

Congress of the United States
Washington, DC 20515

April 23, 2013

The Honorable Chuck Hagel
Secretary of Defense
1000 Defense Pentagon
Washington, DC 20301-1000

Dear Mr. Secretary:

As you proceed with your strategic review of the Department's priorities, we would request that you also turn your attention to one of the Department's most strategic assets: its civilian personnel. Specifically, we ask that you review sequestration-related actions with respect to civilian personnel, particularly the widespread use of furloughs, the firing of temporary and term employees, and the freeze on new hires.

These actions currently being implemented were announced in the January 10 guidance issued by the Deputy Secretary of Defense, long before the Department knew the specific funding levels that would be available to it for the entirety of fiscal year 2013. H.R. 933, the Consolidated and Continuing Appropriations Act of 2013, increases funding to the Department's Operation and Maintenance accounts from FY12 to FY13 by an amount that exceeds the anticipated savings from the actions imposed in the January 10 guidance.

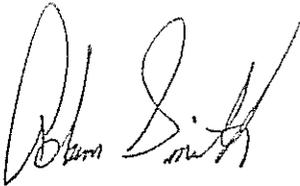
It is increasingly clear that these actions are threatening to undermine mission performance and, as a result, mission readiness. We understand that your office is currently reviewing installations' and components' petitions for relief, either because implementation will increase costs — e.g., the workforce will have to work overtime to complete work by contractual deadlines — or is not necessary, e.g., because an installation has workload already funded through a Working Capital Fund. However, to date we have been told only that all civilian furloughs are being applied in the same manner across the Department, regardless of whether a service component or defense agency has the resources to buy back the furlough days.

Additionally, the manner in which the Department is imposing furloughs exacts punishing reductions on components and agencies that downsized their civilian staffs in fiscal years 2009 and 2010 in compliance with prior Defense guidance, while appearing to reward departments and agencies that did not shed workforce. In essence, under the current furlough guidance, the more streamlined, efficient organizations are footing the bill for those that are still over strength.

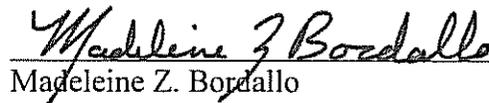
As sequestration continues, the Department inevitably will also have to reduce spending on service contracts. However, even though new civilian hiring is all but stopped, the same constraint might not be imposed on new contracts. Even though temporary and term employees are being systematically fired, not all service contracts will be terminated. Even though the vast majority of civilian employees are being subjected to furloughs which could result in a 20% reduction in income, not all service contracts will be reduced in scope by one-fifth.

We are not taking the position that civilian personnel should not bear sacrifices because of sequestration. Rather, we strongly urge the Department to make merit-based versus indiscriminate decisions on furloughs and firing temporary and term employees and that managers be allowed the discretion to make offsetting cuts to comply with sequestration.

Sincerely,



Adam Smith



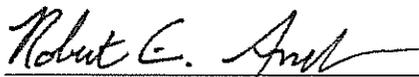
Madeleine Z. Bordallo



Robert J. Wittman



Michael R. Turner



Robert E. Andrews



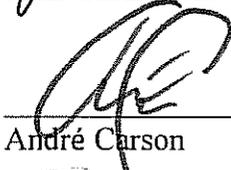
Walter B. Jones



John Garamendi



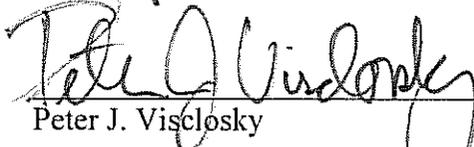
Scott H. Peters



André Carson



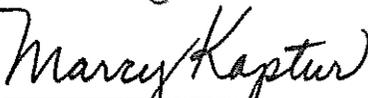
Nita M. Lowey



Peter J. Visclosky



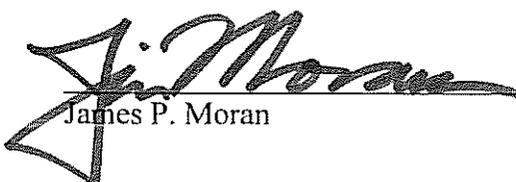
David E. Price



Marcy Kaptur



Jose E. Serrano



James P. Moran



Chaka Fattah

Lucille Roybal Allard
Lucille Roybal-Allard

Sanford D. Bishop
Sanford D. Bishop

Tom Cole
Tom Cole

Ed Pastor
Ed Pastor

Eleanor Holmes Norton
Eleanor Holmes Norton

Danny K. Davis
Danny K. Davis

Al Green
Al Green

George Miller
George Miller

John F. Tierney
John F. Tierney

Rubén Hinojosa
Rubén Hinojosa

Bruce B. Braley
Bruce B. Braley

Bobby L. Rush
Bobby L. Rush

Peter Welch
Peter Welch

Nick J. Rahall II
Nick J. Rahall II

Carolyn B. Maloney
Carolyn B. Maloney

Frank D. Lucas
Frank D. Lucas

Albo Sires
Albo Sires

Stephen F. Lynch
Stephen F. Lynch

Alcee L. Hastings
Alcee L. Hastings

Janice D. Schakowsky
Janice D. Schakowsky

Bill Pascrell, Jr.
Bill Pascrell, Jr.

Christopher H. Smith
Christopher H. Smith

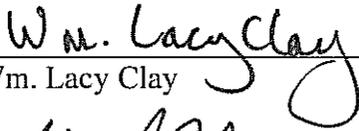
Steve Cohen
Steve Cohen

C.A. Dutch Ruppertsberger
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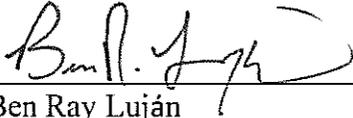
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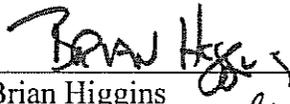
Wm. Lacy Clay



Keith Ellison



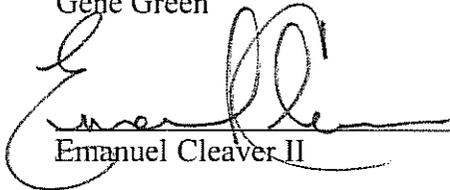
Ben Ray Luján



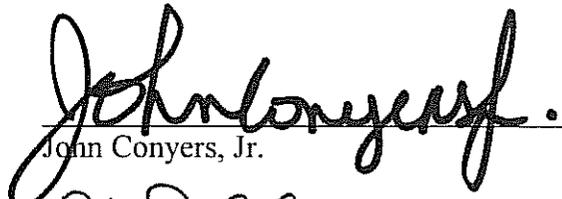
Brian Higgins



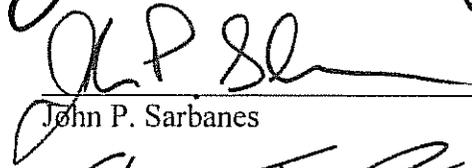
Gene Green



Emanuel Cleaver II



John Conyers, Jr.



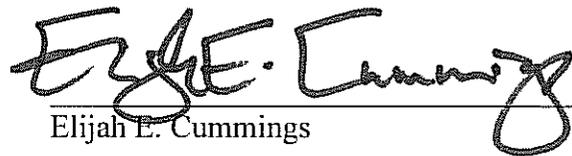
John P. Sarbanes



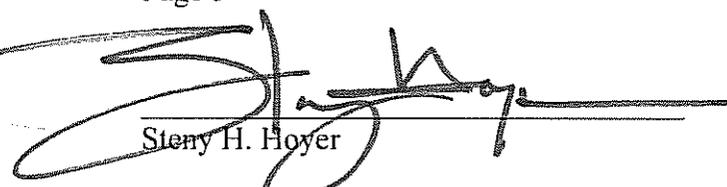
Steve Israel



Paul Tonko



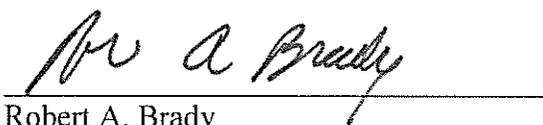
Elijah E. Cummings



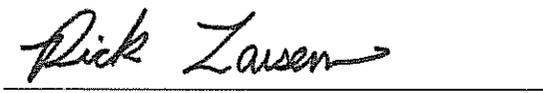
Steny H. Hoyer



James R. Langevin



Robert A. Brady



Rick Larsen



Jackie Speier



Joe Courtney



Marc A. Veasey



Pete P. Gallego



William L. Owens



Lou Barletta



Ann M. Kuster



James Lankford



Mike Rogers (Alabama)



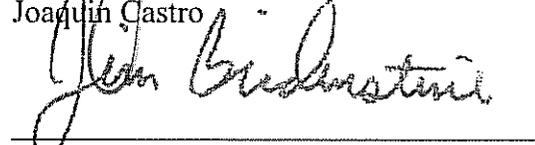
Tammy Duckworth



Rob Bishop



Joaquin Castro



Jim Bridenstine



Daniel B. Maffei



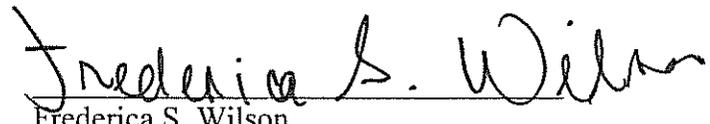
Austin Scott



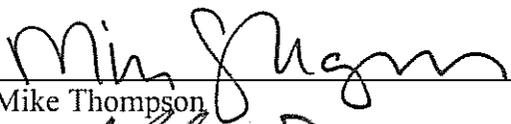
Frank R. Wolf

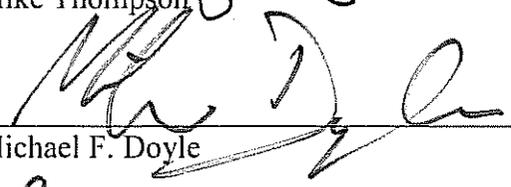


Blake Farenthold

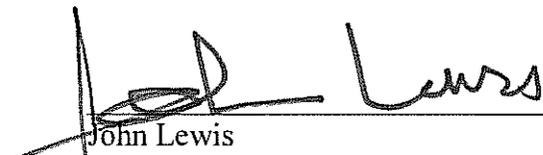


Frederica S. Wilson

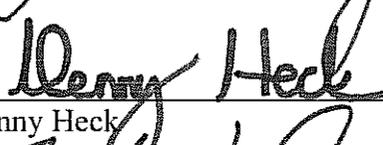

Mike Thompson

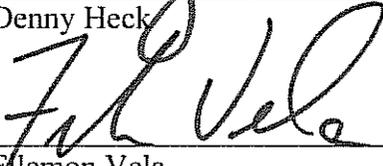

Michael F. Doyle

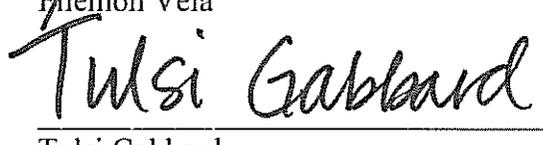

Suzan K. DelBene

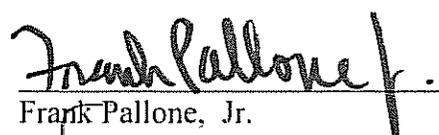

John Lewis

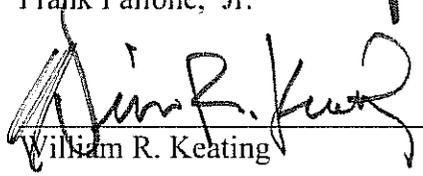

Joyce Beatty


Denny Heck


Filimon Vela


Tulsi Gabbard

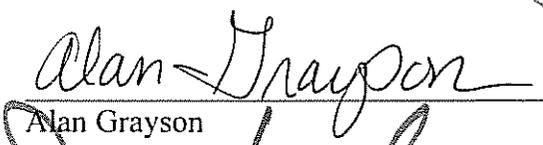

Frank Pallone, Jr.

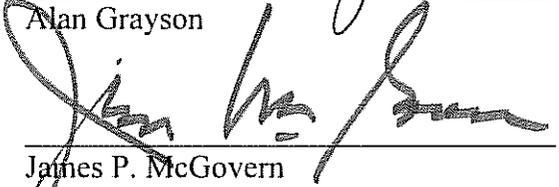

William R. Keating


Richard L. Hanna

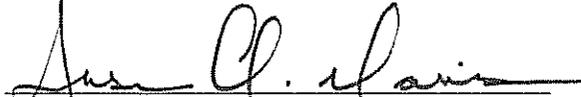

Tom Marino


Gerald E. Connolly


Alan Grayson

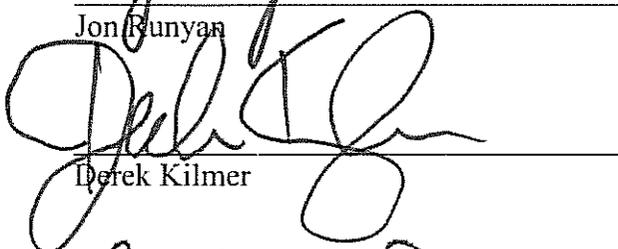

James P. McGovern

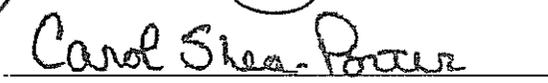

Chris Van Hollen

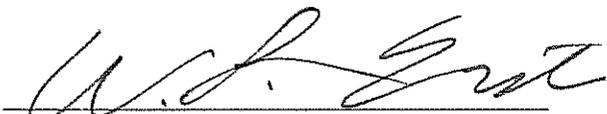

Susan A. Davis

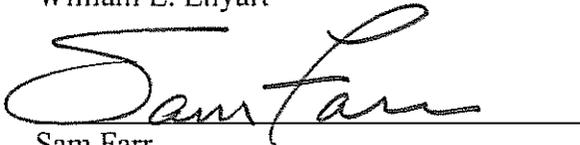

Ron Barber

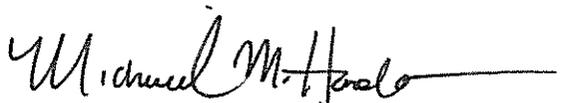

Jon Runyan


Derek Kilmer

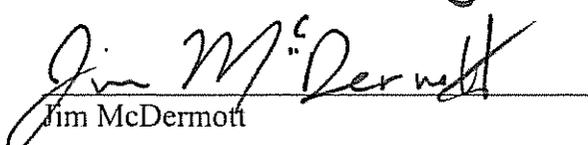

Carol Shea-Porter


William L. Enyart


Sam Farr


Michael M. Honda

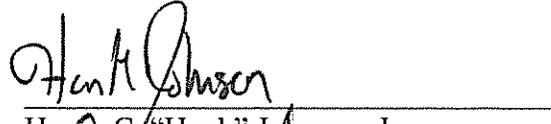

Julia Brownley

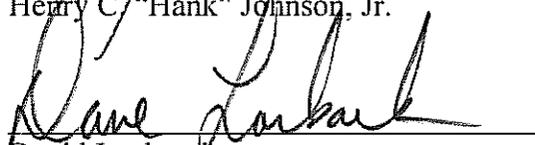

Jim McDermott


Markwayne Mullin


Niki Tsongas


Tim Griffin

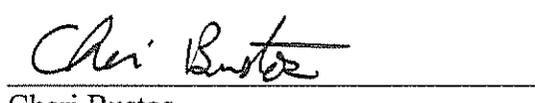

Henry C. "Hank" Johnson, Jr.


David Loebsack


Christopher P. Gibson


Tim Ryan


Chellie Pingree


Cheri Bustos


Timothy J. Walsh


Earl Blumenauer


Robert C. "Bobby" Scott

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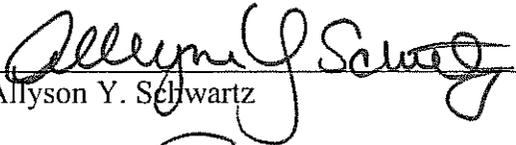
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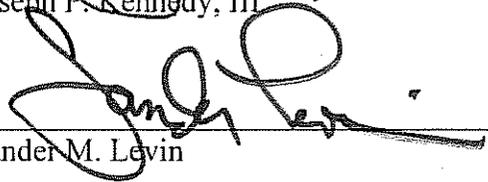
Rush Holt



Joseph P. Kennedy, III



Allyson Y. Schwartz



Sander M. Levin



Ed Perlmutter



Ron Kind



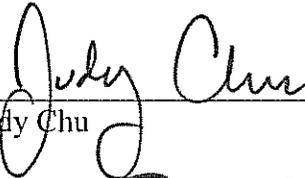
Raul M. Grijalva



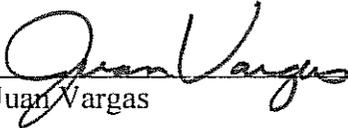
Matthew A. Cartwright



Sean Patrick Maloney



Judy Chu



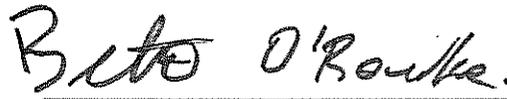
Juan Vargas



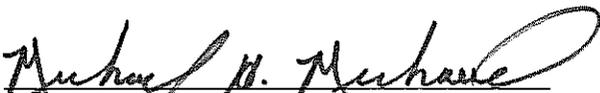
Gary C. Peters



Betty McCollum



Beto O'Rourke



Michael H. Michaud

Cc: The Honorable Robert Hale, Under Secretary of Defense (Comptroller)