Strategic Effort Questions

**Workforce Mix**

**Decision Tree**

1. **What is the nature of the function?**
   - Yes: Mission/Function Priority?
   - No: Do not resource

   - **Inherently governmental**
     - May never be contracted
   - Closely associated with inherently governmental
     - Should be performed in-house to “maximum extent practicable”

   - **Critical**
     - Would contractor default cause mission failure?
     - Yes: May not contract
     - No: Agencies should ensure they maintain “sufficient internal capability” before contracting for critical functions

   - **Personal services/staff augmentation**
     - Does contracting for this function constitute illegal outsourcing?
     - Yes: Does contracting for this function remain within statutory spending limits?
     - No: In-sourcing:
       - Private sector and Congressional notification is required
       - Requests must be submitted to OASA(M&RA)
       - Requests must conform to 5 March 2011 guidance from DASA(FMMR)
       - In-sourcing commercial functions must meet conversion differential cost savings (including use of Borrowed Military Manpower)

   - **Commercial**
     - Appropriate to contract

2. **Mission/Function Priority?**
   - Yes: Do not resource
   - No: Do not resource