

Department of Defense

CIVILIAN MANPOWER STATISTICS

December 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/mmids/pubs.htm>).

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TABLE 1

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

FUNCTION/EMPLOYMENT STATUS	TOTAL DoD a/	ARMY	NAVY b/	AIR FORCE	OTHER DoD ORGS. c/
MILITARY FUNCTIONS					
Former OMB Ceiling Employment	720,233	228,927	204,986	170,376	115,944
Direct Hire	682,604	210,922	193,983	163,789	113,910
Indirect Hire	37,629	18,005	11,003	6,587	2,034
Grand Total Employment	722,187	229,168	205,755	170,617	116,647
Direct Hire	684,558	211,163	194,752	164,030	114,613
Indirect Hire	37,629	18,005	11,003	6,587	2,034
CIVIL FUNCTIONS (All Direct Hire)					
Former OMB Ceiling Employment	24,286	24,285	0	1	0
Grand Total Employment	24,681	24,680	0	1	0
TOTAL MILITARY AND CIVIL FUNCTIONS					
Former OMB Ceiling Employment	744,519	253,212	204,986	170,377	115,944
Direct Hire	706,890	235,207	193,983	163,790	113,910
Indirect Hire	37,629	18,005	11,003	6,587	2,034
Grand Total Employment	746,868	253,848	205,755	170,618	116,647
Direct Hire	709,239	235,843	194,752	164,031	114,613
Indirect Hire	37,629	18,005	11,003	6,587	2,034

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 employees 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 OCT 98	30 NOV 98	31 DEC 98
MILITARY FUNCTIONS	842,919	806,865	761,433	729,678	724,353	722,909	720,233
Direct Hire a/	800,583	766,539	721,567	691,289	686,144	685,000	682,604
Indirect Hire b/	42,336	40,326	39,866	38,389	38,209	37,909	37,629
Army	266,205	254,932	242,920	232,315	230,233	229,369	228,927
Direct Hire	243,200	234,390	223,258	213,616	211,795	211,270	210,922
Indirect Hire	23,005	20,542	19,662	18,699	18,438	18,099	18,005
Navy	247,760	231,436	215,068	206,854	205,729	205,302	204,986
Direct Hire	237,404	220,694	204,022	195,950	194,726	194,299	193,983
Indirect Hire	10,356	10,742	11,046	10,904	11,003	11,003	11,003
Air Force	186,545	183,542	179,016	172,642	170,691	170,620	170,376
Direct Hire	179,907	176,847	172,175	165,893	164,001	163,888	163,789
Indirect Hire	6,638	6,695	6,841	6,749	6,690	6,732	6,587
Other DoD Organizations c/	142,409	136,955	124,429	117,867	117,700	117,618	115,944
Direct Hire	140,072	134,608	122,112	115,830	115,622	115,543	113,910
Indirect Hire	2,337	2,347	2,317	2,037	2,078	2,075	2,034
CIVIL FUNCTIONS (All Direct Hire) a/	29,080	27,359	26,031	24,975	24,715	24,543	24,286
Army	29,079	27,358	26,030	24,974	24,714	24,542	24,285
Air Force	1	1	1	1	1	1	1
TOTAL MILITARY AND CIVIL FUNCTIONS	871,999	834,224	787,464	754,653	749,068	747,452	744,519
Direct Hire a/	829,663	793,898	747,598	716,264	710,859	709,543	706,890
Indirect Hire b/	42,336	40,326	39,866	38,389	38,209	37,909	37,629

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

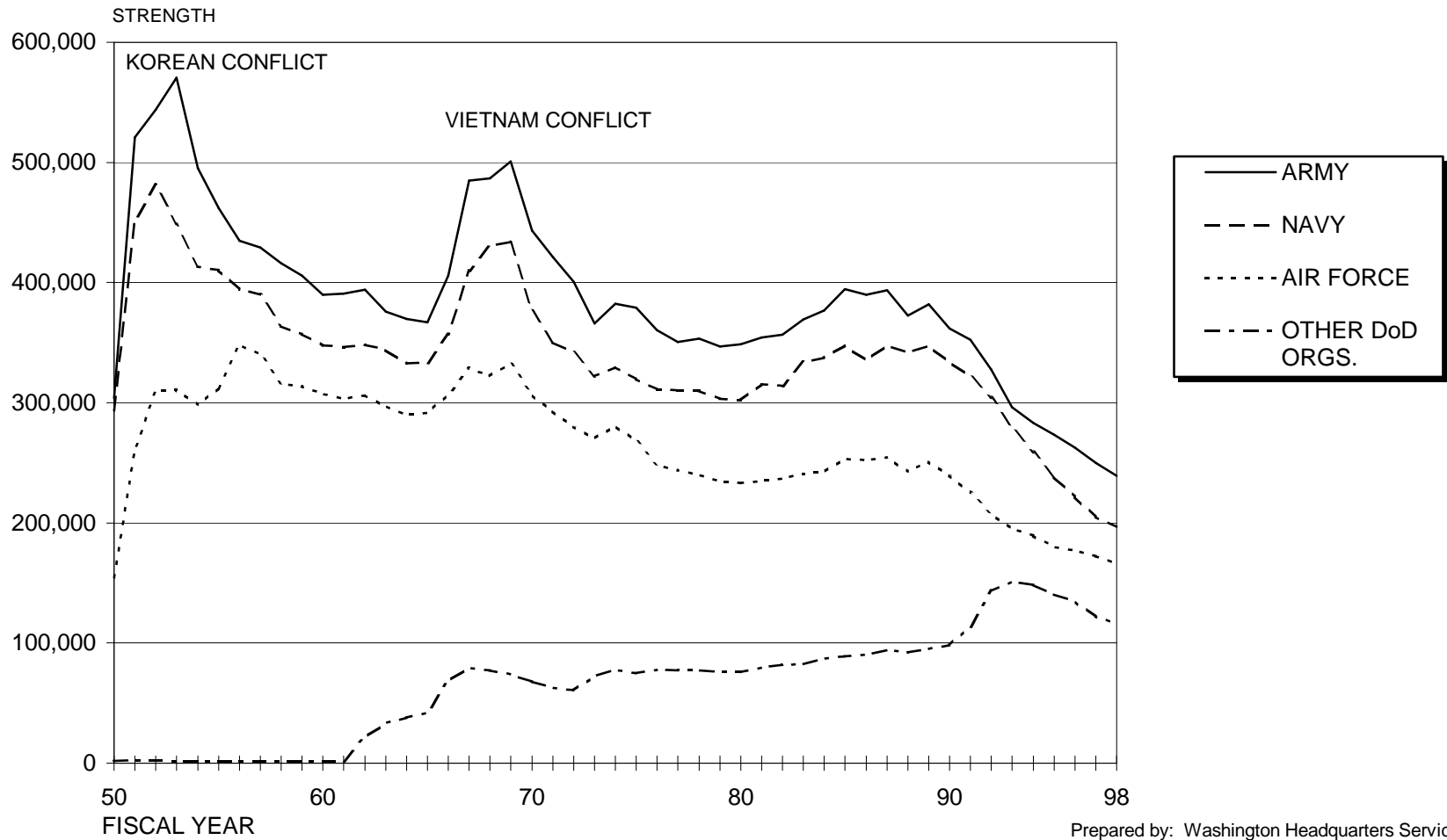


FIGURE 1

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

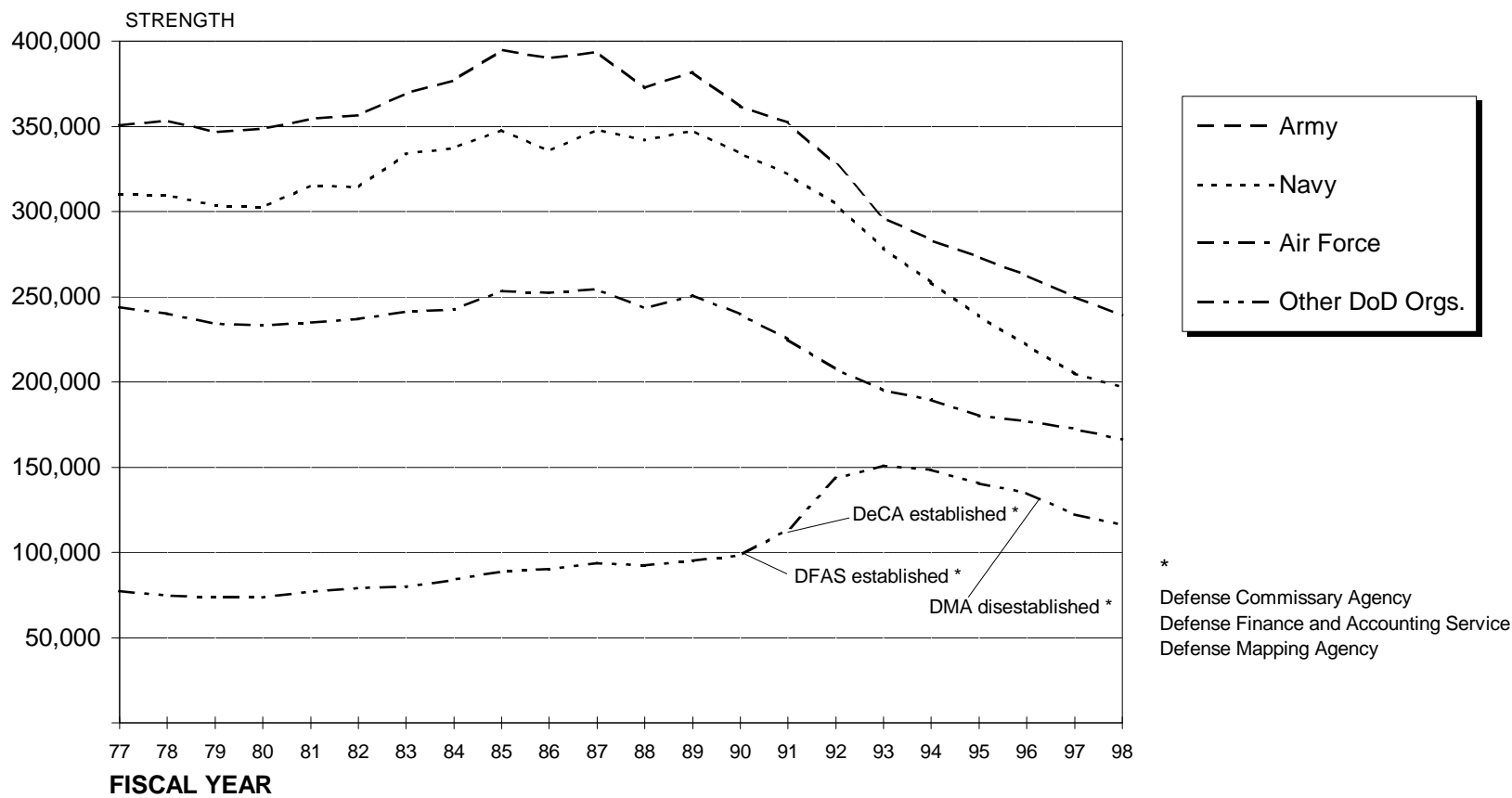


FIGURE 2

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TABLE 3

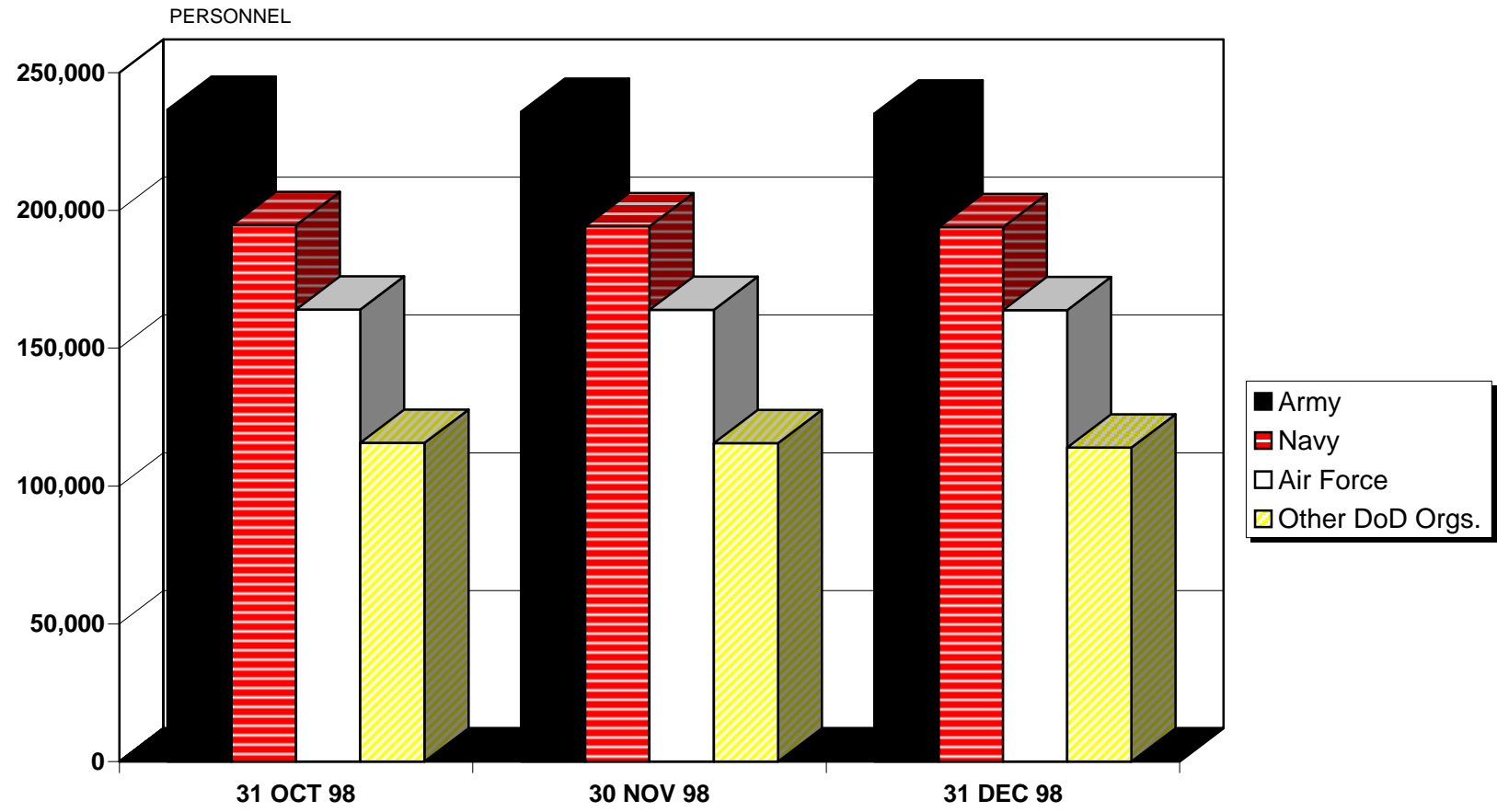
**DoD Direct Hire Civilian Personnel Subject to Former OMB Ceiling,
by Function and Defense Component**

FUNCTION/COMPONENT a/	TOTAL EMPLOYMENT			FULL-TIME WITH PERMANENT APPOINTMENTS		
	31 OCT 98	30 NOV 98	31 DEC 98	31 OCT 98	30 NOV 98	31 DEC 98
MILITARY FUNCTIONS	686,144	685,000	682,604	625,012	623,829	621,649
Army	211,795	211,270	210,922	190,996	190,616	190,292
Navy	194,726	194,299	193,983	184,377	184,048	183,638
Air Force	164,001	163,888	163,789	151,452	151,195	151,015
OSD and Other DoD Orgs. Serviced by WHS b/	4,576	4,527	4,493	4,367	4,354	4,319
OSD (included above)	1,500	1,476	1,443	1,438	1,429	1,397
WHS (included above)	1,420	1,395	1,397	1,333	1,330	1,333
Other (see Table 4; included above)	1,656	1,656	1,653	1,596	1,595	1,589
DeCA	18,142	18,297	18,503	10,093	10,100	10,084
DCAA	4,038	4,023	3,412	3,919	3,899	3,412
DFAS	17,947	17,866	17,991	16,745	16,666	16,616
DHRA	703	700	701	682	679	677
DISA	6,432	6,351	6,332	6,147	6,110	6,061
DLA	41,592	41,583	40,984	40,692	40,665	40,070
DSS	2,492	2,454	2,433	2,426	2,397	2,380
DTRA	887	891	898	862	867	873
DoD IG	1,225	1,224	1,202	1,216	1,216	1,194
DoDEA	16,875	16,914	16,249	10,524	10,503	10,498
USUHS	713	713	712	514	514	520
CIVIL FUNCTIONS	24,715	24,543	24,286	22,791	22,693	22,449
Army	24,714	24,542	24,285	22,790	22,692	22,448
Air Force	1	1	1	1	1	1
TOTAL MILITARY AND CIVIL FUNCTIONS	710,859	709,543	706,890	647,803	646,522	644,098

a/ See the Glossary for Component name:

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

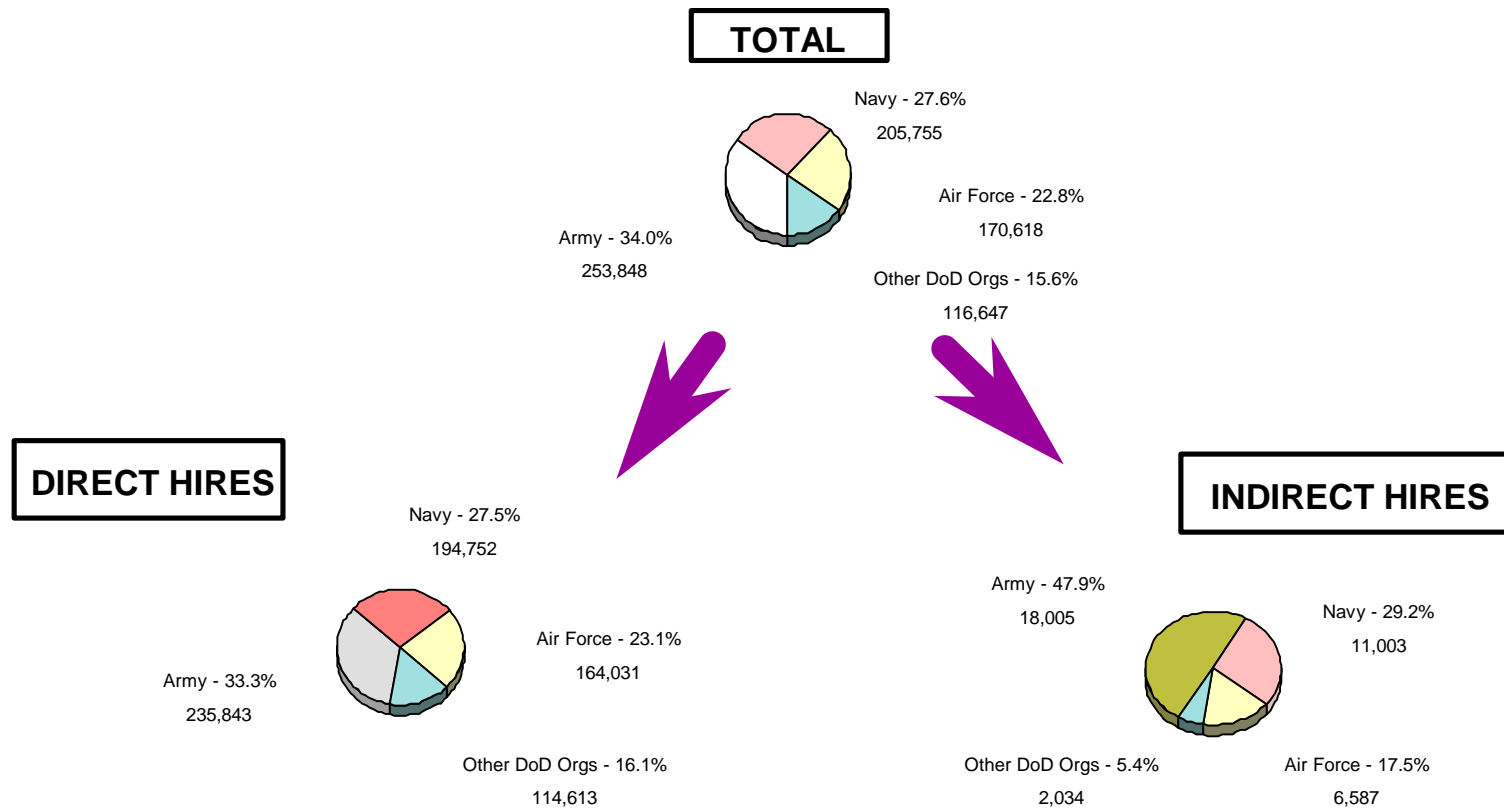
TABLE 4

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

DEFENSE COMPONENTS	TOTAL	DIRECT HIRE CIVILIANS	INDIRECT HIRE CIVILIANS
OTHER DEFENSE ORGANIZATIONS			
Office of the Secretary of Defense	1,443	1,443	0
The Joint Chiefs of Staff	199	199	0
Inspector General of the Department of Defense	1,203	1,202	1
U.S. Court of Appeals for the Armed Forces	55	55	0
Uniformed Services University of the Health Sciences	712	712	0
DEFENSE AGENCIES			
Ballistic Missile Defense Organization	328	328	0
Defense Advanced Research Projects Agency	133	133	0
Defense Commissary Agency	19,779	18,504	1,275
Defense Contract Audit Agency	4,058	4,053	5
Defense Finance and Accounting Service	17,991	17,991	0
Defense Information Systems Agency	6,350	6,332	18
Defense Legal Services Agency	84	84	0
Defense Logistics Agency	41,443	40,990	453
Defense Security Cooperation Agency	104	104	0
Defense Security Service	2,433	2,433	0
Defense Special Weapons Agency	898	898	0
DoD FIELD ACTIVITIES			
American Forces Information Service	323	323	0
Defense Human Resources Activity	702	702	0
Defense Prisoner of War/Missing Personnel Office	80	80	0
Department of Defense Education Activity	16,531	16,249	282
Office of Economic Adjustment	40	40	0
TRICARE Management Activity	114	114	0
TRICARE Support Office	193	193	0
Washington Headquarters Services	1,451	1,451	0
TOTAL	116,647	114,613	2,034

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 DECEMBER 31, 1998

FIGURE 4

TABLE 5

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

TYPE OF PERSONNEL	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
TOTAL	709,239	235,843	194,752	164,031	114,613
By Status					
Full-Time	690,267	232,414	193,119	161,940	102,794
Part-Time	14,929	3,294	1,418	1,900	8,317
Intermittent	4,043	135	215	191	3,502
By Career Service Category					
Competitive	589,083	189,432	177,486	128,260	93,905
Excepted and SES	120,156	46,411	17,266	35,771	20,708
By Type of Appointment					
Permanent	655,090	214,905	185,113	152,138	102,934
Temporary/Indefinite	54,149	20,938	9,639	11,893	11,679
By Citizenship					
U.S. Citizens	692,705	226,559	191,672	161,072	113,402
Non-Citizens	16,534	9,284	3,080	2,959	1,211
By Labor Category					
Salaried	539,601	183,966	146,356	111,458	97,821
Wage Board	169,638	51,877	48,396	52,573	16,792

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

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

TABLE 7**DoD Indirect Hire Civilian Personnel, by Country,
According to Defense Component - December 31, 1998**

COUNTRY	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. a/
BELGIUM	593	548	0	2	43
FINLAND	1	0	0	0	1
GERMANY	15,223	11,842	0	2,407	974
GREECE	7	5	0	2	0
GUAM	4	0	4	0	0
HAITI	1	0	0	0	1
ITALY	4	0	3	0	1
JAPAN	18,099	3,203	9,940	4,173	783
KOREA	2,174	2,171	0	0	3
LUXEMBOURG	13	11	0	2	0
MALAYSIA	2	0	0	0	2
NETHERLANDS	247	215	0	0	32
PORTUGAL	1	0	0	0	1
SINGAPORE	2	0	0	0	2
SPAIN	1,116	0	1,056	0	60
UNITED KINGDOM	142	10	0	1	131
TOTAL	37,629	18,005	11,003	6,587	2,034

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**)
- * 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.)