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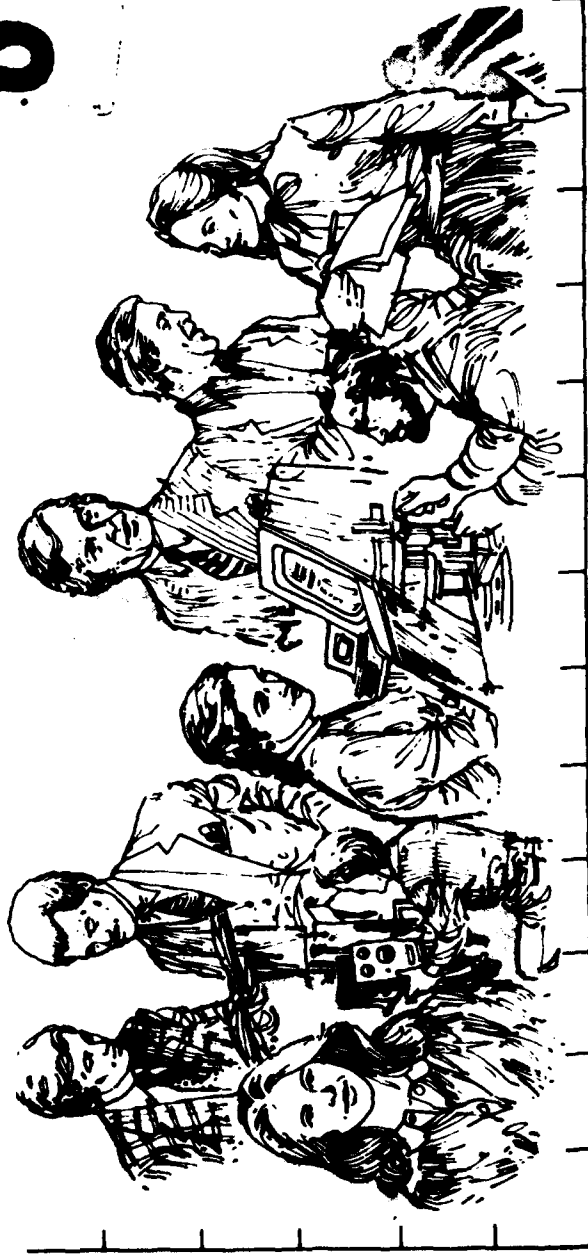
# Department of Defense CIVILIAN MANPOWER STATISTICS

Quarter Ending December 31, 1991

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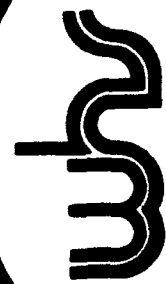


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WASHINGTON HEADQUARTERS SERVICES



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DEFENSE TECHNICAL INFORMATION CENTER



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Department of Defense

# CIVILIAN MANPOWER STATISTICS

Quarter Ending December 31, 1991

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 - December 31, 1991**

FUNCTION/EMPLOYMENT STATUS	TOTAL DoD a/	ARMY	NAVY b/	AIR FORCE	OTHER DoD ORGS. c/
<b>MILITARY FUNCTIONS</b>					
OMB CEILING EMPLOYMENT	1,039,782	358,298	324,987	221,328	135,169
DIRECT HIRE	971,551	310,901	314,778	212,092	133,780
INDIRECT HIRE	68,231	47,397	10,209	9,236	1,389
TOTAL EMPLOYMENT	1,046,298	360,000	327,074	223,093	136,131
DIRECT HIRE	978,067	312,603	316,865	213,857	134,742
INDIRECT HIRE	68,231	47,397	10,209	9,236	1,389
<b>CIVIL FUNCTIONS (ALL DIRECT HIRE)</b>					
OMB CEILING EMPLOYMENT	27,293	27,292	0	1	0
TOTAL EMPLOYMENT	29,065	29,064	0	1	0
<b>TOTAL MILITARY AND CIVIL FUNCTIONS</b>					
OMB CEILING EMPLOYMENT	1,067,075	385,590	324,987	221,329	135,169
DIRECT HIRE	998,844	338,193	314,778	212,093	133,780
INDIRECT HIRE	68,231	47,397	10,209	9,236	1,389
TOTAL EMPLOYMENT	1,075,363	389,064	327,074	223,094	136,131
DIRECT HIRE	1,007,132	341,667	316,865	213,858	134,742
INDIRECT HIRE	68,231	47,397	10,209	9,236	1,389

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**

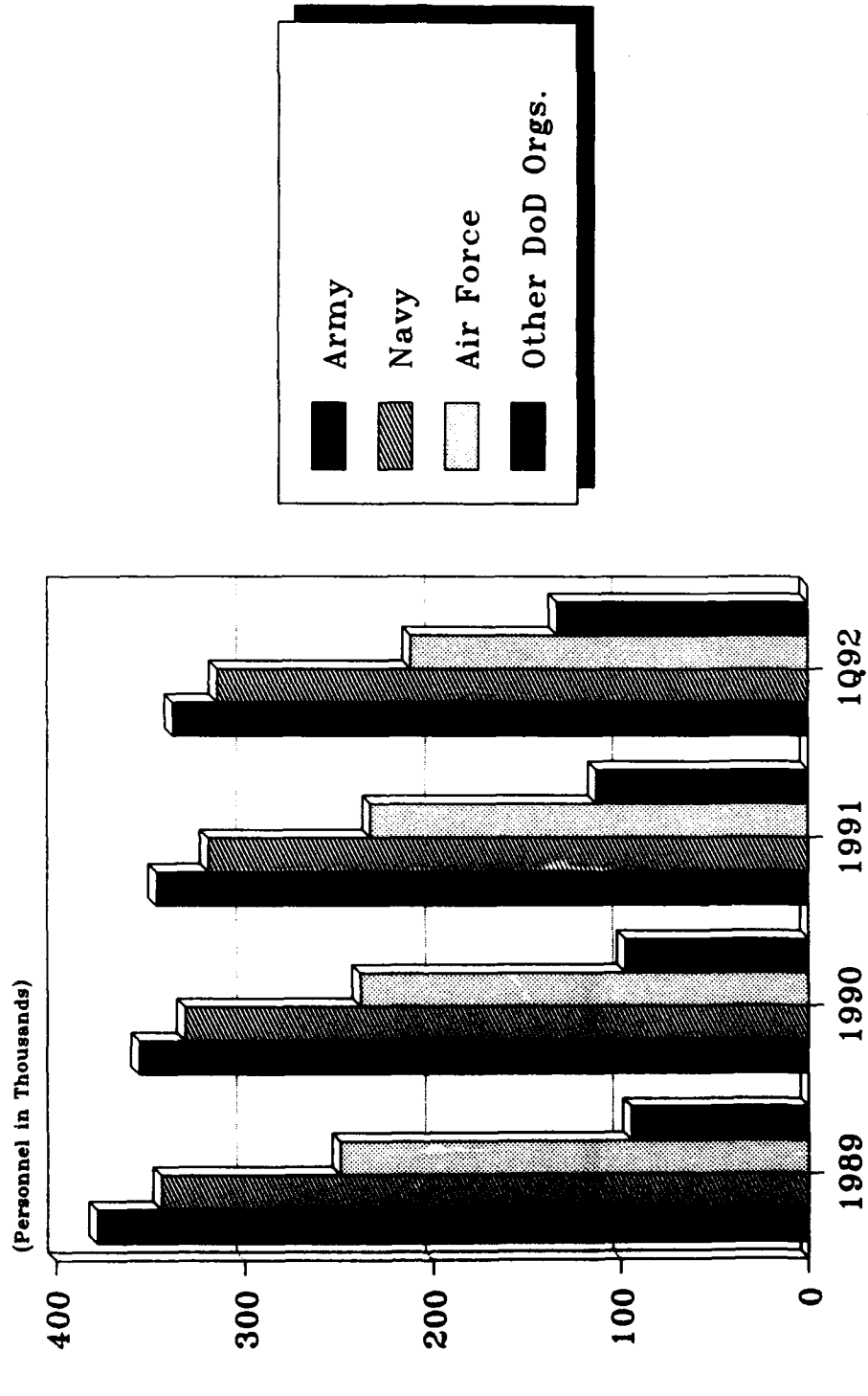
**Trends in DoD Civilian Employment Subject to OMB Ceiling,  
By Function, Employment Status, and Defense Component**

FUNCTION/COMPONENT EMPLOYMENT STATUS	END STRENGTHS, LAST 4 FISCAL YEARS				LAST 3 MONTHS		
	30 SEP 88	30 SEP 89	30 SEP 90	30 SEP 91	31 OCT 91	30 NOV 91	31 DEC 91
MILITARY FUNCTIONS	1,090,479	1,117,449	1,073,227	1,044,300	1,039,312	1,040,975	1,039,782
DIRECT HIRE a/	1,010,306	1,037,632	997,197	974,169	971,141	972,278	971,551
INDIRECT HIRE b/	80,173	79,817	76,030	70,131	68,171	68,697	68,231
ARMY	394,842	405,008	382,058	366,948	358,532	358,275	358,298
DIRECT HIRE	338,525	349,171	328,688	318,543	311,261	311,009	310,901
INDIRECT HIRE	56,317	55,837	53,370	48,405	47,271	47,266	47,397
NAVY	348,570	354,942	342,101	329,592	324,848	325,725	324,987
DIRECT HIRE	338,369	344,436	331,982	319,421	314,676	314,992	314,778
INDIRECT HIRE	10,201	10,506	10,119	10,171	10,172	10,733	10,209
AIR FORCE	254,070	261,571	249,862	233,491	222,334	221,260	221,328
DIRECT HIRE	242,029	249,662	238,831	223,319	212,968	211,971	212,092
INDIRECT HIRE	12,041	11,909	11,031	10,172	9,366	9,289	9,236
OTHER DoD ORGANIZATIONS c/	92,997	95,928	99,206	114,269	133,598	135,715	135,169
DIRECT HIRE	91,383	94,363	97,696	112,886	132,236	134,306	133,780
INDIRECT HIRE	1,614	1,565	1,510	1,383	1,362	1,409	1,389
CIVIL FUNCTIONS a/	30,446	29,248	27,258	28,252	28,148	27,658	27,293
(ALL DIRECT HIRE)	30,444	29,246	27,257	28,251	28,147	27,657	27,292
ARMY	2	2	1	1	1	1	1
AIR FORCE							
TOTAL MILITARY AND CIVIL FUNCTIONS	1,120,925	1,146,697	1,100,485	1,072,552	1,067,460	1,068,633	1,067,075
DIRECT HIRE a/	1,040,752	1,066,880	1,024,455	1,002,421	999,289	999,936	998,844
INDIRECT HIRE b/	80,173	79,817	76,030	70,131	68,171	68,697	68,231

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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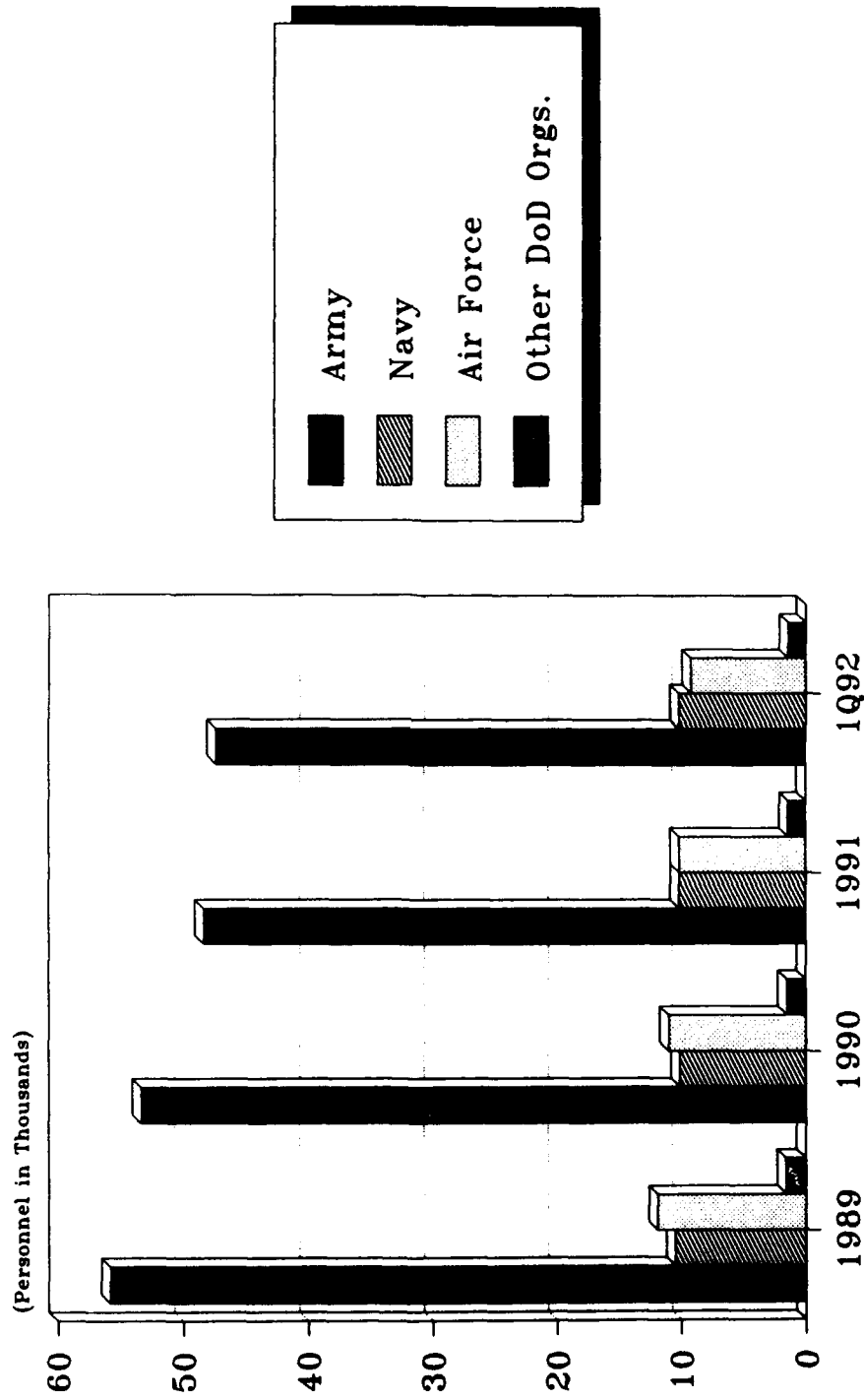
# TRENDS IN DoD CIVILIAN EMPLOYMENT MILITARY AND CIVIL FUNCTIONS



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Figure 1 - Direct Hires

TRENDS IN DoD CIVILIAN EMPLOYMENT  
MILITARY AND CIVIL FUNCTIONS



FISCAL YEAR

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Figure 2 - Indirect Hires

**TABLE 3**

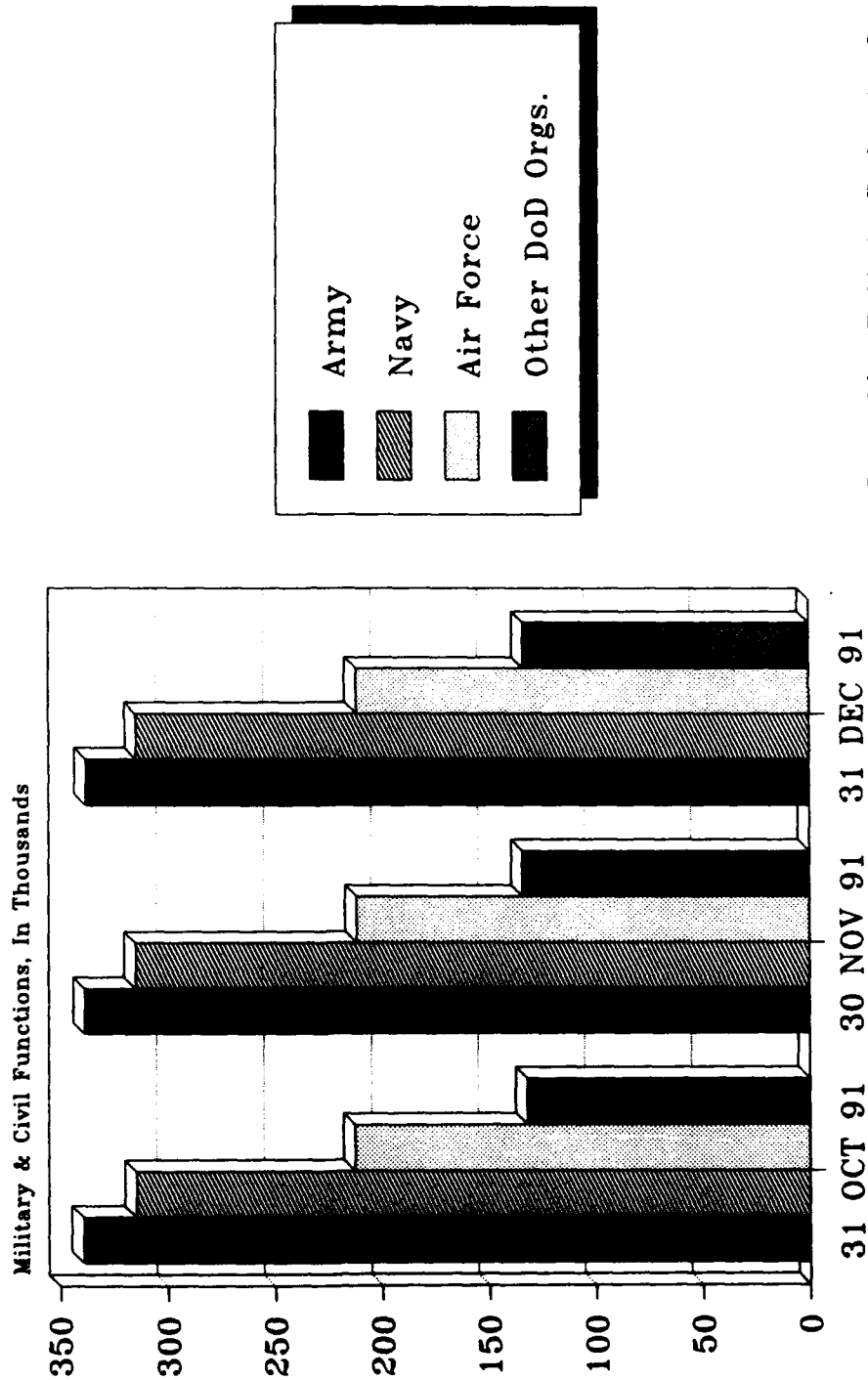
**DoD Direct Hire Civilian Personnel Subject to OMB Ceiling,  
By Function and Defense Component**

FUNCTION/COMPONENT a/	TOTAL EMPLOYMENT			PROGRAMMED STRENGTH	FULL-TIME WITH PERMANENT APPOINTMENTS		
	31 OCT 91	30 NOV 91	31 DEC 91		31 OCT 91	30 NOV 91	31 DEC 91
MILITARY FUNCTIONS							
ARMY	971,141	972,278	971,551	935,120	875,954	875,558	874,903
NAVY	311,261	311,009	310,901	292,569	270,710	270,275	270,096
AIR FORCE	314,676	314,992	314,778	301,309	291,344	291,559	291,139
	212,968	211,971	212,092	209,087	199,772	199,845	199,934
OSD & ORGANIZATIONS SERVICED b/							
DoCA	4,376	4,385	4,419	3,749	4,198	4,206	4,210
DCAA	19,086	19,930	19,287	19,073	0	10,505	10,368
DFAS	6,196	6,188	6,192	5,675	6,091	6,078	6,065
DISA	10,816	10,868	10,994	11,877	10,299	10,331	10,414
DIS	2,380	2,391	2,415	2,698	2,327	2,338	2,362
DLA	3,755	3,736	3,717	3,474	3,663	3,642	3,621
DMA	56,251	57,365	57,306	53,531	53,460	54,415	54,297
DNA	8,073	8,009	8,003	7,542	7,882	7,815	7,809
DSA c/	792	799	821	863	714	721	724
DoDDS	18,166	18,288	18,246	17,682	12,712	11,684	11,719
DoD IG	1,495	1,515	1,508	1,539	1,483	1,505	1,494
DICA d/				2,681			
OSIA	141	145	163	357	141	145	157
USUHS	709	687	709	819	508	494	494
CIVIL FUNCTIONS							
ARMY	28,148	27,658	27,293	N/A	26,490	26,419	26,112
AIR FORCE	28,147	27,657	27,292		26,489	26,418	26,111
	1	1	1		1	1	1
TOTAL MILITARY AND CIVIL FUNCTIONS	999,289	999,936	998,844	N/A	902,444	901,977	901,015

a/ See the Glossary for Component names.  
 b/ See the Glossary for a list of OSD and Organizations Serviced by OSD.  
 c/ Actual numbers are included in DLA.  
 d/ Actual numbers are included in the military services and selected Defense organizations.

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



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Figure 3 - Total Employment

**TABLE 4**

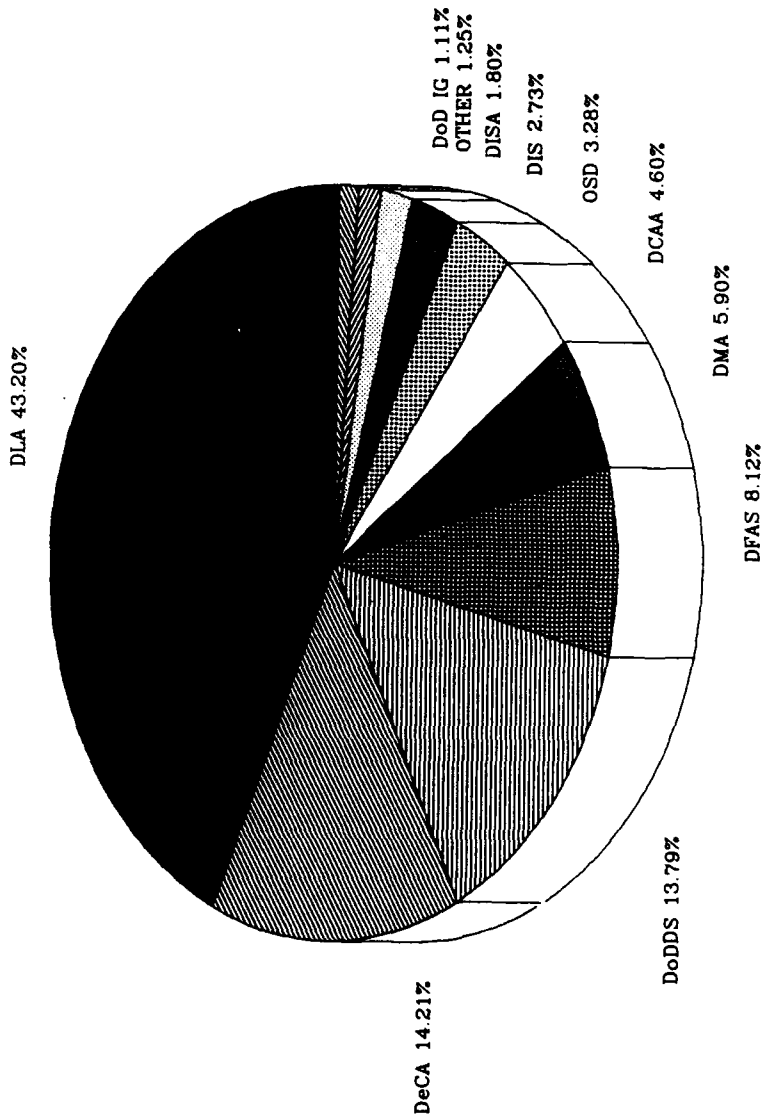
**DoD Direct and Indirect Hire Civilian Personnel by Component  
(Excluding the Military Departments) - December 31, 1991 a/**

<b>DEFENSE COMPONENTS</b>	<b>TOTAL</b>	<b>DIRECT HIRE CIVILIANS</b>	<b>INDIRECT HIRE CIVILIANS</b>
OSD AND ORGANIZATIONS SERVICED BY OSD b/ DEFENSE COMMISSARY AGENCY DEFENSE CONTRACT AUDIT AGENCY	4,469 19,339 6,267	4,453 19,339 6,261	16 0 6
DEFENSE FINANCE AND ACCOUNTING SERVICE DEFENSE INFORMATION SYSTEMS AGENCY DEFENSE INVESTIGATIVE SERVICE	11,053 2,456 3,721	11,053 2,446 3,721	0 10 0
DEFENSE LOGISTICS AGENCY DEFENSE MAPPING AGENCY DEFENSE NUCLEAR AGENCY	58,809 8,026 833	57,985 8,025 833	824 1 0
DEPARTMENT OF DEFENSE DEPENDENTS SCHOOLS DEPARTMENT OF DEFENSE INSPECTOR GENERAL ON-SITE INSPECTION AGENCY	18,777 1,509 163	18,246 1,508 163	531 1 0
UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES	709	709	0
<b>TOTAL</b>	<b>136,131</b>	<b>134,742</b>	<b>1,389</b>

a/Includes Personnel not subject to OMB ceiling control.  
b/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, 1991



Excludes Military Departments

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FIGURE 4

**TABLE 5**

**DoD Direct Hire Civilian Personnel, by Type  
According to Defense Component - December 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>	1,007,132	341,667	316,865	213,858	134,742
<b>BY STATUS</b>					
FULL-TIME	978,958	334,437	312,822	210,940	120,759
PART-TIME	24,545	6,818	3,906	2,472	11,349
INTERMITTENT	3,629	412	137	446	2,634
<b>BY CAREER SERVICE CATEGORY</b>					
COMPETITIVE	846,650	274,899	285,618	176,282	109,851
EXCEPTED AND SES	160,482	66,768	31,247	37,576	24,891
<b>BY TYPE OF APPOINTMENT</b>					
PERMANENT	913,182	300,116	293,391	201,332	118,343
TEMPORARY/INDEFINITE	93,950	41,551	23,474	12,526	16,399
<b>BY CITIZENSHIP</b>					
U.S. CITIZENS	975,576	327,708	303,604	210,508	133,756
NON-CITIZENS	31,556	13,959	13,261	3,350	986
<b>BY LABOR CATEGORY</b>					
SALARIED	718,920	257,393	210,494	141,033	110,000
WAGE BOARD	288,212	84,274	106,371	72,825	24,742

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, 1991 a/**

<b>LOCATION/TYPER 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>WORLDWIDE TOTAL</b>	1,007,132	341,667	316,865	213,858	134,742
<b>UNITED STATES</b>	921,941	304,165	295,465	204,638	117,673
<b>BY LOCATION</b>					
WASHINGTON, D.C., SMSA c/	87,437	27,111	36,189	6,160	17,977
REMAINDER OF U. S.	834,504	277,054	259,276	198,478	99,696
<b>BY LABOR CATEGORY</b>					
SALARIED	657,283	230,707	199,240	132,773	94,563
WAGE BOARD	264,658	73,458	96,225	71,865	23,110
<b>BY CITIZENSHIP</b>					
U. S. CITIZENS	921,319	303,846	295,018	204,606	117,559
NON-CITIZENS	622	319	157	32	114
<b>U. S. TERRITORIES</b>					
BY LABOR CATEGORY	7,532	1,330	4,343	782	1,077
SALARIED	4,126	932	2,037	383	774
WAGE BOARD	3,406	398	2,306	399	303
<b>BY CITIZENSHIP</b>					
U. S. CITIZENS	7,506	1,324	4,333	772	1,077
NON-CITIZENS	26	6	10	10	0
<b>FOREIGN COUNTRIES</b>					
BY LABOR CATEGORY	77,659	36,172	17,057	8,438	15,992
SALARIED	57,511	25,754	9,217	7,877	14,663
WAGE BOARD	20,148	10,418	7,840	561	1,329
<b>BY CITIZENSHIP</b>					
U. S. CITIZENS	46,751	22,538	3,963	5,130	15,120
NON-CITIZENS	30,908	13,634	13,094	3,308	872

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, 1991**

COUNTRY	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. a/
TOTAL	68,231	47,397	10,209	9,236	1,389
BELGIUM	784	769	0	2	13
EGYPT	1	0	0	0	1
GERMANY	45,692	40,115	3	4,583	991
GREECE	98	2	0	89	7
GUAM	4	0	4	0	0
JAPAN	16,310	3,146	9,122	3,838	204
KOREA	2,823	2,823	0	0	0
MALAYSIA	3	0	0	0	3
NETHERLANDS	622	542	0	68	12
PHILIPPINES	6	0	6	0	0
SPAIN	1,794	0	1,074	656	64
UNITED KINGDOM	94	0	0	0	94

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 cemerterial 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 status;
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 Commissary Agency (DeCA)  
Defense Contract Audit Agency (DCAA)  
Defense Finance and Accounting Service (DFAS)  
Defense Information Services Agency (DISA)  
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)  
Drug Interdiction and Counter-Narcotics Account\*\*  
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.
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.
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.

**NOTE:** \*Organizations serviced by OSD

\*\*Organization serviced by military services and selected Defense organizations.

**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.)