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CIVILIAN MANPOWER STATISTICS, NOVEMBER, FY-84. (U)  
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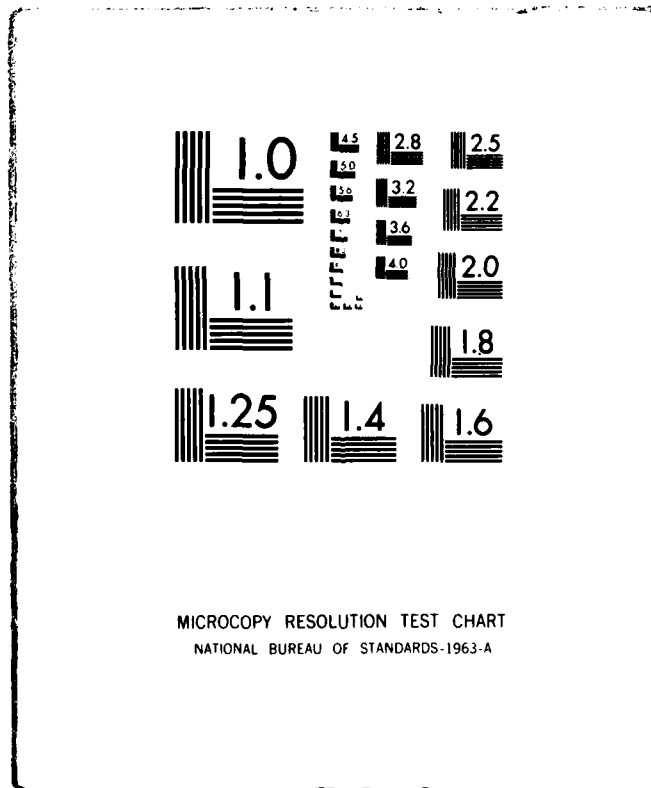
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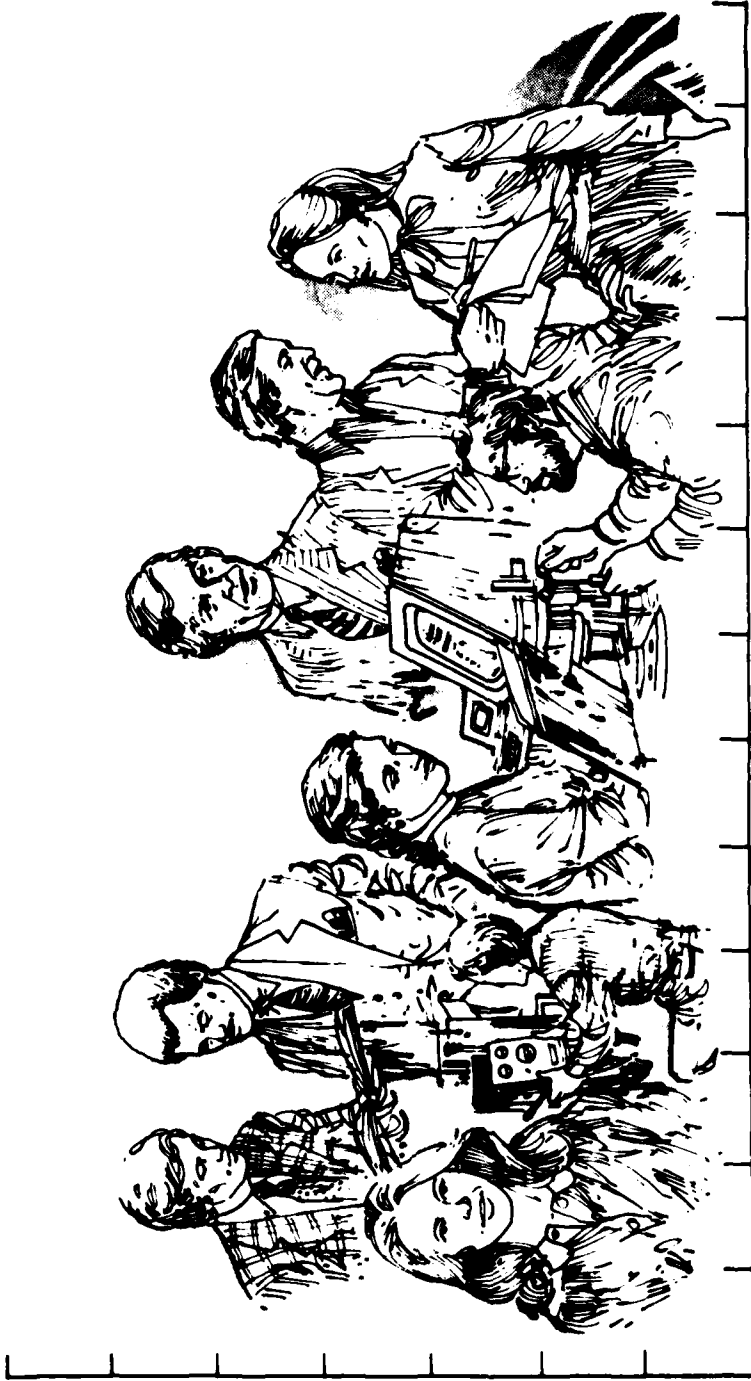


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Department of Defense  
**CIVILIAN MANPOWER STATISTICS**

**NOVEMBER 1983**



Department of Defense

**Civilian Manpower Statistics**

November 1983

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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: November 30, 1983

FUNCTION/EMPLOYMENT STATUS	TOTAL a/ DOD	ARMY	b/ NAVY	AIR FORCE	c/ OTHER DEFENSE ACTIVITIES
<u>MILITARY FUNCTIONS</u>					
OMB Ceiling Employment	1,082,967	398,423	344,323	255,599	84,622
Direct Hire	998,351	339,594	333,618	242,461	82,678
Indirect Hire	84,616	58,829	10,705	13,138	1,944
Total Employment	1,093,166	401,221	348,980	257,290	85,675
Direct Hire	1,008,550	342,392	338,275	244,152	83,731
Indirect Hire	84,616	58,829	10,705	13,138	1,944
<u>CIVIL FUNCTIONS (ALL DIRECT HIRE)</u>					
OMB Ceiling Employment	31,048	31,045	0	3	0
Total Employment	31,912	31,909	0	3	0
<u>TOTAL MILITARY AND CIVIL FUNCTIONS</u>					
OMB Ceiling Employment	1,114,015	429,468	344,323	255,602	84,622
Direct Hire	1,029,399	370,639	333,618	242,464	82,678
Indirect Hire	84,616	58,829	10,705	13,138	1,944
Total Employment	1,125,078	433,130	348,980	257,293	85,675
Direct Hire	1,040,462	374,301	338,275	244,155	83,731
Indirect Hire	84,616	58,829	10,705	13,138	1,944

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 80	30 SEP 81	30 SEP 82	30 SEP 83	31 OCT 83	30 NOV 83
<u>MILITARY FUNCTIONS</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>1,082,967</u>
DIRECT HIRE	915,786	939,942	947,061	983,644	991,868	998,351
INDIRECT HIRE	74,570	79,524	82,793	84,180	84,546	84,616
Army	360,508	372,111	379,316	392,346	396,254	398,423
Direct Hire	311,795	318,278	322,057	333,722	337,440	339,594
Indirect Hire	48,713	53,833	57,259	58,624	58,814	58,829
Navy	308,715	320,858	319,554	339,552	342,450	344,323
Direct Hire	297,984	310,123	308,885	328,907	331,761	333,618
Indirect Hire	10,731	10,735	10,669	10,645	10,689	10,705
Air Force	244,342	246,165	248,508	252,330	253,800	255,599
Direct Hire	230,938	232,933	235,456	239,367	240,708	242,461
Indirect Hire	13,404	13,232	13,052	12,963	13,092	13,138
Other Defense Activities	76,791	80,332	82,476	83,596	83,910	84,622
Direct Hire	75,069	78,608	80,663	81,648	81,959	82,678
Indirect Hire	1,722	1,724	1,813	1,948	1,951	1,944
<u>CIVIL FUNCTIONS (ALL DIRECT HIRE)</u>	<u>32,611</u>	<u>31,800</u>	<u>31,573</u>	<u>32,823</u>	<u>31,731</u>	<u>31,048</u>
Army	32,608	31,796	31,569	32,819	31,727	31,045
Air Force	3	4	4	4	4	3
<u>TOTAL MILITARY AND CIVIL FUNCTIONS</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>	<u>1,114,015</u>
Direct Hire	948,397	971,742	978,634	1,016,467	1,023,599	1,029,399
Indirect Hire	74,570	79,524	82,793	84,180	84,546	84,616

TABLE 3

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

FUNCTION/COMPONENT	TOTAL EMPLOYMENT			FULL-TIME WITH PERMANENT APPOINTMENTS		
	31 OCT 83	30 NOV 83	PROGRAMMED STRENGTH a/ 30 SEP 84	31 OCT 83	30 NOV 83	PROGRAMMED STRENGTH a/ 30 SEP 84
<u>MILITARY FUNCTIONS</u>	<u>991,868</u>	<u>998,351</u>		<u>885,054</u>	<u>887,051</u>	
Army	337,440	339,594		291,024	291,986	
Navy	331,761	333,618		295,861	296,033	
Air Force	240,708	242,461		222,145	222,639	
OSD & Related Activities	3,464	3,520		3,249	3,307	
Defense Audiovisual Agency	251	248		219	220	
Defense Communications Agency	1,651	1,661		1,590	1,594	
Defense Contract Audit Agency	3,756	3,738		3,705	3,689	
Defense Intelligence Agency	2,911	2,919		2,594	2,604	
Defense Investigative Service	3,303	3,302		3,253	3,250	
Defense Logistics Agency	46,156	46,358		44,404	44,548	
Defense Mapping Agency	8,803	8,830		8,638	8,680	
Defense Nuclear Agency	667	670		627	623	
Department of Defense Dependents Schools	10,304	10,725		7,224	7,260	
Uniformed Services University of the Health Sciences	693	707		521	618	
<u>CIVIL FUNCTIONS</u>	<u>31,731</u>	<u>31,048</u>		<u>27,974</u>	<u>27,624</u>	
Army	31,727	31,045		27,970	27,621	
Air Force	4	3		4	3	
<u>TOTAL MILITARY AND CIVIL FUNCTIONS</u>	<u>1,023,599</u>	<u>1,029,399</u>		<u>913,028</u>	<u>914,675</u>	

a/ Not available until January 1984.

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

TABLE 4

DOD Military and Direct Hire Civilian Personnel, by Component (Excluding the Military Departments), According to Type: November 30, 1983

DEFENSE COMPONENT	TOTAL	CIVILIAN <sup>a/</sup>	TOTAL	MILITARY	
				OFFICER	ENLISTED
<u>TOTALS</u>	<u>91,328</u>	<u>83,731</u>	<u>7,597</u>	<u>4,520</u>	<u>3,077</u>
OSD and Related Activities <sup>b/</sup>	5,454	3,543	1,911	1,361	550
Defense Audiovisual Agency	273	258	15	12	3
Defense Communications Agency	3,383	1,719	1,664	518	1,146
Defense Contract Audit Agency	3,764	3,764	-	-	-
Defense Intelligence Agency	4,829	2,920	1,909	1,243	666
Defense Investigative Service	3,380	3,335	45	4	41
Defense Logistics Agency	48,117	47,144	973	818	155
Defense Mapping Agency	9,357	8,921	436	178	258
Defense Nuclear Agency	1,189	681	508	307	201
Department of Defense Dependents Schools	10,725	10,725	-	-	-
Uniformed Services University of the Health Sciences	857	721	136 <sup>c/</sup>	79	57

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

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

<sup>c/</sup> Excludes students.

TABLE 5

DOD Direct Hire Civilian Personnel, by Type, <sup>a/</sup>  
According to Defense Component: November 30, 1983

TYPE OF PERSONNEL	TOTAL DOD	ARMY	NAVY	AIR FORCE	OTHER DEFENSE ACTIVITIES <sup>b/</sup>
<b>TOTAL</b>	<u>1,040,462</u>	<u>374,301</u>	<u>338,275</u>	<u>244,155</u>	<u>83,731</u>
<b>BY STATUS</b>					
Full-Time	1,010,130	361,877	330,631	237,795	79,827
Part-Time	25,195	10,061	6,653	5,278	3,203
Intermittent	5,137	2,363	991	1,082	701
<b>BY CAREER SERVICE CATEGORY</b>					
Competitive	869,524	301,750	297,395	203,954	66,425
Excepted and SES	170,938	72,551	40,880	40,201	17,306
<b>BY TYPE OF APPOINTMENT</b>					
Permanent	926,531	325,053	298,658	225,545	77,275
Temporary/Indefinite	113,931	49,248	39,617	18,610	6,456
<b>BY CITIZENSHIP</b>					
U.S. Citizens	1,000,202	358,102	322,124	236,941	83,035
Non-Citizens	40,260	16,199	16,151	7,214	696
<b>BY LABOR CATEGORY</b>					
Salaries	680,387	258,523	193,748	155,098	73,018
Wage Board	360,075	115,778	144,527	89,057	10,713

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

<sup>b/</sup> See the Glossary for a list of the Other Defense Activities.

TABLE 6

DOD Civilian Personnel, by Location and Type, <sup>a/</sup>  
According to Defense Component: November 30, 1983

LOCATION/TYPE OF PERSONNEL	TOTAL DOD	ARMY	NAVY	AIR FORCE	OTHER DEFENSE ACTIVITIES <sup>b/</sup>
<u>WORLDWIDE TOTAL</u>	<u>1,040,462</u>	<u>374,301</u>	<u>338,275</u>	<u>244,155</u>	<u>83,731</u>
<u>UNITED STATES</u>	<u>949,325</u>	<u>332,622</u>	<u>314,775</u>	<u>229,872</u>	<u>72,056</u>
By Location <sup>c/</sup>					
Washington, D.C., SMSA	86,849	28,635	36,740	6,324	15,150
Remainder of U.S.	862,476	303,987	278,035	223,548	56,906
By Labor Category					
Salaries	624,351	236,942	183,809	142,151	61,449
Wage Board	324,974	95,680	130,966	87,721	10,607
By Citizenship					
U.S. Citizens	948,664	332,231	314,586	229,833	72,014
Non-Citizens	661	391	189	39	42
<u>U.S. TERRITORIES</u>	<u>6,910</u>	<u>1,083</u>	<u>4,646</u>	<u>1,133</u>	<u>48</u>
By Labor Category					
Salaries	3,290	724	1,988	541	37
Wage Board	3,620	359	2,658	592	11
By Citizenship					
U.S. Citizens	6,816	1,081	4,554	1,133	48
Non-Citizens	94	2	92	-	-
<u>FOREIGN COUNTRIES</u>	<u>84,227</u>	<u>40,596</u>	<u>18,854</u>	<u>13,150</u>	<u>11,627</u>
By Labor Category					
Salaries	52,746	20,857	7,951	12,406	11,532
Wage Board	31,481	19,739	10,903	744	95
By Citizenship					
U.S. Citizens	44,722	24,790	2,984	5,975	10,973
Non-Citizens	39,505	15,806	15,870	7,175	654

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

<sup>b/</sup> See the Glossary for a list of the other Defense Activities.

<sup>c/</sup> 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, Loudoun, Prince William and Stafford counties in Virginia.

TABLE 7

DOD Indirect Hire Civilian Personnel, by Country,  
According to Defense Component: November 30, 1983

COUNTRY	TOTAL DOD	ARMY	NAVY	AIR FORCE	OTHER DEFENSE ACTIVITIES <sup>a/</sup>
<u>TOTAL</u>	<u>84,616</u>	<u>58,829</u>	<u>10,705</u>	<u>13,138</u>	<u>1,944</u>
Belgium	612	592	-	2	18
Germany	58,646	51,222	20	5,950	1,454
Greece	600	16	130	435	19
Guam	4	-	4	-	-
Italy	1	-	1	-	-
Japan	17,589	3,435	9,349	4,561	244
Korea	3,297	3,297	-	-	-
Netherlands	357	267	-	77	13
Philippines	7	-	6	-	1
Spain	2,046	-	1,128	831	87
United Kingdom	1,457	-	67	1,282	108

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 - November 1983

DATE	ACCESSIONS <sup>a/</sup>		SEPARATIONS <sup>a/</sup>	
	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
November	16,564	1.60	11,598	1.12

<sup>a/</sup> 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 excepted 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 prescheduled 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 (UIS)  
Defense Logistics Agency (DLA)  
Defense Mapping Agency (DMA)  
Defense Nuclear Agency (DNA)  
Department of Defense Dependents Schools (DDDS)  
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.

Salaries 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**