

Department of Defense

# **CIVILIAN MANPOWER STATISTICS**

**March 31, 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>).

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**TABLE 1**

**DoD Civilian Employment, by Function and Employment Status,  
According to Defense Component - March 31, 1999**

<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>	713,150	226,872	202,110	168,635	115,533
Direct Hire	675,326	208,790	190,916	162,117	113,503
Indirect Hire	37,824	18,082	11,194	6,518	2,030
<b>Grand Total Employment</b>	714,544	227,131	202,951	168,893	115,569
Direct Hire	676,720	209,049	191,757	162,375	113,539
Indirect Hire	37,824	18,082	11,194	6,518	2,030
<b>CIVIL FUNCTIONS (All Direct Hire)</b>					
<b>Former OMB Ceiling Employment</b>	24,014	24,013	0	1	0
<b>Grand Total Employment</b>	24,414	24,413	0	1	0
<b>TOTAL MILITARY AND CIVIL FUNCTIONS</b>					
<b>Former OMB Ceiling Employment</b>	737,164	250,885	202,110	168,636	115,533
Direct Hire	699,340	232,803	190,916	162,118	113,503
Indirect Hire	37,824	18,082	11,194	6,518	2,030
<b>Grand Total Employment</b>	738,958	251,544	202,951	168,894	115,569
Direct Hire	701,134	233,462	191,757	162,376	113,539
Indirect Hire	37,824	18,082	11,194	6,518	2,030

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**

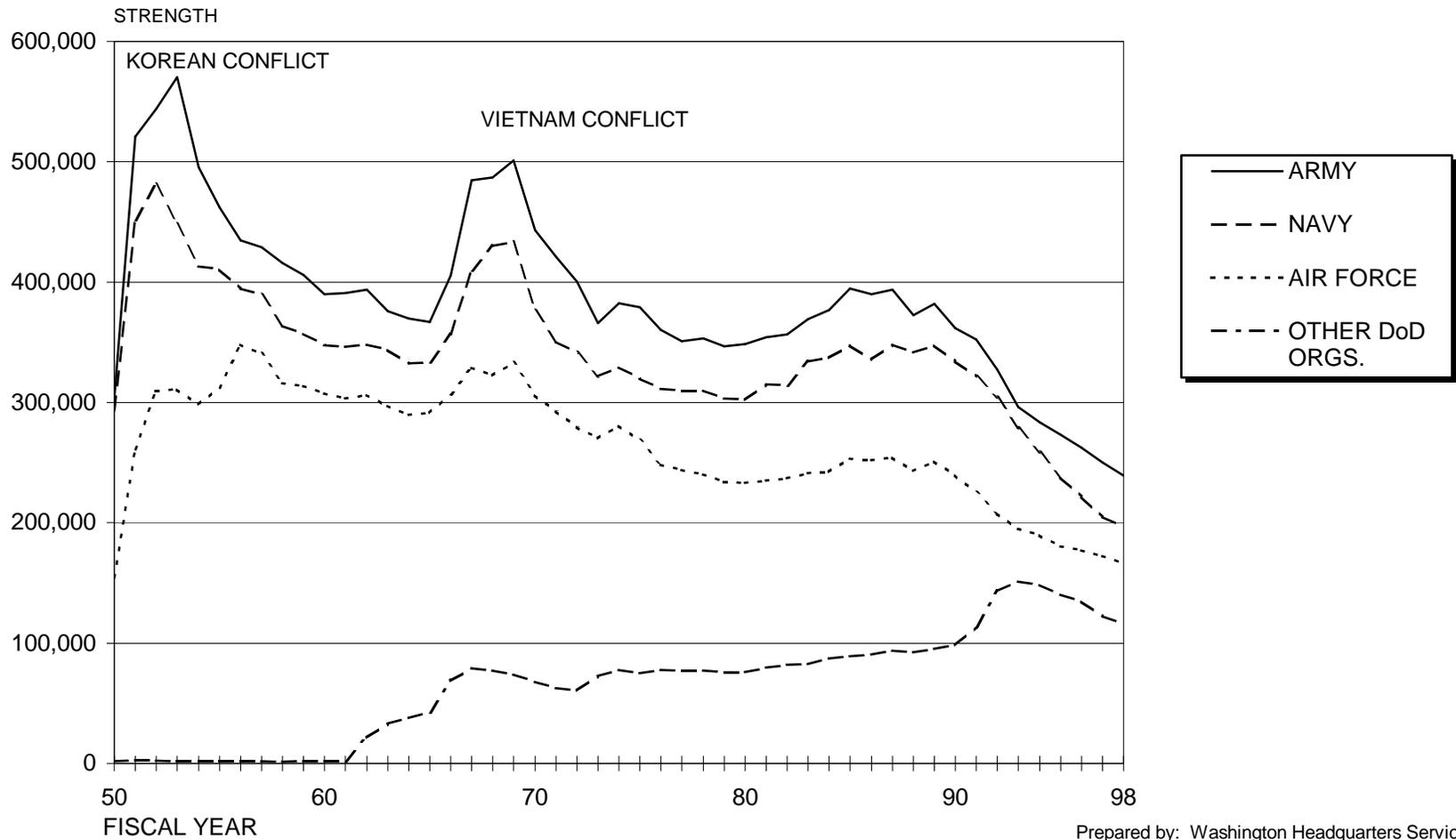
FUNCTION/COMPONENT EMPLOYMENT STATUS	END STRENGTHS, LAST 4 FISCAL YEARS				LAST 3 MONTHS		
	30 SEP 95	30 SEP 96	30 SEP 97	30 SEP 98	31 JAN 99	28 FEB 99	31 MAR 99
<b>MILITARY FUNCTIONS</b>	842,919	806,865	761,433	729,678	715,331	713,617	713,150
<b>Direct Hire a/</b>	800,583	766,539	721,567	691,289	677,788	676,008	675,326
<b>Indirect Hire b/</b>	42,336	40,326	39,866	38,389	37,543	37,609	37,824
<b>Army</b>	266,205	254,932	242,920	232,315	227,145	226,709	226,872
Direct Hire	243,200	234,390	223,258	213,616	209,170	208,661	208,790
Indirect Hire	23,005	20,542	19,662	18,699	17,975	18,048	18,082
<b>Navy</b>	247,760	231,436	215,068	206,854	203,354	202,705	202,110
Direct Hire	237,404	220,694	204,022	195,950	192,356	191,712	190,916
Indirect Hire	10,356	10,742	11,046	10,904	10,998	10,993	11,194
<b>Air Force</b>	186,545	183,542	179,016	172,642	168,871	168,640	168,635
Direct Hire	179,907	176,847	172,175	165,893	162,335	162,104	162,117
Indirect Hire	6,638	6,695	6,841	6,749	6,536	6,536	6,518
<b>Other DoD Organizations c/</b>	142,409	136,955	124,429	117,867	115,961	115,563	115,533
Direct Hire	140,072	134,608	122,112	115,830	113,927	113,531	113,503
Indirect Hire	2,337	2,347	2,317	2,037	2,034	2,032	2,030
<b>CIVIL FUNCTIONS (All Direct Hire) a/</b>	29,080	27,359	26,031	24,975	23,759	23,706	24,014
<b>Army</b>	29,079	27,358	26,030	24,974	23,758	23,705	24,013
<b>Air Force</b>	1	1	1	1	1	1	1
<b>TOTAL MILITARY AND CIVIL FUNCTIONS</b>	871,999	834,224	787,464	754,653	739,090	737,323	737,164
<b>Direct Hire a/</b>	829,663	793,898	747,598	716,264	701,547	699,714	699,340
<b>Indirect Hire b/</b>	42,336	40,326	39,866	38,389	37,543	37,609	37,824

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.

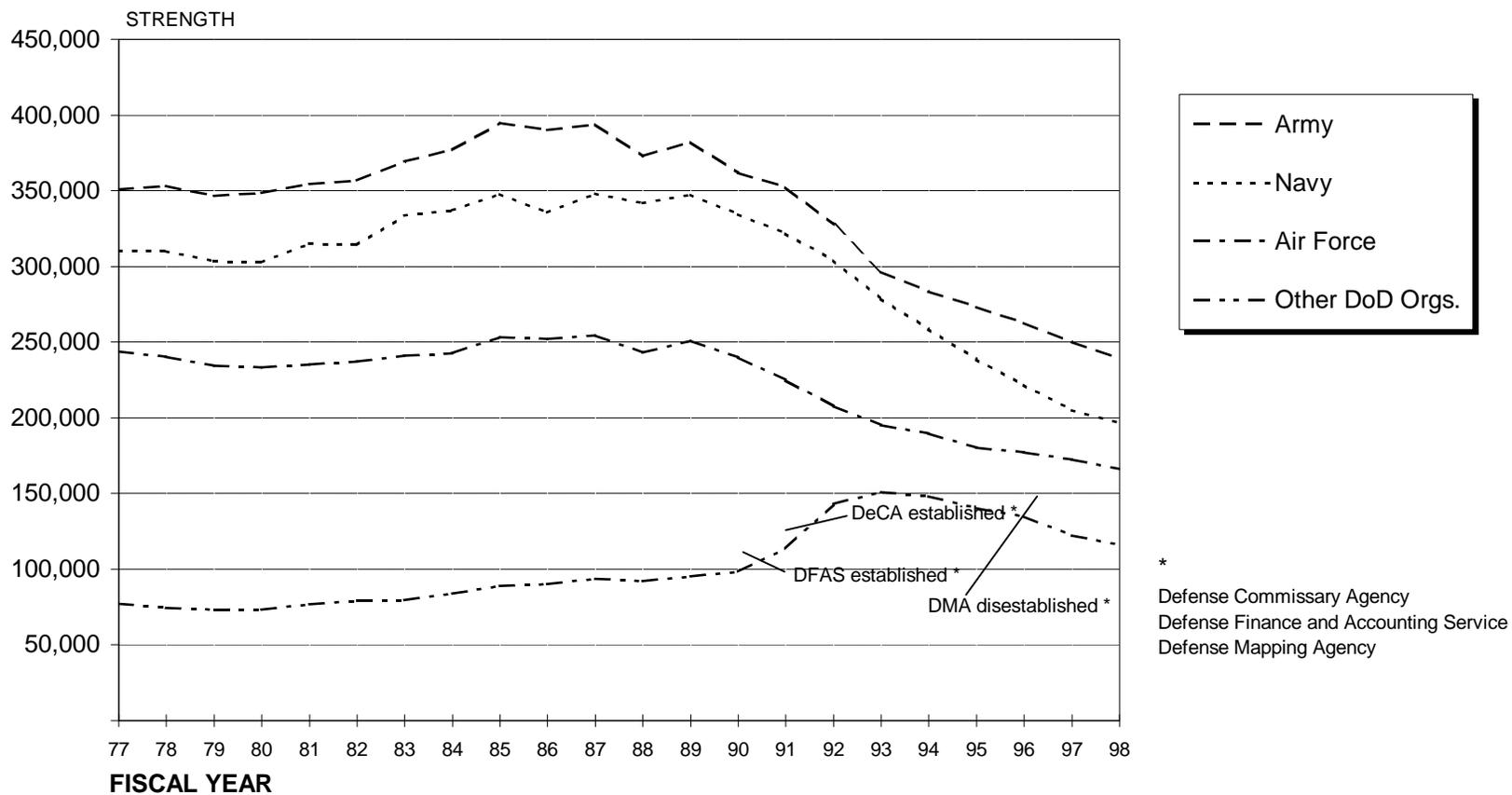
## DoD DIRECT HIRE CIVILIAN PERSONNEL STRENGTH LEVELS FISCAL YEARS 1950 - 1998



**FIGURE 1**

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## DoD DIRECT HIRE CIVILIAN PERSONNEL STRENGTH - COMPONENT DETAIL FISCAL YEARS 1977 - 1998



**FIGURE 2**

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**TABLE 3**

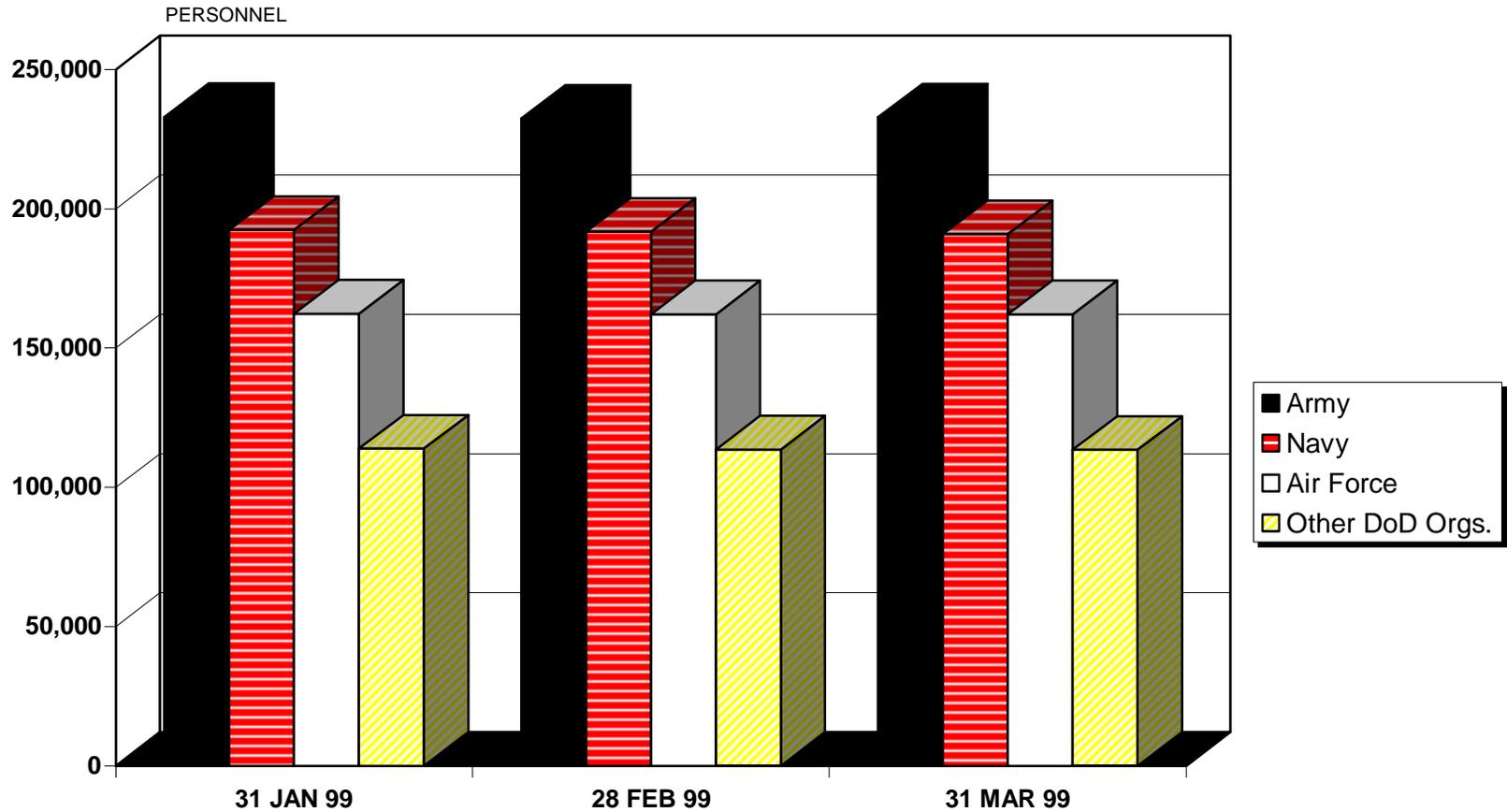
**DoD Direct Hire Civilian Personnel Subject to Former OMB Ceiling,  
by Function and Defense Component**

FUNCTION/COMPONENT <i>a/</i>	TOTAL EMPLOYMENT			FULL-TIME WITH PERMANENT APPOINTMENTS		
	31 JAN 99	28 FEB 99	31 MAR 99	31 JAN 99	28 FEB 99	31 MAR 99
<b>MILITARY FUNCTIONS</b>	677,788	676,008	675,326	617,536	616,159	615,387
Army	209,170	208,661	208,790	188,701	188,299	188,125
Navy	192,356	191,712	190,916	182,366	181,920	181,283
Air Force	162,335	162,104	162,117	149,941	149,789	149,758
OSD and Other DoD Orgs. Serviced by WHS <i>b/</i>	4,400	4,373	4,361	4,195	4,170	4,176
OSD (included above)	1,398	1,390	1,380	1,345	1,335	1,329
WHS (included above)	1,371	1,362	1,353	1,281	1,277	1,276
Other (see Table 4; included above)	1,631	1,621	1,628	1,569	1,558	1,571
DeCA	18,425	18,460	18,603	9,784	9,756	9,695
DCAA	3,979	3,852	3,993	3,860	3,839	3,826
DFAS	17,961	17,907	17,954	16,646	16,614	16,941
DHRA	697	701	704	677	682	686
DISA	6,202	6,173	6,114	5,974	5,947	5,896
DLA	40,814	40,556	40,341	39,953	39,727	39,547
DSS	2,433	2,419	2,466	2,380	2,367	2,416
DTRA	889	899	902	864	874	878
DoD IG	1,186	1,184	1,174	1,181	1,179	1,168
DoDEA	16,229	16,298	16,178	10,494	10,481	10,479
USUHS	712	709	713	520	515	513
<b>CIVIL FUNCTIONS</b>	23,759	23,706	24,014	22,164	22,135	22,288
Army	23,758	23,705	24,013	22,163	22,134	22,287
Air Force	1	1	1	1	1	1
<b>TOTAL MILITARY AND CIVIL FUNCTIONS</b>	701,547	699,714	699,340	639,700	638,294	637,675

*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

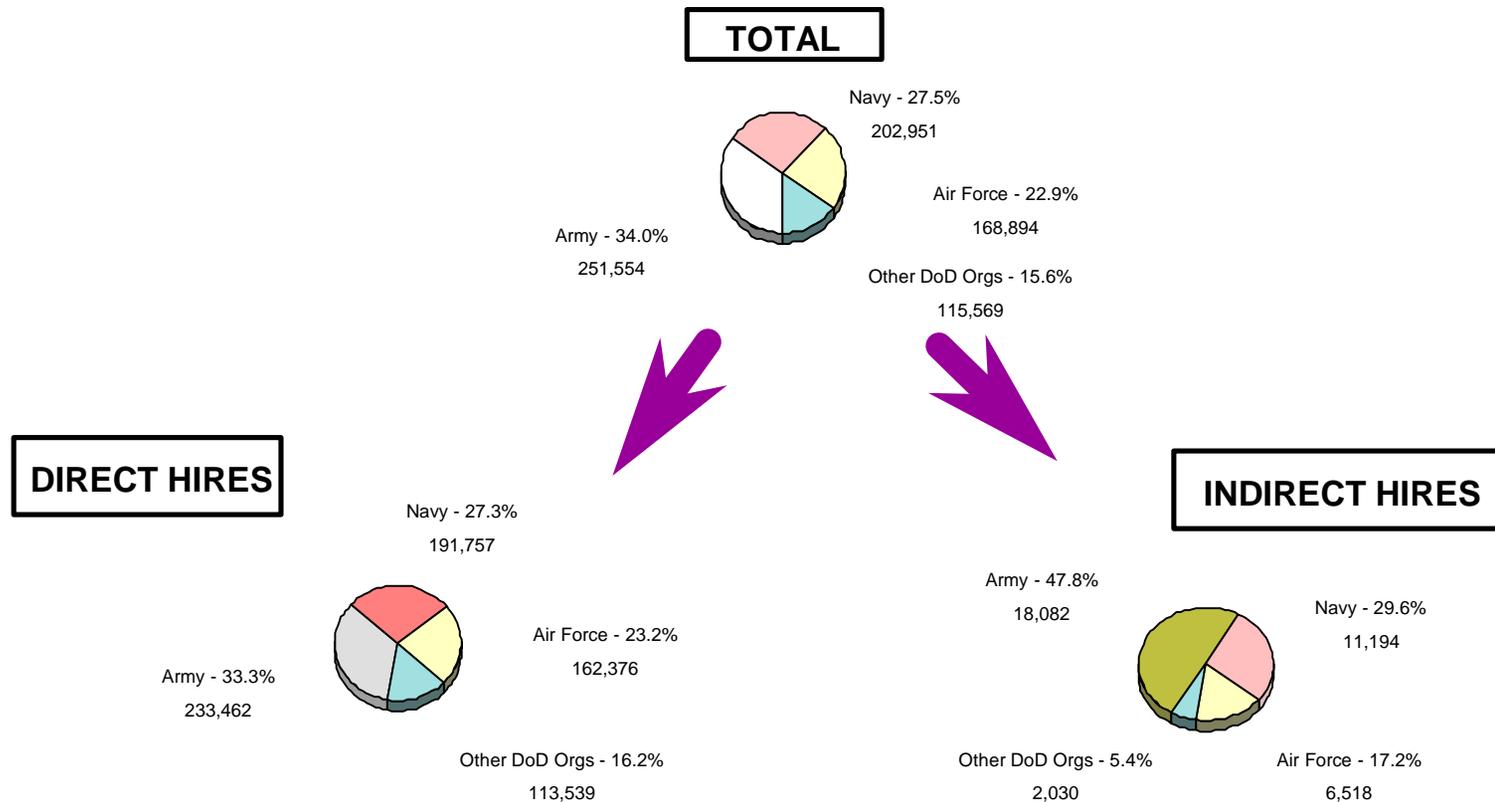
### DoD Direct and Indirect Hire Civilian Personnel, by Defense Component -March 31, 1999 a/

DEFENSE COMPONENTS	TOTAL	DIRECT HIRE CIVILIANS	INDIRECT HIRE CIVILIANS
<b>OTHER DEFENSE ORGANIZATIONS</b>			
Office of the Secretary of Defense	1,380	1,380	0
The Joint Chiefs of Staff	198	198	0
Inspector General of the Department of Defense	1,175	1,174	1
U.S. Court of Appeals for the Armed Forces	53	53	0
Uniformed Services University of the Health Sciences	713	713	0
Defense Support Activities	0	0	0
<b>DEFENSE AGENCIES</b>			
Ballistic Missile Defense Organization	329	329	0
Defense Advanced Research Projects Agency	131	131	0
Defense Commissary Agency	19,879	18,604	1,275
Defense Contract Audit Agency	3,998	3,993	5
Defense Finance and Accounting Service	17,954	17,954	0
Defense Information Systems Agency	6,134	6,114	20
Defense Legal Services Agency	85	85	0
Defense Logistics Agency	40,790	40,343	447
Defense Security Cooperation Agency	107	107	0
Defense Security Service	2,466	2,466	0
Defense Threat Reduction Agency	902	902	0
<b>DoD FIELD ACTIVITIES</b>			
American Forces Information Service	314	314	0
Defense Human Resources Activity	705	705	0
Defense Prisoner of War/Missing Personnel Office	76	76	0
Department of Defense Education Activity	16,460	16,178	282
Office of Economic Adjustment	39	39	0
TRICARE Management Activity	112	112	0
TRICARE Support Office	184	184	0
Washington Headquarters Services	1,385	1,385	0
<b>TOTAL</b>	<b>115,569</b>	<b>113,539</b>	<b>2,030</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, 1999

FIGURE 4

**TABLE 5**

**DoD Direct Hire Civilian Personnel, by Type,  
According to Defense Component - March 31, 1999 a/**

TYPE OF PERSONNEL	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
<b>TOTAL</b>	701,134	233,462	191,757	162,376	113,539
<b>By Status</b>					
Full-Time	680,783	229,764	189,939	159,975	101,105
Part-Time	16,344	3,555	1,623	2,194	8,972
Intermittent	4,007	143	195	207	3,462
<b>By Career Service Category</b>					
Competitive	581,476	187,087	174,612	126,691	93,086
Excepted and SES	119,658	46,375	17,145	35,685	20,453
<b>By Type of Appointment</b>					
Permanent	648,800	212,566	182,870	150,923	102,441
Temporary/Indefinite	52,334	20,896	8,887	11,453	11,098
<b>By Citizenship</b>					
U.S. Citizens	684,663	224,164	188,717	159,446	112,336
Non-Citizens	16,471	9,298	3,040	2,930	1,203
<b>By Labor Category</b>					
Salaried	533,632	182,069	144,398	110,181	96,984
Wage Board	167,502	51,393	47,359	52,195	16,555

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 - March 31, 1999 a/**

LOCATION/TYPE OF PERSONNEL	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
<b>WORLDWIDE TOTAL</b>	701,134	233,462	191,757	162,376	113,539
<b>United States</b>	644,263	209,597	182,366	154,909	97,391
By Location					
Washington, D.C., SMSA c/	64,608	19,544	25,503	5,371	14,190
Remainder of U.S.	579,655	190,053	156,863	149,538	83,201
By Labor Category					
Salaried	483,512	160,762	137,172	103,370	82,208
Wage Board	160,751	48,835	45,194	51,539	15,183
By Citizenship					
U.S. Citizens	643,869	209,346	182,296	154,898	97,329
Non-Citizens	394	251	70	11	62
<b>U.S. Territories</b>	5,786	1,128	2,481	771	1,406
By Labor Category					
Salaried	3,844	804	1,505	435	1,100
Wage Board	1,942	324	976	336	306
By Citizenship					
U.S. Citizens	5,781	1,126	2,480	770	1,405
Non-Citizens	5	2	1	1	1
<b>Foreign Countries</b>	51,085	22,737	6,910	6,696	14,742
By Labor Category					
Salaried	46,276	20,503	5,721	6,376	13,676
Wage Board	4,809	2,234	1,189	320	1,066
By Citizenship					
U.S. Citizens	35,013	13,692	3,941	3,778	13,602
Non-Citizens	16,072	9,045	2,969	2,918	1,140

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, 1999**

<b>COUNTRY</b>	<b>TOTAL DoD</b>	<b>ARMY</b>	<b>NAVY</b>	<b>AIR FORCE</b>	<b>OTHER DoD ORGS. a/</b>
BELGIUM	585	540	0	2	43
FINLAND	1	0	0	0	1
GERMANY	15,288	11,927	0	2,395	966
GREECE	15	5	10	0	0
HAITI	2	0	0	0	2
ITALY	4	0	3	0	1
JAPAN	18,218	3,187	10,131	4,116	784
KOREA	2,187	2,184	0	0	3
LUXEMBOURG	11	11	0	0	0
MALAYSIA	2	0	0	0	2
NETHERLANDS	252	218	0	2	32
PORTUGAL	1	0	0	0	1
SINGAPORE	3	0	0	0	3
SPAIN	1,098	0	1,038	0	60
THAILAND	1	0	0	0	1
UNITED KINGDOM	142	10	0	1	131
<b>TOTAL</b>	<b>37,824</b>	<b>18,082</b>	<b>11,194</b>	<b>6,518</b>	<b>2,030</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**)

### **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.)