not in the Executive Branch which are specifically included in the Competitive Service by statute.

Direct Hire Civilians. Employees hired directly by an agency of DOD. Includes foreign nationals hired by DOD to support DOD activities in their home countries.

DOD. Department of Defense.

Excepted Service. All positions in the Executive Branch of the Federal government (except Senior Executive Service positions) which are specifically exempted from the Competitive Service by or pursuant to a statute, the President, or the Office of Personnel Management.

Full-Time Employees. Employees who are regularly scheduled to work the number of hours and days in the administrative workweek for their employment group or class. (Usually 5 days of 8 hours each.)

Indirect Hire Civilians. Foreign nationals assigned to support U.S. forces through contracts or agreements with foreign governments (or agencies thereof). These personnel are employees of the foreign governments involved. All indirect hires support military functions.

Intermittent Employees. Employees who are employed with no prescribed tour of duty (i.e., employed on an irregular or occasional basis).

Military Functions. Activities normally associated with the uniformed services.

OMB Ceiling Employment. Employees subject to Office of Management and Budget (OMB) ceilings established to administer Presidential employment ceiling limitations. For direct hire employees, it excludes employees such as some summer aides or employees in the Stay-in-School, Federal Junior Fellowship, and Worker-Trainee Opportunity Programs and those covered by other official exemptions granted by OMB.

OSD and Related Activities.

American Forces Information Service (AFIS)
Civilian Health and Medical Program
of the Uniformed Services (CHAMPUS)
Defense Advanced Research Projects Agency (DARPA)
Defense Legal Services (DLS)
Defense Security Assistance Agency (DSAA)
Office of Economic Adjustment (OEA)
Office of the Secretary of Defense (OSD)
Organization of the Joint Chiefs of Staff (OJCS)
Tri-Service Medical Information System (TRIMIS)
U.S. Court of Military Appeals (USCMA)
Washington Headquarters Services (WHS)

Other Defense Activities.

Defense Audiovisual Agency (DAVA)
Defense Communications Agency (DCA)
Defense Contract Audit Agency (DCAA)
Defense Intelligence Agency (DIA)
Defense Investigative Service (DIS)
Defense Logistics Agency (DLA)
Defense Mapping Agency (DMA)
Defense Nuclear Agency (DNA)
Department of Defense Dependents Schools (DODDS)
OSD and Related Activities
Uniformed Services University of the
Health Sciences (USUHS)

Part-Time Employees. Employees who are regularly scheduled for a prearranged tour of duty which is less than the specified number of hours or days worked by full-time employees in the same employment group or class.

Permanent Appointments. Permanent appointments are defined within each type of service as follows:

1. Competitive Service - Employees serving under career appointments who are serving or who have completed their initial appointment probation or who are not required to serve an initial appointment probation. Also includes employees with career-conditional appointments.
2. Excepted Service - Employees whose appointments carry no restrictions or conditions, such as conditional appointments, indefinite or specific time limitations, or trial periods. Based on tenure, can include employees serving trial periods or those whose tenure is equivalent to career-conditional in the Competitive Service.

3. Senior Executive Service (SES) - All SES employees except those serving under "limited term" and "limited emergency" appointments.

Salaried Employees. Primarily employees occupying positions subject to the Classification Act of 1949, as amended, and a limited number of other employees whose compensation is established by other legislation, Executive Order, or administrative determination.

Senior Executive Service (SES). Positions in an agency which are grade 16, 17, or 18 of the General Schedule or Level IV or V of the Executive Schedule (unless exempted). Also includes equivalent positions which need not be filled by appointment by the President and confirmation by the Senate and which have not been specifically excluded from the SES.

Separations. Losses from an agency's work force. Includes discharges, resignations, terminations, reductions-in-force, removals, transfers, extended leave without pay, suspensions, furloughs, deaths, retirements, and displacements.

Total Civilian Employment. Total direct and indirect hire civilian employment. For direct hires, includes, with some exceptions, all direct hire employees who had not officially separated as of the report date and who either worked during the reporting period or were on paid leave.

Wage System Employees. Employees whose basic rates of pay are fixed in accordance with locally prevailing rates or by wage boards or similar administrative authority. Includes prevailing rate employees. (Prevailing rate employees are those employed by an agency in a recognized trade or craft; other skilled mechanical craft; or an unskilled, semiskilled, or skilled manual labor occupation. Also includes any other person, including a foreman or supervisor, in a position where trade, craft, or labor experience and knowledge is a paramount requirement.)

ND