OFFICE OF THE ASSISTANT SECRETARY OF DEFENSE
1500 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-1500

MANPOWER AND
RESERVE AFFAIRS

SEP 1 8 2019

MEMORANDUM FOR: SEE DISTRIBUTION

SUBJECT: Fiscal Year 2021 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 2, 2019, 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) 2021, this review is complete, with results as follows:

1) The Joint Staff validated 669 requirements as the initial Demand Signal for FY 2021;

2) This Demand Signal was developed using a multi-year average along with projected future demand, resulting in an FY 2021 Force Pool requirement of 628, a slight increase from the 602 total for FY 2020; and

3) The FY 2021 Force Pool was apportioned by series and grade range to DoD Components based on workforce capacity, current sourcing agreements, and comments submitted in response to the draft Force Pool.

The FY 2021 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. We are providing effective and reliable support from the DoD civilian workforce to a program that is a top priority of the Secretary of Defense and is directly related to our ability to enhance the lethality of the DoD.

A copy of the FY 2021 Force Pool is attached and is also available at: https://www.dcpas.osd.mil/expeditionary. Should you have any questions, my points of contact for this matter are Howard Ferguson, Director, DoD-EC, 571-372-2016, howard.r.ferguson.civ@mail.mil or Jenine Melton, Human Resources Specialist, 571-372-2015, jenine.m.melton.civ@mail.mil.

Vernice E. 9/19/19

for Anita K. Blair
Deputy Assistant Secretary
Civilian Personnel Policy

Attachment:
As stated

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	A	B	C	D	E	F	G	I	J	K	M	N	O	Q	R	S	U	V	W	Y	Z	AA
1	Series	JOB TITLE	FY21 FORCE POOL TOTAL	*FY21 MODA (Included in Total Force Pool)*	FY20 FORCE POOL GRAND TOTAL	*MODA (Included in Total Force Pool)*	FY21 USA TOTAL	USA GRD 1-12	USA GRD 13-15	USAF	USAF GRD 1-12	USAF GRD 13-15	DON	DON GRD 1-12	DON GRD 13-15	4TH ESTATE	4TH ESTATE GRD 1-12	4TH ESTATE GRD 13-15	DISA	DISA GRD 1-12	DISA GRD 13-15	DCMA
2	0017 -	Explosives Safety Specialist	3		2		2	1	1				1	1		0	0	0				
3	0018 -	Safety Specialist/Manager	10		8		5	2	3	2	2		3	2	1	0	0	0				
4	0080 -	Personnel Security	4		3		1	1	0	2	2					1	0	1				
5	0080 -	Physical Security	10		11		3	3	0	4	4	0	1	1		2	2	0				
6	0081 -	Fire Chief	4		4		2	1	1	0			2	2	0	0	0	0				
7	0089 -	Emergency Manager/Specialist	8		9		4	2	2	2	1	1	1	1		1	1	0				
8	0131 -	Foreign Policy Advisor	1		1											1	0	1				
9	0132 -	Intel Analyst/Advisor	31	2	5	*5*	2		2	1	1		1		1	27	21	6				
10	0170 -	Historian	1		1		1	1								0	0	0				
11	0201 -	Civilian HR Specialist/Advisor	14	1	13	*5*	5	2	3	3	2	1	3	2	1	3	1	2				
12	0201 -	Military HR Specialist/Advisor	3	3	3	*2*	2	1	1	1	1					0	0	0				
13	0203	HR ASST	3				1	1		1	1					1	1	0				
14	0260 -	EEO Specialist	1		1		1	1	0							0	0	0				
15	0301 -	Screening Access Control Specialist	5		2		1	1		3	3					1	1	0				
16	0301 -	Plans/Ops	35	1	37	*4*	21	15	6	7	5	2	4	2	2	3	1	2				
17	0301 -	Administrative	35	5	35		9	6	3	13	9	4	7	6	1	6	3	3	1		1	
18	0301 -	Strat/Pol	15	10	14	*6*	5	1	4	4	1	3	2	1	1	4	0	4				
19	0301 -	Cultural Advisor (Specific Skills)	7		4											0	0	0				
20	0301 -	SHARP/SARC	2		2		1	1								1	1	0				
21	0301 -	Gender Advisor	1	1	1	*1*	1		1							0	0	0				
22	0301 -	JOPES	2		2					2	1	1				0	0	0				
23	0301 -	Range Control	1		1		1	1								0	0	0				
24	0301 -	Records Management	4		4		1	1		3	2	1				0	0	0				
25	0303 -	Admin Assistant	12		11		1	1		7	7		1	1		3	3	0				
26	0340 -	Garrison/BASOPS Manager	10		11		10	1	9							0	0	0				
27	0343 -	Management Analyst	14		10	*1*	4	2	2	6	4	2	2	1	1	2	2	0				
28	0346 -	Logistics Management Specialist/Advisor	59	7	55	*6*	16	10	6	12	6	6	9	6	3	22	13	9				
29	0391	Telecommunications Spec/Advisor	2	1						1	1		1	1		0	0	0				
30	0501 -	Finance Specialist/Advisor	35	16	34	*14*	8	4	4	10	6	4	10	6	4	7	4	3				
31	0510 -	Accountant	4		2	*1*	1	1					1	1		2	1	1				
32	0511 -	Auditor	13		10		5	2	3	0			2	2		6	2	4				
33	0560 -	Budget Analyst/Advisor	7		8	*7*	3	2	1	3	2	1				1	0	1				
34	0601 -	Health Program Advisor	2	2	2	*2*										2	0	2				
35	0602 -	Surgeon General Advisor	1	1	1	*1*										1	0	1				
36	0671	Health System Specialist	1				1	1								0	0	0				
37	0685 -	Public Health Advisor	1	1	1	*1*										1	0	1				
38	0801 -	General Engineer	28	6	29	*7*	12	4	8	7	3	4	6	2	4	3	0	3				
39	0802 -	Engineer Technician	6		5		3	3		2	2		1	1		0	0	0				
40	0808 -	Architect PM	1		1		1		1							0	0	0				

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41	0809 -	Construction Rep	5		5		5	5								0	0	0				
42	0810 -	Civil Engineer	5		3		4	2	2				1	1		0	0	0				
43	0817 -	Survey Technician	1		1		1	1								0	0	0				
44	0819 -	Environmental Engineer	7		6		2	1	1	3	1	2	2	1	1	0	0	0				
45	0830 -	Mechanical Engineer	2		2		1	1					1		1	0	0	0				
46	0850 -	Electrical Engineer	3		2		2	1	1	0	0		1	1		0	0	0				
47	0905 -	Attorney Advisor	5	5	6	*4*	1		1	1		1	1		1	2	0	2				
48	1035 -	Public Affairs Specialist	6		10		3	2	1	0			2	1	1	1	0	1				
49	1101 -	Acquisition Manager/Advisor	12	1	11		3	2	1	2	1	1	3	2	1	4	2	2				0
50	1102 -	Contract/Procurement Specialist/Advisor	48	5	39	*8*	7	4	3	6	4	2	4	3	1	31	23	8				29
51	1106 -	Procurement Technician	1		1					0	0					1	1	0				1
52	1152 -	Production Control Manager	2		2					1	1		1	1		0	0	0				
53	1170	Realty Specialist	5				4	2	2	1	1					0	0	0				
54	1173 -	Housing Manager	6		9		4	2	2	1	1		1	1		0	0	0				
55	1515 -	ORSA	3		7		1	1		1		1				1	0	1				
56	1601	Maintenance Advisor	7				2	2		1	1		4	4		0	0	0				
57	1640 -	Facility Maintenance Advisor	4		1	*1*	2	2		1	1		1	1		0	0	0				
58	1667 -	Food Services Officer	2		1		1	1								1	1	0				
59	1670	Equipment Specialist	2				2	2								0	0	0				
60	1701 -	Education Curriculum Development Advisor	1	1	1	*1*			0							1	0	1				
61	1801 -	Inspector/IG/Transparency Advisor	4	2	6	*6*	3	1	2				1		1	0	0	0				
62	1910 -	QA Specialist	1		0											1	1	0				1
63	2001 -	Supply Specialist	32		20		10	9	1	6	5	1	6	6	0	10	8	2				
64	2003 -	Supply Program Manager	4		2		1		1				2	1	1	1	1	0				
65	2005 -	Supply Clerk	3		3		1	1		1	1		1	1		0	0	0				
66	2010 -	Inventory Management Specialist	3		8		1	1		2	2					0	0	0				
67	2030 -	Container Management Specialist	4		4		1	1		1	1		0	0		2	1	1				
68	2101 -	Transportation Specialist	3		3		1	1		2	2					0	0	0				
69	2102	Transportation Assistant	1							1	1					0	0	0				
70	2150 -	Transportation Operations Specialist	5		6		2	2		1	1		2	2		0	0	0				
71	2210 -	IT Specialist (IMO)	13		21		2	1	1	4	3	1	4	3	1	3	2	1	3	2	1	
72	2210 -	IT Advisor	7	5	7	*7*	1		1	2		2	3		3	1	0	1	1		1	
73	2805 -	Electrician	5		3		1	1		2	2		2	2		0	0	0				
74	4206 -	Plumber	3		3		1	1		1	1		1	1		0	0	0				
75	4607 -	Carpenter	3		3		1	1		1	1		1	1		0	0	0				
76	4749 -	Maintenance Mechanic	4		2		1	1		1	1		2	2		0	0	0				
77	5306 -	A/C Equipment Mechanic	3		3		1	1		1	1		1	1		0	0	0				
78	5716 -	Engineer Equipment Operator	5		3		2	2		1	1		2	2		0	0	0				
79	5823 -	Automotive Mechanic	2		2		1	1		1	1					0	0	0				
80	TOTAL		628	76	549	*90*	210	129	81	142	101	41	108	77	31	161	97	64	5	2	3	31
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1	DCMA GRD 1-12	DCMA GRD 13-15	DLA	DLA GRD 1-12	DLA GRD 13-15	DHA	DHA GRD 1-12	DHA GRD 13-15	DTRA	DTRA GRD 1-12	DTRA GRD 13-15	WHS	WHS GRD 1-12	WHS GRD 13-15	DSCA TERM HIRES	DSCA GRD 1-12	DSCA GRD 13-15	OJCS
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1	DCMA GRD 1-12	DCMA GRD 13-15	DLA	DLA GRD 1-12	DLA GRD 13-15	DHA	DHA GRD 1-12	DHA GRD 13-15	DTRA	DTRA GRD 1-12	DTRA GRD 13-15	WHS	WHS GRD 1-12	WHS GRD 13-15	DSCA TERM HIRES	DSCA GRD 1-12	DSCA GRD 13-15	OJCS
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ATTACHMENT

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1	OJCS GRD 1-12	OJCS GRD 13-15	DFAS	DFAS GRD 1-12	DFAS GRD 13-15	DCAA	DCAA GRD 1-12	DCAA GRD 13-15	DHRA	DHRA GRD 1-12	DHRA GRD 13-15	DODEA	DODEA GRD 1-12	DODEA GRD 13-15	MDA	MDA GRD 1-12	MDA GRD 13-15	OUSDI***	OUSDI GRD 1-12	OUSDI GRD 13-15	DECA	DECA GRD 1-12	DECA GRD 13-15	UNASSIGNED
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1	OJCS GRD 1-12	OJCS GRD 13-15	DFAS	DFAS GRD 1-12	DFAS GRD 13-15	DCAA	DCAA GRD 1-12	DCAA GRD 13-15	DHRA	DHRA GRD 1-12	DHRA GRD 13-15	DODEA	DODEA GRD 1-12	DODEA GRD 13-15	MDA	MDA GRD 1-12	MDA GRD 13-15	OUSDI***	OUSDI GRD 1-12	OUSDI GRD 13-15	DECA	DECA GRD 1-12	DECA GRD 13-15	UNASSIGNED
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***Not allocated to any specific Component due to lack of capability

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