

# GOVERNMENT MANAGERS COALITION

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May 8, 2019

The Honorable Adam Smith, Chairman  
The Honorable Mac Thornberry, Ranking Member  
United States House Armed Services Committee  
2216 Rayburn House Office Building  
Washington, DC 20515

The Honorable James Inhofe, Chairman  
The Honorable Jack Reed, Ranking Member  
United States Senate Armed Services Committee  
228 Russell Senate Building  
Washington, DC 20510

Dear Chairmen and Ranking Members:

On behalf of the five major federal sector executive and management professional associations comprising the Government Managers Coalition (GMC), we write to express our support for the six government-wide human capital proposals submitted by the Office of Management and Budget for inclusion in the Fiscal Year (FY) 2020 National Defense Authorization Act (NDAA).

The GMC collectively represents the interests of more than 200,000 supervisors, managers, and executives throughout the federal government. Our mission is to promote good government initiatives that foster effectiveness and efficiency. A key component of good governance is ensuring agencies have the competitive workforce necessary to conduct their mission.

To that end, these proposals allow agencies to address critical hiring needs through allowing agencies to noncompetitively appoint individuals to temporary or term appointment positions, allowing agencies to provide certain time-limited employees the ability to compete for permanent employment within their agency, extending the ability for agencies to grant dual compensation waivers, and lifting the statutory cap on the number of student interns that can be appointed under a hiring authority. These additions to the NDAA will help agencies attract and retain top talent in pursuit of their mission.

We also support the proposal which would modify the definition of “employee” in order to give agency leadership greater flexibility to use longer probationary periods. Often probationary periods are too short to fully gauge the abilities of a new employee, this modification will help ensure the most capable candidates for a position serve in the position long term.

Furthermore, establishing a mechanism for the private sector and the federal government to exchange ideas and expertise will help foster innovation and modernization throughout the federal government. Including stakeholders and industry representatives in collaborative efforts will help usher the federal workforce into the 21<sup>st</sup> Century while building public trust in our institutions.

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Each of these proposals play a critical role in strengthening the civil service and enhancing agencies' ability to serve the American people. Thank you for your consideration of the GMC's perspective.

If you have any questions, please feel free to contact Natalia Castro with the Senior Executives Association at [ncastro@shawbransford.com](mailto:ncastro@shawbransford.com) or (202) 463-8400.

Sincerely,



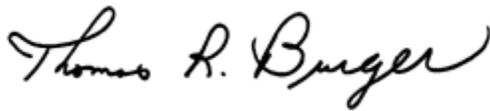
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MCKAY GERBER  
President  
FAA Managers Association



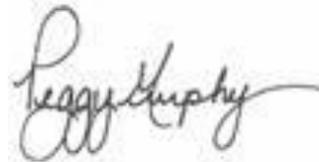
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RENEE M. JOHNSON  
President  
Federal Managers Association



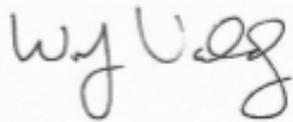
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THOMAS R. BURGER  
Executive Director  
Professional Managers Association



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PEGGY MURPHY  
President  
National Council of Social Security  
Management Associations



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BILL VALDEZ  
President  
Senior Executives Association