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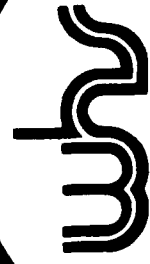
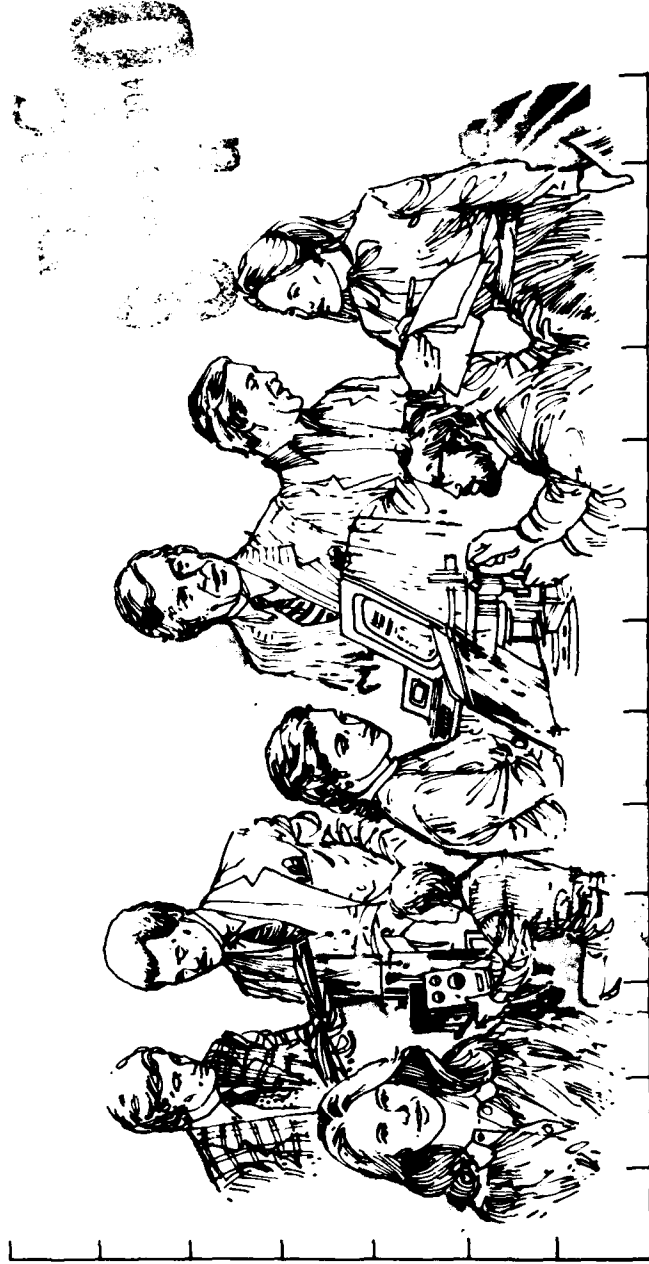


Department of Defense

# CIVILIAN MANPOWER STATISTICS

M04

June 30, 1994



DIRECTORATE FOR INFORMATION  
OPERATIONS AND REPORTS (DIOR)

July 94-31064



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Department of Defense

# CIVILIAN MANPOWER STATISTICS

June 30, 1994

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 an integrated 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 - June 30, 1994**

<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	906,984	287,074	271,602	200,632	147,676
DIRECT HIRE	858,645	259,857	261,352	192,713	144,723
INDIRECT HIRE	48,339	27,217	10,250	7,919	2,953
TOTAL EMPLOYMENT	914,412	288,648	274,926	202,171	148,667
DIRECT HIRE	866,073	261,431	264,676	194,252	145,714
INDIRECT HIRE	48,339	27,217	10,250	7,919	2,953
<b>CIVIL FUNCTIONS (ALL DIRECT HIRE)</b>					
OMB CEILING EMPLOYMENT	28,411	28,410	0	1	0
TOTAL EMPLOYMENT	31,318	31,317	0	1	0
<b>TOTAL MILITARY AND CIVIL FUNCTIONS</b>					
OMB CEILING EMPLOYMENT	935,395	315,484	271,602	200,633	147,676
DIRECT HIRE	887,056	288,267	261,352	192,714	144,723
INDIRECT HIRE	48,339	27,217	10,250	7,919	2,953
TOTAL EMPLOYMENT	945,730	319,965	274,926	202,172	148,667
DIRECT HIRE	897,391	292,748	264,676	194,253	145,714
INDIRECT HIRE	48,339	27,217	10,250	7,919	2,953

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

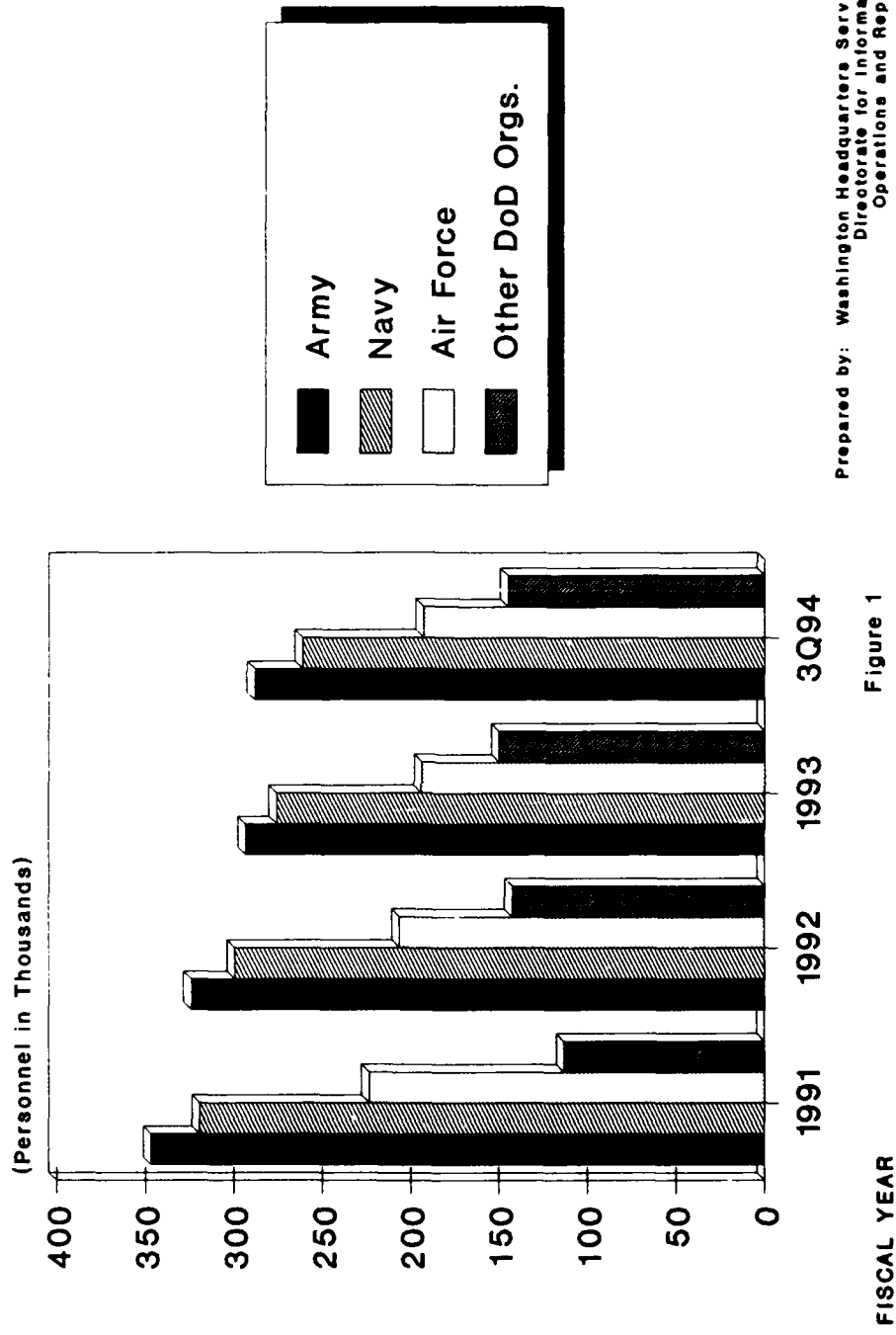
Trends in DoD Civilian Employment Subject to OMB Ceiling,  
By Function, Employment Status, and Defense Component

FUNCTION/COMPONENT EMPLOYMENT STATUS	END STRENGTHS, LAST 4 FISCAL YEARS				LAST 3 MONTHS		
	30 SEP 90	30 SEP 91	30 SEP 92	30 SEP 93	30 APR 94	31 MAY 94	30 JUN 94
MILITARY FUNCTIONS	1,073,227	1,044,300	1,003,209	935,875	910,354	910,070	906,984
DIRECT HIRE a/	997,197	974,169	942,516	884,216	861,675	861,515	858,645
INDIRECT HIRE b/	76,030	70,131	60,693	51,659	48,679	48,555	48,339
ARMY	382,058	366,948	333,691	295,032	283,659	284,729	287,074
DIRECT HIRE	328,688	318,543	294,689	264,821	256,184	257,336	259,857
INDIRECT HIRE	53,370	48,405	39,002	30,211	27,475	27,393	27,217
NAVY	342,101	329,592	309,490	285,934	272,915	272,023	271,602
DIRECT HIRE	331,982	319,421	299,396	275,596	262,665	261,773	261,352
INDIRECT HIRE	10,119	10,171	10,094	10,338	10,250	10,250	10,250
AIR FORCE	249,862	233,491	214,796	201,991	197,490	198,509	200,632
DIRECT HIRE	238,831	223,319	206,144	193,745	189,498	190,559	192,713
INDIRECT HIRE	11,031	10,172	8,652	8,246	7,992	7,950	7,919
OTHER DoD ORGANIZATIONS c/	99,206	114,269	145,232	152,918	156,290	154,809	147,676
DIRECT HIRE	97,696	112,886	142,287	150,054	153,328	151,847	144,723
INDIRECT HIRE	1,510	1,383	2,945	2,864	2,962	2,962	2,953
CIVIL FUNCTIONS a/	27,258	28,252	29,474	28,535	26,792	27,701	28,411
(ALL DIRECT HIRE)	27,257	28,251	29,473	28,534	26,791	27,700	28,410
ARMY	1	1	1	1	1	1	1
AIR FORCE							
TOTAL MILITARY AND CIVIL FUNCTIONS	1,100,485	1,072,552	1,032,683	964,410	937,146	937,771	935,395
DIRECT HIRE a/	1,024,455	1,002,421	971,990	912,751	888,467	889,216	887,056
INDIRECT HIRE b/	76,030	70,131	60,693	51,659	48,679	48,555	48,339

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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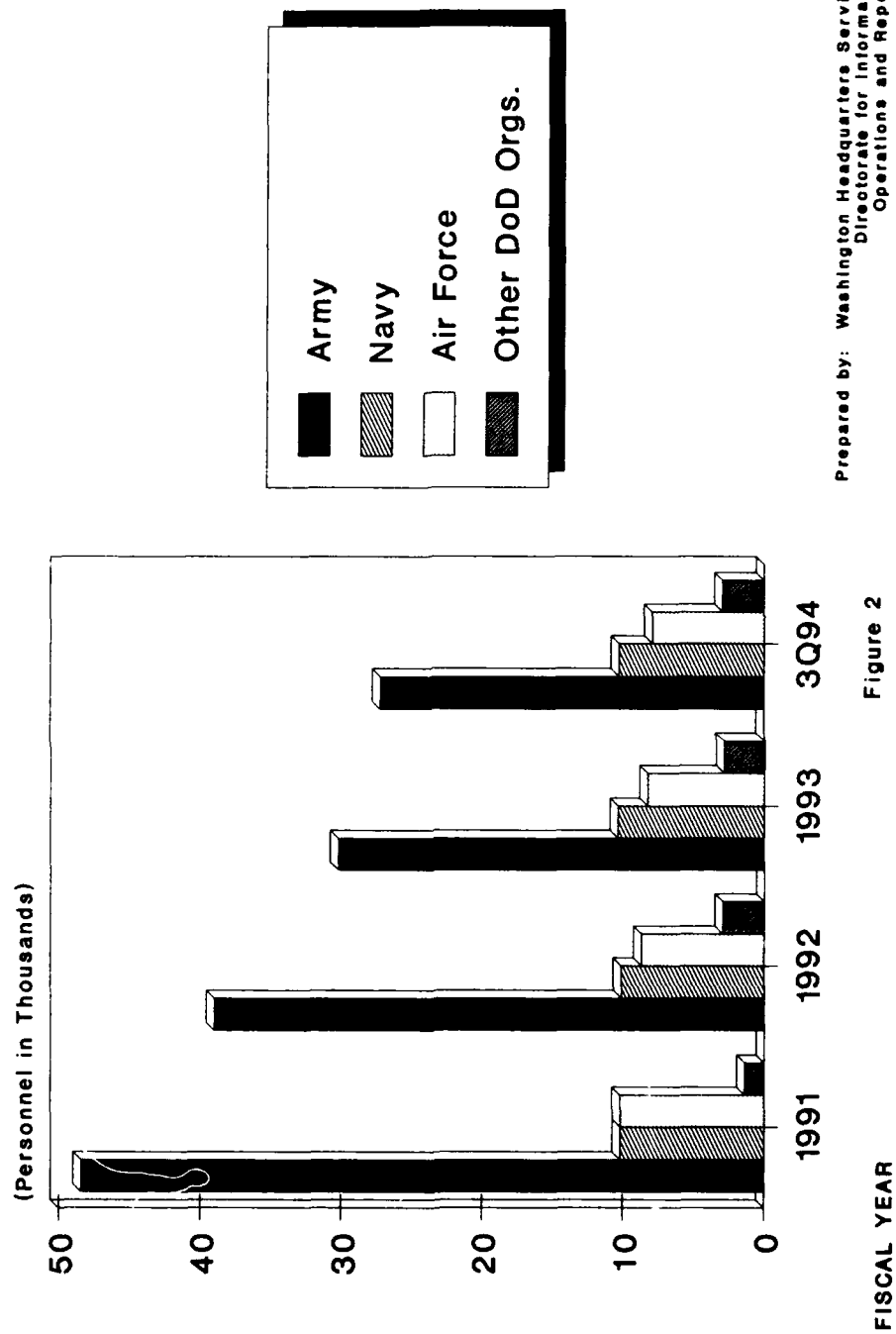
TRENDS IN DoD DIRECT HIRE  
 CIVILIAN EMPLOYMENT  
 MILITARY AND CIVIL FUNCTIONS



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Figure 1

TRENDS IN DoD INDIRECT HIRE  
 CIVILIAN EMPLOYMENT  
 MILITARY FUNCTIONS



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Figure 2

TABLE 3

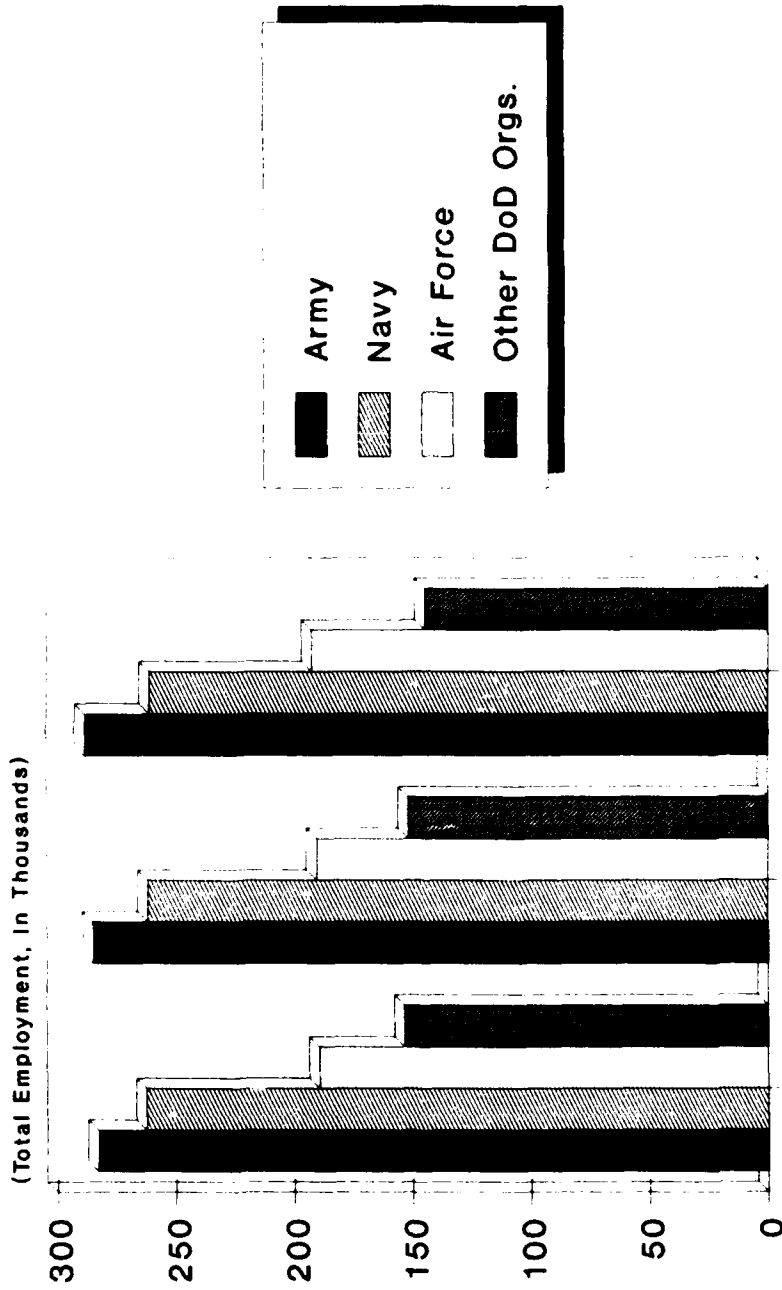
DoD Direct Hire Civilian Personnel Subject to OMB Ceiling,  
By Function and Defense Component

FUNCTION/COMPONENT a/	TOTAL EMPLOYMENT				PROGRAMMED STRENGTH	FULL-TIME WITH PERMANENT APPOINTMENTS		
	30 APR 94	31 MAY 94	30 JUN 94	30 SEP 94		30 APR 94	31 MAY 94	30 JUN 94
	MILITARY FUNCTIONS	361,675	861,515	858,645		918,406	786,552	782,874
ARMY	256,184	257,336	259,857	293,577	228,047	227,409	227,067	
NAVY	262,665	261,773	261,352	268,399	249,115	247,813	246,456	
AIR FORCE	89,498	190,559	192,713	201,521	177,241	177,105	176,671	
OSD & ORGANIZATIONS SERVICED b/	4,714	4,796	4,911	5,147	4,587	4,588	4,595	
DCPMS	294	295	306	408	292	293	299	
DeCA	18,978	18,978	18,978	19,295	9,851	9,851	9,851	
DCAA	5,426	5,398	5,369	5,410	5,320	5,291	5,255	
DFAS	25,082	25,104	25,173	25,008	23,745	23,626	23,541	
DISA	8,360	8,342	8,438	9,098	8,131	7,295	8,128	
DIS	3,167	3,122	3,122	3,280	3,077	3,051	3,033	
DLA	56,413	56,293	56,151	56,519	54,746	54,513	54,206	
DMA	7,485	7,486	7,498	7,518	7,335	7,305	7,280	
DNA	527	538	551	678	521	523	525	
DSA c/	497	501	497	526	461	465	460	
DoDEA	19,708	18,252	10,947	16,579	11,670	11,333	5,188	
DoD IG	1,568	1,577	1,609	1,558	1,560	1,562	1,574	
DICA d/				2,486				
OSIA	281	318	318	360	270	268	268	
USUHS	828	832	855	1,039	583	583	585	
CIVIL FUNCTIONS	26,792	27,701	28,411	N/A	25,516	25,695	25,855	
ARMY	26,791	27,700	28,410		25,515	25,694	25,854	
AIR FORCE	1	1	1		1	1	1	
TOTAL MILITARY AND CIVIL FUNCTIONS	888,467	889,216	887,056	N/A	812,068	808,569	800,837	

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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

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



30 APR 94 31 MAY 94 30 JUN 94

Figure 3

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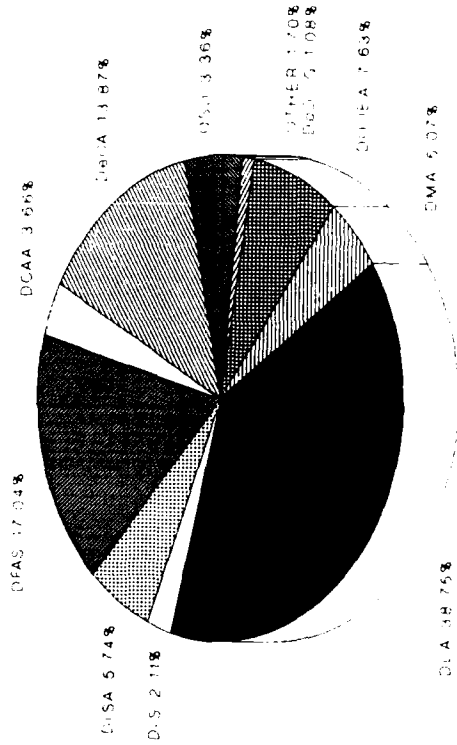
**TABLE 4**

**DoD Direct and Indirect Hire Civilian Personnel, by Component,  
(Excluding the Military Departments) - June 30, 1994 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/	4,988	4,979	9
DEFENSE CIVILIAN PERSONNEL MANAGEMENT SERVICE	306	306	0
DEFENSE COMMISSARY AGENCY	20,614	19,042	1,572
DEFENSE CONTRACT AUDIT AGENCY	5,438	5,433	5
DEFENSE FINANCE AND ACCOUNTING SERVICE	25,334	25,334	0
DEFENSE INFORMATION SYSTEMS AGENCY	8,539	8,519	20
DEFENSE INVESTIGATIVE SERVICE	3,133	3,133	0
DEFENSE LOGISTICS AGENCY	57,613	56,657	956
DEFENSE MAPPING AGENCY	7,533	7,533	0
DEFENSE NUCLEAR AGENCY	551	551	0
DEFENSE SUPPORT ACTIVITIES	498	498	0
DEPARTMENT OF DEFENSE EDUCATION ACTIVITY	11,337	10,947	390
DEPARTMENT OF DEFENSE INSPECTOR GENERAL	1,610	1,609	1
ON-SITE INSPECTION AGENCY	318	318	0
UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES	855	855	0
<b>TOTAL</b>	<b>148,667</b>	<b>145,714</b>	<b>2,953</b>

a/Includes personnel not subject to OMB ceiling control  
b/See the Glossary for a list of organizations serviced by OSD

**DoD DIRECT AND INDIRECT HIRE CIVILIAN  
EMPLOYMENT, BY COMPONENT  
JUNE 30, 1994**



Washington Headquarters Services  
Directorate for Information  
Operations and Reports

**FIGURE 4**

**Excludes Military Departments**

**TABLE 5**

**DoD Direct Hire Civilian Personnel, by Type,  
According to Defense Component - June 30, 1994 a/**

TYPE OF PERSONNEL	TOTAL DoD a/	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
TOTAL	897,391	292,748	264,676	194,253	145,714
BY STATUS					
FULL-TIME	872,043	287,003	261,593	191,007	132,440
PART-TIME	20,262	5,599	2,838	3,017	8,808
INTERMITTENT	5,086	146	245	229	4,466
BY CAREER SERVICE CATEGORY					
COMPETITIVE	766,807	237,220	245,358	155,336	128,893
EXCEPTED AND SES	130,584	55,528	19,318	38,917	16,821
BY TYPE OF APPOINTMENT					
PERMANENT	813,453	256,218	249,163	177,726	130,346
TEMPORARY/INDEFINITE	83,938	36,530	15,513	16,527	15,368
BY CITIZENSHIP					
U. S. CITIZENS	878,690	282,215	261,201	191,026	144,248
NON-CITIZENS	18,701	10,533	3,475	3,227	1,466
BY LABOR CATEGORY					
SALARIED	660,470	226,332	184,271	129,980	119,887
WAGE BOARD	236,921	66,416	80,405	64,273	25,827

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 - June 30, 1994 a /

LOCATION/TYPE OF PERSONNEL	TOTAL DoD a/	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
WORLDWIDE TOTAL	897,391	292,748	264,676	194,253	145,714
UNITED STATES	835,759	264,642	252,237	183,846	135,034
BY LOCATION					
WASHINGTON, D.C., SMSA c/	87,439	25,560	35,107	6,002	20,770
REMAINDER OF U.S.	748,320	239,082	217,130	177,844	114,264
BY LABOR CATEGORY					
SALARIED	609,962	202,812	175,666	120,601	110,883
WAGE BOARD	225,797	61,830	76,571	63,245	24,151
BY CITIZENSHIP					
U.S. CITIZENS	835,280	264,374	252,140	183,830	134,936
NON-CITIZENS	479	268	97	16	98
U.S. TERRITORIES	8,052	1,266	4,701	861	1,224
BY LABOR CATEGORY					
SALARIED	4,492	896	2,296	423	877
WAGE BOARD	3,560	370	2,405	438	347
BY CITIZENSHIP					
U.S. CITIZENS	8,036	1,262	4,691	859	1,224
NON-CITIZENS	16	4	10	2	0
FOREIGN COUNTRIES	53,580	26,840	7,738	9,546	9,456
BY LABOR CATEGORY					
SALARIED	46,016	22,624	6,309	8,956	8,127
WAGE BOARD	7,564	4,216	1,429	590	1,329
BY CITIZENSHIP					
U.S. CITIZENS	35,374	16,579	4,370	6,337	8,088
NON-CITIZENS	18,206	10,261	3,368	3,209	1,368

a/Includes personnel not subject to OMB ceiling control

b/See the Glossary for a list of the Other DoD Components.

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 - June 30, 1994**

COUNTRY	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. a/
BELGIUM	751	699	0	2	50
GERMANY	26,051	20,535	0	3,758	1,758
GREECE	107	0	0	85	22
GUAM	4	0	4	0	0
JAPAN	17,070	3,344	9,314	3,890	522
KOREA	2,341	2,341	0	0	0
LUXEMBOURG	21	21	0	0	0
MALAYSIA	4	0	0	0	4
NETHERLANDS	627	269	0	61	297
PHILIPPINES	89	0	0	0	89
SPAIN	1,087	8	932	123	24
TURKEY	1	0	0	0	1
UNITED KINGDOM	186	0	0	0	186
TOTAL	48,339	27,217	10,250	7,919	2,953

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, 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 (DoD IG)

\*U.S. Court of Military Appeals

Uniformed Services University of the Health Sciences (USUHS)

\*\*Defense Support Activities (DSAs)

#### Department of Defense Agencies:

\*Advanced Research Projects Agency (ARPA)

\*Ballistic Missile Defense Organization (BMDO)

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)

On-Site Inspection Agency (OSIA)

NOTE: \*Organizations serviced by OSD.

\*\*Organizations serviced by DLA and DISA.

Department of Defense Field Activities:

- \*American Forces Information Service (AFIS)
- \*\*Defense Civilian Personnel Management Service (DCPMS)
- \*Defense Medical Programs Activity (DMPA)
- \*Defense Prisoner of War/Missing in Action Office (DPMO)
- \*Defense Technology Security Administration (DTSA)  
Department of Defense Education Activity (DoDEA)
- \*\*\*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 DLA.
- \*\*\*Organization serviced by Military Services and selected DoD 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 legislative, 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.)