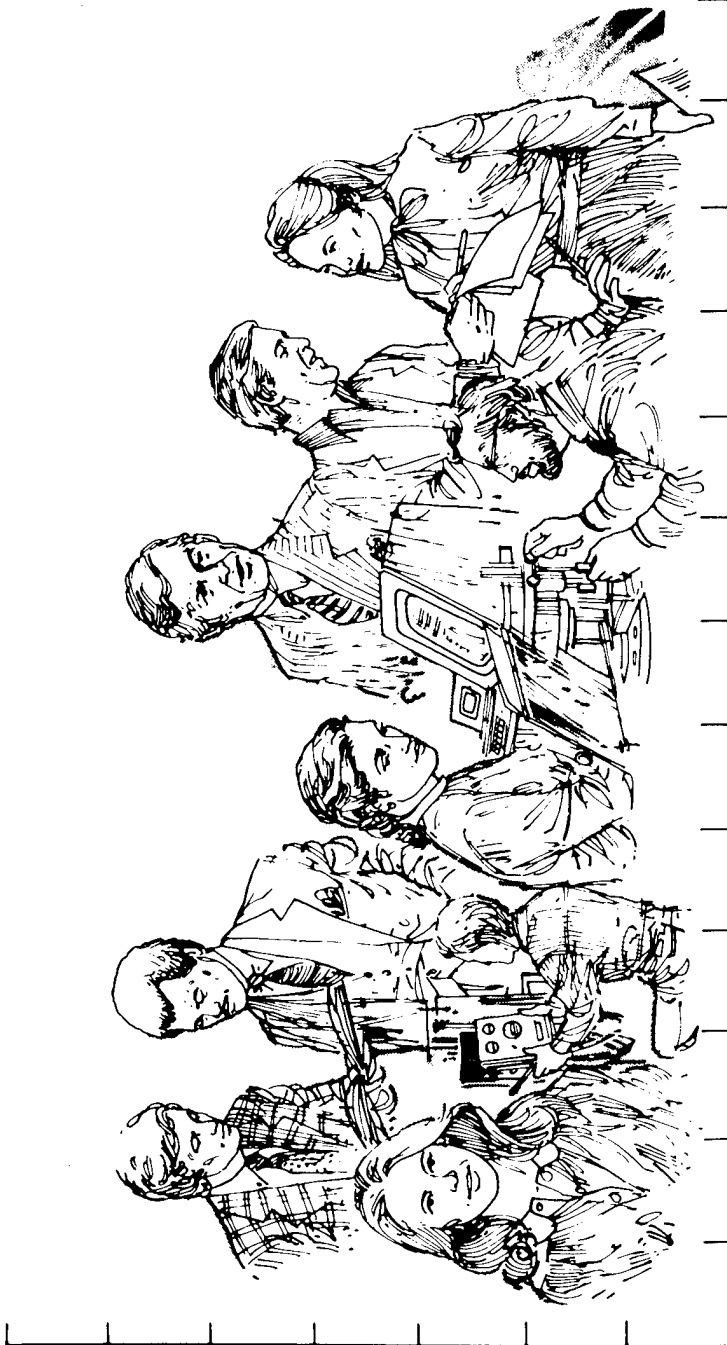




# Department of Defense CIVILIAN MANPOWER STATISTICS

M04

June 30, 1996



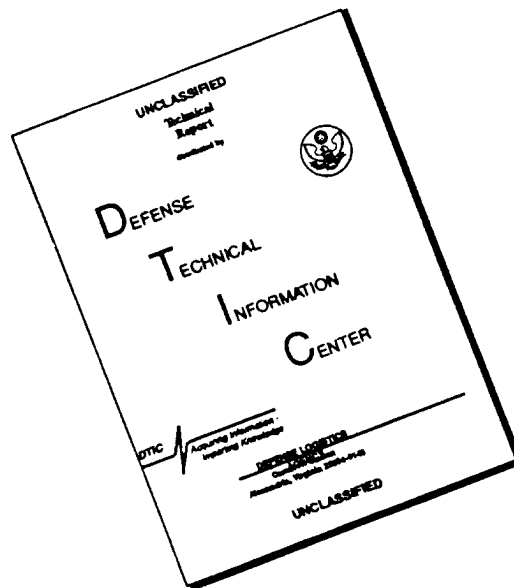
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Department of Defense

# CIVILIAN MANPOWER STATISTICS

JUNE 30, 1996

*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, 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, *Report of Federal Civilian Employment*.

INTERNET AVAILABILITY: Extracts of information presented in this publication are available on DefenseLINK, a World Wide Web server on the Internet, at the following address: <http://web1.whs.osd.mil/mmids/mmidshome.htm>.

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**TABLE 1**

**DoD Civilian Employment, by Function and Employment Status,  
According to Defense Component - June 30, 1996**

FUNCTION/EMPLOYMENT STATUS	TOTAL DoD a/	ARMY	NAVY b/	AIR FORCE	OTHER DoD ORGS. c/
<b>MILITARY FUNCTIONS</b>					
FORMER OMB CEILING EMPLOYMENT	821,629	263,658	237,451	187,447	133,073
DIRECT HIRE	780,983	242,669	226,883	180,721	130,710
INDIRECT HIRE	40,646	20,989	10,568	6,726	2,363
GRAND TOTAL EMPLOYMENT	824,237	264,234	239,118	187,641	133,244
DIRECT HIRE	783,591	243,245	228,550	180,915	130,881
INDIRECT HIRE	40,646	20,989	10,568	6,726	2,363
<b>CIVIL FUNCTIONS (ALL DIRECT HIRE)</b>					
FORMER OMB CEILING EMPLOYMENT	28,853	28,852	0	1	0
GRAND TOTAL EMPLOYMENT	29,483	29,482	0	1	0
<b>TOTAL MILITARY AND CIVIL FUNCTIONS</b>					
FORMER OMB CEILING EMPLOYMENT	850,482	292,510	237,451	187,448	133,073
DIRECT HIRE	809,836	271,521	226,883	180,722	130,710
INDIRECT HIRE	40,646	20,989	10,568	6,726	2,363
GRAND TOTAL EMPLOYMENT	853,720	293,716	239,118	187,642	133,244
DIRECT HIRE	813,074	272,727	228,550	180,916	130,881
INDIRECT HIRE	40,646	20,989	10,568	6,726	2,363

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**

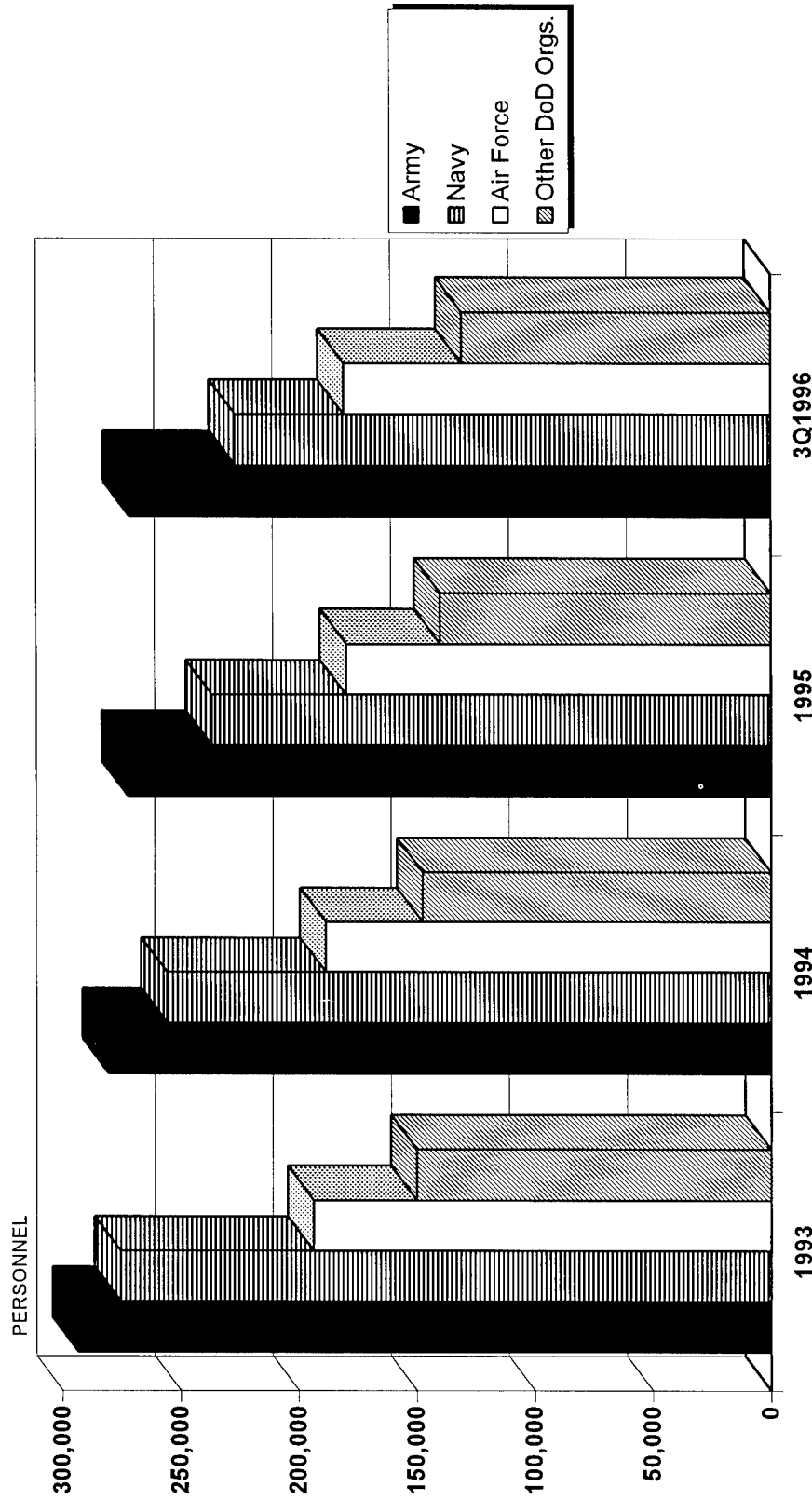
**Trends in DoD Civilian Employment Subject to Former OMB Ceiling,  
by Function, Employment Status, and Defense Component**

FUNCTION/COMPONENT EMPLOYMENT STATUS	END STRENGTHS, LAST 4 FISCAL YEARS					LAST 3 MONTHS		
	30 SEP 92	30 SEP 93	30 SEP 94	30 SEP 95	30 APR 96	31 MAY 96	30 JUN 96	
	MILITARY FUNCTIONS	1,003,209	935,875	891,100	842,919	818,400	821,421	821,629
DIRECT HIRE a/	942,516	884,216	844,395	800,583	777,832	780,925	780,983	
INDIRECT HIRE b/	60,693	51,659	46,705	42,336	40,568	40,496	40,646	
ARMY	333,691	295,032	278,522	266,205	258,616	260,324	263,658	
DIRECT HIRE	294,689	264,821	252,559	243,200	237,536	239,317	242,669	
INDIRECT HIRE	39,002	30,211	25,963	23,005	21,080	21,007	20,989	
NAVY	309,490	285,934	266,337	247,760	237,085	237,122	237,451	
DIRECT HIRE	299,396	275,596	255,894	237,404	226,647	226,698	226,883	
INDIRECT HIRE	10,094	10,338	10,443	10,356	10,438	10,424	10,568	
AIR FORCE	214,796	201,991	196,077	186,545	182,828	184,435	187,447	
DIRECT HIRE	206,144	193,745	188,434	179,907	176,145	177,709	180,721	
INDIRECT HIRE	8,652	8,246	7,643	6,638	6,683	6,726	6,726	
OTHER DoD ORGANIZATIONS c/	145,232	152,918	150,164	142,409	139,871	139,540	133,073	
DIRECT HIRE	142,287	150,054	147,508	140,072	137,504	137,201	130,710	
INDIRECT HIRE	2,945	2,864	2,656	2,337	2,367	2,339	2,363	
CIVIL FUNCTIONS a/								
(ALL DIRECT HIRE)	29,474	28,535	27,959	29,080	27,158	28,259	28,853	
ARMY	29,473	28,534	27,958	29,079	27,157	28,258	28,852	
AIR FORCE	1	1	1	1	1	1	1	
TOTAL MILITARY AND CIVIL FUNCTIONS	1,032,683	964,410	919,059	871,999	845,558	849,680	850,482	
DIRECT HIRE a/	971,990	912,751	872,354	829,663	804,990	809,184	809,836	
INDIRECT HIRE b/	60,693	51,659	46,705	42,336	40,568	40,496	40,646	

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

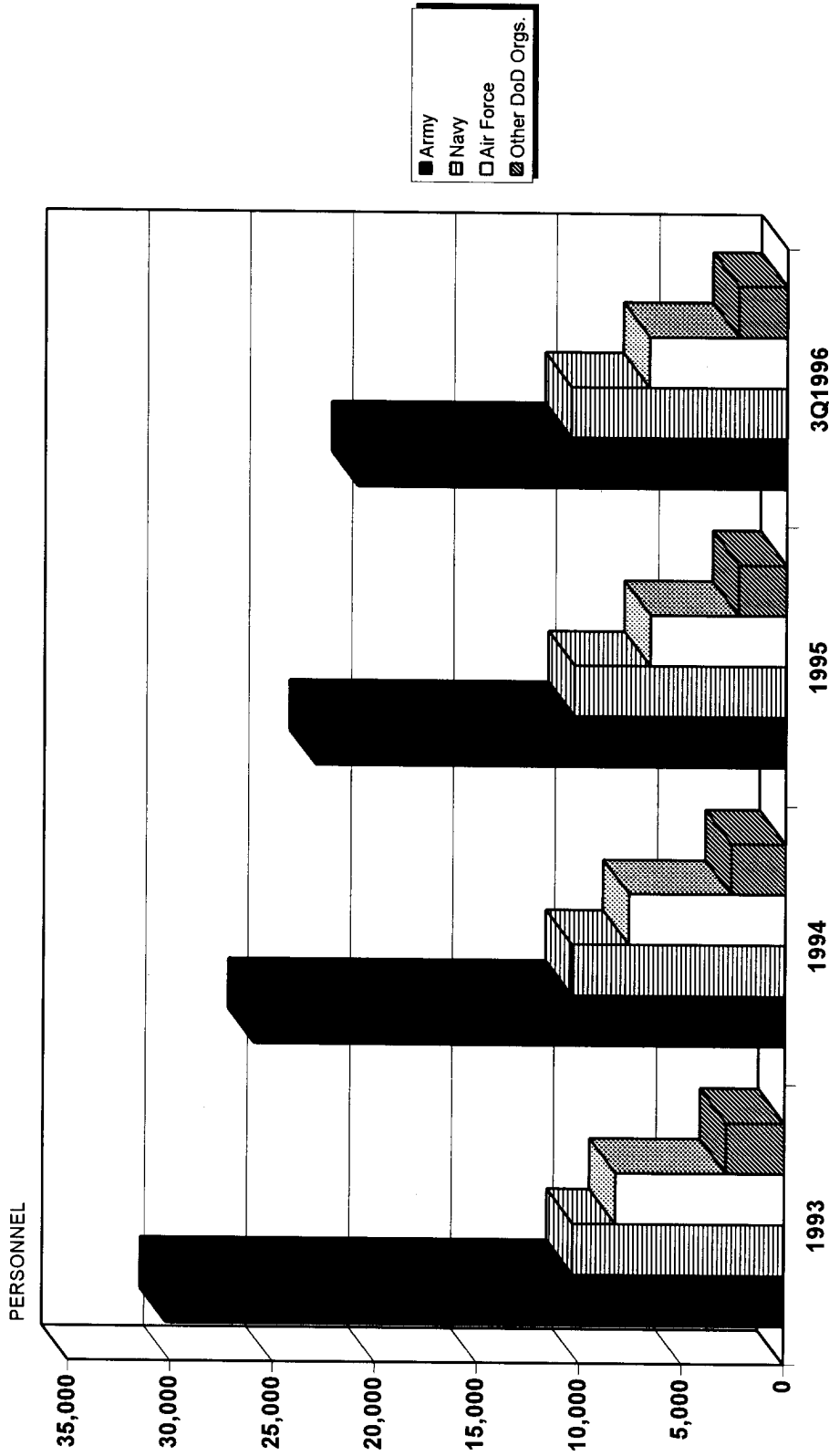


FISCAL YEAR

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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 Former OMB Ceiling,  
by Function and Defense Component**

FUNCTION/COMPONENT a/	TOTAL EMPLOYMENT				PROGRAMMED STRENGTH	FULL-TIME WITH PERMANENT APPOINTMENTS		
	30 APR 96	31 MAY 96	30 JUN 96	30 SEP 96		30 APR 96	31 MAY 96	30 JUN 96
MILITARY FUNCTIONS								
ARMY	777,832	780,925	780,983	783,238	703,989	702,062	694,418	
NAVY	237,536	239,317	242,669	239,568	209,462	209,051	208,556	
AIR FORCE	226,647	226,698	226,883	229,242	213,690	213,045	212,204	
	176,145	177,709	180,721	176,547	162,854	162,519	162,101	
OSD & ORGANIZATIONS SERVICED b/	4,680	4,732	4,864	5,137	4,488	4,497	4,509	
DCPMS	373	378	377	390	360	362	361	
DeCA	18,526	18,428	18,245	18,170	9,865	9,886	9,856	
DCAA	4,863	4,882	4,882	4,814	4,759	4,756	4,734	
DFAS	22,743	22,663	22,492	23,275	21,470	21,419	21,286	
DISA	6,724	6,835	6,810	7,810	6,498	6,527	6,494	
DIS	2,659	2,664	2,668	2,682	2,614	2,612	2,610	
DLA	48,903	48,588	48,229	48,594	47,483	47,055	46,549	
DMA	7,051	7,057	7,057	6,960	6,859	6,841	6,828	
DSMA	561	588	592	604	533	537	538	
DSA c/	460	463	471	492	441	440	446	
DoDEA	17,387	17,390	11,512	16,138	10,319	10,229	5,080	
DoD IG	1,474	1,466	1,451	1,466	1,465	1,454	1,439	
DICA d/								
OSIA	308	329	328	352	293	299	299	
USUHS	792	738	732	997	536	533	528	
CIVIL FUNCTIONS								
ARMY	27,158	28,259	28,853	N/A	24,606	24,646	24,716	
AIR FORCE	27,157	28,258	28,852	28,852	24,605	24,645	24,715	
	1	1	1	1	1	1	1	
TOTAL MILITARY AND CIVIL FUNCTIONS	804,990	809,184	809,836	N/A	728,595	726,708	719,134	

a/ See the Glossary for Component names.

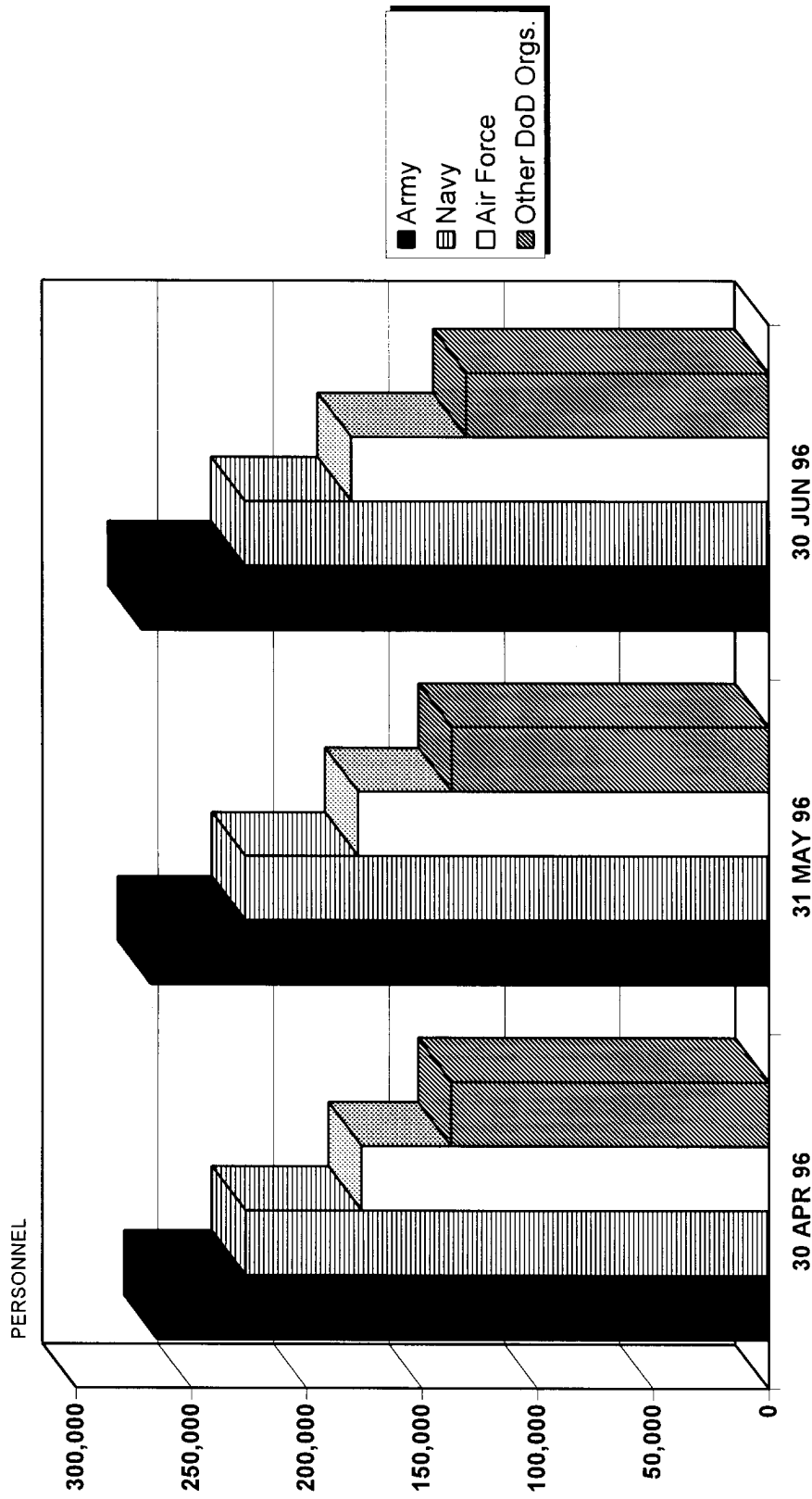
b/ See the Glossary for a list of OSD and Organizations Serviced by OSD.

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 FORMER OMB CEILING, BY MONTH AND DEFENSE COMPONENT



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FIGURE 3

**TABLE 4**

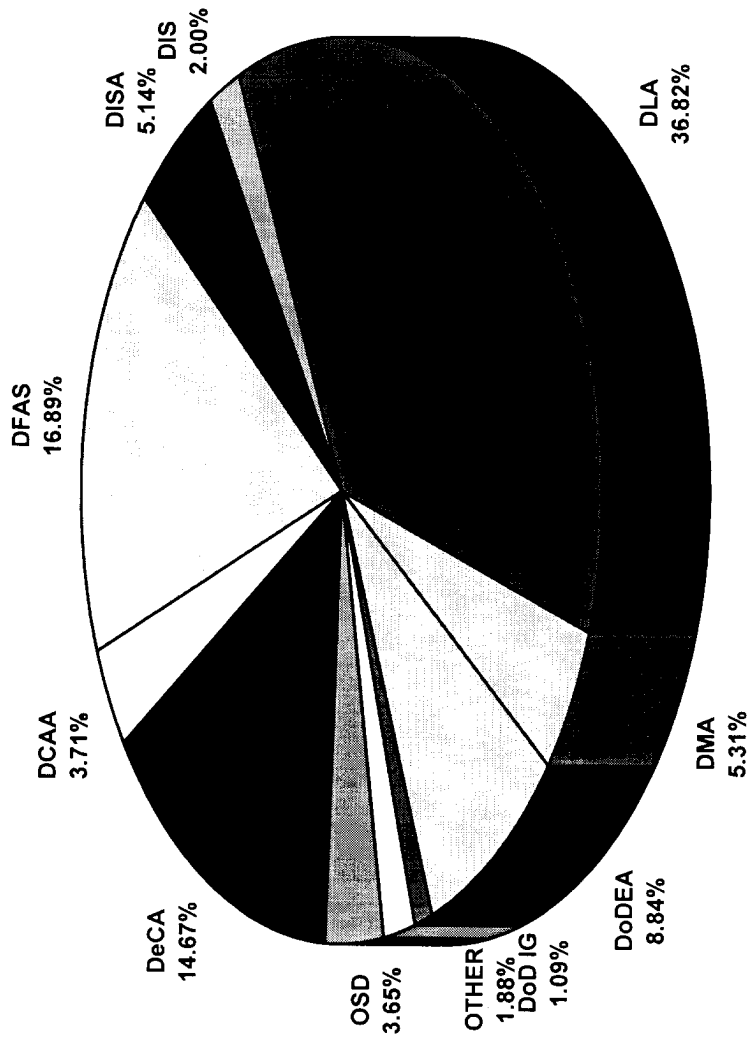
**DoD Direct and Indirect Hire Civilian Personnel, by Component,  
(Excluding the Military Departments) - June 30, 1996 a/**

DEFENSE COMPONENTS	TOTAL	DIRECT HIRE CIVILIANS	INDIRECT HIRE CIVILIANS
OSD AND ORGANIZATIONS SERVICED BY OSD b/	4,867	4,864	3
DEFENSE CIVILIAN PERSONNEL MANAGEMENT SERVICE	377	377	0
DEFENSE COMMISSARY AGENCY	19,550	18,270	1,280
DEFENSE CONTRACT AUDIT AGENCY	4,940	4,935	5
DEFENSE FINANCE AND ACCOUNTING SERVICE	22,510	22,510	0
DEFENSE INFORMATION SYSTEMS AGENCY	6,851	6,818	33
DEFENSE INVESTIGATIVE SERVICE	2,668	2,668	0
DEFENSE LOGISTICS AGENCY	49,058	48,278	780
DEFENSE MAPPING AGENCY	7,069	7,069	0
DEFENSE SPECIAL WEAPONS AGENCY	592	592	0
DEFENSE SUPPORT ACTIVITIES	477	477	0
DEPARTMENT OF DEFENSE EDUCATION ACTIVITY	11,773	11,512	261
PARTMENT OF DEFENSE INSPECTOR GENERAL	1,452	1,451	1
ON-SITE INSPECTION AGENCY	328	328	0
UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES	732	732	0
TOTAL	133,244	130,881	2,363

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 - JUNE 30, 1996



Excludes Military Departments

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FIGURE 4

**TABLE 5**

**DoD Direct Hire Civilian Personnel, by Type,  
According to Defense Component - June 30, 1996 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>	813,074	272,727	228,550	180,916	130,881
<b>BY STATUS</b>					
FULL-TIME	789,624	268,143	225,904	178,119	117,458
PART-TIME	17,410	4,391	2,173	2,328	8,518
INTERMITTENT	6,040	193	473	469	4,905
<b>BY CAREER SERVICE CATEGORY</b>					
COMPETITIVE	684,924	216,782	209,309	144,902	113,931
EXCEPTED AND SES	128,150	55,945	19,241	36,014	16,950
<b>BY TYPE OF APPOINTMENT</b>					
PERMANENT	731,739	236,121	214,296	163,388	117,934
TEMPORARY/INDEFINITE	81,335	36,606	14,254	17,528	12,947
<b>BY CITIZENSHIP</b>					
U.S. CITIZENS	794,873	262,288	225,037	177,835	129,713
NON-CITIZENS	18,201	10,439	3,513	3,081	1,168
<b>BY LABOR CATEGORY</b>					
SALARIED	609,246	209,948	167,086	122,350	109,862
WAGE BOARD	203,828	62,779	61,464	58,566	21,019

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 - June 30, 1996 a /**

LOCATION/TYPE OF PERSONNEL	TOTAL DoD a/	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
WORLDWIDE TOTAL	813,074	272,727	228,550	180,916	130,881
UNITED STATES BY LOCATION	752,569	244,322	216,903	171,878	119,466
WASHINGTON, D.C., SMSA c/	80,308	22,871	32,128	5,854	19,455
REMAINDER OF U. S.	672,261	221,451	184,775	166,024	100,011
BY LABOR CATEGORY					
SALARIED	559,340	186,681	158,593	114,165	99,901
WAGE BOARD	193,229	57,641	58,310	57,713	19,565
BY CITIZENSHIP					
U. S. CITIZENS	752,169	244,068	216,831	171,858	119,412
NON-CITIZENS	400	254	72	20	54
U. S. TERRITORIES					
BY LABOR CATEGORY	6,932	1,228	3,673	834	1,197
SALARIED	4,034	862	1,891	424	857
WAGE BOARD	2,898	366	1,782	410	340
BY CITIZENSHIP					
U. S. CITIZENS	6,925	1,224	3,672	832	1,197
NON-CITIZENS	7	4	1	2	0
FOREIGN COUNTRIES					
BY LABOR CATEGORY	53,573	27,177	7,974	8,204	10,218
SALARIED	45,872	22,405	6,602	7,761	9,104
WAGE BOARD	7,701	4,772	1,372	443	1,114
BY CITIZENSHIP					
U. S. CITIZENS	35,779	16,996	4,534	5,145	9,104
NON-CITIZENS	17,794	10,181	3,440	3,059	1,114

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 - June 30, 1996**

COUNTRY	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. a/
BELGIUM	626	582	0	2	42
GERMANY	18,484	14,519	0	2,607	1,358
GREECE	9	7	0	2	0
GUAM	4	0	4	0	0
JAPAN	17,664	3,375	9,480	4,099	710
KOREA	2,228	2,228	0	0	0
LUXEMBOURG	8	8	0	0	0
NETHERLANDS	258	220	0	2	36
SINGAPORE	3	0	0	0	3
SPAIN	1,157	0	1,084	14	59
TURKEY	40	36	0	0	4
UNITED KINGDOM	165	14	0	0	151
TOTAL	40,646	20,989	10,568	6,726	2,363

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:**

- \* Ballistic Missile Defense Organization (BMDO)
- \* Defense Advanced Research Projects Agency (DARPA)
- 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 Security Assistance Agency (DSAA)
- Defense Special Weapons Agency (DSWA)
- On-Site Inspection Agency (OSIA)

## **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)

NOTE: \* Organizations serviced by OSD.

\*\* Organizations serviced by DLA and DISA.

\*\*\* Organization serviced by Military Services and selected DoD organizations.

**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.

**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.)