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OFFICE OF THE ASSISTANT SECRETARY OF DEFENSE

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

AUG 22 2017

MEMORANDUM FOR: SEE DISTRIBUTION

SUBJECT: Review of Fiscal Year 2019 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, 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 Force Pool and Demand Signal to ensure the information remains current and relevant to the changing nature of contingency requirements, while providing predictability and limitations on the expected future support from DoD Components. For Fiscal Year (FY) 2019, this review is complete, with results as follows:

- 1) The Joint Staff validated 792 requirements as the Demand Signal for FY 2019;
- 2) This Demand Signal was factored into a multi-year average (consistent with the methodology established in Attachment 3 of DTM-17-004), resulting in a FY 2019 Force Pool of 586; and
- 3) The FY 2019 Force Pool was apportioned by series and grade range to DoD Components in consideration of current sourcing agreements and workforce capacity as reflected in the Defense Civilian Personnel Data System.

The attached FY 2019 Force Pool was coordinated with the Office of the Undersecretary of Defense (OUSD) for Policy; the Under Secretary of Defense (USD) for Acquisition, Technology & Logistics; the USD (Comptroller)/Chief Financial Officer; the Deputy Assistant Secretary of Defense for Readiness; and the Director, Defense Security Cooperation Agency. All endorsed the Force Pool as an adequate and appropriate response to the Demand Signal, reflecting the Department’s priorities and strategic direction.

The Force Pool establishes visibility of future planning requirements and expectations for DoD Components. It represents a commitment of support, and also establishes a cap on the maximum number of non-programmed civilian requirements a Force Provider should 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 2019 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 Ms. 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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FY19 FORCE POOL (SUMMARY)

	A	B	F	G	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z	AA	AB	AC
1	SERIES	JOB TITLE	FY19 FORCE POOL (Includes MoDA)	FY19 FP (MODA Only)	FY19 FP ARMY	FY19 FP AIR FORCE	FY19 FP NAVY	FY19 FP TOTAL 4TH ESTATE	FY19 FP DISA	FY19 FP DCMA	FY19 FP DLA	FY19 FP DHA	FY19 FP DTRA	*FY19 FP WHS+	DSCA TERM HIRES	FY19 FP OJCS	FY19 FP DFAS	FY19 FP DCAA	FY19 FP DHRA	FY19 FP DODEA	FY19 FP MDA	**FY19 FP OUSDI	***FY19 FP UNASSIGNED
2	0018	Safety Specialist/Manager	9		3	4	2	0															
3	0080	Personnel Security	2		0	2	0	0															
4	0080	Physical Security	8		2	2	2	2						2									
5	0081	Fire Chief	2		0	1	1	0															
6	0083	Police Training	1		0	1	0	0															
7	0089	Emergency Manager/Specialist	6		2	3	1	0															
8	0130	Foreign Affairs Advisor	1		0	0	0	1						1									
9	0131	Foreign Policy Advisor	0		0	0	0	0															
10	0132	Intel Advisor/Analyst	33	5	3	5	1	24					1									23	
11	0170	Historian	2		1	1	0	0															
12	0185	Social Services Programs	2	1	2	0	0	0															
13	0188	Recreation Specialist	0		0	0	0	0															
14	0201	Civilian HR Specialist/Advisor	13	5	4	6	1	2			1								1				
15	0201	Military HR Specialist/Advisor	4	2	3	1	0	0															
16	0203	HR ASSISTANCE	0		0	0	0	0															
17	0260	EEO Specialist	2		1	1	0	0															
18	0301	Screening Access Control Specialist																					
19	0301	Plans and Ops	5		2	2	0	1								1							
20	0301	Strategic Communications	8	4	2	3	0	3						2		1							
21	0301	Threat Finance/Acquisition	2			0	0	2					2										
22	0301	DEERS/CAC Specialist	5		2	3	0																
23	0301	Operations	30	2	12	11	4	3						1		2							
24	0301	Administrative	12		5	4	2	1			1												
25	0301	Info Ops	4		1	1	0	2						1		1							
26	0301	Law Enforcement Trainer	8		3	1	1	3						3									
27	0301	Strat/Pol	12	3	3	3	1	5						3		2							
28	0301	Cultural Advisor (Specific Skills)	7		0	0		2						2									5
29	0301	SHARP/EEO/SARC	2		1	1		0															
30	0301	Gender Advisor	3	2	1	1		1						1									
31	0301	FDO	2					2														2	
32	0301	GIS	1		1																		
33	0301	JOPES	2			2																	
34	0301	MWR	1			1																	
35	0301	Protocol Specialist	3		1	2		0															
36	0301	Range Control	1		1																		
37	0301	Records Management	2		1	1																	
38	0303	Admin Assistant	7		2	3	1	1						1									
39	0340	Garrison/BASOPS Manager	8		5	2	1	0															
40	0340	Engineer Program Manager	3		2	1		0															
41	0341	Admin Officer	0		0	0	0	0															
42	0343	Management Analyst	8	1	2	4	1	1			1												
43	0344	Management Assistant	0		0	0	0	0															
44	0346	Logistics Management Spec/Advisor	55	4	10	14	5	26		3	21			2									
45	0391	Communications Advisor	3		1	1	1	0															
46	0501	Finance Specialist/Advisor	32	12	8	12	7	5			1						4						
47	0510	Accounting Advisor	2	2	0	0	0	2									2						

FY19 FORCE POOL (SUMMARY)

	A	B	F	G	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z	AA	AB	AC
96	2805	Electrician	2		1	1	0	0															
97	3703	Welder	0		0	0	0	0															
98	4206	Plumber	2		0	1	1	0															
99	4607	Carpenter	1		1	0	0	0															
100	4749	Maintenance Mechanic	2		0	2	0	0															
101	5306	A/C Equipment Mechanic	2		0	1	1	0															
102	5716	Engineer Equipment Operator	5		2	2	1	0															
103	5803	Automotive Mechanic	2		1	1	0	0															
104			0																				
105	TOTAL		586	100	178	181	66	156	4	29	39	2	3	21	7	8	7	6	1	2	2	25	5
106																							
110																							
111																							
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120																							

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

**OUSD(I) includes coordination across all Intel organizations to include DIA, NGA, NSA

***Requirements are "unassigned" based on lack of capacity identified in any DoD organizations