

116TH CONGRESS
1ST SESSION

H. R. 5099

To require the Director of the Office of Personnel Management to submit to Congress a plan to ensure that the executive branch of Government has a full workforce composed of qualified employees, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

NOVEMBER 14, 2019

Ms. NORTON introduced the following bill; which was referred to the
Committee on Oversight and Reform

A BILL

To require the Director of the Office of Personnel Management to submit to Congress a plan to ensure that the executive branch of Government has a full workforce composed of qualified employees, and for other purposes.

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 Employee Re-
5 cruitment and Retention Plan Act of 2019”.

6 **SEC. 2. PLAN TO ENSURE FULL WORKFORCE.**

7 (a) IN GENERAL.—Not later than 3 months after the
8 date of the enactment of this section, the Director of the

1 Office of Personnel Management shall submit to Congress
2 a plan, including the actionable strategies described in
3 subsection (b), to ensure that the executive branch of Gov-
4 ernment has a full workforce composed of qualified em-
5 ployees.

6 (b) ACTIONABLE STRATEGIES DESCRIBED.—The ac-
7 tionable strategies described in this subsection are to—

8 (1) hire new employees for vacant positions or
9 positions that are predicted to be vacant within 2
10 years after the date of the enactment of this section;

11 (2) attract at least 1 qualified applicant for
12 each job opening not later than 2 weeks after the
13 date such opening is made available for applicants to
14 apply; and

15 (3) prevent the loss of institutional knowledge
16 when an employee leaves the executive branch.

17 (c) EMPLOYEE DEFINED.—In this section, the term
18 “employee”—

19 (1) has the meaning given that term in section
20 2105 of title 5, United States Code; and

21 (2) includes an employee of the United States
22 Postal Service or of the Postal Regulatory Commis-
23 sion.

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