

COMMITTEE ON GOVERNMENT REFORM
CONGRESSMAN TOM DAVIS, CHAIRMAN



NEWS RELEASE

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House Passes Federal Workforce Flexibility Act
Helps Government Improve Human Capital Management

Washington, D.C. - House Government Reform Committee Chairman Tom Davis (R-VA-11th) is pleased to announce that the U.S. House of Representatives yesterday approved S. 129, "The Federal Workforce Flexibility Act," by a voice vote.

This legislation, introduced by Senator George Voinovich (R-OH), modernizes and updates personnel flexibilities and authorities available to agencies of the Federal government. The legislation amends current law with regard to critical pay authority, computation of annuities for certain individuals with part-time service, agency training activities, annual leave, and recruitment and retention bonuses.

"The Federal government's most important asset is our people, and we must be able to recruit, retain and reward them. This legislation not only enhances existing statutory authorities, but provides additional flexibilities that will assist in the management of human capital. This legislation is an important tool as the Federal government works to become a model employer," said Chairman Davis.

The major provisions of the Federal Workforce Flexibility Act are as follows:

- **Recruitment, Retention and Relocation Bonuses**: Federal agencies will have enhanced flexibility, within their budgets, to pay bonuses of up to 100% of annual basic pay (over a 4 year period) to help agencies recruit and retain employees in difficult-to-fill positions or employees who must relocate to accept such a position.
- **Streamlined Critical Pay Authority**: The Office of Personnel Management will be empowered to revitalize an underused authority to pay employees in certain critical and difficult-to-fill Government positions.
- **Agency Training**: Federal agencies will be required to link agency training programs with their performance plans and strategic goals, establish a comprehensive management succession program, and provide special training to help managers deal with poor performance.
- **Annual Leave**: To help recruit qualified executives, members of the Senior Executive Service hired from the private sector will receive the same vacation benefits as those hired internally, and other newly-

hired Federal employees with qualifying non-Federal experience will receive credit for that experience in determining the amount of their vacation time.

- Comp Time for Travel: In situations where Federal employees who must travel outside normal working hours currently receive no compensation, the law will provide compensatory time off for their travel time
- Pay Administration: Several corrections to streamline and rationalize the laws on pay-setting in unusual situations -- where employees change from one location to another or from one pay schedule to another - will be made. No employee's pay will be reduced as a result of these corrections.

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