

Calendar No. 409108TH CONGRESS
1ST SESSION**S. 1683****[Report No. 108-207]**

To provide for a report on the parity of pay and benefits among Federal law enforcement officers and to establish an exchange program between Federal law enforcement employees and State and local law enforcement employees.

IN THE SENATE OF THE UNITED STATES

SEPTEMBER 30 (legislative day, SEPTEMBER 29), 2003

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

NOVEMBER 22, 2003

Reported by Ms. COLLINS, without amendment

A BILL

To provide for a report on the parity of pay and benefits among Federal law enforcement officers and to establish an exchange program between Federal law enforcement employees and State and local law enforcement employees.

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

1 **SECTION 1. SHORT TITLE.**

2 This Act may be cited as the “Federal Law Enforce-
3 ment Pay and Benefits Parity Act of 2003”.

4 **SEC. 2. LAW ENFORCEMENT PAY AND BENEFITS PARITY**
5 **REPORT.**

6 (a) DEFINITION.—In this section, the term “law en-
7 forcement officer” means an individual—

8 (1)(A) who is a law enforcement officer defined
9 under section 8331 or 8401 of title 5, United States
10 Code; or

11 (B) the duties of whose position include the in-
12 vestigation, apprehension, or detention of individuals
13 suspected or convicted of offenses against the crimi-
14 nal laws of the United States; and

15 (2) who is employed by the Federal Govern-
16 ment.

17 (b) REPORT.—Not later than April 30, 2004, the Of-
18 fice of Personnel Management shall submit a report to the
19 President of the Senate and the Speaker of the House of
20 Representatives and the appropriate committees and sub-
21 committees of Congress that includes—

22 (1) a comparison of classifications, pay, and
23 benefits among law enforcement officers across the
24 Federal Government; and

25 (2) recommendations for ensuring, to the max-
26 imum extent practicable, the elimination of dispari-

1 ties in classifications, pay and benefits for law en-
2 forcement officers throughout the Federal Govern-
3 ment.

4 **SEC. 3. EMPLOYEE EXCHANGE PROGRAM BETWEEN FED-**
5 **ERAL EMPLOYEES AND EMPLOYEES OF**
6 **STATE AND LOCAL GOVERNMENTS.**

7 (a) DEFINITIONS.—In this section—

8 (1) the term “employing agency” means the
9 Federal, State, or local government agency with
10 which the participating employee was employed be-
11 fore an assignment under the Program;

12 (2) the term “participating employee” means
13 an employee who is participating in the Program;
14 and

15 (3) the term “Program” means the employee
16 exchange program established under subsection (b).

17 (b) ESTABLISHMENT.—The President shall establish
18 an employee exchange program between Federal agencies
19 that perform law enforcement functions and agencies of
20 State and local governments that perform law enforcement
21 functions.

22 (c) CONDUCT OF PROGRAM.—The Program shall be
23 conducted in accordance with subchapter VI of chapter 33
24 of title 5, United States Code.

1 (d) QUALIFICATIONS.—An employee of an employing
2 agency who performs law enforcement functions may be
3 selected to participate in the Program if the employee—

4 (1) has been employed by that employing agen-
5 cy for a period of more than 3 years;

6 (2) has had appropriate training or experience
7 to perform the work required by the assignment;

8 (3) has had an overall rating of satisfactory or
9 higher on performance appraisals from the employ-
10 ing agency during the 3-year period before being as-
11 signed to another agency under this section; and

12 (4) agrees to return to the employing agency
13 after completing the assignment for a period not less
14 than the length of the assignment.

15 (e) WRITTEN AGREEMENT.—An employee shall enter
16 into a written agreement regarding the terms and condi-
17 tions of the assignment before beginning the assignment
18 with another agency.

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