

104TH CONGRESS
1ST SESSION

H. R. 271

To amend title 5, United States Code, to eliminate the existing Federal employee bonus and incentive award programs and establish a program for incentive awards for Federal employees only for suggestions, inventions, or other personal efforts which cause a demonstrable monetary savings to the Government.

IN THE HOUSE OF REPRESENTATIVES

JANUARY 4, 1995

Mr. JACOBS introduced the following bill; which was referred to the Committee on Government Reform and Oversight

A BILL

To amend title 5, United States Code, to eliminate the existing Federal employee bonus and incentive award programs and establish a program for incentive awards for Federal employees only for suggestions, inventions, or other personal efforts which cause a demonstrable monetary savings to the Government.

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 Government
5 Bonus Reform Act of 1995”.

1 **SEC. 2. ELIMINATION OF CERTAIN EMPLOYEE BONUSES**
2 **AND AWARDS.**

3 (a) INCENTIVE AWARDS.—Chapter 45 of title 5,
4 United States Code, relating to incentive awards, is
5 repealed.

6 (b) PERFORMANCE AWARDS IN THE SENIOR EXECU-
7 TIVE SERVICE.—(1) Section 5384 of title 5, United States
8 Code, relating to performance awards for the Senior Exec-
9 utive Service, is repealed.

10 (2) The table of sections for chapter 53 of such title
11 is amended by striking out the item relating to section
12 5384.

13 **SEC. 3. INCENTIVE AWARDS FOR ACCOMPLISHMENTS RE-**
14 **SULTING IN DEMONSTRABLE SAVINGS FOR**
15 **THE GOVERNMENT.**

16 Part III of title 5, United States Code, is amended
17 by inserting after chapter 43 the following:

18 “CHAPTER 45—INCENTIVE AWARDS

“Sec.

“4501. Definitions.

“4502. Presidential awards.

“4503. Awards to former employees.

“4504. Appropriations authorization.

19 **“§ 4501. Definitions**

20 “For the purposes of the chapter—

21 “(1) ‘agency’ means—

22 “(A) an Executive agency;

1 “(B) the Administrative Office of the
2 United States Courts;

3 “(C) the Library of Congress;

4 “(D) the Office of the Architect of the
5 Capitol;

6 “(E) the Botanic Garden;

7 “(F) the Government Printing Office;

8 “(G) the government of the District of
9 Columbia; and

10 “(H) the United States Sentencing Com-
11 mission;

12 but does not include—

13 “(i) the Tennessee Valley Authority;

14 or

15 “(ii) the Central Bank for Coopera-
16 tives;

17 “(2) ‘employee’ means—

18 “(A) an employee as defined by section
19 2105 of this title; and

20 “(B) an individual employed by the govern-
21 ment of the District of Columbia; and

22 “(3) ‘Government’ means the Government of
23 the United States and the government of the Dis-
24 trict of Columbia.

1 **“§ 4502. Presidential awards**

2 “(a) The President may pay a cash award to an em-
3 ployee who by the employee’s suggestion, invention, supe-
4 rior accomplishment, or other personal effort—

5 “(1) contributes to the efficiency, economy, or
6 other improvement of Government operations or
7 achieves a significant reduction in paperwork, and

8 “(2) by such contribution causes a demon-
9 strable monetary savings to the Government.

10 “(b)(1) A cash award under this chapter may not ex-
11 ceed \$1,500.

12 “(2) A cash award under this chapter is in addition
13 to the regular pay of the recipient. Acceptance of a cash
14 award under this chapter constitutes an agreement that
15 the use by the Government of an idea, method, or device
16 for which the award is made does not form the basis of
17 a further claim of any nature against the Government by
18 the employee, his heirs, or assigns.

19 **“§ 4503. Awards to former employees**

20 “The President may pay or grant an award under
21 this chapter notwithstanding the death or separation from
22 the service of the employee concerned, if the suggestion,
23 invention, superior accomplishment, other personal effort,
24 or special act or service in the public interest for which
25 the award is proposed was made or performed while the
26 employee was in the employ of the Government.

1 **“§ 4504. Appropriations authorization**

2 “For the fiscal year beginning October 1, 1995, and
3 each fiscal year thereafter, there is authorized to be appro-
4 priated not to exceed \$2,000,000 for the awards under
5 this chapter.”.

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