

Department of Defense

CIVILIAN MANPOWER STATISTICS

September 30, 1996

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Washington Headquarters Services
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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 Department of Defense (DoD).

CMS provides statistical information on the DoD civilian work force, 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 through DefenseLINK or directly through the DIOR World Wide Web site (<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 - September 30, 1996**

FUNCTION/EMPLOYMENT STATUS	TOTAL DoD a/	ARMY	NAVY b/	AIR FORCE	OTHER DoD ORGS. c/
MILITARY FUNCTIONS					
FORMER OMB CEILING EMPLOYMENT	806,865	254,932	231,436	183,542	136,955
DIRECT HIRE	766,539	234,390	220,694	176,847	134,608
INDIRECT HIRE	40,326	20,542	10,742	6,695	2,347
GRAND TOTAL EMPLOYMENT	808,424	255,202	232,426	183,719	137,077
DIRECT HIRE	768,098	234,660	221,684	177,024	134,730
INDIRECT HIRE	40,326	20,542	10,742	6,695	2,347
CIVIL FUNCTIONS (ALL DIRECT HIRE)					
FORMER OMB CEILING EMPLOYMENT	27,359	27,358	0	1	0
GRAND TOTAL EMPLOYMENT	27,823	27,822	0	1	0
TOTAL MILITARY AND CIVIL FUNCTIONS					
FORMER OMB CEILING EMPLOYMENT	834,224	282,290	231,436	183,543	136,955
DIRECT HIRE	793,898	261,748	220,694	176,848	134,608
INDIRECT HIRE	40,326	20,542	10,742	6,695	2,347
GRAND TOTAL EMPLOYMENT	836,247	283,024	232,426	183,720	137,077
DIRECT HIRE	795,921	262,482	221,684	177,025	134,730
INDIRECT HIRE	40,326	20,542	10,742	6,695	2,347

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

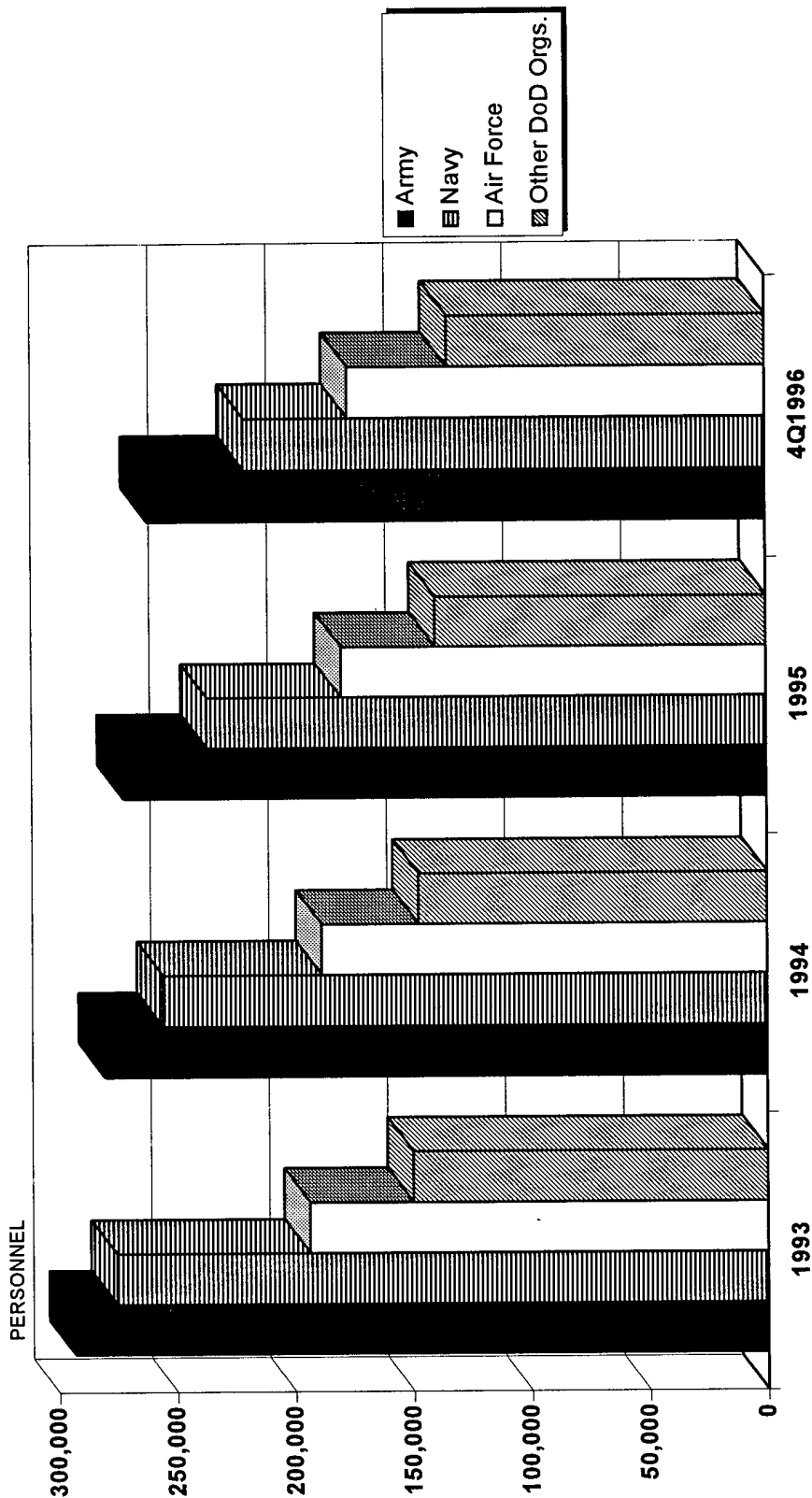
Trends in DoD Civilian Employment Subject to Former OMB Ceiling,
by Function, Employment Status, and Defense Component

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	31 JUL 96	31 AUG 96	30 SEP 96
	MILITARY FUNCTIONS	1,003,209	935,875	891,100	842,919	818,509	813,721
DIRECT HIRE a/	942,516	884,216	844,395	800,583	778,317	773,522	766,539
INDIRECT HIRE b/	60,693	51,659	46,705	42,336	40,192	40,199	40,326
ARMY	333,691	295,032	278,522	266,205	263,587	259,439	254,932
DIRECT HIRE	294,689	264,821	252,559	243,200	242,901	238,839	234,390
INDIRECT HIRE	39,002	30,211	25,963	23,005	20,686	20,600	20,542
NAVY	309,490	285,934	266,337	247,760	236,598	234,218	231,436
DIRECT HIRE	299,396	275,596	255,894	237,404	226,098	223,656	220,694
INDIRECT HIRE	10,094	10,338	10,443	10,356	10,500	10,562	10,742
AIR FORCE	214,796	201,991	196,077	186,545	187,822	184,897	183,542
DIRECT HIRE	206,144	193,745	188,434	179,907	181,168	178,207	176,847
INDIRECT HIRE	8,652	8,246	7,643	6,638	6,654	6,690	6,695
OTHER DoD ORGANIZATIONS c/	145,232	152,918	150,164	142,409	130,502	135,167	136,955
DIRECT HIRE	142,287	150,054	147,508	140,072	128,150	132,820	134,608
INDIRECT HIRE	2,945	2,864	2,656	2,337	2,352	2,347	2,347
CIVIL FUNCTIONS a/	29,474	28,535	27,959	29,080	28,962	28,729	27,359
(ALL DIRECT HIRE)	29,473	28,534	27,958	29,079	28,961	28,728	27,358
ARMY	1	1	1	1	1	1	1
AIR FORCE							
TOTAL MILITARY AND CIVIL FUNCTIONS	1,032,683	964,410	919,059	871,999	847,471	842,450	834,224
DIRECT HIRE a/	971,990	912,751	872,354	829,663	807,279	802,251	793,898
INDIRECT HIRE b/	60,693	51,659	46,705	42,336	40,192	40,199	40,326

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

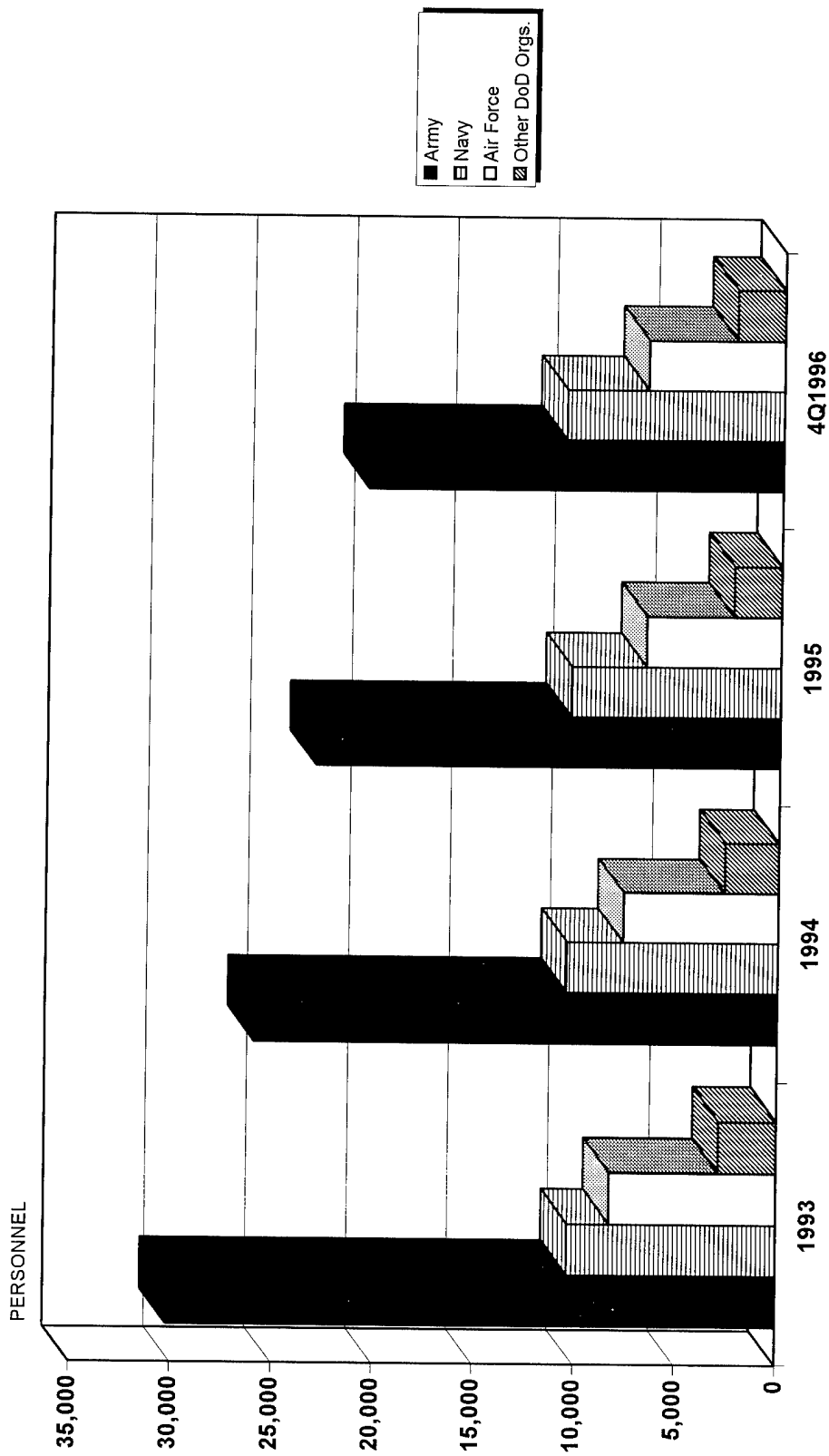


FISCAL YEAR

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FIGURE 1

TRENDS IN DoD INDIRECT HIRE CIVILIAN EMPLOYMENT, MILITARY FUNCTIONS



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FIGURE 2

TABLE 3

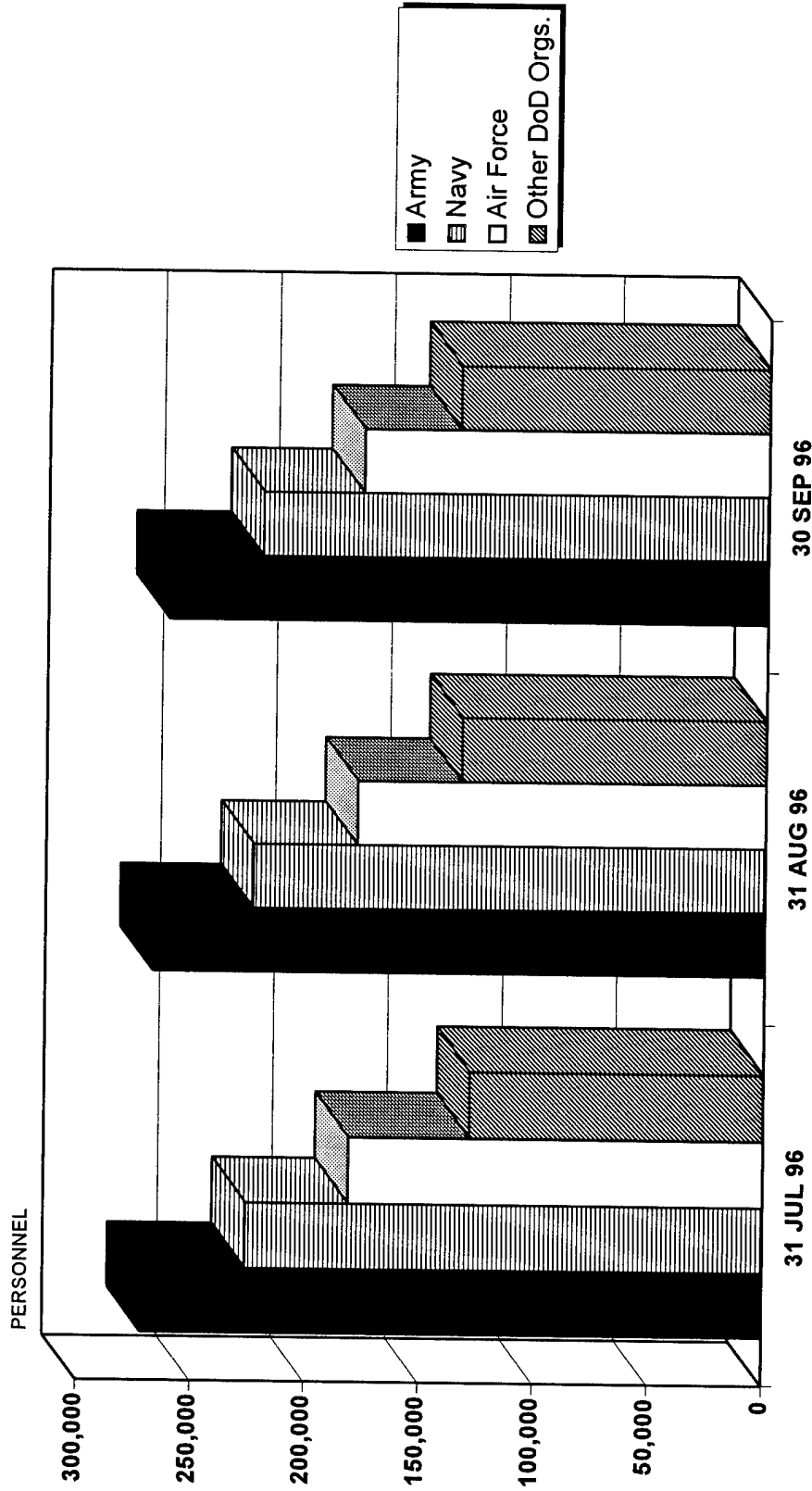
DoD Direct Hire Civilian Personnel Subject to Former OMB Ceiling,
by Function and Defense Component

FUNCTION/COMPONENT a/	TOTAL EMPLOYMENT			PROGRAMMED STRENGTH	FULL-TIME WITH PERMANENT APPOINTMENTS		
	31 JUL 96	31 AUG 96	30 SEP 96		31 JUL 96	31 AUG 96	30 SEP 96
MILITARY FUNCTIONS							
ARMY	778,317	773,522	766,539	783,238	692,116	694,678	691,204
NAVY	242,901	238,839	234,390	239,568	208,078	207,630	207,026
AIR FORCE	226,098	223,656	220,694	229,242	211,257	209,319	207,228
	181,168	178,207	176,847	176,547	161,542	161,575	161,516
OSD AND OTHER DoD ORGS. b/	4,889	4,771	4,716	5,137	4,521	4,523	4,510
DCPMS	378	374	374	390	362	362	366
DeCA	18,136	17,939	17,759	18,170	9,803	9,764	9,626
DCAA	4,870	4,859	4,795	4,814	4,719	4,708	4,674
DFAS	22,260	22,066	21,807	23,275	21,115	20,961	20,730
DISA	6,885	6,805	6,804	7,810	6,542	6,533	6,562
DIS	2,662	2,621	2,605	2,682	2,603	2,569	2,557
DLA	48,312	47,882	47,438	48,594	46,480	46,265	46,011
DMA	7,047	7,006	6,983	6,960	6,814	6,804	6,786
DSWA	589	571	589	604	542	544	546
DSA	472	469	473	492	445	441	447
DoDEA	9,167	15,014	17,849	16,138	5,041	10,434	10,390
DoD IG	1,441	1,435	1,416	1,466	1,427	1,423	1,411
DICA c/							
OSIA	323	313	309	352	297	296	292
USUHS	719	695	691	997	528	527	526
CIVIL FUNCTIONS							
ARMY	28,962	28,729	27,359	N/A	24,709	24,814	24,681
AIR FORCE	28,961	28,728	27,358	N/A	24,708	24,813	24,680
	1	1	1	1	1	1	1
TOTAL MILITARY AND CIVIL FUNCTIONS	807,279	802,251	793,898	N/A	716,825	719,492	715,885

a/ See the Glossary for Component names.
 b/ See the Glossary for a list of organizations serviced by WHS.
 c/ 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

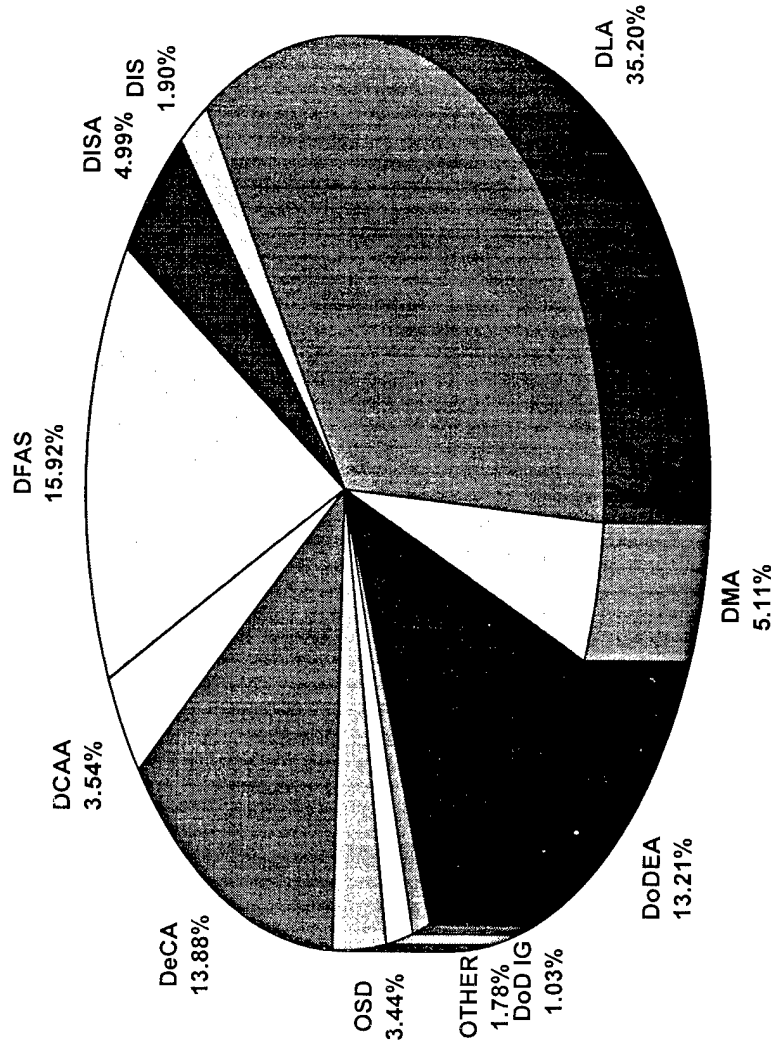
TABLE 4
DoD Direct and Indirect Hire Civilian Personnel, by Component,
(Excluding the Military Departments) - September 30, 1996 a/

DEFENSE COMPONENTS	TOTAL	DIRECT HIRE CIVILIANS	INDIRECT HIRE CIVILIANS
OSD AND OTHER DoD ORGANIZATIONS b/	4,721	4,716	5
DEFENSE CIVILIAN PERSONNEL MANAGEMENT SERVICE	374	374	0
DEFENSE COMMISSARY AGENCY	19,031	17,769	1,262
DEFENSE CONTRACT AUDIT AGENCY	4,852	4,847	5
DEFENSE FINANCE AND ACCOUNTING SERVICE	21,825	21,825	0
DEFENSE INFORMATION SYSTEMS AGENCY	6,839	6,806	33
DEFENSE INVESTIGATIVE SERVICE	2,605	2,605	0
DEFENSE LOGISTICS AGENCY	48,242	47,462	780
DEFENSE MAPPING AGENCY	6,994	6,994	0
DEFENSE SPECIAL WEAPONS AGENCY	589	589	0
DEFENSE SUPPORT ACTIVITIES	478	478	0
DEPARTMENT OF DEFENSE EDUCATION ACTIVITY	18,110	17,849	261
DEPARTMENT OF DEFENSE INSPECTOR GENERAL	1,417	1,416	1
ON-SITE INSPECTION AGENCY	309	309	0
UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES	691	691	0
TOTAL	137,077	134,730	2,347

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

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**DoD DIRECT AND INDIRECT HIRE CIVILIAN EMPLOYMENT,
BY COMPONENT - SEPTEMBER 30, 1996**



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FIGURE 4

Excludes Military Departments

TABLE 5

**DoD Direct Hire Civilian Personnel, by Type,
According to Defense Component - September 30, 1996 a/**

TYPE OF PERSONNEL	TOTAL DoD a/	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
TOTAL	795,921	262,482	221,684	177,025	134,730
BY STATUS					
FULL-TIME	772,877	257,901	219,248	174,797	120,931
PART-TIME	17,035	4,354	2,142	1,933	8,606
INTERMITTENT	6,009	227	294	295	5,193
BY CAREER SERVICE CATEGORY					
COMPETITIVE	667,378	211,520	203,621	140,528	111,709
EXCEPTED AND SES	128,543	50,962	18,063	36,497	23,021
BY TYPE OF APPOINTMENT					
PERMANENT	727,600	234,345	209,098	162,545	121,612
TEMPORARY/INDEFINITE	68,321	28,137	12,586	14,480	13,118
BY CITIZENSHIP					
U.S. CITIZENS	777,955	252,126	218,243	174,031	133,555
NON-CITIZENS	17,966	10,356	3,441	2,994	1,175
BY LABOR CATEGORY					
SALARIED	600,112	203,452	163,185	119,143	114,332
WAGE BOARD	195,809	59,030	58,499	57,882	20,398

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 - September 30, 1996 a /**

LOCATION/TYPE OF PERSONNEL	TOTAL DoD a/	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
WORLDWIDE TOTAL	795,921	262,482	221,684	177,025	134,730
UNITED STATES	733,770	236,617	210,884	169,255	117,014
BY LOCATION					
WASHINGTON, D.C., SMSA c/	78,227	22,047	31,461	5,695	19,024
REMAINDER OF U. S.	655,543	214,570	179,423	163,560	97,990
BY LABOR CATEGORY					
SALARIED	546,292	180,733	155,383	112,140	98,036
WAGE BOARD	187,478	55,884	55,501	57,115	18,978
BY CITIZENSHIP					
U. S. CITIZENS	733,394	236,371	210,811	169,244	116,968
NON-CITIZENS	376	246	73	11	46
U. S. TERRITORIES	6,610	1,130	3,538	777	1,165
BY LABOR CATEGORY					
SALARIED	3,943	831	1,872	410	830
WAGE BOARD	2,667	299	1,666	367	335
BY CITIZENSHIP					
U. S. CITIZENS	6,605	1,126	3,537	777	1,165
NON-CITIZENS	5	4	1	0	0
FOREIGN COUNTRIES	55,541	24,735	7,262	6,993	16,551
BY LABOR CATEGORY					
SALARIED	49,877	21,888	5,930	6,593	15,466
WAGE BOARD	5,664	2,847	1,332	400	1,085
BY CITIZENSHIP					
U. S. CITIZENS	37,956	14,629	3,895	4,010	15,422
NON-CITIZENS	17,585	10,106	3,367	2,983	1,129

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 - September 30, 1996**

COUNTRY	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. a/
BELGIUM	623	579	0	2	42
GERMANY	18,013	14,091	0	2,575	1,347
GREECE	9	7	0	2	0
GUAM	4	0	4	0	0
JAPAN	17,746	3,320	9,621	4,100	705
KOREA	2,210	2,210	0	0	0
KUWAIT	1	1	0	0	0
LUXEMBOURG	8	8	0	0	0
NETHERLANDS	262	224	0	2	36
SAUDI ARABIA	52	52	0	0	0
SINGAPORE	3	0	0	0	3
SPAIN	1,190	0	1,117	14	59
TURKEY	40	36	0	0	4
UNITED KINGDOM	165	14	0	0	151
TOTAL	40,326	20,542	10,742	6,695	2,347

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 cemetery 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 WHS.

** 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.)