



OFFICE OF THE ASSISTANT SECRETARY OF DEFENSE

1500 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-1500

OCT 16 2018

MANPOWER AND
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MEMORANDUM FOR: SEE DISTRIBUTION

SUBJECT: Review of Fiscal Year 2020 Force Pool for Department of Defense Expeditionary Civilian Workforce

“Directive-type Memorandum (DTM)-17-004 – Department of Defense Expeditionary Civilian Workforce,” published January 25, 2017, as updated January 4, 2018, established procedures for incorporating civilian expeditionary requirements into the Joint Staff-managed Global Force Management (GFM) process. These procedures rely on defining an appropriately sized civilian capability (the Force Pool) from across the Department of Defense (DoD) that can be used to meet validated Combatant Command requirements (the Demand Signal).

Attachment 3 of DTM-17-004 requires an annual review of the Demand Signal and Force Pool so they remain current and relevant to the changing nature of the operational environment and contingency requirements, while providing predictability and limitations on the expected future support from DoD Components. For Fiscal Year (FY) 2020, this review is complete, with results as follows:

- 1) The Joint Staff validated 624 requirements as the initial Demand Signal for FY 2020;
- 2) This Demand Signal was considered in a multi-year average along with projected future demand, resulting in an FY 2020 Force Pool of 602, a slight increase from the 586 total for FY 2019; and
- 3) The FY 2020 Force Pool was apportioned by series and grade range to DoD Components in consideration of workforce capacity, current sourcing agreements, and comments submitted in response to the draft Force Pool.

The attached FY 2020 Force Pool was coordinated with the DoD Components and Functional Community Managers. The Force Pool establishes visibility of future planning requirements and expectations for DoD Components. It represents a commitment of support, but also establishes a cap on the maximum number of non-programmed civilian requirements that a Force Provider must be prepared to source, when, and if, the listed requirements are ordered through the GFM process.

When requested by Joint Staff to source specific requirements, DoD Components will have an opportunity to provide a response with assessment of capability and risk, with the expectation that capabilities listed in the Force Pool should have been planned in advance. Strategies for building or sustaining an expeditionary capability to meet these levels are at the discretion of each Component.

The FY 2020 Force Pool, available at: <https://www.cpms.osd.mil/expeditionary>, will be reviewed on an annual basis, and republished at least biennially.

Should you have any questions, my point of contact for this matter is Dianne Hibbs, whom you may reach at (571) 243-1619 or by email at Dianne.S.Hibbs.civ@mail.mil.



Anita K. Blair
Deputy Assistant Secretary
Civilian Personnel Policy

Attachment:
As stated

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UNCLAS	Series	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
		JOB TITLE	FY20 FORCE POOL GRAND TOTAL	MODA (Included in Total Force Pool)	USA TOTAL	USA GRD 1-12	USA GRD 13-15	USAF TOTAL	USAF GRD 1-12	USAF GRD 13-15	DON TOTAL	DON GRD 1-12	DON GRD 13-15	4TH ESTATE TOTAL	4TH ESTATE GRD 1-12	4TH ESTATE GRD 13-15
1			2		1	1					1	1				
2	0017	Explosives Safety Specialist	8		4	2	2	2	1	1	2	1	1			
3	0018	Safety Specialist/Manager	3			0	0	2	2			0	0	1		1
4	0080	Personnel Security	11		3	2	1	4	3	1	1	1		3	1	2
5	0080	Physical Security	4		2	1	1	1	1	0	1	1	0			
6	0081	Fire Chief	1													
7	0083	Police Training	9		5	2	3	2	1	1	1	1	0	1		1
8	0089	Emergency Manager/Specialist	3					1	1			0	0	2		2
9	0130	Foreign Affairs Advisor	1									0	0	1		1
10	0131	Foreign Policy Advisor	5	5								0	0	5		5
11	0132	INTEL-ADVISOR	3		2	1	1							1		1
12	0132	HUMINT	3		1	1	1				1		1	1		1
13	0132	ALL SOURCE	2		1	1		1					1	1		1
14	0132	FDO	2		1	1		1								
15	0132	GEOINT	2											2		2
16	0132	CRIMINAL	2	1				1		1				1		1
17	0132	COUNTER CORRUPTION	3		1		1	1	1		1		1			
18	0132	THREAT FINANCE	7								0		0	7		7
19	0170	Historian	1		1	1										
20	0201	Civilian HR Specialist/Advisor	13	5	5	2	3	4	3	1	1	1	0	3	1	2
21	0201	Military HR Specialist/Advisor	3	2	2	1	1	1	1							
22	0260	EEO Specialist	1		1	1	0					0	0			
23	0301	Screening Access Control Specialist	2		0	0		1	1					1	1	
24	0301	Plans/Ops	37	4	22	16	6	9	6	3	2	1	1	4	2	2
25	0301	Strategic Communications	5	1	1		1	3	1	2	1		1			
26	0301	DEERS/CAC Specialist	7		3	3		4	4							
27	0301	Administrative	35		8	6	2	13	9	4	7	6	1	7	5	2
28	0301	AntiTerrorism/FP	4		2	1	1	1	1					1		1
29	0301	Strat/Pol	14	6	4	1	3	4	1	3	1		1	5	1	4
30	0301	Cultural Advisor (Specific Skills)	4													
31	0301	SHARP/SARC	2		1	1								1	1	
32	0301	Gender Advisor	1	1	1		1							0		0
33	0301	GIS	1		1	1										
34	0301	JOPES	2					2	1	1						
35	0301	MWR	3		2	1	1	1	1							
36	0301	Protocol Specialist	2		1	1		1	1							
37	0301	Range Control	1		1	1										
38	0301	Records Management	4		1	1		3	2	1						
39	0303	Admin Assistant	11		1	1		6	6		1	1	0	3	3	
40	0340	Garrison/BASOPS Manager	11		10		10	1	1	1	0	0	0			
41	0340	Engineer Program Manager	1		0		0	1		1						
42	0343	Management Analyst	10	1	4	2	2	5	3	2				1	1	
43	0344	Management Assistant	1				0	1	1							
44	0346	Logistics Management Specialist/Advisor	55	6	12	5	7	12	6	6	6	3	3	25	14	11
45	0501	Finance Specialist/Advisor	34	14	8	3	5	11	6	5	9	6	3	6	3	3
46	0510	Accounting Advisor	2	1										2	1	1
47	0511	Audit Advisor	10		3	1	2	1	0	1				6	2	4
48	0560	Budget Analyst/Advisor	8	7	3	2	1	4	3	1				1	1	1
49	0601	Health Program Advisor	2	2	1		1							1	1	1
50	0602	Surgeon General Advisor	1	1										1		1
51	0670	Health Services Advisor	1		1		1									

UNCLAS	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
1	Series	JOB TITLE	FY20 FORCE POOL GRAND TOTAL	MODA (Included in Total Force Pool)	USA TOTAL	USA GRD 1-12	USA GRD 13-15	USAF TOTAL	USAF GRD 1-12	USAF GRD 13-15	DON TOTAL	DON GRD 1-12	DON GRD 13-15	4TH ESTATE TOTAL	4TH ESTATE GRD 1-12	4TH ESTATE GRD 13-15
52	0685	Public Health Advisor	1	1										1		1
53	0801	General Engineer	29	7	12	4	8	8	3	5	5	1	4	4	0	4
54	0802	Engineer Technician	5		1	1		2	2		2	2				
55	0808	Architect PIM	1		1		1									
56	0809	Construction Rep	5		5	5										
57	0810	Civil Engineer	3		2	1	1				1	1				
58	0817	Survey Technician	1		1	1										
59	0819	Environmental Engineer	6		2	1	1	3	1	2	1	1				
60	0830	Mechanical Engineer	2		1	1					1		1			
61	0850	Electrical Engineer	2		1		1	1	1							
62	0854	Systems Engineer	0					0		0						
63	0905	Attorney Advisor	6	4	2		2	1		1	1		1	2		2
64	1035	Public Affairs Specialist	10		5	3	2	2	1	1	2	1	1	1		1
65	1101	Acquisition Manager/Advisor	11		1	1		2	1	1	1	1		7	6	1
66	1102	Contract/Procurement Specialist/Advisor	39	8	7	3	4	5	3	2	2	2		25	17	8
67	1106	Procurement Technician	1					1	1							
68	1152	Production Control Manager	2					1	1		1	1				
69	1173	Housing Manager	9		6	3	3	2	1	1	1	1	0			
70	1515	ORSA	7		3	1	2	1	1	1	2	1	1	1		1
71	1640	Facility Maintenance Manager/Advisor	1	1	1	1										
72	1667	Food Services Officer	1		1	1										
73	1701	Education Curriculum Development Advisor	1	1	0		0			1	1		1			1
74	1801	Inspector/IG/Transparency Advisor	6	6	4		4	1	1		1		1			
75	1811	Criminal Investigation Advisor	2					1	1		1		1			
76	1910	QA Specialist (Aircraft Maintenance)	0		0	0	0									
77	2001	Supply Specialist	20		7	5	2	6	4	2	2	2		5	4	1
78	2003	Supply Program Manager	2		1		1							1	1	
79	2005	Supply Clerk	3		1	1		1	1					1	1	
80	2010	Inventory Management Specialist	8		1	1		2	2					5	3	2
81	2030	Container Management Specialist	4		1	1								3	2	1
82	2101	Transportation (Air Movement) Specialist	3					3	2	1				0	0	0
83	2150	Transportation Operations Specialist	6		3	2	1	1	1		2	2			0	0
84	2210	IT Specialist (IMO)	21		8	4	4	6	5	1	3	2	1	4	2	2
85	2210	IT Advisor	7	7	1		1	3	3	3	2		2	1	0	1
86	2805	Electrician	3		0	0		2	2		1	1			0	0
87	3703	Welder	0		0	0									0	0
88	4206	Plumber	3		1	1		1	1		1	1			0	0
89	4607	Carpenter	3		1	1		1	1		1	1			0	0
90	4749	Maintenance Mechanic	2		1	1		1	1		1	1			0	0
91	5306	A/C Equipment Mechanic	3		1	1		1	1		1	1			0	0
92	5716	Engineer Equipment Operator	3		1	1		1	1		1	1			0	0
93	5823	Automotive Mechanic	2		2	2										
94	TOTAL		602	92	206	110	96	164	104	60	72	46	26	156	73	83

JUNCLAS	Q	R	S	T	U	V	W	X	Y	Z	AA	AB	AC	AD	AE	AF	AG	AH	AI	AJ	AK	
	DISA TOTAL	DISA GRD 1-12	DISA GRD 13-15	DCMA TOTAL	DCMA GRD 1-12	DCMA GRD 13-15	DLA TOTAL	DLA GRD 1-12	DLA GRD 13-15	DHA TOTAL	DHA GRD 1-12	DHA GRD 13-15	DTRA TOTAL	DTRA GRD 1-12	DTRA GRD 13-15	*WHS/OSD /Others TOTAL	WHS GRD 1-12	WHS GRD 13-15	DSCA TERM HIRES	DSCA GRD 1-12	DSCA GRD 13-15	
1							1	1					1			1		1				
2																						
3																1		1				
4																3	1	2				
5																						
6																						
7																1	1					
8																1		1				
9																2		2				
10																1		1				
11													1		1							
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27	1						1	1								2	1	1				
28																1		1				
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38																						
39							1	1								1	1					
40																						
41																						
42							1	1														
43																						
44							21	12	9							4	2	2				
45							0	0								1		1				
46																						
47																						
48																						
49										1						1		1				
50																						
51																				1		1

	Q	R	S	T	U	V	W	X	Y	Z	AA	AB	AC	AD	AE	AF	AG	AH	AI	AJ	AK
	DISA TOTAL	DISA GRD 1-12	DISA GRD 13-15	DCMA TOTAL	DCMA GRD 1-12	DCMA GRD 13-15	DLA TOTAL	DLA GRD 1-12	DLA GRD 13-15	DHA TOTAL	DHA GRD 1-12	DHA GRD 13-15	DTRA TOTAL	DTRA GRD 1-12	DTRA GRD 13-15	*WHS/OSD /Others TOTAL	WHS GRD 1-12	WHS GRD 13-15	DSCA TERM HIRES	DSCA GRD 1-12	DSCA GRD 13-15
1																			1		1
52																			2		2
53																					
54																					
55																					
56																					
57																					
58																					
59																					
60																					
61																					
62																					
63				7	6	1										1		1	1		1
64																1		1			
65				22	16	6	2	1	1								0	1			
66																					
67																					
68																					
69																					
70																					
71																					
72																					
73																					
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76																					
77							5	4	1												
78							1	1													
79							1	1													
80							5	3	2												
81							3	2	1												
82																					
83																					
84	3	2	1													1		1			
85	1		1																		
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90																					
91																					
92																					
93																					
94	5	2	3	29	22	7	42	28	14	1	0	1	2	0	2	32	10	22	5	0	5
95																					
96																					
97																					
98																					
99																					

*WHS includes OSD, PFP, DSCA, OEA, DSS, DLSA, DTRMA, DTSA, DMA, DCMO, WHS

