

Department of Defense

# **CIVILIAN MANPOWER STATISTICS**

**March 31, 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/mmid/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 - March 31, 1998 .....	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 - 1997).....	3
Figure 2 DoD Direct Hire Civilian Personnel Strength - Component Detail (Fiscal Years 1977 - 1997) .....	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) - March 31, 1998 .....	7
Figure 4 DoD Direct and Indirect Hire Civilian Employment, by Defense Component, Military and Civil Functions - March 31, 1998 .....	8
Table 5 DoD Direct Hire Civilian Personnel, by Type, According to Defense Component - March 31, 1998 .....	9
Table 6 DoD Direct Hire Civilian Personnel, by Location/Type, According to Defense Component - March 31, 1998.....	10
Table 7 DoD Indirect Hire Civilian Personnel, by Country, According to Defense Component - March 31, 1998 .....	11
<b>GLOSSARY</b> .....	12

**TABLE 1**

**DoD Civilian Employment, by Function and Employment Status,  
According to Defense Component - March 31, 1998**

<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>	739,199	236,206	209,428	173,137	120,428
Direct Hire	700,493	217,054	198,458	166,601	118,380
Indirect Hire	38,706	19,152	10,970	6,536	2,048
<b>Grand Total Employment</b>	740,448	236,407	210,177	173,326	120,538
Direct Hire	701,742	217,255	199,207	166,790	118,490
Indirect Hire	38,706	19,152	10,970	6,536	2,048
<b>CIVIL FUNCTIONS (All Direct Hire)</b>					
<b>Former OMB Ceiling Employment</b>	24,680	24,679	0	1	0
<b>Grand Total Employment</b>	25,069	25,068	0	1	0
<b>TOTAL MILITARY AND CIVIL FUNCTIONS</b>					
<b>Former OMB Ceiling Employment</b>	763,879	260,885	209,428	173,138	120,428
Direct Hire	725,173	241,733	198,458	166,602	118,380
Indirect Hire	38,706	19,152	10,970	6,536	2,048
<b>Grand Total Employment</b>	765,517	261,475	210,177	173,327	120,538
Direct Hire	726,811	242,323	199,207	166,791	118,490
Indirect Hire	38,706	19,152	10,970	6,536	2,048

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**

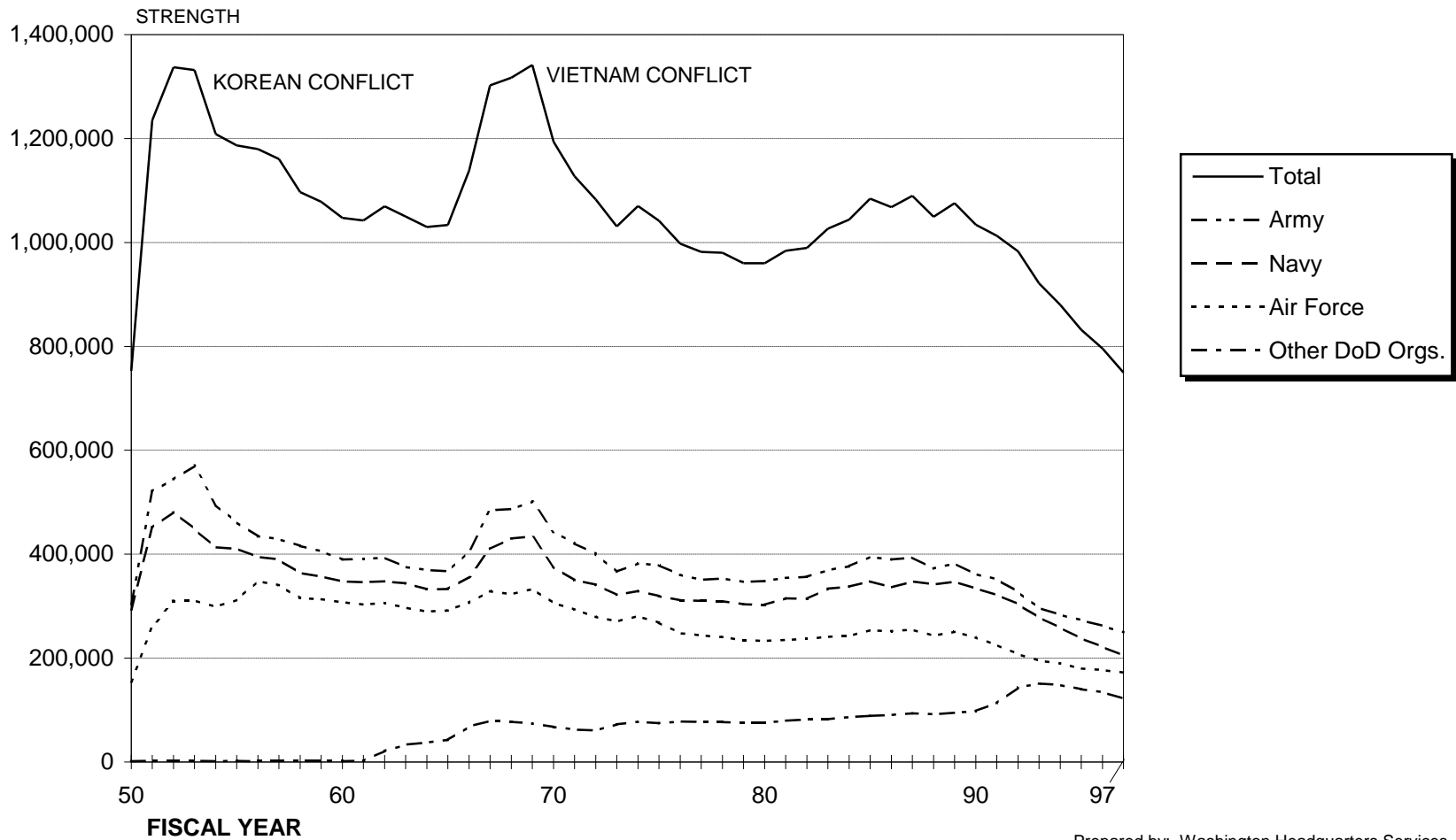
FUNCTION/COMPONENT EMPLOYMENT STATUS	END STRENGTHS, LAST 4 FISCAL YEARS				LAST 3 MONTHS		
	30 SEP 94	30 SEP 95	30 SEP 96	30 SEP 97	31 JAN 98	28 FEB 98	31 MAR 98
<b>MILITARY FUNCTIONS</b>	891,100	842,919	806,865	761,433	743,794	742,087	739,199
<b>Direct Hire a/</b>	844,395	800,583	766,539	721,567	705,006	703,275	700,493
<b>Indirect Hire b/</b>	46,705	42,336	40,326	39,866	38,788	38,812	38,706
<b>Army</b>	278,522	266,205	254,932	242,920	237,309	236,873	236,206
Direct Hire	252,559	243,200	234,390	223,258	218,074	217,610	217,054
Indirect Hire	25,963	23,005	20,542	19,662	19,235	19,263	19,152
<b>Navy</b>	266,337	247,760	231,436	215,068	210,990	210,492	209,428
Direct Hire	255,894	237,404	220,694	204,022	200,000	199,518	198,458
Indirect Hire	10,443	10,356	10,742	11,046	10,990	10,974	10,970
<b>Air Force</b>	196,077	186,545	183,542	179,016	174,018	173,753	173,137
Direct Hire	188,434	179,907	176,847	172,175	167,486	167,205	166,601
Indirect Hire	7,643	6,638	6,695	6,841	6,532	6,548	6,536
<b>Other DoD Organizations c/</b>	150,164	142,409	136,955	124,429	121,477	120,969	120,428
Direct Hire	147,508	140,072	134,608	122,112	119,446	118,942	118,380
Indirect Hire	2,656	2,337	2,347	2,317	2,031	2,027	2,048
<b>CIVIL FUNCTIONS (All Direct Hire) a/</b>	27,959	29,080	27,359	26,031	24,477	24,519	24,680
<b>Army</b>	27,958	29,079	27,358	26,030	24,476	24,518	24,679
<b>Air Force</b>	1	1	1	1	1	1	1
<b>TOTAL MILITARY AND CIVIL FUNCTIONS</b>	919,059	871,999	834,224	787,464	768,271	766,606	763,879
<b>Direct Hire a/</b>	872,354	829,663	793,898	747,598	729,483	727,794	725,173
<b>Indirect Hire b/</b>	46,705	42,336	40,326	39,866	38,788	38,812	38,706

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.

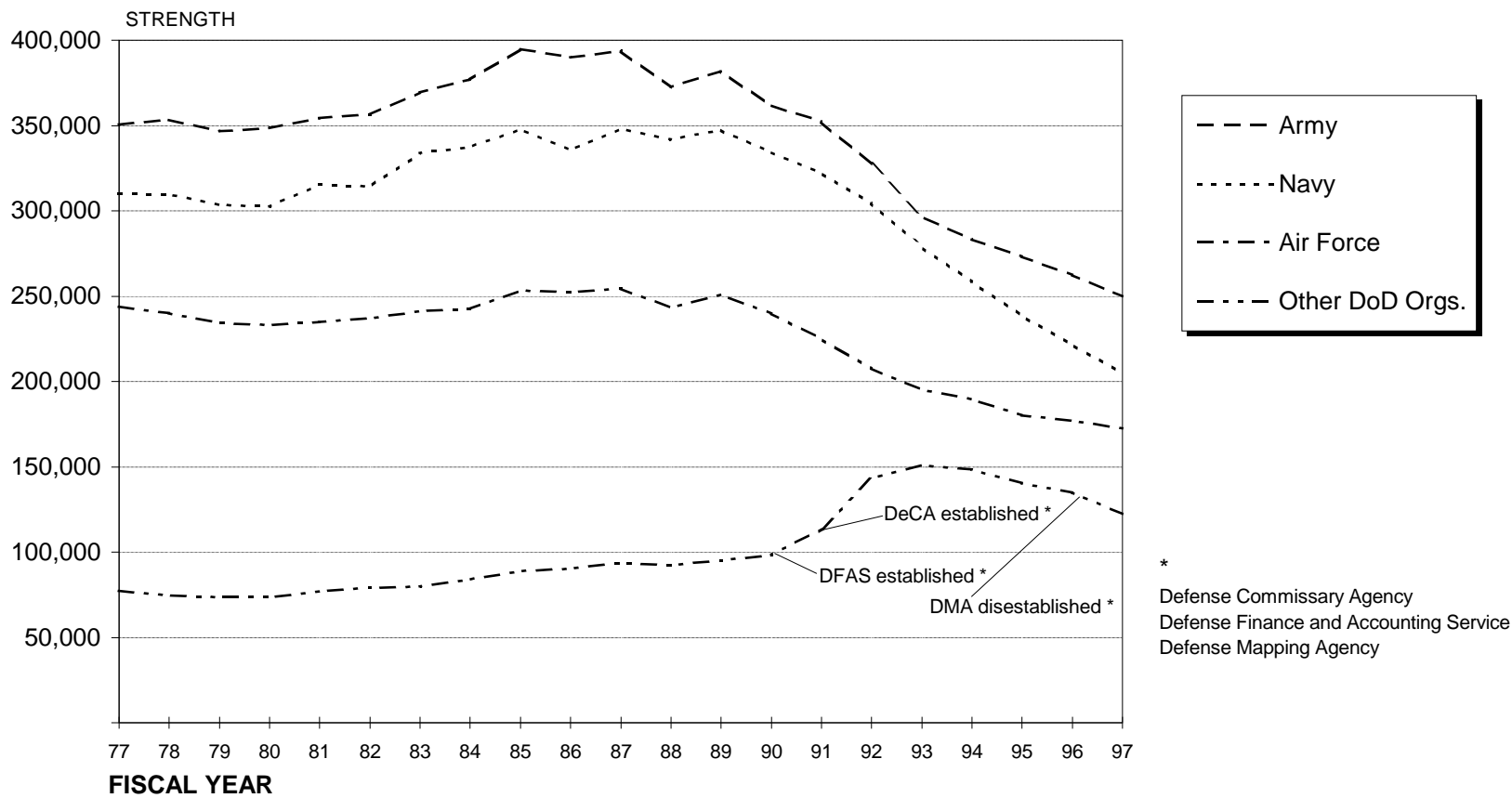
## DoD DIRECT HIRE CIVILIAN PERSONNEL STRENGTH - SUMMARY FISCAL YEARS 1950 - 1997



**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**

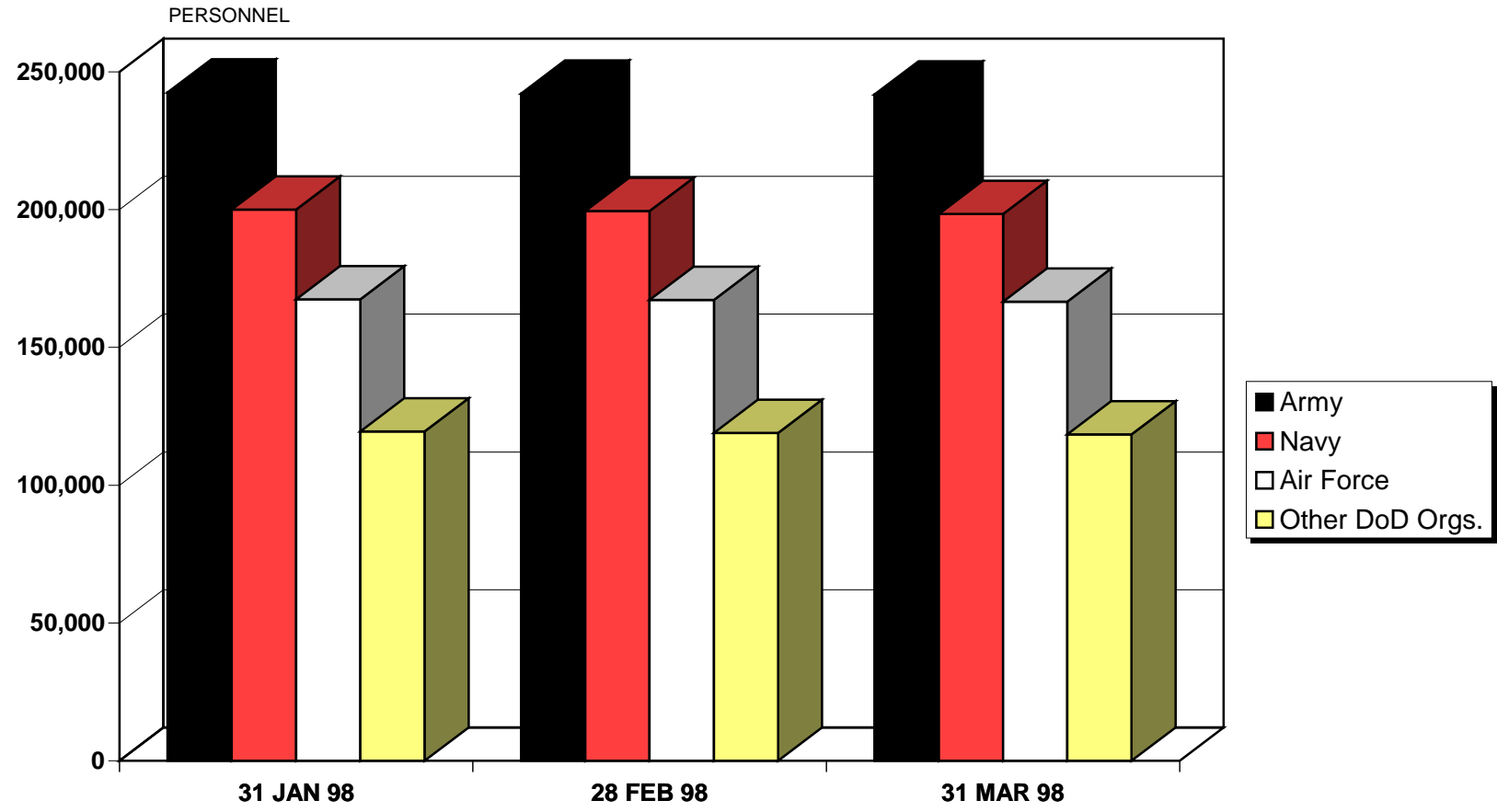
**DoD Direct Hire Civilian Personnel Subject to Former OMB Ceiling,  
by Function and Defense Component**

FUNCTION/COMPONENT <i>a/</i>	TOTAL EMPLOYMENT			FULL-TIME WITH PERMANENT APPOINTMENTS		
	31 JAN 98	28 FEB 98	31 MAR 98	31 JAN 98	28 FEB 98	31 MAR 98
<b>MILITARY FUNCTIONS</b>	705,006	703,275	700,493	641,137	639,983	637,449
Army	218,074	217,610	217,054	195,010	194,763	194,162
Navy	200,000	199,518	198,458	188,851	188,664	187,764
Air Force	167,486	167,205	166,601	154,683	154,646	154,204
OSD and Other DoD Orgs. Serviced by WHS <i>b/</i>	4,631	4,625	4,531	4,431	4,421	4,341
OSD (included above)	1,688	1,659	1,606	1,576	1,549	1,505
WHS (included above)	1,282	1,313	1,294	1,252	1,277	1,264
Other (see Table 4; included above)	1,661	1,653	1,631	1,603	1,595	1,572
DeCA	17,812	17,877	17,893	9,431	9,436	9,478
DCAA	4,392	4,371	4,367	4,261	4,239	4,232
DFAS	19,687	19,601	19,368	18,572	18,431	18,188
DHRA	695	688	690	674	668	670
DISA	6,381	6,364	6,319	6,147	6,133	6,097
DLA	44,629	44,111	43,851	43,497	43,056	42,809
DSS	2,474	2,468	2,456	2,422	2,417	2,407
DSAs	43	33	33	43	33	33
DSWA	538	539	538	525	524	523
DoD IG	1,267	1,263	1,262	1,259	1,256	1,255
DoDEA	15,891	15,998	16,066	10,529	10,503	10,497
OSIA	280	279	278	271	269	267
USUHS	726	725	728	531	524	522
<b>CIVIL FUNCTIONS</b>	24,477	24,519	24,680	22,616	22,645	22,770
Army	24,476	24,518	24,679	22,615	22,644	22,769
Air Force	1	1	1	1	1	1
<b>TOTAL MILITARY AND CIVIL FUNCTIONS</b>	729,483	727,794	725,173	663,753	662,628	660,219

*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



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**FIGURE 3**

## TABLE 4

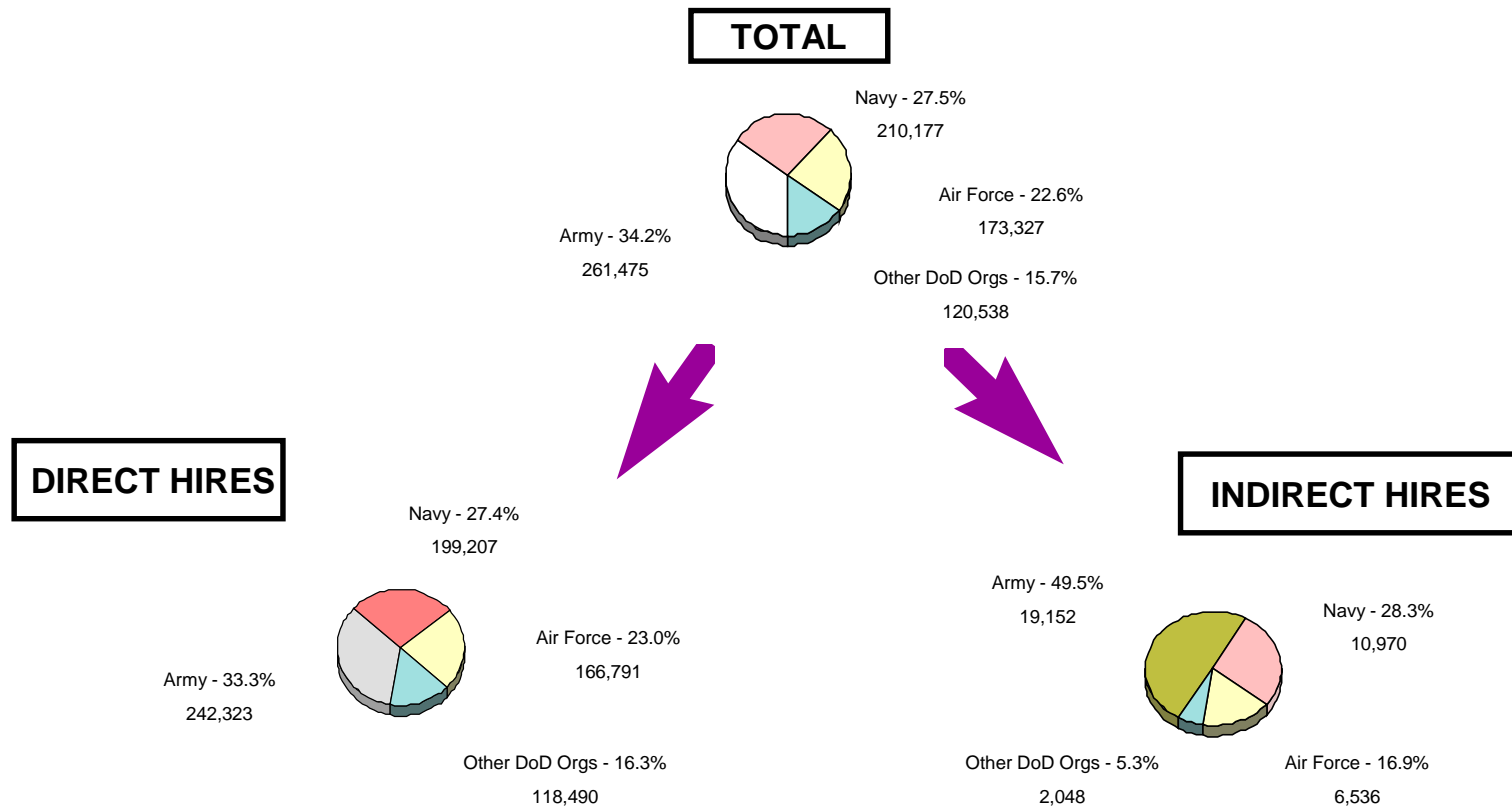
### DoD Direct and Indirect Hire Civilian Personnel, by Defense Component - March 31, 1998 a/

DEFENSE COMPONENTS	TOTAL	DIRECT HIRE CIVILIANS	INDIRECT HIRE CIVILIANS
<b>OTHER DEFENSE ORGANIZATIONS</b>			
Office of the Secretary of Defense	1,606	1,606	0
The Joint Chiefs of Staff	198	198	0
Inspector General of the Department of Defense	1,263	1,262	1
U.S. Court of Appeals for the Armed Forces	56	56	0
Uniformed Services University of the Health Sciences	728	728	0
Defense Support Activities	33	33	0
<b>DEFENSE AGENCIES</b>			
Ballistic Missile Defense Organization	295	295	0
Defense Advanced Research Projects Agency	130	130	0
Defense Commissary Agency	19,171	17,896	1,275
Defense Contract Audit Agency	4,420	4,415	5
Defense Finance and Accounting Service	19,368	19,368	0
Defense Information Systems Agency	6,338	6,319	19
Defense Legal Services Agency	85	85	0
Defense Logistics Agency	44,307	43,878	429
Defense Security Assistance Agency	94	94	0
Defense Security Service	2,456	2,456	0
Defense Special Weapons Agency	538	538	0
On-Site Inspection Agency	278	278	0
<b>DoD FIELD ACTIVITIES</b>			
American Forces Information Service	291	291	0
Defense Human Resources Activity	695	695	0
Defense Medical Programs Activity	94	94	0
Defense Prisoner of War/Missing Personnel Office	78	78	0
Defense Technology Security Administration	72	72	0
Department of Defense Education Activity	16,385	16,066	319
Office of Economic Adjustment	44	44	0
TRICARE Support Office	194	194	0
Washington Headquarters Services	1,321	1,321	0
<b>TOTAL</b>	<b>120,538</b>	<b>118,490</b>	<b>2,048</b>

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



**AS OF MARCH 31, 1998**

FIGURE 4



**TABLE 6**

**DoD Direct Hire Civilian Personnel, by Location/Type,  
According to Defense Component - March 31, 1998 a/**

LOCATION/TYPE OF PERSONNEL	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
<b>WORLDWIDE TOTAL</b>	726,811	242,323	199,207	166,791	118,490
<b>United States</b>	668,999	217,970	189,259	159,267	102,503
By Location					
Washington, D.C., SMSA c/	66,500	19,880	26,825	5,396	14,399
Remainder of U.S.	602,499	198,090	162,434	153,871	88,104
By Labor Category					
Salaried	501,478	166,955	141,770	106,246	86,507
Wage Board	167,521	51,015	47,489	53,021	15,996
By Citizenship					
U.S. Citizens	668,629	217,732	189,190	159,256	102,451
Non-Citizens	370	238	69	11	52
<b>U.S. Territories</b>	5,933	1,089	2,677	765	1,402
By Labor Category					
Salaried	3,843	772	1,602	402	1,067
Wage Board	2,090	317	1,075	363	335
By Citizenship					
U.S. Citizens	5,929	1,087	2,676	764	1,402
Non-Citizens	4	2	1	1	0
<b>Foreign Countries</b>	51,879	23,264	7,271	6,759	14,585
By Labor Category					
Salaried	46,838	20,901	5,988	6,426	13,523
Wage Board	5,041	2,363	1,283	333	1,062
By Citizenship					
U.S. Citizens	35,344	13,961	4,081	3,853	13,449
Non-Citizens	16,535	9,303	3,190	2,906	1,136

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, 1998**

<b>COUNTRY</b>	<b>TOTAL DoD</b>	<b>ARMY</b>	<b>NAVY</b>	<b>AIR FORCE</b>	<b>OTHER DoD ORGS. a/</b>
BELGIUM	622	578	0	2	42
FINLAND	1	0	0	0	1
GERMANY	16,288	12,931	0	2,398	959
GREECE	9	7	0	2	0
GUAM	4	0	4	0	0
HAITI	1				1
JAPAN	18,007	3,211	9,882	4,118	796
KOREA	2,194	2,180	0	0	14
LUXEMBOURG	10	10	0	0	0
MALAYSIA	2	0	0	0	2
NETHERLANDS	259	225	0	2	32
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
<b>TOTAL</b>	<b>38,706</b>	<b>19,152</b>	<b>10,970</b>	<b>6,536</b>	<b>2,048</b>

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.)