

Department of Defense

CIVILIAN MANPOWER STATISTICS

December 31, 1997

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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, 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*.

IMPORTANT - PLEASE NOTE:

This is the last printed edition of the *Civilian Manpower Statistics* publication. In accordance with the November 1997 Defense Reform Initiative to move to paper-free business operations, future editions of this publication will only be available through the Internet. All sections of the publication will be posted on the DIOR web site on a quarterly basis and available for "print on demand" by the users. The DIOR web site address for locating this publication is: <http://web1.whs.osd.mil/mmids/pubs.htm>.

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TABLE 1

DoD Civilian Employment, by Function and Employment Status, According to Defense Component - December 31, 1997

FUNCTION/EMPLOYMENT STATUS	TOTAL DoD a/	ARMY	NAVY b/	AIR FORCE	OTHER DoD ORGS. c/
MILITARY FUNCTIONS					
Former OMB Ceiling Employment	749,325	238,810	212,181	176,012	122,322
Direct Hire	710,312	219,384	201,202	169,431	120,295
Indirect Hire	39,013	19,426	10,979	6,581	2,027
Grand Total Employment	750,723	239,025	213,036	176,187	122,475
Direct Hire	711,710	219,599	202,057	169,606	120,448
Indirect Hire	39,013	19,426	10,979	6,581	2,027
CIVIL FUNCTIONS (All Direct Hire)					
Former OMB Ceiling Employment	24,842	24,841	0	1	0
Grand Total Employment	25,252	25,251	0	1	0
TOTAL MILITARY AND CIVIL FUNCTIONS					
Former OMB Ceiling Employment	774,167	263,651	212,181	176,013	122,322
Direct Hire	735,154	244,225	201,202	169,432	120,295
Indirect Hire	39,013	19,426	10,979	6,581	2,027
Grand Total Employment	775,975	264,276	213,036	176,188	122,475
Direct Hire	736,962	244,850	202,057	169,607	120,448
Indirect Hire	39,013	19,426	10,979	6,581	2,027

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 94	30 SEP 95	30 SEP 96	30 SEP 97	31 OCT 97	30 NOV 97	31 DEC 97
MILITARY FUNCTIONS	891,100	842,919	806,865	761,433	754,203	751,843	749,325
Direct Hire a/	844,395	800,583	766,539	721,567	715,051	712,784	710,312
Indirect Hire b/	46,705	42,336	40,326	39,866	39,152	39,059	39,013
Army	278,522	266,205	254,932	242,920	240,381	239,652	238,810
Direct Hire	252,559	243,200	234,390	223,258	220,834	220,178	219,384
Indirect Hire	25,963	23,005	20,542	19,662	19,547	19,474	19,426
Navy	266,337	247,760	231,436	215,068	213,115	212,672	212,181
Direct Hire	255,894	237,404	220,694	204,022	202,227	201,719	201,202
Indirect Hire	10,443	10,356	10,742	11,046	10,888	10,953	10,979
Air Force	196,077	186,545	183,542	179,016	176,585	176,138	176,012
Direct Hire	188,434	179,907	176,847	172,175	169,876	169,543	169,431
Indirect Hire	7,643	6,638	6,695	6,841	6,709	6,595	6,581
Other DoD Organizations c/	150,164	142,409	136,955	124,429	124,122	123,381	122,322
Direct Hire	147,508	140,072	134,608	122,112	122,114	121,344	120,295
Indirect Hire	2,656	2,337	2,347	2,317	2,008	2,037	2,027
CIVIL FUNCTIONS (All Direct Hire) a/	27,959	29,080	27,359	26,031	25,667	25,432	24,842
Army	27,958	29,079	27,358	26,030	25,666	25,431	24,841
Air Force	1	1	1	1	1	1	1
TOTAL MILITARY AND CIVIL FUNCTIONS	919,059	871,999	834,224	787,464	779,870	777,275	774,167
Direct Hire a/	872,354	829,663	793,898	747,598	740,718	738,216	735,154
Indirect Hire b/	46,705	42,336	40,326	39,866	39,152	39,059	39,013

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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DoD DIRECT HIRE CIVILIAN PERSONNEL STRENGTH - SUMMARY FISCAL YEARS 1950 - 1997

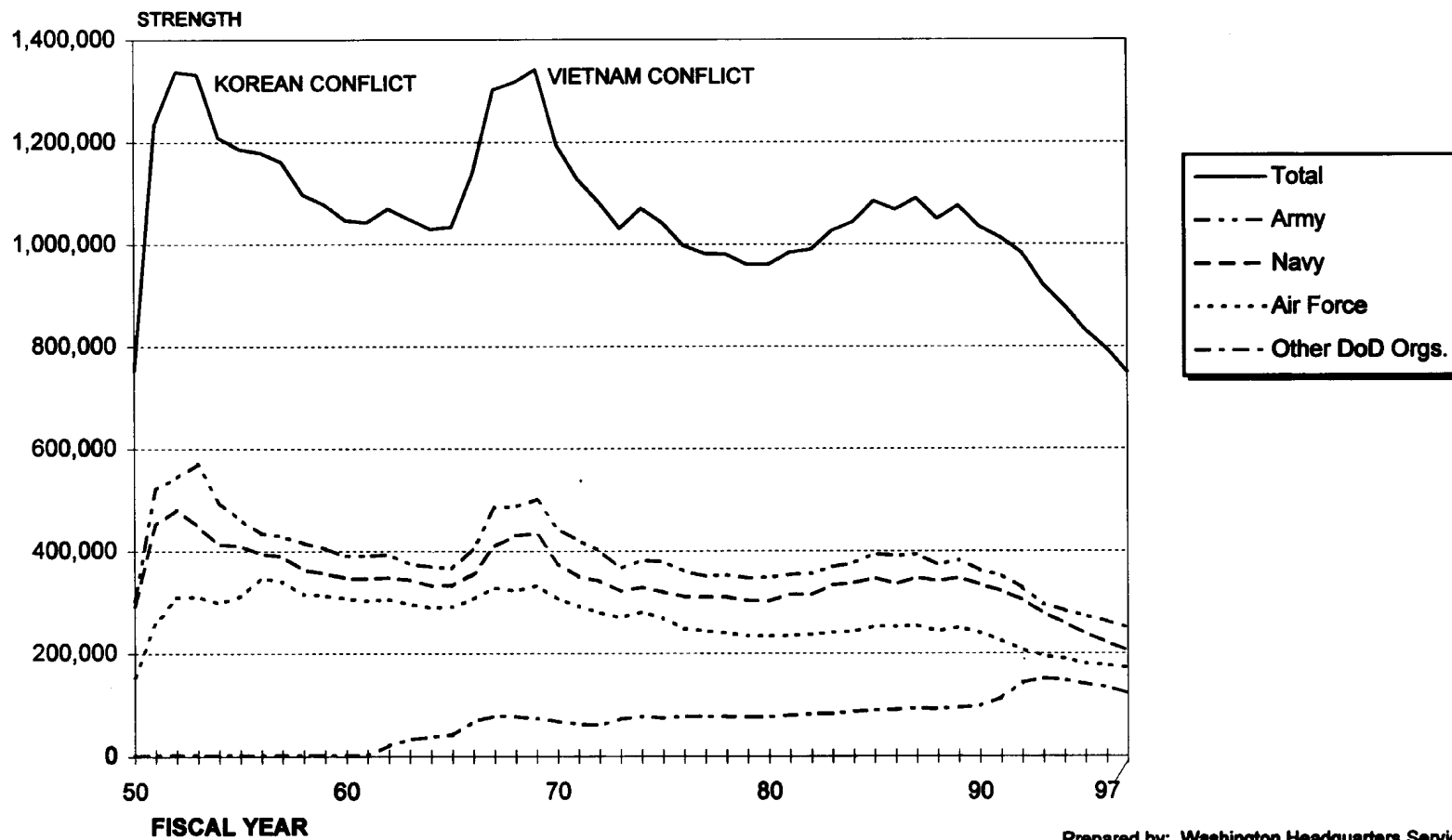


FIGURE 1

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DoD DIRECT HIRE CIVILIAN PERSONNEL STRENGTH - COMPONENT DETAIL FISCAL YEARS 1977 - 1997

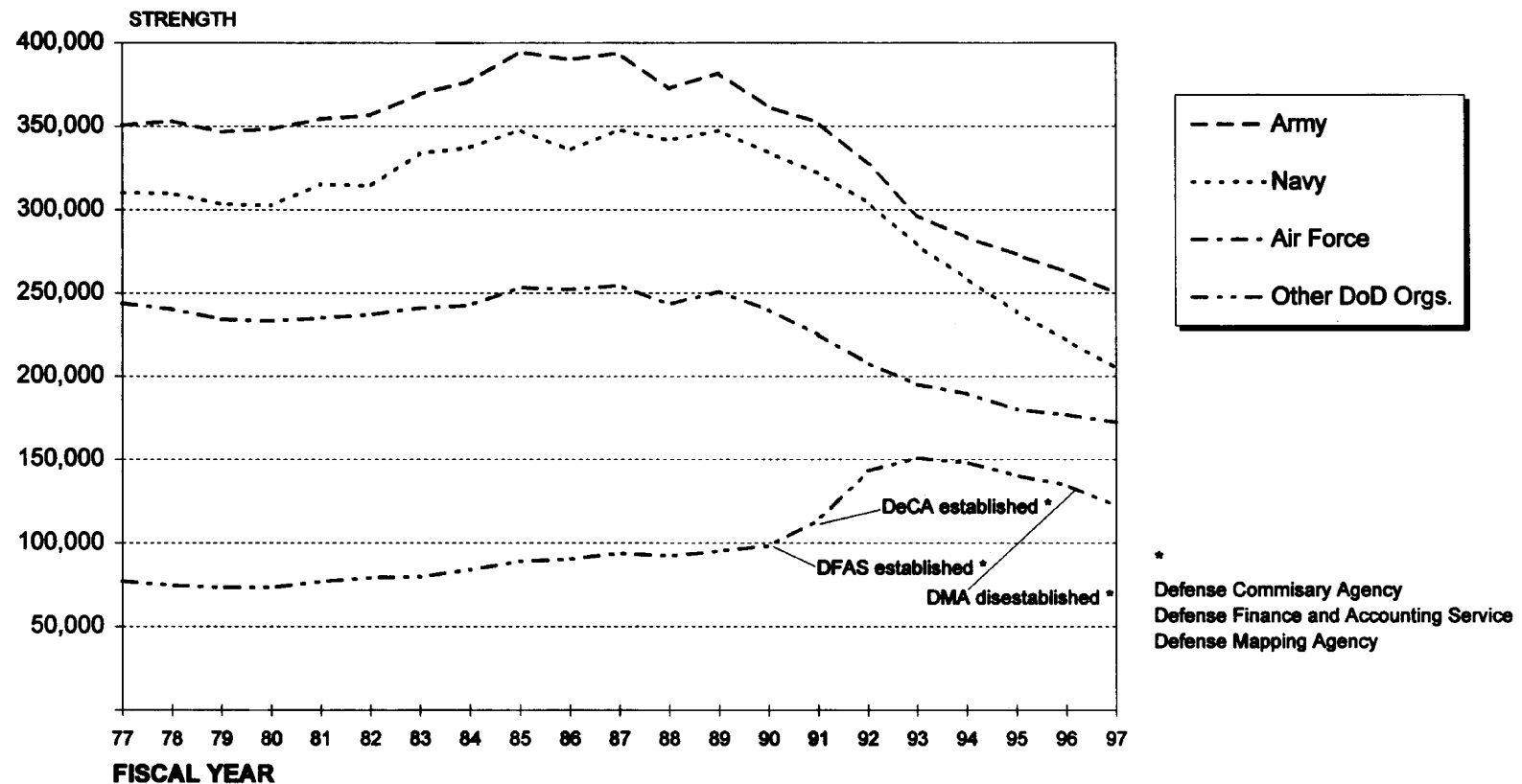


FIGURE 2

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TABLE 3

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

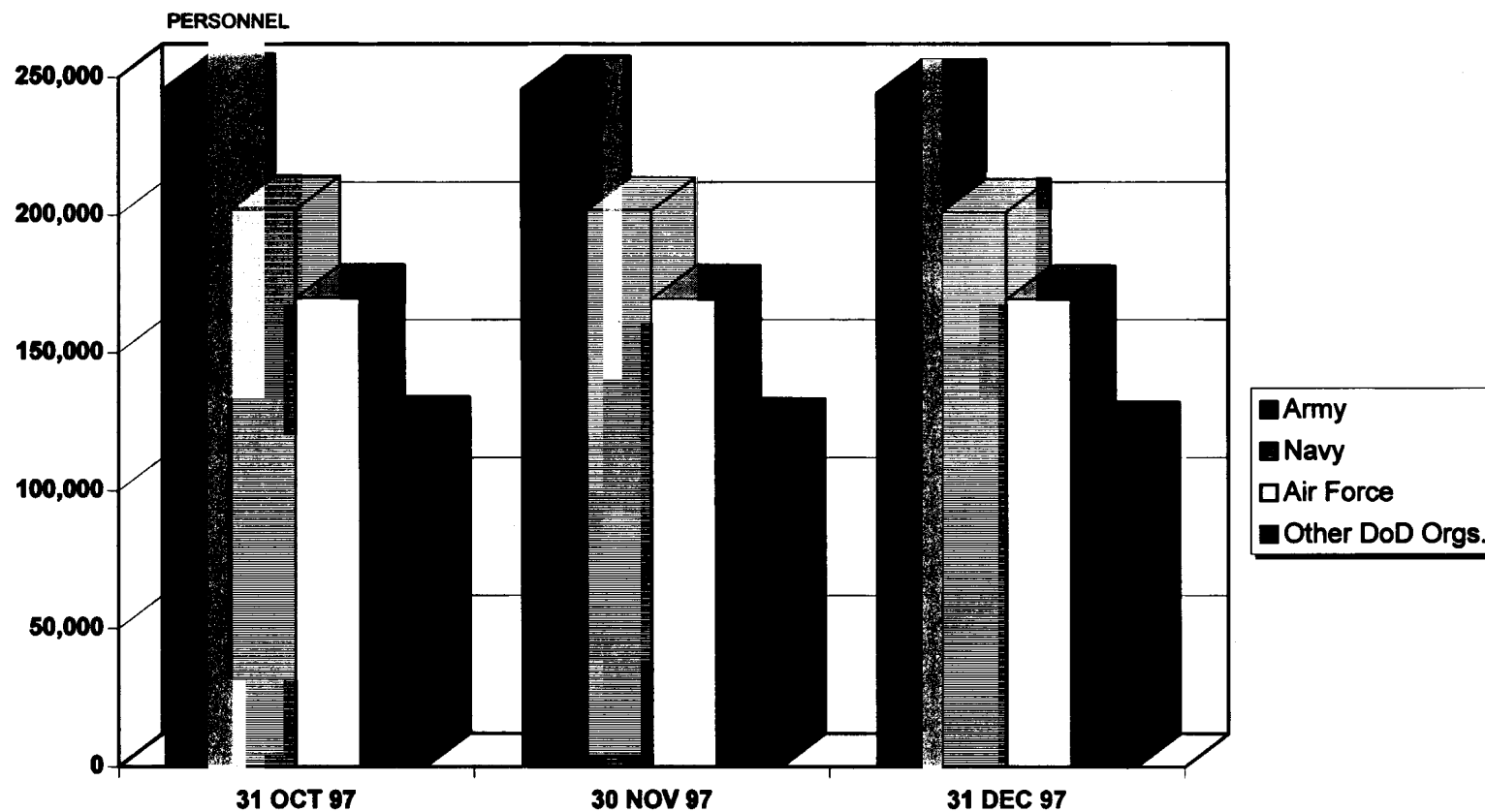
FUNCTION/COMPONENT a/	TOTAL EMPLOYMENT			FULL-TIME WITH PERMANENT APPOINTMENTS		
	31 OCT 97	30 NOV 97	31 DEC 97	31 OCT 97	30 NOV 97	31 DEC 97
MILITARY FUNCTIONS	715,051	712,784	710,312	649,130	647,794	644,959
Army	220,834	220,178	219,384	197,139	196,692	195,919
Navy	202,227	201,719	201,202	191,059	190,638	189,931
Air Force	169,876	169,543	169,431	156,785	156,377	156,251
OSD and Other DoD Orgs. Serviced by WHS b/	4,736	4,732	4,664	4,510	4,519	4,460
OSD (included above)	1,713	1,707	1,709	1,591	1,597	1,590
WHS (included above)	1,314	1,317	1,289	1,266	1,270	1,260
Other (see Table 4; included above)	1,709	1,708	1,666	1,653	1,652	1,610
DeCA	17,744	17,938	17,861	9,404	9,748	9,437
DCAA	4,459	4,441	4,423	4,308	4,293	4,285
DFAS	20,030	19,907	19,691	18,988	18,846	18,598
DHRFA	700	698	698	679	677	674
DISA	6,459	6,444	6,458	6,218	6,201	6,184
DLA	45,733	45,462	44,941	44,313	44,103	43,585
DSS	2,517	2,513	2,514	2,463	2,462	2,463
DSAs	48	48	43	48	48	43
DSWA	556	548	543	543	536	529
DoD IG	1,330	1,325	1,295	1,321	1,318	1,284
DoDEA	16,804	16,281	16,158	10,551	10,540	10,518
OSIA	286	285	284	274	273	275
USUHS	712	722	722	527	523	523
CIVIL FUNCTIONS	25,667	25,432	24,842	23,492	23,331	22,916
Army	25,666	25,431	24,841	23,491	23,330	22,915
Air Force	1	1	1	1	1	1
TOTAL MILITARY AND CIVIL FUNCTIONS	740,718	738,216	735,154	672,622	671,125	667,875

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 - December 31, 1997 a/**

DEFENSE COMPONENTS	TOTAL	DIRECT HIRE CIVILIANS	INDIRECT HIRE CIVILIANS
OTHER DEFENSE ORGANIZATIONS			
Office of the Secretary of Defense	1,709	1,709	0
The Joint Chiefs of Staff	201	201	0
Inspector General of the Department of Defense	1,296	1,295	1
U.S. Court of Appeals for the Armed Forces	57	57	0
Uniformed Services University of the Health Sciences	722	722	0
Defense Support Activities	43	43	0
DEFENSE AGENCIES			
Ballistic Missile Defense Organization	281	281	0
Defense Advanced Research Projects Agency	140	140	0
Defense Commissary Agency	19,140	17,865	1,275
Defense Contract Audit Agency	4,483	4,478	5
Defense Finance and Accounting Service	19,691	19,691	0
Defense Information Systems Agency	6,476	6,458	18
Defense Legal Services Agency	89	89	0
Defense Logistics Agency	45,379	44,967	412
Defense Security Assistance Agency	97	97	0
Defense Security Service	2,514	2,514	0
Defense Special Weapons Agency	543	543	0
On-Site Inspection Agency	284	284	0
DoD FIELD ACTIVITIES			
American Forces Information Service	309	309	0
Defense Human Resources Field Activity	703	703	0
Defense Medical Programs Activity	96	96	0
Defense Prisoner of War/Missing Personnel Office	80	80	0
Defense Technology Security Administration	73	73	0
Department of Defense Education Activity	16,474	16,158	316
Office of Economic Adjustment	45	45	0
TRICARE Support Office	198	198	0
Washington Headquarters Services	1,352	1,352	0
TOTAL	122,475	120,448	2,027

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

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

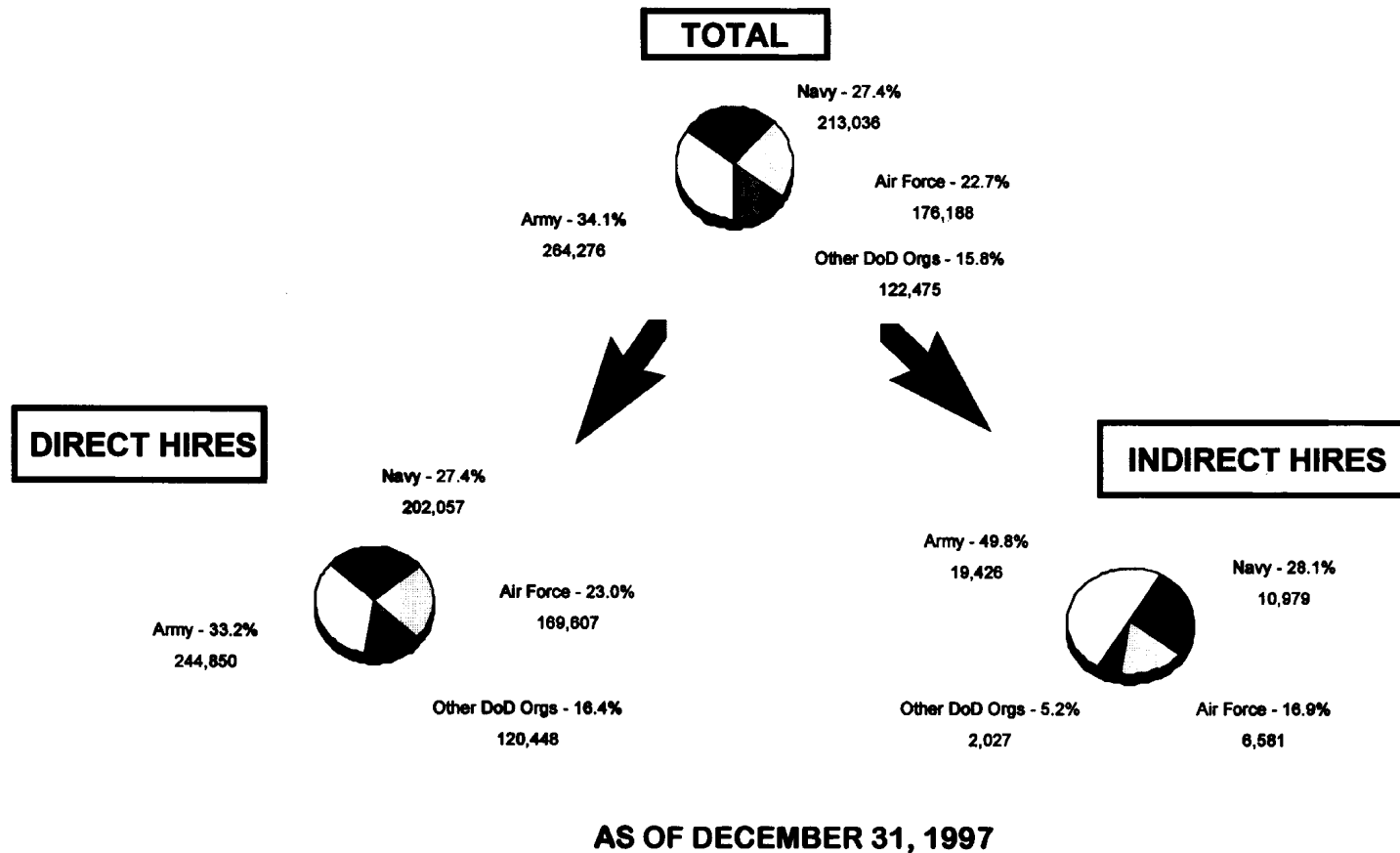


FIGURE 4

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TABLE 5

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

TYPE OF PERSONNEL	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
TOTAL	736,962	244,850	202,057	169,607	120,448
By Status					
Full-Time	717,077	240,921	200,227	167,524	108,405
Part-Time	15,870	3,738	1,597	1,857	8,678
Intermittent	4,015	191	233	226	3,365
By Career Service Category					
Competitive	614,932	196,840	184,896	133,813	99,383
Excepted and SES	122,030	48,010	17,161	35,794	21,065
By Type of Appointment					
Permanent	679,090	221,154	191,552	157,326	109,058
Temporary/Indefinite	57,872	23,696	10,505	12,281	11,390
By Citizenship					
U.S. Citizens	719,990	235,284	198,818	166,644	119,244
Non-Citizens	16,972	9,566	3,239	2,963	1,204
By Labor Category					
Salaried	558,802	190,347	151,236	114,658	102,561
Wage Board	178,160	54,503	50,821	54,949	17,887

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, 1997 a/

LOCATION/TYPE OF PERSONNEL	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
WORLDWIDE TOTAL	736,962	244,850	202,057	169,607	120,448
United States	678,968	220,426	192,064	162,005	104,473
By Location					
Washington, D.C., SMSA c/	67,667	20,155	27,269	5,456	14,787
Remainder of U.S.	611,301	200,271	164,795	156,549	89,686
By Labor Category					
Salaried	508,126	168,690	143,638	107,810	87,988
Wage Board	170,842	51,736	48,426	54,195	16,485
By Citizenship					
U.S. Citizens	678,605	220,198	191,990	161,995	104,422
Non-Citizens	363	228	74	10	51
U.S. Territories	6,065	1,089	2,752	858	1,366
By Labor Category					
Salaried	3,879	777	1,627	451	1,024
Wage Board	2,186	312	1,125	407	342
By Citizenship					
U.S. Citizens	6,061	1,087	2,750	858	1,366
Non-Citizens	4	2	2	0	0
Foreign Countries	51,929	23,335	7,241	6,744	14,609
By Labor Category					
Salaried	46,797	20,880	5,971	6,397	13,549
Wage Board	5,132	2,455	1,270	347	1,060
By Citizenship					
U.S. Citizens	35,324	13,999	4,078	3,791	13,456
Non-Citizens	16,605	9,336	3,163	2,953	1,153

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, 1997**

COUNTRY	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. a/
BELGIUM	631	587	0	2	42
FINLAND	1	0	0	0	1
GERMANY	16,496	13,182	0	2,375	939
GREECE	9	7	0	2	0
GUAM	4	0	4	0	0
HAITI	1	0	0	0	1
ITALY	1	0	0	0	1
JAPAN	18,097	3,226	9,891	4,186	794
KOREA	2,192	2,178	0	0	14
LUXEMBOURG	38	10	0	0	28
MALAYSIA	2	0	0	0	2
NETHERLANDS	232	226	0	2	4
SINGAPORE	2	0	0	0	2
SPAIN	1,158	0	1,084	14	60
TURKEY	1	0	0	0	1
UNITED KINGDOM	148	10	0	0	138
TOTAL	39,013	19,426	10,979	6,581	2,027

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

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Directorate for Information Operations and Reports

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 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 Legal Services Agency (DLSA)
Defense Logistics Agency (DLA)
- * Defense Security Assistance Agency (DSAA)
Defense Security Service (DSS)
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 Personnel Office (DPMO)
- * Defense Technology Security Administration (DTSA)
Department of Defense Education Activity (DoDEA)
- * Office of Economic Adjustment (OEA)
- * TRICARE Support Office (TSO)
- * 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.)