

Soldiers, Families, and Army Civilians

10-02 Army Civilian Personnel

Department of the Army Civilians (DAC) have served this nation for more than 234 years and continue to be a critical component of the Total Army Force Structure. They are dedicated individuals who serve as an integral part of the Army team by playing a critical role in keeping the U.S. Army ready to execute its mission. The Army Civilian Corps provides mission-essential capability, stability and continuity during war and peace, in support of Soldiers and their Families.

Army Civilians continue to meet the challenges of supporting the Army as it confronts the 21st Century Conflict and are a key element in rebalancing the Army. The Association of the United States Army proudly serves as the torchbearer for programs and actions that will enhance the capabilities of these selfless individuals who make such essential, but often unrecognized, contributions to national security.

As we continue to deploy Army Civilians to support our forces in the field, we believe they deserve a benefits package that reflects the high quality of their service and the risks they encounter. The need for improved civilian personnel programs continues to increase with the challenges of a nation at war. Many Army Civilians have assumed positions traditionally assigned to military personnel and have also deployed in large numbers. Civilians comprise much of the Army's sustaining base and perform complex functions in critical fields such as contracting, logistics, research and development, and health care. Army Civilians provide support to readiness and quality of life for Soldiers and their Families.

In order to meet current and future Army requirements, innovative methods must be used to recruit, train and retain a high quality civilian workforce. The average age of Army Civilians continues to rise, with a large number eligible to retire. The impact of Base Realignment and Closure (BRAC) has increased this exodus.

The Army leadership is committed to the development of the Army Civilian workforce to enhance the Army's ability to meet their mission. An educational system has been developed to ensure that the Army Civilian Corps becomes more adaptable and capable, but it needs funding to ensure we optimize Army civilian development and training. This will significantly enhance the Army's capability to deliver training to civilians, and provide visibility, accountability, and optimization of current assets to the Army and its commanders.

Operations Enduring Freedom, Iraqi Freedom, and the 21st Century Conflict have utilized Army Civilians throughout the battlefield. They are making substantial contributions to the Army's sustaining base at home and abroad. In many instances, they are placing themselves in harm's way to support our nation. Reforms must be implemented for DACs deploying into imminent danger areas.

WE THEREFORE RESOLVE to urge the Administration and Congress to:

- Close the pay comparability gap between DAC and the private sector
- Support legislation that provides the same percentage of annual pay increases for DAC as for military personnel
- Ensure compensation is adequate to employ and retain DAC deployed to an imminent danger area
- Provide low cost supplemental life insurance for the length of deployment in an imminent danger area equivalent to the military's Serviceman's Group Life Insurance
- Increase the Federal Employee Group Life Insurance (FEGLI) coverage for the length of mobilization when DAC personnel are called to active duty

- Provide pay differential to DAC personnel mobilized in an imminent danger area as a member of the Reserve Component when their civilian pay is higher than their military pay
- Provide the same tax exemptions to DAC personnel that military personnel receive while deployed to an imminent danger area and extend income and estate tax treatment to survivors of deployed civilian employees in the same manner as that afforded to survivors of servicemembers.
- Fund the continuation of separation incentives and early retirement options in reshaping the civilian workforce
- Fund accession programs to include the student loan repayments, which serve as an incentive to fill critical occupational specialties, and fully fund recruiting and retention initiatives to sustain a high quality civilian work force
- Support legislation that would eliminate the Government Pension Offset and Social Security Windfall Elimination Provision for Civil Service Retirement System (CSRS) retirees
- Enact legislation to allow federal annuitants to use pre-tax earnings to pay their share of health insurance premiums
- Fund DAC personnel manning requirements
- Allow Federal Employee Retirement System (FERS) employees to redeem unused sick leave at retirement
- Amend the Federal Workforce Flexibility Act of 2004 (PL 108-411), Section 301, to reverse the monetary loss for DAC who converted from Wage Grade to General Schedule position
- Provide DAC compensation similar to deployed Soldiers who qualify for additional pay for each subsequent deployment
- Fund the Civilian Human Capital Lifecycle Management System to ensure the Army Civilian Corps is adaptable, providing the right full-spectrum capability, at home, abroad, or in an imminent danger area
- Fund a Workers' Compensation Program that provides sufficient protection to DACs who may become ill or injured while deployed to remote locations
- Enact legislation that would provide DACs the same amount of life insurance as Soldiers, free of charge in locations where Soldiers receive no-cost life insurance
- Support legislation for direct hire authorization to fill vacancies as a result of BRAC 2005
- Fund a suicide prevention program for the civilian workforce