

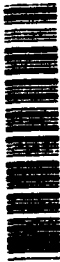
12

M04

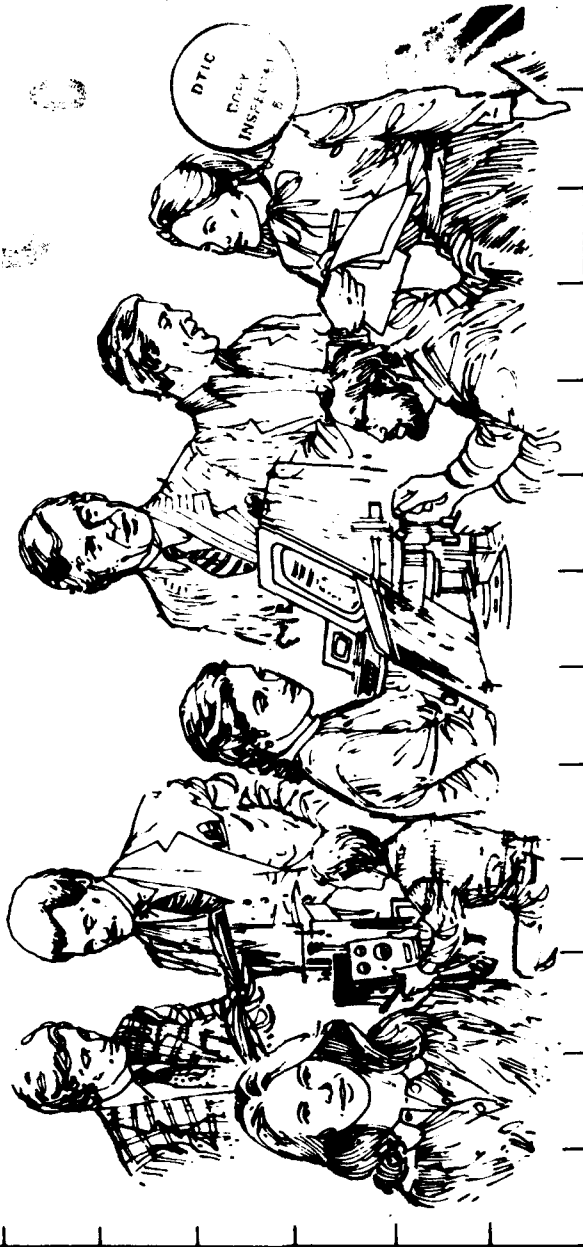
# Department of Defense CIVILIAN MANPOWER STATISTICS

Quarter Ending March 31, 1991

AD-A236 863



DTIC



Accession For:  DTIC  
 GPO  
 DTIC INS  
 Unannounced  
 Justification

By: \_\_\_\_\_

Distribution/Availability Codes

Avail and/or Special

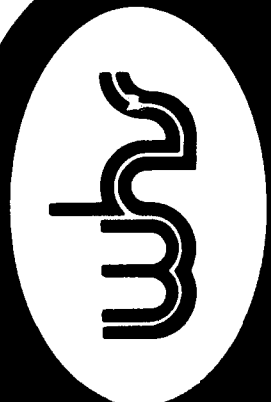
Dist: A-1

DISTRIBUTION STATEMENT A  
Approved for public release; Distribution Unlimited

91 6 18 180



OSD WASHINGTON HEADQUARTERS SERVICES



DIRECTORATE FOR INFORMATION  
OPERATIONS AND REPORTS DIOR

91-02518



Department of Defense

# CIVILIAN MANPOWER STATISTICS

March 31, 1991

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

~~FOR SALE BY THE SUPERINTENDENT OF DOCUMENTS  
U.S. GOVERNMENT PRINTING OFFICE  
WASHINGTON, D.C. 20402~~

DTIC and NTIS identification number for this publication is DIOR/M04-91/02.

## 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 OF CONTENTS

		<u>Page</u>
Table 1	DoD Civilian Employment by Function and Employment Status, According to Defense Component - March 31, 1991.....	1
Table 2	Trends in DoD Civilian Employment Subject to OMB Ceiling, by Function, Employment Status, and Defense Component.....	2
Figure 1	Trends in DoD Civilian Employment/FY88 - FY91, Military and Civil Functions, Direct Hires.....	3
Figure 2	Trends in DoD Civilian Employment/FY88 - FY91, Military and Civil Functions, Indirect Hires.....	5
Table 3	DoD Direct Hire Civilian Personnel Subject to OMB Ceiling, by Function and Defense Component.....	6
Figure 3	DoD Direct Hire Civilian Personnel Subject to OMB Ceiling, by Month & Defense Component.....	7
Table 4	DoD Direct and Indirect Hire Civilian Personnel by Component, According to Type (Excluding the Military Departments) - March 31, 1991.....	8
Figure 4	LoD Direct and Indirect Hire Civilian Employment by Component (Excluding Military Departments) - March 31, 1991.....	9
Table 5	DoD Direct Hire Civilian Personnel, by Type According to Defense Component - March 31, 1991.....	10
Table 6	DoD Direct Hire Civilian Personnel, by Location/Type, According to Defense Component - March 31, 1991.....	11
Table 7	DoD Indirect Hire Civilian Personnel, by Country, According to Defense Component - March 31, 1991.....	12
GLOSSARY	.....	13

**TABLE 1**

**DoD Civilian Employment by Function and Employment Status,  
According to Defense Component - March 31, 1991**

<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	1,043,855	371,809	331,998	234,104	105,944
DIRECT HIRE	968,808	319,166	321,783	223,357	104,502
INDIRECT HIRE	75,047	52,643	10,215	10,747	1,442
TOTAL EMPLOYMENT	1,053,554	375,320	335,708	235,852	106,674
DIRECT HIRE	978,507	322,677	325,493	225,105	105,232
INDIRECT HIRE	75,047	52,643	10,215	10,747	1,442
<b>CIVIL FUNCTIONS (ALL DIRECT HIRE)</b>					
OMB CEILING EMPLOYMENT	26,439	26,439	0	0	0
TOTAL EMPLOYMENT	28,412	28,412	0	0	0
<b>TOTAL MILITARY AND CIVIL FUNCTIONS</b>					
OMB CEILING EMPLOYMENT	1,070,294	398,248	331,998	234,104	105,944
DIRECT HIRE	995,247	345,605	321,783	223,357	104,502
INDIRECT HIRE	75,047	52,643	10,215	10,747	1,442
TOTAL EMPLOYMENT	1,081,966	403,732	335,708	235,852	106,674
DIRECT HIRE	1,006,919	351,089	325,493	225,105	105,232
INDIRECT HIRE	75,047	52,643	10,215	10,747	1,442

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.

Prepared by: Washington Headquarters Services  
Directorate for Information  
Operations and Reports

**TABLE 2**

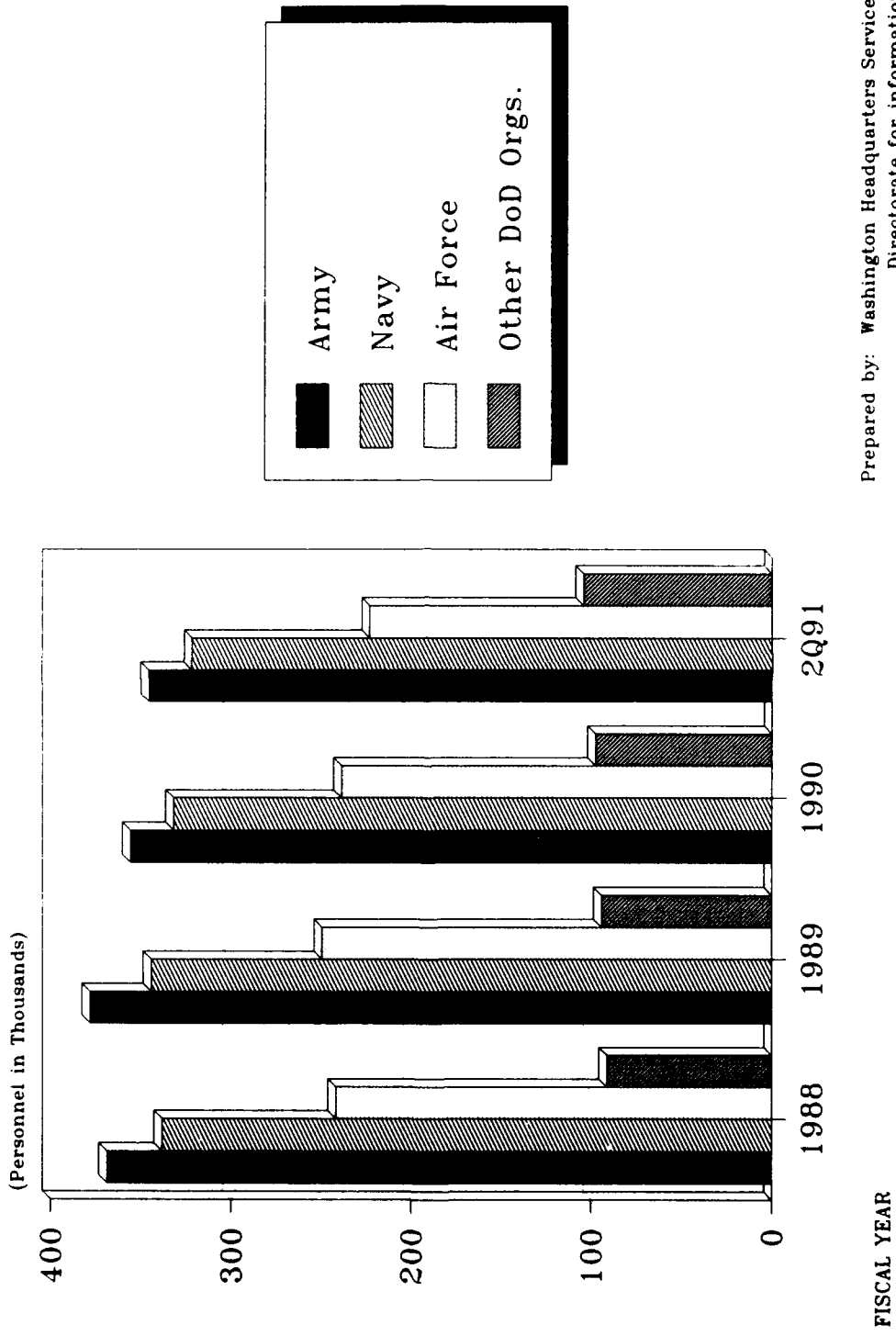
**Trends in DoD Civilian Employment Subject to OMB Ceiling, By Function, Employment Status, and Defense Component**

FUNCTION/COMPONENT EMPLOYMENT STATUS	END STRENGTHS, LAST 4 FISCAL YEARS					LAST 3 MONTHS		
	30 SEP 87	30 SEP 88	30 SEP 89	30 SEP 90	31 JAN 91	29 FEB 91	31 MAR 91	
MILITARY FUNCTIONS	1,134,145	1,090,479	1,117,449	1,073,227	1,051,659	1,047,566	1,043,855	
DIRECT HIRE a/	1,049,337	1,010,306	1,037,632	997,197	976,335	972,339	968,808	
INDIRECT HIRE b/	84,808	80,173	79,817	76,030	75,324	75,227	75,047	
ARMY	420,145	394,842	405,008	382,058	374,291	372,522	371,809	
DIRECT HIRE	359,966	338,525	349,171	328,688	321,539	319,737	319,166	
INDIRECT HIRE	60,179	56,317	55,837	53,370	52,752	52,785	52,643	
NAVY	354,162	348,570	354,942	342,101	332,814	332,186	331,998	
DIRECT HIRE	343,672	338,369	344,436	331,982	322,574	321,999	321,783	
INDIRECT HIRE	10,490	10,201	10,506	10,119	10,240	10,187	10,215	
AIR FORCE	265,326	254,070	261,571	249,862	238,207	236,453	234,104	
DIRECT HIRE	252,767	242,029	249,662	238,831	227,318	225,655	223,357	
INDIRECT HIRE	12,559	12,041	11,909	11,031	10,889	10,798	10,747	
OTHER DoD ORGANIZATIONS c/	94,512	92,997	95,928	99,206	106,347	106,405	105,944	
DIRECT HIRE	92,932	91,383	94,363	97,696	104,904	104,948	104,502	
INDIRECT HIRE	1,580	1,614	1,565	1,510	1,443	1,457	1,442	
CIVIL FUNCTIONS a/								
(ALL DIRECT HIRE)	29,753	30,446	29,248	27,258	26,418	26,280	26,439	
ARMY	29,751	30,444	29,246	27,257	26,417	26,280	26,439	
AIR FORCE	2	2	2	1	1	0	0	
TOTAL MILITARY AND CIVIL FUNCTIONS	1,163,898	1,120,925	1,146,697	1,100,485	1,078,077	1,073,846	1,070,294	
DIRECT HIRE a/	1,079,090	1,040,752	1,066,880	1,024,455	1,002,753	998,619	995,247	
INDIRECT HIRE b/	84,808	80,173	79,817	76,030	75,324	75,227	75,047	

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

Prepared by: Washington Headquarters Services  
 Directorate for Information Operations and Reports

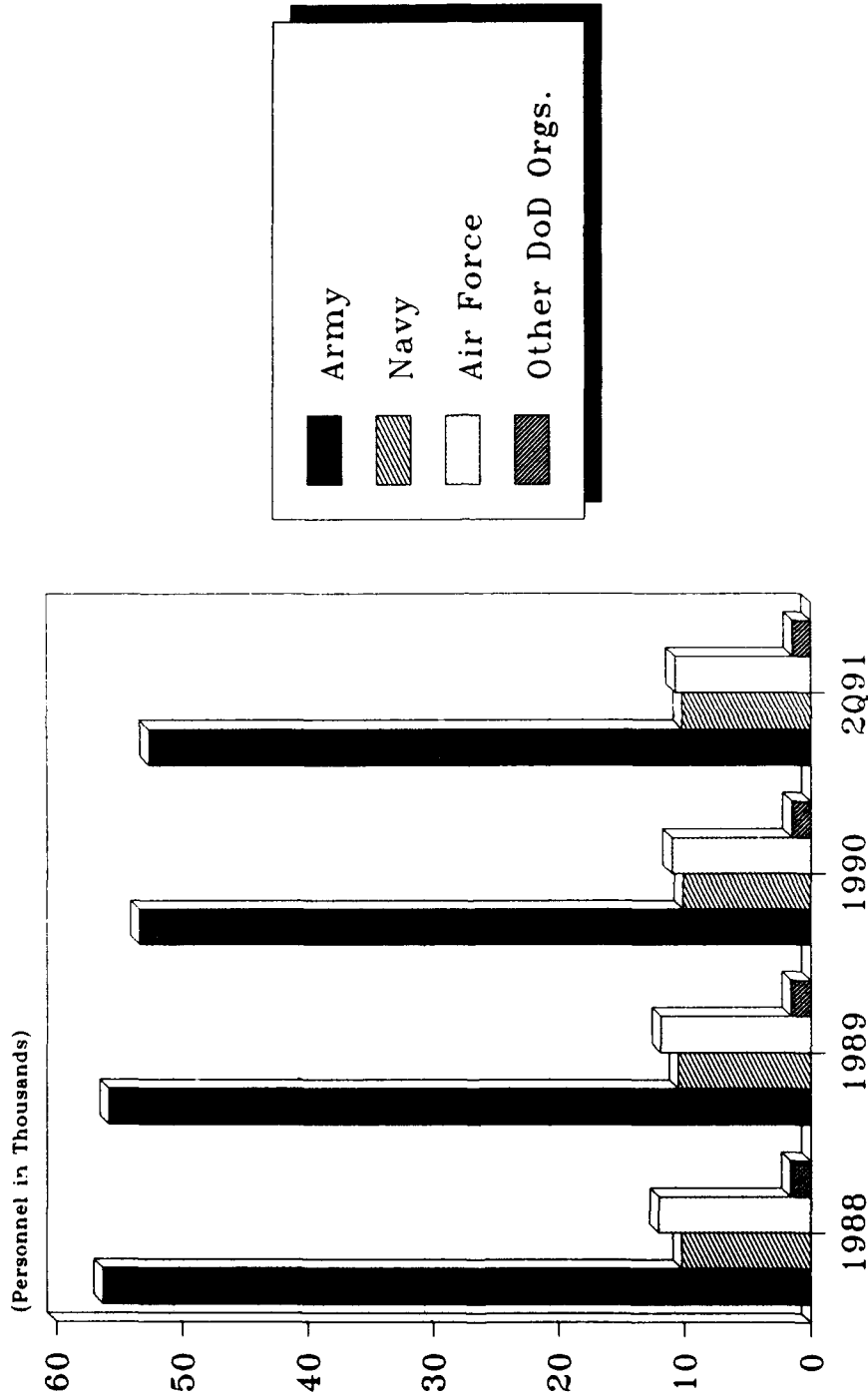
# TRENDS IN DoD CIVILIAN EMPLOYMENT MILITARY AND CIVIL FUNCTIONS



Prepared by: Washington Headquarters Services  
Directorate for information  
Operations and Reports

Figure 1 - Direct Hires

# TRENDS IN DoD CIVILIAN EMPLOYMENT MILITARY AND CIVIL FUNCTIONS



Prepared by: Washington Headquarters Services  
Directorate for Information  
Operations and Reports

FISCAL YEAR

Figure 2 - Indirect Hires

TABLE 3

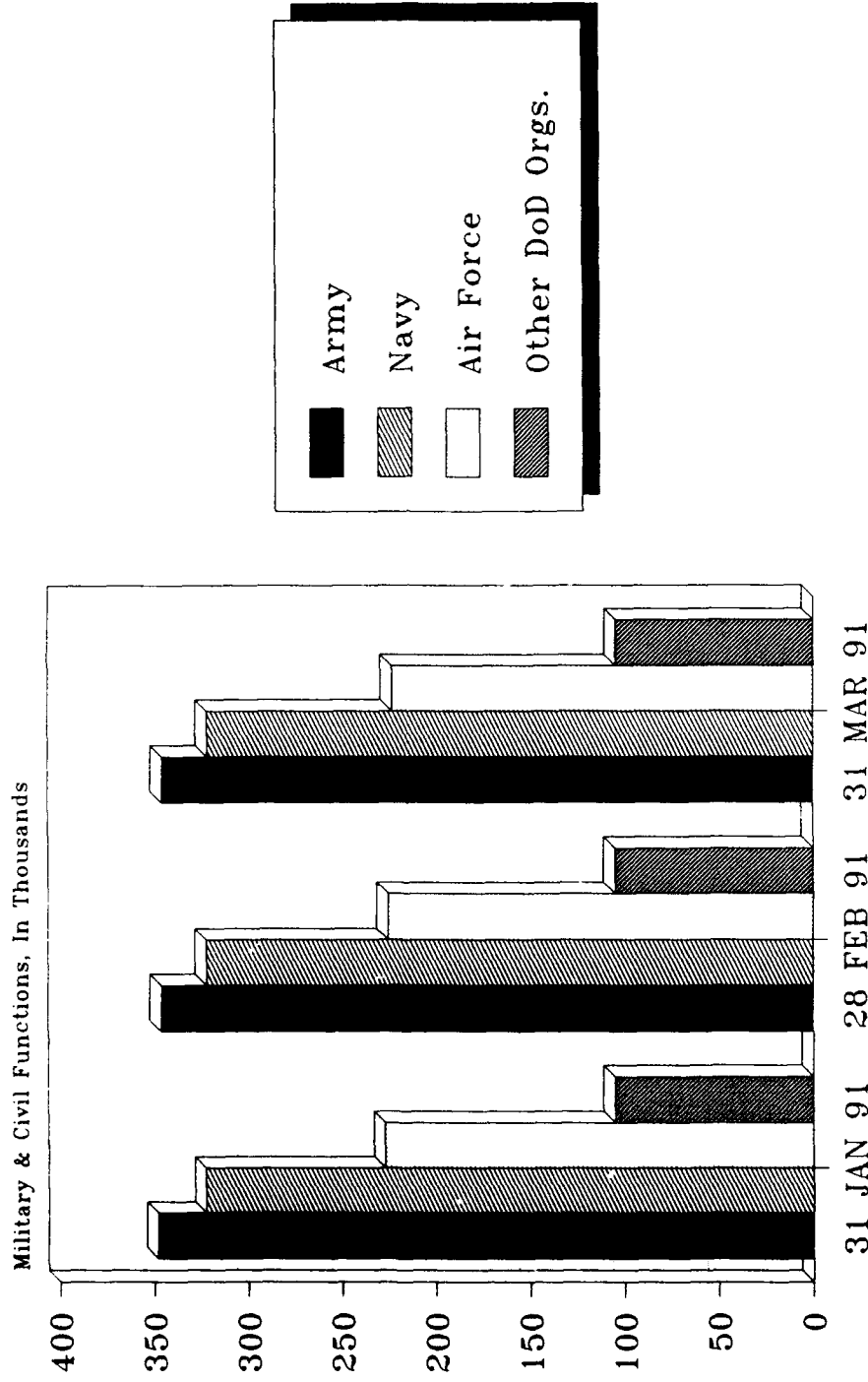
DoD Direct Hire Civilian Personnel Subject to OMB Ceiling,  
By Function and Defense Component

FUNCTION/COMPONENT	TOTAL EMPLOYMENT			PROGRAMMED STRENGTH	FULL-TIME WITH PERMANENT APPOINTMENTS		
	31 JAN 91	29 FEB 91	31 MAR 91		30 SEP 91	31 JAN 91	29 FEB 91
MILITARY FUNCTIONS	976,335	972,339	968,808	965,379	874,362	868,135	864,551
ARMY	321,539	319,737	319,166	313,100	275,887	272,249	270,524
NAVY	322,574	321,999	321,783	319,879	296,007	295,587	295,523
AIR FORCE	227,318	225,655	223,357	227,647	207,401	205,441	203,768
OSD & ORGANIZATIONS SERVICED							
BY OSD a/	4,328	4,295	4,274	4,587	4,095	4,082	4,065
DEFENSE COMMUNICATIONS AGENCY	2,335	2,327	2,356	2,390	2,296	2,288	2,303
DEFENSE CONTRACT AUDIT AGENCY	6,479	6,464	6,449	6,220	6,352	6,340	6,330
DEFENSE FINANCE AND ACCOUNTING SERVICE	8,361	8,361	8,375	9,240	8,281	8,281	8,222
DEFENSE INVESTIGATIVE SERVICE	3,906	3,871	3,859	3,620	3,835	3,795	3,775
DEFENSE LOGISTICS AGENCY	55,294	55,395	54,850	58,473	51,121	51,033	50,903
DEFENSE MAPPING AGENCY	7,856	7,870	7,980	7,903	7,678	7,695	7,835
DEFENSE NUCLEAR AGENCY	791	777	775	860	721	714	711
DEPARTMENT OF DEFENSE							
DEPENDENT'S SCHOOLS	13,332	13,383	13,394	18,123	8,606	8,574	8,559
DoD INSPECTOR GENERAL	1,445	1,427	1,408	1,448	1,428	1,411	1,392
ON-SITE INSPECTION AGENCY	97	101	106	338	96	100	105
UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES	680	677	676	791	558	545	536
CIVIL FUNCTIONS							
ARMY	26,418	26,280	26,439	N/A	25,111	24,980	25,053
AIR FORCE	26,417	26,280	26,439	N/A	25,110	24,980	25,053
TOTAL MILITARY AND CIVIL FUNCTIONS	1,002,753	998,619	995,247	N/A	899,473	893,115	889,604

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

Prepared by: Washington Headquarters Services  
Directorate for Information Operations and Reports

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



Prepared by: Washington Headquarters Services  
Directorate for Information  
Operations and Reports

Figure 3 - Total Employment

**TABLE 4**

**DoD Direct and Indirect Hire Civilian Personnel by Component  
(Excluding the Military Departments) - March 31, 1991 a/**

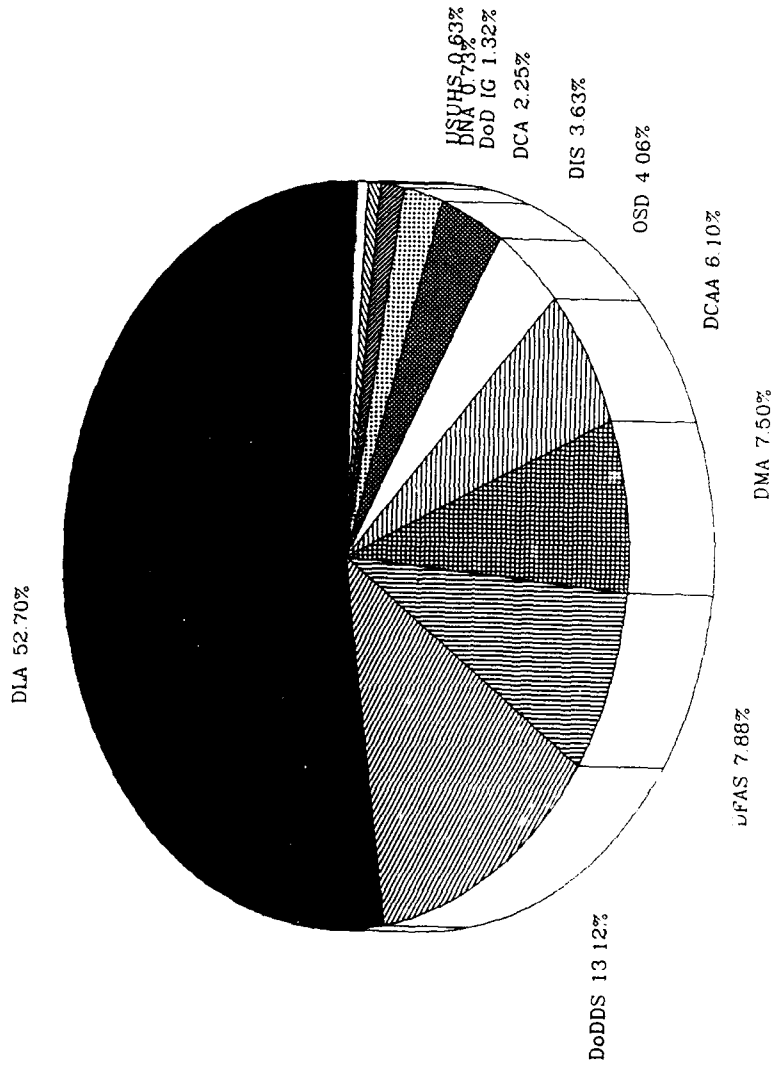
<b>DEFENSE COMPONENTS</b>	<b>TOTAL</b>	<b>DIRECT HIRE CIVILIANS</b>	<b>INDIRECT HIRE CIVILIANS</b>
OSD AND ORGANIZATIONS SERVICED BY OSD b/	4,326	4,310	16
DEFENSE COMMUNICATIONS AGENCY	2,397	2,387	10
DEFENSE CONTRACT AUDIT AGENCY	6,505	6,499	6
DEFENSE FINANCE AND ACCOUNTING SERVICE	8,402	8,402	0
DEFENSE INVESTIGATIVE SERVICE	3,868	3,868	0
DEFENSE LOGISTICS AGENCY	56,212	55,402	810
DEFENSE MAPPING AGENCY	8,001	8,000	1
DEFENSE NUCLEAR AGENCY	780	780	0
DEPARTMENT OF DEFENSE DEPENDENTS SCHOOLS	13,992	13,394	598
DEPARTMENT OF DEFENSE INSPECTOR GENERAL	1,409	1,408	1
ON-SITE INSPECTION AGENCY	106	106	0
UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES	676	676	0
<b>TOTAL</b>	<b>106,674</b>	<b>96,830</b>	<b>1,442</b>

a/Includes personnel not subject to OMB ceiling control.

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

Prepared by: Washington Headquarters Services  
Directorate for Information  
Operations and Reports

**DoD DIRECT AND INDIRECT HIRE CIVILIAN  
EMPLOYMENT BY COMPONENT  
MARCH 31, 1991**



**Excludes Military Departments**

**Prepared by: Washington Headquarters Services  
Directorate for Information  
Operations and Reports**

(OSIA - .08%)  
**FIGURE 4**

**TABLE 5**

**DoD Direct Hire Civilian Personnel, by Type  
According to Defense Component - March 31, 1991 a/**

<b>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>	1,006,919	351,089	325,493	225,105	105,232
<b>BY STATUS</b>					
FULL-TIME	979,033	341,293	319,684	218,536	99,520
PART-TIME	23,825	8,860	5,531	4,430	5,004
INTERMITTENT	4,061	936	278	2,139	708
<b>BY CAREER SERVICE CATEGORY</b>					
COMPETITIVE	842,195	279,181	289,855	184,949	88,210
EXCEPTED AND SES	164,724	71,908	35,638	40,156	17,022
<b>BY TYPE OF APPOINTMENT</b>					
PERMANENT	904,826	301,986	300,127	206,701	96,012
TEMPORARY/INDEFINITE	102,093	49,103	25,366	18,404	9,220
<b>BY CITIZENSHIP</b>					
U.S. CITIZENS	970,297	336,028	310,629	218,869	104,771
NON-CITIZENS	36,622	15,061	14,864	6,236	461
<b>BY LABOR CATEGORY</b>					
SALARIED	713,504	259,887	212,807	148,799	92,011
WAGE BOARD	293,415	91,202	112,686	76,306	13,221

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

Prepared by: Washington Headquarters Services  
Directorate for Information  
Operations and Reports

**TABLE 6**

**DoD Direct Hire Civilian Personnel, by Location/Type,  
According to Defense Component - March 31, 1991 a/**

LOCATION/TYPE OF PERSONNEL	TOTAL DoD a/	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
WORLDWIDE TOTAL	1,006,919	351,089	325,493	225,105	105,232
UNITED STATES	912,180	307,311	301,800	211,780	91,289
BY LOCATION					
WASHINGTON, D.C., SMSA c/	85,461	26,639	36,379	6,125	16,318
REMAINDER OF U. S.	826,719	280,672	265,421	205,655	74,971
BY LABOR CATEGORY					
SALARIED	645,031	229,398	200,578	136,884	78,171
WAGE BOARD	267,149	77,913	101,222	74,896	13,118
BY CITIZENSHIP					
U. S. CITIZENS	911,555	306,985	301,623	211,750	91,197
NON-CITIZENS	625	326	177	30	92
U. S. TERRITORIES	7,060	1,316	4,881	799	64
BY LABOR CATEGORY					
SALARIED	3,787	914	2,443	373	57
WAGE BOARD	3,273	402	2,438	426	7
BY CITIZENSHIP					
U. S. CITIZENS	7,046	1,316	4,867	799	64
NON-CITIZENS	14	0	14	0	0
FOREIGN COUNTRIES	87,679	42,462	18,812	12,526	13,879
BY LABOR CATEGORY					
SALARIED	64,686	29,575	9,786	11,542	13,783
WAGE BOARD	22,993	12,887	9,026	984	96
BY CITIZENSHIP					
U. S. CITIZENS	51,696	27,727	4,139	6,320	13,510
NON-CITIZENS	35,983	14,735	14,673	6,206	369

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.

Prepared by: Washington Headquarters Services  
Directorate for Information  
Operations and Reports

**TABLE 7**

**DoD Indirect Hire Civilian Personnel, by Country,  
According to Defense Component - March 31, 1991**

COUNTRY	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. a/
TOTAL	75,047	52,643	10,215	10,747	1,442
BELGIUM	861	827	0	21	13
GERMANY	51,733	45,327	3	5,358	1,045
GREECE	339	2	98	229	10
GUAM	4	0	4	0	0
JAPAN	16,678	3,166	9,028	4,280	204
KOREA	2,998	2,998	0	0	0
NETHERLANDS	419	323	0	84	12
PHILIPPINES	6	0	6	0	0
SPAIN	1,923	0	1,076	775	72
UNITED KINGDOM	86	0	0	0	86

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

Prepared by: Washington Headquarters Services  
Directorate for Information  
Operations and Reports

## 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 a conservation management employee (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:

\*Corporate Information Management Task Force (CIM)

\*Defense Advanced Research Projects Agency (DARPA)

Defense Commissary Agency (DeCA)

Defense Communications Agency (DCA)

Defense Contract Audit Agency (DCAA)

Defense Finance and Accounting Service (DFAS)

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)

\*\*Defense Support Activity (DSA)

On-Site Inspection Agency (OSIA)

\*Strategic Defense Initiative Organization (SDIO)

NOTE: \*Organizations serviced by OSD.

\*\*Organization serviced by DLA.

Department of Defense Field Activities:

- \*American Forces Information Service (AFIS)
- \*Defense Medical Support Activity (DMSA)
- \*Defense Technology Security Administration (DTSA)  
Department of Defense Dependents Schools (DODDS)
- \*Office of Civilian Health and Medical Program  
for the Uniformed Services (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.)