



## NATIONAL FEDERATION OF FEDERAL EMPLOYEES, IAMAW, AFL-CIO



### NFFE-IAM and the FY 2023 National Defense Authorization Act

**Position:** **The National Defense Authorization Act (NDAA) provides the annual budget and related expenditures for the U.S. Department of Defense. The Act also provides guidance on many important policy changes to federal operations and the workforce. As the 117<sup>th</sup> Congress continues debate the NDAA for FY 2023, NFFE respectfully requests the following deliberations:**

Increase federal pay in FY23 consistent with FEPCA – Federal workers have seen their incomes eroded by nearly 11% with respect to inflation over the past decade. The 1.5% federal pay increase in 2021 and a 2.7% federal pay increase in 2022 is insufficient to make up for lost earnings and the pay disparity with private sector pay. Thus, NFFE-IAM urges Congress to fully implement the Federal Employees Pay Comparability Act of 1990 (FEPCA) for 2023 average pay increase of 5.1%, based on the Employment Cost Index calculation. The 5.1% increase for 2023 is also included in the Federal Adjustment of Income Rates Act (FAIR Act).

Block Efforts to Implement a New Round of Base Realignment and Closures (BRAC) – A BRAC would lead to the loss of tens of thousands of good jobs and devastate communities across the U.S. NFFE-IAM believes it is premature to approve another round of BRAC until there is a comprehensive and strategic cost-benefit analysis. A Government Accountability Office (GAO) report showed that the total cost for implementing the 2005 round of BRAC ballooned from the original estimate of \$21 billion to \$35.1 billion (GAO-12-709R). NFFE-IAM urges Congress to deny BRAC authority until the proper cost-benefit analysis is fully completed.

Repeal and/or Defund Flawed and Discriminatory “Performance-based” Reductions-in-Force (RIF) – We are encouraged by language in the FY2022 NDAA that gives the Secretary of Defense the flexibility to consider Veterans Preference and seniority in RIFs. NFFE-IAM continues to request the full repeal of Section 1101 of the FY2016 NDAA, which diminished the DoD’s RIF rules for both Veterans Preference and seniority in favor of flawed and biased performance ratings. Given that many DoD performance rating systems have been proven discriminatory, particularly against women, older employees, and workers of color, NFFE-IAM continues to call for protections for all workers in a RIF.

Modify Section 5305(h) of Title 5 to provide Locality Pay for Alaska and Hawaii – Because of the unique geographic and cost-of-living challenges that federal employees face while stationed in Alaska and Hawaii, many employees operate under a Special Pay Authority to maintain recruitment and retention levels in those areas. While it is the common practice of most agencies to provide locality pay in addition to the base pay special rate pay, this practice is not solidified in law. This is a minor if not technical change to the law to prevent a recruitment and retention crisis in the future in either state.

Maintain the A-76 Moratorium – This moratorium was put in place after GAO and the DoD Inspector General determined that the DoD could not prove that contracting out provided any cost savings to taxpayers. The A-76 outsourcing cost comparison process has proven to be flawed, frequently producing inaccurate cost comparisons by double-counting government-performed work. NFFE-IAM asks that the moratorium remain until a full cost-savings analysis is provided to the House and Senate Armed Services Committees.