

## HR 5522

Federal Supervisor Training Act of 2010

**Congress:** 111 (2009–2011, Ended)

**Chamber:** House

**Policy Area:** Government Operations and Politics

**Introduced:** Jun 14, 2010

**Current Status:** Forwarded by Subcommittee to Full Committee by Voice Vote .

**Latest Action:** Forwarded by Subcommittee to Full Committee by Voice Vote . (Jul 21, 2010)

**Official Text:** <https://www.congress.gov/bill/111th-congress/house-bill/5522>

### Sponsor

**Name:** Rep. Moran, James P. [D-VA-8]

**Party:** Democratic • **State:** VA • **Chamber:** House

### Cosponsors (4 total)

Cosponsor	Party / State	Role	Date Joined
Rep. Connolly, Gerald E. [D-VA-11]	D · VA		Jun 14, 2010
Rep. Wolf, Frank R. [R-VA-10]	R · VA		Jun 14, 2010
Del. Norton, Eleanor Holmes [D-DC-At Large]	D · DC		Jul 20, 2010
Rep. Sarbanes, John P. [D-MD-3]	D · MD		Jul 20, 2010

### Committee Activity

Committee	Chamber	Activity	Date
Oversight and Government Reform Committee	House	Reported by	Jul 21, 2010

### Subjects & Policy Tags

#### Policy Area:

Government Operations and Politics

### Related Bills

Bill	Relationship	Last Action
111 S 674	Related bill	<b>Dec 14, 2010:</b> Placed on Senate Legislative Calendar under General Orders. Calendar No. 691.

Federal Supervisor Training Act of 2010 - Revises provisions relating to specific training programs for federal agency supervisors. Requires the head of each federal agency to establish: (1) a program to provide training to supervisors on developing and discussing relevant goals and objectives with the employee, communicating and discussing progress on performance goals and objectives and conducting performance appraisals, mentoring and motivating employees and improving employee performance and productivity, fostering a work environment characterized by fairness, respect, equal opportunity, and attention paid to the merit of the work of employees, effectively managing employees with unacceptable performance, and addressing reports of a hostile work environment, reprisal, or harassment; (2) a program to provide training to supervisors on prohibited personnel practices, employee collective bargaining and union participation rights, and processes to enforce employee rights; and (3) a program under which experienced supervisors mentor new supervisors.

Requires: (1) an individual to complete all such programs within one year after being appointed as a supervisor; (2) supervisors to complete one of the first two programs every three years; (3) the Office of Personnel Management (OPM) to regulate an appropriate schedule for an individual who cannot complete such programs within the established deadlines due to unforeseen circumstances; and (4) OPM to consult with the Small Agency Council regarding establishment of a supervisor training program for a small agency.

Requires the Director of OPM to issue guidance to federal agencies on competencies supervisors are expected to possess in order to effectively manage, and be accountable for managing, the performance of employees. Requires each agency to: (1) assess the overall capacity of the supervisors in the agency, based on OPM's competency model; (2) develop and implement a supervisor training program to strengthen issues identified during such assessment; and (3) measure the effectiveness of that program in improving supervisor competence.

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### **Actions Timeline**

- **Jul 21, 2010:** Subcommittee Consideration and Mark-up Session Held.
- **Jul 21, 2010:** Forwarded by Subcommittee to Full Committee by Voice Vote .
- **Jul 20, 2010:** Referred to the Subcommittee on Federal Workforce, Post Office, and the District of Columbia.
- **Jun 14, 2010:** Introduced in House
- **Jun 14, 2010:** Sponsor introductory remarks on measure. (CR E1089-1090)
- **Jun 14, 2010:** Referred to the House Committee on Oversight and Government Reform.