



## **PROFESSIONAL MANAGERS ASSOCIATION**

*An Association for Federal Managers and Management Officials*

700 12<sup>th</sup> St NW • Suite 700 PMB 96968 • Washington, D.C. • 20005 • 202-793-6262 •

[www.promanager.org](http://www.promanager.org)

### **PMA 117th Congress Legislative and Policy Agenda**

#### **Good Government Policy Agenda**

The Professional Managers Association (PMA) is a nonprofit professional membership association that promotes leadership and excellence within the federal workforce through advocacy on policy and legislation affecting Internal Revenue Service (IRS) managers, management officials, and non-bargaining unit employees that are being considered by Congress and the Administration. While PMA primarily represents IRS officials, we cannot succeed unless taxpayers have confidence in our federal government. Therefore, PMA is committed to its role as a good government group advocating for holistic civil service modernization and reforms. PMA's better government agenda includes:

#### **BUDGET**

##### **ENSURING SUFFICIENT FUNDING TO IMPLEMENT POLICY CHANGES**

PMA supports policy that ensures the IRS – and agencies writ large – receive adequate funding to carry out the requirements handed down by Congress. Legislation such as the Taxpayer First Act and pandemic-related stimulus bills, which make significant changes to the U.S. tax code, carry with them increased demands upon an already undersized and thin-stretched IRS workforce. The American people rely on the IRS and expect that the fundamental duties of revenue collection and tax administration be carried out efficiently and effectively. Continual budget cuts and staffing shortfalls, combined with new unfunded mandates and mission directives, has created an untenable situation where the demands placed upon the IRS far outstrip the resources and capacity to effectively deliver service.

##### **SUPPORTING CONSISTENT FUNDING FOR FEDERAL AGENCIES**

Agency funding must be not only sufficient, but it must also be predictable and consistent to allow for appropriate planning on the part of the managers tasked with implementing programs. Ongoing Continuing Resolutions, shutdowns, and across the board cuts to agency budgets are counterproductive and cost taxpayers in the long run. No private sector business would survive and thrive if budgets were reduced without regard to programs and priorities and financial planning was subject to annual political whims or complete shutdowns. In the federal sector, this system leads to inconsistent staffing level, backlogs at customer service driven agencies, and an inability to administer programs.

PMA supports the restoration of regular budget order and multi-year budgets to continue providing uninterrupted taxpayer services. PMA supports the Prevent Government Shutdowns Act.



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### **MODERNIZATION**

#### **UPDATING FEDERAL AGENCIES' TECHNOLOGICAL CAPABILITIES**

At a time of increasing large-scale (including state-sponsored) cyberattacks, as well as expectations that government services be consistent with modern accessibility and security standards, agencies must be provided with the flexibility to quickly modernize and adapt to shifting needs within their respective spheres. Budget cuts have left federal agencies behind in the ever-increasing rate of technological advancements. Agencies are often presented with insufficient resources with which to carry out their missions and will often be forced to deprioritize vital considerations.

### **WORKFORCE**

#### **ENSURING STRONG GOVERNMENT WORKFORCE AND PERFORMANCE**

PMA supports initiatives that increase government performance and provide managers with the necessary tools, training, recognition, and engagement to thrive. Agencies are only as strong as their workforce. PMA strongly opposes legislation that unfairly targets federal employees, including broad pay freezes, changing employee contributions to FERS/CSRS for current employees, eliminating performance-based increases, and stripping employees of their rights in the workplace. Such initiatives have the adverse effect of lowering employee morale and performance, negatively impacting recruitment and retention, and reducing agency effectiveness.

#### **PROMOTING EQUITY AMONG THE FEDERAL WORKFORCE**

PMA supports policies and initiatives promoting equity, diversity, inclusivity, and justice within the workforce and for our taxpayers. Affirmatively advancing equity, civil rights, racial justice, and equal opportunity is the responsibility of the whole of our Government. PMA supports policies and legislation resulting in:

- Increased opportunities for managers to lead remotely as a means of making promotions available to those living in rural areas.
- Increased opportunities for Black, Latino, and Indigenous and Native American people, Asian Americans and Pacific Islanders, and other persons of color; members of religious minorities; lesbian, gay, bisexual, transgender, and queer (LGBTQ+) persons; and persons with disabilities to serve in leadership and policymaking roles.
- Enhanced training for managers and management officials so they can confront unconscious biases and are prepared to discuss challenging issues around systemic injustice in an appropriate manner.
- Providing agencies with the resources and data they need to ensure services and enforcement results in equitable outcomes.
- Regular equity assessments at each agency to advance fairness and opportunity.



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### **EXTENDING THE PROBATIONARY PERIOD FOR FEDERAL EMPLOYEES**

PMA supports the government-wide expansion of the two-year probationary period currently used by the Department of Defense. Many federal employees – particularly at the IRS – require extensive training in order to be able to carry out their duties. Under current policy, employees' probationary periods may end before training has completed, thus placing an employee in a position of being fully responsible for tasks for which they have not been fully trained.

### **REFORMING THE PROBATIONARY PERIOD FOR FEDERAL MANAGERS**

PMA supports reform requiring agencies to place that manager in an employee-level role rather than terminate an unsuccessful manager. When managers are subject to a probationary period and perform unsuccessfully, they are removed from Federal service. This probationary system punishes employees with strong technical skills for lacking management skills. Allowing the return of the individual to an employee-level role will retain strong technical talent while ensuring the agency is able to place people in the most appropriate or suitable role.

### **ENSURING MANAGER FAIRNESS IN THE EEO PROCESS**

29 CFR Part 1614 governs the EEOC's complaint process. Managers, however, are not provided with specific rights during the complaint process in this regulation.

PMA supports legislation to guarantee managers fair treatment during the complaint process through:

- Allowing managers to participate during the EEO process.
- Giving managers the right to be consulted before a settlement.
- Alerting managers when a case is filed and when it is finished; and,
- Promoting reconsideration of lost benefits resulting from EEO complaints, IG, and OSC investigations found to be without merit.

## **GOVERNANCE**

### **PROMOTING GOVERNMENT EFFECTIVENESS, EFFICIENCY, and ACCOUNTABILITY**

PMA is a member of several coalitions that promote good government initiatives, including the Government Managers Coalition and the Federal-Postal Coalition. PMA also works closely with the Partnership for Public Service. PMA works within these groups to address critical federal workforce issues such as hiring reform, recruiting and retaining quality federal employees, employee engagement and accountability, and training needs.

### **PROMOTING TAX COMPLIANCE THROUGHOUT THE FEDERAL WORKFORCE**

PMA supports expanding the tax compliance requirements to all who serve in the three branches of our Federal government. Internal Revenue Code Section 1203(b)(8-9) requires all IRS employees to fulfill their tax obligations in good faith or face termination. PMA believes that IRS employees should not be singled out and held to a higher tax compliance standard than their peers across the Federal workforce.



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### **RETIREMENT**

#### **SUPPORTING FEDERAL RETIREES**

PMA supports several proposals affecting retired federal employees, including:

- Repeal of the WEP/GPO which impose unfair calculations that reduce the earned benefits of federal retirees.
- Enactment of Premium Conversion to allow retired federal employees to use pre-tax dollars for their employer sponsored health plans, as can active employees.

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**About PMA** - Formed in 1981 by IRS Managers, the Professional Managers Association is a national membership association representing the interests of professional managers, management officials and non-bargaining unit employees in the Internal Revenue Service.