AMENDMENT IN THE NATURE OF A SUBSTITUTE TO H.R. 3244

OFFERED BY MR. MEADOWS OF NORTH

CAROLINA

Strike all after the enacting clause and insert the following:

1	SECTION 1. EMPLOYEE SURVEYS.
2	(a) In General.—Chapter 14 of title 5, United
3	States Code, is amended by adding at the end the fol-
4	lowing:
5	"§ 1403. Employee surveys
6	"(a) In General.—Each agency shall conduct an
7	annual survey of its employees (including survey questions
8	unique to the agency and questions prescribed under sub-
9	section (b)) to assess—
10	"(1) leadership and management practices that
11	contribute to agency performance; and
12	"(2) employee satisfaction with—
13	"(A) leadership policies and practices;
14	"(B) work environment;
15	"(C) rewards and recognition for profes-
16	sional accomplishment and personal contribu-
17	tions to achieving organizational mission;

1	"(D) opportunity for professional develop-
2	ment and growth; and
3	"(E) opportunity to contribute to achieving
4	organizational mission.
5	"(b) REGULATIONS; NOTICE.—
6	"(1) IN GENERAL.—The Director of the Office
7	of Personnel Management shall issue regulations
8	prescribing survey questions that should appear on
9	all agency surveys under subsection (a) in order to
10	allow a comparison across agencies.
11	"(2) Notice of change to regulations.—
12	"(A) IN GENERAL.—The Director of the
13	Office of Personnel Management may not issue
14	a regulation under this section until the date
15	that is 60 days after the date on which the Di-
16	rector submits such regulation to the Com-
17	mittee on Oversight and Government Reform of
18	the House of Representatives and the Com-
19	mittee on Homeland Security and Govern-
20	mental Affairs of the Senate unless the Director
21	submitted such regulation to those committees
22	not later than the day after the date on which
23	the notice of proposed rulemaking is published
24	in the Federal Register.

1	"(B) APPLICABILITY.—Subparagraph (A)
2	shall apply with respect to any regulation pro-
3	mulgated on or after the date of enactment of
4	this paragraph.
5	"(3) Notice of change to survey ques-
6	TIONS.—Not later than 60 days before finalizing any
7	change, addition, or removal to any survey question
8	in the annual employee survey administered by the
9	Office pursuant to this section, the Director shall—
10	"(A) make the proposed change, addition,
11	or removal and the proposed final text, if appli-
12	cable, of any such question publically available
13	on the agency's website; and
14	"(B) provide to the Committee on Over-
15	sight and Government Reform of the House of
16	Representatives and the Committee on Home-
17	land Security and Governmental Affairs of the
18	Senate—
19	"(i) the proposed change, addition, or
20	removal and the proposed final text, if ap-
21	plicable, of any such question;
22	"(ii) a justification for the proposed
23	change, addition, or removal; and
24	"(iii) an analysis of whether the
25	change, addition, or removal will affect the

1	ability to compare results from surveys
2	taken after the change, addition, or re-
3	moval is implemented with results from
4	surveys taken before the change, addition
5	or removal is implemented.
6	"(c) Occupational Data.—To the extent prac-
7	ticable, the Director of the Office of Personnel Manage-
8	ment shall, in publishing agency survey data collected
9	under subsection (a), include responses to such surveys by
10	occupation. In carrying out this subsection the Director
11	shall ensure the confidentiality of any agency survey re-
12	spondent.
13	"(d) AVAILABILITY OF RESULTS.—The results of the
14	agency surveys under subsection (a) shall be made avail-
15	able to the public and posted on the website of the agency
16	involved, unless the head of such agency determines that
17	doing so would jeopardize or negatively impact national
18	security.
19	"(e) AGENCY DEFINED.—In this section, the term
20	'agency' has the meaning given the term Executive agency
21	in section 105.".
22	(b) Applicability.—
23	(1) The requirements of section 1403 of title 5
24	United States Code (as added by this Act) shall

1	apply with respect to any annual survey initiated on
2	or after the date of enactment of this Act.
3	(2) Any annual survey authorized by, and meet-
4	ing the requirements of, section 1128 of the Na-
5	tional Defense Authorization Act for Fiscal Year
6	2004 (Public Law 108–136; 5 U.S.C. 7101 note)
7	that is in progress on the date of enactment of this
8	Act (or, if no such survey is in progress, was most
9	recently completed prior to the date of enactment of
10	this Act) shall be considered to be a survey author-
11	ized by, and that meets the requirements of, section
12	1403(a) of title 5, United States Code, (as added by
13	this Act) including for purposes of requiring the Of-
14	fice of Personnel Management to give notice of sub-
15	sequent changes, additions, or removals of survey
16	questions under section 1403(b)(3) of such title.
17	(c) Technical and Conforming Amendments.—
18	(1) Repeal.—Section 1128 of the National
19	Defense Authorization Act for Fiscal Year 2004
20	(Public Law 108–136; 5 U.S.C. 7101 note), and the
21	item relating to such section in the table of sections,
22	is repealed.
23	(2) Table of sections.—The table of sections
24	for chapter 14 of title 5, United States Code, is

1	amended by inserting after the item relating to sec-
2	tion 1402 the following new item:
	"1403. Employee surveys.".
3	(3) Table of Chapters.—The item relating
4	to chapter 14 in the table of chapters for part II of
5	title 5, United States Code, is amended to read as
5	follows:
	"14. Agency Chief Human Capital Officers; Employee Surveys 1401".