



August 3, 2023

The Honorable James Comer  
Chairman, Oversight and Accountability  
Committee  
U.S. House of Representatives  
Washington, DC 20515

The Honorable Jamie Raskin  
Ranking Member, Oversight and Accountability  
Committee  
U.S. House of Representatives  
Washington, DC 20515

The Honorable Mike Rogers  
Chairman, Armed Services Committee  
U.S. House of Representatives  
Washington, DC 20515

The Honorable Adam Smith  
Ranking Member, Armed Services Committee  
U.S. House of Representatives  
Washington, DC 20515

Dear Chairmen Comer and Rogers and Ranking Members Raskin and Smith:

The Military Coalition (TMC) represents more than 5.5 million servicemembers, retirees, veterans, their families, and survivors. TMC writes to ask Congress to repeal the requirement for those retiring from military service to wait 180 days before entering DoD civil service General Schedule (GS) positions for GS-13 and below (H.R. 939, Retain Skilled Veterans Act).

The House version of the National Defense Authorization Act (NDAA FY24) contains language, supported by the union, to repeal the “180-day rule” in section 1108 and improve the talent pool applying for vacancies. TMC supports inclusion of this language in the final NDAA.

The intent of this “180-day rule” is to prevent senior military leaders in positions of influence from creating GS positions for themselves upon retirement. H.R. 939 protects that intent, but opens the door for most military retirees, allowing them to continue service post-retirement.

The current scope of this rule severely restricts the ability of federal hiring authorities to hire highly qualified individuals to GS-13 and below positions, especially those that require current military certifications and a security clearance (department has [9,955 vacancies](#), May 22, 2023<sup>1</sup>).

The DoD is suffering from a disadvantage in competition with industry for talent; talent the DoD invested into and then is unable to hire post-retirement. As the DoD modernizes various weapons systems, the services must also modernize personnel hiring procedures. Changes to the “180-day rule” (GS-13 and below) will support efforts to improve the quantity and quality of the talent pool, thereby increasing force readiness.

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<sup>1</sup> DoD Civilian Careers. <https://www.dodciviliancareers.com>.

TMC supports inclusion of language in the NDAA to authorize military retirees to transition to DoD GS-13 and below positions directly after retirement by modifying Title 5 U.S.C. Section 3326. We appreciate your leadership on this issue and your commitment to America's military and veterans. Please support this legislation and ensure it is incorporated into the NDAA. We look forward to working with you and your staff to effect this change.

Sincerely,



President,  
The Military Coalition

**TMC Organizations:**

Army Aviation Association of America (AAAA)  
Air Force Sergeants Association (AFSA)  
Air & Space Forces Association (AFA)  
American Veterans (AMVETS)  
Association of Military Surgeons of the United States (AMSUS)  
Association of the United States Navy (AUSN)  
Blinded Veterans Association (BVA)  
Chief Warrant Officers Association of the US Coast Guard (CWOA)  
Commissioned Officers Association of the U.S. Public Health Service, Inc. (COA)  
Fleet Reserve Association (FRA)  
Gold Star Wives of America (GSW)  
Iraq and Afghanistan Veterans of America (IAVA)  
Jewish War Veterans of the United States of America (JWV)  
Marine Corps League (MCL)  
Marine Corps Reserve Association (MCRA)  
Military Chaplains Association of the United States of America (MCA)  
Military Officers Association of America (MOAA)  
Military Order of the Purple Heart (MOPH)  
National Military Family Association (NMFA)  
Naval Enlisted Reserve Association (NERA)  
Non-Commissioned Officers Association (NCOA)  
Reserve Organization of America (ROA)  
Service Women's Action Network (SWAN)  
Tragedy Assistance Program for Survivors (TAPS)  
The Retired Enlisted Association (TREA)  
The Independence Fund (TIF)  
United States Army Warrant Officers Association (USAWOA)  
USCG Chief Petty Officers Association (CPOA)  
Vietnam Veterans of America (VVA)  
Wounded Warrior Project (WWP)