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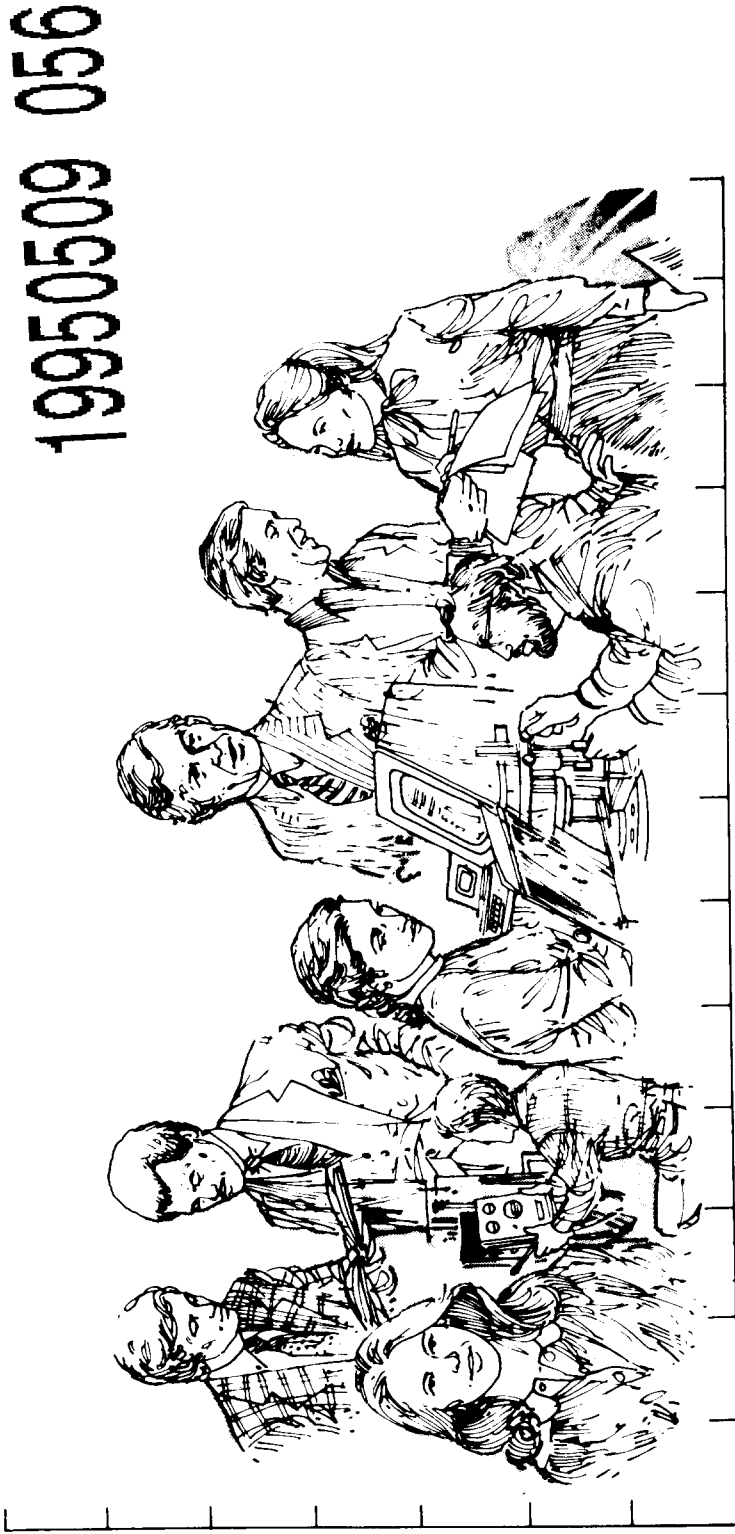


OSD
INFORMATION REPORT

Department of Defense CIVILIAN MANPOWER STATISTICS

M04

December 31, 1994



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Department of Defense

CIVILIAN MANPOWER STATISTICS

DECEMBER 31, 1994

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

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WASHINGTON, D.C. 20402
TELEPHONE: (202) 512-1800

DTIC and NTIS identification number for this publication is DIOR/M04-95/01.

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 - December 31, 1994**

FUNCTION/EMPLOYMENT STATUS	TOTAL DoD a/	ARMY	NAVY b/	AIR FORCE	OTHER DoD ORGS. c/
MILITARY FUNCTIONS					
FORMER OMB CEILING EMPLOYMENT	877,829	274,899	262,270	191,806	148,854
DIRECT HIRE	833,130	250,327	251,922	184,588	146,293
INDIRECT HIRE	44,699	24,572	10,348	7,218	2,561
GRAND TOTAL EMPLOYMENT	883,268	275,878	264,873	192,858	149,659
DIRECT HIRE	838,569	251,306	254,525	185,640	147,098
INDIRECT HIRE	44,699	24,572	10,348	7,218	2,561
CIVIL FUNCTIONS (ALL DIRECT HIRE)					
FORMER OMB CEILING EMPLOYMENT	26,256	26,255	0	1	0
GRAND TOTAL EMPLOYMENT	28,106	28,105	0	1	0
TOTAL MILITARY AND CIVIL FUNCTIONS					
FORMER OMB CEILING EMPLOYMENT	904,085	301,154	262,270	191,807	148,854
DIRECT HIRE	859,386	276,582	251,922	184,589	146,293
INDIRECT HIRE	44,699	24,572	10,348	7,218	2,561
GRAND TOTAL EMPLOYMENT	911,374	303,983	264,873	192,859	149,659
DIRECT HIRE	866,675	279,411	254,525	185,641	147,098
INDIRECT HIRE	44,699	24,572	10,348	7,218	2,561

a/Included in Grand Total Employment but excluded from Former Office of Management and Budget (OMB) Ceiling Employment are employees formerly exempt from OMB ceiling control. Refer to Office of Personnel Management Operating Manual, "The SF-113 Summary Data Reporting System," for a delineation of employment formerly 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

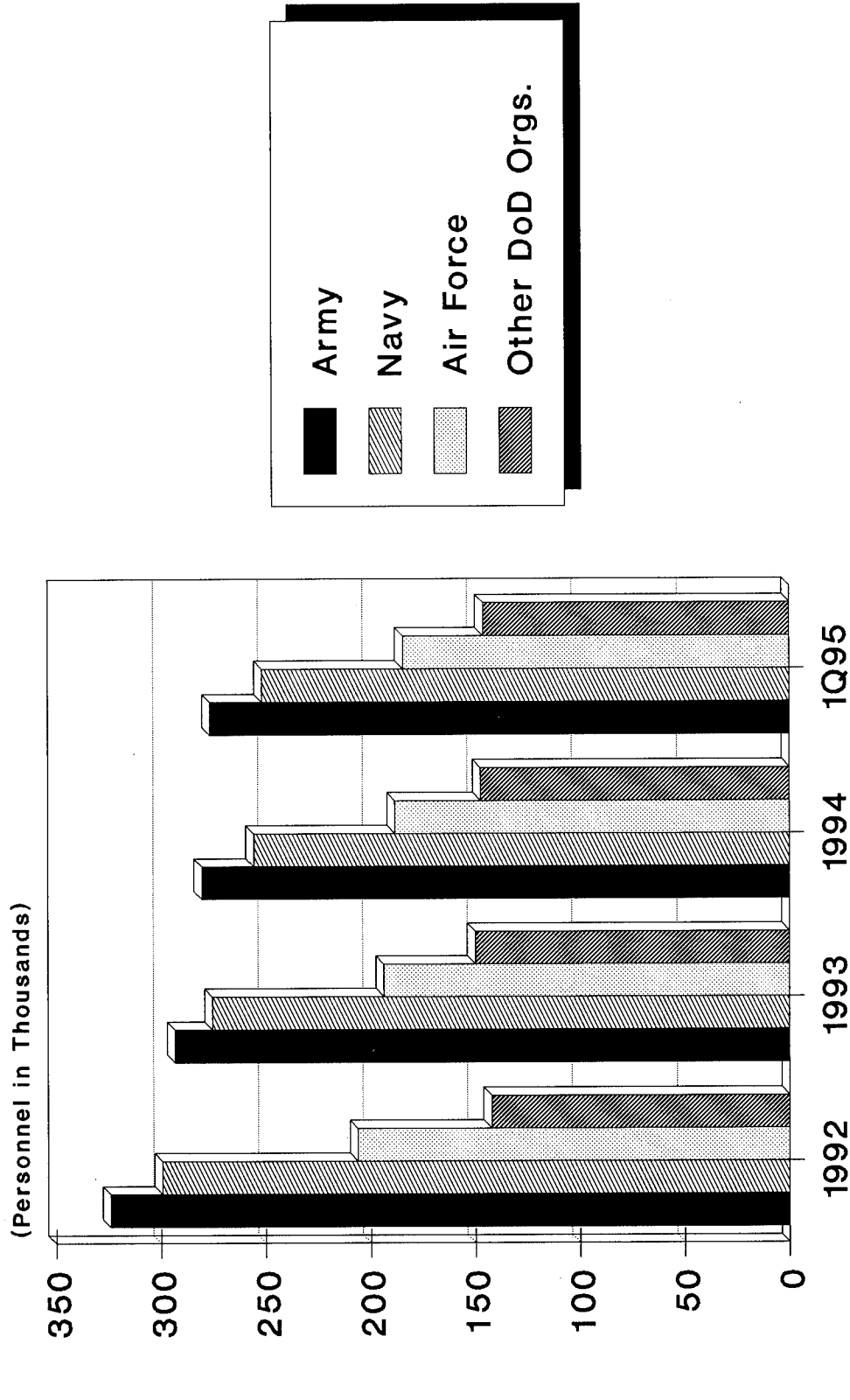
Trends in DoD Civilian Employment Subject to Former OMB Ceiling,
By Function, Employment Status, and Defense Component

FUNCTION/COMPONENT EMPLOYMENT STATUS	END STRENGTHS, LAST 4 FISCAL YEARS				LAST 3 MONTHS		
	30 SEP 91	30 SEP 92	30 SEP 93	30 SEP 94	31 OCT 94	30 NOV 94	31 DEC 94
	MILITARY FUNCTIONS						
DIRECT HIRE a/	1,044,300	1,003,209	935,875	891,100	880,694	878,315	877,829
INDIRECT HIRE b/	974,169	942,516	884,216	844,395	835,587	833,412	833,130
ARMY	70,131	60,693	51,659	46,705	45,107	44,903	44,699
DIRECT HIRE	366,948	333,691	295,032	278,522	276,507	275,071	274,899
INDIRECT HIRE	318,543	294,689	264,821	252,559	251,610	250,324	250,327
NAVY	48,405	39,002	30,211	25,963	24,897	24,747	24,572
DIRECT HIRE	329,592	309,490	285,934	266,337	263,323	261,689	262,270
INDIRECT HIRE	319,421	299,396	275,596	255,894	252,903	251,338	251,922
AIR FORCE	10,171	10,094	10,338	10,443	10,420	10,351	10,348
DIRECT HIRE	233,491	214,796	201,991	196,077	192,199	192,218	191,806
INDIRECT HIRE	223,319	206,144	193,745	188,434	184,992	184,993	184,588
OTHER DoD ORGANIZATIONS c/	10,172	8,652	8,246	7,643	7,207	7,225	7,218
DIRECT HIRE	144,269	145,232	152,918	150,164	148,665	149,337	148,854
INDIRECT HIRE	112,886	142,287	150,054	147,508	146,082	146,757	146,293
CIVIL FUNCTIONS a/	1,383	2,945	2,864	2,656	2,583	2,580	2,561
(ALL DIRECT HIRE)	28,252	29,474	28,535	27,959	27,320	27,201	26,256
ARMY	28,251	29,473	28,534	27,958	27,319	27,200	26,255
AIR FORCE	1	1	1	1	1	1	1
TOTAL MILITARY AND CIVIL FUNCTIONS	1,072,552	1,032,683	964,410	919,059	908,014	905,516	904,085
DIRECT HIRE a/	1,002,421	971,990	912,751	872,354	862,907	860,613	859,386
INDIRECT HIRE b/	70,131	60,693	51,659	46,705	45,107	44,903	44,699

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

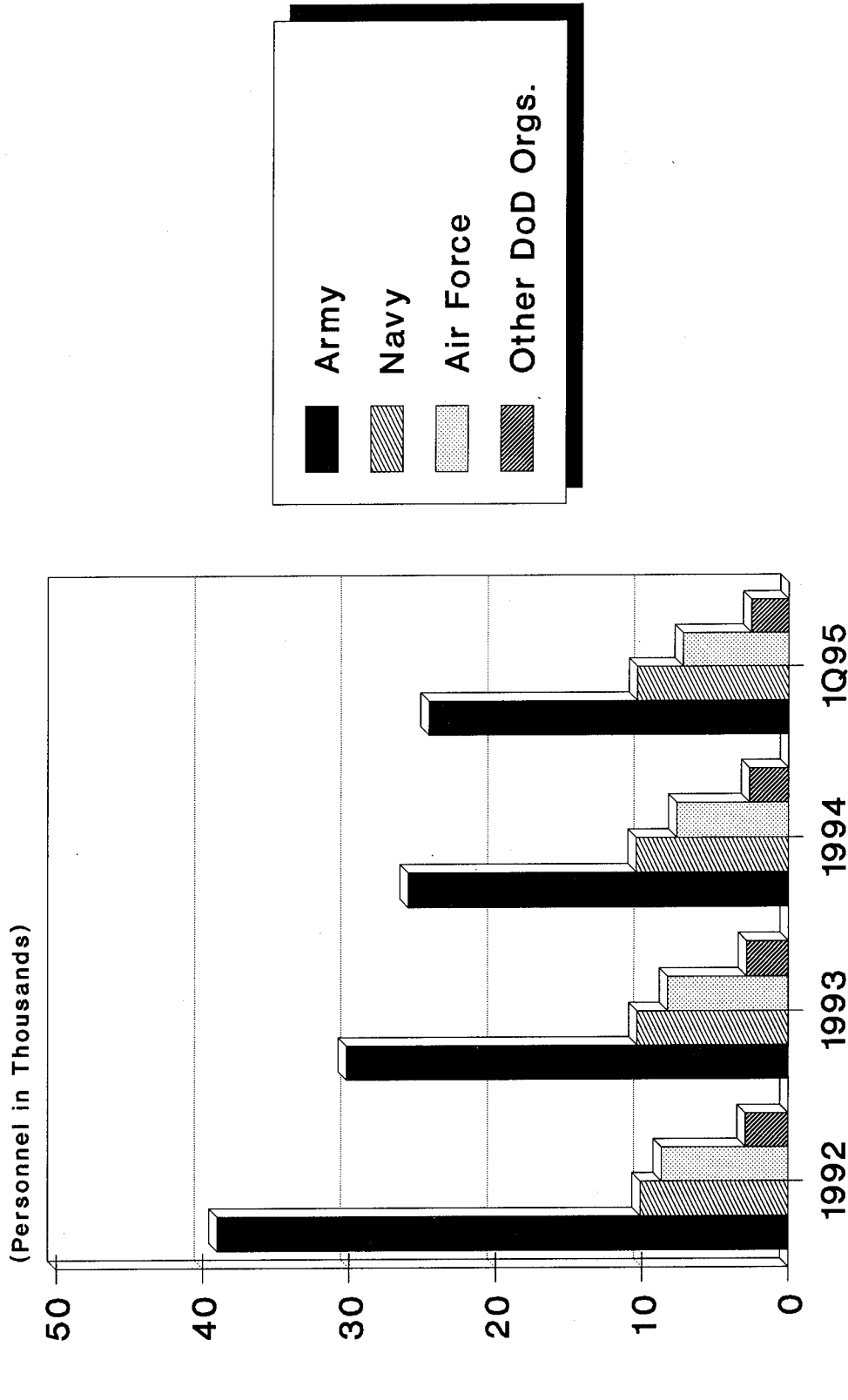


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Figure 1

FISCAL YEAR

**TRENDS IN DoD INDIRECT HIRE
CIVILIAN EMPLOYMENT
MILITARY FUNCTIONS**



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Figure 2

TABLE 3

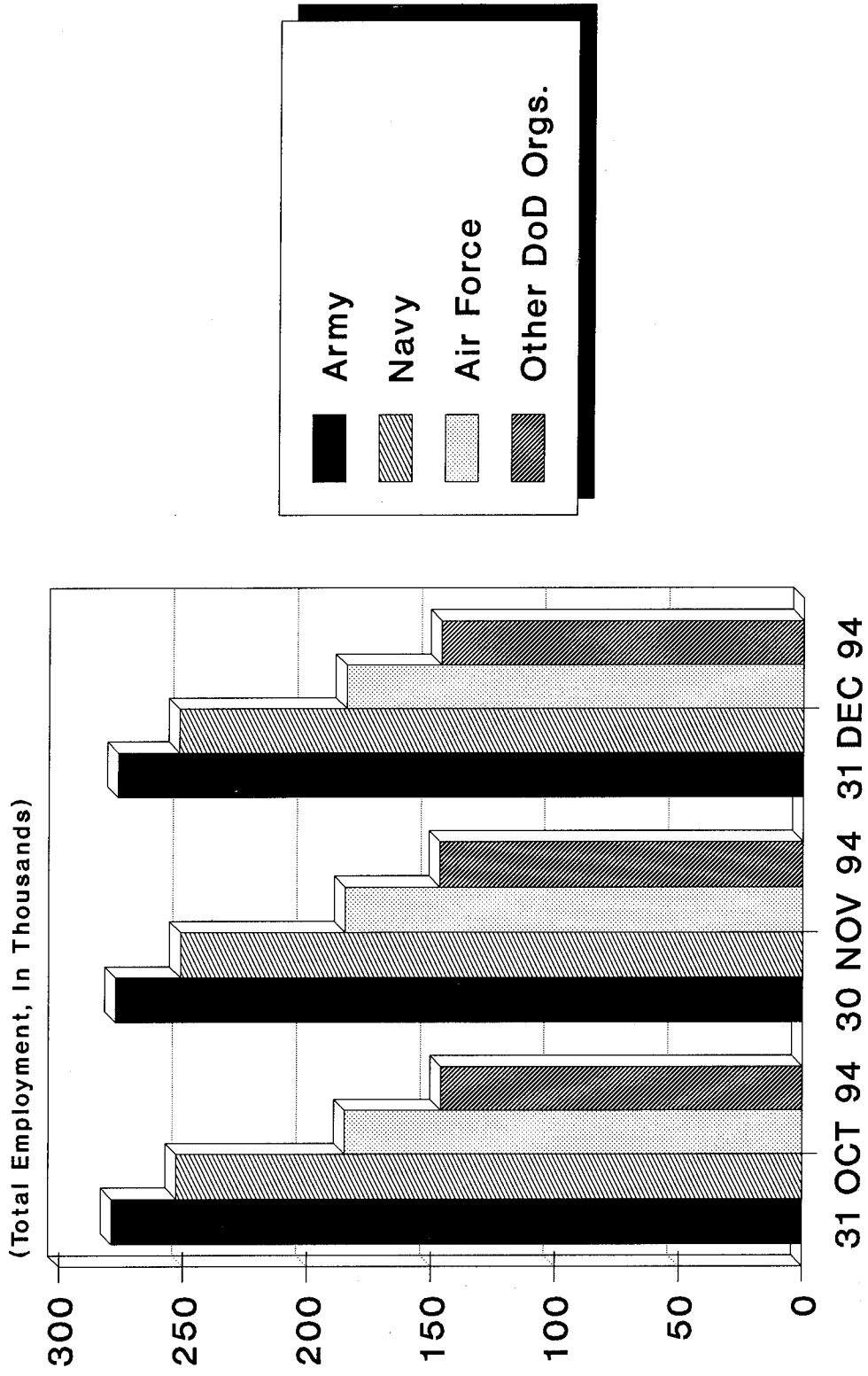
DoD Direct Hire Civilian Personnel Subject to Former OMB Ceiling,
By Function and Defense Component

FUNCTION/COMPONENT a/	TOTAL EMPLOYMENT			PROGRAMMED STRENGTH	FULL-TIME WITH PERMANENT APPOINTMENTS		
	31 OCT 94	30 NOV 94	31 DEC 94		31 OCT 94	30 NOV 94	31 DEC 94
MILITARY FUNCTIONS							
ARMY	835,587	833,412	833,130	817,741	763,165	761,561	759,990
NAVY	251,610	250,324	250,327	245,620	223,720	223,440	222,891
AIR FORCE	252,903	251,338	251,922	243,481	238,903	238,116	237,850
	184,992	184,993	184,588	182,972	173,130	172,852	172,513
OSD & ORGANIZATIONS SERVICED b/							
DCPMS	4,789	4,838	4,825	5,238	4,639	4,661	4,669
DeCA	338	340	337	366	333	333	329
DCAA	19,343	19,339	19,298	19,245	9,877	9,865	9,882
DFAS	5,212	5,201	5,170	4,968	5,114	5,102	5,070
DISA	24,372	24,362	24,342	24,003	22,890	22,859	22,852
DIS	7,974	8,043	8,012	8,111	7,711	7,765	7,715
DLA	3,109	3,107	3,095	3,100	3,026	3,023	3,012
DMA	53,793	53,705	53,356	50,649	52,225	52,178	51,830
DNA	7,121	7,110	7,097	7,239	6,979	6,974	6,960
DSA c/	559	562	562	604	534	536	535
DoDEA	504	503	490	569	472	471	460
DoD IG	16,206	16,900	16,978	16,931	11,122	10,912	10,955
DICA d/	1,665	1,657	1,653	1,543	1,654	1,646	1,642
OSIA	292	291	292	1,917	278	279	279
USUHS	805	799	786	872	558	549	546
CIVIL FUNCTIONS							
ARMY	27,320	27,201	26,256	N/A	25,798	25,731	25,154
AIR FORCE	27,319	27,200	26,255	N/A	25,797	25,730	25,153
	1	1	1		1	1	1
TOTAL MILITARY AND CIVIL FUNCTIONS	862,907	860,613	859,386	N/A	788,963	787,292	785,144

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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 FORMER OMB CEILING, BY
MONTH & DEFENSE COMPONENT**



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Figure 3

TABLE 4

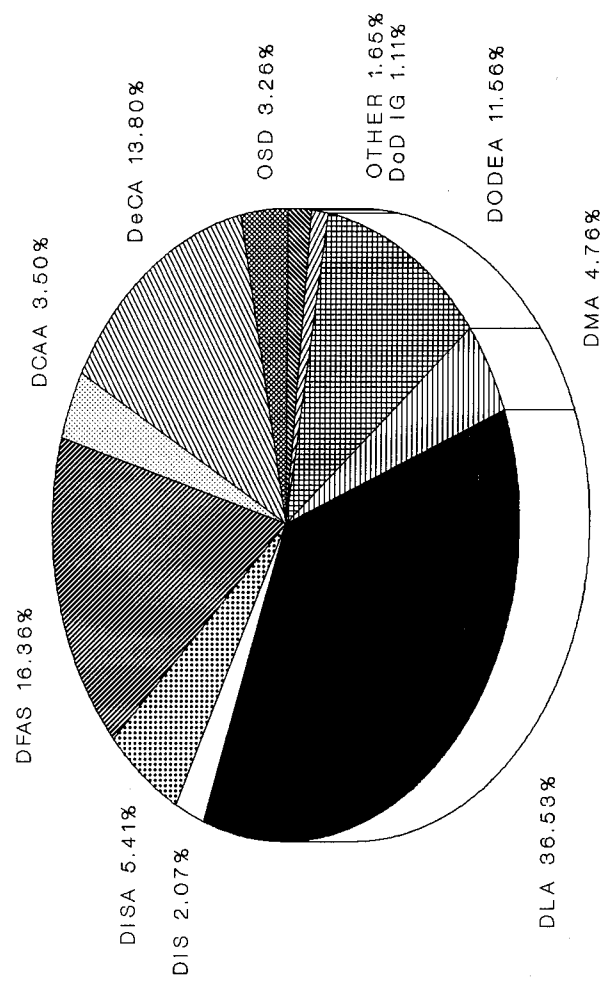
**DoD Direct and Indirect Hire Civilian Personnel, by Component,
(Excluding the Military Departments) - December 31, 1994 a/**

DEFENSE COMPONENTS	TOTAL	DIRECT HIRE CIVILIANS	INDIRECT HIRE CIVILIANS
OSD AND ORGANIZATIONS SERVICED BY OSD b/ DEFENSE CIVILIAN PERSONNEL MANAGEMENT SERVICE DEFENSE COMMISSARY AGENCY	4, 872 337 20, 649	4, 868 337 19, 308	4 0 1, 341
DEFENSE CONTRACT AUDIT AGENCY DEFENSE FINANCE AND ACCOUNTING SERVICE DEFENSE INFORMATION SYSTEMS AGENCY	5, 236 24, 483 8, 093	5, 231 24, 483 8, 073	5 0 20
DEFENSE INVESTIGATIVE SERVICE DEFENSE LOGISTICS AGENCY DEFENSE MAPPING AGENCY	3, 102 54, 670 7, 121	3, 102 53, 807 7, 121	0 863 0
DEFENSE NUCLEAR AGENCY DEFENSE SUPPORT ACTIVITIES DEPARTMENT OF DEFENSE EDUCATION ACTIVITY	562 496 17, 305	562 496 16, 978	0 0 327
DEPARTMENT OF DEFENSE INSPECTOR GENERAL ON-SITE INSPECTION AGENCY UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES	1, 655 292 786	1, 654 292 786	1 0 0
TOTAL	149, 659	147, 098	2, 561

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

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**DoD DIRECT AND INDIRECT HIRE CIVILIAN
EMPLOYMENT, BY COMPONENT
DECEMBER 31, 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 - December 31, 1994 a/**

TYPE OF PERSONNEL	TOTAL DoD a/	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
TOTAL	866,675	279,411	254,525	185,641	147,098
BY STATUS					
FULL-TIME	842,326	273,463	251,628	183,564	133,671
PART-TIME	19,247	5,347	2,720	1,865	9,315
INTERMITTENT	5,102	601	177	212	4,112
BY CAREER SERVICE CATEGORY					
COMPETITIVE	735,653	227,257	236,373	149,375	122,648
EXCEPTED AND SES	131,022	52,154	18,152	36,266	24,450
BY TYPE OF APPOINTMENT					
PERMANENT	797,136	251,104	240,523	173,526	131,983
TEMPORARY/INDEFINITE	69,539	28,307	14,002	12,115	15,115
BY CITIZENSHIP					
U.S. CITIZENS	848,128	268,620	251,189	182,603	145,716
NON-CITIZENS	18,547	10,791	3,336	3,038	1,382
BY LABOR CATEGORY					
SALARIED	642,066	217,177	178,229	123,948	122,712
WAGE BOARD	224,609	62,234	76,296	61,693	24,386

a/Includes personnel not subject to former 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, 1994 a /

LOCATION/TYPE OF PERSONNEL	TOTAL DoD a/	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
WORLDWIDE TOTAL	866,675	279,411	254,525	185,641	147,098
UNITED STATES	804,171	252,976	242,866	177,274	131,055
BY LOCATION					
WASHINGTON, D.C., SMSA c/	83,909	24,250	33,798	5,693	20,168
REMAINDER OF U. S.	720,262	228,726	209,068	171,581	110,887
BY LABOR CATEGORY					
SALARIED	588,993	194,338	170,055	116,533	108,067
WAGE BOARD	215,178	58,638	72,811	60,741	22,988
BY CITIZENSHIP					
U. S. CITIZENS	803,759	252,726	242,773	177,257	131,003
NON-CITIZENS	412	250	93	17	52
U. S. TERRITORIES	7,688	1,214	4,373	834	1,267
BY LABOR CATEGORY					
SALARIED	4,298	870	2,106	401	921
WAGE BOARD	3,390	344	2,267	433	346
BY CITIZENSHIP					
U. S. CITIZENS	7,673	1,210	4,364	832	1,267
NON-CITIZENS	15	4	9	2	0
FOREIGN COUNTRIES	54,816	25,221	7,286	7,533	14,776
BY LABOR CATEGORY					
SALARIED	48,775	21,969	6,068	7,014	13,724
WAGE BOARD	6,041	3,252	1,218	519	1,052
BY CITIZENSHIP					
U. S. CITIZENS	36,696	14,684	4,052	4,514	13,446
NON-CITIZENS	18,120	10,537	3,234	3,019	1,330

a/Includes personnel not subject to former 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 - December 31, 1994**

COUNTRY	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. a/
BELGIUM	712	671	0	2	39
GERMANY	22,908	18,092	0	3,312	1,504
GREECE	21	0	0	7	14
GUAM	4	0	4	0	0
JAPAN	17,109	3,190	9,284	3,878	757
KOREA	2,306	2,306	0	0	0
LUXEMBOURG	19	19	0	0	0
MALAYSIA	4	0	0	0	4
NETHERLANDS	304	274	0	2	28
SPAIN	1,115	1	1,060	17	37
TURKEY	20	19	0	0	1
UNITED KINGDOM	156	0	0	0	156
TOTAL	44,678	24,572	10,348	7,218	2,540

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; and
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.

Former OMB Ceiling Employment. Employees formerly subject to the Office of Management and Budget (OMB) employment controls used to administer Presidential employment ceiling limitations. Refer to the Office of Personnel Management Operating Manual, "The SF-113 Summary Data Reporting System," for a delineation of employment formerly exempt from ceiling controls.

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.

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.

Salariated 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.)