

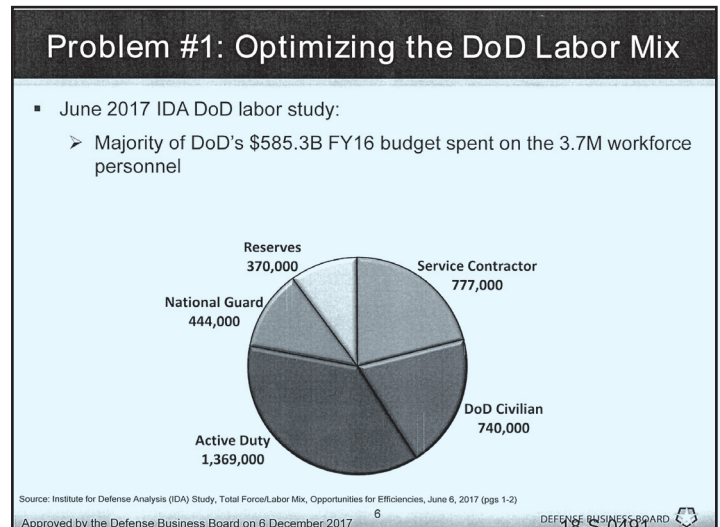
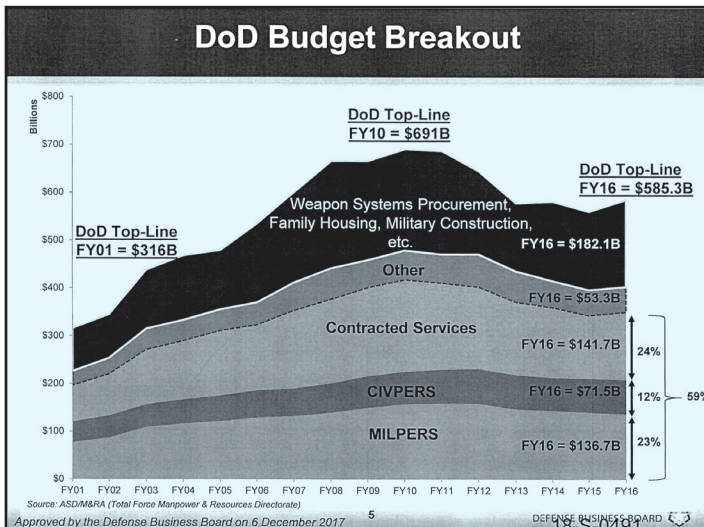


# DEFCON Legislative Strategic Plan Issues



**Identify impediments to total force management best practices in the Planning, Programming, Budgeting and Execution System (PPBES) and ensure the PPBES Commission addresses current defects in the process that cut civilian employee structure and realign it toward contractor or the military regardless of cost and impact on readiness, lethality or stress on the force.**

- Revive strategic planning, programming, budgeting data analytics for transparency over contract services fully burdened costs without interfering with year of execution commercial acquisitions by reviving the enterprise Contractor Manpower Reporting Application.
- Ensure near, mid and long term strategic readiness includes data analytics for identifying DoD civilian workforce contributions to readiness.
- Ensure program and budget reviews challenge, compete and prioritize contract services requirements instead of the default practice of cutting the DoD civilian workforce. Historically twice as much has been spent on services contracts than the civilian workforce for the same number of people. (See Defense Business Board Slides).
- “Predictably, for example, even though Congress directed the Defense Department to cut \$10 billion through administrative efficiencies between 2015 and 2019, the Pentagon failed to substantiate that it had achieved those savings. The reason those efforts rarely succeed is that they merely shift the work being done by civilians to others, such as military personnel or defense contractors.” DepSecDef Hicks, “Getting to Less: the Truth About Defense Spending,” Foreign Affairs (March 2020), p. 56.



**Improve hiring process by opposing non-competitive hiring, including direct hire and excepted service appointments.**

- The Department too often tailors its jobs to individuals rather than competencies with redundant career programs in each military department and defense component for the same set of skills.
- These separate career programs create artificial barriers to promotion by imposing distinct certification and training requirements and do not sufficiently use existing OPM flexibility to substitute experience for training.
- Department's emphasis on non-competitive hiring practices tends to reduce the pool of candidates -- in this case internal candidates -- considered for a job. Requiring employees to continuously check USAJOBS on a daily basis and hunt for job announcements is a transaction-heavy, burdensome process that tends to discourage candidates unless someone in management tells them about the job posting.
- A good practice might be to have employees in various career fields periodically have their qualifications assessed



by panels of subject matter experts, and then providing those employees with automatic referrals (and the ability to apply) to vacancies when candidates are considered for jobs throughout the Department.

- **(Note:** Again, a bad practice would for these assessment panels to rely on artificial barriers created by “career program managers” analogous to military developmental programs that do not allow for substituting experience for attending specific in-house training courses. This problem is similar to a finding of the AI Commission, where the Commission found the Department was not appropriately compensating and giving credit to external hires simply because too much weight was being given to educational credentials.)
- To the degree some of the certification requirements for some career programs involve an objective examination component, this can be a good practice that emulates the competitive examination requirement for the competitive service in title 5. However, it is important that these certification tests are based on broad competencies and skills and are not, like the jobs and job announcements, tailored only to specific individuals or experiences having nothing to do with bona fide job requirements.

## OTHER ISSUES

- Oppose expansion of demonstration projects for alternative compensation frameworks; repeal authority for Acq Demo which has been documented as discriminatory against women and minorities.
- Prohibit misuse of term and temporary hiring authorities for enduring functions
- Provide examples to Congress of privatization and conversion of civilian positions to military positions that are inconsistent with statutory requirements.
- Building on FY 2022 NDAA repeal of personnel caps in general in section 129 of title 10, repeal the remaining Goldwater-Nichols era personnel caps in sections 143, 194, 7014, 8014 and 9014 of title 10 which mask true overhead costs and only serve to shift closely associated with inherently governmental and inherently governmental work to contractors
- Continue Public-Private Competition Moratorium (and address successful efforts that have weakened DoD and government-wide contractor inventories and insufficient consideration of insourcing new requirements or closely associated with inherently governmental and critical functions currently performed by contractors).
- Continue prohibition of BRAC.
- Establish framework for ensuring civilian employee backfills are considered when converting military medical structure to operational requirements in military medical treatment facilities.
- Enhance Commissary role to address food insecurity among military families by ending variable pricing and establishing specific pilot programs to provide free produce to eligible military families.
- Support improved Sustainment Planning for Major Weapon Systems (re-establish manpower estimate process in 10 USC section 2434).

## Jurisdiction Outside Armed Services (Requires waiver for NDAA)

- Oppose expanded mis-use of “commercial items and services” designations that result in restrictions of access to technical data and certified cost and pricing data and contributes to exponential increases in sustainment costs for weapon systems.
- Support Administrative Conference of United States review of the efficiency, effectiveness and fairness from a due process perspective of DoD security clearance determinations. Ask for FFRDC demographic survey on whether security clearance adjudications within DoD have been applied in a discriminatory manner against protected Civil Rights categories and in favor of hate groups.
- Please support TSA title 5 collective bargaining rights
- Please support H.R. 2499/S. 1116, the Federal Firefighters Fairness Act
- Please support H.R. 962/S. 1888 the Law Enforcement Officer Equity Act.

***AFGE members: Do not post this flyer on federal property or use federal agency emails to disseminate.***