

Department of Defense

CIVILIAN MANPOWER STATISTICS

September 30, 1999

*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>).

TABLE OF CONTENTS

<u>Table/Figure</u>		<u>Page</u>
Table 1	DoD Civilian Employment, by Function and Employment Status, According to Defense Component - September 30, 1999.....	1
Table 2	Trends in DoD Civilian Employment Subject to Former OMB Ceiling, by Function, Employment Status, and Defense Component.	2
Figure 1	DoD Direct Hire Civilian Personnel Strength - Summary (Fiscal Years 1950 - 1999)	3
Figure 2	DoD Direct Hire Civilian Personnel Strength - Component Detail (Fiscal Years 1977 - 1999)	4
Table 3	DoD Direct Hire Civilian Personnel Subject to Former OMB Ceiling, by Function and Defense Component	5
Figure 3	DoD Direct Hire Civilian Personnel Subject to Former OMB Ceiling, by Month and Defense Component.....	6
Table 4	DoD Direct and Indirect Hire Civilian Personnel, by Component, (Excluding the Military Departments) – September 30, 1999	7
Figure 4	DoD Direct and Indirect Hire Civilian Employment, by Defense Component, Military and Civil Functions - September 30, 1999...	8
Table 5	DoD Direct Hire Civilian Personnel, by Type, According to Defense Component – September 30, 1999	9
Table 6	DoD Direct Hire Civilian Personnel, by Location/Type, According to Defense Component - September 30, 1999.....	10
Table 7	DoD Indirect Hire Civilian Personnel, by Country, According to Defense Component – September 30, 1999	11
GLOSSARY	12

TABLE 1

**DoD Civilian Employment, by Function and Employment Status,
According to Defense Component - September 30, 1999**

FUNCTION/EMPLOYMENT STATUS	TOTAL DoD a/	ARMY	NAVY b/	AIR FORCE	OTHER DoD ORGS. c/
MILITARY FUNCTIONS					
Former OMB Ceiling Employment	701,748	224,617	199,434	165,328	112,369
Direct Hire	663,466	206,592	188,271	158,635	109,968
Indirect Hire	38,282	18,025	11,163	6,693	2,401
Grand Total Employment	703,961	224,902	200,837	165,739	112,483
Direct Hire	665,679	206,877	189,674	159,046	110,082
Indirect Hire	38,282	18,025	11,163	6,693	2,401
CIVIL FUNCTIONS (All Direct Hire)					
Former OMB Ceiling Employment	24,601	24,600	0	1	0
Grand Total Employment	25,027	25,026	0	1	0
TOTAL MILITARY AND CIVIL FUNCTIONS					
Former OMB Ceiling Employment	726,349	249,217	199,434	165,329	112,369
Direct Hire	688,067	231,192	188,271	158,636	109,968
Indirect Hire	38,282	18,025	11,163	6,693	2,401
Grand Total Employment	728,988	249,928	200,837	165,740	112,483
Direct Hire	690,706	231,903	189,674	159,047	110,082
Indirect Hire	38,282	18,025	11,163	6,693	2,401

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.

Prepared by: Washington Headquarters Services
Directorate for Information Operations and Reports

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 95	30 SEP 96	30 SEP 97	30 SEP 98	31 JUL 99	31 AUG 99	30 SEP 99
MILITARY FUNCTIONS	842,919	806,865	761,433	729,678	709,412	708,104	701,748
Direct Hire a/	800,583	766,539	721,567	691,289	671,522	670,236	663,466
Indirect Hire b/	42,336	40,326	39,866	38,389	37,890	37,868	38,282
Army	266,205	254,932	242,920	232,315	228,581	225,554	224,617
Direct Hire	243,200	234,390	223,258	213,616	210,583	207,564	206,592
Indirect Hire	23,005	20,542	19,662	18,699	17,998	17,990	18,025
Navy	247,760	231,436	215,068	206,854	201,186	199,570	199,434
Direct Hire	237,404	220,694	204,022	195,950	190,308	188,760	188,271
Indirect Hire	10,356	10,742	11,046	10,904	10,878	10,810	11,163
Air Force	186,545	183,542	179,016	172,642	171,861	168,436	165,328
Direct Hire	179,907	176,847	172,175	165,893	165,246	161,761	158,635
Indirect Hire	6,638	6,695	6,841	6,749	6,615	6,675	6,693
Other DoD Organizations c/	142,409	136,955	124,429	117,867	107,784	114,544	112,369
Direct Hire	140,072	134,608	122,112	115,830	105,385	112,151	109,968
Indirect Hire	2,337	2,347	2,317	2,037	2,399	2,393	2,401
CIVIL FUNCTIONS (All Direct Hire) a/	29,080	27,359	26,031	24,975	25,879	25,297	24,601
Army	29,079	27,358	26,030	24,974	25,878	25,296	24,600
Air Force	1	1	1	1	1	1	1
TOTAL MILITARY AND CIVIL FUNCTIONS	871,999	834,224	787,464	754,653	735,291	733,401	726,349
Direct Hire a/	829,663	793,898	747,598	716,264	697,401	695,533	688,067
Indirect Hire b/	42,336	40,326	39,866	38,389	37,890	37,868	38,282

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.

Prepared by: Washington Headquarters Services

Directorate for Information Operations and Reports

DoD DIRECT HIRE CIVILIAN PERSONNEL STRENGTH LEVELS FISCAL YEARS 1950 - 1999

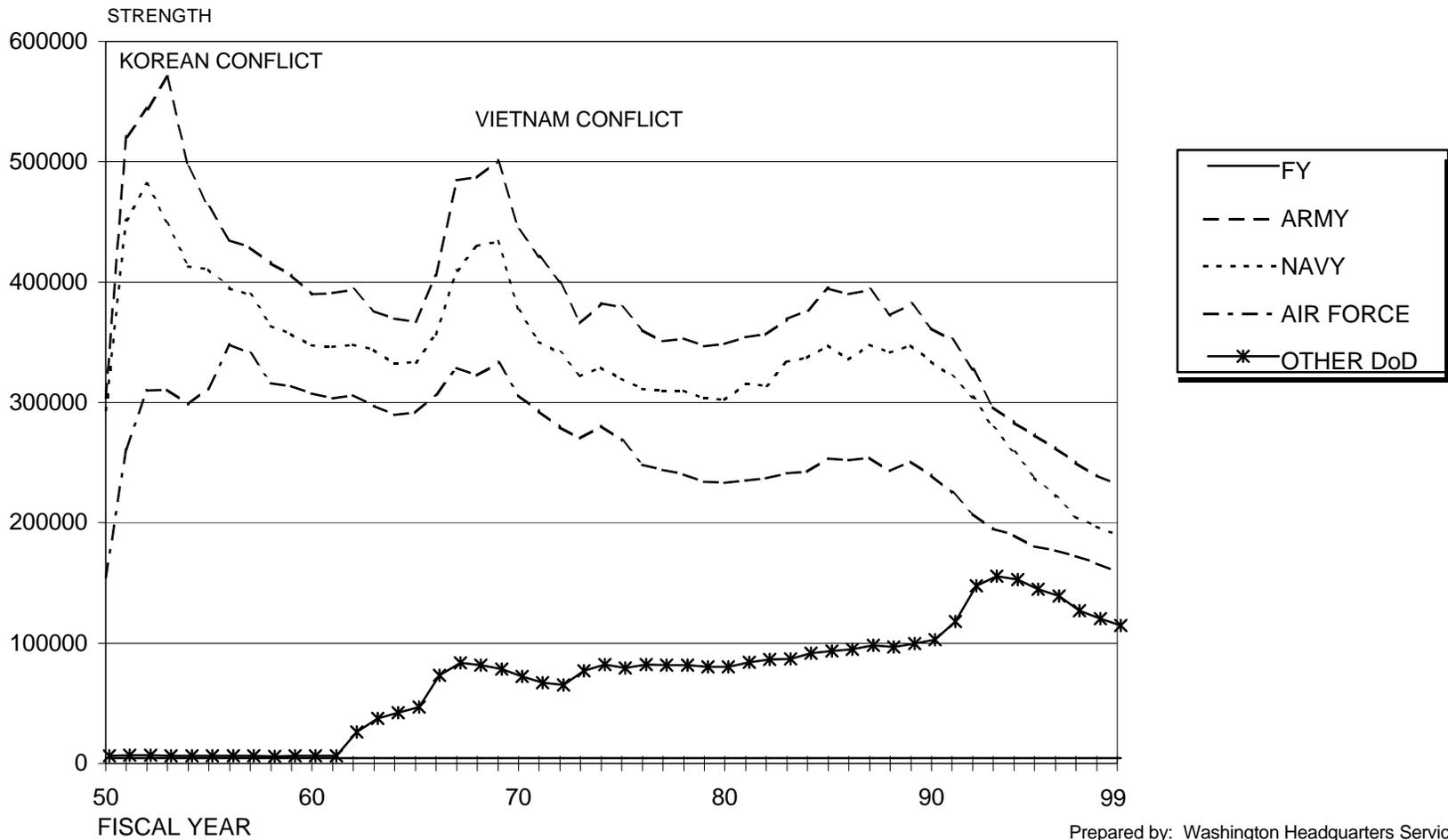


FIGURE 1

Prepared by: Washington Headquarters Services
Directorate for Information
Operations and Reports

DoD DIRECT HIRE CIVILIAN PERSONNEL STRENGTH - COMPONENT DETAIL FISCAL YEARS 1977 - 1999

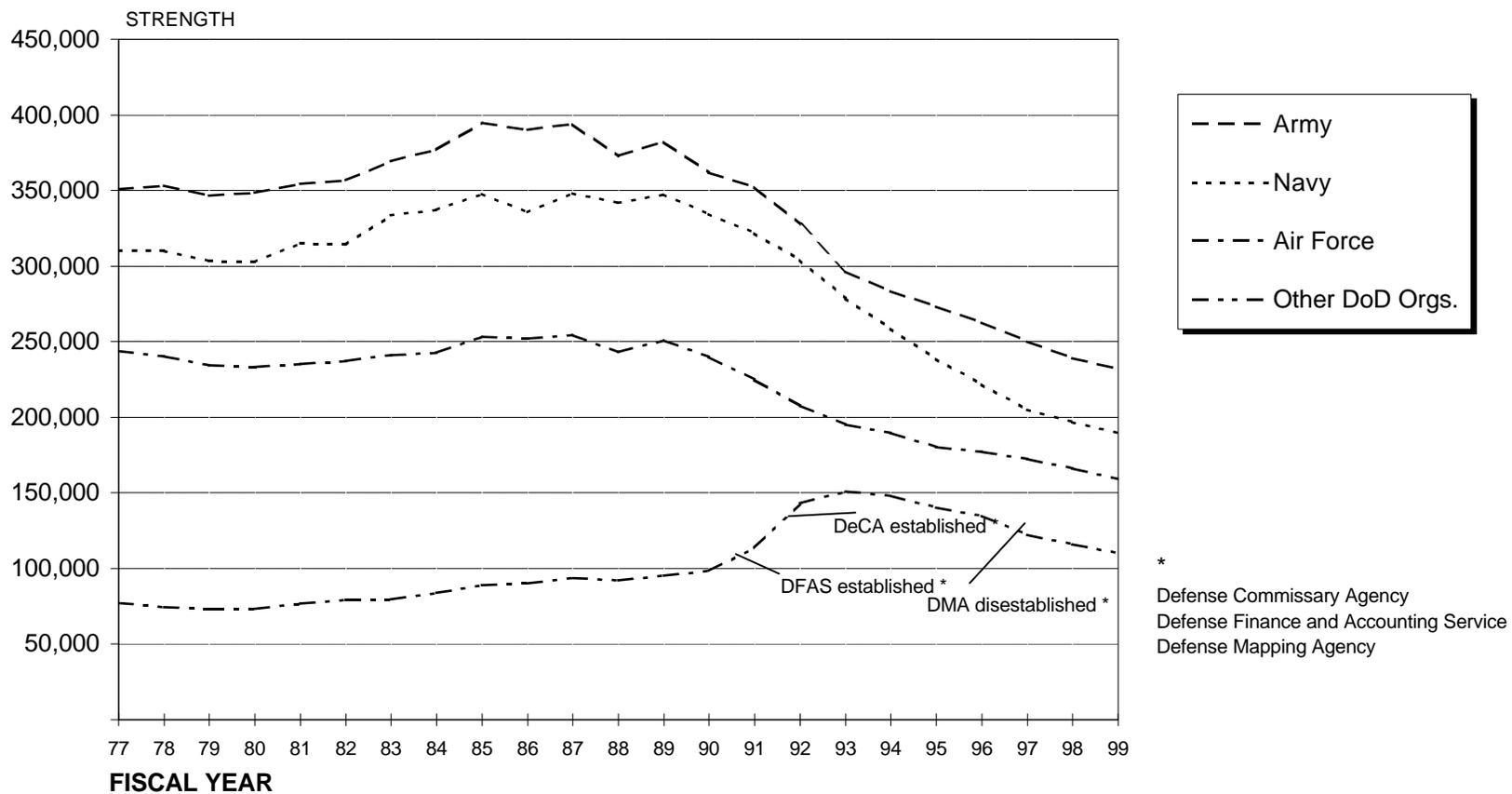


FIGURE 2

Prepared by: Washington Headquarters Services
Directorate for Information
Operations and Reports

TABLE 3

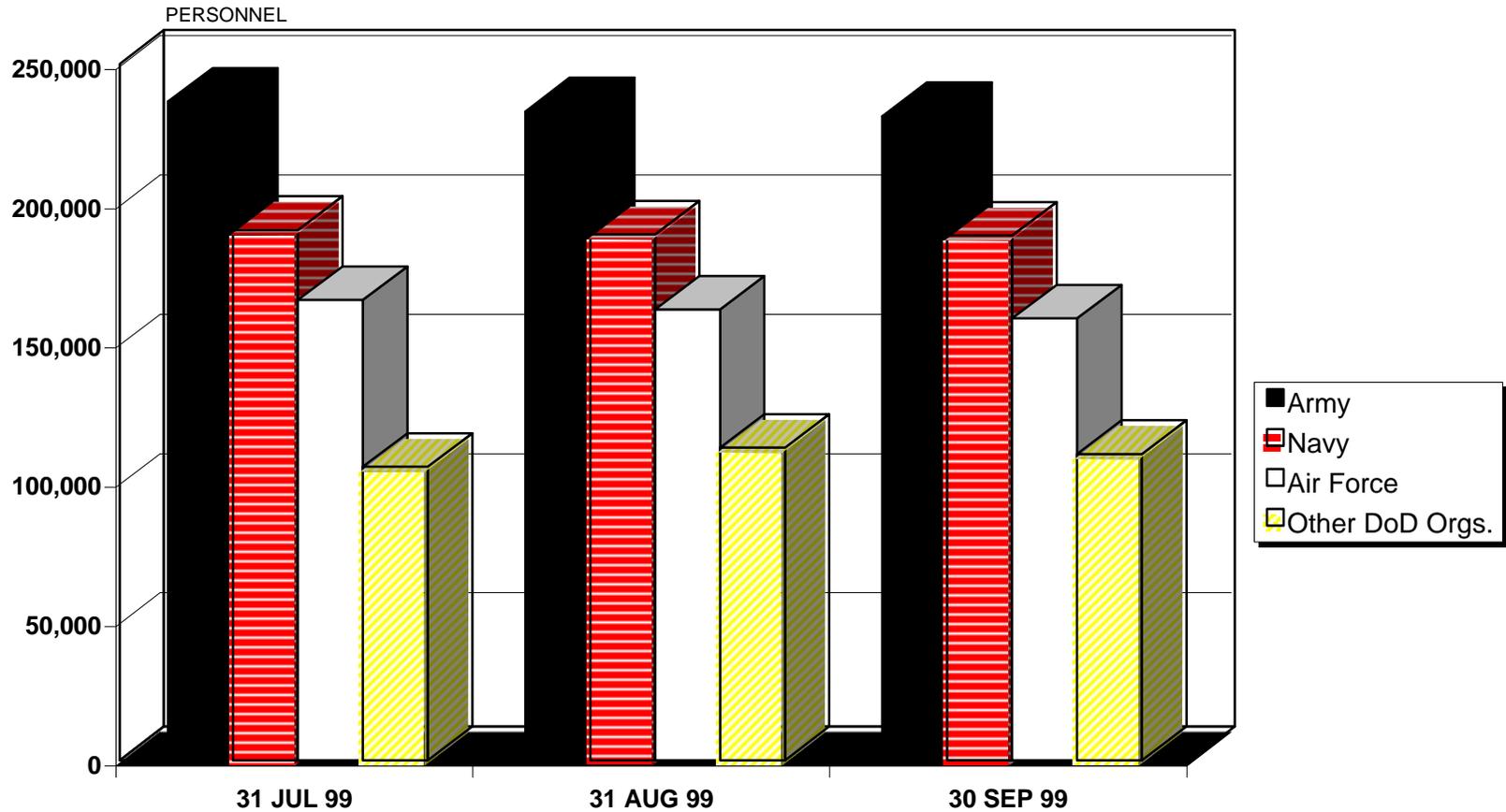
**DoD Direct Hire Civilian Personnel Subject to Former OMB Ceiling,
by Function and Defense Component**

FUNCTION/COMPONENT <i>a/</i>	TOTAL EMPLOYMENT			FULL-TIME WITH PERMANENT APPOINTMENTS		
	31 JUL 99	31 AUG 99	30 SEP 99	31 JUL 99	31 AUG 99	30 SEP 99
MILITARY FUNCTIONS	671,522	670,236	663,466	602,498	607,418	605,167
Army	210,583	207,564	206,592	185,932	185,616	185,171
Navy	190,308	188,760	188,271	178,987	178,676	178,973
Air Force	165,246	161,761	158,635	147,092	147,521	145,994
OSD and Other DoD Orgs. Serviced by WHS <i>b/</i>	4,263	4,311	4,316	4,052	4,120	4,124
OSD (included above)	1,356	1,356	1,355	1,295	1,296	1,298
WHS (included above)	1,365	1,354	1,351	1,279	1,289	1,287
Other (see Table 4; included above)	1,542	1,601	1,610	1,478	1,535	1,539
DeCA	18,038	18,060	17,795	9,742	10,050	10,393
DCAA	3,796	3,901	3,882	3,787	3,806	3,775
DFAS	18,403	18,359	18,244	17,159	17,155	17,040
DHRA	705	708	698	682	685	679
DISA	6,160	6,138	6,075	5,843	5,891	5,879
DLA	39,278	38,961	38,746	38,568	38,358	38,141
DSS	2,460	2,443	2,445	2,396	2,381	2,387
DTRA	909	909	907	883	883	896
DoD IG	1,222	1,238	1,235	1,204	1,224	1,224
DoDEA	9,450	16,422	15,625	5,660	10,541	10,491
USUHS (part of Navy 9/26/99)	701	701	0	511	511	0
CIVIL FUNCTIONS	25,879	25,297	24,601	22,552	22,564	22,541
Army	25,878	25,296	24,600	22,551	22,563	22,540
Air Force	1	1	1	1	1	1
TOTAL MILITARY AND CIVIL FUNCTIONS	697,401	695,533	688,067	625,050	629,982	627,708

a/ See the Glossary for Component names.

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

DoD DIRECT HIRE CIVILIAN PERSONNEL SUBJECT TO FORMER OMB CEILING, BY MONTH AND DEFENSE COMPONENT



Prepared by: Washington Headquarters Services
Directorate for Information
Operations and Reports

FIGURE 3

TABLE 4

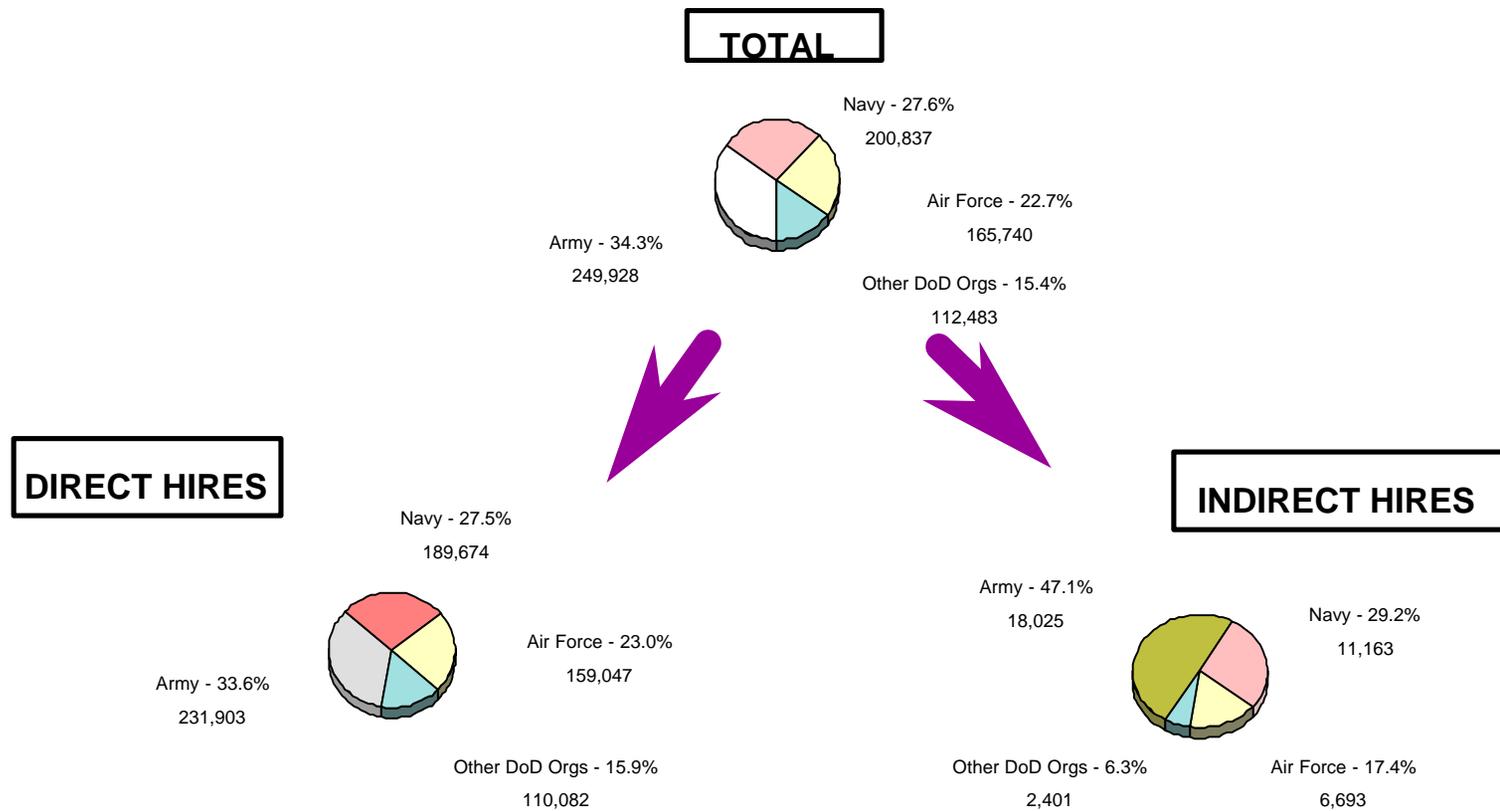
DoD Direct and Indirect Hire Civilian Personnel, by Defense Component - September 30, 1999 a/

DEFENSE COMPONENTS	TOTAL	DIRECT HIRE CIVILIANS	INDIRECT HIRE CIVILIANS
OTHER DEFENSE ORGANIZATIONS			
Office of the Secretary of Defense	1,355	1,355	0
The Joint Chiefs of Staff	192	192	0
Inspector General of the Department of Defense	1,236	1,235	1
U.S. Court of Appeals for the Armed Forces	53	53	0
DEFENSE AGENCIES			
Ballistic Missile Defense Organization	317	317	0
Defense Advanced Research Projects Agency	141	141	0
Defense Commissary Agency	19,070	17,795	1,275
Defense Contract Audit Agency	3,945	3,940	5
Defense Finance and Accounting Service	18,244	18,244	0
Defense Information Systems Agency	6,093	6,075	18
Defense Legal Services Agency	76	76	0
Defense Logistics Agency	39,569	38,749	820
Defense Security Cooperation Agency	121	121	0
Defense Security Service	2,445	2,445	0
Defense Threat Reduction Agency	907	907	0
DoD FIELD ACTIVITIES			
American Forces Information Service	308	308	0
Defense Human Resources Activity	699	699	0
Defense Prisoner of War/Missing Personnel Office	74	74	0
Department of Defense Education Activity	15,907	15,625	282
Office of Economic Adjustment	34	34	0
TRICARE Management Activity	294	294	0
Washington Headquarters Services	1,403	1,403	0
TOTAL	112,483	110,082	2,401

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

Prepared by: Washington Headquarters Services
Directorate for Information Operations and Reports

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



AS OF SEPTEMBER 30, 1999

FIGURE 4

TABLE 5

**DoD Direct Hire Civilian Personnel, by Type,
According to Defense Component - September 30, 1999 a/**

TYPE OF PERSONNEL	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
TOTAL	690,706	231,903	189,674	159,047	110,082
By Status					
Full-Time	673,070	228,478	187,979	156,769	99,844
Part-Time	15,061	3,301	1,512	2,045	8,203
Intermittent	2,575	124	183	233	2,035
By Career Service Category					
Competitive	569,991	185,293	171,563	123,098	90,037
Excepted and SES	120,715	46,610	18,111	35,949	20,045
By Type of Appointment					
Permanent	638,141	209,893	181,056	147,196	99,996
Temporary/Indefinite	52,565	22,010	8,618	11,851	10,086
By Citizenship					
U.S. Citizens	674,767	222,901	186,481	156,316	109,069
Non-Citizens	15,939	9,002	3,193	2,731	1,013
By Labor Category					
Salaried	526,193	180,429	142,994	108,760	94,010
Wage Board	164,513	51,474	46,680	50,287	16,072

a/ Includes personnel not subject to former OMB ceiling control.

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

Prepared by: Washington Headquarters Services

Directorate for Information Operations and Reports

TABLE 6

**DoD Direct Hire Civilian Personnel, by Location/Type,
According to Defense Component - September 30, 1999 a/**

LOCATION/TYPE OF PERSONNEL	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
WORLDWIDE TOTAL	690,706	231,903	189,674	159,047	110,082
United States	635,307	208,482	180,512	152,041	94,272
By Location					
Washington, D.C., SMSA c/	64,485	19,389	25,670	5,439	13,987
Remainder of U.S.	570,822	189,093	154,842	146,602	80,285
By Labor Category					
Salaried	477,535	159,517	135,918	102,372	79,728
Wage Board	157,772	48,965	44,594	49,669	14,544
By Citizenship					
U.S. Citizens	634,898	208,215	180,394	152,028	94,261
Non-Citizens	409	267	118	13	11
U.S. Territories	5,834	1,407	2,309	750	1,368
By Labor Category					
Salaried	4,046	1,072	1,451	447	1,076
Wage Board	1,788	335	858	303	292
By Citizenship					
U.S. Citizens	5,830	1,405	2,309	749	1,367
Non-Citizens	4	2	0	1	1
Foreign Countries	49,565	22,014	6,853	6,256	14,442
By Labor Category					
Salaried	44,612	19,840	5,625	5,941	13,206
Wage Board	4,953	2,174	1,228	315	1,236
By Citizenship					
U.S. Citizens	34,039	13,281	3,778	3,539	13,441
Non-Citizens	15,526	8,733	3,075	2,717	1,001

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).

Prepared by: Washington Headquarters Services

Directorate for Information Operations and Reports

TABLE 7**DoD Indirect Hire Civilian Personnel, by Country,
According to Defense Component - September 30, 1999**

COUNTRY	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. a/
BAHRAIN	12	0	12	0	0
BELGIUM	1,077	525	0	2	43
FINLAND	1	0	0	0	1
GERMANY	15,259	11,876	0	2,427	956
GREECE	111	5	104	2	0
HAITI	2	0	0	0	2
ITALY	4	0	3	0	1
JAPAN	18,731	3,200	10,101	4,260	1,170
KOREA	2,182	2,181	0	0	1
LUXEMBOURG	11	11	0	0	0
MALAYSIA	2	0	0	0	2
NETHERLANDS	251	217	0	2	32
PORTUGAL	1	0	0	0	1
SINGAPORE	3	0	0	0	3
SPAIN	1,002	0	943	0	59
THAILAND	1	0	0	0	1
UNITED KINGDOM	139	10	0	0	129
TOTAL	38,282	18,025	11,163	6,693	2,401

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

Prepared by: Washington Headquarters Services
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**)

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 Cooperation Agency (**DSCA**)
Defense Security Service (**DSS**)
Defense Threat Reduction Agency (**DTRA**)

Department of Defense Field Activities:

- * American Forces Information Service (**AFIS**)
- ** Defense Human Resources Activity (**DHRA**)
- * Defense Prisoner of War/Missing Personnel Office (**DPMO**)
Department of Defense Education Activity (**DoDEA**)
- * Office of Economic Adjustment (**OEA**)
- * TRICARE Management Activity (**TMA**)
- * 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.)