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# Department of Defense CIVILIAN MANPOWER STATISTICS

M04

Quarter Ending March 31, 1989

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AD-A209 013

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Department of Defense

# CIVILIAN MANPOWER STATISTICS

March 31, 1989

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

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U.S. GOVERNMENT PRINTING OFFICE  
WASHINGTON, D.C. 20401

*DTIC and NTIS identification number for this publication is DIOR/M04-89/02.*

# FOREWORD

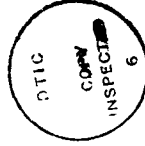
Civilian Manpower Statistics (CMS) is a quarterly publication prepared by the Washington Headquarters Services, Directorate for Information Operations and Reports (WHS/DIOR) of the Office of the Secretary of Defense.

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.

*Table data (K.F.)*

*1*

*Approved: [Signature]*



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| NTIS GRA&I         | <input checked="" type="checkbox"/> |
| DTIC TAB           | <input type="checkbox"/>            |
| Unannounced        | <input type="checkbox"/>            |
| Justification      |                                     |
| By                 |                                     |
| Distribution/      |                                     |
| Availability Codes |                                     |
| Dist               | Special                             |
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**TABLE 1**

**DoD Civilian Employment by Function and Employment Status,  
According to Defense Component - March 31, 1989**

| <b>FUNCTION/EMPLOYMENT STATUS</b>         | <b>TOTAL<br/>DoD a/</b> | <b>ARMY</b> | <b>NAVY b/</b> | <b>AIR<br/>FORCE</b> | <b>OTHER<br/>DoD<br/>ORGS. c/</b> |
|---|-------------------------|-------------|----------------|----------------------|-----------------------------------|
| <b>MILITARY FUNCTIONS</b>                 |                         |             |                |                      |                                   |
| OMB CEILING EMPLOYMENT                    | 1,107,040               | 398,123     | 351,188        | 262,020              | 95,709                            |
| DIRECT HIRE                               | 1,026,840               | 341,819     | 340,853        | 250,053              | 94,115                            |
| INDIRECT HIRE                             | 80,200                  | 56,304      | 10,335         | 11,967               | 1,594                             |
| TOTAL EMPLOYMENT                          | 1,114,605               | 400,000     | 354,491        | 263,435              | 96,679                            |
| DIRECT HIRE                               | 1,034,405               | 343,696     | 344,156        | 251,468              | 95,085                            |
| INDIRECT HIRE                             | 80,200                  | 56,304      | 10,335         | 11,967               | 1,594                             |
| <b>CIVIL FUNCTIONS (ALL DIRECT HIRE)</b>  |                         |             |                |                      |                                   |
| OMB CEILING EMPLOYMENT                    | 28,558                  | 28,556      | 0              | 2                    | 0                                 |
| TOTAL EMPLOYMENT                          | 30,482                  | 30,480      | 0              | 2                    | 0                                 |
| <b>TOTAL MILITARY AND CIVIL FUNCTIONS</b> |                         |             |                |                      |                                   |
| OMB CEILING EMPLOYMENT                    | 1,135,598               | 426,679     | 351,188        | 262,022              | 95,709                            |
| DIRECT HIRE                               | 1,055,398               | 370,375     | 340,853        | 250,055              | 94,115                            |
| INDIRECT HIRE                             | 80,200                  | 56,304      | 10,335         | 11,967               | 1,594                             |
| TOTAL EMPLOYMENT                          | 1,145,087               | 430,480     | 354,491        | 263,437              | 96,679                            |
| DIRECT HIRE                               | 1,064,887               | 374,176     | 344,156        | 251,470              | 95,085                            |
| INDIRECT HIRE                             | 80,200                  | 56,304      | 10,335         | 11,967               | 1,594                             |

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**

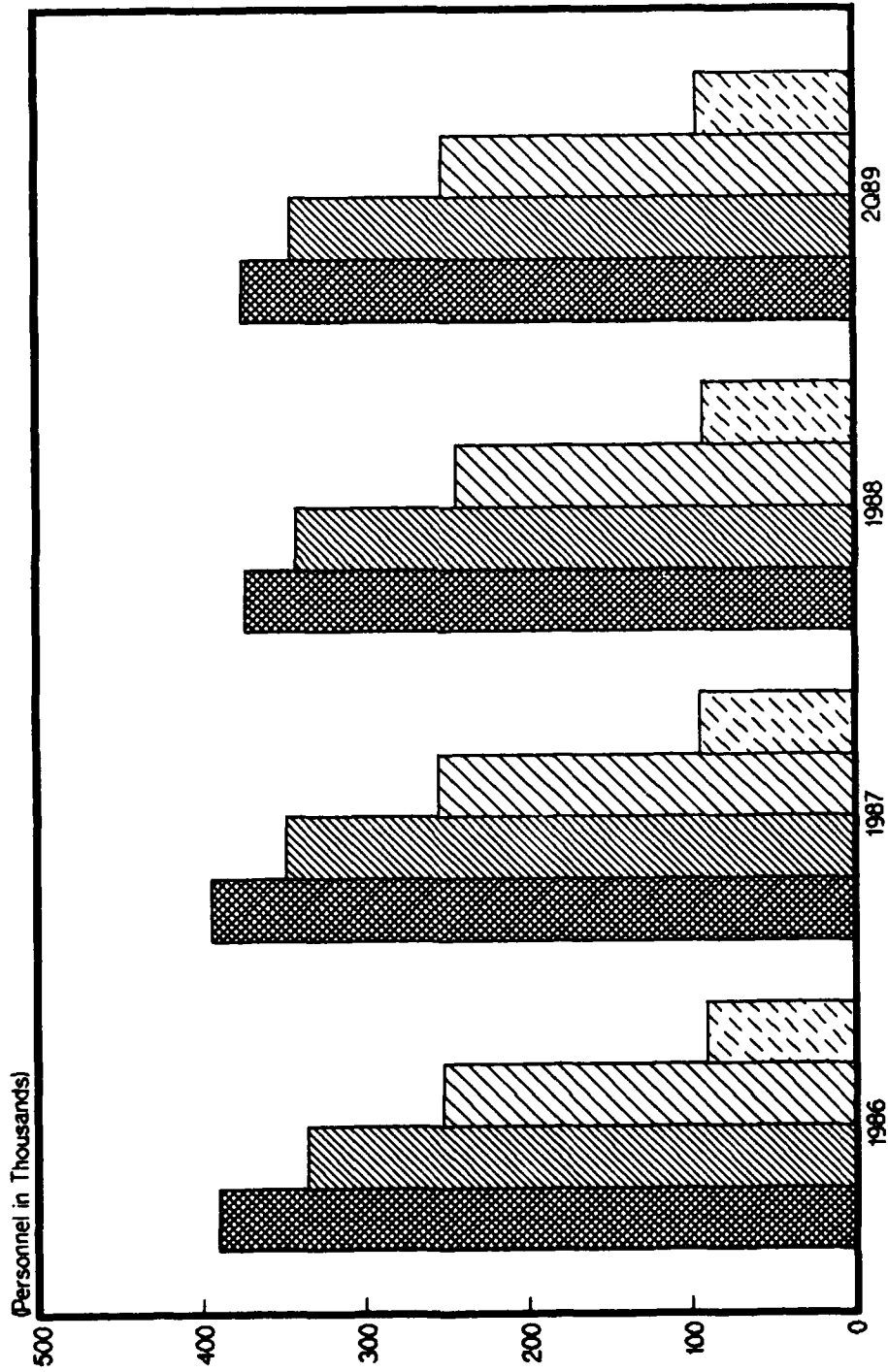
| FUNCTION/COMPONENT<br>EMPLOYMENT STATUS | END STRENGTHS, LAST 4 FISCAL YEARS |           |           |           | LAST 3 MONTHS |           |           |
|---|------------------------------------|-----------|-----------|-----------|---------------|-----------|-----------|
|   | 30 SEP 85                          | 30 SEP 86 | 30 SEP 87 | 30 SEP 88 | 31 JAN 89     | 29 FEB 89 | 31 MAR 89 |
| MILITARY FUNCTIONS                      | 1,129,745                          | 1,112,901 | 1,134,145 | 1,090,479 | 1,101,110     | 1,104,662 | 1,107,040 |
| DIRECT HIRE a/                          | 1,043,240                          | 1,027,866 | 1,049,337 | 1,010,306 | 1,020,385     | 1,024,364 | 1,026,840 |
| INDIRECT HIRE b/                        | 86,505                             | 85,035    | 84,808    | 80,173    | 80,725        | 80,298    | 80,200    |
| ARMY                                    | 421,780                            | 414,774   | 420,145   | 394,842   | 395,273       | 396,490   | 398,123   |
| DIRECT HIRE                             | 360,887                            | 355,343   | 359,966   | 338,525   | 338,485       | 340,187   | 341,819   |
| INDIRECT HIRE                           | 60,893                             | 59,431    | 60,179    | 56,317    | 56,788        | 56,303    | 56,304    |
| NAVY                                    | 353,501                            | 342,727   | 354,162   | 348,570   | 350,028       | 350,606   | 351,188   |
| DIRECT HIRE                             | 343,061                            | 332,363   | 343,672   | 338,369   | 339,617       | 340,163   | 340,853   |
| INDIRECT HIRE                           | 10,440                             | 10,364    | 10,490    | 10,201    | 10,411        | 10,443    | 10,335    |
| AIR FORCE                               | 265,018                            | 264,299   | 265,326   | 254,070   | 260,909       | 262,233   | 262,020   |
| DIRECT HIRE                             | 251,550                            | 250,655   | 252,767   | 242,029   | 248,983       | 250,274   | 250,053   |
| INDIRECT HIRE                           | 13,468                             | 13,644    | 12,559    | 12,041    | 11,926        | 11,959    | 11,967    |
| OTHER DoD ORGANIZATIONS c/              | 89,446                             | 91,101    | 94,512    | 92,997    | 94,900        | 95,333    | 95,709    |
| DIRECT HIRE                             | 87,742                             | 89,505    | 92,932    | 91,383    | 93,300        | 93,740    | 94,115    |
| INDIRECT HIRE                           | 1,704                              | 1,596     | 1,580     | 1,614     | 1,600         | 1,593     | 1,594     |
| CIVIL FUNCTIONS a/                      | 30,029                             | 30,817    | 29,753    | 30,446    | 28,708        | 28,527    | 28,558    |
| (ALL DIRECT HIRE)                       | 30,026                             | 30,814    | 29,751    | 30,444    | 28,706        | 28,525    | 28,556    |
| ARMY                                    | 3                                  | 3         | 2         | 2         | 2             | 2         | 2         |
| AIR FORCE                               | 3                                  | 3         | 2         | 2         | 2             | 2         | 2         |
| TOTAL MILITARY AND<br>CIVIL FUNCTIONS   | 1,159,774                          | 1,143,718 | 1,163,898 | 1,120,925 | 1,129,818     | 1,133,189 | 1,135,598 |
| DIRECT HIRE a/                          | 1,073,269                          | 1,058,683 | 1,079,090 | 1,040,752 | 1,049,093     | 1,052,891 | 1,055,398 |
| INDIRECT HIRE b/                        | 86,505                             | 85,035    | 84,808    | 80,173    | 80,725        | 80,298    | 80,200    |

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

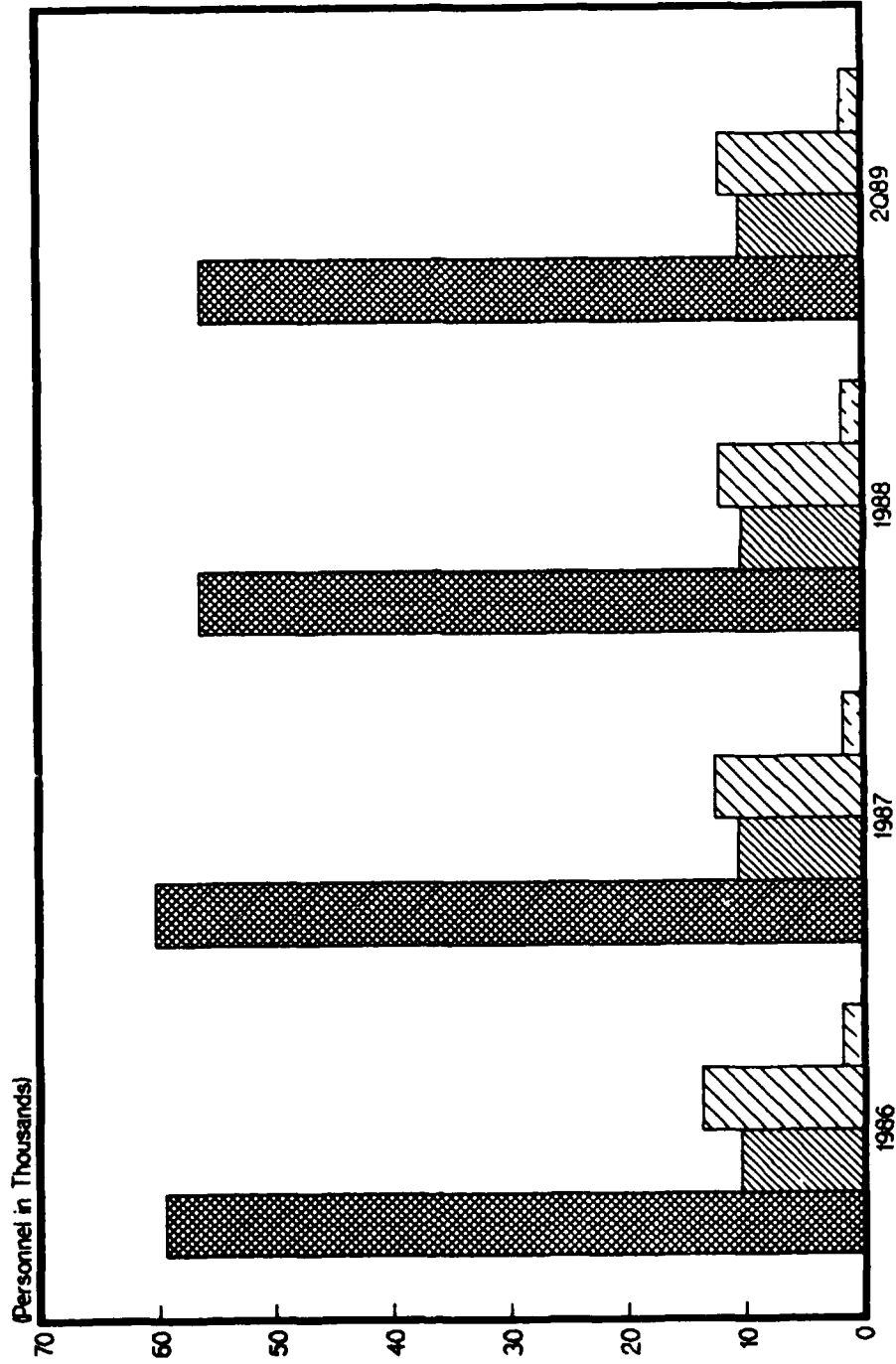
## MILITARY AND CIVIL FUNCTIONS

Other DoD Orgs.

Air Force

Navy

Army



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 JAN 89        | 29 FEB 89 | 31 MAR 89 | 30 SEP 89 |                     | 31 JAN 89                             | 29 FEB 89 | 31 MAR 89 |
| MILITARY FUNCTIONS                                   | 1,020,385        | 1,024,364 | 1,026,840 | 1,104,758 | 904,848             | 907,837                               | 910,381   |           |
| ARMY   | 338,485          | 340,187   | 341,819   | 402,054   | 290,046             | 291,186                               | 292,235   |           |
| NAVY   | 339,617          | 340,163   | 340,853   | 345,433   | 306,812             | 307,517                               | 308,315   |           |
| AIR FORCE  | 248,983          | 250,274   | 250,053   | 262,943   | 224,349             | 225,154                               | 225,514   |           |
| OSD & ORGANIZATIONS SERVICED BY OSD a/               | 4,185            | 4,211     | 4,265     | 4,462     | 3,938               | 3,944                                 | 3,956     |           |
| DEFENSE COMMUNICATIONS AGENCY                        | 2,240            | 2,237     | 2,256     | 2,410     | 2,140               | 2,140                                 | 2,165     |           |
| DEFENSE CONTRACT AUDIT AGENCY                        | 6,029            | 6,133     | 6,295     | 7,007     | 5,930               | 6,033                                 | 6,183     |           |
| DEFENSE INVESTIGATIVE SERVICE                        | 3,968            | 3,999     | 4,017     | 4,379     | 3,885               | 3,920                                 | 3,951     |           |
| DEFENSE LOGISTICS AGENCY                             | 52,240           | 52,538    | 52,807    | 50,060    | 48,582              | 48,784                                | 48,970    |           |
| DEFENSE MAPPING AGENCY                               | 8,384            | 8,328     | 8,289     | 8,475     | 7,849               | 7,813                                 | 7,803     |           |
| DEFENSE NUCLEAR AGENCY                               | 852              | 852       | 860       | 912       | 765                 | 765                                   | 770       |           |
| DEPARTMENT OF DEFENSE                                | 13,208           | 13,233    | 13,117    | 13,979    | 8,530               | 8,552                                 | 8,487     |           |
| DEPENDENTS SCHOOLS                                   |                  |           |           |           |                     |                                       |           |           |
| DEPARTMENT OF DEFENSE                                | 1,329            | 1,342     | 1,348     | 1,531     | 1,311               | 1,323                                 | 1,331     |           |
| INSPECTOR GENERAL                                    | 29               | 29        | 28        | 41        | 29                  | 29                                    | 28        |           |
| ON-SITE INSPECTION AGENCY                            |                  |           |           |           |                     |                                       |           |           |
| UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES | 836              | 838       | 833       | 810       | 682                 | 677                                   | 673       |           |
| CIVIL FUNCTIONS                                      | 28,708           | 28,527    | 28,558    | N/A       | 26,971              | 26,869                                | 26,912    |           |
| ARMY   | 28,706           | 28,525    | 28,556    | N/A       | 26,969              | 26,867                                | 26,910    |           |
| AIR FORCE  | 2                | 2         | 2         | 2         | 2                   | 2                                     | 2         |           |
| TOTAL MILITARY AND CIVIL FUNCTIONS                   | 1,049,093        | 1,052,891 | 1,055,398 | N/A       | 931,819             | 934,706                               | 937,293   |           |

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

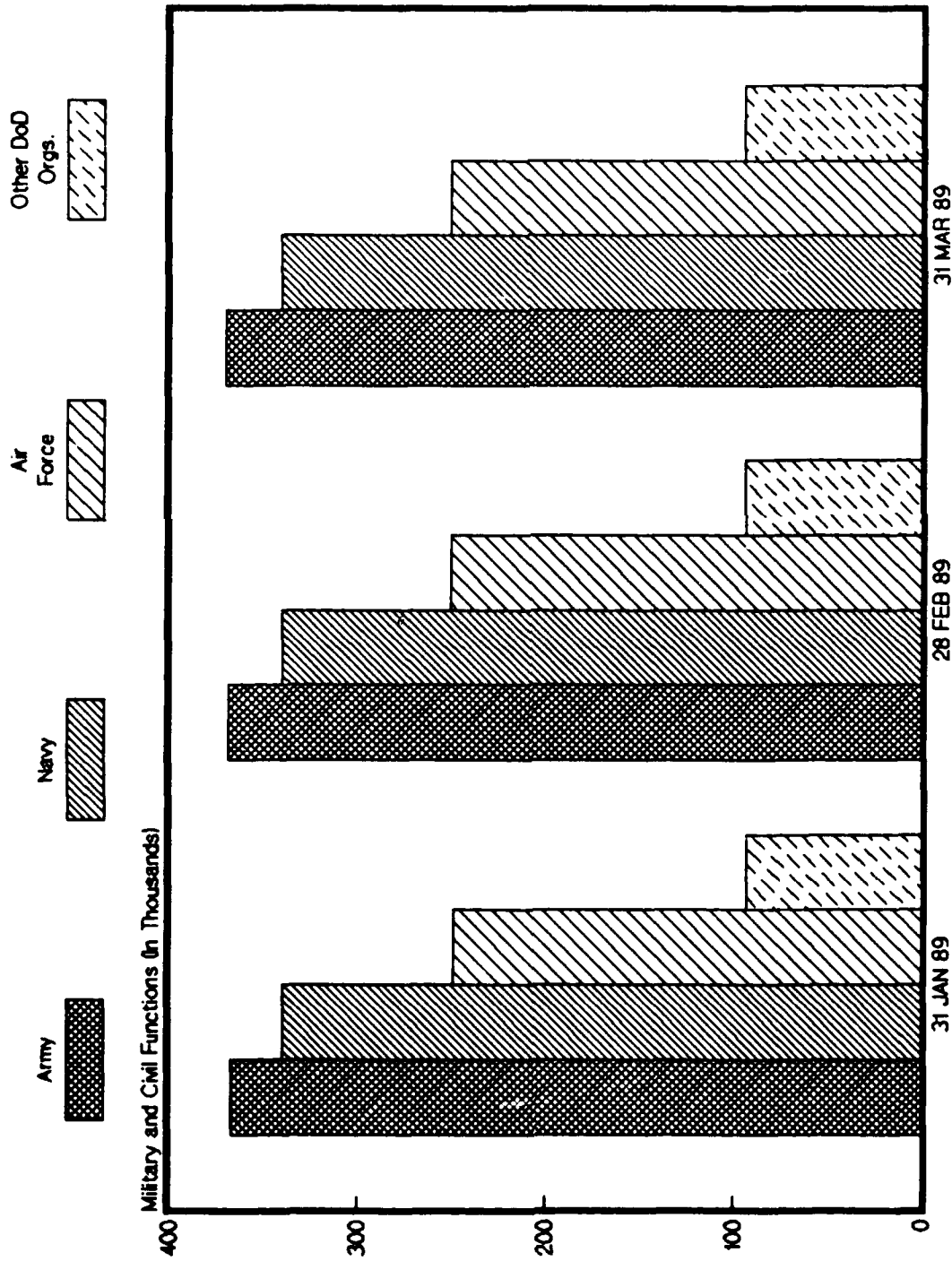


Figure 3 - Total Employment  
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**TABLE 4**

**DoD Direct and Indirect Hire Civilian Personnel by Component,  
According to Type (Excluding the Military Departments) - March 31, 1989**

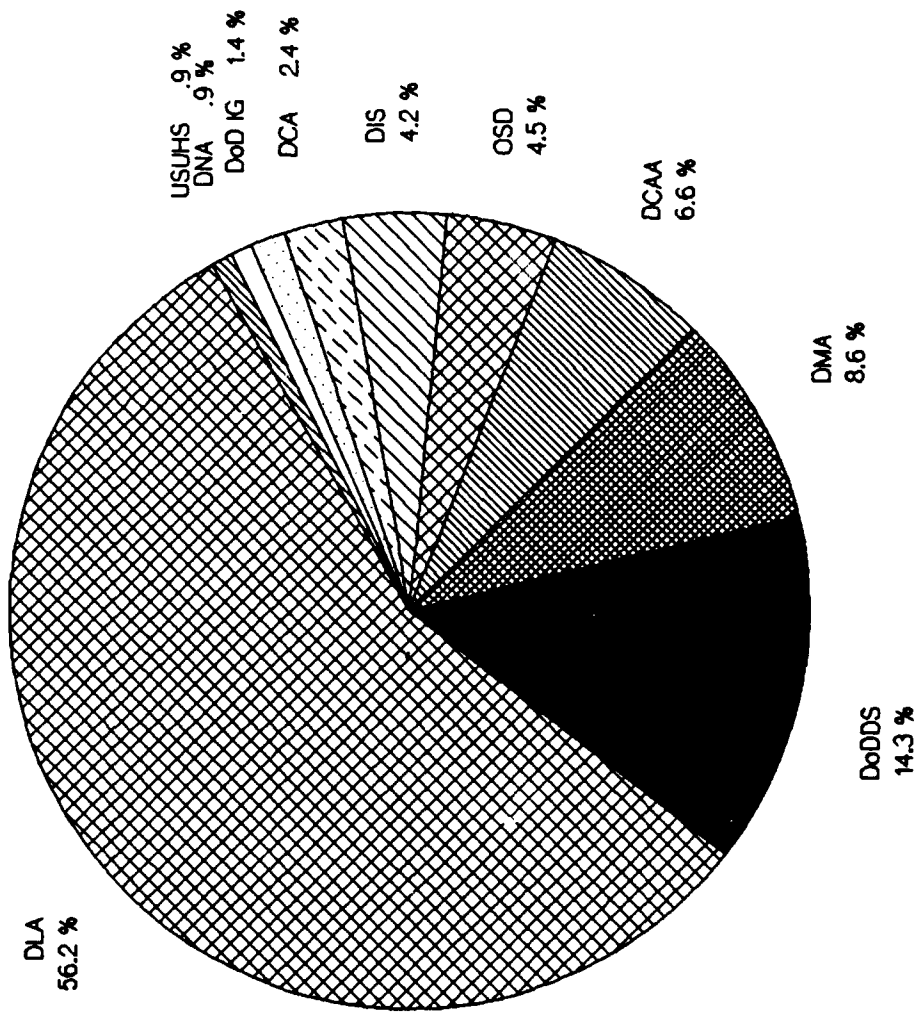
| <b>DEFENSE COMPONENTS</b>                               | <b>TOTAL</b>  | <b>DIRECT HIRE CIVILIANS</b> | <b>INDIRECT HIRE CIVILIANS</b> |
|---|---------------|------------------------------|--------------------------------|
| OSD AND ORGANIZATIONS SERVICED BY OSD a/                | 4,320         | 4,304                        | 16                             |
| DEFENSE COMMUNICATIONS AGENCY                           | 2,312         | 2,301                        | 11                             |
| DEFENSE CONTRACT AUDIT AGENCY                           | 6,332         | 6,327                        | 5                              |
| DEFENSE INVESTIGATIVE SERVICE                           | 4,066         | 4,066                        | 0                              |
| DEFENSE LOGISTICS AGENCY                                | 54,429        | 53,551                       | 878                            |
| DEFENSE MAPPING AGENCY                                  | 8,345         | 8,344                        | 1                              |
| DEFENSE NUCLEAR AGENCY                                  | 864           | 864                          | 0                              |
| DEPARTMENT OF DEFENSE DEPENDENTS<br>SCHOOLS             | 13,799        | 13,117                       | 682                            |
| DEPARTMENT OF DEFENSE INSPECTOR GENERAL                 | 1,351         | 1,350                        | 1                              |
| ON-SITE INSPECTION AGENCY                               | 28            | 28                           | 0                              |
| UNIFORMED SERVICES UNIVERSITY OF<br>THE HEALTH SCIENCES | 833           | 833                          | 0                              |
| <b>TOTAL</b>  | <b>96,679</b> | <b>95,085</b>                | <b>1,594</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 - MARCH 31, 1989



Excluding Military Departments - (OSIA - .0%)

FIGURE 4

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**TABLE 5**

**DoD Direct Hire Civilian Personnel, by Type  
According to Defense Component - March 31, 1989 a/**

| <b>LOCATION/TYPE OF PERSONNEL</b> | <b>TOTAL<br/>DoD a/</b> | <b>ARMY</b> | <b>NAVY</b> | <b>AIR<br/>FORCE</b> | <b>OTHER<br/>DoD<br/>ORGS. b/</b> |
|-----------------------------------|-------------------------|-------------|-------------|----------------------|-----------------------------------|
| <b>TOTAL</b>                      | 1,064,887               | 374,176     | 344,156     | 251,470              | 95,085                            |
| <b>BY STATUS</b>                  |                         |             |             |                      |                                   |
| FULL-TIME                         | 1,033,366               | 362,227     | 337,497     | 243,970              | 89,672                            |
| PART-TIME                         | 26,281                  | 10,380      | 5,703       | 5,453                | 4,745                             |
| INTERMITTENT                      | 5,240                   | 1,569       | 956         | 2,047                | 668                               |
| <b>BY CAREER SERVICE CATEGORY</b> |                         |             |             |                      |                                   |
| COMPETITIVE                       | 890,616                 | 299,120     | 305,472     | 207,896              | 78,128                            |
| EXCEPTED AND SES                  | 174,271                 | 75,056      | 38,684      | 43,574               | 16,957                            |
| <b>BY TYPE OF APPOINTMENT</b>     |                         |             |             |                      |                                   |
| PERMANENT                         | 948,745                 | 323,499     | 311,604     | 228,221              | 85,421                            |
| TEMPORARY/INDEFINITE              | 116,142                 | 50,677      | 32,552      | 23,249               | 9,664                             |
| <b>BY CITIZENSHIP</b>             |                         |             |             |                      |                                   |
| U.S. CITIZENS                     | 1,024,810               | 358,414     | 328,097     | 243,723              | 94,576                            |
| NON-CITIZENS                      | 40,077                  | 15,762      | 16,059      | 7,747                | 509                               |
| <b>BY LABOR CATEGORY</b>          |                         |             |             |                      |                                   |
| SALARIED                          | 743,468                 | 275,335     | 219,675     | 165,674              | 82,784                            |
| WAGE BOARD                        | 321,419                 | 98,841      | 124,481     | 85,796               | 12,301                            |

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, 1989 a/**

| LOCATION/TYPE OF PERSONNEL | TOTAL<br>DoD a/ | ARMY    | NAVY    | AIR<br>FORCE | OTHER<br>DoD<br>ORGS. b/ |
|----------------------------|-----------------|---------|---------|--------------|--------------------------|
| WORLDWIDE TOTAL            | 1,064,887       | 374,176 | 344,156 | 251,470      | 95,085                   |
| UNITED STATES              | 965,026         | 329,633 | 318,312 | 235,728      | 81,353                   |
| BY LOCATION                |                 |         |         |              |                          |
| WASHINGTON, D.C., SMSA c/  | 88,285          | 27,717  | 38,022  | 6,333        | 16,213                   |
| REMAINDER OF U. S.         | 876,741         | 301,916 | 280,290 | 229,395      | 65,140                   |
| BY LABOR CATEGORY          |                 |         |         |              |                          |
| SALARIED                   | 672,825         | 245,444 | 206,926 | 151,251      | 69,204                   |
| WAGE BOARD                 | 292,201         | 84,189  | 111,386 | 84,477       | 12,149                   |
| BY CITIZENSHIP             |                 |         |         |              |                          |
| U. S. CITIZENS             | 964,451         | 329,311 | 318,180 | 235,697      | 81,263                   |
| NON-CITIZENS               | 575             | 322     | 132     | 31           | 90                       |
| U. S. TERRITORIES          | 7,995           | 1,341   | 5,633   | 931          | 90                       |
| BY LABOR CATEGORY          |                 |         |         |              |                          |
| SALARIED                   | 4,238           | 933     | 2,805   | 417          | 83                       |
| WAGE BOARD                 | 3,757           | 408     | 2,828   | 514          | 7                        |
| BY CITIZENSHIP             |                 |         |         |              |                          |
| U. S. CITIZENS             | 7,948           | 1,341   | 5,608   | 928          | 71                       |
| NON-CITIZENS               | 47              | 0       | 25      | 3            | 19                       |
| FOREIGN COUNTRIES          | 91,866          | 43,202  | 20,211  | 14,811       | 13,642                   |
| BY LABOR CATEGORY          |                 |         |         |              |                          |
| SALARIED                   | 66,405          | 28,958  | 9,944   | 14,006       | 13,497                   |
| WAGE BOARD                 | 25,461          | 14,244  | 10,267  | 805          | 145                      |
| BY CITIZENSHIP             |                 |         |         |              |                          |
| U. S. CITIZENS             | 52,411          | 27,762  | 4,309   | 7,098        | 13,242                   |
| NON-CITIZENS               | 39,455          | 15,440  | 15,902  | 7,713        | 400                      |

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, 1989**

| COUNTRY        | TOTAL<br>DoD | ARMY   | NAVY   | AIR<br>FORCE | OTHER<br>DoD<br>ORGS. a/ |
|----------------|--------------|--------|--------|--------------|--------------------------|
| TOTAL          | 80,200       | 56,304 | 10,335 | 11,967       | 1,594                    |
| BELGIUM        | 1,008        | 906    | 0      | 85           | 17                       |
| GERMANY        | 55,722       | 48,459 | 0      | 6,119        | 1,144                    |
| GREECE         | 516          | 2      | 122    | 378          | 14                       |
| GUAM           | 4            | 0      | 4      | 0            | 0                        |
| ITALY          | 2            | 0      | 2      | 0            | 0                        |
| JAPAN          | 17,106       | 3,343  | 9,074  | 4,478        | 211                      |
| KOREA          | 3,224        | 3,224  | 0      | 0            | 0                        |
| NETHERLANDS    | 470          | 370    | 0      | 84           | 16                       |
| PHILIPPINES    | 6            | 0      | 6      | 0            | 0                        |
| SPAIN          | 2,038        | 0      | 1,127  | 823          | 88                       |
| 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.

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)
- 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.

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 of 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.)