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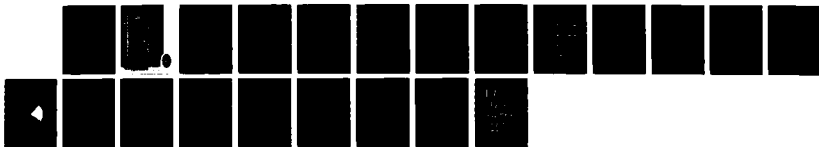
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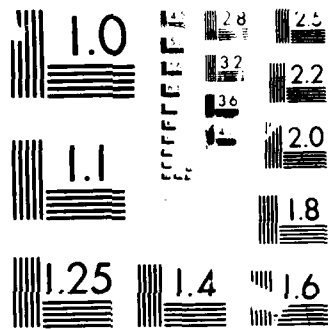
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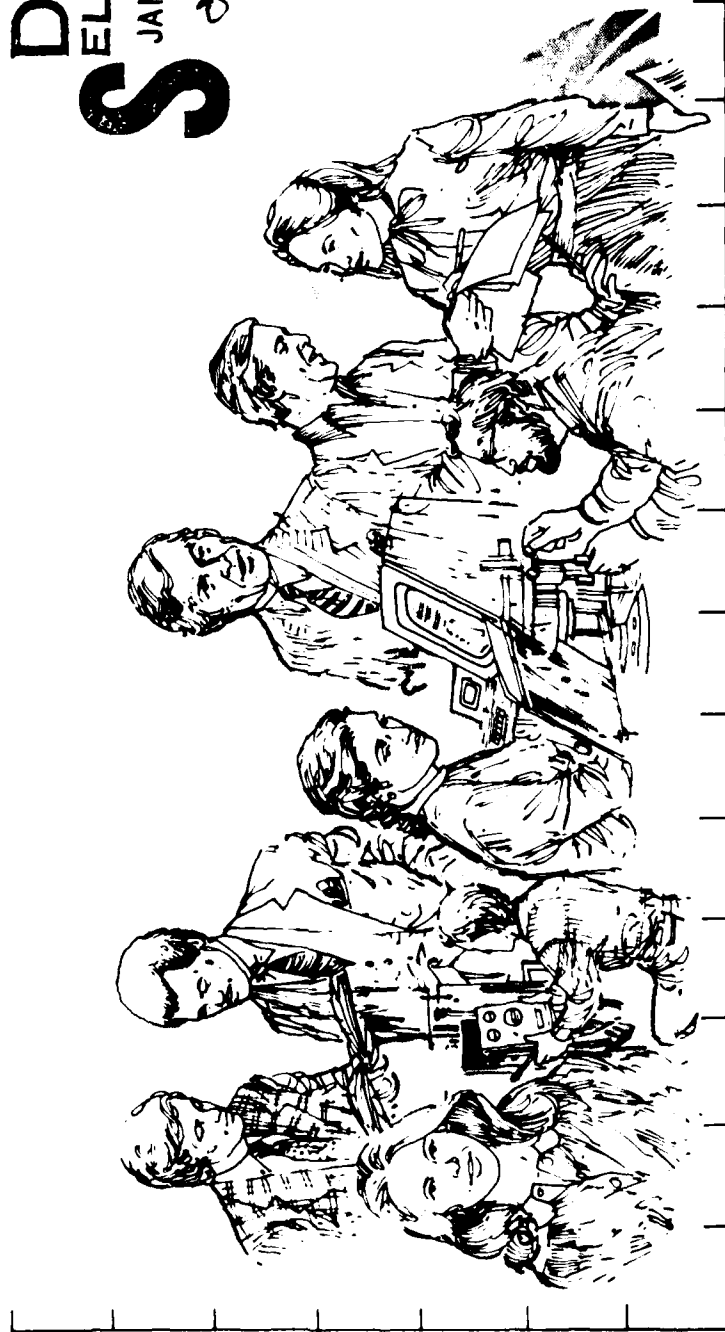
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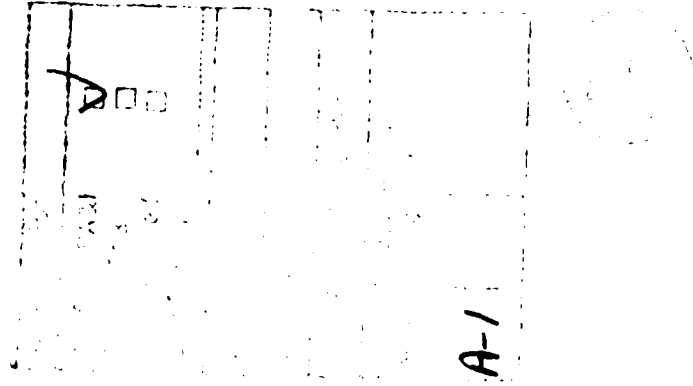
CIVILIAN MANPOWER STATISTICS

September 30, 1987

*Issued Quarterly by
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FOREWORD

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

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, the Defense Intelligence Agency, and personnel paid from nonappropriated 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.

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TABLE 1

**DoD Civilian Employment by Function and Employment Status,
According to Defense Component - September 30, 1987**

FUNCTION/EMPLOYMENT STATUS	TOTAL DoD a/	ARMY	NAVY b/	AIR FORCE	OTHER DoD ORGS. c/
MILITARY FUNCTIONS					
OMB CEILING EMPLOYMENT	1,134,145	420,145	354,162	265,326	94,512
DIRECT HIRE	1,049,337	359,966	343,672	252,767	92,932
INDIRECT HIRE	84,808	60,179	10,490	12,559	1,580
TOTAL EMPLOYMENT	1,143,462	422,620	358,405	267,003	95,434
DIRECT HIRE	1,058,654	362,441	347,915	254,444	93,854
INDIRECT HIRE	84,808	60,179	10,490	12,559	1,580
CIVIL FUNCTIONS (ALL DIRECT HIRE)					
OMB CEILING EMPLOYMENT	29,753	29,751	0	2	0
TOTAL EMPLOYMENT	31,364	31,362	0	2	0
TOTAL MILITARY AND CIVIL FUNCTIONS					
OMB CEILING EMPLOYMENT	1,163,898	449,896	354,162	265,328	94,512
DIRECT HIRE	1,079,090	389,717	343,672	252,769	92,932
INDIRECT HIRE	84,808	60,179	10,490	12,559	1,580
TOTAL EMPLOYMENT	1,174,826	453,982	358,405	267,005	95,434
DIRECT HIRE	1,090,018	393,803	347,915	254,446	93,854
INDIRECT HIRE	84,808	60,179	10,490	12,559	1,580

a/Included in Total Employment but excluded from Office of Management and Budget (OMB) Ceiling. Employment are employees exempt from OMB ceiling control. Refer to Office of Personnel Management Federal Personnel Manual System Supplement 298-2, Subchapter 53, for a delineation of employment exempt from ceiling control.
b/Includes Marine Corps civilian personnel.
c/See Glossary for a list of Other DoD Organizations.

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 3 MONTHS		
	30 SEP 83	30 SEP 84	30 SEP 85	30 SEP 86	31 JUL 87	31 AUG 87	30 SEP 87
MILITARY FUNCTIONS	1,067,824	1,089,585	1,129,745	1,112,901	1,145,669	1,143,668	1,134,145
DIRECT HIRE a/	983,644	1,004,488	1,043,240	1,027,866	1,062,184	1,059,046	1,049,337
INDIRECT HIRE b/	84,180	85,097	86,505	85,035	83,485	84,622	84,808
ARMY	392,346	405,084	421,780	414,774	431,375	427,894	420,145
DIRECT HIRE	333,722	345,194	360,887	355,343	371,413	367,765	359,966
INDIRECT HIRE	58,624	59,890	60,893	59,431	59,962	60,129	60,179
NAVY	339,552	342,851	353,501	342,727	352,953	355,606	354,162
DIRECT HIRE	328,907	332,468	343,061	332,363	343,329	345,213	343,672
INDIRECT HIRE	10,645	10,383	10,440	10,364	9,624	10,393	10,490
AIR FORCE	252,330	253,884	265,018	264,299	273,177	267,012	265,326
DIRECT HIRE	239,367	240,903	251,550	250,655	260,766	254,466	252,767
INDIRECT HIRE	12,963	12,981	13,468	13,644	12,411	12,546	12,559
OTHER DoD ORGANIZATIONS c/	83,596	87,766	89,446	91,101	88,164	93,156	94,512
DIRECT HIRE	81,648	85,923	87,742	89,505	86,676	91,602	92,932
INDIRECT HIRE	1,948	1,843	1,704	1,596	1,488	1,554	1,580
CIVIL FUNCTIONS a/							
(ALL DIRECT HIRE)	32,823	28,974	30,029	30,817	30,276	30,261	29,753
ARMY	32,819	28,972	30,026	30,814	30,274	30,259	29,751
AIR FORCE	4	2	3	3	2	2	2
TOTAL MILITARY AND CIVIL FUNCTIONS	1,100,647	1,118,559	1,159,774	1,143,718	1,175,945	1,173,929	1,163,898
DIRECT HIRE a/	1,016,467	1,033,462	1,073,269	1,058,683	1,092,460	1,089,307	1,079,090
INDIRECT HIRE b/	84,180	85,097	86,505	85,035	83,485	84,622	84,808

a/As reported officially to the Office of Personnel Management
b/Foreign Nationals supporting U.S. Military Forces overseas under contracts
or agreements with foreign governments
c/See Glossary for a list of Other DoD Organizations

TRENDS IN DoD CIVILIAN EMPLOYMENT/FY84 - FY87

MILITARY AND CIVIL FUNCTIONS

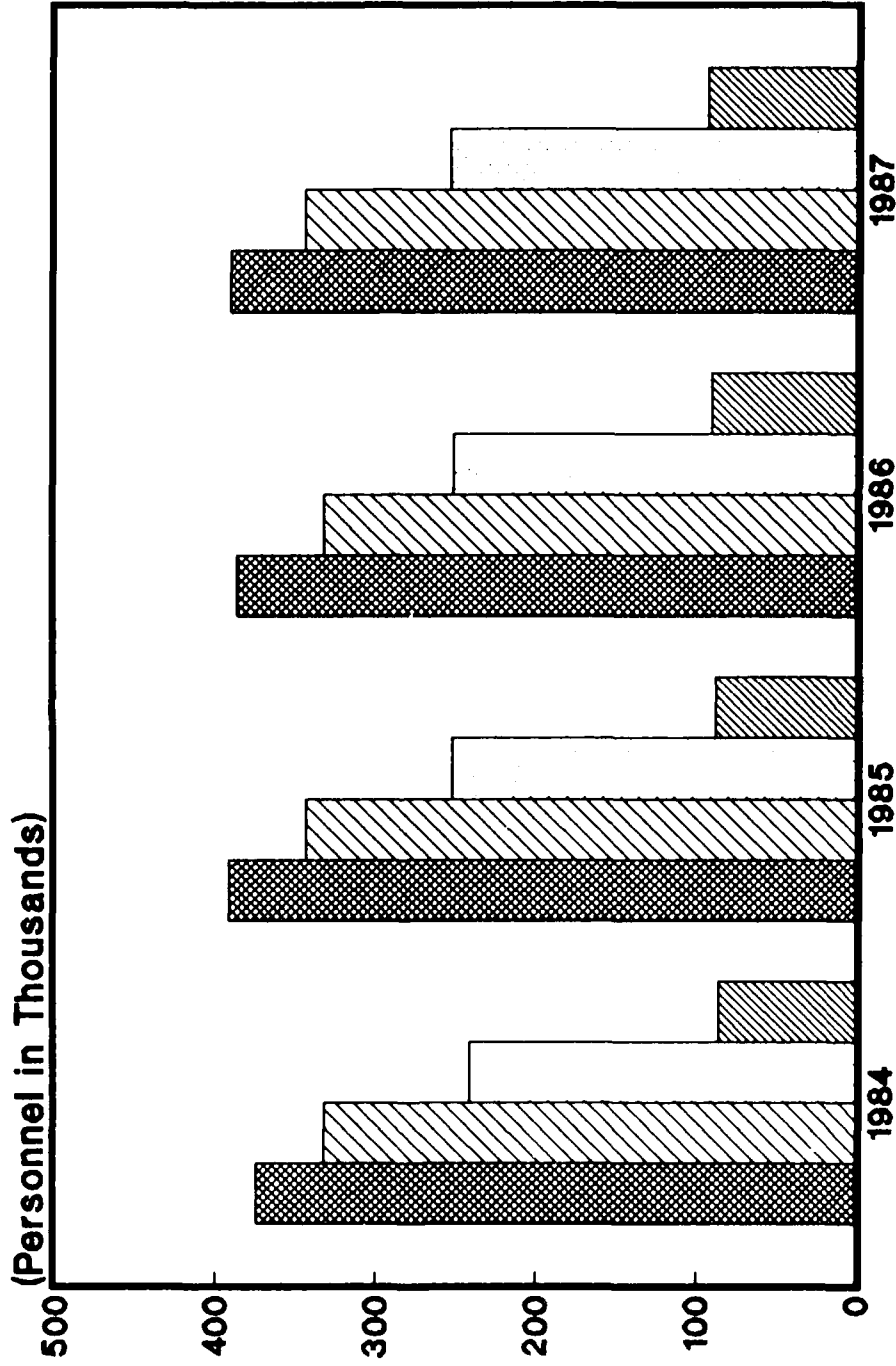


Figure 1 - Direct Hires

TRENDS IN DoD CIVILIAN EMPLOYMENTS/FY84 - FY87
MILITARY AND CIVIL FUNCTIONS

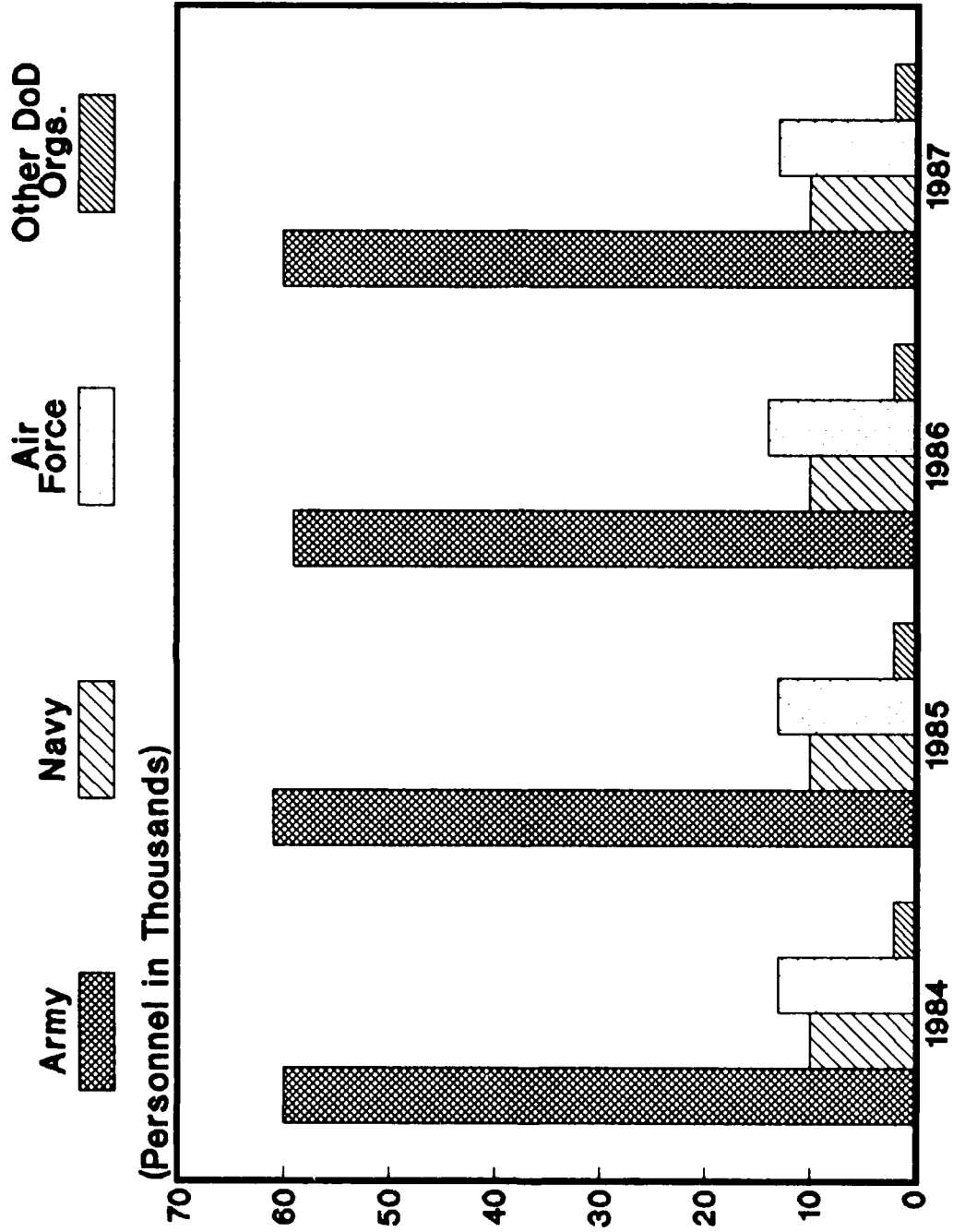


Figure 2 - Indirect Hires

TABLE 3

DoD Direct Hire Civilian Personnel Subject to OMB Ceiling,
By Function and Defense Component

FUNCTION/COMPONENT	TOTAL EMPLOYMENT			PROGRAMMED STRENGTH	FULL-TIME WITH PERMANENT APPOINTMENTS		
	31 JUL 87	31 AUG 87	30 SEP 87		31 JUL 87	31 AUG 87	30 SEP 87
	MILITARY FUNCTIONS	1,062,184	1,059,046		1,049,337	1,031,999	916,698
ARMY	371,413	367,765	359,966	350,555	302,782	302,747	303,598
NAVY	343,329	345,213	343,672	338,402	307,840	309,053	304,778
AIR FORCE	260,766	254,466	252,771	250,266	227,375	227,063	227,015
OSD & ORGANIZATIONS SERVICED BY OSD a/	4,445	4,423	4,434	4,820	4,171	4,204	4,248
DEFENSE COMMUNICATIONS AGENCY	2,127	2,094	2,172	2,072	2,052	2,051	2,051
DEFENSE CONTRACT AUDIT AGENCY	5,879	5,882	6,078	6,056	5,767	5,770	5,941
DEFENSE INVESTIGATIVE SERVICE	4,235	4,277	4,329	4,497	3,885	3,944	4,001
DEFENSE LOGISTICS AGENCY	52,649	52,720	52,876	52,007	49,071	49,182	49,570
DEFENSE MAPPING AGENCY	8,695	8,623	8,579	9,094	8,454	8,399	8,364
DEFENSE NUCLEAR AGENCY	792	783	776	887	683	694	685
DEPARTMENT OF DEFENSE DEPENDENTS SCHOOLS	6,782	11,752	12,636	12,288	3,745	8,199	8,331
JOINT TACTICAL COMMAND, CONTROL & COMMUNICATIONS AGENCY	217	217	214	245	209	209	204
UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES	855	831	838	810	664	666	672
CIVIL FUNCTIONS	30,276	30,261	29,753	N/A	26,723	26,779	27,237
ARMY	30,274	30,259	29,751	N/A	26,721	26,777	27,235
AIR FORCE	2	2	2		2	2	2
TOTAL MILITARY AND CIVIL FUNCTIONS	1,092,460	1,089,307	1,079,090	N/A	943,421	948,960	946,695

a/ See the Glossary for a list of OSD and Organizations Serviced by OSD.

**DoD DIRECT HIRE CIVILIAN PERSONNEL SUBJECT TO
OMB CEILING, BY FUNCTION & DEFENSE COMPONENT**

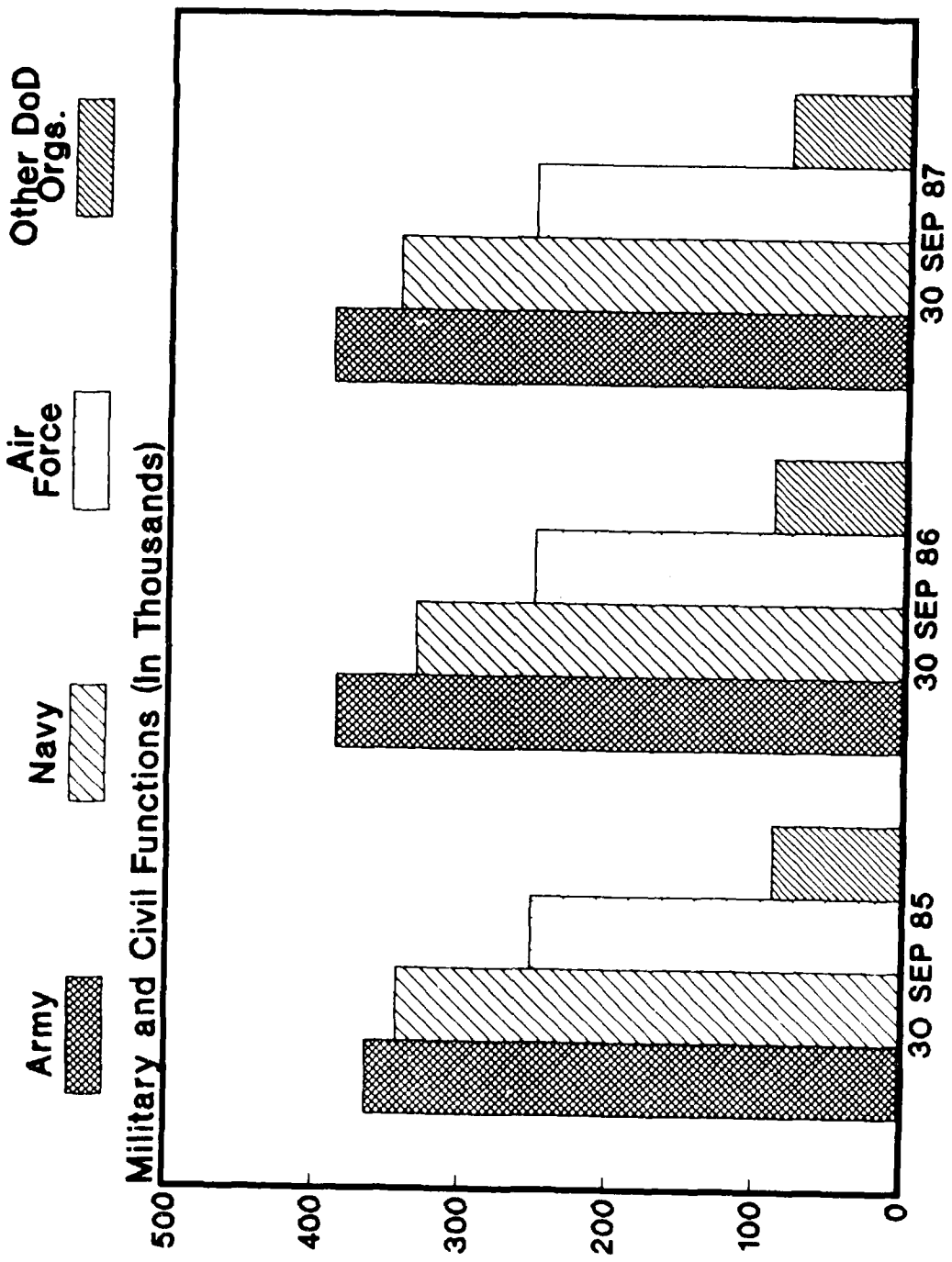


Figure 3 - Total Employment

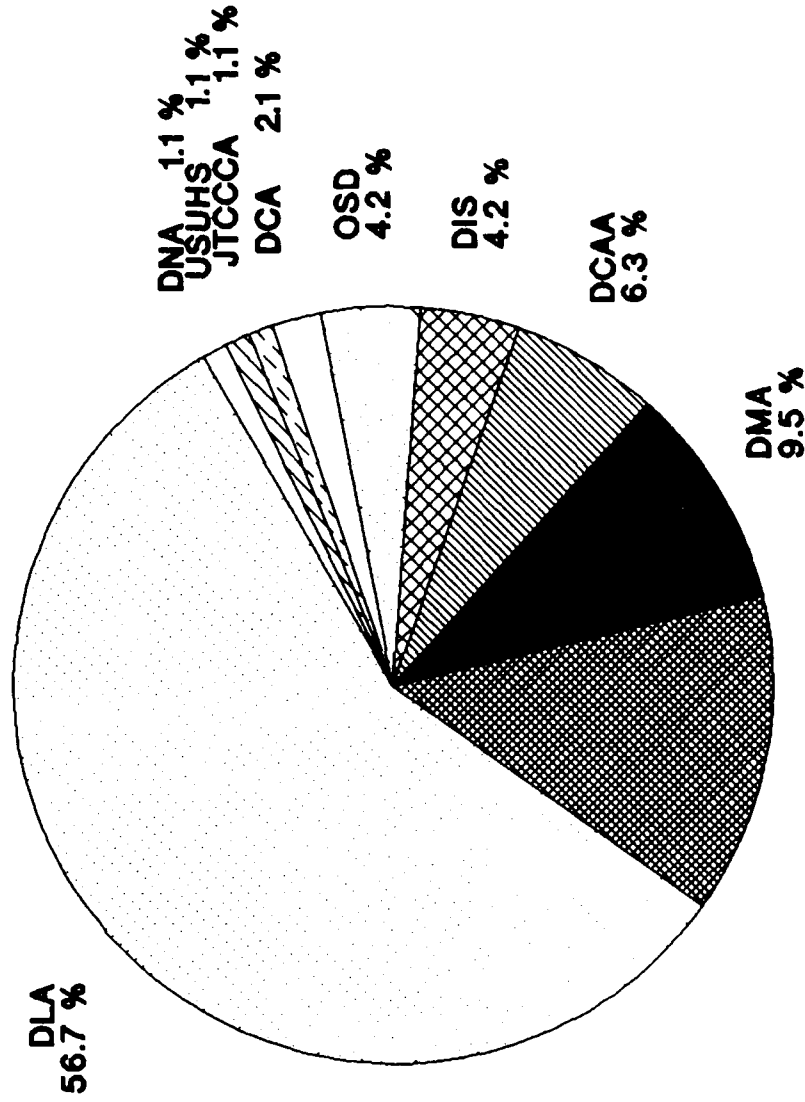
TABLE 4

**DoD Direct and Indirect Hire Civilian Personnel by Component,
According to Type (Excluding the Military Departments) - September 30, 1987**

DEFENSE COMPONENTS	TOTAL	DIRECT HIRE CIVILIANS	INDIRECT HIRE CIVILIANS
TOTAL	95,434	93,854	1,580
OSD AND ORGANIZATIONS SERVICED BY OSD a/	4,494	4,477	17
DEFENSE COMMUNICATIONS AGENCY	2,239	2,229	10
DEFENSE CONTRACT AUDIT AGENCY	6,108	6,103	5
DEFENSE INVESTIGATIVE SERVICE	4,367	4,367	0
DEFENSE LOGISTICS AGENCY	54,470	53,566	904
DEFENSE MAPPING AGENCY	8,645	8,644	1
DEFENSE NUCLEAR AGENCY	781	780	1
DEPARTMENT OF DEFENSE DEPENDENTS SCHOOLS	13,278	12,636	642
JOINT TACTICAL COMMAND, CONTROL & COMMUNICATIONS AGENCY	214	214	0
UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES	838	838	0

a/ See the Glossary for a list of OSD and Organizations serviced by OSD

**DoD DIRECT AND INDIRECT HIRE CIVILIAN
EMPLOYMENT BY COMPONENT - SEPTEMBER 30, 1987**



Excluding Military Departments

TABLE 5

**DoD Direct Hire Civilian Personnel, by Type
According to Defense Component - September 30, 1987**

LOCATION/TYPE OF PERSONNEL	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
TOTAL	1,090,018	393,803	347,915	254,446	93,854
BY STATUS					
FULL-TIME	1,059,033	381,794	340,230	247,770	89,239
PART-TIME	24,846	9,909	5,953	5,135	3,849
INTERMITTENT	6,139	2,100	1,732	1,541	766
BY CAREER SERVICE CATEGORY					
COMPETITIVE	910,727	314,636	308,292	210,767	77,032
EXCEPTED AND SES	179,291	79,167	39,623	43,679	16,822
BY TYPE OF APPOINTMENT					
PERMANENT	958,752	335,585	308,210	229,779	85,178
TEMPORARY/INDEFINITE	131,266	58,218	39,705	24,667	8,676
BY CITIZENSHIP					
U S CITIZENS	1,050,101	377,050	333,130	246,672	93,249
NON-CITIZENS	39,917	16,753	14,785	7,774	605
BY LABOR CATEGORY					
SALARIED	752,602	285,754	218,438	166,061	82,349
WAGE BOARD	337,416	108,049	129,477	88,385	11,505

a/Includes personnel not subject to OMB ceiling control.
b/See the Glossary for a list of Other DoD Organizations.

TABLE 6

**DoD Direct Hire Civilian Personnel, by Location/Type,
According to Defense Component - September 30, 1987 a/**

LOCATION/TYPE OF PERSONNEL	TOTAL DoD a/	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
WORLDWIDE TOTAL	1,090,018	393,803	347,915	254,446	93,854
UNITED STATES	989,078	345,944	323,804	238,767	80,563
BY LOCATION					
WASHINGTON, D.C., SMSA c/	88,573	28,403	38,335	6,571	15,264
REMAINDER OF U. S.	900,505	317,541	285,469	232,196	65,299
BY LABOR CATEGORY					
SALARIED	681,831	254,591	206,259	151,742	69,239
WAGE BOARD	307,247	91,353	117,545	87,025	11,324
BY CITIZENSHIP					
U. S. CITIZENS	988,493	345,584	323,689	238,735	80,485
NON-CITIZENS	585	360	115	32	78
U. S. TERRITORIES	7,957	1,317	5,594	961	85
BY LABOR CATEGORY					
SALARIED	4,270	916	2,858	420	76
WAGE BOARD	3,687	401	2,736	541	9
BY CITIZENSHIP					
U. S. CITIZENS	7,938	1,317	5,577	959	85
NON-CITIZENS	19	0	17	2	0
FOREIGN COUNTRIES	92,983	46,542	18,517	14,718	13,206
BY LABOR CATEGORY					
SALARIED	66,501	30,247	9,321	13,899	13,034
WAGE BOARD	26,482	16,295	9,196	819	172
BY CITIZENSHIP					
U. S. CITIZENS	53,670	30,149	3,864	6,978	12,679
NON-CITIZENS	39,313	16,393	14,653	7,740	527

a/Includes personnel not subject to OMB ceiling control.

b/See the Glossary for a list of the Other DoD Organizations.

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, Stafford, and Prince William counties in Virginia.

TABLE 7

**DoD Indirect Hire Civilian Personnel, by Country,
According to Defense Component - September 30, 1987**

COUNTRY	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. a/
TOTAL	84,807	60,179	10,490	12,559	1,579
BELGIUM	1,085	913	0	156	16
GERMANY	59,988	52,328	0	6,487	1,173
GREECE	531	2	127	387	15
GUAM	4	0	4	0	0
ITALY	2	0	2	0	0
JAPAN	17,268	3,352	9,198	4,544	174
KOREA	3,209	3,209	0	0	0
NETHERLANDS	501	375	0	117	9
PHILIPPINES	6	0	6	0	0
SPAIN	2,120	0	1,153	868	99
UNITED KINGDOM	93	0	0	0	93

a/ See the Glossary for a list of Other DoD Organizations.

GLOSSARY

Civilian 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 cemeterial 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 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 the Department of Defense (DoD). Included are foreign nationals hired by DoD to support DoD activities in their home countries.

DoD. Department of Defense.

Exempted 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 work week 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.

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

Military Functions. Activities normally associated with the uniformed services.

OMB Ceiling Employment. Employees subject to the Office of Management and Budget (OMB) ceilings established to administer Presidential employment ceiling limitations. Refer to the Office of Personnel Management System Supplement 298-2, Subchapter 53, for a delineation of employment exempt from ceiling control.

OTHER DoD ORGANIZATIONS

*Office of the Secretary of Defense (OSD)

*Joint Chiefs of Staff (JCS)

*Inspector General of the Department of Defense

Department of Defense Agencies:

*Defense Advanced Research Projects Agency (DARPA)

Defense Communications Agency (DCA)

Defense Contract Audit Agency (DCAA)

Defense Investigative Service (DIS)

*Defense Legal Services Agency (DLSA)

Defense Logistics Agency (DLA)

Defense Mapping Agency (DMA)

Defense Nuclear Agency (DNA)

*Defense Security Assistance Agency (DSAA)

Joint Tactical Command, Control & Communications Agency (JTCCCA)

*Strategic Defense Initiative Organization

NOTE: *Organizations serviced by OSD.

Department of Defense Field Activities :

- *American Forces Information Service (AFIS)
- *Defense Information Services Activity (DISA)
- *Defense Medical Systems Support Center (DMSSC)
- *Defense Technology Security Administration (DTSA)
- *Department of Defense Dependents Schools
(DODDS) (Headquarters Only)
- *Office of Civilian Health and Medical Program
Office (OCHAMPUS)
- *Office of Economic Adjustment (OEA)
- *Washington Headquarters Services (WHS)

*U.S. Court of Military Appeals

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.

*NOTE *Organizations serviced by OSD*

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 with 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.

Total Paid 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 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.)

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