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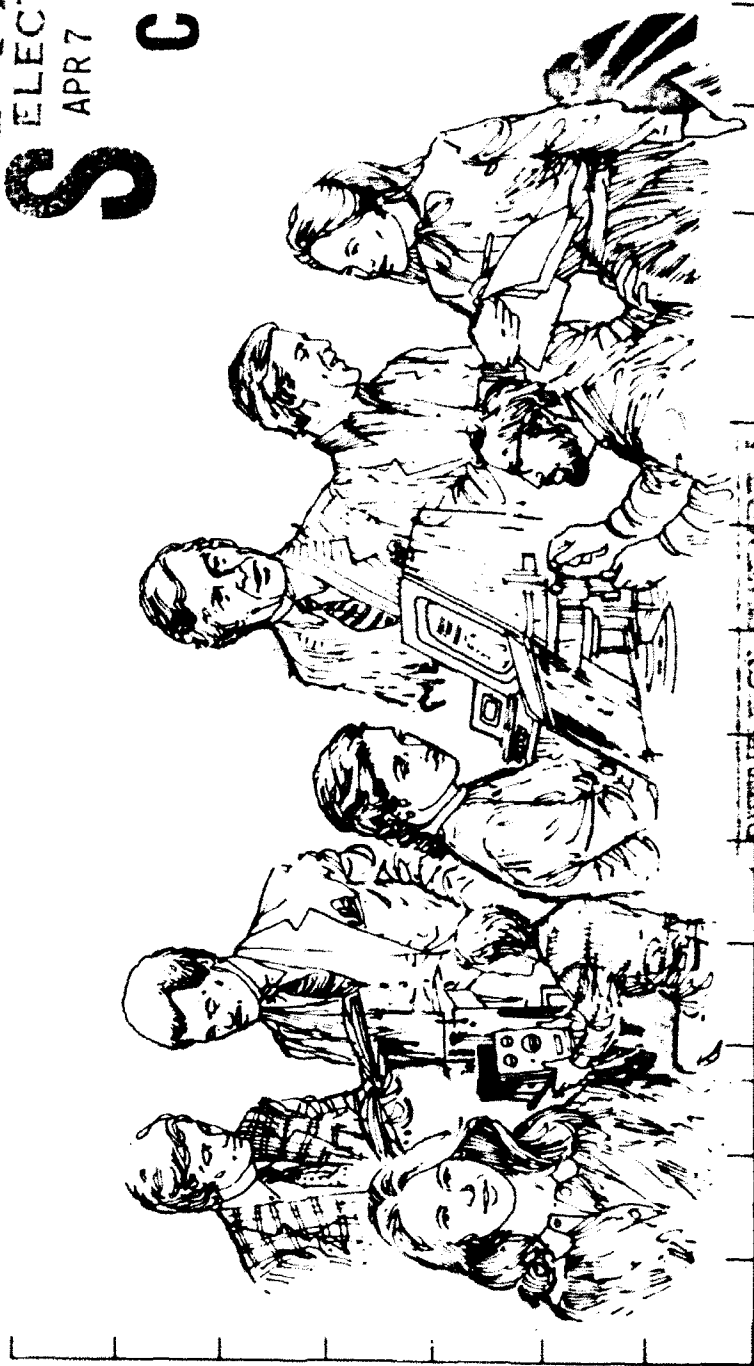
Department of Defense CIVILIAN MANPOWER STATISTICS

December 31, 1992

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Department of Defense

CIVILIAN MANPOWER STATISTICS

December 31, 1992

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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 Standard Form 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 - December 31, 1992.....	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 Direct Hire Civilian Employment/FY90 - FY93, Military and Civil Functions,.....	3
Figure 2	Trends in DoD Indirect Hire Civilian Employment/FY90 - FY93, Military Functions,.....	4
Table 3	DoD Direct Hire Civilian Personnel Subject to OMB Ceiling, by Function and Defense Component.....	5
Figure 3	DoD Direct Hire Civilian Personnel Subject to OMB Ceiling, by Month & Defense Component.....	6
Table 4	DoD Direct and Indirect Hire Civilian Personnel by Component (Excluding the Military Departments) - December 31, 1992.....	7
Figure 4	DoD Direct and Indirect Hire Civilian Employment by Component (Excluding Military Departments) - December 31, 1992.....	8
Table 5	DoD Direct Hire Civilian Personnel, by Type According to Defense Component - December 31, 1992.....	9
Table 6	DoD Direct Hire Civilian Personnel, by Location/Type, According to Defense Component - December 31, 1992.....	10
Table 7	DoD Indirect Hire Civilian Personnel, by Country, According to Defense Component - December 31, 1992.....	11
GLOSSARY		13

TABLE 1

**DoD Civilian Employment by Function and Employment Status,
According to Defense Component - December 31, 1992**

FUNCTION/EMPLOYMENT STATUS	TOTAL DoD a/	ARMY	NAVY b/	AIR FORCE	OTHER DoD ORGS. c/
MILITARY FUNCTIONS					
OMB CEILING EMPLOYMENT	994,095	327,475	302,098	212,320	152,202
DIRECT HIRE	934,972	289,879	292,051	203,730	149,312
INDIRECT HIRE	59,123	37,596	10,047	8,590	2,890
TOTAL EMPLOYMENT	1,001,618	329,012	305,600	213,886	153,120
DIRECT HIRE	942,495	291,416	295,553	205,296	150,230
INDIRECT HIRE	59,123	37,596	10,047	8,590	2,890
CIVIL FUNCTIONS (ALL DIRECT HIRE)					
OMB CEILING EMPLOYMENT	27,797	27,796	0	1	0
TOTAL EMPLOYMENT	29,745	29,744	0	1	0
TOTAL MILITARY AND CIVIL FUNCTIONS					
OMB CEILING EMPLOYMENT	1,021,892	355,271	302,098	212,321	152,202
DIRECT HIRE	962,769	317,675	292,051	203,731	149,312
INDIRECT HIRE	59,123	37,596	10,047	8,590	2,890
TOTAL EMPLOYMENT	1,031,363	358,756	305,600	213,887	153,120
DIRECT HIRE	972,240	321,160	295,553	205,297	150,230
INDIRECT HIRE	59,123	37,596	10,047	8,590	2,890

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 2-98-2, Subchapter 5.3, 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

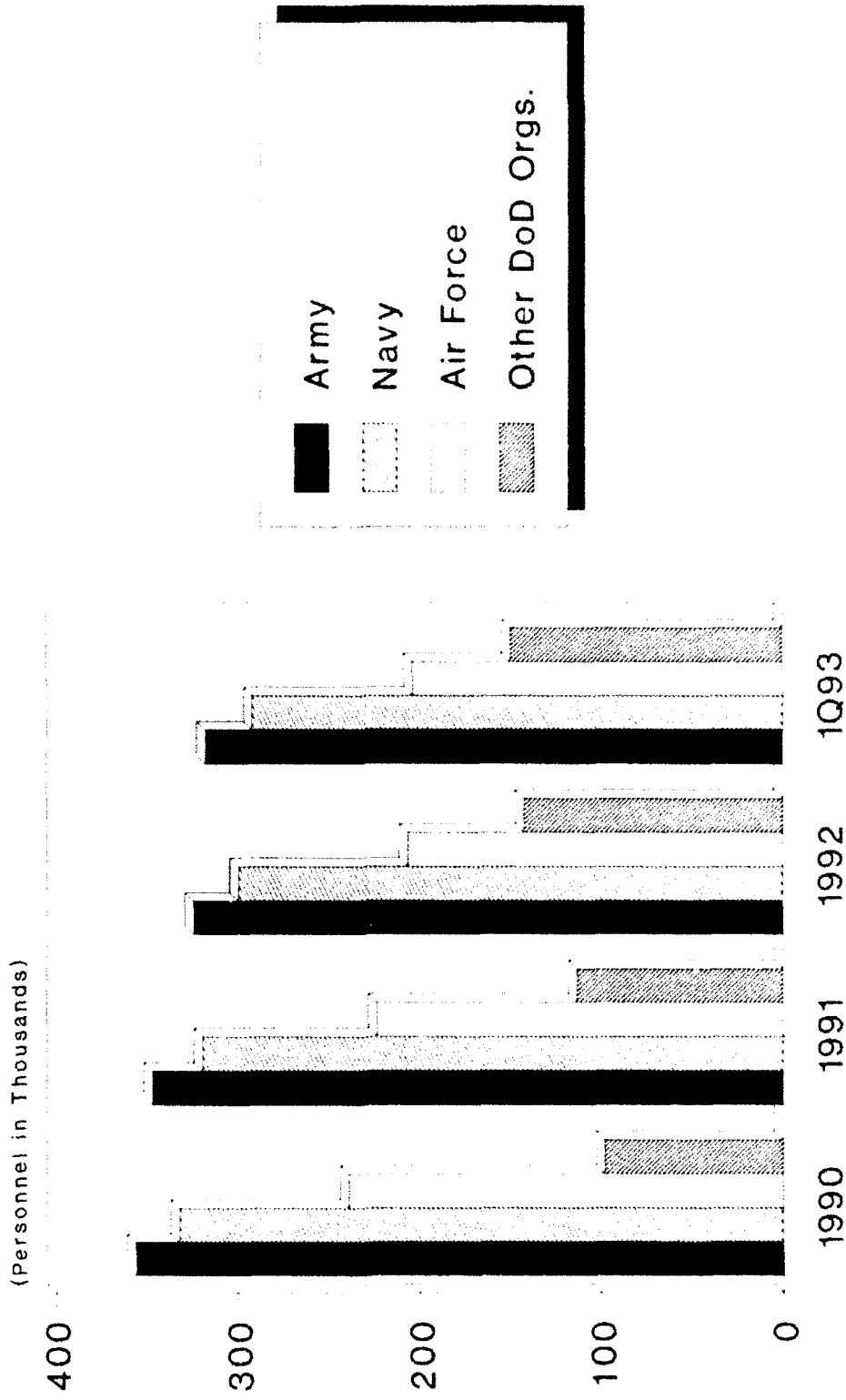
**Trends in DoD Civilian Employment Subject to OMB Ceiling,
By Function, Employment Status, and Defense Component**

FUNCTION/COMPONENT EMPLOYMENT STATUS	END STRENGTHS, LAST 4 FISCAL YEARS				LAST 3 MONTHS		
	30 SEP 89	30 SEP 90	30 SEP 91	30 SEP 92	31 OCT 92	30 NOV 92	31 DEC 92
MILITARY FUNCTIONS	1,117,449	1,073,227	1,044,300	1,003,209	993,770	994,078	994,095
DIRECT HIRE a/	1,037,632	997,197	974,169	942,516	934,654	934,970	934,972
INDIRECT HIRE b/	79,817	76,030	70,131	60,693	59,116	59,108	59,123
ARMY	405,008	382,058	366,948	333,691	329,587	328,451	327,475
DIRECT HIRE	349,171	328,688	318,543	294,689	291,961	290,858	285,879
INDIRECT HIRE	55,837	53,370	48,405	39,002	37,626	37,593	37,596
NAVY	354,942	342,101	329,592	309,490	305,161	303,157	302,038
DIRECT HIRE	344,436	331,982	319,421	299,396	295,113	293,126	292,001
INDIRECT HIRE	10,506	10,119	10,171	10,094	10,048	10,031	10,047
AIR FORCE	261,571	249,862	233,491	214,796	213,409	213,719	212,320
DIRECT HIRE	249,662	238,831	223,319	206,144	204,863	205,135	203,730
INDIRECT HIRE	11,909	11,031	10,172	8,652	8,546	8,584	8,590
OTHER DoD ORGANIZATIONS c/	95,928	99,206	114,269	145,232	145,613	148,751	152,202
DIRECT HIRE	94,363	97,696	112,886	142,287	142,717	145,851	149,312
INDIRECT HIRE	1,565	1,510	1,383	2,945	2,896	2,900	2,890
CIVIL FUNCTIONS a/	29,248	27,258	28,252	29,474	29,082	28,463	27,797
(ALL DIRECT HIRE)	29,246	27,257	28,251	29,473	29,081	28,462	27,796
ARMY	2	1	1	1	1	1	1
AIR FORCE							
TOTAL MILITARY AND CIVIL FUNCTIONS	1,146,697	1,100,485	1,072,552	1,032,683	1,022,852	1,022,541	1,021,892
DIRECT HIRE a/	1,066,880	1,024,455	1,002,421	971,990	963,736	963,433	962,769
INDIRECT HIRE b/	79,817	76,030	70,131	60,693	59,116	59,108	59,123

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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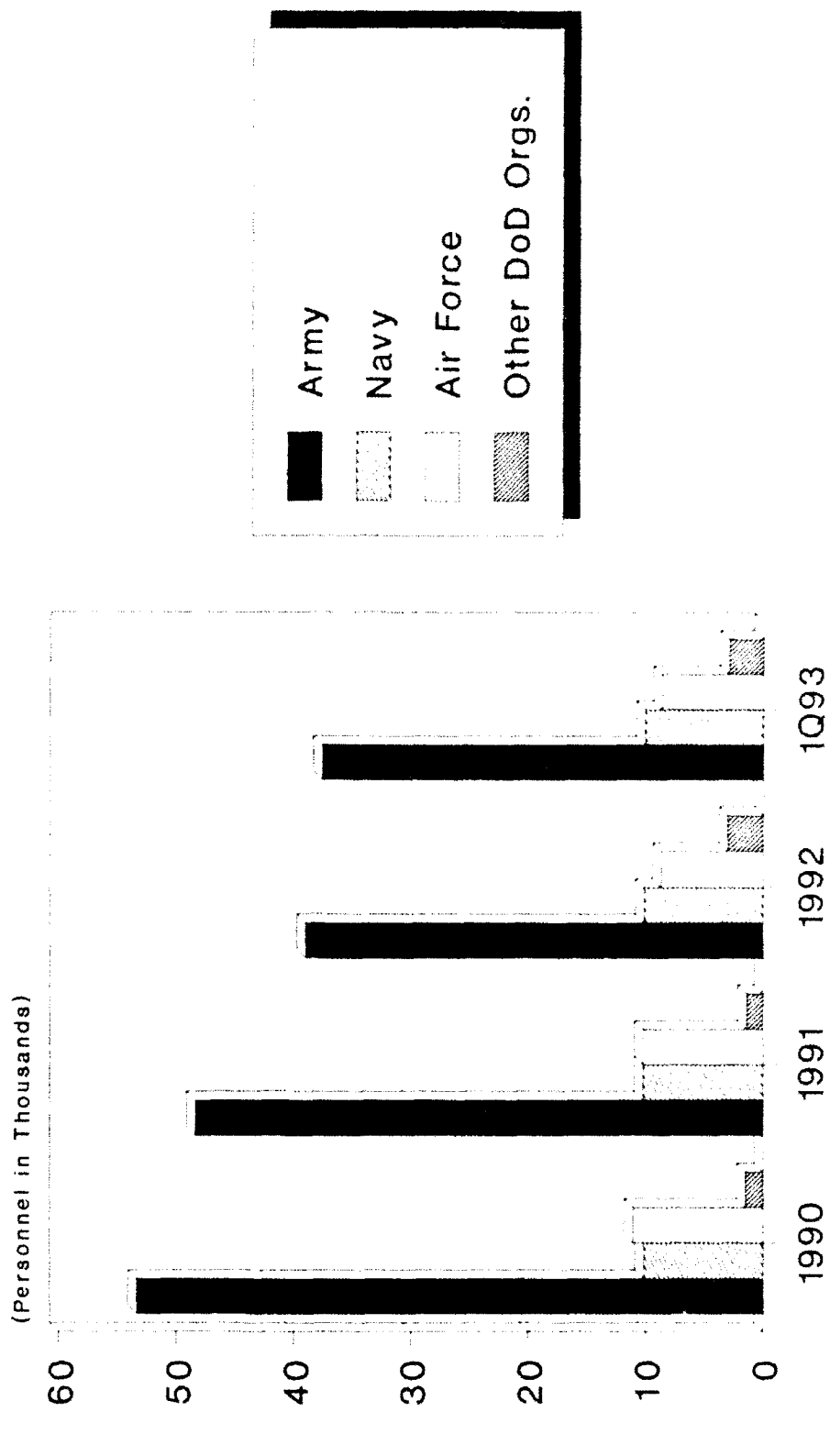
TRENDS IN DoD DIRECT HIRE
 CIVILIAN EMPLOYMENT
 MILITARY AND CIVIL FUNCTIONS



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Figure 1

TRENDS IN DoD INDIRECT HIRE CIVILIAN EMPLOYMENT MILITARY FUNCTIONS



FISCAL YEAR

Washington Headquarters Services
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Figure 2

TABLE 3

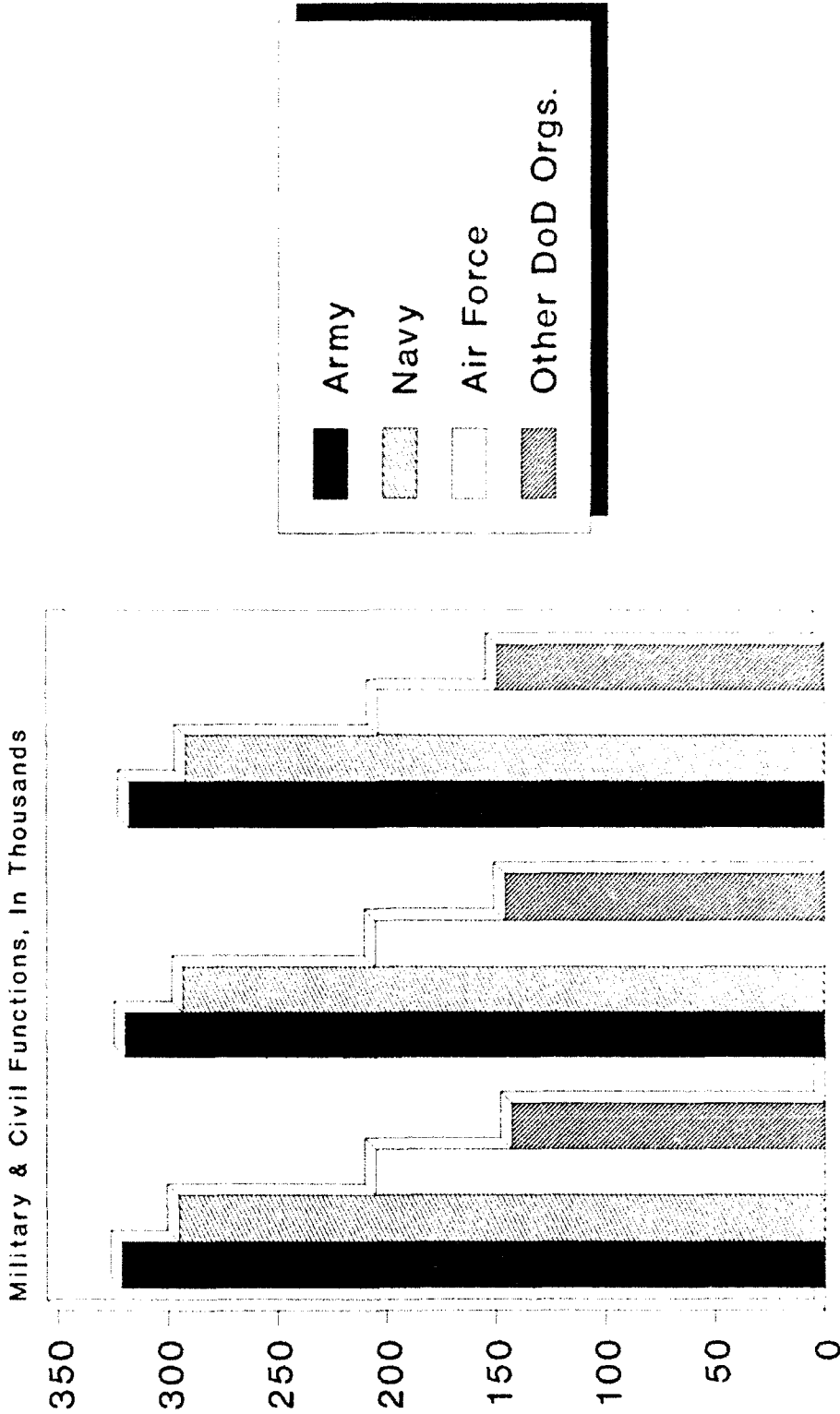
**DoD Direct Hire Civilian Personnel Subject to OMB Ceiling,
By Function and Defense Component**

FUNCTION/COMPONENT a/	TOTAL EMPLOYMENT			PROGRAMMED STRENGTH	FULL-TIME WITH PERMANENT APPOINTMENTS		
	31 OCT 92	30 NOV 92	31 DEC 92		31 OCT 92	30 NOV 92	31 DEC 92
MILITARY FUNCTIONS	934,654	934,970	934,972	900,141	854,048	856,213	855,169
ARMY	291,961	290,858	289,879	279,382	259,710	258,820	256,957
NAVY	295,113	293,126	292,051	272,867	278,666	278,188	277,611
AIR FORCE	204,863	205,135	203,730	204,775	192,631	192,834	191,473
OSD & ORGANIZATIONS SERVICED b/	4,473	4,492	4,516	4,393	4,285	4,306	4,337
DeCA	20,345	19,868	20,273	18,340	10,108	10,108	10,213
DCAA	5,880	5,864	5,849	5,589	5,789	5,769	5,752
DFAS	10,637	14,063	16,933	24,848	10,288	13,641	16,356
DISA	4,648	4,701	4,694	2,906	4,564	4,613	4,608
DIS	3,648	3,633	3,620	3,177	3,520	3,503	3,492
DLA	64,368	64,206	64,284	52,885	61,503	61,427	61,398
DMA	7,884	7,879	7,873	7,415	7,664	7,657	7,650
DNA	810	811	828	841	787	787	789
DSA c/	434	502	506	554	401	463	465
DoDDS	17,119	17,349	17,427	16,651	11,900	11,854	11,820
DoD IG	1,547	1,555	1,566	1,580	1,538	1,545	1,549
DICA d/				2,743			
OSIA	233	237	252	360	231	235	237
USUHS	691	691	691	835	463	463	462
CIVIL FUNCTIONS	29,082	28,463	27,797	N/A	27,120	27,078	26,530
ARMY	29,081	28,462	27,796		27,119	27,077	26,529
AIR FORCE	1	1	1		1	1	1
TOTAL MILITARY AND CIVIL FUNCTIONS	963,736	963,433	962,769	N/A	881,168	883,291	881,699

a/ See the Glossary for Component names.
b/ See the Glossary for a list of OSD and Organizations Serviced by OSD
c/ Prior to June 30, 1992, 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**



31 OCT 92 30 NOV 92 30 NOV 92 31 DEC 92

Figure 3 - Total Employment

Washington Headquarters Services
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TABLE 4

**DoD Direct and Indirect Hire Civilian Personnel by Component
(Excluding the Military Departments) - December 31, 1992 a/**

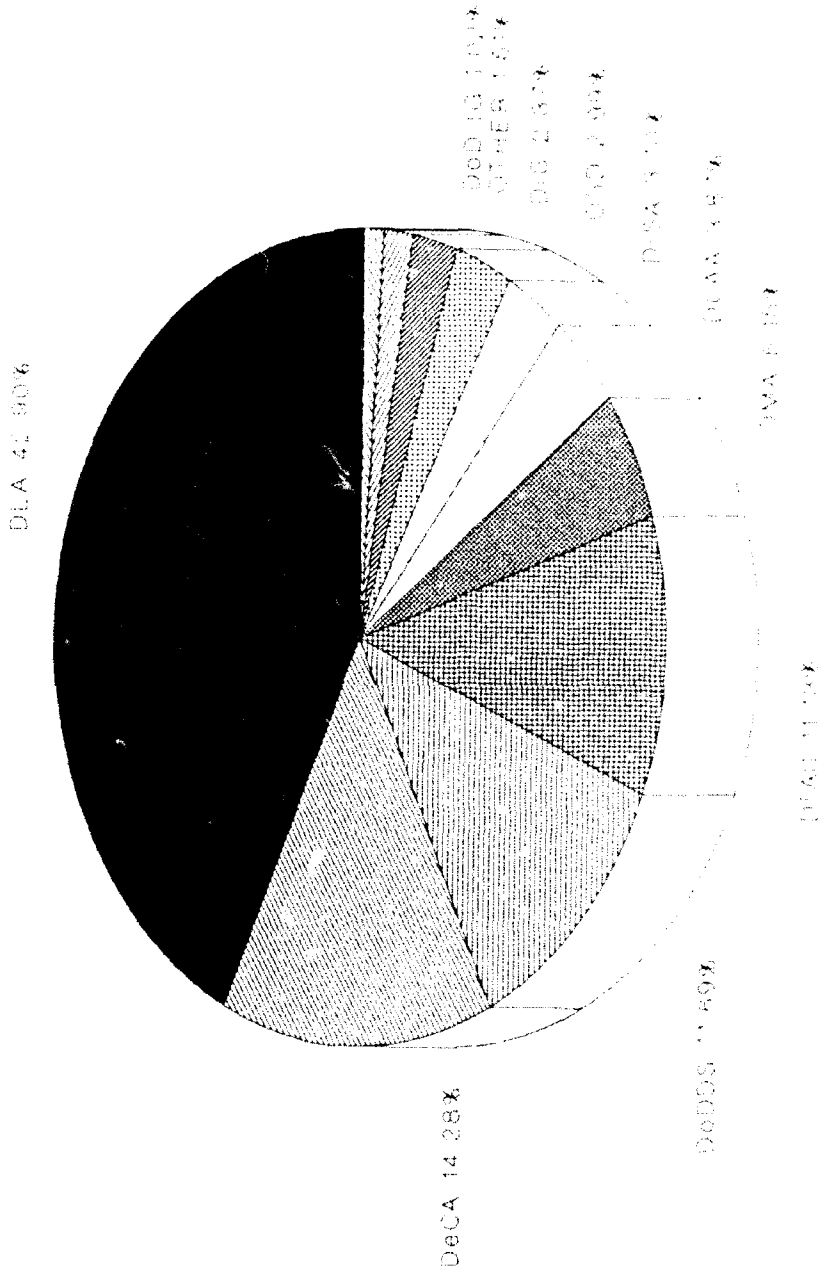
DEFENSE COMPONENTS	TOTAL	DIRECT HIRE CIVILIANS	INDIRECT HIRE CIVILIANS
OSD AND ORGANIZATIONS SERVICED BY OSD b/ DEFENSE COMMISSARY AGENCY DEFENSE CONTRACT AUDIT AGENCY	4,573 21,865 5,921	4,561 20,328 5,916	12 1,537 5
DEFENSE FINANCE AND ACCOUNTING SERVICE DEFENSE INFORMATION SYSTEMS AGENCY DEFENSE INVESTIGATIVE SERVICE	17,041 4,745 3,623	17,041 4,735 3,623	0 10 0
DEFENSE LOGISTICS AGENCY DEFENSE MAPPING AGENCY DEFENSE NUCLEAR AGENCY	65,689 7,889 848	64,834 7,888 848	855 1 0
CONSOLIDATED DEFENSE SUPPORT ACTIVITIES DEPARTMENT OF DEFENSE DEPENDENTS SCHOOLS DEPARTMENT OF DEFENSE INSPECTOR GENERAL	506 17,896 1,567	506 17,427 1,566	0 469 1
ON-SITE INSPECTION AGENCY UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES	252 705	252 705	0 0
TOTAL	153,120	150,230	2,890

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, 1992**



Excludes Military Departments

Washington Headquarters Services
Directorate for Information
Operations and Reports

FIGURE 4

TABLE 5

**DoD Direct Hire Civilian Personnel, by Type
According to Defense Component - December 31, 1992 a/**

TYPE OF PERSONNEL	TOTAL DoD a/	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
TOTAL	972,240	321,160	295,553	265,297	150,230
BY STATUS					
FULL-TIME	946,219	314,966	291,884	262,591	136,758
PART-TIME	21,802	5,886	3,419	2,376	10,121
INTERMITTENT	4,219	388	250	330	3,351
BY CAREER SERVICE CATEGORY					
COMPETITIVE	830,966	362,081	275,422	167,803	125,660
EXCEPTED AND SES	141,274	59,079	20,131	37,494	24,570
BY TYPE OF APPOINTMENT					
PERMANENT	894,912	287,061	280,908	192,726	134,217
TEMPORARY/INDEFINITE	77,328	34,099	14,645	12,571	16,013
BY CITIZENSHIP					
U.S. CITIZENS	951,761	308,909	292,022	262,057	148,773
NON-CITIZENS	20,479	12,251	3,531	3,240	1,457
BY LABOR CATEGORY					
SALARIED	705,714	249,769	199,621	136,425	112,809
WAGE BOARD	266,526	71,391	95,932	68,872	30,331

a/Includes personnel not subject to GMB appeal 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, 1992 a /**

LOCATION/TYPE OF PERSONNEL	TOTAL DoD a/	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
WORLDWIDE TOTAL	972,240	321,160	295,553	205,297	150,230
UNITED STATES	902,738	289,826	283,849	195,815	133,248
BY LOCATION					
WASHINGTON, D.C. : SMSA c/	85,668	26,283	34,489	5,692	19,204
REMAINDER OF U. S.	817,070	263,543	249,360	190,123	114,344
BY LABOR CATEGORY					
SALARIED	646,321	221,577	191,838	128,060	104,846
WAGE BOARD	256,417	68,249	92,011	67,755	28,402
BY CITIZENSHIP					
U. S. CITIZENS	902,219	289,532	283,725	195,794	133,166
NON-CITIZENS	519	294	124	21	80
U. S. TERRITORIES	8,086	1,389	4,615	898	1,184
BY LABOR CATEGORY					
SALARIED	4,418	969	2,166	425	858
WAGE BOARD	3,668	420	2,449	473	326
BY CITIZENSHIP					
U. S. CITIZENS	8,068	1,383	4,605	896	1,184
NON-CITIZENS	18	6	10	2	0
FOREIGN COUNTRIES	61,416	29,945	7,089	8,584	15,798
BY LABOR CATEGORY					
SALARIED	54,975	27,223	5,517	7,940	14,195
WAGE BOARD	6,441	2,722	1,472	644	1,603
BY CITIZENSHIP					
U. S. CITIZENS	41,474	17,994	3,692	5,367	14,421
NON-CITIZENS	19,942	11,951	3,397	3,217	1,377

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, and 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, 1992**

COUNTRY	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. a/
BAHRAIN	1	0	0	0	1
BELGIUM	788	743	0	2	43
GERMANY	36,793	30,655	0	4,309	1,829
GREECE	109	0	0	87	22
GUAM	4	0	4	0	0
JAPAN	16,876	3,298	9,024	3,842	712
KOREA	2,604	2,604	0	0	0
LUXEMBOURG	25	25	0	0	0
MALAYSIA	5	0	0	0	5
NETHERLANDS	396	271	0	61	64
PHILIPPINES	6	0	6	0	0
SPAIN	1,438	0	1,013	289	136
UNITED KINGDOM	78	0	0	0	78
TOTAL	59,123	37,596	10,047	8,590	2,890

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 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 for 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 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)
Department of Defense Inspector General (DoD IG)
- *U.S. Court of Military Appeals
Uniformed Services University of the Health Sciences (USUHS)

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 and DISA

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 (DICA)
- *Office of Civilian Health and Medical Program
for the Uniformed Services (OCHAMPUS)
- *Office of Economic Adjustment (OEA)
- *Washington Headquarters Services (WHS)

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.
3. **SENIOR EXECUTIVE SERVICE (SES)** - All SES employees except those serving under "limited term" and "limited emergency" appointments.

NOTE

*Organizations serviced by OSD

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

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.)