



**RESOLUTION ON PORTABILITY OF BENEFITS FOR NON-APPROPRIATED FUND  
EMPLOYEES WHO CONVERTED TO THE CIVIL SERVICE SYSTEM**

- WHEREAS,** An inequity exists for DoD employees who worked in non-appropriated fund (NAF) instrumentalities and converted to Civil Service between January 1, 1966, and December 31, 1986, by having been denied the opportunity to transfer and credit NAF service years to the Civil Service Retirement System (CSRS); and
- WHEREAS,** Public Law 99-638 and Public Law 101-508 granted Civil Service retirement credit to all other former Department of Defense (DoD) non-appropriated fund (NAF) employees who converted, except those who converted between January 1, 1966, and December 31, 1986; and
- WHEREAS,** During the 1960s and 1970s, the Department of Defense promoted professional careers in the library, arts and crafts, drama, sports, youth activities, service clubs, and recreation programs for both Civil Service appropriated fund (AF) employees and non-appropriated fund (NAF) employees and required the same qualifications for both AF and NAF positions; and
- WHEREAS,** In 1979 and 1980 when major military commands received large numbers of appropriated fund (AF) authorizations, employees in NAF positions, which were abolished and replaced with AF positions, were required to compete through the Office of Personnel Management for their own or similar jobs; and
- WHEREAS,** NAF employees selected for these AF positions lost all accrued NAF benefits, i.e. retirement credit, retention of grade, pay, annual leave, sick leave, and home leave, when transferring to the AF positions; and
- WHEREAS,** DoD NAF employees who converted to Civil Service (AF) after 1987 were converted non-competitively and were granted portability of full benefits, i.e., retention of grade, pay, annual leave, sick leave, home leave, retirement credit, as a result of Public Law 101-508; and
- WHEREAS,** DoD is downsizing and personnel are subject to reduction in force, Civil Service employees with NAF service between 1966 and 1987 who have not received credit for that service, may be unfairly displaced by employees with fewer total years of government service but who converted after 1987 and received portability of benefits; and

**WHEREAS,** The NAF retirement system consists of two parts, a) NAF retirement fund established January 1, 1966, and b) Social Security; and

**WHEREAS,** Social Security benefits earned while in NAF service will be reduced when Civil Service Retirement System benefits are drawn; and

**WHEREAS,** A small number of DoD Civil Service employees are adversely affected by having an insufficient number of years of service in either the Non-Appropriated Fund Retirement System or the Civil Service Retirement System (CSRS) to retire in either system at a time when DoD is encouraging retirement; and

**WHEREAS,** A limited number of DoD employees, estimated at 100, are affected by this inequity; now, therefore, be it

**RESOLVED,** That ALA urge Congress to amend Public Law 99-638 to allow employees with non-appropriated (NAF) service at GS-5 equivalent or higher pay grades between 1966 and 1987 to pay into the Civil Service Retirement System (CSRS) for credited time if Social Security claims for the same period are canceled; and, be it further

**RESOLVED,** That copies of this resolution be sent to appropriate committees of Congress.

Adopted by the Council of the  
American Library Association  
New Orleans, Louisiana  
June 30, 1993  
(Council Document 27.9)