

107TH CONGRESS
2^D SESSION

S. 2651

To provide for reform relating to Federal employment, and for other purposes.

IN THE SENATE OF THE UNITED STATES

JUNE 20, 2002

Mr. VOINOVICH (for himself, Mr. THOMPSON, and Mr. COCHRAN) introduced the following bill; which was read twice and referred to the Committee on Governmental Affairs

A BILL

To provide for reform relating to Federal employment, 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; TABLE OF CONTENTS.**

4 (a) **SHORT TITLE.**—This Act may be cited as the
5 “Federal Workforce Improvement Act of 2002”.

6 (b) **TABLE OF CONTENTS.**—The table of contents of
7 this Act is as follows:

Sec. 1. Short title; table of contents.

TITLE I—CHIEF HUMAN CAPITAL OFFICERS

Sec. 101. Short title.

Sec. 102. Agency Chief Human Capital Officers.

Sec. 103. Chief Human Capital Officers Council.

- Sec. 104. Strategic human capital management.
 Sec. 105. Effective date.

TITLE II—REFORMS RELATING TO FEDERAL HUMAN CAPITAL
 MANAGEMENT

- Sec. 201. Inclusion of agency human capital strategic planning in performance plans and program performance reports.
 Sec. 202. Reform of the competitive service hiring process.
 Sec. 203. Permanent extension, revision, and expansion of authorities for use of voluntary separation incentive pay and voluntary early retirement.
 Sec. 204. Streamlined critical pay authority.
 Sec. 205. Recruitment, relocation, and retention bonuses.
 Sec. 206. Corrections relating to pay administration.
 Sec. 207. Civil Service Retirement System computation for part-time service.
 Sec. 208. Student volunteer transit subsidy.

TITLE III—REFORMS RELATING TO THE SENIOR EXECUTIVE
 SERVICE

- Sec. 301. Repeal of recertification requirements of senior executives.
 Sec. 302. Adjustment of limitation on total annual compensation.
 Sec. 303. Expanded Senior Executive Service limited appointment authority.

TITLE IV—REFORMS RELATING TO FEDERAL EMPLOYEE CAREER
 DEVELOPMENT AND BENEFITS

- Sec. 401. Agency training.
 Sec. 402. Annual leave enhancements.
 Sec. 403. Modifications to National Security Education Program.

TITLE V—FEDERAL HUMAN RESOURCES MANAGEMENT
 INNOVATIONS

- Sec. 501. Streamlined personnel management demonstration projects.
 Sec. 502. Effective date.

1 **TITLE I—CHIEF HUMAN CAPITAL**
 2 **OFFICERS**

3 **SEC. 101. SHORT TITLE.**

4 This title may be cited as the “Chief Human Capital
 5 Officers Act of 2002”.

6 **SEC. 102. AGENCY CHIEF HUMAN CAPITAL OFFICERS.**

7 (a) IN GENERAL.—Part II of title 5, United States
 8 Code, is amended by inserting after chapter 13 the fol-
 9 lowing:

1 **“CHAPTER 14—AGENCY CHIEF HUMAN**
 2 **CAPITAL OFFICERS**

“Sec.

“1401. Establishment of agency Chief Human Capital Officers.

“1402. Authority and functions of agency Chief Human Capital Officers.

3 **“§ 1401. Establishment of agency Chief Human Cap-**
 4 **ital Officers**

5 “The head of each Executive agency, other than the
 6 General Accounting Office, shall appoint or designate a
 7 Chief Human Capital Officer, who shall—

8 “(1) advise and assist the head of the agency
 9 and other agency officials in carrying out the agen-
 10 cy’s responsibilities for selecting, developing, and
 11 managing a high-quality, productive workforce in ac-
 12 cordance with merit system principles; and

13 “(2) implement the rules and regulations of the
 14 President and the Office of Personnel Management
 15 and the laws governing the civil service within the
 16 agency.

17 **“§ 1402. Authority and functions of agency Chief**
 18 **Human Capital Officers**

19 “(a) The functions of each Chief Human Capital Of-
 20 ficer shall include—

21 “(1) setting the workforce development strategy
 22 of the agency;

1 “(2) assessing workforce characteristics and fu-
2 ture needs based on the agency’s mission and stra-
3 tegic plan;

4 “(3) aligning the agency’s human resources
5 policies and programs with organization mission,
6 strategic goals, and performance outcomes;

7 “(4) developing and advocating a culture of
8 continuous learning to attract and retain employees
9 with superior abilities;

10 “(5) identifying best practices and
11 benchmarking studies; and

12 “(6) applying methods for measuring intellec-
13 tual capital and identifying links of that capital to
14 organizational performance and growth.

15 “(b) In addition to the authority otherwise provided
16 by this section, each agency Chief Human Capital
17 Officer—

18 “(1) shall have access to all records, reports,
19 audits, reviews, documents, papers, recommenda-
20 tions, or other material that—

21 “(A) are the property of the agency or are
22 available to the agency; and

23 “(B) relate to programs and operations
24 with respect to which that agency Chief Human

1 Capital Officer has responsibilities under this
2 chapter; and

3 “(2) may request such information or assist-
4 ance as may be necessary for carrying out the duties
5 and responsibilities provided by this chapter from
6 any Federal, State, or local governmental entity.”.

7 (b) TECHNICAL AND CONFORMING AMENDMENT.—
8 The table of chapters for part II of title 5, United States
9 Code, is amended by inserting after the item relating to
10 chapter 13 the following:

“14. Chief Human Capital Officers 1401”.

11 **SEC. 103. CHIEF HUMAN CAPITAL OFFICERS COUNCIL.**

12 (a) ESTABLISHMENT.—There is established a Chief
13 Human Capital Officers Council, consisting of—

14 (1) the Director of the Office of Personnel
15 Management, who shall act as chairperson of the
16 Council;

17 (2) the Deputy Director for Management of the
18 Office of Management and Budget, who shall act as
19 vice chairperson of the Council; and

20 (3) the Chief Human Capital Officers of Execu-
21 tive departments and any other members who are
22 designated by the Director of the Office of Personnel
23 Management.

24 (b) FUNCTIONS.—The Chief Human Capital Officers
25 Council shall meet periodically to advise and coordinate