

103^D CONGRESS
1ST SESSION

H. R. 1128

To achieve payroll and workforce reductions within the Federal Government through management incentives and other means.

IN THE HOUSE OF REPRESENTATIVES

FEBRUARY 24, 1993

Mr. SANTORUM (for himself, Mr. INGLIS of South Carolina, and Mr. DOOLITTLE) introduced the following bill; which was referred to the Committee on Post Office and Civil Service

A BILL

To achieve payroll and workforce reductions within the Federal Government through management incentives and other means.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Federal Workforce Ef-
5 ficiency Act”.

6 **SEC. 2. EMPLOYMENT LIMITATION.**

7 Effective as of the first day of the first fiscal year
8 beginning after the date of the enactment of this Act, the
9 total number of civilian employees in an Executive agency

1 may not exceed the total number of civilian employees in
2 such agency as of the last day of the fiscal year in which
3 this Act is enacted.

4 **SEC. 3. MEASURES TO IMPROVE AGENCY EFFICIENCY AND**
5 **PRODUCTIVITY.**

6 (a) **PURPOSE.**—The purpose of this section is to en-
7 courage managerial and supervisory personnel in Execu-
8 tive agencies to take imaginative, proactive measures to
9 improve the levels of worker efficiency and productivity
10 within their organizational units.

11 (b) **PROGRAMS TO ACHIEVE PURPOSE.**—In order to
12 carry out the purpose of this section, the head of each
13 Executive agency shall by regulation establish a program
14 which shall provide for—

15 (1) cash awards for any managerial or super-
16 visory personnel whose suggestions, actions, or other
17 personal efforts directly result in significant savings
18 to the Government, but only to the extent that such
19 savings are attributable to reductions in personnel or
20 increased personnel efficiency;

21 (2) education or training for managerial or su-
22 pervisory personnel to promote better awareness and
23 use of the authorities available to them to improve
24 worker efficiency and productivity, including demo-

1 tions and other adverse personnel actions, when ap-
2 propriate; and

3 (3) other similar measures.

4 (c) LIMITATION.—(1) An award under subsection
5 (b)(1) may not exceed 25 percent of the total savings at-
6 tributable to the suggestion, action, or other personal ef-
7 fort to which it relates.

8 (2) For purposes of paragraph (1), the savings which
9 might be achieved as a result of any suggestion, action,
10 or other effort to which the award relates may be cal-
11 culated only for the 12-month period following initial im-
12 plementation of the suggestion, action, or other effort.

13 (d) REPORTS.—(1) The head of each Executive agen-
14 cy shall submit to Congress, in writing, an annual report
15 on the progress of each element of the program established
16 within such agency under this section, including the num-
17 ber of awards granted, the savings achieved, and the ex-
18 tent of any personnel reductions effected, during the pe-
19 riod covered by the report.

20 (2) In addition to the reports under paragraph (1),
21 each agency head shall make available to affected manage-
22 rial and supervisory personnel, appropriate reports relat-
23 ing to the cash awards described in subsection (b)(1).
24 Such reports shall be prepared at least quarterly and shall

1 be provided in a manner that encourages participation and
2 recognizes achievement.

3 **SEC. 4. REDUCTION OF PERSONNEL COSTS.**

4 In each annual budget prepared by the head of an
5 Executive agency for inclusion in the President's budget
6 submission under section 1105(a) of title 31, United
7 States Code, beginning with the February 1994 submis-
8 sion, and for each of the 2 ensuing fiscal years, the total
9 amount included in such budget for employee salaries shall
10 be reduced by 5 percent from the corresponding amount
11 in the previous fiscal year.

12 **SEC. 5. DEFINITION.**

13 For the purpose of this Act, the term "Executive
14 agency" has the meaning given that term in section 105
15 of title 5, United States Code, excluding the Department
16 of Defense.

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