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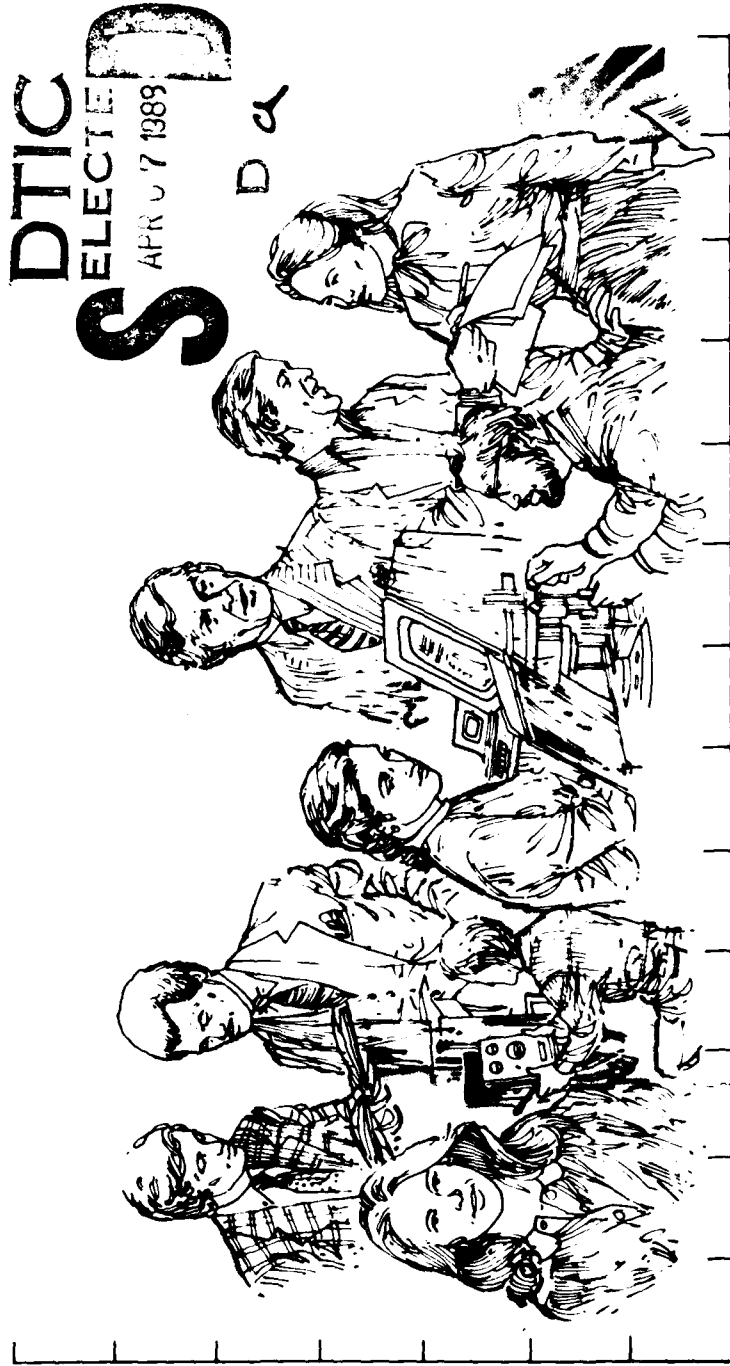
# Department of Defense CIVILIAN MANPOWER STATISTICS

M04

(12)

Quarter Ending December 31, 1988

AD-A206 386



Department of Defense

# CIVILIAN MANPOWER STATISTICS

December 31, 1988



Issued Quarterly by  
Washington Headquarters Services  
Directorate for Information  
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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.

*Report is tabular data*

*Administrative data (KF)*

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**TABLE 1**

**DoD Civilian Employment by Function and Employment Status,  
According to Defense Component - December 31, 1988**

FUNCTION/EMPLOYMENT STATUS	TOTAL DoD a/	ARMY	NAVY b/	AIR FORCE	OTHER DoD ORGS. c/
<b>MILITARY FUNCTIONS</b>					
OMB CEILING EMPLOYMENT	1,100,069	395,400	349,304	260,605	94,760
DIRECT HIRE	1,018,682	338,160	338,795	248,558	93,169
INDIRECT HIRE	81,387	57,240	10,509	12,047	1,591
TOTAL EMPLOYMENT	1,107,455	397,372	352,515	261,864	95,704
DIRECT HIRE	1,026,068	340,132	342,006	249,817	94,113
INDIRECT HIRE	81,387	57,240	10,509	12,047	1,591
<b>CIVIL FUNCTIONS (ALL DIRECT HIRE)</b>					
OMB CEILING EMPLOYMENT	28,910	28,908	0	2	0
TOTAL EMPLOYMENT	30,843	30,841	0	2	0
<b>TOTAL MILITARY AND CIVIL FUNCTIONS</b>					
OMB CEILING EMPLOYMENT	1,128,979	424,308	349,304	260,607	94,760
DIRECT HIRE	1,047,592	367,068	338,795	248,560	93,169
INDIRECT HIRE	81,387	57,240	10,509	12,047	1,591
TOTAL EMPLOYMENT	1,138,298	428,213	352,515	261,866	95,704
DIRECT HIRE	1,056,911	370,973	342,006	249,819	94,113
INDIRECT HIRE	81,387	57,240	10,509	12,047	1,591

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**

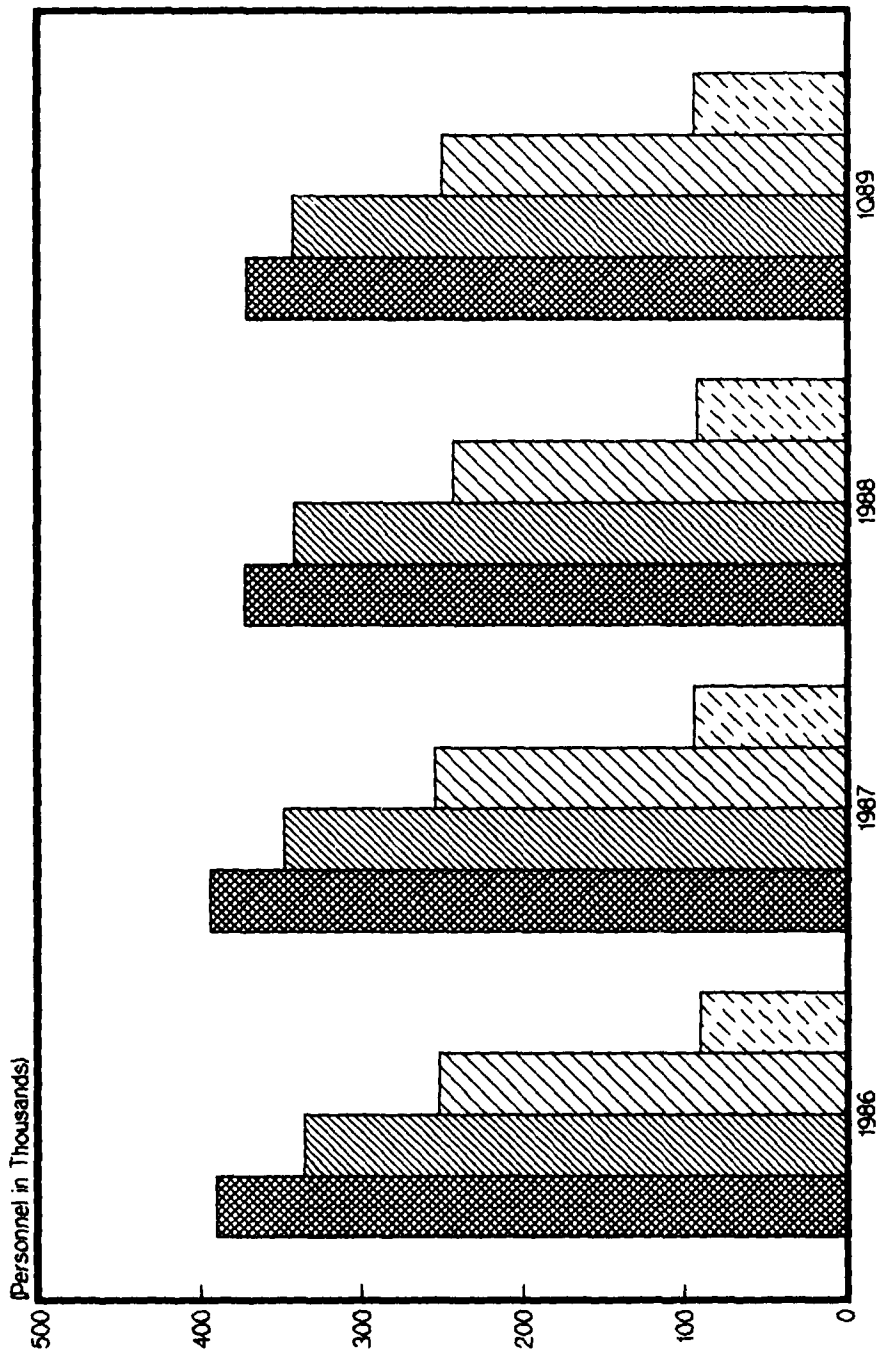
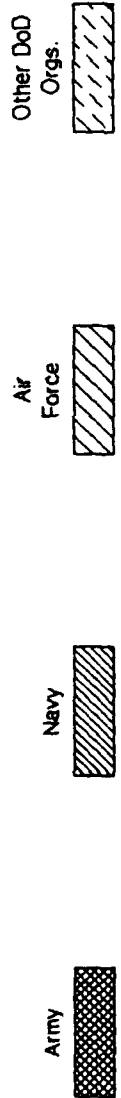
FUNCTION/COMPONENT EMPLOYMENT STATUS	END STRENGTHS, LAST 4 FISCAL YEARS					LAST 3 MONTHS		
	30 SEP 85	30 SEP 86	30 SEP 87	30 SEP 88	31 OCT 88	30 NOV 88	31 DEC 88	
MILITARY FUNCTIONS	1,129,745	1,112,901	1,134,145	1,090,479	1,091,209	1,095,300	1,100,069	
DIRECT HIRE a/	1,043,240	1,027,866	1,049,337	1,010,306	1,010,849	1,014,931	1,018,682	
INDIRECT HIRE b/	86,505	85,035	84,808	80,173	80,360	80,369	81,387	
ARMY	421,780	414,774	420,145	394,842	393,488	394,101	395,400	
DIRECT HIRE	360,887	355,343	359,966	338,525	337,165	337,775	338,160	
INDIRECT HIRE	60,893	59,431	60,179	56,317	56,323	56,326	57,240	
NAVY	353,501	342,727	354,162	348,570	348,388	348,917	349,304	
DIRECT HIRE	343,061	332,363	343,672	338,369	337,920	338,448	338,795	
INDIRECT HIRE	10,440	10,364	10,490	10,201	10,468	10,469	10,509	
AIR FORCE	265,018	264,299	265,326	254,070	255,041	257,628	260,605	
DIRECT HIRE	251,550	250,655	252,767	242,029	243,070	245,639	248,558	
INDIRECT HIRE	13,468	13,644	12,559	12,041	11,971	11,989	12,047	
OTHER DoD ORGANIZATIONS c/	89,446	91,101	94,512	92,997	94,292	94,654	94,760	
DIRECT HIRE	87,742	89,505	92,932	91,383	92,694	93,069	93,169	
INDIRECT HIRE	1,704	1,596	1,580	1,614	1,598	1,585	1,591	
CIVIL FUNCTIONS a/	30,029	30,817	29,753	30,446	29,980	29,875	28,910	
(ALL DIRECT HIRE)	30,026	30,814	29,751	30,444	29,978	29,873	28,908	
ARMY	3	3	2	2	2	2	2	
AIR FORCE								
TOTAL MILITARY AND CIVIL FUNCTIONS	1,159,774	1,143,718	1,163,898	1,120,925	1,121,189	1,125,175	1,128,979	
DIRECT HIRE a/	1,073,269	1,058,683	1,079,090	1,040,752	1,040,829	1,044,806	1,047,592	
INDIRECT HIRE b/	86,505	85,035	84,808	80,173	80,360	80,369	81,387	

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

## MILITARY AND CIVIL FUNCTIONS

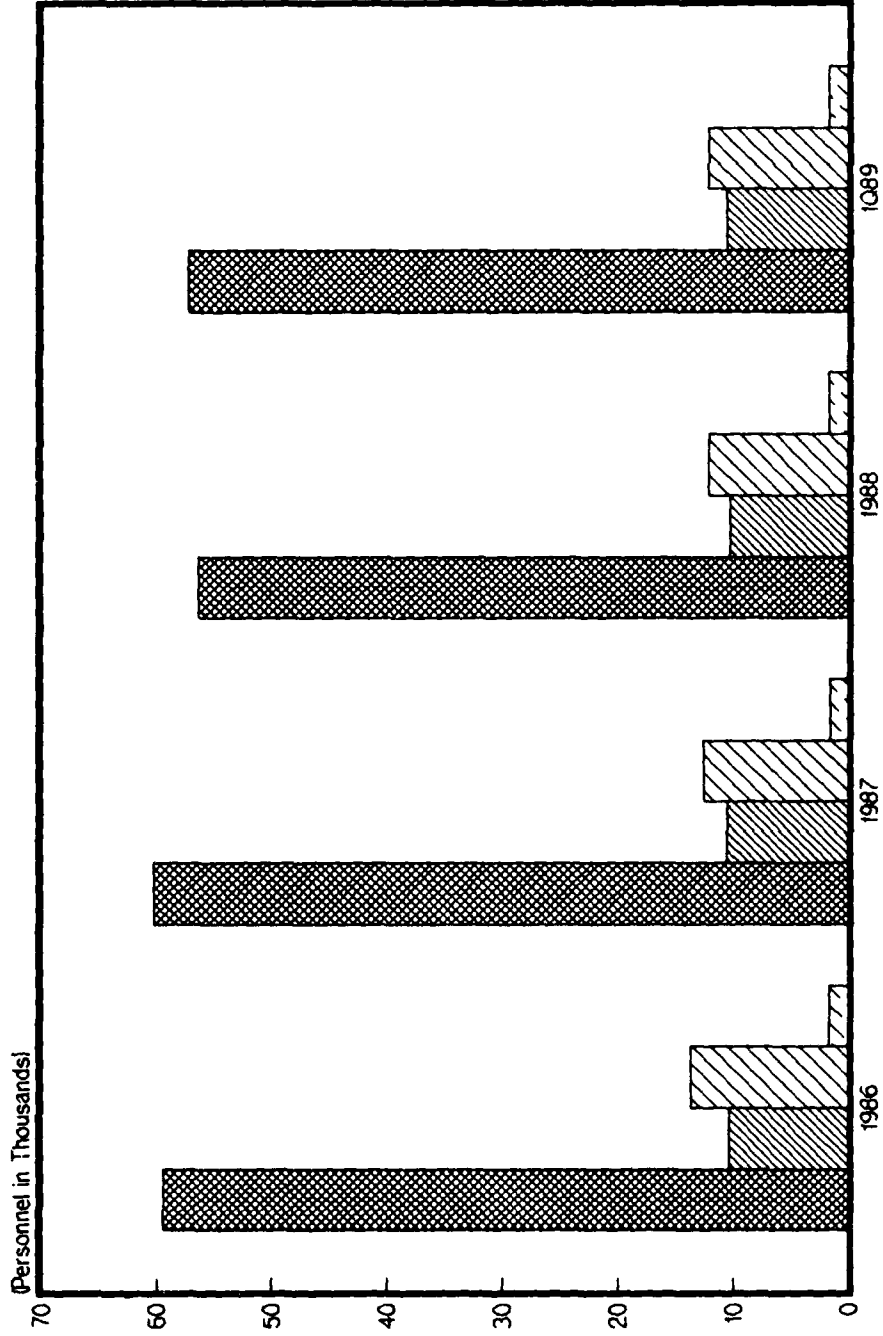


FISCAL YEAR  
Figure 1 - Direct Hires

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# TRENDS IN DoD CIVILIAN EMPLOYMENT

## MILITARY AND CIVIL FUNCTIONS



FISCAL YEAR

Figure 2 - Indirect Hires

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**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 OCT 88	30 NOV 88	31 DEC 88	30 SEP 89		31 OCT 88	30 NOV 88	31 DEC 88
MILITARY FUNCTIONS	1,010,738	1,014,812	1,018,543	1,104,758	698,733	901,067	903,786	
ARMY	337,054	337,656	338,021	402,054	289,661	290,105	290,251	
NAVY	337,920	338,448	338,795	345,433	305,215	305,679	306,017	
AIR FORCE	243,070	245,639	248,558	262,943	220,580	221,831	223,953	
OSD & ORGANIZATIONS SERVICED								
BY OSD a/	4,190	4,180	4,259	4,462	3,926	3,922	3,938	
DEFENSE COMMUNICATIONS AGENCY	2,255	2,261	2,244	2,410	2,174	2,166	2,171	
DEFENSE CONTRACT AUDIT AGENCY	5,758	5,820	5,863	7,007	5,667	5,728	5,760	
DEFENSE INVESTIGATIVE SERVICE	3,942	3,944	3,947	4,379	3,777	3,793	3,844	
DEFENSE LOGISTICS AGENCY	51,844	51,976	52,096	50,060	48,312	48,482	48,587	
DEFENSE MAPPING AGENCY	8,473	8,429	8,454	8,475	8,010	7,965	7,900	
DEFENSE NUCLEAR AGENCY	856	848	844	912	756	763	763	
DEPARTMENT OF DEFENSE	13,183	13,403	13,248	13,979	8,638	8,608	8,576	
DEPENDENTS SCHOOLS								
DEPARTMENT OF DEFENSE								
INSPECTOR GENERAL	1,327	1,331	1,337	1,531	1,311	1,314	1,316	
ON-SITE INSPECTION AGENCY	17	18	21	41	17	18	21	
UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES	849	859	856	810	689	693	689	
CIVIL FUNCTIONS								
ARMY	30,091	29,994	29,049	N/A	27,658	27,644	27,231	
AIR FORCE	30,089	29,992	29,047		27,656	27,642	27,229	
TOTAL MILITARY AND CIVIL FUNCTIONS	1,040,829	1,044,806	1,047,592	N/A	926,391	928,711	931,017	

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

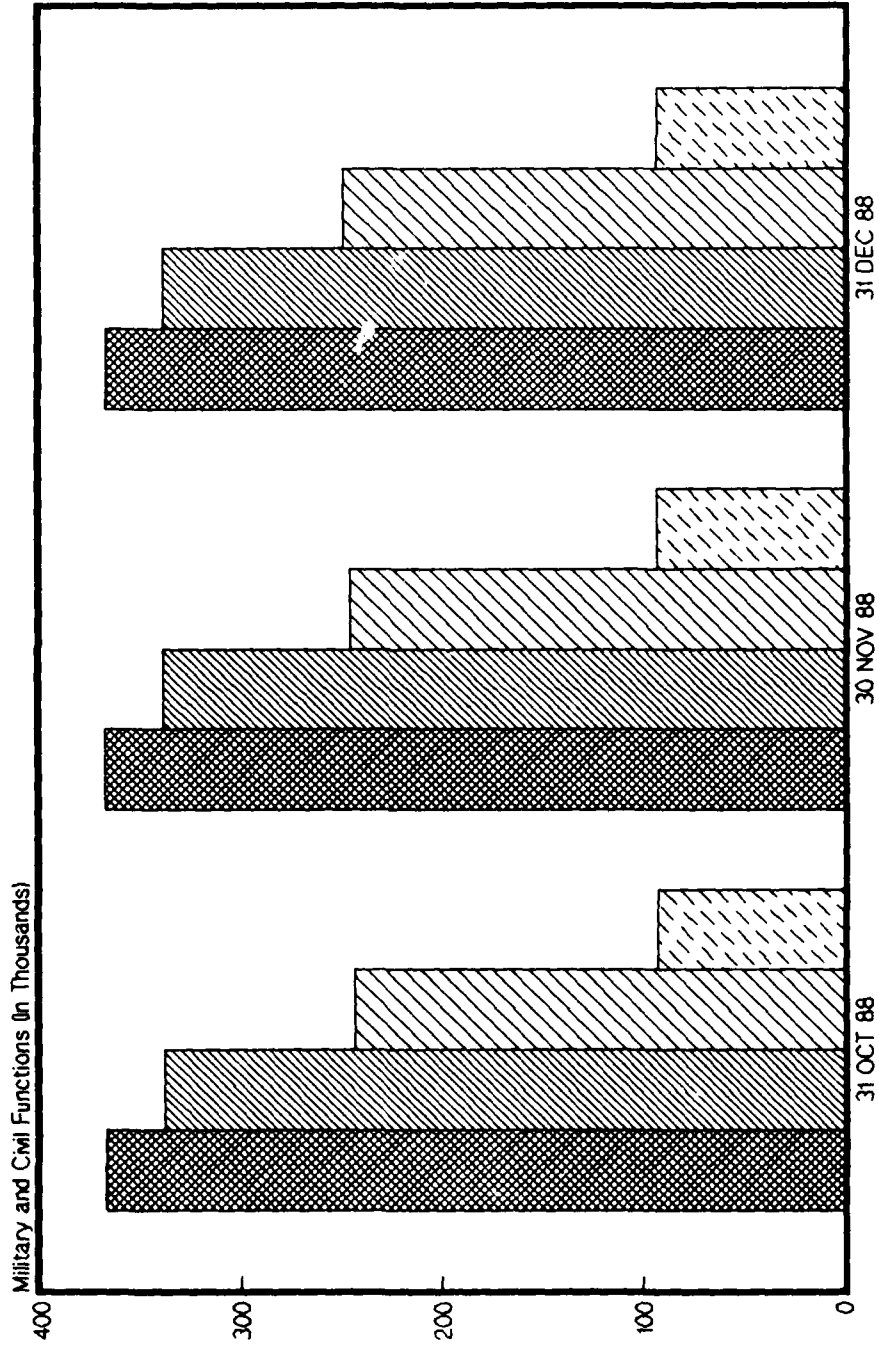


Figure 3 - Total Employment

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**TABLE 4**

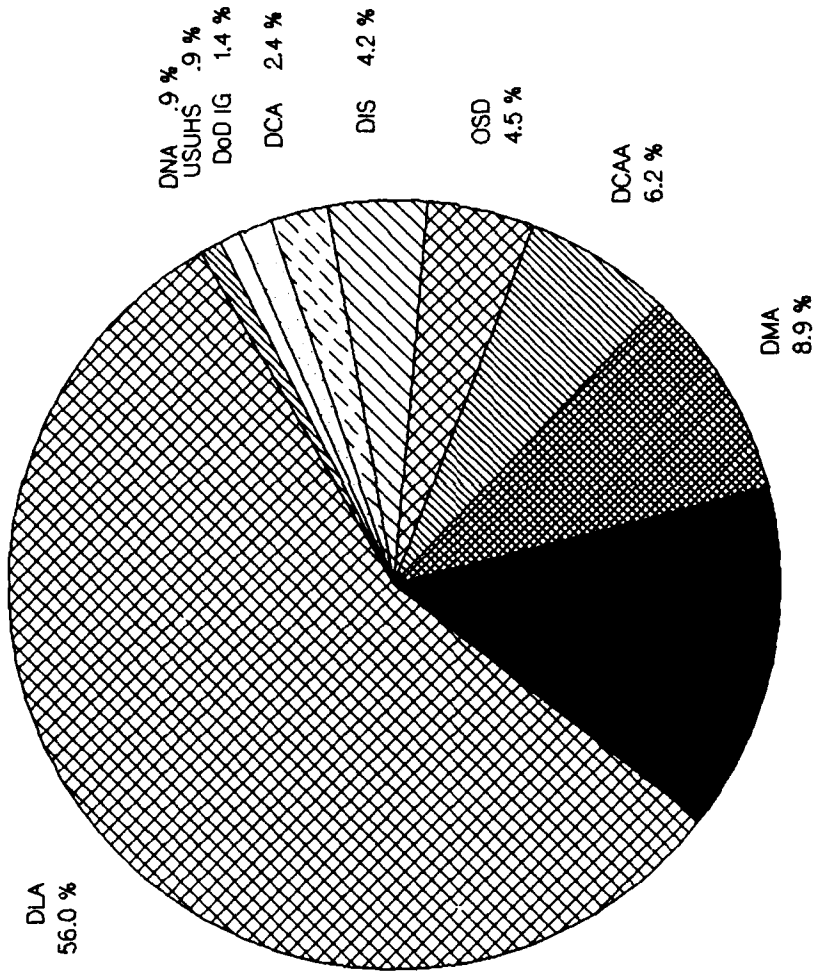
**DoD Direct and Indirect Hire Civilian Personnel by Component,  
According to Type (Excluding the Military Departments) - December 31, 1988**

<b>DEFENSE COMPONENTS</b>	<b>TOTAL</b>	<b>DIRECT HIRE CIVILIANS</b>	<b>INDIRECT HIRE CIVILIANS</b>
OSD AND ORGANIZATIONS SERVICED BY OSD a/	4,301	4,288	13
DEFENSE COMMUNICATIONS AGENCY	2,298	2,287	11
DEFENSE CONTRACT AUDIT AGENCY	5,901	5,896	5
DEFENSE INVESTIGATIVE SERVICE	3,985	3,985	0
DEFENSE LOGISTICS AGENCY	53,710	52,837	873
DEFENSE MAPPING AGENCY	8,508	8,507	1
DEFENSE NUCLEAR AGENCY	849	849	0
DEPARTMENT OF DEFENSE DEPENDENTS SCHOOLS	13,935	13,248	687
DEPARTMENT OF DEFENSE INSPECTOR GENERAL	1,340	1,339	1
ON-SITE INSPECTION AGENCY	21	21	0
UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES	856	856	0
<b>TOTAL</b>	<b>95,704</b>	<b>94,113</b>	<b>1,591</b>

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 - DECEMBER 31, 1988



Excluding Military Departments - (OSIA - .0%)  
 FIGURE 4

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**TABLE 5**

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

LOCATION/TYPE OF PERSONNEL	TOTAL DoD a/	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
TOTAL	1,056,911	370,973	342,006	249,819	94,113
BY STATUS					
FULL-TIME	1,026,685	359,696	335,446	242,663	88,880
PART-TIME	25,113	9,938	5,328	5,217	4,630
INTERMITTENT	5,113	1,339	1,232	1,939	603
BY CAREER SERVICE CATEGORY					
COMPETITIVE	884,751	296,781	304,083	206,672	77,215
EXCEPTED AND SES	172,160	74,192	37,923	43,147	16,898
BY TYPE OF APPOINTMENT					
PERMANENT	942,196	321,666	309,401	226,485	84,644
TEMPORARY/INDEFINITE	114,715	49,307	32,605	23,334	9,469
BY CITIZENSHIP					
U.S. CITIZENS	1,016,830	355,225	325,913	242,069	93,623
NON-CITIZENS	40,081	15,748	16,093	7,750	490
BY LABOR CATEGORY					
SALARIED	736,299	272,645	217,810	163,963	81,881
WAGE BOARD	320,612	98,328	124,196	85,856	12,232

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 - December 31, 1988 a/**

LOCATION/TYPE OF PERSONNEL	TOTAL DoD a/	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
WORLDWIDE TOTAL	1,056,911	370,973	342,006	249,819	94,113
UNITED STATES	957,638	326,936	316,328	234,109	80,265
BY LOCATION					
WASHINGTON, D.C., SMSA c/	87,580	27,588	37,531	6,203	16,258
REMAINDER OF U. S.	870,058	299,348	278,797	227,906	64,007
BY LABOR CATEGORY					
SALARIED	665,944	243,053	205,183	149,527	68,181
WAGE BOARD	291,694	83,883	111,145	84,582	12,084
BY CITIZENSHIP					
U. S. CITIZENS	957,068	326,613	316,203	234,080	80,172
NON-CITIZENS	570	323	125	29	93
U. S. TERRITORIES	7,933	1,354	5,602	894	85
BY LABOR CATEGORY					
SALARIED	4,289	942	2,859	413	75
WAGE BOARD	3,644	412	2,743	481	8
BY CITIZENSHIP					
U. S. CITIZENS	7,905	1,354	5,575	893	83
NON-CITIZENS	28	0	27	1	0
FOREIGN COUNTRIES	91,340	42,683	20,076	14,816	13,765
BY LABOR CATEGORY					
SALARIED	66,066	28,650	9,768	14,023	13,625
WAGE BOARD	25,274	14,033	10,308	793	140
BY CITIZENSHIP					
U. S. CITIZENS	51,857	27,258	4,135	7,096	13,368
NON-CITIZENS	39,483	15,425	15,941	7,720	397

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 - December 31, 1988**

COUNTRY	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. a/
TOTAL	81,387	57,240	10,509	12,047	1,591
BELGIUM	1,056	912	0	127	17
GERMANY	56,680	49,388	0	6,146	1,146
GREECE	526	2	126	383	15
GUAM	4	0	4	0	0
ITALY	2	0	2	0	0
JAPAN	17,300	3,356	9,254	4,484	206
KOREA	3,214	3,214	0	0	0
NETHERLANDS	466	368	0	82	16
PHILIPPINES	6	0	6	0	0
SPAIN	2,029	0	1,117	825	87
UNITED KINGDOM	104	0	0	0	104

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.

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)

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.

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.)