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## **SEA Statement on National Commission on Military, National, and Public Service's Final Report Release**

**WASHINGTON, DC** – Today, Bill Valdez, President of the Senior Executives Association (SEA) – the professional association responsible for representing, convening, and cultivating members of the Senior Executive Service (SES) and senior career leaders across the federal government – released the following statement– released the following statement in regarding the National Commission on Military, National, and Public Service’s final report release.

**“For over two years, the National Commission has surveyed the public, analyzed our governing institutions, and assessed our nation’s service vulnerabilities. Keeping to a bipartisan framework, the Commissioners and their staff heard from a range of stakeholders and generations of civil servants. Their report should serve as a catalyst for action in both the legislative and executive branches,”** Valdez said. **“As our nation battles a global pandemic, it relies on a strong, functioning government to deliver critical services to the American people. A strong, functioning government must attract the most talented, engaged employees to serve the public. As the Commission found, the current recruitment and hiring practices of the federal government are out of touch with best practices for a modern workforce.”**

**“The Commission has worked with agencies to determine the tools needed to recruit and retain experienced talent, allow greater flexibility in career progression, and assess candidates appropriately so they are placed in the best position for their skills. Agencies, the Office of Personnel Management, and the Office of Management and Budget should use the Commissioner’s suggestions as a guide for addressing human capital concerns in the federal government.”** Valdez continued.

**“Currently, over 70 percent of the Government Accountability Office (GAO) High-Risk List is underpinned by human capital challenges, resulting in a massive waste of taxpayer dollars simply because the federal government is unable to manage its workforce effectively. Despite years of work by central personnel bodies, these problems persist. The Commission offers a fresh, new perspective on these long time dilemma and provides a roadmap for improving this system that should not be dismissed quickly,”** Valdez furthered.

**“Similarly, the Commission addresses the structural barriers to modernization that have plagued the civil service for years. Now more than ever, as millions of employees utilize telework and attempt to assist the public remotely, we are seeing the impact of a lack of technology and institutional modernization within the federal government,”** Valdez explains. **“Congress must fully assess, review, and implement the legislative provisions within the Commission's Final Report to allow these structural barriers to entry, advancement, and modernization within the civil service to be lifted.”**

**“The Commissioners and their teams have worked hard for the last two years to build the first steps toward a society that once values and encourages public service. Their final report must be a conversation starter, but not an end,”** Valdez concluded. **“During times like these, the American people see the importance of an experienced, merit-based public workforce dedicated to serving their needs. While the over 2 million civil servants currently working in government consistently display these traits, we must ensure we are cultivating a public sector workforce far into the future which upholds this commitment to service and is able to respond to national emergencies. SEA thanks the National Commissioners and their team for their critical work in beginning these important conversations. It is time for our lawmakers and personnel bodies to get to work as well. The American people depend on it.”**

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*The Senior Executives Association (SEA) is a professional association representing Senior Executive Service members and other career Federal leaders. Founded in 1980, SEA’s goals are to improve the efficiency, effectiveness, and productivity of the Federal government; to advance the professionalism and advocate the interests of career Federal executives; and to enhance public recognition of their contributions. For more information, visit [www.seniorexecs.org](http://www.seniorexecs.org).*