

**AMENDMENT IN THE NATURE OF A SUBSTITUTE
TO H.R. 9593
OFFERED BY MR. COMER OF KENTUCKY**

Strike all after the enacting clause and insert the following:

1 SECTION 1. SHORT TITLE.

2 This Act may be cited as the “Manager Attitudes and
3 Notions According to Government Employee Responses
4 Act of 2024” or the “MANAGER Act of 2024”.

5 SEC. 2. FEDERAL EMPLOYEE MANAGER SURVEYS.

6 (a) IN GENERAL.—Section 1128 of the National De-
7 fense Authorization Act for Fiscal Year 2004 (Public Law
8 108–136; 5 U.S.C. 7101 note) is amended—

9 (1) by redesignating subsections (b), (c), and
10 (d) as subsections (c), (d), and (e), respectively;

11 (2) by inserting after subsection (a) the fol-
12 lowing:

13 “(b) MANAGERS.—

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

1 “(A) I have confidence my agency leader-
2 ship will support me if I try to discipline an em-
3 ployee.

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

6 “(C) I feel supported as a manager.

7 “(D) I have adequate training regarding
8 how to discipline employees.

9 “(E) I have adequate time to observe new
10 employees and attempt to correct deficiencies
11 before their probationary period expires.

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

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

17 “(H) I would recommend that a colleague
18 in my agency become a manager if given the
19 option to do so.

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

23 “(J) Good employees in my work unit have
24 left because of the inability to discipline prob-
25 lematic employees.

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

6 (3) in subsections (c) and (d), as redesignated
7 by paragraph (1) of this subsection, by striking
8 “subsection (a)” each place it appears and inserting
9 “subsection (a) or (b)”; and

10 (4) by amending subsection (e), as so redesign-
11 nated, to read as follows:

12 “(e) DEFINITIONS.—In this section—

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

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

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

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

23 (b) REQUIREMENT TO UPDATE SURVEYS.—Not later
24 than 180 days after the date of the enactment of this Act,
25 the Office of Personnel Management shall update the reg-

1 ulations required under subsection (c) of such section
2 1128, as so redesignated, in order to implement the
3 amendments made by this Act.

