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(Original Signature of Member)

118TH CONGRESS
2D SESSION

H. R. _____

To require annual surveys of Federal employee managers, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

Mr. SESSIONS introduced the following bill; which was referred to the Committee on _____

A BILL

To require annual surveys of Federal employee managers, 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 “Manager Attitudes and
5 Notions According to Government Employee Responses
6 Act” or the “MANAGER Act”.

1 **SEC. 2. FEDERAL EMPLOYEE MANAGER SURVEYS.**

2 (a) IN GENERAL.—Section 1128 of the National De-
3 fense Authorization Act for Fiscal Year 2004 (Public Law
4 108–136; 5 U.S.C. 7101 note) is amended—

5 (1) by redesignating subsections (b), (c), and
6 (d) as subsections (c), (d), and (e), respectively;

7 (2) by inserting after subsection (a) the fol-
8 lowing:

9 “(b) MANAGERS.—

10 “(1) IN GENERAL.—Each agency shall conduct
11 an annual survey of its managers that shall, in addi-
12 tion to the topics covered by the survey under sub-
13 section (a), include the following questions:

14 “(A) I have confidence my agency leader-
15 ship will support me if I try to discipline an em-
16 ployee.

17 “(B) I have confidence in the current sys-
18 tem to discipline employees.

19 “(C) I feel supported as a manager.

20 “(D) I have adequate training regarding
21 how to discipline employees.

22 “(E) I have adequate time to observe new
23 employees and attempt to correct deficiencies
24 before their probationary period expires.

1 “(F) I have opted not to attempt to dis-
2 cipline an employee over the past year because
3 I have no confidence in the system.

4 “(G) My input is sought regarding labor
5 negotiations that will impact my work unit.

6 “(H) I would recommend that a colleague
7 in my agency become a manager if given the
8 option to do so.

9 “(I) The inability to discipline poor per-
10 formers or otherwise bad employees hurts the
11 morale of my work unit.

12 “(J) Good employees in my work unit have
13 left because of the inability to discipline prob-
14 lematic employees.

15 “(2) RESPONSE OPTIONS.—Each survey under
16 paragraph (1) shall include an option to provide nar-
17 rative responses to each question required under
18 such paragraph, in addition to any other quan-
19 titative or qualitative response options.”;

20 (3) in subsections (c) and (d), as redesignated
21 by paragraph (1) of this subsection, by striking
22 “subsection (a)” each place it appears and inserting
23 “subsection (a) or (b)”; and

24 (4) by amending subsection (e), as so redesign-
25 ated, to read as follows:

1 “(e) DEFINITIONS.—In this section—

2 “(1) the term ‘agency’ means an Executive
3 agency (as that term is defined in section 105 of
4 title 5, United States Code); and

5 “(2) the term ‘Federal manager’ means a Fed-
6 eral employee who—

7 “(A) has obtained the grade of GS–13 of
8 the General Schedule or higher; and

9 “(B) is a supervisor or management offi-
10 cial (as those terms are defined in section 7103
11 of such title 5).”.

12 (b) REQUIREMENT TO UPDATE SURVEYS.—Not later
13 than 180 days after the date of the enactment of this Act,
14 the Office of Personnel Management shall update the reg-
15 ulations required under subsection (c) of such section
16 1128, as so redesignated, in order to implement the
17 amendments made by this Act.