

CIVILIAN PERSONNEL

(Full-Time Equivalents)

	FY 2001		FY 2002		FY 2003
<u>By Service/Defense-Wide</u>	<u>Actual</u>	<u>Change</u>	<u>Estimate</u>	<u>Change</u>	<u>Estimate</u>
Army	220,176	-4,091	216,085	-723	215,362
Navy	193,622	-7,874	185,748	-4,246	181,502
Air Force	160,083	-2,789	157,294	-321	156,973
Defense-Wide	<u>113,424</u>	<u>-760</u>	<u>112,664</u>	<u>-1,897</u>	<u>110,767</u>
DoD Total	687,305	-15,514	671,791	-7,187	664,604
<u>By Type of Hire</u>					
U.S. Direct Hire	634,748	-14,614	620,134	-7,306	612,828
Foreign National Direct Hire	15,143	-544	14,599	+3	14,602
Total – Direct Hire	649,891	-15,158	634,733	-7,303	627,430
Foreign National Indirect Hire	<u>37,414</u>	<u>-356</u>	<u>37,058</u>	<u>+116</u>	<u>37,174</u>
DoD Total	687,305	-15,514	671,791	-7,187	664,604
<u>By Appropriation</u>					
Operation and Maint, Active & Defense-Wide	374,011	-11,313	362,698	-3,139	359,559
Operation and Maintenance, Reserve	27,335	-393	26,942	-270	26,672
Operation and Maintenance, National Guard	48,991	+259	49,250	+102	49,352
Research, Development, Test, and Evaluation	25,908	+170	26,078	+126	26,204
Military Construction	8,570	-539	8,031	-28	8,003
Family Housing	1,177	+26	1,203	-8	1,195
Defense Working Capital Funds	198,293	-3,704	194,589	-3,955	190,634

CIVILIAN PERSONNEL

<u>By Appropriation</u>	<u>(Full-Time Equivalents)</u>				<u>FY 2003</u>
	<u>FY 2001</u>			<u>FY 2002</u>	
	<u>Actual</u>	<u>Change</u>	<u>Estimate</u>	<u>Change</u>	
Pentagon Reservation Maintenance Fund	755	+4	759	-	759
Defense Stockpile	318	-71	247	-10	237
Building Maintenance Fund	61	+10	71	-	71
Foreign Military Assistance	343	+12	355	-	355
Defense Health Program	292	+5	297	-	297
Office of the Inspector General	1,198	+14	1,212	-5	1,207
U.S. Court of Appeals for the Armed Forces	<u>53</u>	<u>+6</u>	<u>59</u>	<u>-</u>	<u>59</u>
DoD Total	687,305	-15,514	671,791	-7,187	664,604

ARMY

<u>Direct Hires by Appropriation</u>	<u>(Full-Time Equivalents)</u>				<u>FY 2003</u>
	<u>FY 2001</u>			<u>FY 2002</u>	
	<u>Actual</u>	<u>Change</u>	<u>Estimate</u>	<u>Change</u>	
<u>Operation and Maintenance, Army</u>					
U. S. Direct Hire	115,364	-3,834	111,530	-376	111,154
Foreign National Direct Hire	<u>7,840</u>	<u>-228</u>	<u>7,612</u>	<u>+43</u>	<u>7,655</u>
Total Direct Hire	123,204	-4,062	119,142	-333	118,809
<u>Operation and Maintenance, Army Reserve</u>					
U. S. Direct Hire	10,783	+141	10,924	-18	10,906
Foreign National Direct Hire	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total Direct Hire	10,783	+141	10,924	-18	10,906

CIVILIAN PERSONNEL

	<u>ARMY</u>				
	<u>(Full-Time Equivalents)</u>				
<u>Direct Hires by Appropriation</u>	<u>FY 2001</u>		<u>FY 2002</u>		<u>FY 2003</u>
	<u>Actual</u>	<u>Change</u>	<u>Estimate</u>	<u>Change</u>	<u>Estimate</u>
<u>Operation and Maintenance, Army National Guard</u>					
U. S. Direct Hire	25,122	+17	25,139	+54	25,193
Foreign National Direct Hire	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total Direct Hire	25,122	+17	25,139	+54	25,193
<u>Research, Development, Test & Evaluation, Army</u>					
U. S. Direct Hire	16,223	-67	16,156	+423	16,579
Foreign National Direct Hire	<u>128</u>	<u>+13</u>	<u>141</u>	<u>-1</u>	<u>140</u>
Total Direct Hire	16,351	-54	16,297	+422	16,719
<u>Military Construction, Army</u>					
U. S. Direct Hire	5,675	-262	5,413	-88	5,325
Foreign National Direct Hire	<u>234</u>	<u>-48</u>	<u>186</u>	<u>-</u>	<u>186</u>
Total Direct Hire	5,909	-310	5,599	-88	5,511
<u>Family Housing, Army</u>					
U. S. Direct Hire	737	+6	743	-15	728
Foreign National Direct Hire	<u>44</u>	<u>-</u>	<u>44</u>	<u>-1</u>	<u>43</u>
Total Direct Hire	781	+6	787	-16	771
<u>Working Capital Fund, Army</u>					
U. S. Direct Hire	20,761	+150	20,911	-874	20,037
Foreign National Direct Hire	<u>84</u>	<u>-16</u>	<u>68</u>	<u>-</u>	<u>68</u>
Total Direct Hire	20,845	+134	20,979	-874	20,105

CIVILIAN PERSONNEL

<u>Direct Hires by Appropriation</u>	<u>ARMY</u>		<u>(Full-Time Equivalents)</u>		<u>FY 2003</u>
	<u>FY 2001</u>		<u>FY 2002</u>		
	<u>Actual</u>	<u>Change</u>	<u>Estimate</u>	<u>Change</u>	
<u>Foreign Military Assistance, Army</u>					
U. S. Direct Hire	11	+1	12	-	12
Foreign National Direct Hire	-	-	-	-	-
Total Direct Hire	11	+1	12	-	12
 <u>Army Total</u>					
U. S. Direct Hire	194,676	-3,848	190,828	-894	189,934
Foreign National Direct Hire	<u>8,330</u>	<u>-279</u>	<u>8,051</u>	<u>+41</u>	<u>8,092</u>
Total Direct Hire	203,006	-4,127	198,879	-853	198,026

Summary of Changes

Direct Hires

	<u>FY 02-03</u>
	<u>Change</u>
Working Capital Fund	
Depot Maintenance	-238
Information Services	-11
Ordnance	-203
Supply Maintenance	-96
Transportation	-50
Research and Development	-577
Medical Structure	-188
Force Structure Adjustments	<u>+510</u>
Total Direct Hire	-853

CIVILIAN PERSONNEL

	<u>ARMY</u>		<u>(Full-Time Equivalents)</u>		
	FY 2001		FY 2002		FY 2003
<u>Indirect Hires by Appropriation</u>	<u>Actual</u>	<u>Change</u>	<u>Estimate</u>	<u>Change</u>	<u>Estimate</u>
Operation and Maintenance, Army	16,288	+93	16,381	+129	16,510
Military Construction, Army	242	-50	192	-7	185
Family Housing, Army	396	+20	416	+8	424
Working Capital Fund, Army	<u>244</u>	<u>-27</u>	<u>217</u>	<u>-</u>	<u>217</u>
Total Indirect Hire	17,170	+36	17,206	+130	17,336
Total Direct Hire	203,006	-4,127	198,879	-853	198,026
Total Indirect Hire	<u>17,170</u>	<u>+36</u>	<u>17,206</u>	<u>+130</u>	<u>17,336</u>
Total Army Civilians	220,176	-4,091	216,085	-723	215,362

CIVILIAN PERSONNEL

	<u>NAVY</u>		<u>(Full-Time Equivalents)</u>		<u>FY 2003</u>
	<u>FY 2001</u>		<u>FY 2002</u>		
<u>Direct Hires by Appropriation</u>	<u>Actual</u>	<u>Change</u>	<u>Estimate</u>	<u>Change</u>	<u>Estimate</u>
<u>Operation and Maintenance, Navy</u>					
U. S. Direct Hire	74,454	-4,529	69,925	-2,607	67,318
Foreign National Direct Hire	<u>2,867</u>	<u>-9</u>	<u>2,858</u>	<u>+30</u>	<u>2,888</u>
Total Direct Hire	77,321	-4,538	72,783	-2,577	70,206
 <u>Operation and Maintenance, Marine Corps</u>					
U. S. Direct Hire	12,159	-788	11,371	-546	10,825
Foreign National Direct Hire	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total Direct Hire	12,159	-788	11,371	-546	10,825
 <u>Operation and Maintenance, Navy Reserve</u>					
U. S. Direct Hire	1,877	-344	1,533	-78	1,455
Foreign National Direct Hire	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total Direct Hire	1,877	-344	1,533	-78	1,455
 <u>Operation and Maintenance, Marine Corps Reserve</u>					
U. S. Direct Hire	150	-2	148	+3	151
Foreign National Direct Hire	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total Direct Hire	150	-2	148	+3	151
 <u>Research, Development, Test and Evaluation, Navy</u>					
U. S. Direct Hire	1,059	+62	1,121	+50	1,171
Foreign National Direct Hire	<u>238</u>	<u>-16</u>	<u>222</u>	<u>+1</u>	<u>223</u>
Total Direct Hire	1,297	+46	1,343	+51	1,394

CIVILIAN PERSONNEL

	<u>NAVY</u>		<u>(Full-Time Equivalents)</u>		
	<u>FY 2001</u>		<u>FY 2002</u>		
<u>Direct Hires by Appropriation</u>	<u>Actual</u>	<u>Change</u>	<u>Estimate</u>	<u>Change</u>	<u>Estimate</u>
<u>Military Construction, Navy</u>					
U. S. Direct Hire	2,286	-179	2,107	+67	2,174
Foreign National Direct Hire	<u>61</u>	<u>-</u>	<u>61</u>	<u>-</u>	<u>61</u>
Total Direct Hire	2,347	-179	2,168	+67	2,235
 <u>Working Capital Fund, Navy</u>					
U. S. Direct Hire	87,598	-1,911	85,687	-1,194	84,493
Foreign National Direct Hire	<u>23</u>	<u>+1</u>	<u>24</u>	<u>-2</u>	<u>22</u>
Total Direct Hire	87,621	-1,910	85,711	-1,196	84,515
 <u>Foreign Military Assistance, Navy</u>					
U. S. Direct Hire	6	-	6	-	6
Foreign National Direct Hire	<u>33</u>	<u>+15</u>	<u>48</u>	<u>-</u>	<u>48</u>
Total Direct Hire	39	+15	54	-	54
 <u>Total Navy</u>					
U. S. Direct Hire	167,280	-6,901	160,379	-3,762	156,617
Foreign National Direct Hire	<u>3,222</u>	<u>-9</u>	<u>3,213</u>	<u>+29</u>	<u>3,242</u>
Total Direct Hire	170,502	-6,910	163,592	-3,733	159,859
 <u>Total – Marine Corps</u>					
U. S. Direct Hire	12,309	-790	11,519	-543	10,976
Foreign National Direct Hire	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total Direct Hire	12,309	-790	11,519	-543	10,976

CIVILIAN PERSONNEL

NAVY

	<u>(Full-Time Equivalents)</u>				<u>FY 2003</u>
	<u>FY 2001</u>		<u>FY 2002</u>		
<u>Direct Hires</u>	<u>Actual</u>	<u>Change</u>	<u>Estimate</u>	<u>Change</u>	<u>Estimate</u>
<u>Total Department of Navy (DON)</u>					
U. S. Direct Hire	179,589	-7,691	171,898	-4,305	167,593
Foreign National Direct Hire	<u>3,222</u>	<u>-9</u>	<u>3,213</u>	<u>+29</u>	<u>3,242</u>
Total Direct Hire	182,811	-7,700	175,111	-4,276	170,835

Summary of Changes

Direct Hires

Changes to Working Capital Fund Workload

Depot Maintenance	-90
Transportation	+317
Supply Management	-483
Research and Development	-340
Other Workload Changes	-600

Changes to Non-Working Capital Fund Workload

Base Support	-1,818
Military Construction	+67
Research, Development, Test and Evaluation	+51
Engineering/Acquisition Commands	-713
Other Workload Changes	<u>-667</u>
Total Direct Hires	-4,276

FY 02-03

Change

CIVILIAN PERSONNEL

NAVY

	<u>(Full-Time Equivalents)</u>				
	<u>FY 2001</u>		<u>FY 2002</u>		<u>FY 2003</u>
<u>Indirect Hires by Appropriation</u>	<u>Actual</u>	<u>Change</u>	<u>Estimate</u>	<u>Change</u>	<u>Estimate</u>
Operation and Maintenance, Navy	6,040	-14	6,026	+30	6,056
Operation and Maintenance, Marine Corps	2,970	-160	2,810	-	2,810
Research, Development, Test, and Evaluation, Navy	4	-	4	-	4
Military Construction, Navy	72	-	72	-	72
Working Capital Fund, Navy	1,720	-1	1,719	-	1,719
Foreign Military Assistance, Navy	<u>5</u>	<u>+1</u>	<u>6</u>	<u>-</u>	<u>6</u>
Total Indirect Hire	10,811	-174	10,637	+30	10,667
<u>DON Direct Hire</u>					
Navy	170,502	-6,910	163,592	-3,733	159,859
Marine Corps	<u>12,309</u>	<u>-790</u>	<u>11,519</u>	<u>-543</u>	<u>10,976</u>
	182,811	-7,700	175,111	-4,276	170,835
<u>DON Indirect Hire</u>					
Navy	7,841	-14	7,827	+30	7,857
Marine Corps	<u>2,970</u>	<u>-160</u>	<u>2,810</u>	<u>-</u>	<u>2,810</u>
Total – Indirect Hire	10,811	-174	10,637	+30	10,667
<u>Total Department of the Navy</u>					
Navy	178,343	-6,924	171,419	-3,703	167,716
Marine Corps	<u>15,279</u>	<u>-950</u>	<u>14,329</u>	<u>-543</u>	<u>13,786</u>
Total Civilians	193,622	-7,874	185,748	-4,246	181,502

CIVILIAN PERSONNEL

	<u>AIR FORCE</u>		<u>(Full-Time Equivalents)</u>		
	<u>FY 2001</u>		<u>FY 2002</u>		<u>FY 2003</u>
<u>Direct Hires by Appropriation</u>	<u>Actual</u>	<u>Change</u>	<u>Estimate</u>	<u>Change</u>	<u>Estimate</u>
<u>Operation and Maintenance, Air Force</u>					
U. S. Direct Hire	80,283	-1,788	78,495	-461	78,034
Foreign National Direct Hire	<u>2,306</u>	<u>-252</u>	<u>2,054</u>	<u>-58</u>	<u>1,996</u>
Total Direct Hire	82,589	-2,040	80,549	-519	80,030
 <u>Operation and Maintenance, Air Force Reserve</u>					
U. S. Direct	14,525	-188	14,337	-177	14,160
Foreign National Direct Hire	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total Direct Hire	14,525	-188	14,337	-177	14,160
 <u>Operation and Maintenance, Air National Guard</u>					
U. S. Direct	23,869	+242	24,111	+48	24,159
Foreign National Direct Hire	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total Direct Hire	23,869	+242	24,111	+48	24,159
 <u>Research, Development, Test, and Evaluation, Air Force</u>					
U. S. Direct Hire	7,099	+91	7,190	-338	6,852
Foreign National Direct Hire	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total Direct Hire	7,099	+91	7,190	-338	6,852
 <u>Working Capital Fund, Air Force</u>					
U. S. Direct Hire	25,451	-579	24,872	+673	25,545
Foreign National Direct Hire	<u>139</u>	<u>-11</u>	<u>128</u>	<u>-6</u>	<u>122</u>
Total Direct Hire	25,590	-590	25,000	+667	25,667

CIVILIAN PERSONNEL

AIR FORCE

	<u>(Full-Time Equivalents)</u>				
	FY 2001			FY 2002	
<u>Direct Hires by Appropriation</u>	<u>Actual</u>	<u>Change</u>	<u>Estimate</u>	<u>Change</u>	<u>Estimate</u>
<u>Air Force Total</u>					
U. S. Direct Hire	151,227	-2,222	149,005	-255	148,750
Foreign National Direct Hire	<u>2,445</u>	<u>-263</u>	<u>2,182</u>	<u>-64</u>	<u>2,118</u>
Total Direct Hire	153,672	-2,485	151,187	-319	150,868

Summary of Changes

Direct Hires

	<u>FY 02-03</u>
	<u>Change</u>
Strategic Force	+259
General Purpose Forces	+241
Intelligence and Communications	+140
General Research and Development	-338
Other Defense Wide Missions	-271
Logistics Support	+112
Personnel Support	+221
Other Centralized Support	<u>-683</u>
Total Direct Hires	-319

CIVILIAN PERSONNEL

AIR FORCE

	<u>(Full-Time Equivalents)</u>				FY 2003 <u>Estimate</u>
	FY 2001 <u>Actual</u>	<u>Change</u>	FY 2002 <u>Estimate</u>	<u>Change</u>	
<u>Indirect Hires by Appropriation</u>					
Operation and Maintenance, Air Force	6,202	-326	5,876	-2	5,874
Working Capital Fund, Air Force	<u>209</u>	<u>+22</u>	<u>231</u>	<u>-</u>	<u>231</u>
Total Indirect Hire	6,411	-304	6,107	-2	6,105
Total Direct Hire	153,672	-2,485	151,187	-319	150,868
Total Indirect Hire	<u>6,411</u>	<u>-304</u>	<u>6,107</u>	<u>-2</u>	<u>6,105</u>
Total Air Force Civilians	160,083	-2,789	157,294	-321	156,973

DEFENSE-WIDE ACTIVITIES

	<u>(Full-Time Equivalents)</u>				FY 2003 <u>Estimate</u>
	FY 2001 <u>Actual</u>	<u>Change</u>	FY 2002 <u>Estimate</u>	<u>Change</u>	
<u>Direct Hires by Appropriation</u>					
<u>Operation and Maintenance, Defense-Wide</u>					
U. S. Direct Hire	46,507	+510	47,017	+677	47,694
Foreign National Direct Hire	<u>456</u>	<u>+10</u>	<u>466</u>	<u>+2</u>	<u>468</u>
Total Direct Hire	46,963	+520	47,483	+679	48,162
<u>Research, Development, Test, & Evaluation, Defense-Wide</u>					
U. S. Direct Hire	1,157	+87	1,244	-9	1,235
Foreign National Direct Hire	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total Direct Hire	1,157	+87	1,244	-9	1,235

CIVILIAN PERSONNEL

DEFENSE-WIDE ACTIVITIES

(Full-Time Equivalents)

	<u>FY 2001</u>		<u>FY 2002</u>		<u>FY 2003</u>
<u>Direct Hires by Appropriation</u>	<u>Actual</u>	<u>Change</u>	<u>Estimate</u>	<u>Change</u>	<u>Estimate</u>
<u>Working Capital Fund</u>					
U. S. Direct Hire	56,628	+587	57,215	-2,505	54,710
Foreign National Direct Hire	<u>690</u>	<u>-3</u>	<u>687</u>	<u>-5</u>	<u>682</u>
Total Direct Hire	57,318	+584	57,902	-2,510	55,392
<u>Pentagon Reservation Fund</u>					
U. S. Direct Hire	755	+4	759	-	759
<u>National Defense Stockpile</u>					
U. S. Direct Hire	318	-71	247	-10	237
<u>Building Maintenance Fund</u>					
U. S. Direct Hire	61	+10	71	-	71
<u>Defense Health Program</u>					
U. S. Direct Hire	292	+5	297	-	297
<u>U. S. Court of Appeals for the Armed Forces</u>					
U. S. Direct Hire	53	+6	59	-	59
<u>Office of the Inspector General</u>					
U. S. Direct Hire	1,197	+14	1,211	-5	1,206
<u>Foreign Military Sales, Defense-Wide</u>					
U. S. Direct Hire	288	-5	283	-	283

CIVILIAN PERSONNEL

DEFENSE-WIDE ACTIVITIES

<u>Direct Hires by Appropriation</u> <u>Total Defense-Wide Activities</u>	<u>(Full-Time Equivalents)</u>				<u>FY 2003</u> <u>Estimate</u>
	<u>FY 2001</u> <u>Actual</u>	<u>Change</u>	<u>FY 2002</u> <u>Estimate</u>	<u>Change</u>	
U. S. Direct Hire	109,256	-853	108,403	-1,852	106,551
Foreign National Direct Hire	<u>1,146</u>	<u>+7</u>	<u>1,153</u>	<u>-3</u>	<u>1,150</u>
Total Direct Hire	110,402	-846	109,556	-1,855	107,701

Summary of Changes

Direct Hires

	<u>FY 02-03</u> <u>Change</u>
Defense Contract Audit Agency	-11
Classified and Communications	+522
Defense Finance and Accounting Services	-975
Defense Commissary Agency	-734
Defense Contract Management Agency	-177
Defense Logistics Agency	-579
National Defense Stockpile	-10
DoD Dependents Education Agency	+174
Ballistic Missile Defense Organization	+25
Other	<u>-90</u>
Total Direct Hires	-1,855

CIVILIAN PERSONNEL

DEFENSE-WIDE ACTIVITIES

	<u>(Full-Time Equivalents)</u>				
	FY 2001		FY 2002		FY 2003
<u>Indirect Hires by Appropriation</u>	<u>Actual</u>	<u>Change</u>	<u>Estimate</u>	<u>Change</u>	<u>Estimate</u>
Operation and Maintenance, Defense-Wide	275	+2	277	-	277
Office of the Inspector General	1	-	1	-	1
Working Capital Fund, Defense-Wide	<u>2,746</u>	<u>+84</u>	<u>2,830</u>	<u>-42</u>	<u>2,788</u>
Total Indirect Hire	3,022	+86	3,108	-42	3,066
Total Direct Hire	110,402	-846	109,556	-1,855	107,701
Total Indirect Hire	<u>3,022</u>	<u>+86</u>	<u>3,108</u>	<u>-42</u>	<u>3,066</u>
Total Defense-Wide Civilians	113,424	-760	112,664	-1,897	110,767