

Federal Labor Relations Authority

Analysis of FY 2014 Service Contract Inventory

Background

Section 743 of Division C of the Fiscal Year (FY) 2014 Consolidated Appropriations Act, P.L. 111-117, requires civilian agencies to prepare an annual inventory of their service contracts and to analyze the inventory to determine if the mix of Federal employees and contractors is effective or if rebalancing may be required.

Scope and Rationale

As in previous years, for the FY 2014 inventory FLRA management took a close look at both contracts that constitute the FLRA Service Contract Inventory and determined that only one had a special interest function that the FLRA needed to evaluate.

The FLRA has a total of 10 active contracts and none are complex. 7 of these contracts includes an effort that can be categorized as including a special interest function. Analysis of that effort is simple and straightforward.

Findings

The FLRA has determined that the contract is indeed being performed in compliance with applicable laws and regulations; that the agency is not using contractor employees to perform inherently governmental functions; that appropriate safeguards and monitoring activities are in place to ensure that work being performed by the contractor employee does not change or expand to become an inherently governmental function; that the FLRA is not using the contractor employee to perform critical functions in such a way that could, in any way, affect the ability of the FLRA to maintain control of its mission and operations; and, that there are sufficient agency resources in place to manage and oversee all reportable contracts subject to the Service Contract Inventory. No weaknesses or challenges were identified by the FLRA review.

Actions Taken and Planned

Based on this review, the functions studied did not require any rebalancing of the workforce. FLRA will continue to monitor contractor performance and report any issues.