At the end of title XI, add the following new section:

SEC. 1107. REVIEW AND ANALYSIS REQUIRED BEFORE CONVERSION OF POSITIONS FROM CONTRACTOR PERFORMANCE TO PERFORMANCE BY DEPARTMENT OF DEFENSE EMPLOYEES.

Before converting a position to a full-time position of employment with the Department of Defense any position that was previously performed by an employee of a defense contractor in the private sector, the Secretary of Defense shall conduct a review and analysis to establish that such an insourcing is—

(1) for a position that is inherently governmental in nature, as such term is defined in section 5(2) of the Federal Activities Inventory Reform Act of 1998 (Public Law 105 270; 31 U.S.C. 501 note);

(2) necessary to comply with sections 129, 129a, and 129b of title 10, United States Code;

(3) more cost effective than private sector employment considering a fully allocated cost of such employment, including salary, overhead, taxes, pen-
sion, health care, and other employee benefits throughout the full term of employment by the Government; or

(4) critical to public health, welfare and safety.