

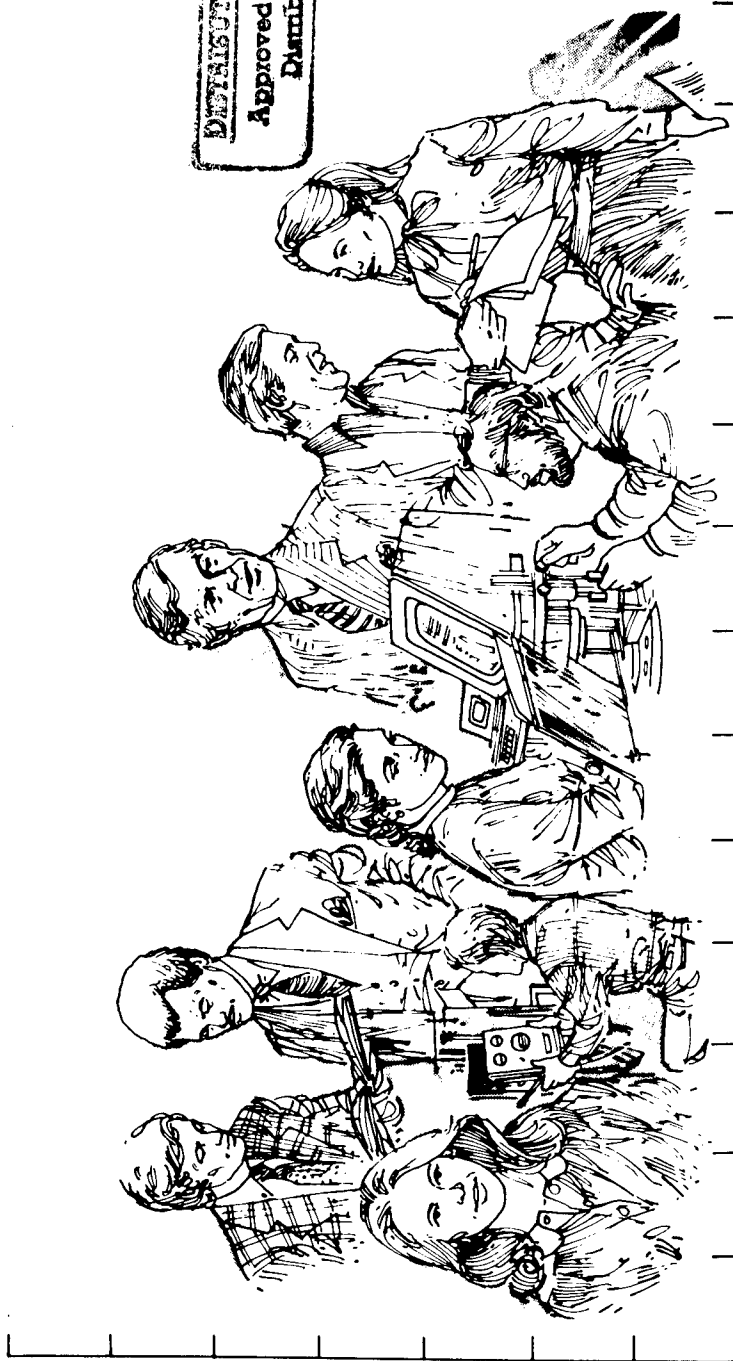


Department of Defense

# CIVILIAN MANPOWER STATISTICS

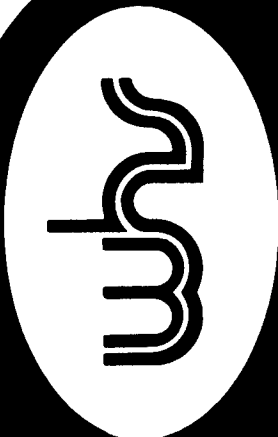
M04

March 31, 1997



DEFENSE INFORMATION  
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DIRECTORATE FOR INFORMATION  
OPERATIONS AND REPORTS (DIOR)

19970630 046

Department of Defense

# CIVILIAN MANPOWER STATISTICS

March 31, 1997

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

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U.S. GOVERNMENT PRINTING OFFICE  
WASHINGTON, DC 20402-9371  
TELEPHONE (202) 512-1800

DTIC and NTIS identification number for this publication is DIOR/M04-97/02.

## 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, National Imagery and Mapping Agency (including employees of the former Defense Mapping 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 - March 31, 1997**

<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>					
<b>Former OMB Ceiling Employment</b>					
Direct Hire	777,863	249,180	220,960	178,985	128,738
Indirect Hire	738,760	229,723	210,237	172,421	126,379
	39,103	19,457	10,723	6,564	2,359
<b>Grand Total Employment</b>	779,606	249,435	221,841	179,158	129,172
Direct Hire	740,503	229,978	211,118	172,594	126,813
Indirect Hire	39,103	19,457	10,723	6,564	2,359
<b>CIVIL FUNCTIONS (All Direct Hire)</b>					
<b>Former OMB Ceiling Employment</b>	26,060	26,059	0	1	0
<b>Grand Total Employment</b>	26,457	26,456	0	1	0
<b>TOTAL MILITARY AND CIVIL FUNCTIONS</b>					
<b>Former OMB Ceiling Employment</b>	803,923	275,239	220,960	178,986	128,738
Direct Hire	764,820	255,782	210,237	172,422	126,379
Indirect Hire	39,103	19,457	10,723	6,564	2,359
<b>Grand Total Employment</b>	806,063	275,891	221,841	179,159	129,172
Direct Hire	766,960	256,434	211,118	172,595	126,813
Indirect Hire	39,103	19,457	10,723	6,564	2,359

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.

**TABLE 2**

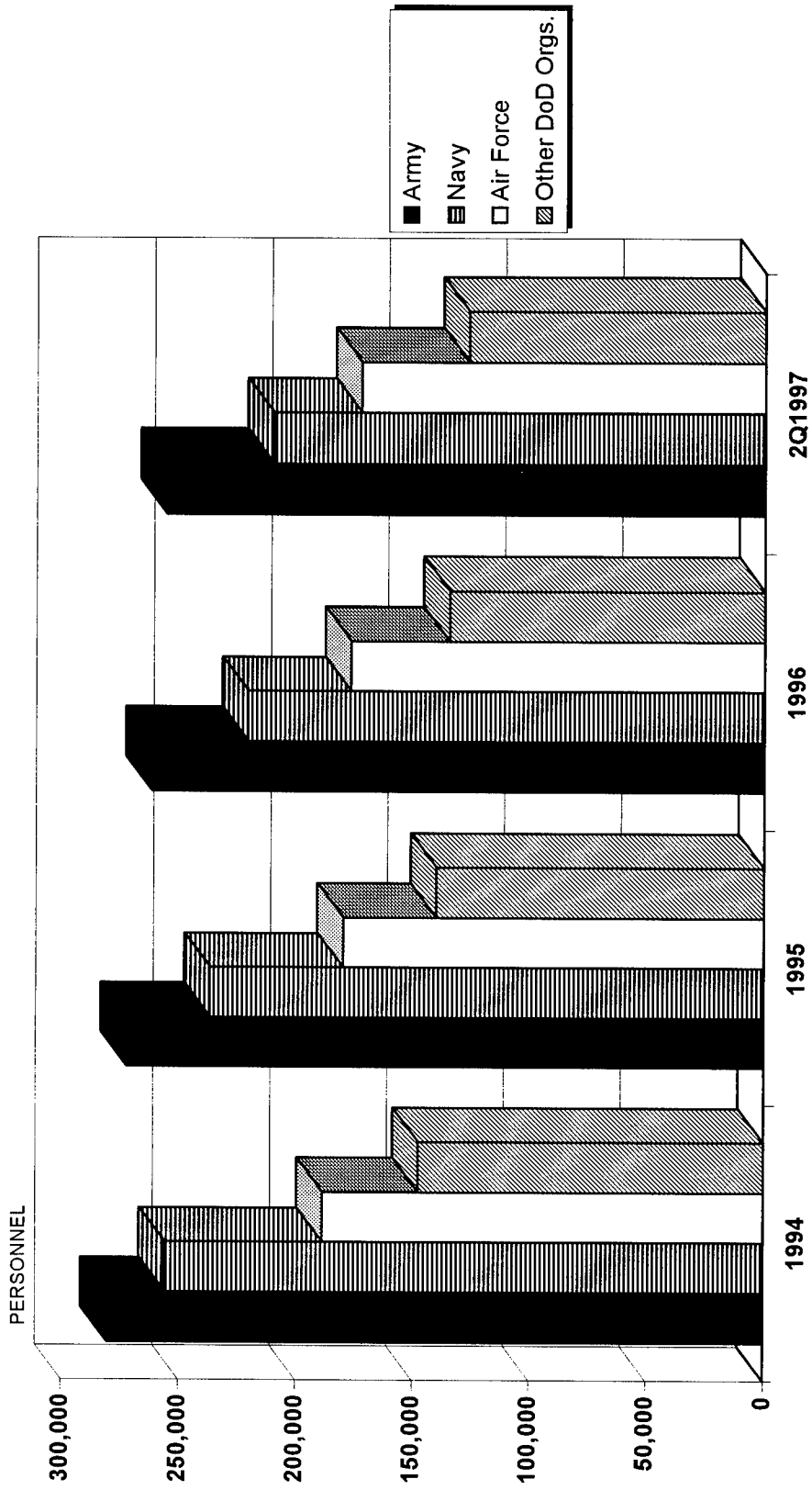
**Trends in DoD Civilian Employment Subject to Former OMB Ceiling,  
by Function, Employment Status, and Defense Component**

FUNCTION/COMPONENT EMPLOYMENT STATUS	END STRENGTHS, LAST 4 FISCAL YEARS				LAST 3 MONTHS		
	30 SEP 93	30 SEP 94	30 SEP 95	30 SEP 96	31 JAN 97	28 FEB 97	31 MAR 97
<b>MILITARY FUNCTIONS</b>							
Direct Hire a/	935,875	891,100	842,919	806,865	780,115	780,436	777,863
Indirect Hire b/	884,216	844,395	800,583	766,539	740,888	741,292	738,760
	51,659	46,705	42,336	40,326	39,227	39,144	39,103
<b>Army</b>							
Direct Hire	295,032	278,522	266,205	254,932	251,042	250,173	249,180
Indirect Hire	264,821	252,559	243,200	234,390	231,515	230,673	229,723
	30,211	25,963	23,005	20,542	19,527	19,500	19,457
<b>Navy</b>							
Direct Hire	285,934	266,337	247,760	231,436	222,793	221,731	220,960
Indirect Hire	275,596	255,894	237,404	220,694	212,128	211,089	210,237
	10,338	10,443	10,356	10,742	10,665	10,642	10,723
<b>Air Force</b>							
Direct Hire	201,991	196,077	186,545	183,542	179,400	179,296	178,985
Indirect Hire	193,745	188,434	179,907	176,847	172,754	172,668	172,421
	8,246	7,643	6,638	6,695	6,646	6,628	6,564
<b>Other DoD Organizations c/</b>							
Direct Hire	152,918	150,164	142,409	136,955	126,880	129,236	128,738
Indirect Hire	150,054	147,508	140,072	134,608	124,491	126,862	126,379
	2,864	2,656	2,337	2,347	2,389	2,374	2,359
<b>CIVIL FUNCTIONS (All Direct Hire) a/</b>							
Army	28,535	27,959	29,080	27,359	25,784	25,788	26,060
Air Force	28,534	27,958	29,079	27,358	25,783	25,787	26,059
	1	1	1	1	1	1	1
<b>TOTAL MILITARY AND CIVIL FUNCTIONS</b>							
Direct Hire a/	964,410	919,059	871,999	834,224	805,899	806,224	803,923
Indirect Hire b/	912,751	872,354	829,663	793,898	766,672	767,080	764,820
	51,659	46,705	42,336	40,326	39,227	39,144	39,103

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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.

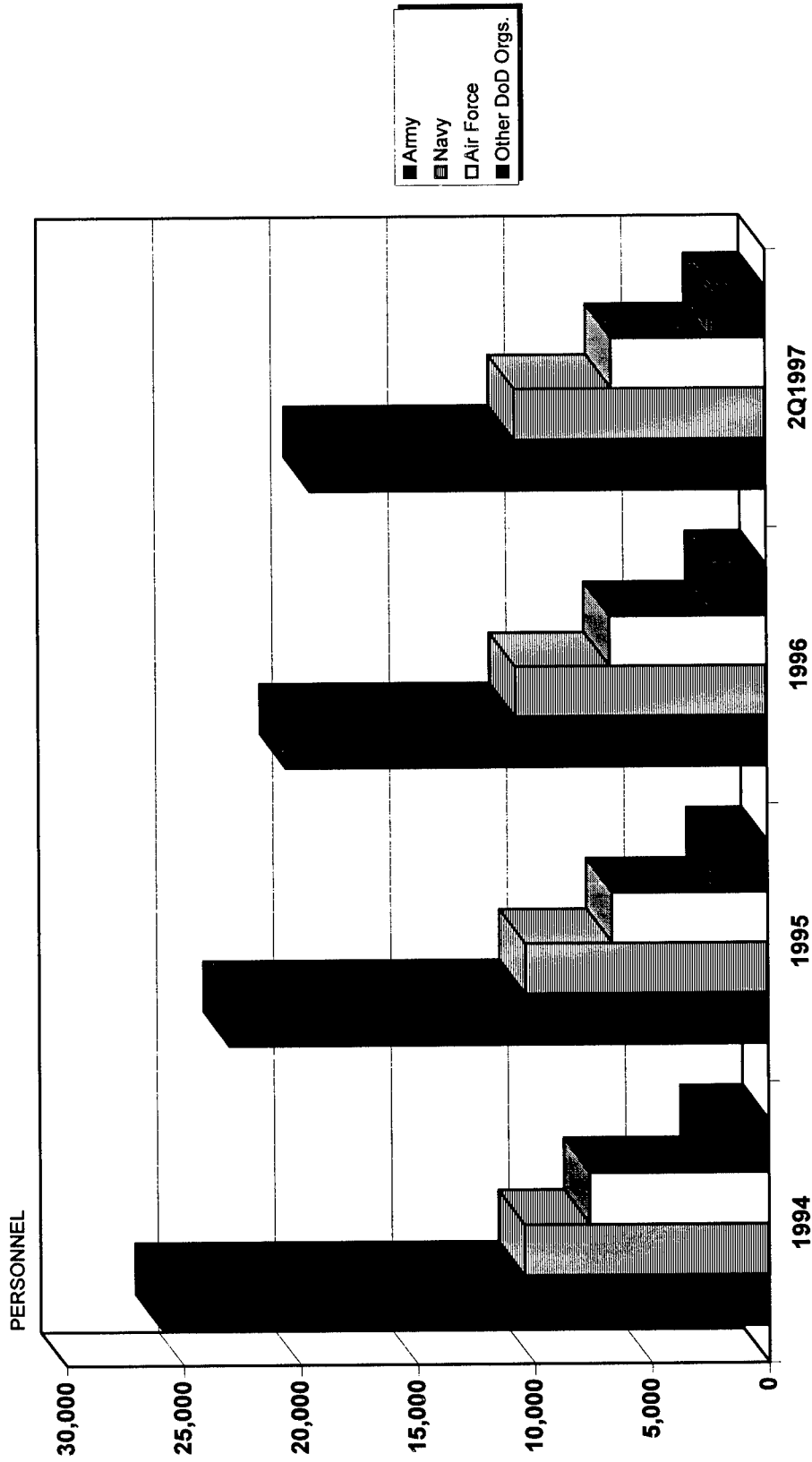
# TRENDS IN DoD DIRECT HIRE CIVILIAN EMPLOYMENT, MILITARY AND CIVIL FUNCTIONS



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FIGURE 1

# TRENDS IN DoD INDIRECT HIRE CIVILIAN EMPLOYMENT, MILITARY FUNCTIONS



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Operations and Reports

FIGURE 2

**TABLE 3**

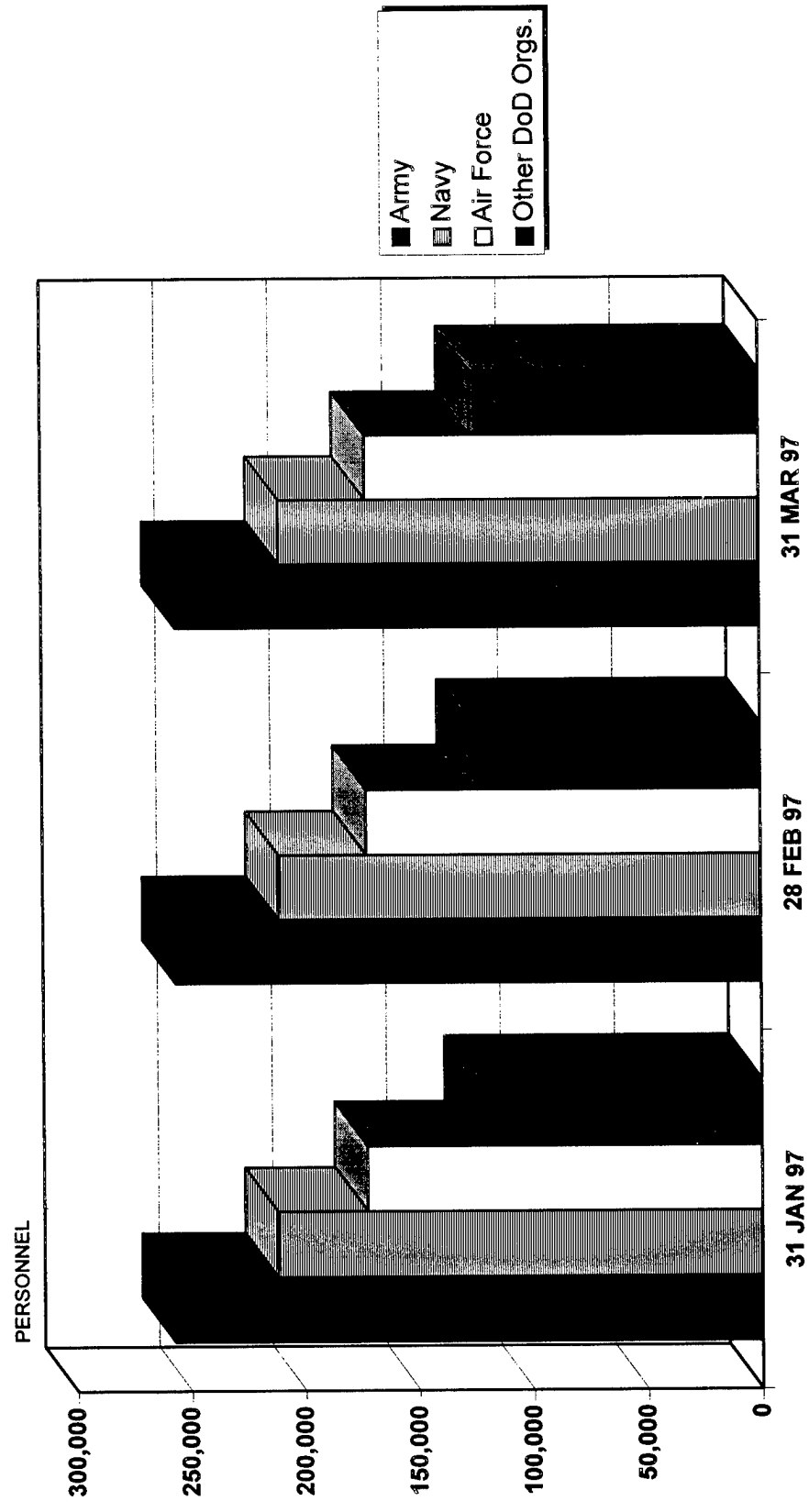
**DoD Direct Hire Civilian Personnel Subject to Former OMB Ceiling,  
by Function and Defense Component**

FUNCTION/COMPONENT a/	TOTAL EMPLOYMENT			FULL-TIME WITH PERMANENT APPOINTMENTS		
	31 JAN 97	28 FEB 97	31 MAR 97	31 JAN 97	28 FEB 97	31 MAR 97
<b>MILITARY FUNCTIONS</b>						
Army	740,888	741,292	738,760	669,971	670,675	668,124
Navy	231,515	230,673	229,723	204,396	203,802	203,215
Air Force	212,128	211,089	210,237	199,828	199,100	198,246
	172,754	172,668	172,421	159,667	159,443	158,964
OSD and Other DoD Orgs. Serviced by WHS b/	4,587	4,585	4,522	4,412	4,405	4,335
OSD (included above)	1,564	1,568	1,552	1,500	1,496	1,472
WHS (included above)	1,317	1,317	1,293	1,256	1,257	1,238
Other (see Table 4; included above)	1,706	1,700	1,677	1,656	1,652	1,625
DeCA	17,854	17,854	17,748	9,589	9,568	9,542
DCAA	4,694	4,678	4,657	4,573	4,552	4,528
DFAS	21,472	21,328	21,310	20,433	20,344	20,302
DHRFA	387	680	686	383	657	663
DISA	6,785	6,785	6,647	6,549	6,556	6,421
DIS	2,569	2,534	2,531	2,530	2,497	2,494
DLA	45,251	47,751	47,535	44,066	46,507	46,167
DSAs	483	199	198	459	195	196
DSWA	549	550	555	537	535	541
DoD IG	1,382	1,371	1,363	1,376	1,365	1,359
DoDEA	17,469	17,533	17,624	10,353	10,332	10,336
OSIA	306	304	302	298	293	291
USUHS	703	710	701	522	524	524
<b>CIVIL FUNCTIONS</b>						
Army	25,784	25,788	26,060	23,643	23,670	23,814
Air Force	25,783	25,787	26,059	23,642	23,669	23,813
	1	1	1	1	1	1
<b>TOTAL MILITARY AND CIVIL FUNCTIONS</b>	<b>766,672</b>	<b>767,080</b>	<b>764,820</b>	<b>693,614</b>	<b>694,345</b>	<b>691,938</b>

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

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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**

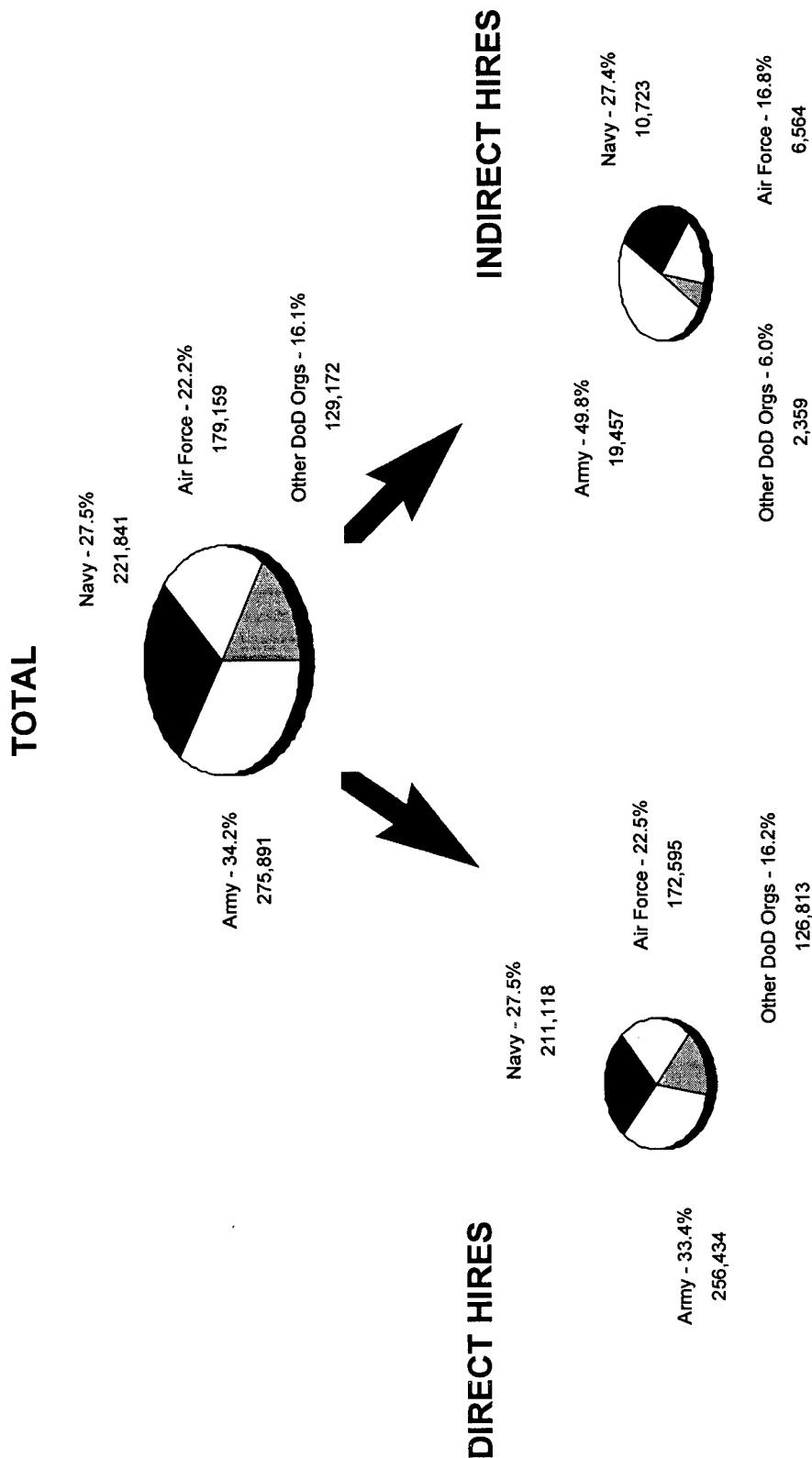
**TABLE 4**

**DoD Direct and Indirect Hire Civilian Personnel, by Defense Component - March 31, 1997 a/**

DEFENSE COMPONENTS	TOTAL	DIRECT HIRE CIVILIANS	INDIRECT HIRE CIVILIANS
<b>OTHER DEFENSE ORGANIZATIONS</b>			
Office of the Secretary of Defense	1,552	1,552	0
The Joint Chiefs of Staff	203	203	0
Inspector General of the Department of Defense	1,364	1,363	1
U.S. Court of Appeals for the Armed Forces	54	54	0
Uniformed Services University of the Health Sciences	701	701	0
Defense Support Activities	198	198	0
<b>DEFENSE AGENCIES</b>			
Ballistic Missile Defense Organization	260	260	0
Defense Advanced Research Projects Agency	146	146	0
Defense Commissary Agency	19,021	17,767	1,254
Defense Contract Audit Agency	4,709	4,704	5
Defense Finance and Accounting Service	21,326	21,326	0
Defense Information Systems Agency	6,659	6,647	12
Defense Investigative Service	2,531	2,531	0
Defense Legal Services Agency	85	85	0
Defense Logistics Agency	48,632	47,858	774
Defense Security Assistance Agency	89	89	0
Defense Special Weapons Agency	555	555	0
On-Site Inspection Agency	302	302	0
<b>DoD FIELD ACTIVITIES</b>			
American Forces Information Service	342	342	0
Defense Human Resources Field Activity	691	691	0
Defense Medical Programs Activity	86	86	0
Defense Prisoner of War/Missing Personnel Office	81	81	0
Defense Technology Security Administration	79	79	0
Department of Defense Education Activity	17,937	17,624	313
Office of Civilian Health and Medical Program of the Uniformed Services	206	206	0
Office of Economic Adjustment	46	46	0
Washington Headquarters Services	1,317	1,317	0
<b>TOTAL</b>	<b>129,172</b>	<b>126,813</b>	<b>2,359</b>

a/Includes personnel not subject to former OMB ceiling control; direct hire figures may be different than Table 3 entries.

# DoD DIRECT AND INDIRECT HIRE CIVILIAN EMPLOYMENT, BY DEFENSE COMPONENT, MILITARY AND CIVIL FUNCTIONS



AS OF MARCH 31, 1997

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Directorate for Information  
Operations and Reports

FIGURE 4

**TABLE 5**

**DoD Direct Hire Civilian Personnel, by Type,  
According to Defense Component - March 31, 1997 a/**

TYPE OF PERSONNEL	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
<b>TOTAL</b>	766,960	256,434	211,118	172,595	126,813
<b>By Status</b>					
Full-Time	744,311	251,726	208,983	170,339	113,263
Part-Time	17,197	4,508	1,887	2,075	8,727
Intermittent	5,452	200	248	181	4,823
<b>By Career Service Category</b>					
Competitive	640,124	205,766	193,619	136,525	104,214
Excepted and SES	126,836	50,668	17,499	36,070	22,599
<b>By Type of Appointment</b>					
Permanent	703,416	229,549	199,905	160,025	113,937
Temporary/Indefinite	63,544	26,885	11,213	12,570	12,876
<b>By Citizenship</b>					
U.S. Citizens	748,795	245,726	207,794	169,670	125,605
Non-Citizens	18,165	10,708	3,324	2,925	1,208
<b>By Labor Category</b>					
Salaried	578,532	199,136	156,109	116,271	107,016
Wage Board	188,428	57,298	55,009	56,324	19,797

a/Includes personnel not subject to former OMB ceiling control.  
b/See the Glossary for a list of Other DoD Organizations.

**TABLE 6**

**DoD Direct Hire Civilian Personnel, by Location/Type,  
According to Defense Component - March 31, 1997 a/**

LOCATION/TYPE OF PERSONNEL	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
<b>WORLDWIDE TOTAL</b>	766,960	256,434	211,118	172,595	126,813
<b>United States</b>	705,481	229,964	200,787	164,934	109,796
By Location					
Washington, D.C., SMSA c/	72,404	21,505	30,504	5,513	14,882
Remainder of U.S.	633,077	208,459	170,283	159,421	94,914
By Labor Category					
Salaried	524,879	175,623	148,531	109,334	91,391
Wage Board	180,602	54,341	52,256	55,600	18,405
By Citizenship					
U.S. Citizens	705,122	229,743	200,706	164,925	109,748
Non-Citizens	359	221	81	9	48
<b>U.S. Territories</b>	6,358	1,140	3,181	778	1,259
By Labor Category					
Salaried	3,926	844	1,764	410	908
Wage Board	2,432	296	1,417	368	351
By Citizenship					
U.S. Citizens	6,353	1,136	3,180	778	1,259
Non-Citizens	5	4	1	0	0
<b>Foreign Countries</b>	55,121	25,330	7,150	6,883	15,758
By Labor Category					
Salaried	49,727	22,669	5,814	6,527	14,717
Wage Board	5,394	2,661	1,336	356	1,041
By Citizenship					
U.S. Citizens	37,320	14,847	3,908	3,967	14,598
Non-Citizens	17,801	10,483	3,242	2,916	1,160

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 - March 31, 1997**

COUNTRY	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. a/
BELGIUM	630	595	0	2	33
GERMANY	17,549	13,757	0	2,458	1,334
GREECE	9	7	0	2	0
GUAM	5	0	4	0	1
JAPAN	17,111	2,645	9,635	4,086	745
KOREA	2,186	2,186	0	0	0
LUXEMBOURG	8	8	0	0	0
NETHERLANDS	251	217	0	2	32
SINGAPORE	3	0	0	0	3
SPAIN	1,159	0	1,084	14	61
TURKEY	41	37	0	0	4
UNITED KINGDOM	151	5	0	0	146
<b>TOTAL</b>	<b>39,103</b>	<b>19,457</b>	<b>10,723</b>	<b>6,564</b>	<b>2,359</b>

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

# 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 Appeals for the Armed Forces
- 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 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 Human Resources Field Activity (DHRFA)
- \* Defense Medical Programs Activity (DMPA)
- \* Defense Prisoner of War/Missing Persons Office (DPMO)
- \* Defense Technology Security Administration (DTSA)
- Department of Defense Education Activity (DoDEA)
- \* Office of Civilian Health and Medical Program of the Uniformed Services (OCHAMPUS)
- \* Office of Economic Adjustment (OEA)
- \* Washington Headquarters Services (WHS)

NOTE: \* Organizations serviced by WHS.

\*\* Organizations serviced by DLA and DISA.

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.)