

2016 Defense Intelligence Human Capital Summit



Adjustments in Force – Challenges and Opportunities

Why AIF?

The official seal of the United States Department of Defense, featuring an eagle with wings spread, holding an olive branch and arrows, with a shield on its chest. The seal is encircled by the text "DEPARTMENT OF DEFENSE" at the top and "UNITED STATES OF AMERICA" at the bottom.

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- BRAC
- Budgetary reductions
- Elimination of a function or organization
- Reorganization
- Realignment of functions
- Change in skill requirements
- Furlough – more than 30 days



Considerations

- Planning
 - Effects on workforce and organizational productivity
 - Avoidance
 - Precision desired
- Execution
 - Chances of achieving desired outcomes – Current
 - Veterans Preference
 - Performance
 - DCIPS statutory requirements



10 USC 1610

(b)Matters To Be Given Effect.—The regulations shall give effect to the following:

- (1) Tenure of employment.
- (2) Military preference, subject to sections [3501\(a\)\(3\)](#) and [3502\(b\)](#) of title [5](#).
- (3) The veteran's preference under [section 3502\(b\) of title 5](#).
- (4) Performance.
- (5) Length of service computed in accordance with the second sentence of [section 3502\(a\) of title 5](#).

10 USC 1610 vs 5 USC

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- 10 USC specifies what must be “given effect;” 5 USC specifies same considerations, but directs OPM to prescribe regulations for Title 5 agencies
- 10 USC does not require application of 5 USC 3502 (c)
- DoDI 1400.25 Volume 2004 may include more Title 5 direction than required
- Coincidentally NDAA 2016 contained a new RIF requirement

Section 1101 – FY 2016 NDAA



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(f) REDUCTIONS BASED PRIMARILY ON PERFORMANCE.—The Secretary of Defense shall establish procedures to provide that, in implementing any reduction in force for civilian positions in the Department of Defense in the competitive service or the excepted service, the determination of which employees shall be separated from employment in the Department shall be made primarily on the basis of performance, as determined under any applicable performance management system.



FY 2016 NDAA Implications

- NDAA creates an opportunity to rethink our AIF processes
 - Avoidance
 - Value of incentives – questions to ask
 - Value of planning and communication
 - Outplacement assistance
 - Introduction of performance determinant in order of release
 - Focuses on quality of residual workforce
 - Dependent on accurate ratings
 - Rank in person – a different model?
 - Obligations and questions regarding placement of those in reach for release



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Final Thoughts and Next Steps