

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.

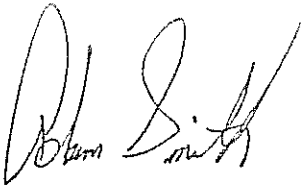
It is increasingly clear that these actions are threatening to undermine mission performance and, as a result, mission readiness. We understand that your office is currently reviewing installations' and components' petitions for relief, either because implementation will increase costs — e.g., the workforce 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.

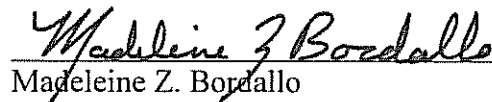
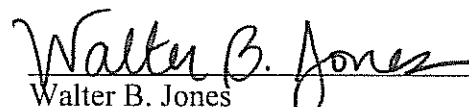
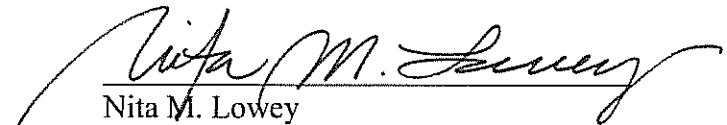
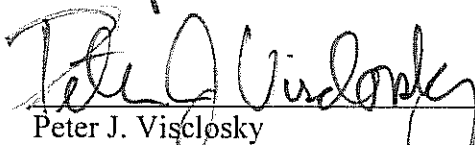
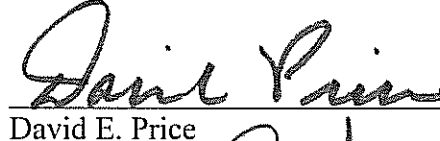
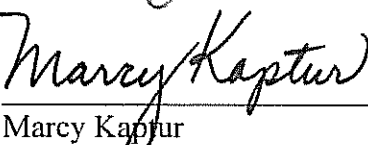
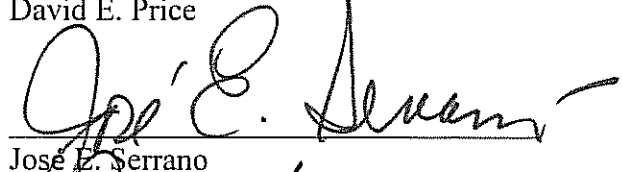
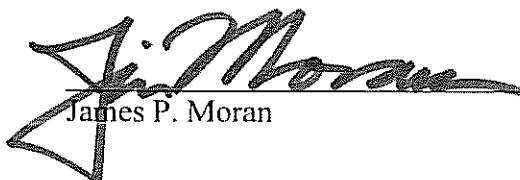
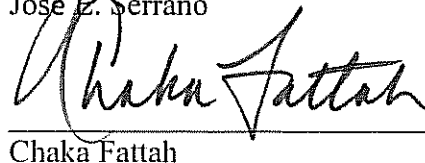
As sequestration continues, the Department inevitably will also have to reduce spending on service contracts. However, even though new civilian hiring is all but stopped, the same constraint might not be imposed on new contracts. Even though temporary and term employees are being systematically fired, 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

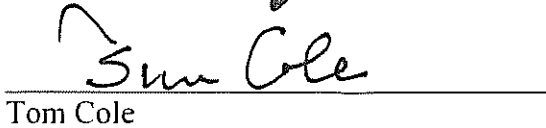

Madeleine Z. Bordallo
Robert J. Wittman
Michael R. Turner
Robert E. Andrews
Walter B. Jones
John Garamendi
Scott H. Peters
André Carson
Nita M. Lowey
Peter J. Visclosky
David E. Price
Marcy Kaptur
Jose E. Serrano
James P. Moran
Chaka Fattah

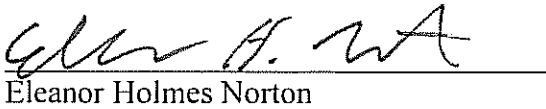
The Honorable Chuck Hagel

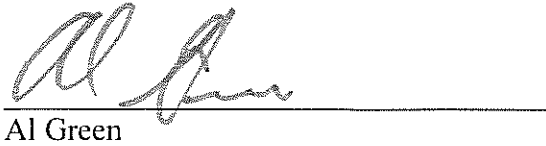
April 23, 2013

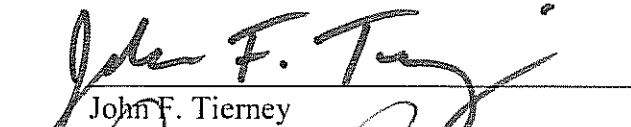
Page 3

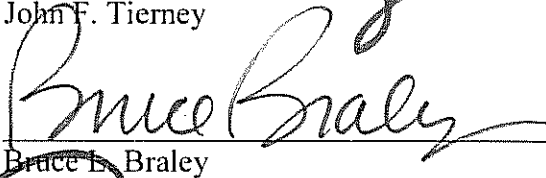

Lucille Roybal-Allard

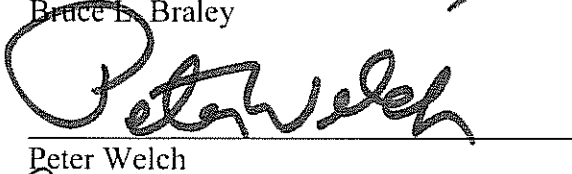

Tom Cole

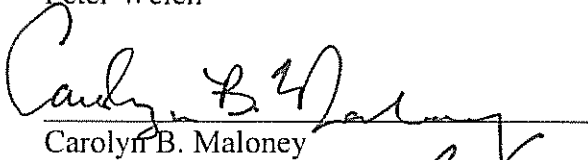

Eleanor Holmes Norton

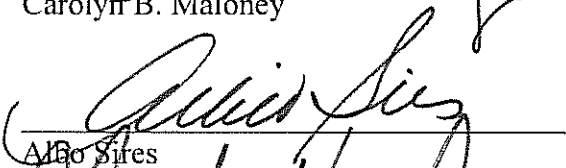

Al Green

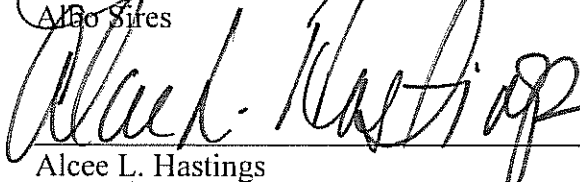

John F. Tierney


Bruce B. Braley

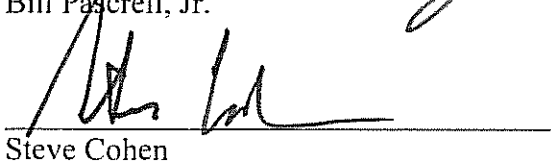

Peter Welch

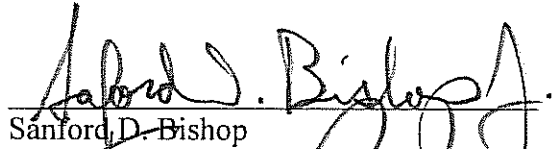

Carolyn B. Maloney

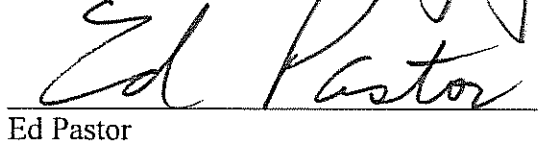

Albo Sires

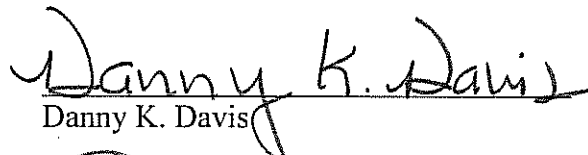

Alcee L. Hastings


Bill Pascrell, Jr.

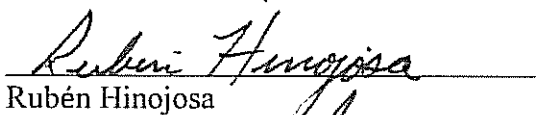

Steve Cohen

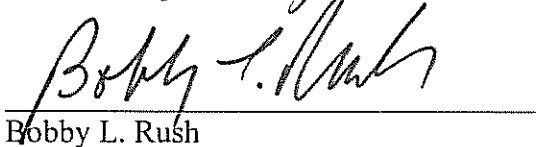

Sanford D. Bishop


Ed Pastor

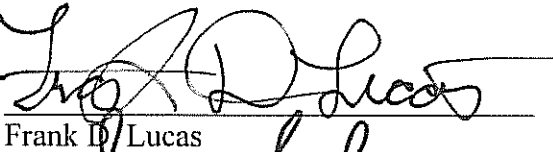

Danny K. Davis


George Miller


Rubén Hinojosa

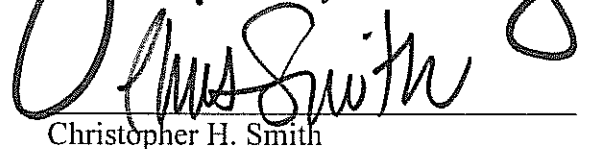

Bobby L. Rush


Nick J. Rahall II

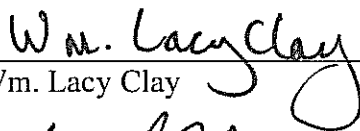

Frank D. Lucas


Stephen F. Lynch

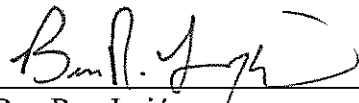

Janice D. Schakowsky

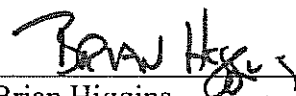

Christopher H. Smith

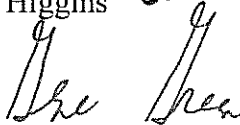

C.A. Dutch Ruppertsberger

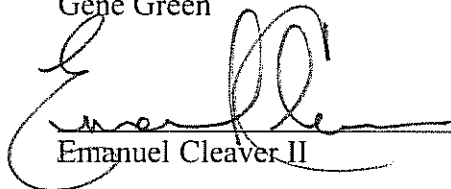

Wm. Lacy Clay

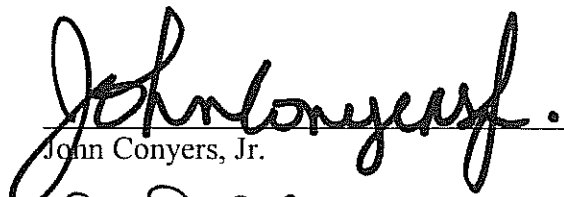

Keith Ellison

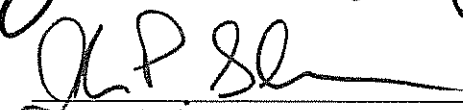

Ben Ray Luján

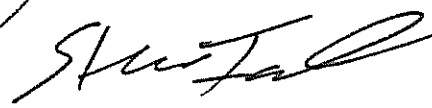

Brian Higgins


Gene Green


Emanuel Cleaver II

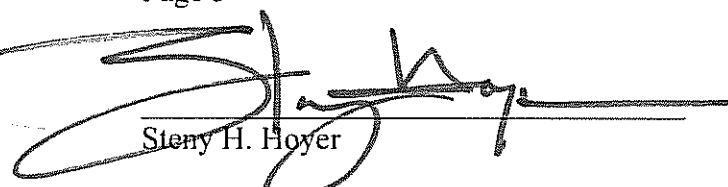

John Conyers, Jr.


John P. Sarbanes


Steve Israel


Paul Tonko


Elijah E. Cummings



Steny H. Hoyer



James R. Langevin



Robert A. Brady



Rick Larsen



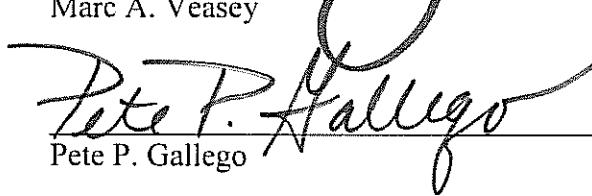
Jackie Speier



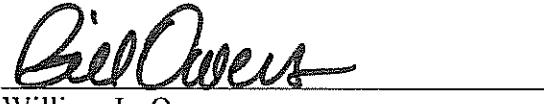
Joe Courtney



Marc A. Veasey



Pete P. Gallego



William L. Owens



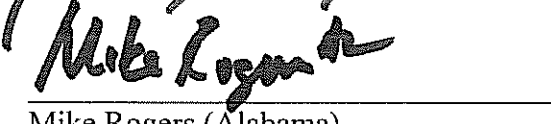
Lou Barletta



Ann M. Kuster



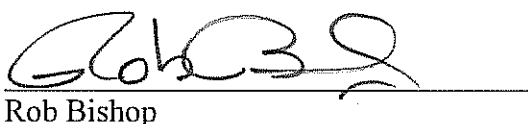
James Lankford



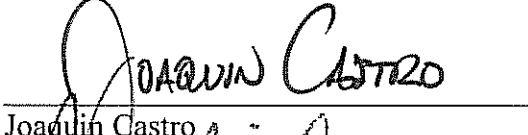
Mike Rogers (Alabama)



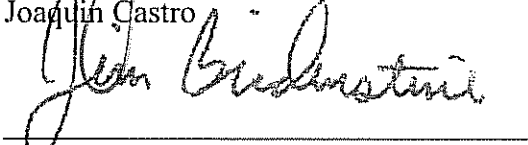
Tammy Duckworth



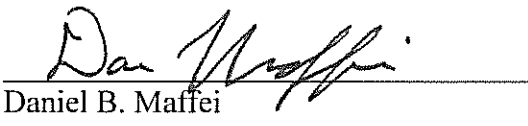
Rob Bishop



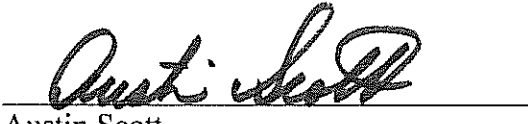
Joaquin Castro



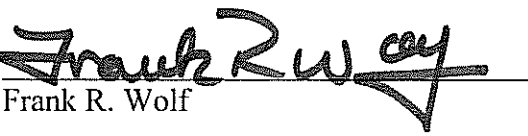
Jim Bridenstine



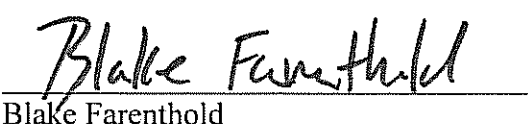
Daniel B. Maffei



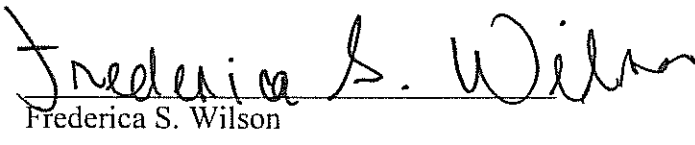
Austin Scott



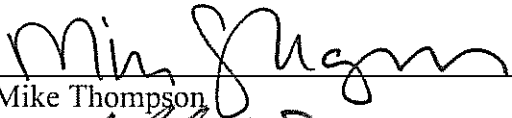
Frank R. Wolf

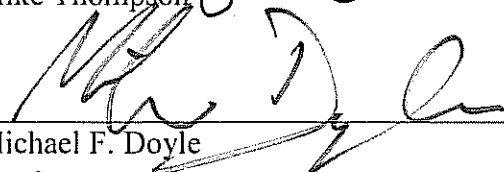


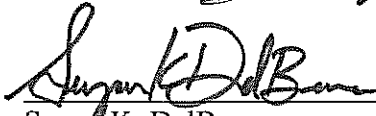
Blake Farenthold

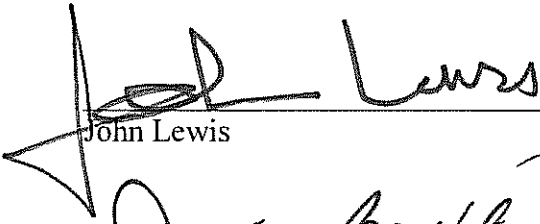


Frederica S. Wilson

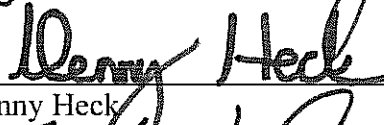

Mike Thompson

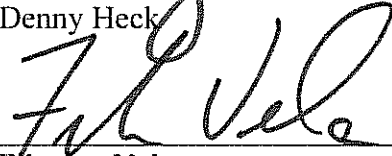

Michael F. Doyle


Suzan K. DelBene

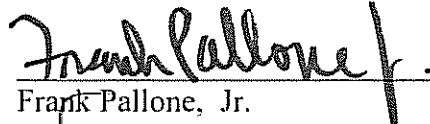

John Lewis

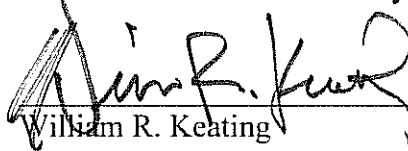

Joyce Beatty


Denny Heck

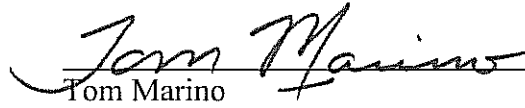

Filmon Vela

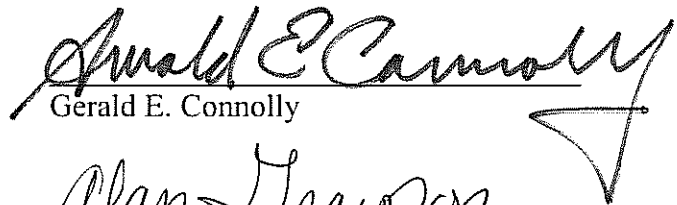

Tulsi Gabbard

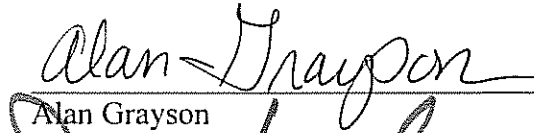

Frank Pallone, Jr.

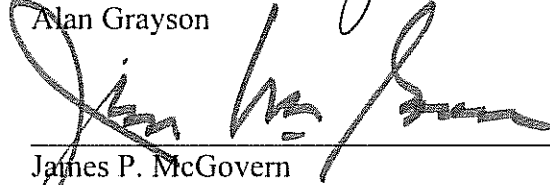

William R. Keating

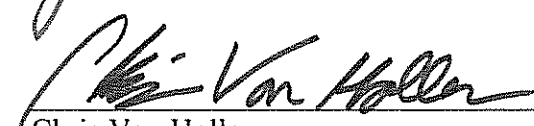

Richard L. Hanna

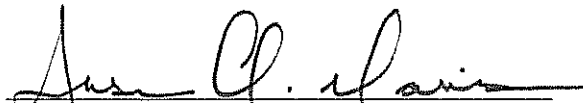

Tom Marino


Gerald E. Connolly


Alan Grayson

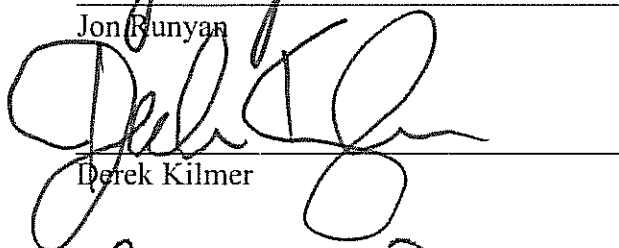

James P. McGovern


Chris Van Hollen


Susan A. Davis

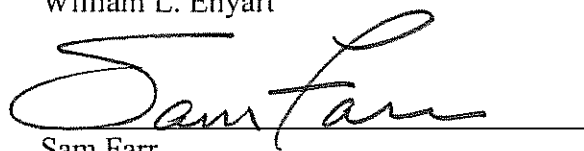

Ron Barber

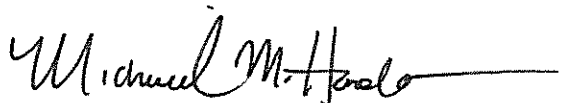

Jon Runyan


Derek Kilmer

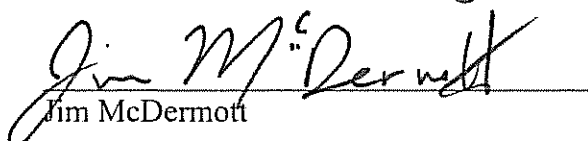

Carol Shea-Porter


William L. Enyart


Sam Farr

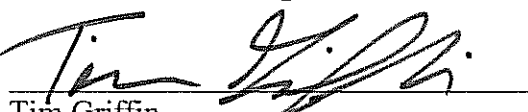

Michael M. Honda

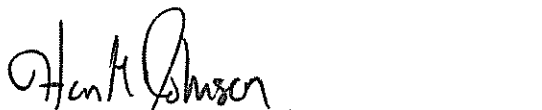

Julia Brownley

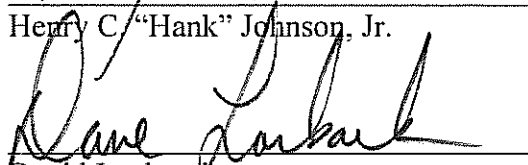

Jim McDermott

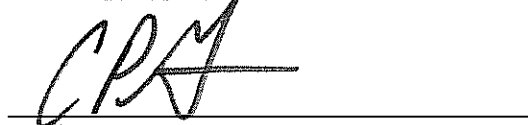

Markwayne Mullin


Niki Tsongas

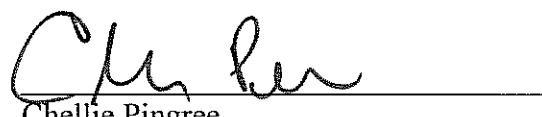

Tim Griffin

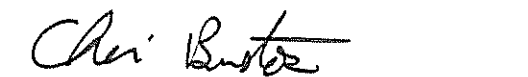

Henry C. "Hank" Johnson, Jr.

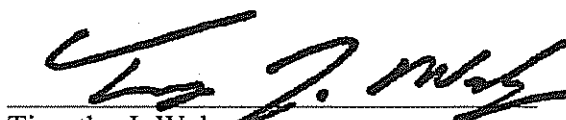

David Loebsack


Christopher P. Gibson

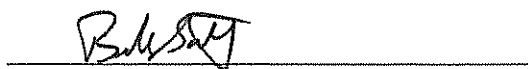

Tim Ryan


Chellie Pingree


Cheri Bustos


Timothy J. Walz


Earl Blumenauer


Robert C. "Bobby" Scott

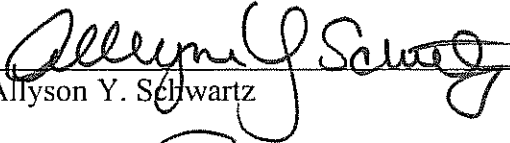
The Honorable Chuck Hagel

April 23, 2013

Page 8



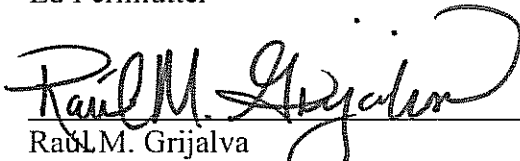
Rush Holt



Allyson Y. Schwartz



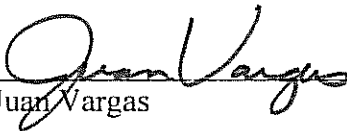
Ed Perlmutter



Raúl M. Grijalva



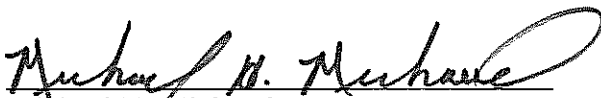
Sean Patrick Maloney



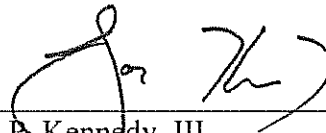
Juan Vargas



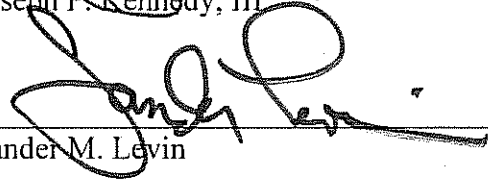
Betty McCollum



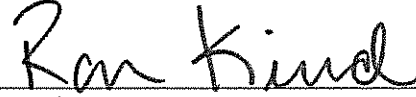
Michael H. Michaud



Joseph P. Kennedy, III



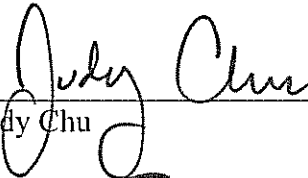
Sander M. Levin



Ron Kind



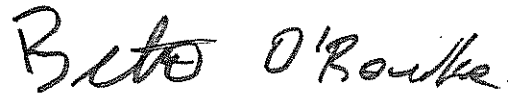
Matthew A. Cartwright



Judy Chu



Gary C. Peters



Beto O'Rourke

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