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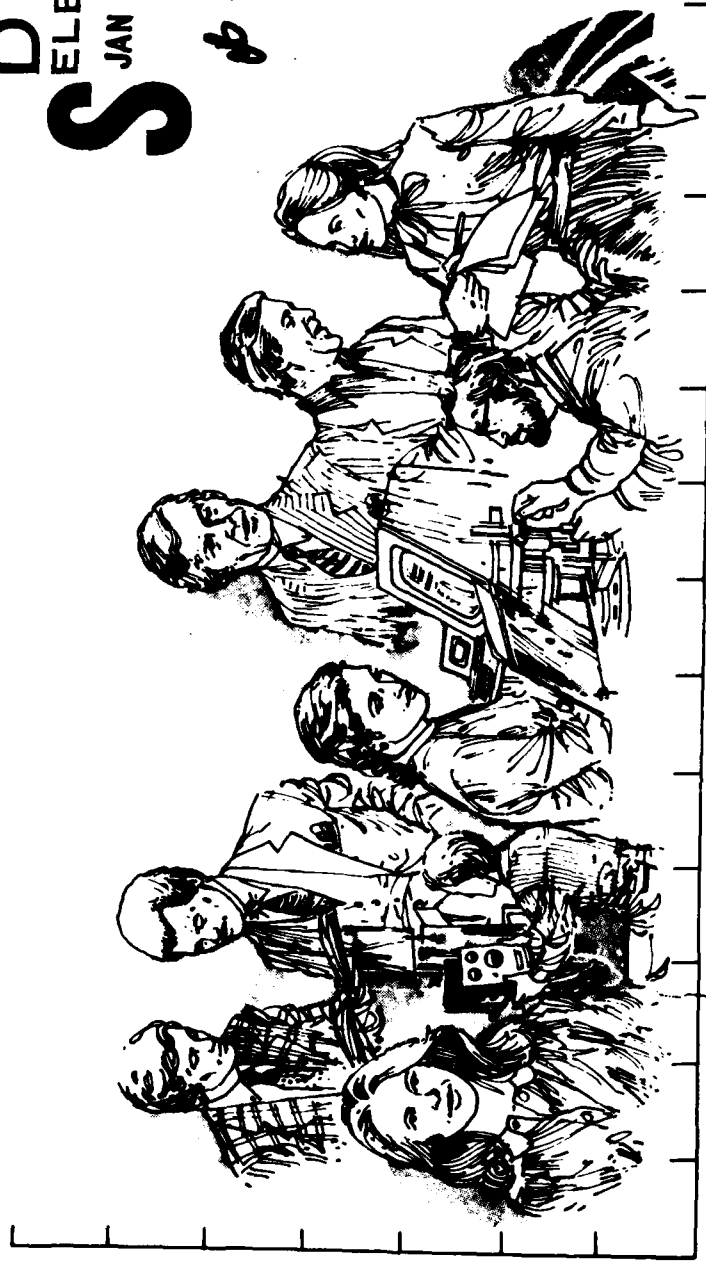
Department of Defense
CIVILIAN MANPOWER STATISTICS

M04

Quarter Ending September 30, 1988

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Department of Defense
CIVILIAN MANPOWER STATISTICS
September 30, 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.

Keywords: Statistical data,

Tables data. (ICR)

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TABLE 1

**DoD Civilian Employment by Function and Employment Status,
According to Defense Component - September 30, 1988**

FUNCTION/EMPLOYMENT STATUS	TOTAL DoD a/	ARMY	NAVY b/	AIR FORCE	OTHER DoD ORGS. c/
MILITARY FUNCTIONS					
OMB CEILING EMPLOYMENT	1,091,003	395,366	348,570	254,070	92,997
DIRECT HIRE	1,010,194	338,413	338,369	242,029	91,383
INDIRECT HIRE	80,809	56,953	10,201	12,041	1,614
TOTAL EMPLOYMENT	1,098,070	397,216	351,856	255,149	93,849
DIRECT HIRE	1,017,261	340,263	341,655	243,108	92,235
INDIRECT HIRE	80,809	56,953	10,201	12,041	1,614
CIVIL FUNCTIONS (ALL DIRECT HIRE)					
OMB CEILING EMPLOYMENT	30,558	30,556	0	2	0
TOTAL EMPLOYMENT	32,358	32,356	0	2	0
TOTAL MILITARY AND CIVIL FUNCTIONS					
OMB CEILING EMPLOYMENT	1,121,561	425,922	348,570	254,072	92,997
DIRECT HIRE	1,040,752	368,969	338,369	242,031	91,383
INDIRECT HIRE	80,809	56,953	10,201	12,041	1,614
TOTAL EMPLOYMENT	1,130,428	429,572	351,856	255,151	93,849
DIRECT HIRE	1,049,619	372,619	341,655	243,110	92,235
INDIRECT HIRE	80,809	56,953	10,201	12,041	1,614

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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TABLE 2

Trends in DoD Civilian Employment Subject to OMB Ceiling,
By Function, Employment Status, and Defense Component

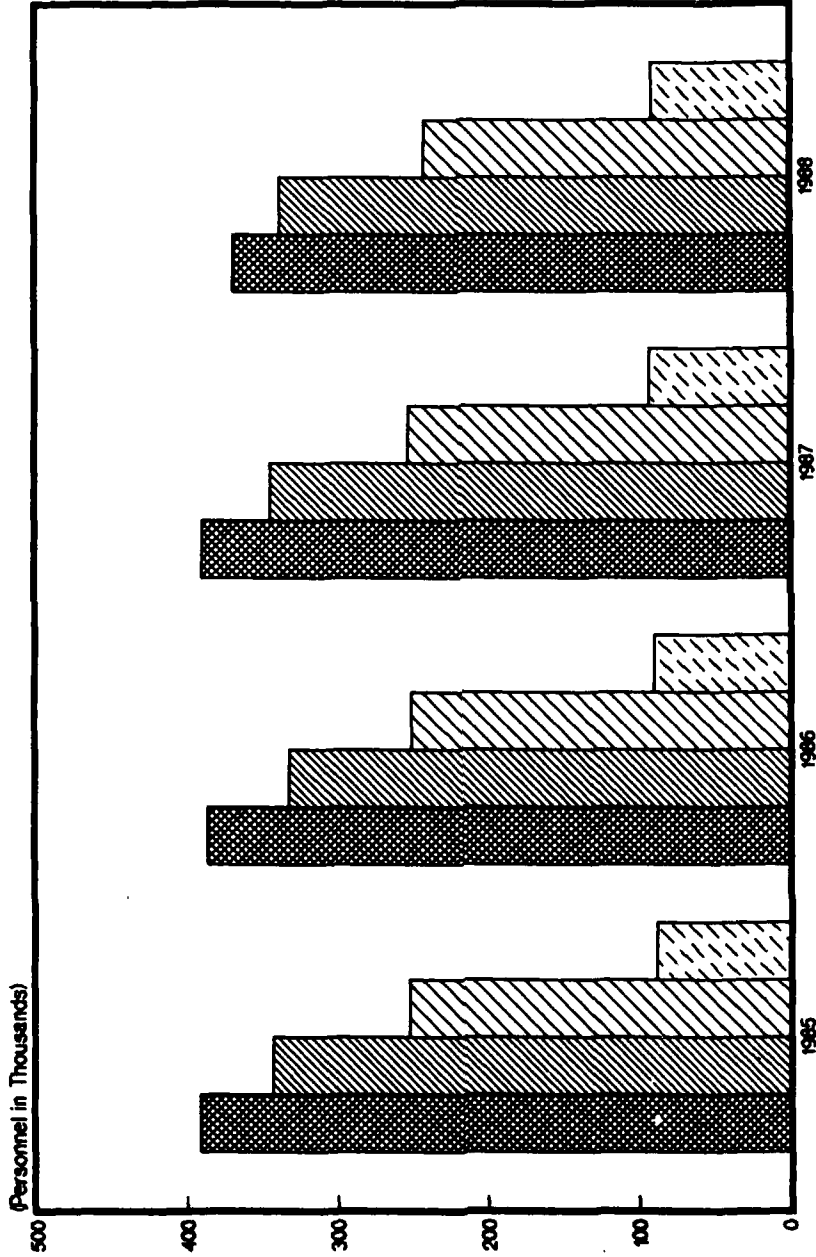
FUNCTION/COMPONENT EMPLOYMENT STATUS	END STRENGTHS, LAST 4 FISCAL YEARS				LAST 3 MONTHS		
	30 SEP 84	30 SEP 85	30 SEP 86	30 SEP 87	31 JUL 88	31 AUG 88	30 SEP 88
MILITARY FUNCTIONS	1,089,585	1,129,745	1,112,901	1,134,145	1,096,814	1,096,387	1,091,003
DIRECT HIRE a/	1,004,488	1,043,240	1,027,866	1,049,337	1,015,639	1,015,245	1,010,194
INDIRECT HIRE b/	85,097	86,505	85,035	84,808	81,175	81,142	80,809
ARMY	405,084	421,780	414,774	420,145	400,930	399,224	395,366
DIRECT HIRE	345,194	360,887	355,343	359,966	343,949	342,279	338,413
INDIRECT HIRE	59,890	60,893	59,431	60,179	56,981	56,945	56,953
NAVY	342,851	353,501	342,727	354,162	350,573	349,212	348,570
DIRECT HIRE	332,468	343,061	332,363	343,672	340,141	338,738	338,369
INDIRECT HIRE	10,383	10,440	10,364	10,490	10,432	10,474	10,201
AIR FORCE	253,884	265,018	264,299	265,326	257,499	254,240	254,070
DIRECT HIRE	240,903	251,550	250,655	252,767	245,345	242,122	242,029
INDIRECT HIRE	12,981	13,468	13,644	12,559	12,154	12,118	12,041
OTHER DoD ORGANIZATIONS c/	87,766	89,446	91,101	94,512	87,812	93,711	92,997
DIRECT HIRE	85,923	87,742	89,505	92,932	86,204	92,106	91,383
INDIRECT HIRE	1,843	1,704	1,596	1,580	1,608	1,605	1,614
CIVIL FUNCTIONS a/	28,974	30,029	30,817	29,753	30,338	30,595	30,558
(ALL DIRECT HIRE)	28,972	30,026	30,814	29,751	30,336	30,593	30,556
ARMY	2	3	3	2	2	2	2
AIR FORCE							
TOTAL MILITARY AND CIVIL FUNCTIONS	1,118,559	1,159,774	1,143,718	1,163,898	1,127,152	1,126,982	1,121,561
DIRECT HIRE a/	1,033,462	1,073,269	1,058,683	1,079,090	1,045,977	1,045,840	1,040,752
INDIRECT HIRE b/	85,097	86,505	85,035	84,808	81,175	81,142	80,809

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

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TRENDS IN DoD CIVILIAN EMPLOYMENT/FY85 - FY88

MILITARY AND CIVIL FUNCTIONS

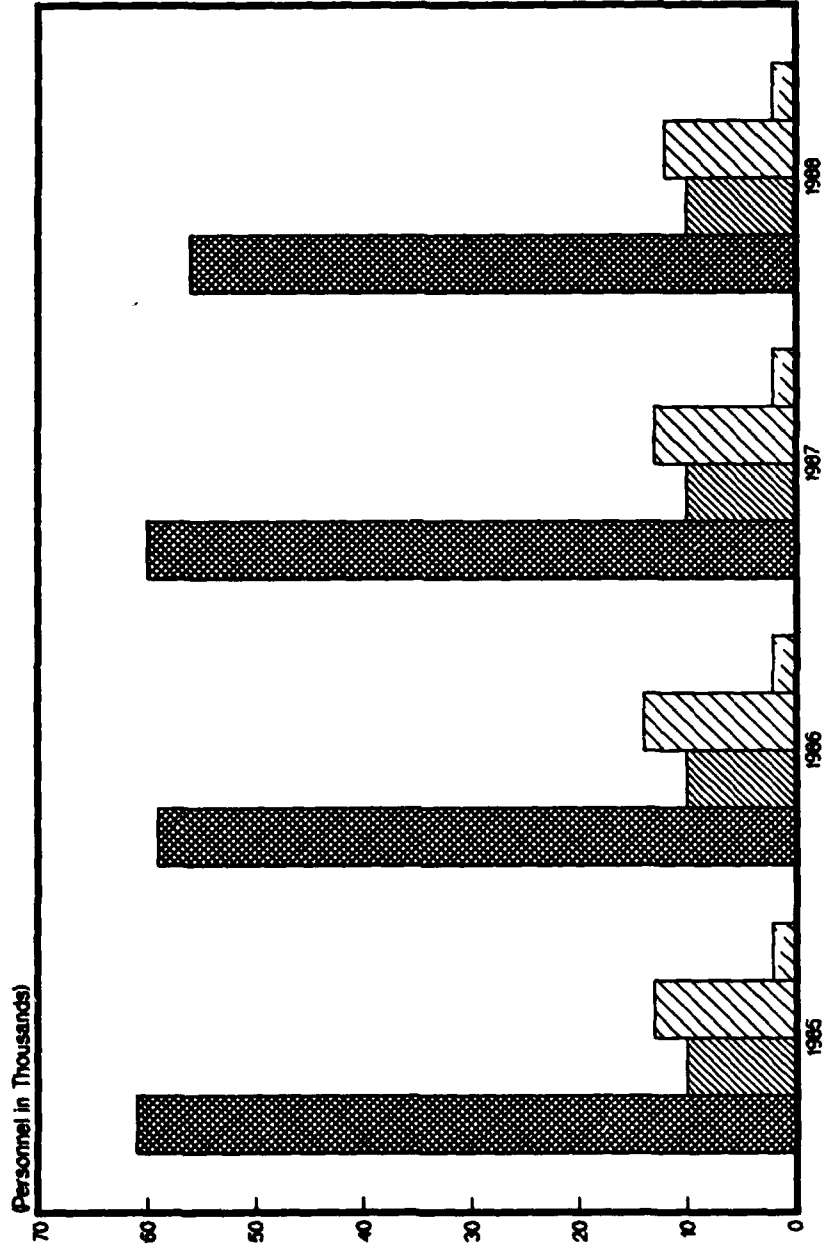


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Figure 1 - Direct Hires

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**

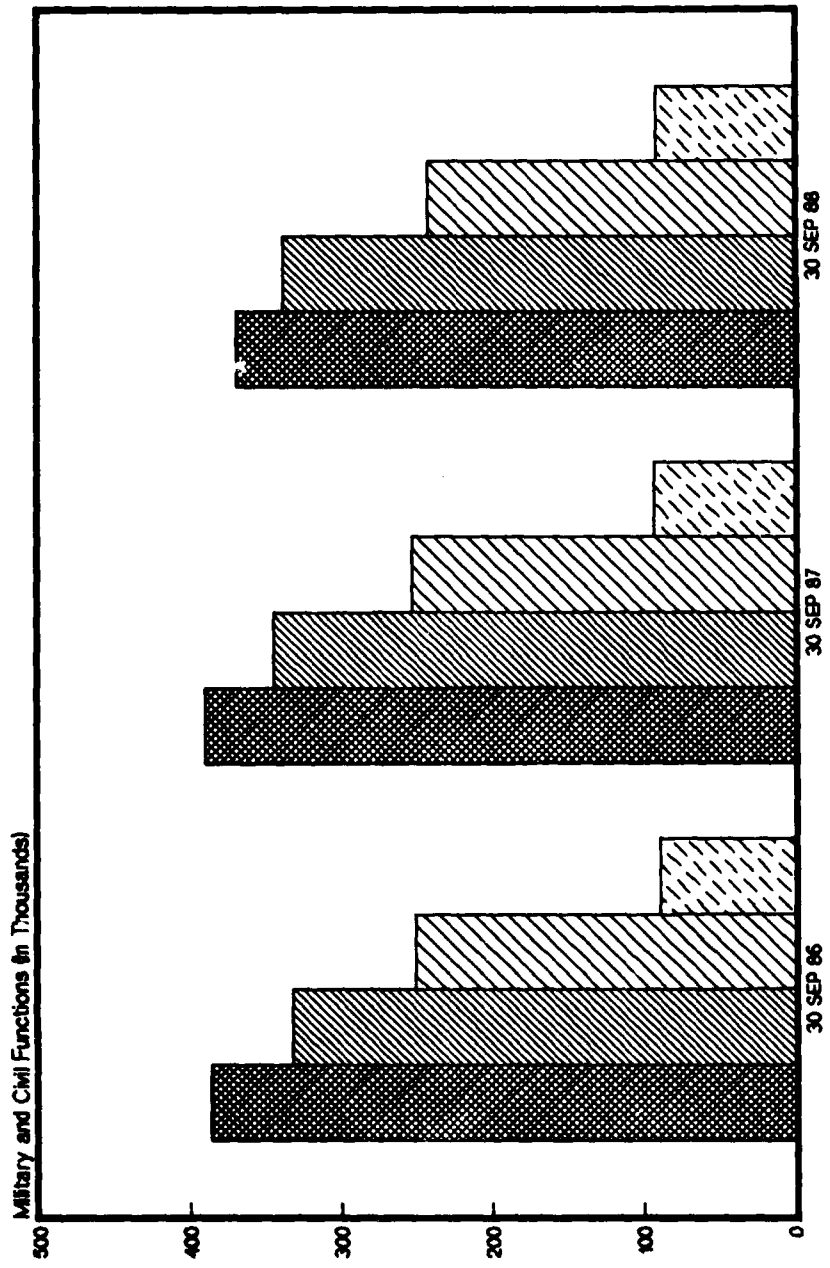
FUNCTION/COMPONENT	TOTAL EMPLOYMENT				PROGRAMMED STRENGTH	FULL-TIME WITH PERMANENT APPOINTMENTS		
	31 JUL 88	31 AUG 88	30 SEP 88	30 SEP 87		31 JUL 88	31 AUG 88	30 SEP 88
	MILITARY FUNCTIONS	1,015,639	1,015,245	1,010,194		1,108,058	895,434	898,169
ARMY	343,949	342,279	338,413	399,840	292,419	291,459	290,148	
NAVY	340,141	338,738	338,369	347,985	306,165	304,461	304,653	
AIR FORCE	245,345	242,122	242,029	265,425	218,924	218,822	218,810	
OSD & ORGANIZATIONS SERVICED								
BY OSD a/	4,350	4,255	4,218	4,701	3,932	3,931	3,928	
DEFENSE COMMUNICATIONS AGENCY	2,197	2,239	2,250	2,117	1,973	2,166	2,184	
DEFENSE CONTRACT AUDIT AGENCY	5,944	5,861	5,779	6,089	5,775	5,724	5,687	
DEFENSE INVESTIGATIVE SERVICE	4,053	4,005	3,971	4,029	3,817	3,780	3,750	
DEFENSE LOGISTICS AGENCY	52,522	52,191	50,424	52,673	48,852	48,622	48,335	
DEFENSE MAPPING AGENCY	8,456	8,469	8,495	8,537	8,089	8,063	8,054	
DEFENSE NUCLEAR AGENCY	859	860	856	1,000	743	745	753	
DEPARTMENT OF DEFENSE								
DEPENDENT'S SCHOOLS	5,335	12,025	13,207	13,224	2,518	8,390	8,606	
DEPARTMENT OF DEFENSE								
INSPECTOR GENERAL	1,359	1,323	1,318	1,380	1,333	1,304	1,301	
ON-SITE INSPECTION AGENCY	0	14	16	0	0	14	16	
UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES	913		849	810	686	688	689	
CIVIL FUNCTIONS								
ARMY	30,338	30,595	30,558	N/A	27,165	27,386	27,658	
AIR FORCE	30,336	30,593	30,556	2	27,163	27,384	27,656	
	2	2	2		2	2	2	
TOTAL MILITARY AND CIVIL FUNCTIONS	1,045,977	1,045,840	1,040,752	N/A	922,599	925,555	924,572	

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

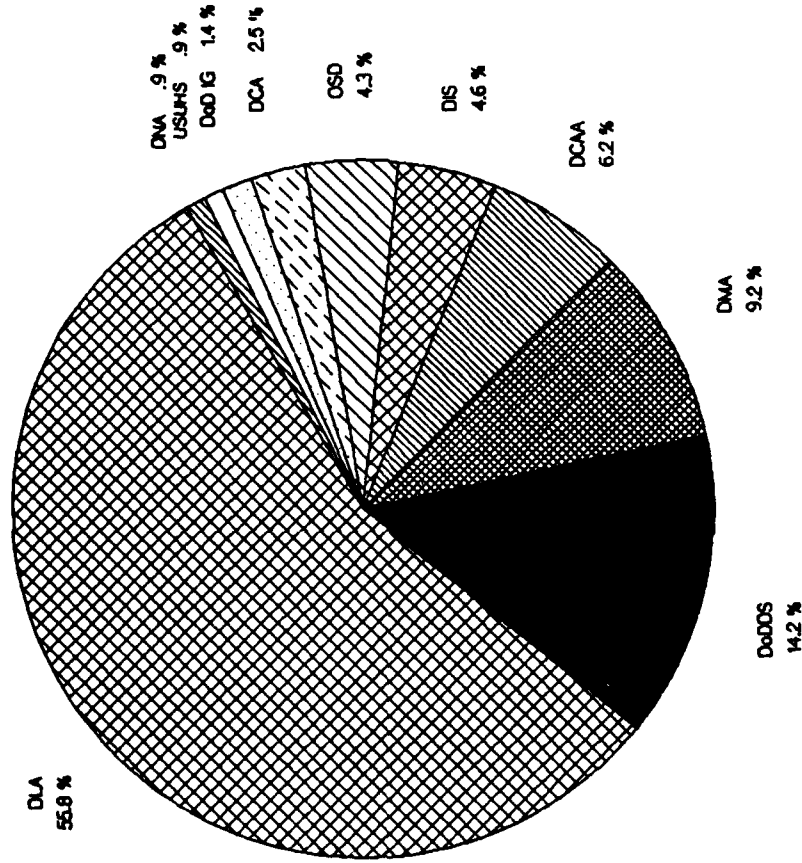
**DoD Direct and Indirect Hire Civilian Personnel by Component,
According to Type (Excluding the Military Departments) - September 30, 1988**

DEFENSE COMPONENTS	TOTAL	DIRECT HIRE CIVILIANS	INDIRECT HIRE CIVILIANS
OSD AND ORGANIZATIONS SERVICED BY OSD a/	4,252	4,238	14
DEFENSE COMMUNICATIONS AGENCY	2,314	2,303	11
DEFENSE CONTRACT AUDIT AGENCY	5,808	5,803	5
DEFENSE INVESTIGATIVE SERVICE	3,992	3,992	0
DEFENSE LOGISTICS AGENCY	51,990	51,104	886
DEFENSE MAPPING AGENCY	8,544	8,543	1
DEFENSE NUCLEAR AGENCY	860	860	0
DEPARTMENT OF DEFENSE DEPENDENTS SCHOOLS	13,903	13,207	696
DEPARTMENT OF DEFENSE INSPECTOR GENERAL	1,321	1,320	1
ON-SITE INSPECTION AGENCY	16	16	0
UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES	849	849	0
TOTAL	84,445	92,235	1,614

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 - SEPTEMBER 30, 1988



Excluding Military Departments - (OSIA - .1%)

FIGURE 4

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Directorate for Information
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TABLE 5

**DoD Direct Hire Civilian Personnel, by Type
According to Defense Component - September 30, 1988 a/**

LOCATION/TYPE OF PERSONNEL	TOTAL DoD a/	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
TOTAL	1,049,619	372,619	341,655	243,110	92,235
BY STATUS					
FULL-TIME	1,021,330	361,476	335,754	236,543	87,557
PART-TIME	22,690	9,173	5,036	4,447	4,034
INTERMITTENT	5,599	1,970	865	2,120	644
BY CAREER SERVICE CATEGORY					
COMPETITIVE	879,825	298,953	303,518	201,790	75,564
EXCEPTED AND SES	169,794	73,666	38,137	41,320	16,671
BY TYPE OF APPOINTMENT					
PERMANENT	935,461	322,052	307,729	221,264	84,416
TEMPORARY/INDEFINITE	114,158	50,567	33,926	21,846	7,819
BY CITIZENSHIP					
U. S. CITIZENS	1,009,183	356,901	325,274	235,269	91,739
NON-CITIZENS	40,436	15,718	16,381	7,841	496
BY LABOR CATEGORY					
SALARIED	729,238	271,846	216,874	159,685	80,833
WAGE BOARD	320,381	100,773	124,781	83,425	11,402

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 - September 30, 1988 a/**

LOCATION/TYPE OF PERSONNEL	TOTAL DoD a/	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
WORLDWIDE TOTAL	1,049,619	372,619	341,655	243,110	92,235
UNITED STATES	950,981	329,029	315,501	228,030	78,421
BY LOCATION					
WASHINGTON, D.C., SMSA c/	86,859	27,386	37,303	6,116	16,054
REMAINDER OF U. S.	864,122	301,643	278,198	221,914	62,367
BY LABOR CATEGORY					
SALARIED	659,901	242,722	204,142	145,867	67,170
WAGE BOARD	291,080	86,307	111,359	82,163	11,251
BY CITIZENSHIP					
U. S. CITIZENS	950,403	328,698	315,375	227,997	78,333
NON-CITIZENS	578	331	126	33	88
U. S. TERRITORIES	8,141	1,336	5,842	885	78
BY LABOR CATEGORY					
SALARIED	4,400	920	3,012	398	70
WAGE BOARD	3,741	416	2,830	487	8
BY CITIZENSHIP					
U. S. CITIZENS	8,094	1,336	5,796	884	78
NON-CITIZENS	47	0	46	1	0
FOREIGN COUNTRIES	90,497	42,254	20,312	14,195	13,736
BY LABOR CATEGORY					
SALARIED	64,937	28,204	9,720	13,420	13,593
WAGE BOARD	25,560	14,050	10,592	775	143
BY CITIZENSHIP					
U. S. CITIZENS	50,686	26,867	4,103	6,388	13,328
NON-CITIZENS	39,811	15,387	16,209	7,807	408

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 - September 30, 1988**

COUNTRY	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. a/
TOTAL	80,809	56,953	10,201	12,041	1,614
BELGIUM	1,046	894	0	135	17
GERMANY	56,469	49,142	0	6,152	1,175
GREECE	532	2	126	391	13
GUAM	4	0	4	0	0
ITALY	2	0	2	0	0
JAPAN	16,923	3,339	8,944	4,432	208
KOREA	3,210	3,210	0	0	0
NETHERLANDS	471	366	0	90	15
PHILIPPINES	6	0	6	0	0
SPAIN	2,048	0	1,119	841	88
SWITZERLAND	1	0	0	0	1
UNITED KINGDOM	97	0	0	0	97

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

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GLOSSARY

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 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, 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)
- Department of Defense Inspector General (DoD IG)
- On-Site Inspection Agency (OSIA)
- *Strategic Defense Initiative Organization

NOTE: *Organizations serviced by OSD.

Department of Defense Field Activities:

- *American Forces Information Service (AFIS)
- *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.

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 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.)