



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



### NFFE-IAM and the FY 2024 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 118<sup>th</sup> Congress continues to debate the NDAA for FY 2024, NFFE-IAM urgently requests the following inclusions:**

Do Not Stop Hiring to Shrink the DoD Civilian Workforce – For no legitimate reason, uninformed advocates on Capitol Hill wish to reduce the size of the DoD civilian workforce through delayed hiring of replacements as personnel leave or retire. The size of the civilian federal workforce has changed little since the major downsizing after WWII. **The raw number of DoD civilian employees is smaller than it was in 1947.** Yet, the country is more than twice as populated than it was in the 1940s and U.S. global engagements today last longer and are more plentiful in number and in geographic locations. In addition, outsourcing jobs cannot replace the institutional knowledge and public trust placed in federal employees to oversee mission and accountability.

Include the Federal Firefighter Pay Equity Act – This bipartisan legislation ensures federal firefighters are eligible for the same retirement benefits as other federal first responders, and it adjusts working hours to reflect common non-federal firefighter industry practices. Especially at the Department of Defense, recruitment and retention is growing increasingly difficult. Because of the special training required for firefighters who work on military bases and defense installations, they cannot be quickly replaced.

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.

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 been proven to be flawed, frequently producing inaccurate cost comparisons by double-counting government-performed work. NFFE-IAM asks that the moratorium remain until an honest, full cost-savings analysis is provided to the House and Senate Armed Services Committees.