January 21, 2021

MEMORANDUM FOR: SEE DISTRIBUTION

SUBJECT: Fiscal Year 2022 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 on February 12, 2020, establishes 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. Under this process, the DoD reviews Force Pool requirements as part of the annual GFM cycle. The review process is repeated annually and the Force Pool updated at least every 2 years.

Based on our fluid operating environment and review of new United States Central Command (USCENTCOM) requirements, our office intends to maintain Fiscal Year (FY) 2021 Force Pool numbers for FY 2022, with minor revisions, at a total of 627 positions. The FY 2021 Force Pool numbers align with the current demand for expeditionary civilians within the USCENTCOM Area of Responsibly. Additionally, the following determinations were made based on the review:

1) The current Force Pool meets existing DoD Components workforce capabilities and projected future requirements; and

2) The Force Pool workforce composition captures the highest priority needs and most likely future planning scenarios and is consistent with Secretary of Defense and National Defense Strategy objectives..

The Force Pool 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, ordered through the GFM process. Strategies for building or sustaining an expeditionary capability to meet these levels are at the discretion of each Component. This is an evolving process that requires our utmost commitment to ensure 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 directly aligned to the National Defense Strategy.

A copy of the FY 2022 Force Pool is attached and is also available at: https://www.dcpas.osd.mil/expeditionary/index. 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, Program Manager, 571-372-2015, jenine.m.melton.civ@mail.mil.

Veronica E. Hinton
Acting Deputy Assistant Secretary
Civilian Personnel Policy

Attachment:
As stated

DISTRIBUTION: ASSISTANT G-1 FOR CIVILIAN PERSONNEL POLICY
(DEPARTMENT OF THE ARMY)
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(DEFENSE CONTRACT MANAGEMENT AGENCY)

FY22 Force Pool

Series	JOB TITLE	FY22 FORCE POOL TOTAL	FY22 MODA (included in Total Force Pool)	FY21 FORCE POOL TOTAL	FY21 MODA (included in Total Force Pool)	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	DCMA GRD 1-12	DCMA GRD 13-15
0017	Explosives Safety Specialist	3		3		2	1	1				1	1		0	0	0						
0018	Safety Specialist/Manager	10		10		5	2	3	2	2		3	2	1	0	0	0						
0080	Personnel Security	4		4		1	1	0	2	2					1	0	1						
0080	Physical Security	10		10		3	3	0	4	4	0	1	1		2	2	0						
0081	Fire Chief	4		4		2	1	1	0			2	2	0	0	0	0						
0089	Emergency Manager/Specialist	8		8		4	2	2	2	1	1	1	1		1	1	0						
0131	Foreign Policy Advisor	1		1											1	0	1						
0132	INTEL ANALYST/ADVISOR	31	2	31	2	2		2	1	1		1		1	27	21	6						
0170	Historian	1		1		1	1								0	0	0						
0201	Civilian HR Specialist/Advisor	14	1	14	1	5	2	3	3	2	1	3	2	1	3	1	2						
0201	Military HR Specialist/Advisor	3	3	3	3	2	1	1	1	1					0	0	0						
0203	HR ASST	3		3		1	1		1	1					1	1	0						
0260	EEO Specialist	1		1		1	1	0							0	0	0						
0301	Screening Access Control Specialist	5		5		1	1		3	3					1	1	0						
0301	Plans/Ops	35	1	35	1	21	15	6	7	5	2	4	2	2	3	1	2						
0301	Administrative	34	5	35	5	9	6	3	13	9	4	7	6	1	5	3	2	0			0		
0301	Strat/Pol	15	10	15	10	5	1	4	4	1	3	2	1	1	4	0	4						
0301	Cultural Advisor (Specific Skills)	7		7											0	0	0						
0301	SHARP/SARC	2		2		1	1								1	1	0						
0301	Gender Advisor	1	1	1	1	1			1						0	0	0						
0301	JOPES	2		2					2	1	1				0	0	0						
0301	Range Control	1		1		1	1								0	0	0						
0301	Records Management	4		4		1	1		3	2	1				0	0	0						
0303	Admin Assistant	12		12		1	1		7	7		1	1		3	3	0						
0340	Garrison/BASOPS Manager	10		10		10	1	9							0	0	0						
0343	Management Analyst	14		14		4	2	2	6	4	2	2	1	1	2	2	0						
0346	Logistics Management Specialist/Advisor	59	7	59	7	16	10	6	12	6	6	9	6	3	22	13	9						
0391	Telecommunications Spec/Advisor	2	1	2	1				1	1		1	1		0	0	0						
0501	Finance Specialist/Advisor	35	16	35	16	8	4	4	10	6	4	10	6	4	7	4	3						
0510	Accountant	4		4		1	1					1	1		2	1	1						
0511	Auditor	13		13		5	2	3	0			2	2		6	2	4						
0560	Budget Analyst/Advisor	7		7		3	2	1	3	2	1				1	0	1						
0601	Health Program Advisor	2	2	2	2										2	0	2						
0602	Surgeon General Advisor	1	1	1	1										1	0	1						

FY22 Force Pool

Series	JOB TITLE	FY22 FORCE POOL TOTAL	FY22 MODA (included in Total Force Pool)	FY21 FORCE POOL TOTAL	FY21 MODA (included in Total Force Pool)	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	DCMA GRD 1-12	DCMA GRD 13-15
0671	Health System Specialist	1		1		1	1								0	0	0						
0685	Public Health Advisor	1	1	1	1										1	0	1						
0801	General Engineer	28	6	28	6	12	4	8	7	3	4	6	2	4	3	0	3						
0802	Engineer Technician	6		6		3	3		2	2		1	1		0	0	0						
0808	Architect PM	1		1		1		1							0	0	0						
0809	Construction Rep	5		5		5	5								0	0	0						
0810	Civil Engineer	5		5		4	2	2				1	1		0	0	0						
0817	Survey Technician	1		1		1	1								0	0	0						
0819	Environmental Engineer	7		7		2	1	1	3	1	2	2	1	1	0	0	0						
0830	Mechanical Engineer	2		2		1	1					1		1	0	0	0						
0850	Electrical Engineer	3		3		2	1	1	0	0		1	1		0	0	0						
0905	Attorney Advisor	5	5	5	5	1		1	1		1	1		1	2	0	2						
1035	Public Affairs Specialist	6		6		3	2	1	0			2	1	1	1	0	1						
1101	Acquisition Manager/Advisor	12	1	12	1	3	2	1	2	1	1	3	2	1	4	2	2				0	0	0
1102	Contract/Procurement Specialist/Adviso	48	5	48	5	7	4	3	6	4	2	4	3	1	31	23	8				29	22	7
1106	Procurement Technician	1		1					0	0					1	1	0				1	1	
1152	Production Control Manager	2		2					1	1		1	1		0	0	0						
1170	Realty Specialist	5		5		4	2	2	1	1					0	0	0						
1173	Housing Manager	6		6		4	2	2	1	1		1	1		0	0	0						
1515	ORSA	3		3		1	1		1		1				1	0	1						
1601	Maintenance Advisor	7		7		2	2		1	1		4	4		0	0	0						
1640	Facility Maintenance Advisor	4		4		2	2		1	1		1	1		0	0	0						
1667	Food Services Officer	2		2		1	1								1	1	0						
1670	Equipment Specialist	2		2		2	2								0	0	0						
1701	Education Curriculum Development Advi	1	1	1	1				0						1	0	1						
1801	Inspector/IG/Transparency Advisor	4	2	4	2	3	1	2				1		1	0	0	0						
1910	QA Specialist	1		1											1	1	0				1	1	
2001	Supply Specialist	32		32		10	9	1	6	5	1	6	6	0	10	8	2						
2003	Supply Program Manager	4		4		1		1				2	1	1	1	1	0						
2005	Supply Clerk	3		3		1	1		1	1		1	1		0	0	0						
2010	Inventory Management Specialist	3		3		1	1		2	2					0	0	0						
2030	Container Management Specialist	4		4		1	1		1	1		0	0		2	1	1						
2101	Transportation Specialist	3		3		1	1		2	2					0	0	0						
2102	Transportation Assistant	1		1					1	1					0	0	0						
2150	Transportation Operations Specialist	5		5		2	2		1	1		2	2		0	0	0						
2210	IT Specialist (IMO)	13		13		2	1	1	4	3	1	4	3	1	3	2	1	3	2	1			
2210	IT Advisor	7	5	7	5	1		1	2		2	3		3	1	0	1	1		1			
2805	Electrician	5		5		1	1		2	2		2	2		0	0	0						
4206	Plumber	3		3		1	1		1	1		1	1		0	0	0						
4607	Carpenter	3		3		1	1		1	1		1	1		0	0	0						
4749	Maintenance Mechanic	4		4		1	1		1	1		2	2		0	0	0						
5306	A/C Equipment Mechanic	3		3		1	1		1	1		1	1		0	0	0						
5716	Engineer Equipment Operator	5		5		2	2		1	1		2	2		0	0	0						
5823	Automotive Mechanic	2		2		1	1		1	1					0	0	0						
TOTAL		627	76	628	76	210	129	81	142	101	41	108	77	31	160	97	63	4	2	2	31	24	7

FY22 Force Pool

Series	JOB TITLE	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	OJCS GRD 1-12	OJCS GRD 13-15	DFAS	DFAS GRD 1-12	DFAS GRD 13-15
0017	Explosives Safety Specialist																					
0018	Safety Specialist/Manager																					
0080	Personnel Security										1		1									
0080	Physical Security										2	2	0									
0081	Fire Chief																					
0089	Emergency Manager/Specialist										1	1	0									
0131	Foreign Policy Advisor										1		1									
0132	INTEL ANALYST/ADVISOR							2	1	1												
0170	Historian																					
0201	Civilian HR Specialist/Advisor	1	1								1		1									
0201	Military HR Specialist/Advisor																					
0203	HR ASST	1	1																			
0260	EEO Specialist																					
0301	Screening Access Control Specialist										1	1										
0301	Plans/Ops										2	1	1					1	1			
0301	Administrative										2	1	1	1		1	1	1				
0301	Strat/Pol										3		3				1		1			
0301	Cultural Advisor (Specific Skills)																					
0301	SHARP/SARC										1	1										
0301	Gender Advisor																					
0301	JOPES																					
0301	Range Control																					
0301	Records Management																					
0303	Admin Assistant	1	1								1	1										
0340	Garrison/BASOPS Manager																					
0343	Management Analyst	1	1								1	1										
0346	Logistics Management Specialist/Advisor	20	12	8							2	1	1									
0391	Telecommunications Spec/Advisor																					
0501	Finance Specialist/Advisor							1	1		1		1							5	3	2
0510	Accountant																			2	1	1
0511	Auditor																					
0560	Budget Analyst/Advisor										1		1									
0601	Health Program Advisor				1		1							1		1						
0602	Surgeon General Advisor													1		1						

FY22 Force Pool

Series	JOB TITLE	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	OJCS GRD 1-12	OJCS GRD 13-15	DFAS	DFAS GRD 1-12	DFAS GRD 13-15
0671	Health System Specialist																					
0685	Public Health Advisor													1		1						
0801	General Engineer													2		2						
0802	Engineer Technician																					
0808	Architect PM																					
0809	Construction Rep																					
0810	Civil Engineer																					
0817	Survey Technician																					
0819	Environmental Engineer																					
0830	Mechanical Engineer																					
0850	Electrical Engineer																					
0905	Attorney Advisor										1		1	1		1						
1035	Public Affairs Specialist										1		1									
1101	Acquisition Manager/Advisor	2	1	1							1		1									
1102	Contract/Procurement Specialist/Advisor	1	1								1		1									
1106	Procurement Technician																					
1152	Production Control Manager																					
1170	Realty Specialist																					
1173	Housing Manager																					
1515	ORSA																	1	1			
1601	Maintenance Advisor																					
1640	Facility Maintenance Advisor																					
1667	Food Services Officer																					
1670	Equipment Specialist																					
1701	Education Curriculum Development Advisor																					
1801	Inspector/IG/Transparency Advisor																					
1910	QA Specialist																					
2001	Supply Specialist	10	8	2																		
2003	Supply Program Manager	1	1																			
2005	Supply Clerk																					
2010	Inventory Management Specialist																					
2030	Container Management Specialist	2	1	1																		
2101	Transportation Specialist																					
2102	Transportation Assistant																					
2150	Transportation Operations Specialist																					
2210	IT Specialist (IMO)																					
2210	IT Advisor																					
2805	Electrician																					
4206	Plumber																					
4607	Carpenter																					
4749	Maintenance Mechanic																					
5306	A/C Equipment Mechanic																					
5716	Engineer Equipment Operator																					
5823	Automotive Mechanic																					
		40	28	12	1	0	1	3	2	1	25	10	15	7	0	7	4	1	3	7	4	3

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

Series	JOB TITLE	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
0017	Explosives Safety Specialist																			
0018	Safety Specialist/Manager																			
0080	Personnel Security																			
0080	Physical Security																			
0081	Fire Chief																			
0089	Emergency Manager/Specialist																			
0131	Foreign Policy Advisor																			
0132	INTEL ANALYST/ADVISOR													25	20	5				
0170	Historian																			
0201	Civilian HR Specialist/Advisor				1		1													
0201	Military HR Specialist/Advisor																			
0203	HR ASST																			
0260	EEO Specialist																			
0301	Screening Access Control Specialist																			
0301	Plans/Ops																			
0301	Administrative							1	1											
0301	Strat/Pol																			
0301	Cultural Advisor (Specific Skills)																			7
0301	SHARP/SARC																			
0301	Gender Advisor																			
0301	JOPES																			
0301	Range Control																			
0301	Records Management																			
0303	Admin Assistant							1	1											
0340	Garrison/BASOPS Manager																			
0343	Management Analyst																			
0346	Logistics Management Specialist/Advisor																			
0391	Telecommunications Spec/Advisor																			
0501	Finance Specialist/Advisor																			
0510	Accountant																			
0511	Auditor	6	2	4																
0560	Budget Analyst/Advisor																			
0601	Health Program Advisor																			
0602	Surgeon General Advisor																			

FY22 Force Pool

Series	JOB TITLE	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
0671	Health System Specialist																			
0685	Public Health Advisor																			
0801	General Engineer										1		1							
0802	Engineer Technician																			
0808	Architect PM																			
0809	Construction Rep																			
0810	Civil Engineer																			
0817	Survey Technician																			
0819	Environmental Engineer																			
0830	Mechanical Engineer																			
0850	Electrical Engineer																			
0905	Attorney Advisor																			
1035	Public Affairs Specialist																			
1101	Acquisition Manager/Advisor																	1	1	
1102	Contract/Procurement Specialist/Advisor																			
1106	Procurement Technician																			
1152	Production Control Manager																			
1170	Realty Specialist																			
1173	Housing Manager																			
1515	ORSA																			
1601	Maintenance Advisor																			
1640	Facility Maintenance Advisor																			
1667	Food Services Officer																	1	1	
1670	Equipment Specialist																			
1701	Education Curriculum Development Advisor							1		1										
1801	Inspector/IG/Transparency Advisor																			
1910	QA Specialist																			
2001	Supply Specialist																			
2003	Supply Program Manager																			
2005	Supply Clerk																			
2010	Inventory Management Specialist																			
2030	Container Management Specialist																			
2101	Transportation Specialist																			
2102	Transportation Assistant																			
2150	Transportation Operations Specialist																			
2210	IT Specialist (IMO)																			
2210	IT Advisor																			
2805	Electrician																			
4206	Plumber																			
4607	Carpenter																			
4749	Maintenance Mechanic																			
5306	A/C Equipment Mechanic																			
5716	Engineer Equipment Operator																			
5823	Automotive Mechanic																			
		6	2	4	1	0	1	3	2	1	1	0	1	25	20	5	2	2	0	7

**Includes OUSDI, NRO, NSA, NGA, DIA, and all other Intel CSAs

***Not allocated to any specific Component due to lack of capability