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Department of Defense
CIVILIAN MANPOWER STATISTICS

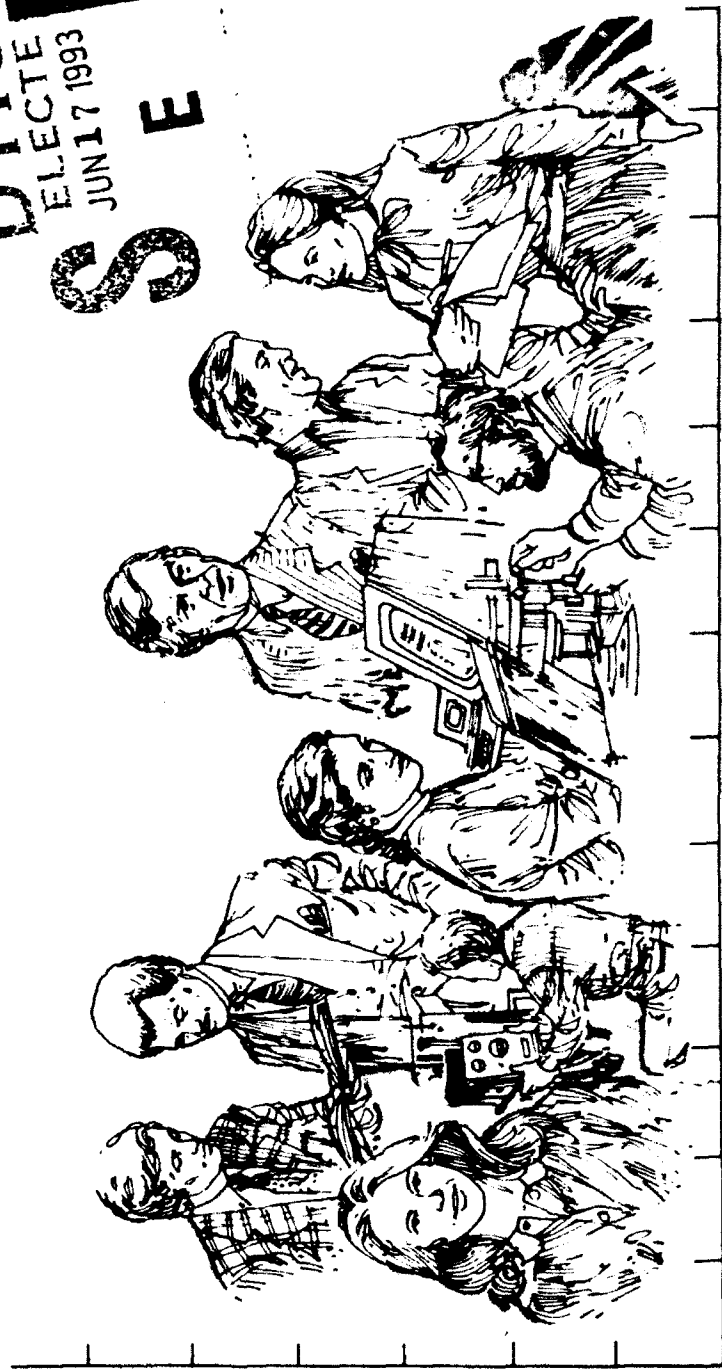
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March 31, 1993

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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."

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TABLE 1

**DoD Civilian Employment by Function and Employment Status,
According to Defense Component - March 31, 1993**

FUNCTION/EMPLOYMENT STATUS	TOTAL DoD a/	ARMY	NAVY b/	AIR FORCE	OTHER DoD ORGS. c/
MILITARY FUNCTIONS					
OMB CEILING EMPLOYMENT	978,273	319,919	298,055	206,690	153,609
DIRECT HIRE	922,052	285,171	287,892	198,201	150,788
INDIRECT HIRE	56,221	34,748	10,163	8,489	2,821
TOTAL EMPLOYMENT	985,430	321,327	301,426	208,154	154,523
DIRECT HIRE	929,209	286,579	291,263	199,665	151,792
INDIRECT HIRE	56,221	34,748	10,163	8,489	2,821
CIVIL FUNCTIONS (ALL DIRECT HIRE)					
OMB CEILING EMPLOYMENT	27,755	27,754	0	1	0
TOTAL EMPLOYMENT	29,767	29,766	0	1	0
TOTAL MILITARY AND CIVIL FUNCTIONS					
OMB CEILING EMPLOYMENT	1,006,028	347,673	298,055	206,691	153,609
DIRECT HIRE	949,807	312,925	287,892	198,202	150,788
INDIRECT HIRE	56,221	34,748	10,163	8,489	2,821
TOTAL EMPLOYMENT	1,015,197	351,093	301,426	208,155	154,523
DIRECT HIRE	958,976	316,345	291,263	199,666	151,792
INDIRECT HIRE	56,221	34,748	10,163	8,489	2,821

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 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

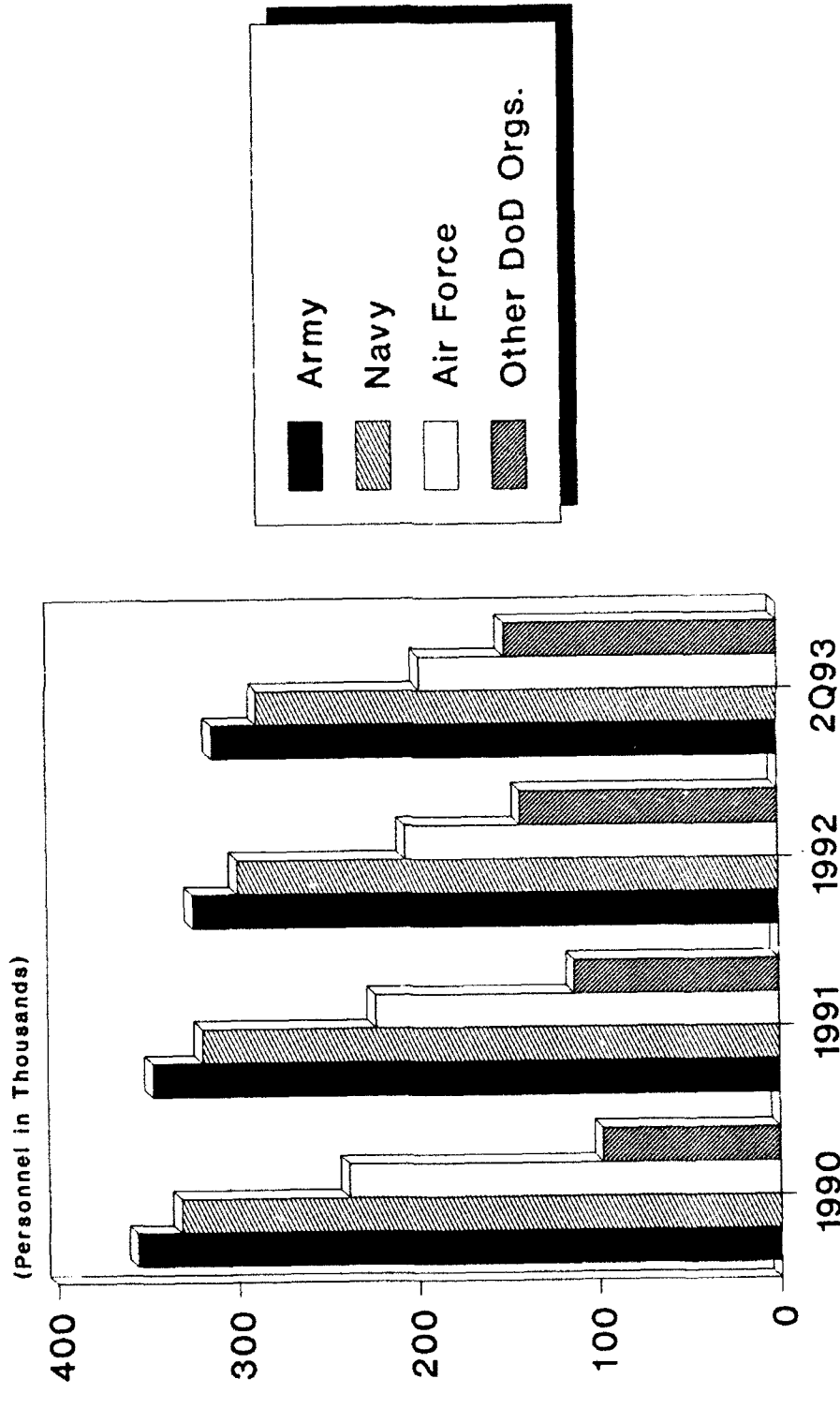
**Trends in DoD Civilian Employment Subject to OMB Ceiling,
By Function, Employment Status, and Defense Component**

FUNCTION/COMPONENT EMPLOYMENT STATUS	END STRENGTHS, LAST 4 FISCAL YEARS				LAST 3 MONTHS		
	30 SEP 89	30 SEP 90	30 SEP 90	30 SEP 91	31 JAN 92	28 FEB 92	31 MAR 92
MILITARY FUNCTIONS	1,117,449	1,073,227	1,073,227	1,044,300	1,038,612	1,036,794	1,034,954
DIRECT HIRE a/	1,037,632	997,197	997,197	974,169	970,634	971,532	970,252
INDIRECT HIRE b/	79,817	76,030	76,030	70,131	67,978	65,262	64,702
ARMY	405,008	382,058	382,058	366,948	358,374	355,627	354,030
DIRECT HIRE	349,171	328,688	328,688	318,543	311,007	311,561	311,270
INDIRECT HIRE	55,837	53,370	53,370	48,405	47,367	44,066	42,760
NAVY	354,942	342,101	342,101	329,592	324,337	323,816	322,318
DIRECT HIRE	344,436	331,982	331,982	319,421	314,157	313,576	312,153
INDIRECT HIRE	10,506	10,119	10,119	10,171	10,180	10,240	10,165
AIR FORCE	261,571	249,862	249,862	233,491	220,665	220,663	220,404
DIRECT HIRE	249,662	238,831	238,831	223,319	211,633	211,674	211,435
INDIRECT HIRE	11,909	11,031	11,031	10,172	9,032	8,989	8,969
OTHER DoD ORGANIZATIONS c/	95,928	99,206	99,206	114,269	135,236	136,688	138,202
DIRECT HIRE	94,363	97,696	97,696	112,886	133,837	134,721	135,394
INDIRECT HIRE	1,565	1,510	1,510	1,383	1,399	1,967	2,808
CIVIL FUNCTIONS a/							
(ALL DIRECT HIRE)	29,248	27,258	27,258	28,252	27,057	27,189	27,413
ARMY	29,246	27,257	27,257	28,251	27,056	27,188	27,412
AIR FORCE	2	1	1	1	1	1	1
TOTAL MILITARY AND CIVIL FUNCTIONS	1,146,697	1,100,485	1,100,485	1,072,552	1,065,669	1,063,983	1,062,367
DIRECT HIRE a/	1,066,880	1,024,455	1,024,455	1,002,421	997,691	998,721	997,665
INDIRECT HIRE b/	79,817	76,030	76,030	70,131	67,978	65,262	64,702

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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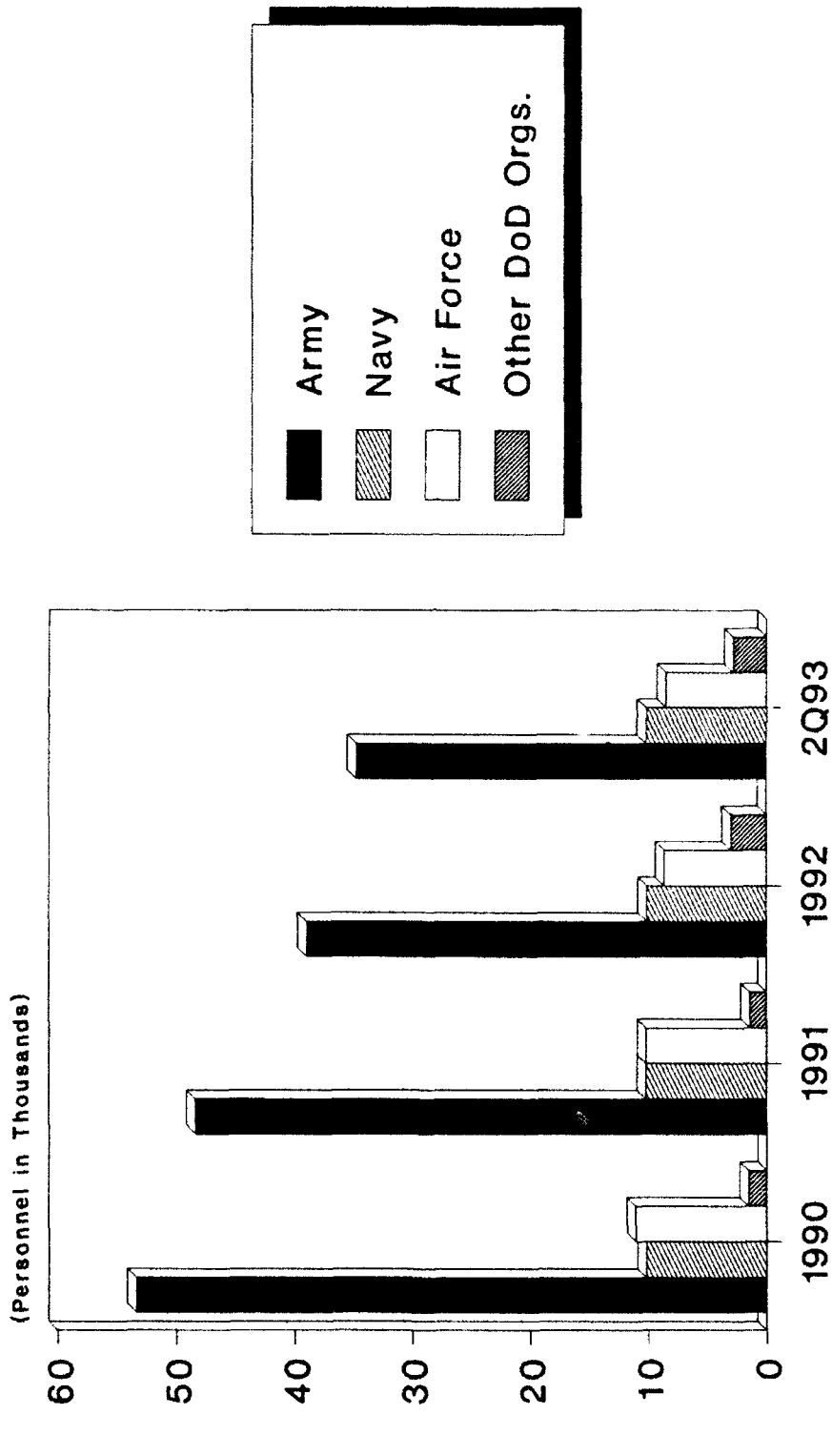
TRENDS IN DoD DIRECT HIRE
 CIVILIAN EMPLOYMENT
 MILITARY AND CIVIL FUNCTIONS



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Figure 1

TRENDS IN DoD INDIRECT HIRE CIVILIAN EMPLOYMENT MILITARY FUNCTIONS



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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 JAN 93	28 FEB 93	31 MAR 93	30 SEP 93		31 JAN 93	28 FEB 93	31 MAR 93
MILITARY FUNCTIONS								
ARMY	929,487	927,631	922,052	900,141	852,339	851,143	845,272	
NAVY	287,437	286,361	285,171	279,382	255,471	254,549	253,718	
AIR FORCE	290,074	289,351	287,892	272,867	276,052	275,525	274,144	
	202,660	202,343	198,201	204,775	190,660	190,373	186,461	
OSD & ORGANIZATIONS SERVICED b/								
DeCA	4,494	4,462	4,454	4,393	4,331	4,279	4,307	
DCAA	20,216	20,182	19,720	18,340	11,479	11,476	10,167	
DFAS	5,809	5,795	5,777	5,589	5,711	5,693	5,675	
DISA	17,359	17,601	19,468	24,848	16,767	16,964	18,685	
DIS	4,716	4,764	4,777	2,906	4,632	4,667	4,683	
DLA	3,595	3,579	3,558	3,177	3,468	3,452	3,430	
DMA	63,971	63,874	63,780	52,885	61,156	61,207	61,141	
DNA	7,827	7,869	7,869	7,415	7,615	7,660	7,662	
DSA c/	804	801	797	841	783	781	777	
DoDDS	510	513	548	554	472	480	504	
DoD IG	17,510	17,610	17,510	16,651	11,485	11,755	11,642	
DICA d/	1,564	1,573	1,572	1,580	1,554	1,560	1,557	
OSIA	248	259	263	2,743	242	256	260	
USUHS	693	694	685	835	461	466	459	
CIVIL FUNCTIONS								
ARMY	27,434	27,504	27,755	N/A	26,191	26,242	26,391	
AIR FORCE	27,433	27,503	27,754	27,754	26,190	26,241	26,390	
	1	1	1	1	1	1	1	
TOTAL MILITARY AND CIVIL FUNCTIONS	956,921	955,135	949,807	N/A	878,530	877,385	871,663	

a/ See the Glossary for Component names.

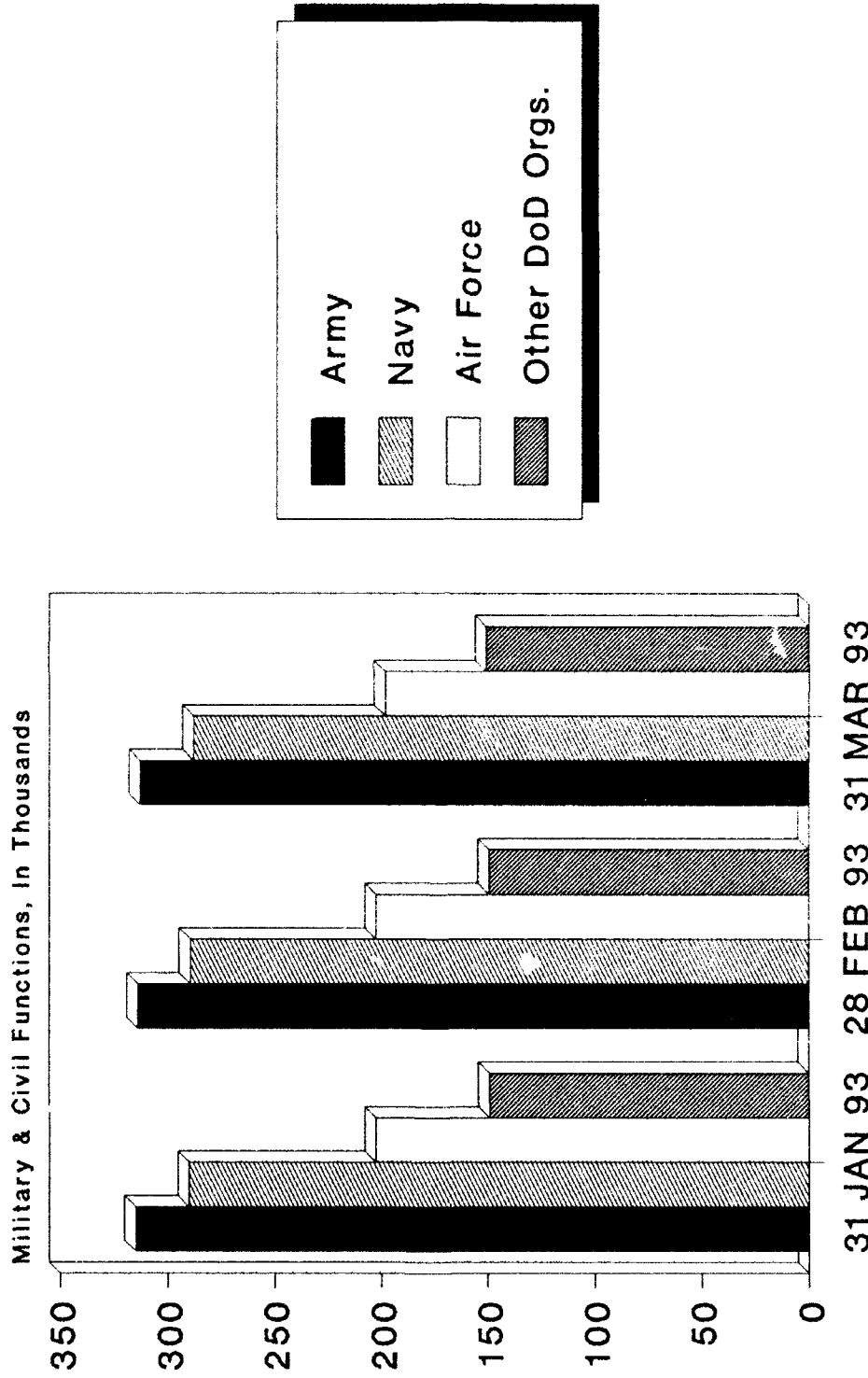
b/ See the Glossary for a list of OSD and Organizations Serviced by OSD.

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



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Figure 3 - Total Employment

TABLE 4

**DoD Direct and Indirect Hire Civilian Personnel by Component
(Excluding the Military Departments) - March 31, 1993 a/**

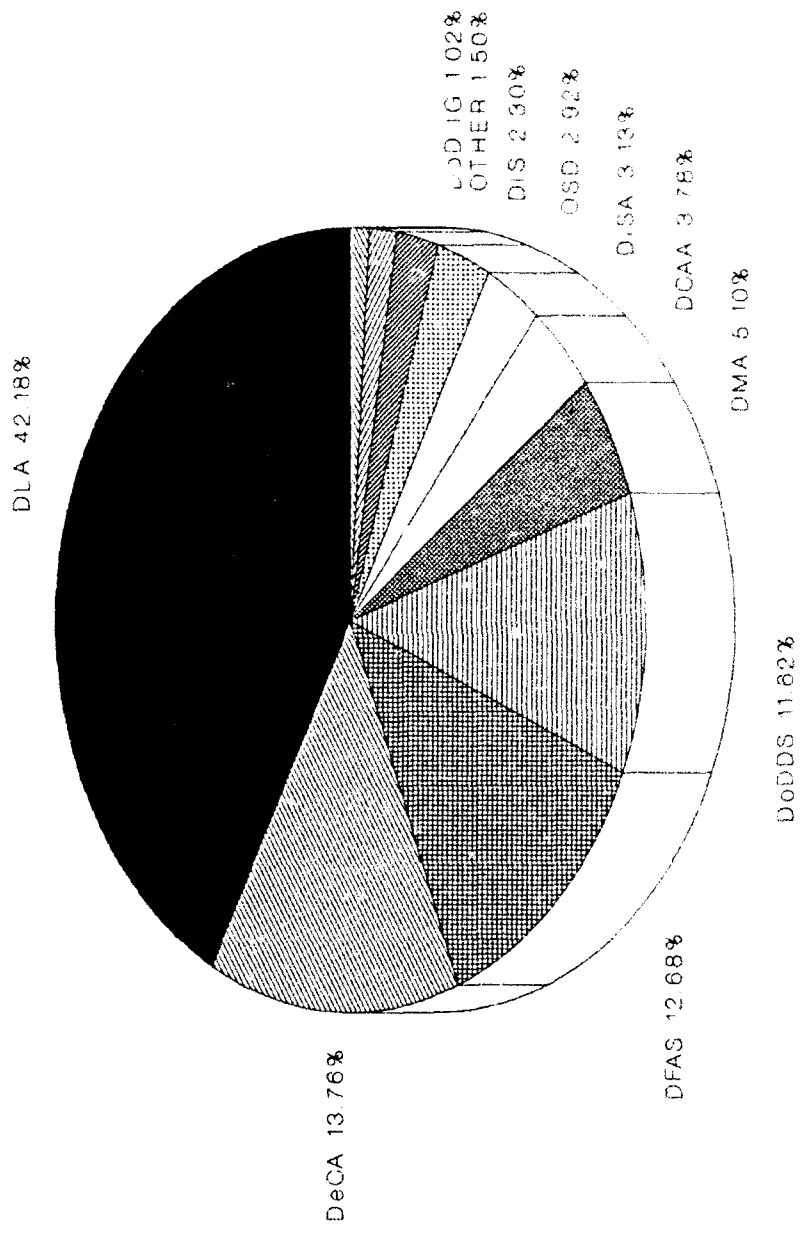
DEFENSE COMPONENTS	TOTAL	DIRECT HIRE CIVILIANS	INDIRECT HIRE CIVILIANS
OSD AND ORGANIZATIONS SERVICED BY OSD b/ DEFENSE COMMISSARY AGENCY DEFENSE CONTRACT AUDIT AGENCY	4,519 21,268 5,848	4,507 19,788 5,843	12 1,480 5
DEFENSE FINANCE AND ACCOUNTING SERVICE DEFENSE INFORMATION SYSTEMS AGENCY DEFENSE INVESTIGATIVE SERVICE	19,592 4,830 3,561	19,592 4,820 3,561	0 10 0
DEFENSE LOGISTICS AGENCY DEFENSE MAPPING AGENCY DEFENSE NUCLEAR AGENCY	65,172 7,884 814	64,303 7,884 814	869 0 0
CONSOLIDATED DEFENSE SUPPORT ACTIVITIES DEPARTMENT OF DEFENSE DEPENDENTS SCHOOLS DEPARTMENT OF DEFENSE INSPECTOR GENERAL	548 17,954 1,573	548 17,510 1,572	0 444 1
ON-SITE INSPECTION AGENCY UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES	263 697	263 697	0 0
TOTAL	154,523	151,702	2,821

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
MARCH 31, 1993**



Excludes Military Departments **Washington Headquarters Services
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FIGURE 4

TABLE 5

**DoD Direct Hire Civilian Personnel, by Type
According to Defense Component - March 31, 1993 a/**

TYPE OF PERSONNEL	TOTAL DoD a/	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
TOTAL	958,976	316,345	291,263	199,666	151,702
BY STATUS					
FULL-TIME	932,897	310,023	287,381	197,055	138,438
PART-TIME	21,804	6,000	3,506	2,281	10,017
INTERMITTENT	4,275	322	376	330	3,247
BY CAREER SERVICE CATEGORY					
COMPETITIVE	819,914	258,669	271,640	162,691	126,914
EXCEPTED AND SES	139,062	57,676	19,623	36,975	24,788
BY TYPE OF APPOINTMENT					
PERMANENT	884,878	283,594	277,337	187,598	136,349
TEMPORARY/INDEFINITE	74,098	32,751	13,926	12,068	15,353
BY CITIZENSHIP					
U.S. CITIZENS	939,021	304,462	287,790	196,434	150,335
NON-CITIZENS	19,955	11,883	3,473	3,232	1,367
BY LABOR CATEGORY					
SALARIED	698,005	246,492	197,116	132,507	121,890
WAGE BOARD	260,971	69,853	94,147	67,159	29,812

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, 1993 a /**

LOCATION/TYPE OF PERSONNEL	TOTAL DoD a/	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
WORLDWIDE TOTAL	958,976	316,345	291,263	199,666	151,702
UNITED STATES	890,472	285,778	279,540	190,287	134,867
BY LOCATION					
WASHINGTON, D.C., SMSA c/	88,227	25,604	37,474	5,700	19,449
REMAINDER OF U. S.	802,245	260,174	242,066	184,587	115,418
BY LABOR CATEGORY					
SALARIED	639,263	218,910	189,294	124,178	106,881
WAGE BOARD	251,209	66,868	90,246	66,109	27,986
BY CITIZENSHIP					
U. S. CITIZENS	889,954	285,484	279,415	190,268	134,787
NON-CITIZENS	518	294	125	19	80
U. S. TERRITORIES	7,987	1,264	4,624	868	1,231
BY LABOR CATEGORY					
SALARIED	4,342	896	2,163	410	873
WAGE BOARD	3,645	368	2,461	458	358
BY CITIZENSHIP					
U. S. CITIZENS	7,970	1,259	4,614	866	1,231
NON-CITIZENS	17	5	10	2	0
FOREIGN COUNTRIES	60,517	29,303	7,099	8,511	15,604
BY LABOR CATEGORY					
SALARIED	54,400	26,686	5,659	7,919	14,136
WAGE BOARD	6,117	2,617	1,440	592	1,468
BY CITIZENSHIP					
U. S. CITIZENS	41,097	17,719	3,761	5,300	14,317
NON-CITIZENS	19,420	11,584	3,338	3,211	1,287

a/Includes personnel not subject to OMB ceiling control.

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

c/See Glossary for the definition of the Washington D.C., Standard Metropolitan Statistical Area (SMSA).

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TABLE 7

**DoD Indirect Hire Civilian Personnel, by Country,
According to Defense Component - March 31, 1993**

COUNTRY	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. a/
BAHRAIN	1	0	0	0	1
BELGIUM	776	731	0	2	43
GERMANY	34,148	28,087	0	4,282	1,779
GREECE	111	0	0	89	22
GUAM	4	0	4	0	0
JAPAN	16,824	3,157	9,151	3,797	719
KOREA	2,481	2,481	0	0	0
LUXEMBOURG	24	24	0	0	0
MALAYSIA	4	0	0	0	4
NETHERLANDS	391	268	0	61	62
PHILIPPINES	6	0	6	0	0
SPAIN	1,380	0	1,002	258	120
UNITED KINGDOM	71	0	0	0	71
TOTAL	56,221	34,748	10,163	8,489	2,821

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 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)
- 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:

- *Advanced Research Projects Agency (ARPA)
- Defense Commissary Agency (DeCA)
- Defense Contract Audit Agency (DCAA)
- Defense Finance and Accounting Service (DFAS)
- Defense Information Systems 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.

Standard Metropolitan Statistical Area (SMSA). Consists of the District of Columbia; Calvert, Charles, Frederick, Montgomery, and Prince George's counties in Maryland; Alexandria, Fairfax, Falls Church, Fredericksburg, Manassas, and Manassas Park cities in Virginia; Arlington, Clarke, Culpeper, Fairfax, Fauquier, King George, Loudoun, Prince William, Spotsylvania, Stafford, and Warren counties in Virginia; and Berkeley and Jefferson counties in West Virginia.

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.)