

Department of Defense

CIVILIAN MANPOWER STATISTICS

June 30, 1998

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

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 database 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

This publication is no longer available in a bound, printed edition. It can be obtained through the Internet either by accessing DefenseLINK or the DIOR web site (<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 - June 30, 1998

FUNCTION/EMPLOYMENT STATUS	TOTAL DoD a/	ARMY	NAVY b/	AIR FORCE	OTHER DoD ORGS. c/
MILITARY FUNCTIONS					
Former OMB Ceiling Employment	740,785	238,224	209,664	178,493	114,404
Direct Hire	702,758	219,364	198,707	171,734	112,953
Indirect Hire	38,027	18,860	10,957	6,759	1,451
Grand Total Employment	742,444	238,501	210,600	178,702	114,641
Direct Hire	704,417	219,641	199,643	171,943	113,190
Indirect Hire	38,027	18,860	10,957	6,759	1,451
CIVIL FUNCTIONS (All Direct Hire)					
Former OMB Ceiling Employment	25,937	25,936	0	1	0
Grand Total Employment	26,421	26,420	0	1	0
TOTAL MILITARY AND CIVIL FUNCTIONS					
Former OMB Ceiling Employment	766,722	264,160	209,664	178,494	114,404
Direct Hire	728,695	245,300	198,707	171,735	112,953
Indirect Hire	38,027	18,860	10,957	6,759	1,451
Grand Total Employment	768,865	264,921	210,600	178,703	114,641
Direct Hire	730,838	246,061	199,643	171,944	113,190
Indirect Hire	38,027	18,860	10,957	6,759	1,451

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	30 APR 98	31 MAY 98	30 JUN 98
MILITARY FUNCTIONS	891,100	842,919	806,865	761,433	736,455	738,007	740,785
Direct Hire a/	844,395	800,583	766,539	721,567	697,794	699,327	702,758
Indirect Hire b/	46,705	42,336	40,326	39,866	38,661	38,680	38,027
Army	278,522	266,205	254,932	242,920	235,269	235,611	238,224
Direct Hire	252,559	243,200	234,390	223,258	216,174	216,545	219,364
Indirect Hire	25,963	23,005	20,542	19,662	19,095	19,066	18,860
Navy	266,337	247,760	231,436	215,068	208,679	208,944	209,664
Direct Hire	255,894	237,404	220,694	204,022	197,719	197,984	198,707
Indirect Hire	10,443	10,356	10,742	11,046	10,960	10,960	10,957
Air Force	196,077	186,545	183,542	179,016	172,741	173,896	178,493
Direct Hire	188,434	179,907	176,847	172,175	166,178	167,286	171,734
Indirect Hire	7,643	6,638	6,695	6,841	6,563	6,610	6,759
Other DoD Organizations c/	150,164	142,409	136,955	124,429	119,766	119,556	114,404
Direct Hire	147,508	140,072	134,608	122,112	117,723	117,512	112,953
Indirect Hire	2,656	2,337	2,347	2,317	2,043	2,044	1,451
CIVIL FUNCTIONS (All Direct Hire) a/	27,959	29,080	27,359	26,031	24,846	25,541	25,937
Army	27,958	29,079	27,358	26,030	24,845	25,540	25,936
Air Force	1	1	1	1	1	1	1
TOTAL MILITARY AND CIVIL FUNCTIONS	919,059	871,999	834,224	787,464	761,301	763,548	766,722
Direct Hire a/	872,354	829,663	793,898	747,598	722,640	724,868	728,695
Indirect Hire b/	46,705	42,336	40,326	39,866	38,661	38,680	38,027

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

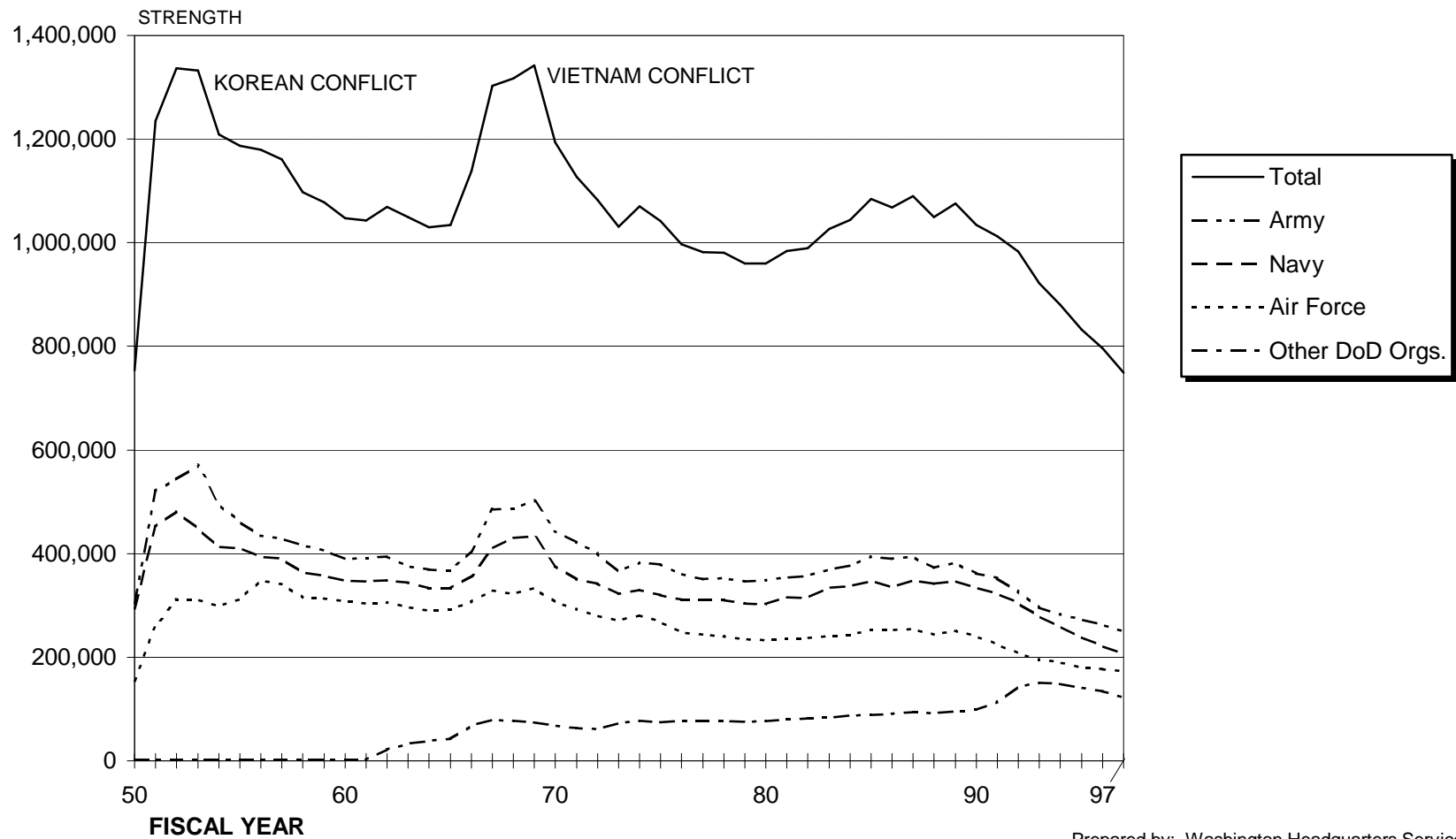


FIGURE 1

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

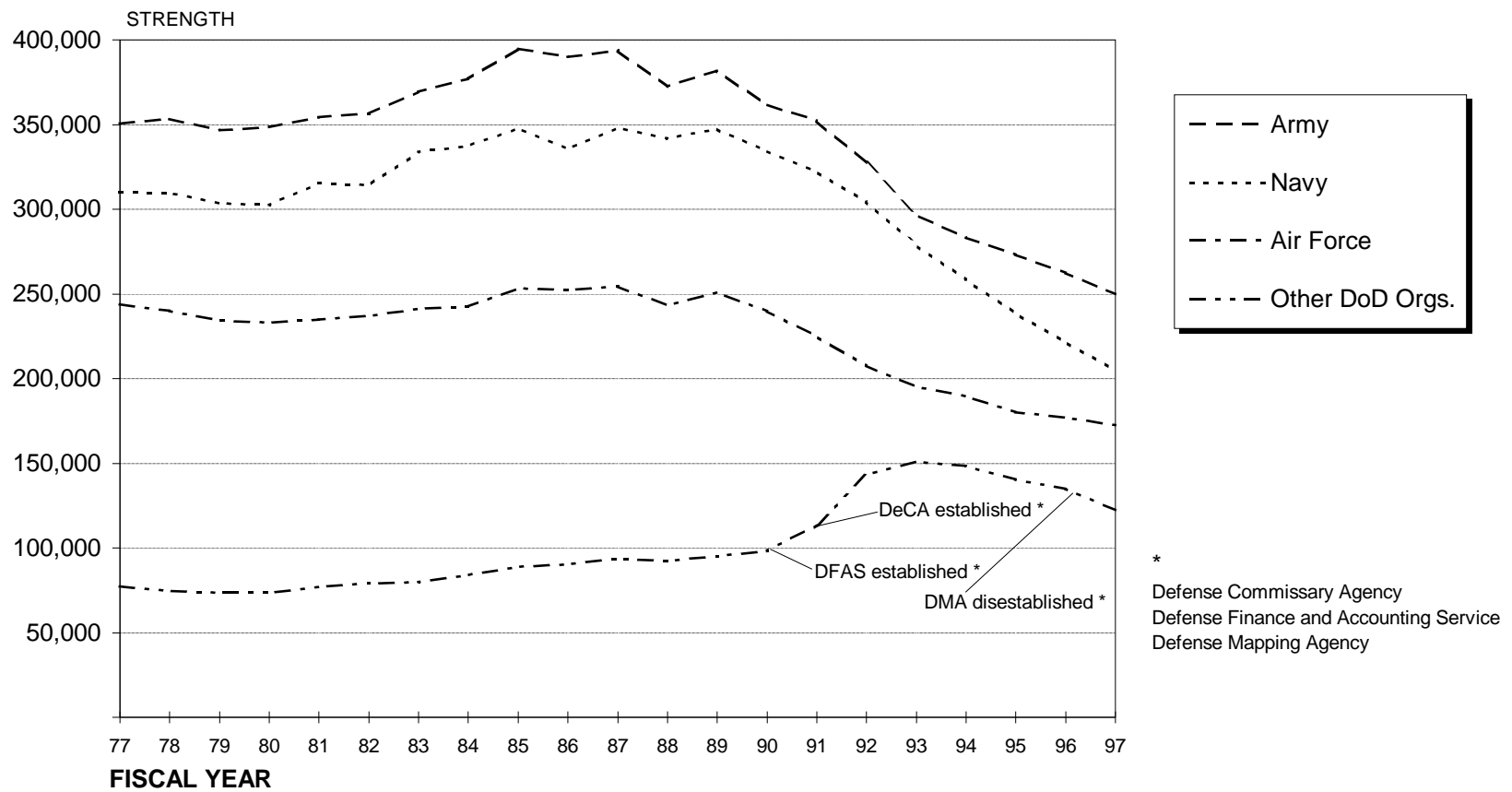


FIGURE 2

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TABLE 3

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

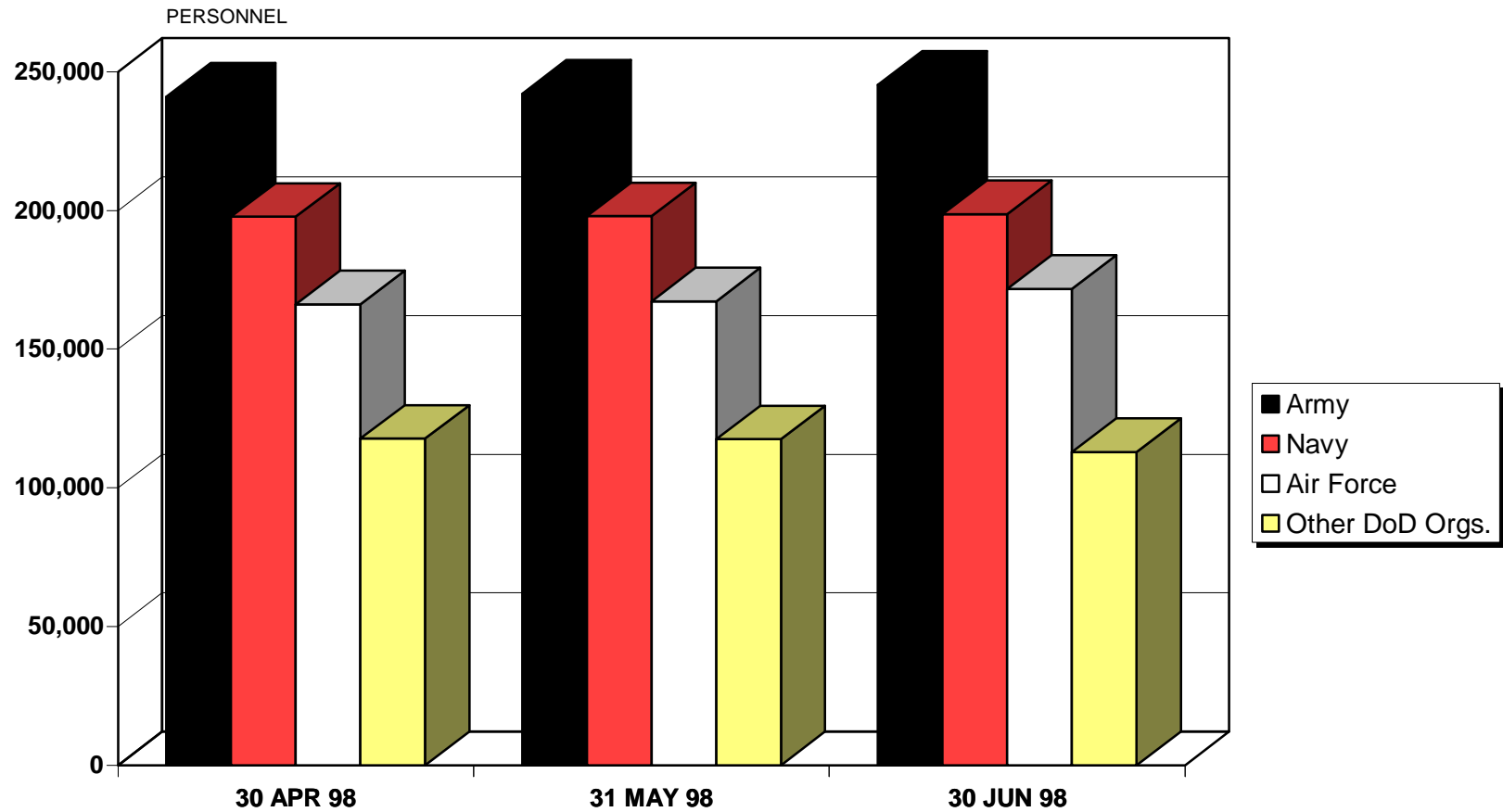
FUNCTION/COMPONENT a/	TOTAL EMPLOYMENT			FULL-TIME WITH PERMANENT APPOINTMENTS		
	30 APR 98	31 MAY 98	30 JUN 98	30 APR 98	31 MAY 98	30 JUN 98
MILITARY FUNCTIONS	697,794	699,327	702,758	634,926	634,200	627,711
Army	216,174	216,545	219,364	193,301	193,187	192,678
Navy	197,719	197,984	198,707	187,137	187,170	186,659
Air Force	166,178	167,286	171,734	153,668	153,353	153,109
OSD and Other DoD Orgs. Serviced by WHS b/	4,545	4,563	4,583	4,346	4,351	4,370
OSD (included above)	1,600	1,590	1,571	1,503	1,493	1,499
WHS (included above)	1,319	1,339	1,378	1,275	1,283	1,293
Other (see Table 4; included above)	1,626	1,634	1,634	1,568	1,575	1,578
DeCA	17,859	17,841	17,906	9,554	9,587	9,704
DCAA	4,318	4,326	4,322	4,205	4,191	4,176
DFAS	19,143	18,990	18,751	17,904	17,751	17,490
DHRA	700	706	709	678	682	677
DISA	6,278	6,250	6,224	6,037	5,991	5,956
DLA	43,677	43,598	43,452	42,639	42,523	42,317
DSS	2,419	2,415	2,454	2,367	2,355	2,383
DSAs	33	32	31	33	32	31
DSWA	536	533	531	521	519	515
DoD IG	1,265	1,261	1,266	1,258	1,253	1,253
DoDEA	15,954	15,990	11,697	10,494	10,476	5,612
OSIA	274	277	284	261	260	268
USUHS	722	730	743	523	519	513
CIVIL FUNCTIONS	24,846	25,541	25,937	22,733	22,761	22,806
Army	24,845	25,540	25,936	22,732	22,760	22,805
Air Force	1	1	1	1	1	1
TOTAL MILITARY AND CIVIL FUNCTIONS	722,640	724,868	728,695	657,659	656,961	650,517

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

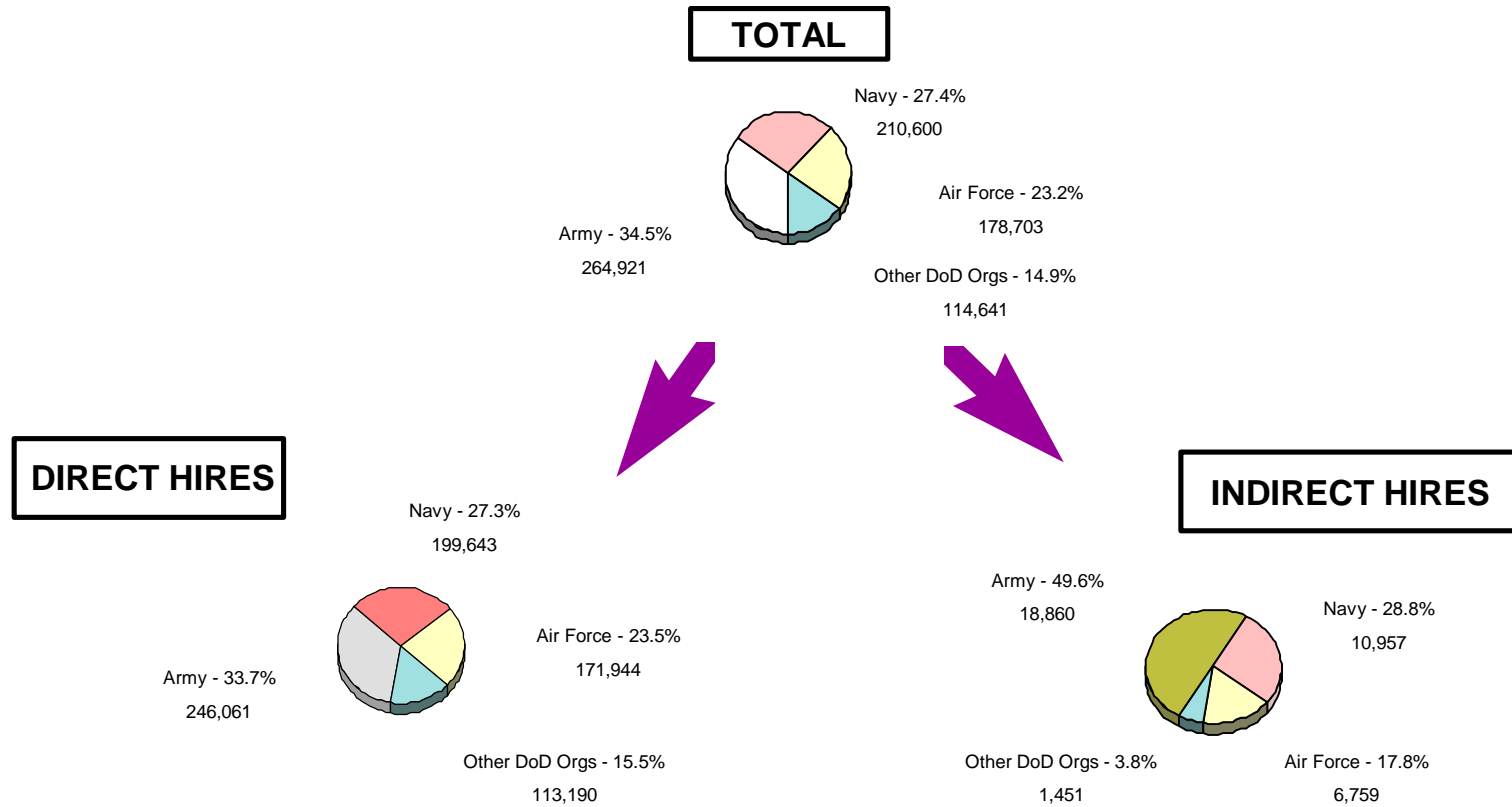
TABLE 4

DoD Direct and Indirect Hire Civilian Personnel, by Defense Component - June 30, 1998 a/

DEFENSE COMPONENTS	TOTAL	DIRECT HIRE CIVILIANS	INDIRECT HIRE CIVILIANS
OTHER DEFENSE ORGANIZATIONS			
Office of the Secretary of Defense	1,571	1,571	0
The Joint Chiefs of Staff	200	200	0
Inspector General of the Department of Defense	1,267	1,266	1
U.S. Court of Appeals for the Armed Forces	58	58	0
Uniformed Services University of the Health Sciences	743	743	0
Defense Support Activities	31	31	0
DEFENSE AGENCIES			
Ballistic Missile Defense Organization	308	308	0
Defense Advanced Research Projects Agency	131	131	0
Defense Commissary Agency	18,591	17,908	683
Defense Contract Audit Agency	4,377	4,372	5
Defense Finance and Accounting Service	18,751	18,751	0
Defense Information Systems Agency	6,243	6,224	19
Defense Legal Services Agency	87	87	0
Defense Logistics Agency	43,896	43,472	424
Defense Security Assistance Agency	91	91	0
Defense Security Service	2,454	2,454	0
Defense Special Weapons Agency	531	531	0
On-Site Inspection Agency	284	284	0
DoD FIELD ACTIVITIES			
American Forces Information Service	286	286	0
Defense Human Resources Activity	713	713	0
Defense Medical Programs Activity	89	89	0
Defense Prisoner of War/Missing Personnel Office	77	77	0
Defense Technology Security Administration	73	73	0
Department of Defense Education Activity	12,016	11,697	319
Office of Economic Adjustment	41	41	0
TRICARE Support Office	196	196	0
Washington Headquarters Services	1,536	1,536	0
TOTAL	114,641	113,190	1,451

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 JUNE 30, 1998

FIGURE 4

TABLE 5

DoD Direct Hire Civilian Personnel, by Type, According to Defense Component - June 30, 1998 a/

TYPE OF PERSONNEL	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
TOTAL	730,838	246,061	199,643	171,944	113,190
By Status					
Full-Time	710,106	242,706	197,722	169,167	100,511
Part-Time	14,086	3,211	1,482	2,408	6,985
Intermittent	6,646	144	439	369	5,694
By Career Service Category					
Competitive	605,188	194,922	181,186	132,243	96,837
Excepted and SES	125,650	51,139	18,457	39,701	16,353
By Type of Appointment					
Permanent	661,660	217,880	188,181	154,143	101,456
Temporary/Indefinite	69,178	28,181	11,462	17,801	11,734
By Citizenship					
U.S. Citizens	713,246	236,688	196,429	168,962	111,167
Non-Citizens	17,592	9,373	3,214	2,982	2,023
By Labor Category					
Salaried	554,935	191,709	150,078	117,204	95,944
Wage Board	175,903	54,352	49,565	54,740	17,246

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, 1998 a/

LOCATION/TYPE OF PERSONNEL	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
WORLDWIDE TOTAL	730,838	246,061	199,643	171,944	113,190
United States	673,043	219,510	189,053	163,104	101,376
By Location					
Washington, D.C., SMSA c/	67,258	20,071	26,856	5,694	14,637
Remainder of U.S.	605,785	199,439	162,197	157,410	86,739
By Labor Category					
Salaried	504,463	167,936	141,815	109,082	85,630
Wage Board	168,580	51,574	47,238	54,022	15,746
By Citizenship					
U.S. Citizens	671,835	219,273	188,987	163,088	100,487
Non-Citizens	1,208	237	66	16	889
U.S. Territories	5,859	1,126	2,641	757	1,335
By Labor Category					
Salaried	3,792	787	1,600	399	1,006
Wage Board	2,067	339	1,041	358	329
By Citizenship					
U.S. Citizens	5,853	1,124	2,640	756	1,333
Non-Citizens	6	2	1	1	2
Foreign Countries	51,936	25,425	7,949	8,083	10,479
By Labor Category					
Salaried	46,680	22,986	6,663	7,723	9,308
Wage Board	5,256	2,439	1,286	360	1,171
By Citizenship					
U.S. Citizens	35,558	16,291	4,802	5,118	9,347
Non-Citizens	16,378	9,134	3,147	2,965	1,132

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, 1998**

COUNTRY	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. a/
BELGIUM	583	572	0	2	9
FINLAND	1	0	0	0	1
GERMANY	15,478	12,659	0	2,410	409
GREECE	134	6	0	2	126
GUAM	4	0	4	0	0
HAITI	1	0	0	0	1
ICELAND	10	0	0	0	10
ITALY	217	0	0	0	217
JAPAN	17,599	3,241	9,869	4,342	147
KOREA	2,366	2,137	0	0	229
LUXEMBOURG	10	10	0	0	0
MALAYSIA	2	0	0	0	2
NETHERLANDS	232	225	0	2	5
PANAMA	124	0	0	0	124
PORTUGAL	35	0	0	0	35
SINGAPORE	2	0	0	0	2
SPAIN	1,105	0	1,084	1	20
TURKEY	74	0	0	0	74
UNITED KINGDOM	50	10	0	0	40
TOTAL	38,027	18,860	10,957	6,759	1,451

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 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 Activity (**DHRA**)
- * 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.)