

Department of Defense

# **CIVILIAN MANPOWER STATISTICS**

**September 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>).

## 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, 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 - 1998) .....	3
Figure 2 DoD Direct Hire Civilian Personnel Strength - Component Detail (Fiscal Years 1977 - 1998) .....	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, 1998 .....	7
Figure 4 DoD Direct and Indirect Hire Civilian Employment, by Defense Component, Military and Civil Functions - September 30, 1998...	8
Table 5 DoD Direct Hire Civilian Personnel, by Type, According to Defense Component - September 30, 1998.....	9
Table 6 DoD Direct Hire Civilian Personnel, by Location/Type, According to Defense Component - September 30, 1998.....	10
Table 7 DoD Indirect Hire Civilian Personnel, by Country, According to Defense Component - September 30, 1998 .....	11
<b>GLOSSARY</b> .....	12

**TABLE 1**

**DoD Civilian Employment, by Function and Employment Status,  
According to Defense Component - September 30, 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>	729,678	232,315	206,854	172,642	117,867
Direct Hire	691,289	213,616	195,950	165,893	115,830
Indirect Hire	38,389	18,699	10,904	6,749	2,037
<b>Grand Total Employment</b>	730,941	232,538	207,601	172,844	117,958
Direct Hire	692,552	213,839	196,697	166,095	115,921
Indirect Hire	38,389	18,699	10,904	6,749	2,037
<b>CIVIL FUNCTIONS (All Direct Hire)</b>					
<b>Former OMB Ceiling Employment</b>	24,975	24,974	0	1	0
<b>Grand Total Employment</b>	25,349	25,348	0	1	0
<b>TOTAL MILITARY AND CIVIL FUNCTIONS</b>					
<b>Former OMB Ceiling Employment</b>	754,653	257,289	206,854	172,643	117,867
Direct Hire	716,264	238,590	195,950	165,894	115,830
Indirect Hire	38,389	18,699	10,904	6,749	2,037
<b>Grand Total Employment</b>	756,290	257,886	207,601	172,845	117,958
Direct Hire	717,901	239,187	196,697	166,096	115,921
Indirect Hire	38,389	18,699	10,904	6,749	2,037

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**

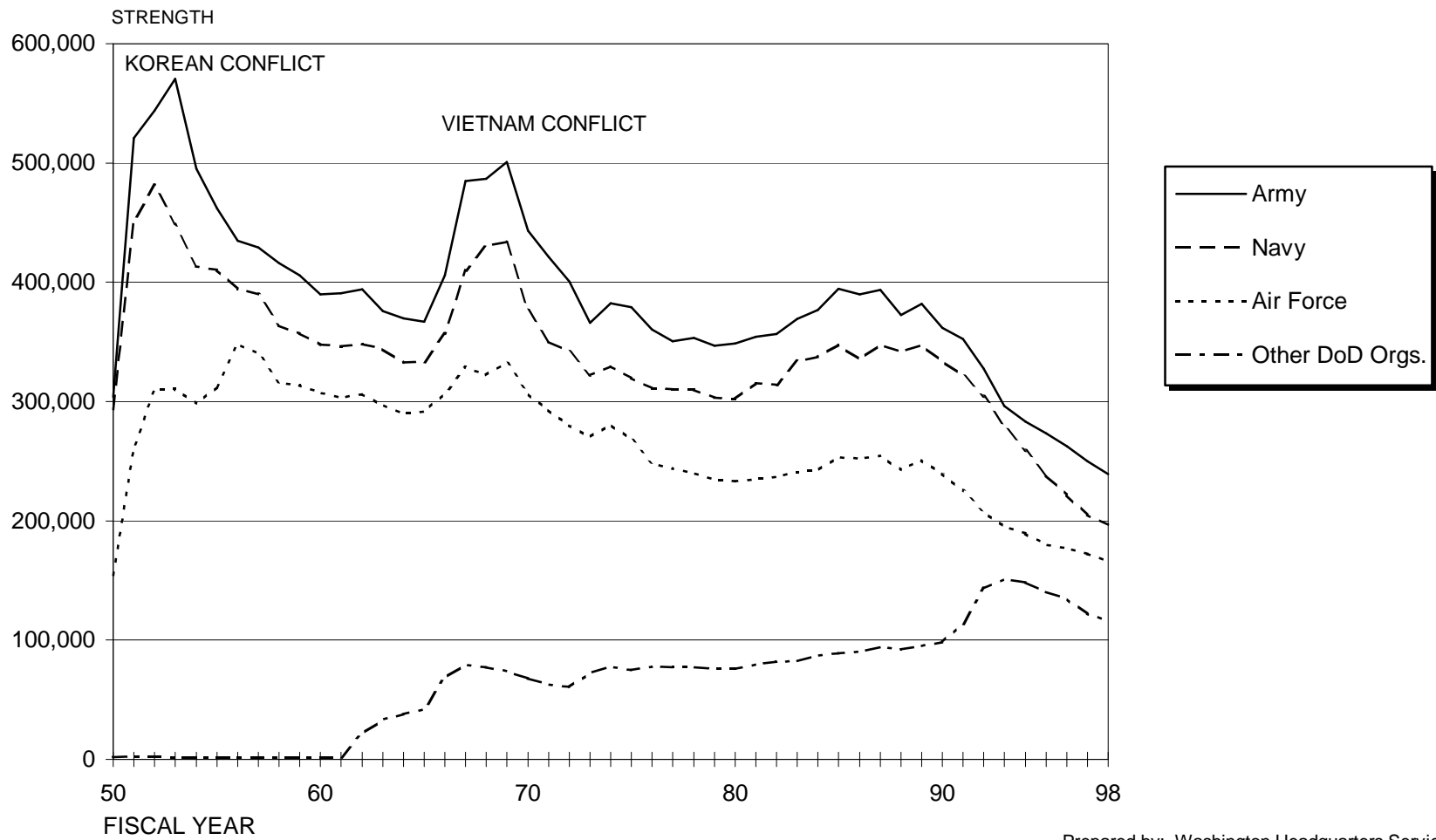
FUNCTION/COMPONENT EMPLOYMENT STATUS	END STRENGTHS, LAST 4 FISCAL YEARS				LAST 3 MONTHS		
	30 SEP 94	30 SEP 95	30 SEP 96	30 SEP 97	31 JUL 98	31 AUG 98	30 SEP 98
<b>MILITARY FUNCTIONS</b>	891,100	842,919	806,865	761,433	739,319	734,076	729,678
<b>Direct Hire a/</b>	844,395	800,583	766,539	721,567	700,760	695,588	691,289
<b>Indirect Hire b/</b>	46,705	42,336	40,326	39,866	38,559	38,488	38,389
<b>Army</b>	278,522	266,205	254,932	242,920	237,828	234,068	232,315
Direct Hire	252,559	243,200	234,390	223,258	219,020	215,360	213,616
Indirect Hire	25,963	23,005	20,542	19,662	18,808	18,708	18,699
<b>Navy</b>	266,337	247,760	231,436	215,068	209,547	208,070	206,854
Direct Hire	255,894	237,404	220,694	204,022	198,593	197,116	195,950
Indirect Hire	10,443	10,356	10,742	11,046	10,954	10,954	10,904
<b>Air Force</b>	196,077	186,545	183,542	179,016	178,359	174,726	172,642
Direct Hire	188,434	179,907	176,847	172,175	171,606	167,942	165,893
Indirect Hire	7,643	6,638	6,695	6,841	6,753	6,784	6,749
<b>Other DoD Organizations c/</b>	150,164	142,409	136,955	124,429	113,585	117,212	117,867
Direct Hire	147,508	140,072	134,608	122,112	111,541	115,170	115,830
Indirect Hire	2,656	2,337	2,347	2,317	2,044	2,042	2,037
<b>CIVIL FUNCTIONS (All Direct Hire) a/</b>	27,959	29,080	27,359	26,031	26,061	25,696	24,975
<b>Army</b>	27,958	29,079	27,358	26,030	26,060	25,695	24,974
<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	765,380	759,772	754,653
<b>Direct Hire a/</b>	872,354	829,663	793,898	747,598	726,821	721,284	716,264
<b>Indirect Hire b/</b>	46,705	42,336	40,326	39,866	38,559	38,488	38,389

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.

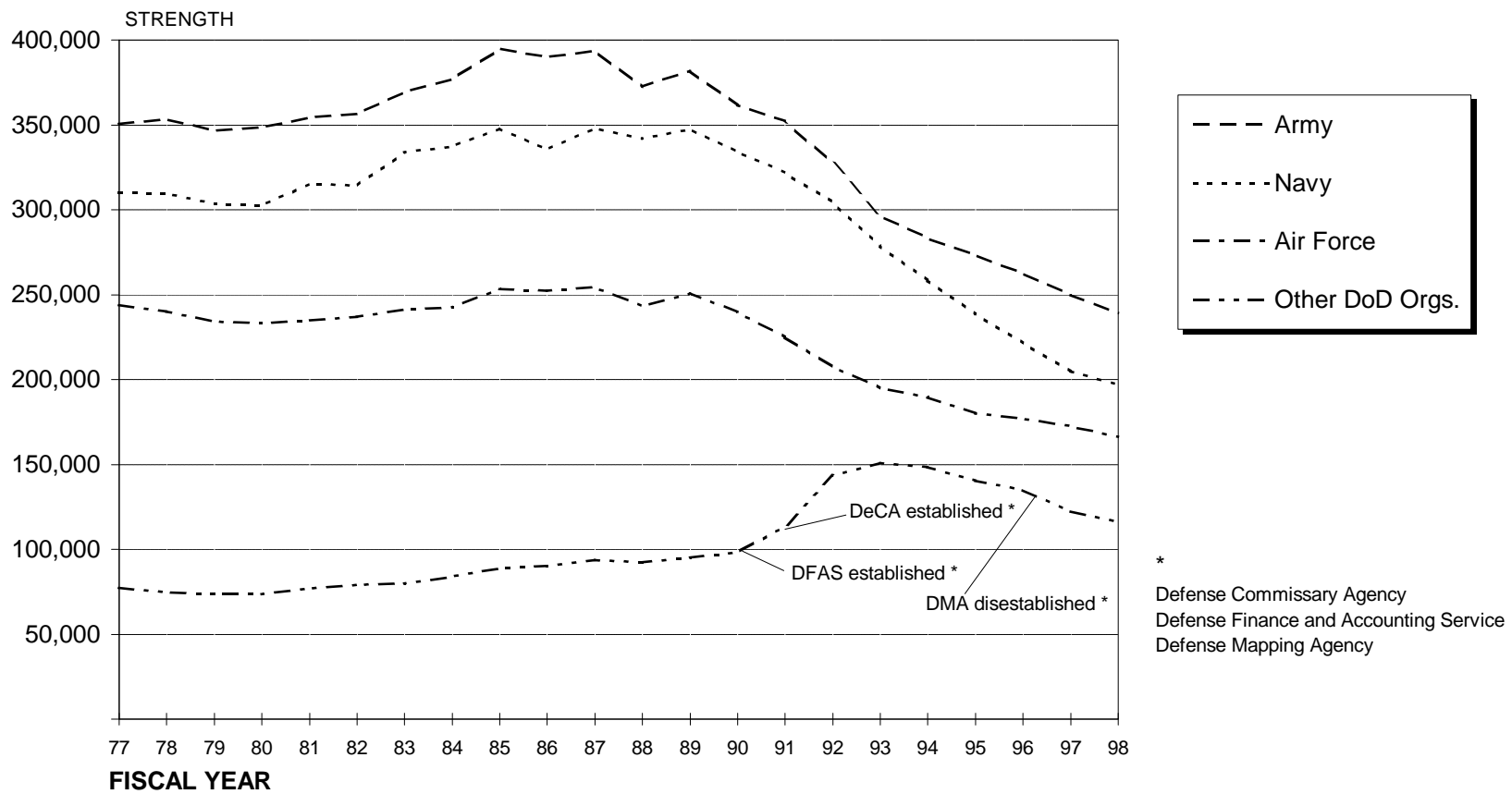
## DoD DIRECT HIRE CIVILIAN PERSONNEL STRENGTH LEVELS FISCAL YEARS 1950 - 1998



**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**

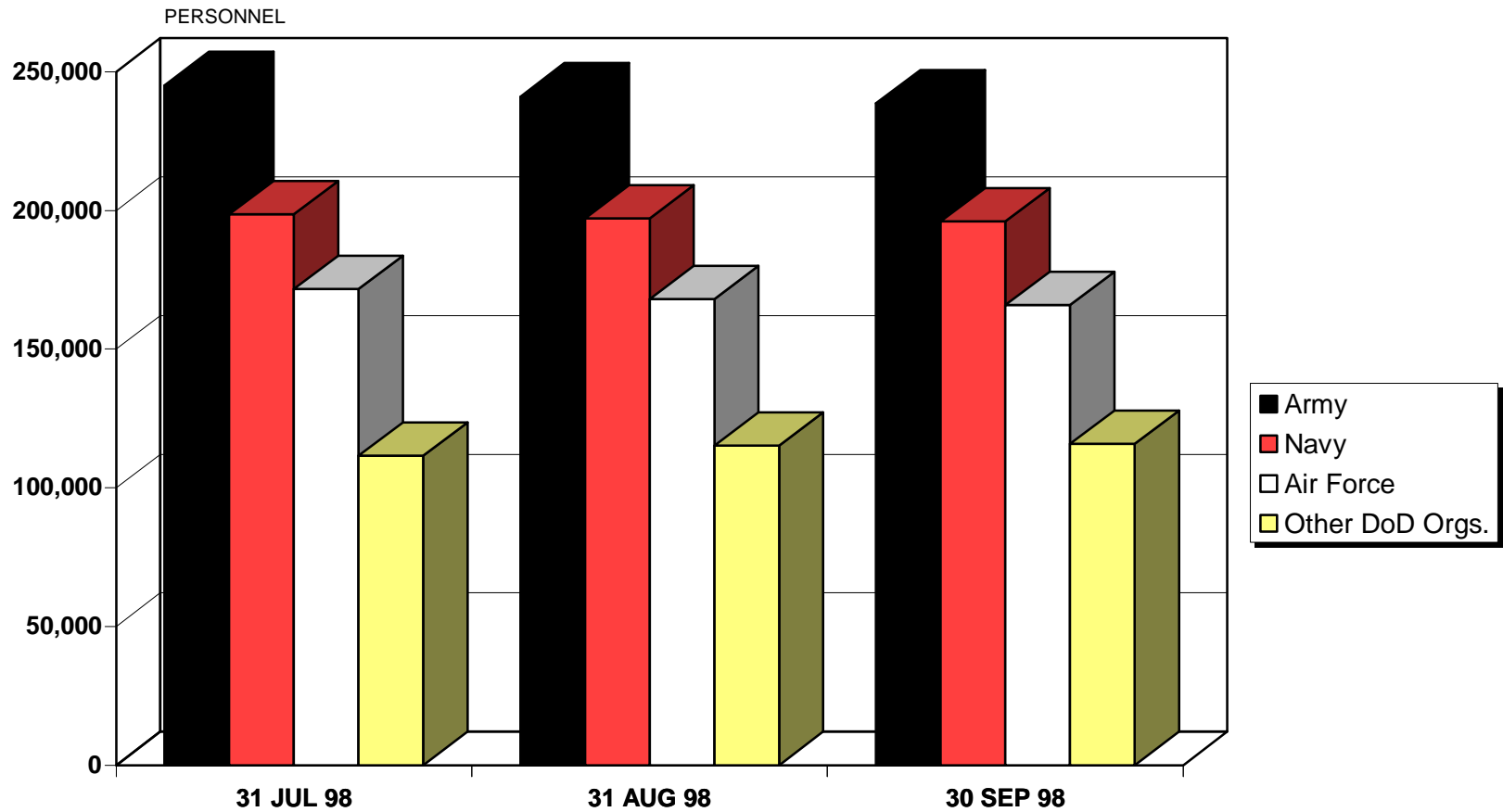
FUNCTION/COMPONENT <i>a/</i>	TOTAL EMPLOYMENT			FULL-TIME WITH PERMANENT APPOINTMENTS		
	31 JUL 98	31 AUG 98	30 SEP 98	31 JUL 98	31 AUG 98	30 SEP 98
<b>MILITARY FUNCTIONS</b>	700,760	695,588	691,289	626,284	629,608	627,494
Army	219,020	215,360	213,616	192,430	192,058	191,760
Navy	198,593	197,116	195,950	186,262	185,754	185,230
Air Force	171,606	167,942	165,893	152,333	152,117	151,680
OSD and Other DoD Orgs. Serviced by WHS <i>b/</i>	4,597	4,578	4,580	4,378	4,378	4,375
OSD (included above)	1,537	1,516	1,507	1,469	1,455	1,450
WHS (included above)	1,387	1,393	1,401	1,296	1,308	1,311
Other (see Table 4; included above)	1,673	1,669	1,672	1,613	1,615	1,614
DeCA	17,966	17,986	18,012	9,810	10,060	10,085
DCAA	4,293	4,242	4,107	4,142	4,108	3,986
DFAS	18,469	18,230	18,085	17,213	16,991	16,851
DHRA	715	710	709	680	685	689
DISA	6,540	6,507	6,462	6,244	6,225	6,224
DLA	43,415	42,873	42,084	42,255	41,859	41,172
DSS	2,467	2,454	2,482	2,386	2,382	2,413
DSAs	31	32	0	31	32	0
DSWA	528	528	527	512	512	512
DoD IG	1,267	1,247	1,225	1,248	1,238	1,216
DoDEA	10,218	14,787	16,558	5,573	10,452	10,530
OSIA	289	260	280	271	248	263
USUHS	746	736	719	516	509	508
<b>CIVIL FUNCTIONS</b>	26,061	25,696	24,975	22,850	22,931	22,907
Army	26,060	25,695	24,974	22,849	22,930	22,906
Air Force	1	1	1	1	1	1
<b>TOTAL MILITARY AND CIVIL FUNCTIONS</b>	726,821	721,284	716,264	649,134	652,539	650,401

*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

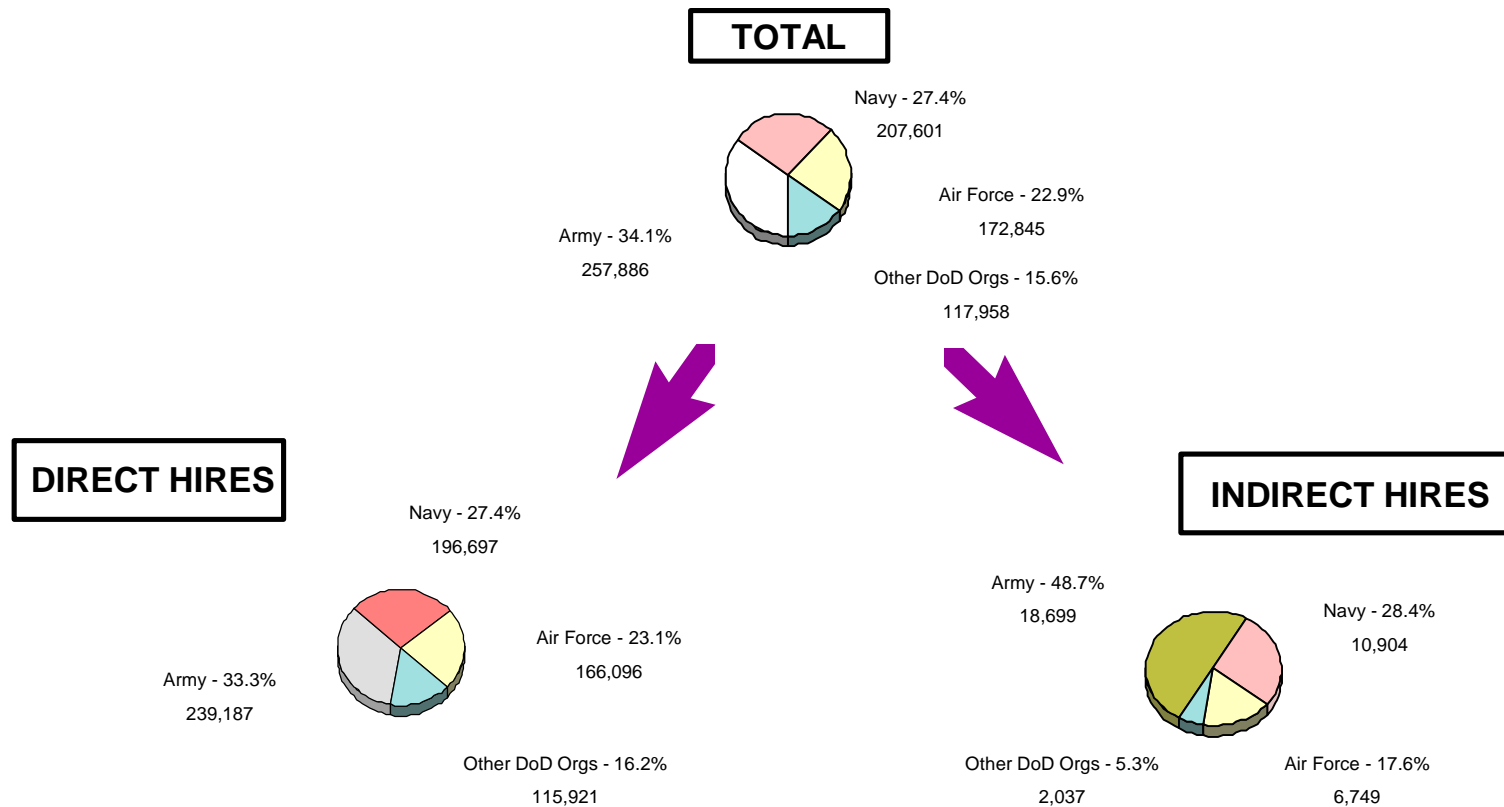
## TABLE 4

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

DEFENSE COMPONENTS	TOTAL	DIRECT HIRE CIVILIANS	INDIRECT HIRE CIVILIANS
<b>OTHER DEFENSE ORGANIZATIONS</b>			
Office of the Secretary of Defense	1,507	1,507	0
The Joint Chiefs of Staff	200	200	0
Inspector General of the Department of Defense	1,226	1,225	1
U.S. Court of Appeals for the Armed Forces	57	57	0
Uniformed Services University of the Health Sciences	719	719	0
Defense Support Activities	0	0	0
<b>DEFENSE AGENCIES</b>			
Ballistic Missile Defense Organization	315	315	0
Defense Advanced Research Projects Agency	134	134	0
Defense Commissary Agency	19,288	18,013	1,275
Defense Contract Audit Agency	4,155	4,150	5
Defense Finance and Accounting Service	18,085	18,085	0
Defense Information Systems Agency	6,481	6,462	19
Defense Legal Services Agency	87	87	0
Defense Logistics Agency	42,513	42,095	418
Defense Security Assistance Agency	102	102	0
Defense Security Service	2,482	2,482	0
Defense Special Weapons Agency	527	527	0
On-Site Inspection Agency	280	280	0
<b>DoD FIELD ACTIVITIES</b>			
American Forces Information Service	281	281	0
Defense Human Resources Activity	712	712	0
Defense Prisoner of War/Missing Personnel Office	78	78	0
Defense Technology Security Administration	74	74	0
Department of Defense Education Activity	16,877	16,558	319
Office of Economic Adjustment	41	41	0
TRICARE Management Activity	117	117	0
TRICARE Support Office	186	186	0
Washington Headquarters Services	1,434	1,434	0
<b>TOTAL</b>	<b>117,958</b>	<b>115,921</b>	<b>2,037</b>

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 SEPTEMBER 30, 1998

FIGURE 4

**TABLE 5**

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

TYPE OF PERSONNEL	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
<b>TOTAL</b>	717,901	239,187	196,697	166,096	115,921
<b>By Status</b>					
Full-Time	698,574	235,524	194,956	163,848	104,246
Part-Time	14,974	3,474	1,525	2,017	7,958
Intermittent	4,353	189	216	231	3,717
<b>By Career Service Category</b>					
Competitive	596,482	192,358	179,405	129,640	95,079
Excepted and SES	121,419	46,829	17,292	36,456	20,842
<b>By Type of Appointment</b>					
Permanent	660,620	216,851	186,683	152,701	104,385
Temporary/Indefinite	57,281	22,336	10,014	13,395	11,536
<b>By Citizenship</b>					
U.S. Citizens	701,239	229,823	193,575	163,145	114,696
Non-Citizens	16,662	9,364	3,122	2,951	1,225
<b>By Labor Category</b>					
Salaried	545,333	185,838	147,474	112,759	99,262
Wage Board	172,568	53,349	49,223	53,337	16,659

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 - September 30, 1998 a/**

LOCATION/TYPE OF PERSONNEL	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
<b>WORLDWIDE TOTAL</b>	717,901	239,187	196,697	166,096	115,921
<b>United States</b>	660,476	215,393	187,141	158,485	99,457
By Location					
Washington, D.C., SMSA c/	65,619	19,671	26,021	5,504	14,423
Remainder of U.S.	594,857	195,722	161,120	152,981	85,034
By Labor Category					
Salaried	494,838	164,624	140,168	105,873	84,173
Wage Board	165,638	50,769	46,973	52,612	15,284
By Citizenship					
U.S. Citizens	660,067	215,153	187,070	158,472	99,372
Non-Citizens	409	240	71	13	85
<b>U.S. Territories</b>	5,850	1,122	2,568	760	1,400
By Labor Category					
Salaried	3,831	787	1,555	410	1,079
Wage Board	2,019	335	1,013	350	321
By Citizenship					
U.S. Citizens	5,845	1,120	2,567	759	1,399
Non-Citizens	5	2	1	1	1
<b>Foreign Countries</b>	51,575	22,672	6,988	6,851	15,064
By Labor Category					
Salaried	46,664	20,427	5,751	6,476	14,010
Wage Board	4,911	2,245	1,237	375	1,054
By Citizenship					
U.S. Citizens	35,327	13,550	3,938	3,914	13,925
Non-Citizens	16,248	9,122	3,050	2,937	1,139

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 - September 30, 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	614	569	0	2	43
FINLAND	1	0	0	0	1
GERMANY	15,937	12,527	0	2,460	950
GREECE	8	6	0	2	0
GUAM	4	0	4	0	0
HAITI	1	0	0	0	1
ITALY	4	0	3	0	1
JAPAN	18,093	3,175	9,878	4,282	798
KOREA	2,185	2,181	0	0	4
LUXEMBOURG	11	11	0	0	0
MALAYSIA	2	0	0	0	2
NETHERLANDS	255	220	0	2	33
SINGAPORE	2	0	0	0	2
SPAIN	1,121	0	1,060	1	60
UNITED KINGDOM	152	10	0	0	142
<b>TOTAL</b>	<b>38,389</b>	<b>18,699</b>	<b>10,904</b>	<b>6,749</b>	<b>2,037</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 Prisoner of War/Missing Personnel Office (**DPMO**)
- \* Defense Technology Security Administration (**DTSA**)  
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.)