

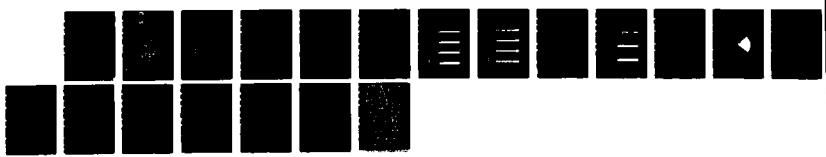
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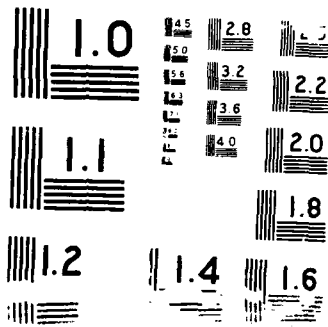
CIVILIAN MANPOWER STATISTICS QUARTER ENDING MARCH 31  
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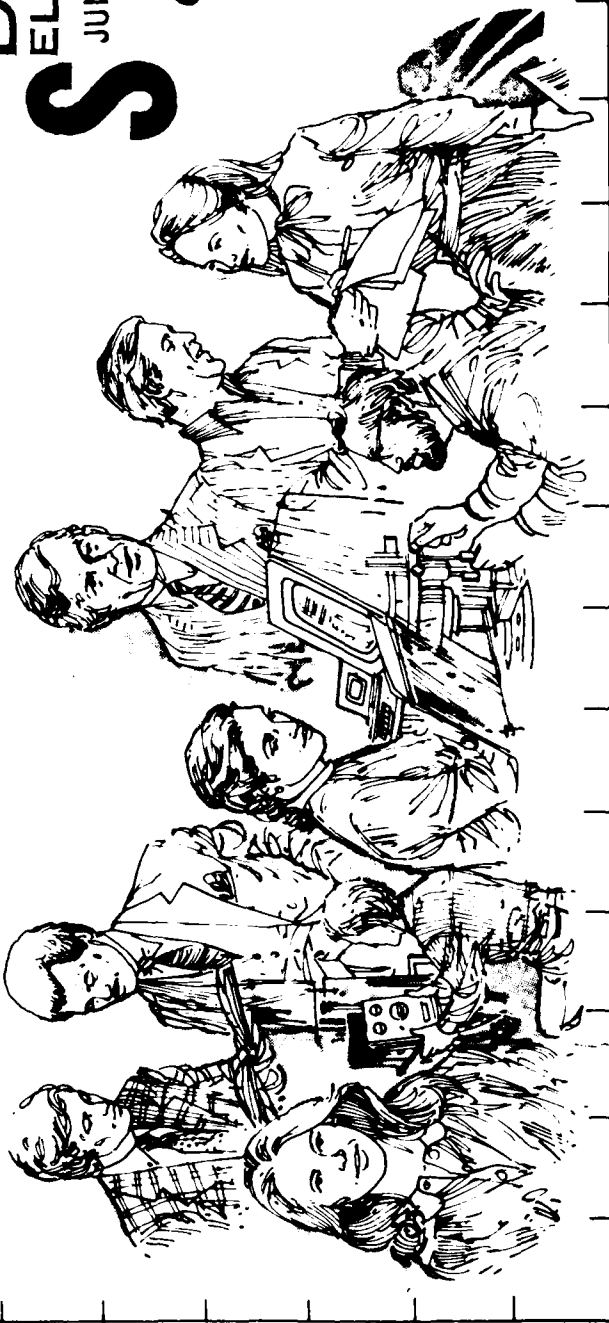
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Department of Defense

# CIVILIAN MANPOWER STATISTICS

March 31, 1988

*Issued Quarterly by  
Washington Headquarters Services  
Directorate for Information  
Operations and Reports (DIOR)*

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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 - March 31, 1988**

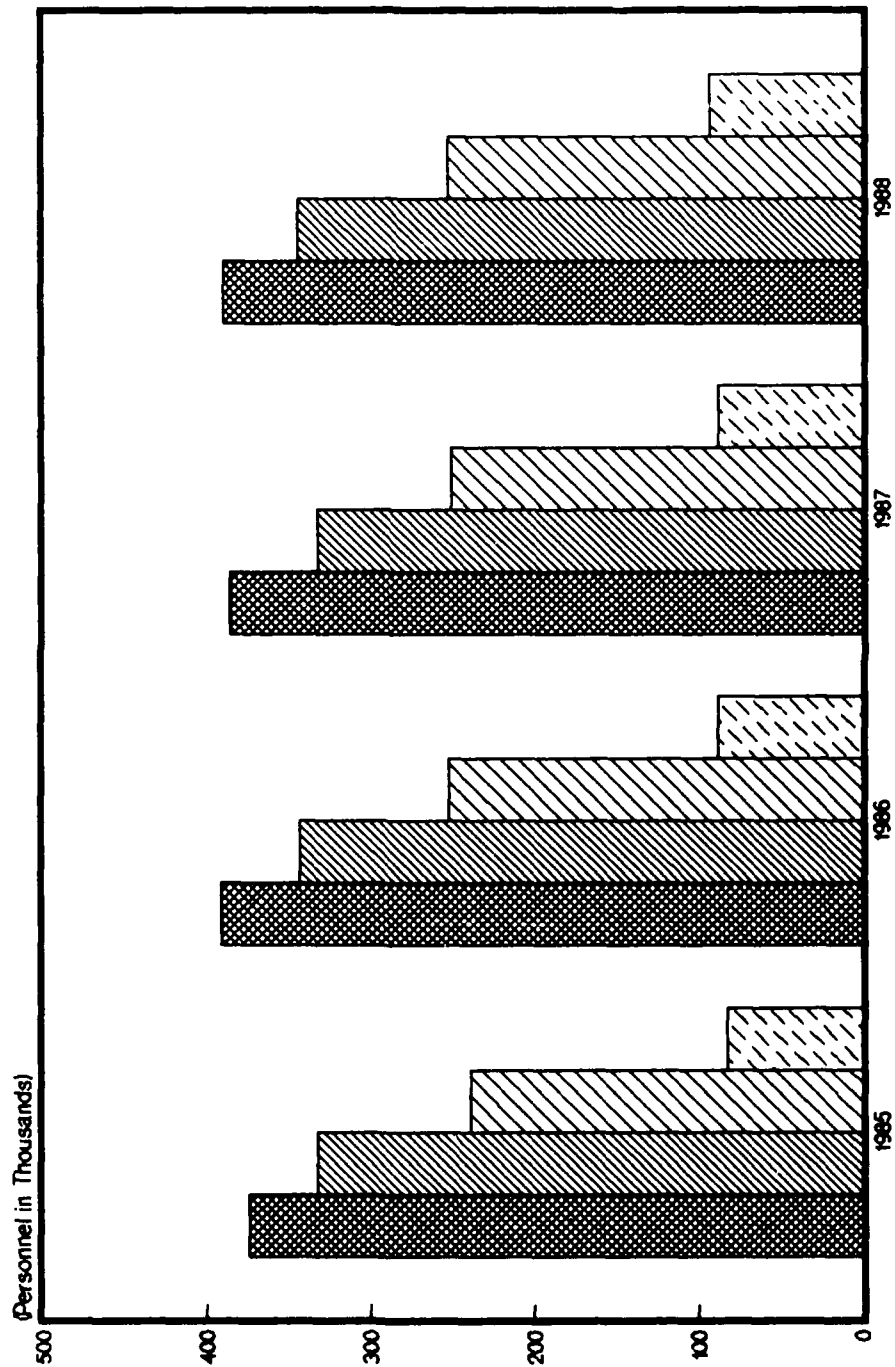
<b>FUNCTION/EMPLOYMENT STATUS</b>	<b>TOTAL DoD a/</b>	<b>ARMY</b>	<b>NAVY b/</b>	<b>AIR FORCE</b>	<b>OTHER DoD ORGS. c/</b>
<b>MILITARY FUNCTIONS</b>					
OMB CEILING EMPLOYMENT	1,117,831	408,304	354,834	258,720	95,973
DIRECT HIRE	1,035,040	349,921	344,370	246,389	94,360
INDIRECT HIRE	82,791	58,383	10,464	12,331	1,613
TOTAL EMPLOYMENT	1,126,701	410,697	358,761	260,173	97,070
DIRECT HIRE	1,043,910	352,314	348,297	247,842	95,457
INDIRECT HIRE	82,791	58,383	10,464	12,331	1,613
<b>CIVIL FUNCTIONS (ALL DIRECT HIRE)</b>					
OMB CEILING EMPLOYMENT	28,294	28,292	0	2	0
TOTAL EMPLOYMENT	29,965	29,963	0	2	0
<b>TOTAL MILITARY AND CIVIL FUNCTIONS</b>					
OMB CEILING EMPLOYMENT	1,146,125	436,596	354,834	258,722	95,973
DIRECT HIRE	1,063,334	378,213	344,370	246,391	94,360
INDIRECT HIRE	82,791	58,383	10,464	12,331	1,613
TOTAL EMPLOYMENT	1,156,666	440,660	358,761	260,175	97,070
DIRECT HIRE	1,073,875	382,277	348,297	247,844	95,457
INDIRECT HIRE	82,791	58,383	10,464	12,331	1,613

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.

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# TRENDS IN DoD CIVILIAN EMPLOYMENT/FY85 - FY88

## MILITARY AND CIVIL FUNCTIONS

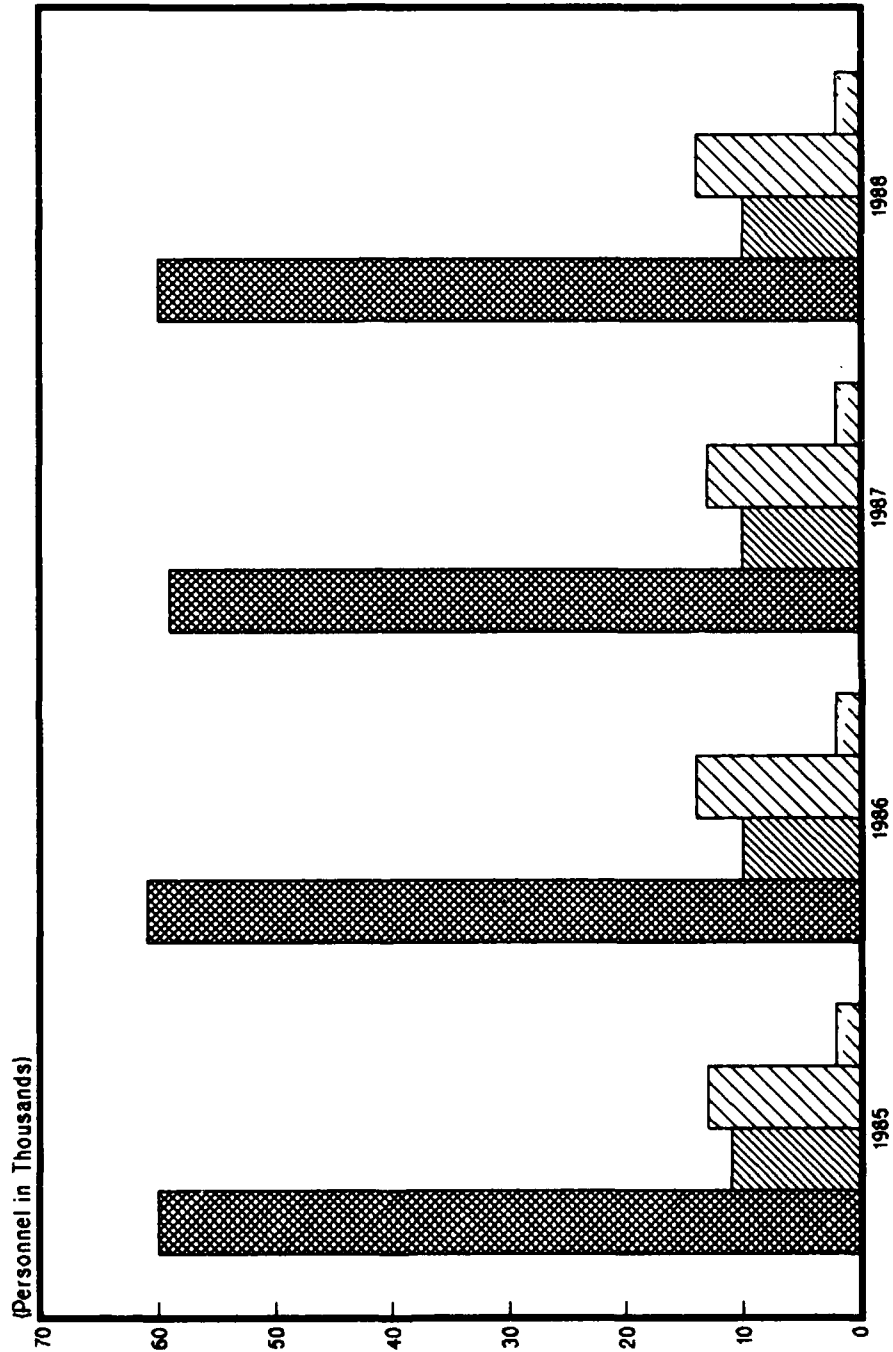


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Figure 1 - Direct Hires

# TRENDS IN DoD CIVILIAN EMPLOYMENT/FY85 - FY88

## MILITARY AND CIVIL FUNCTIONS



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Figure 2 - Indirect Hires

**TABLE 3**

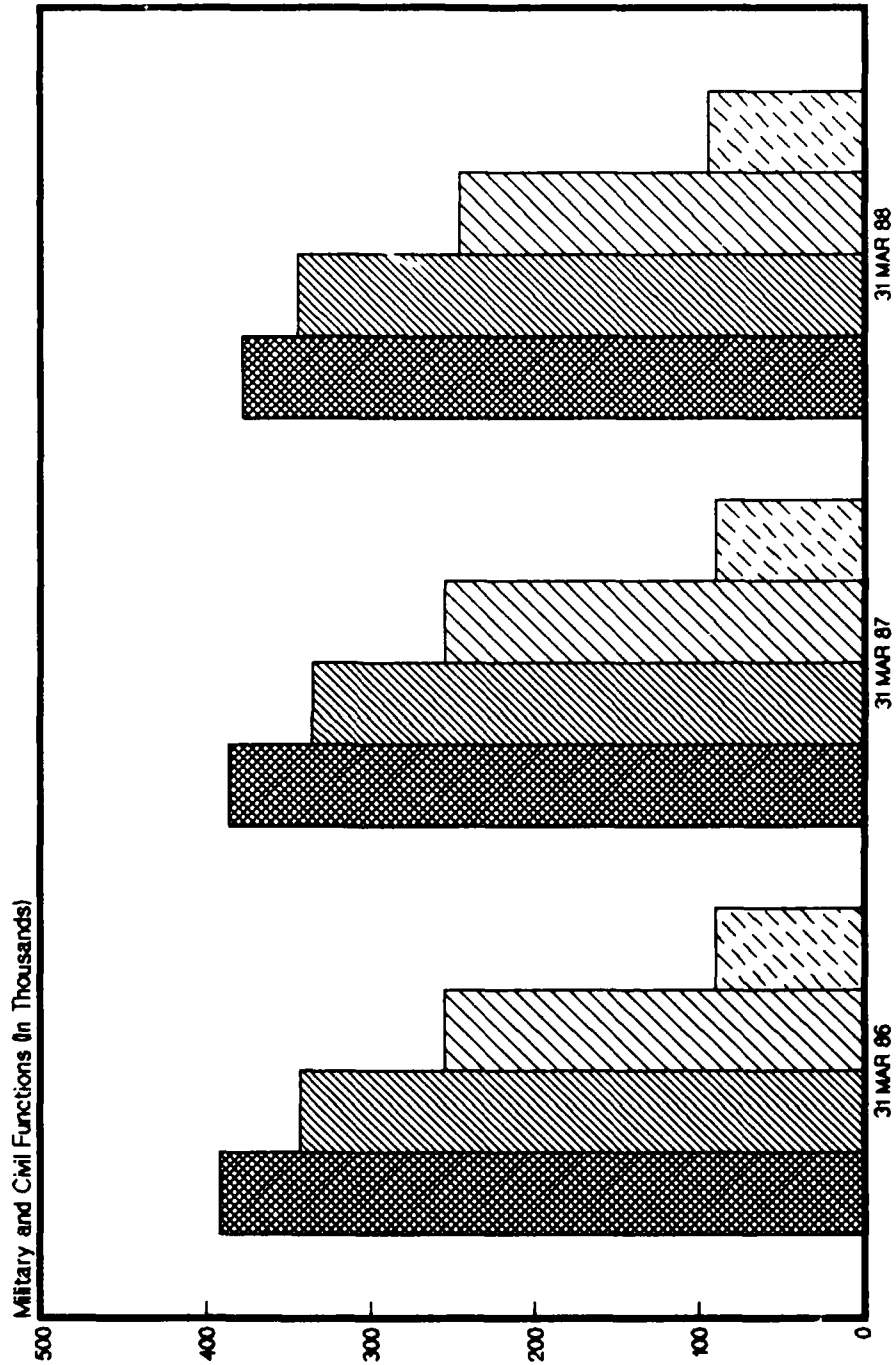
**DoD Direct Hire Civilian Personnel Subject to OMB Ceiling,  
By Function and Defense Component**

FUNCTION/COMPONENT	TOTAL EMPLOYMENT				PROGRAMMED STRENGTH	FULL-TIME WITH PERMANENT APPOINTMENTS		
	31 JAN 88	29 FEB 88	31 MAR 88	30 SEP 87		31 JAN 88	29 FEB 88	31 MAR 88
MILITARY FUNCTIONS	1,042,457	1,037,804	1,035,040	1,108,058	919,083	917,366	915,830	
ARMY	355,360	351,449	349,921	399,840	301,886	299,818	298,790	
NAVY	343,822	343,734	344,370	347,985	308,343	308,665	309,119	
AIR FORCE	249,200	248,345	246,389	265,425	223,953	223,923	222,890	
OSD & ORGANIZATIONS SERVICED								
BY OSD a/	4,223	4,229	4,249	4,701	3,926	3,940	3,936	
DEFENSE COMMUNICATIONS AGENCY	2,137	2,121	2,103	2,117	2,020	2,019	2,006	
DEFENSE CONTRACT AUDIT AGENCY	6,076	6,091	6,128	6,089	5,986	6,022	6,059	
DEFENSE INVESTIGATIVE SERVICE	4,403	4,371	4,331	4,029	4,098	4,085	4,063	
DEFENSE LOGISTICS AGENCY	52,798	52,869	52,924	52,673	49,349	49,344	49,401	
DEFENSE MAPPING AGENCY	8,392	8,350	8,348	8,537	8,180	8,142	8,139	
DEFENSE NUCLEAR AGENCY	786	778	784	1,000	706	705	718	
DEPARTMENT OF DEFENSE	12,805	13,011	13,039	13,224	8,372	8,446	8,462	
DEPENDENTS SCHOOLS								
JOINT TACTICAL COMMAND, CONTROL & COMMUNICATIONS AGENCY	210	212	212	248	200	203	203	
DEPARTMENT OF DEFENSE	1,397	1,395	1,383	1,380	1,384	1,377	1,364	
INSPECTOR GENERAL								
UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES	848	849	859	810	680	677	680	
CIVIL FUNCTIONS	28,334	28,127	28,294	N/A	26,580	26,468	26,598	
ARMY	28,331	28,125	28,292		26,577	26,466	26,596	
AIR FORCE	3	2	2		3	2	2	
TOTAL MILITARY AND CIVIL FUNCTIONS	1,070,791	1,065,931	1,063,334	N/A	945,663	943,834	942,428	

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

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



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Figure 3 - Total Employment

**TABLE 4**

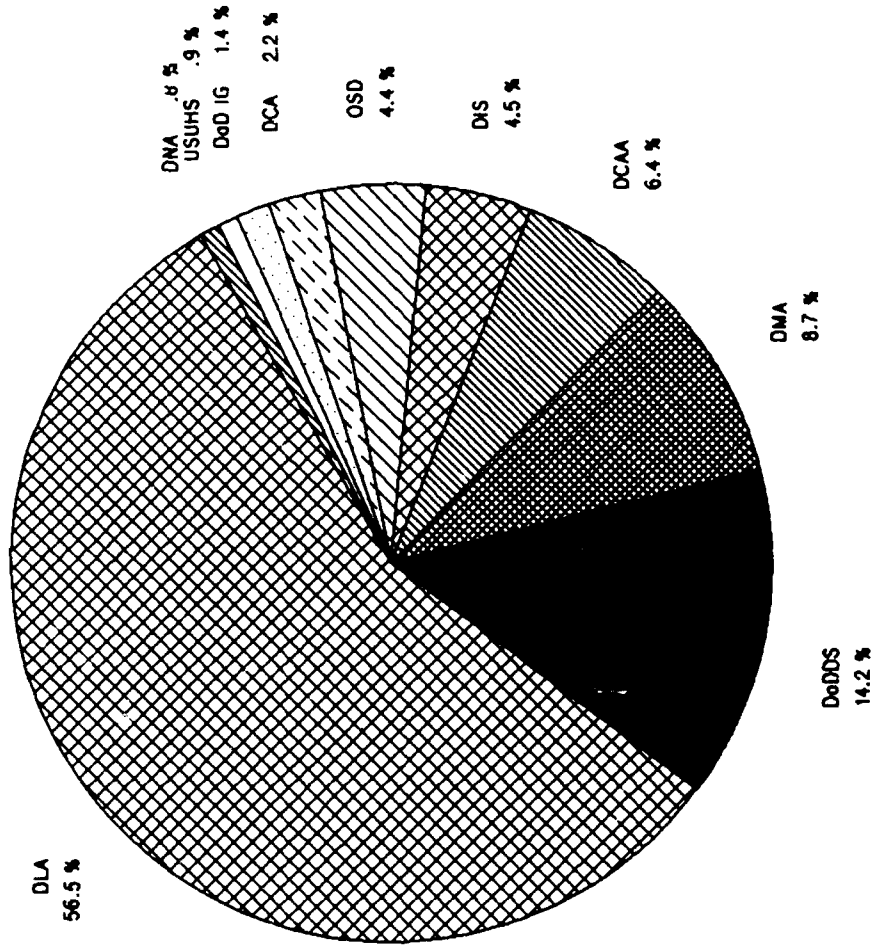
**DoD Direct and Indirect Hire Civilian Personnel by Component,  
According to Type (Excluding the Military Departments) - March 31, 1988**

DEFENSE COMPONENTS	TOTAL	DIRECT HIRE CIVILIANS	INDIRECT HIRE CIVILIANS
OSD AND ORGANIZATIONS SERVICED BY OSD a/	4,302	4,288	14
DEFENSE COMMUNICATIONS AGENCY	2,168	2,158	10
DEFENSE CONTRACT AUDIT AGENCY	6,155	6,150	5
DEFENSE INVESTIGATIVE SERVICE	4,367	4,367	0
DEFENSE LOGISTICS AGENCY	54,710	53,810	900
DEFENSE MAPPING AGENCY	8,397	8,396	1
DEFENSE NUCLEAR AGENCY	793	793	0
DEPARTMENT OF DEFENSE DEPENDENTS SCHOOLS	13,721	13,039	682
DEPARTMENT OF DEFENSE INSPECTOR GENERAL	1,386	1,385	1
JOINT TACTICAL COMMAND, CONTROL & COMMUNICATIONS AGENCY	212	212	0
UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES	859	859	0
TOTAL	97,070	95,457	1,613

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

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DoD DIRECT AND INDIRECT HIRE CIVILIAN  
EMPLOYMENT BY COMPONENT - MARCH 31, 1988



Excluding Military Departments - WJCCCA - .2%)

FIGURE 4

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**TABLE 5**

**DoD Direct Hire Civilian Personnel, by Type  
According to Defense Component - March 31, 1988 a/**

<b>LOCATION/TYPE OF PERSONNEL</b>	<b>TOTAL DoD a/</b>	<b>ARMY</b>	<b>NAVY</b>	<b>AIR FORCE</b>	<b>OTHER DoD ORGS. b/</b>
<b>TOTAL</b>	1,073,875	382,277	348,297	247,844	95,457
<b>BY STATUS</b>					
FULL-TIME	1,041,997	369,799	341,345	240,905	89,948
PART-TIME	27,119	10,791	6,056	5,643	4,629
INTERMITTENT	4,759	1,687	896	1,296	880
<b>BY CAREER SERVICE CATEGORY</b>					
COMPETITIVE	897,809	306,326	308,507	204,679	78,297
EXCEPTED AND SES	176,066	75,951	39,790	43,165	17,160
<b>BY TYPE OF APPOINTMENT</b>					
PERMANENT	953,918	329,991	312,261	225,434	86,232
TEMPORARY/INDEFINITE	119,957	52,286	36,036	22,410	9,225
<b>BY CITIZENSHIP</b>					
U.S. CITIZENS	1,032,255	365,848	331,556	239,910	94,941
NON-CITIZENS	41,620	16,429	16,741	7,934	516
<b>BY LABOR CATEGORY</b>					
SALARIED	746,479	279,797	220,386	163,292	83,004
WAGE BOARD	327,396	102,480	127,911	84,552	12,453

a/Includes personnel not subject to OMB ceiling control.

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

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**TABLE 6**

**DoD Direct Hire Civilian Personnel, by Location/Type,  
According to Defense Component - March 31, 1988 a/**

LOCATION/TYPE OF PERSONNEL	TOTAL DoD a/	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
WORLDWIDE TOTAL	1,073,875	382,277	348,297	247,844	95,457
UNITED STATES	973,034	336,984	322,480	231,783	81,787
BY LOCATION					
WASHINGTON, D.C., SMSA c/	89,392	28,487	38,241	6,405	16,259
REMAINDER OF U. S.	883,642	308,497	284,239	225,378	65,528
BY LABOR CATEGORY					
SALARIED	676,022	249,744	208,288	148,516	69,474
WAGE BOARD	297,012	87,240	114,192	83,267	12,313
BY CITIZENSHIP					
U. S. CITIZENS	972,408	336,620	322,340	231,753	81,695
NON-CITIZENS	626	364	140	30	92
U. S. TERRITORIES	7,637	1,341	5,262	947	87
BY LABOR CATEGORY					
SALARIED	4,054	940	2,614	421	79
WAGE BOARD	3,583	401	2,648	526	8
BY CITIZENSHIP					
U. S. CITIZENS	7,602	1,341	5,228	946	87
NON-CITIZENS	35	0	34	1	0
FOREIGN COUNTRIES	93,204	43,952	20,555	15,114	13,583
BY LABOR CATEGORY					
SALARIED	66,403	29,113	9,484	14,355	13,451
WAGE BOARD	26,801	14,839	11,071	759	132
BY CITIZENSHIP					
U. S. CITIZENS	52,245	27,887	3,988	7,211	13,159
NON-CITIZENS	40,959	16,065	16,567	7,903	424

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.

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**TABLE 7**

**DoD Indirect Hire Civilian Personnel, by Country,  
According to Defense Component - March 31, 1988**

<b>COUNTRY</b>	<b>TOTAL DoD</b>	<b>ARMY</b>	<b>NAVY</b>	<b>AIR FORCE</b>	<b>OTHER DoD ORGS. a/</b>
TOTAL	82,791	58,383	10,464	12,331	1,613
BELGIUM	1,081	906	0	159	16
GERMANY	58,059	50,544	0	6,341	1,174
GREECE	537	2	129	392	14
GUAM	4	0	4	0	0
ITALY	2	0	2	0	0
JAPAN	17,242	3,373	9,176	4,478	215
KOREA	3,186	3,186	0	0	0
NETHERLANDS	504	372	0	123	9
PHILIPPINES	6	0	6	0	0
SPAIN	2,071	0	1,147	838	86
SWITZERLAND	1	0	0	0	1
UNITED KINGDOM	98	0	0	0	98

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

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## 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.

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, 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)
- Department of Defense Inspector General (DoD IG)
- 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.

Salariied 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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